Cassidy Gaddie

(she/her)

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**EDUCATION**

University of Georgia: Athens, GA

 M.S., Industrial Organizational Psychology 2024

 PhD, Industrial Organizational Psychology Expected 2025

University of Oklahoma: Norman, OK 2020

 B.A., Psychology

 Minor: Nonprofit Organizational Studies

**RESEARCH INTERESTS**

* Employee life cycle (retention, turnover)
* Employee well-being (engagement, satisfaction)
* Diversity, equity, and inclusion (DEI)

**PUBLICATIONS**

Ripberger, J., Bell, A., Fox, A., Forney, A., Livingston, W., **Gaddie, C**., ... & Hank Jenkins-Smith, H. (2022). Communicating Probability Information in Weather Forecasts: Findings and Recommendations from a Living Systematic Review of the Research Literature. *Weather, Climate, and Society*.

**ORAL PRESENTATIONS**

**Gaddie, C.**, Jinnah, H., Stoneman, Z., & Hoffman, B. (2024). Getting and keeping work: Barriers and recommendations from people with disabilities. In **Gaddie, C.** (Chair). (2024). Engaging organizational stakeholders: Pathways to disability employment inclusion [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Gaddie, C.**, Culotta, T., Hoffman, B., Shockley, K., & Lumbreras, J. (2023). Role Stressors, Not Concern for Health, Mediate COVID-19 Exposure-Burnout Relationship. In Hoffman, B. (Chair). (2023). Addressing the Effects of Pandemic Work on Frontline Healthcare Workers [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Culotta, T., Hoffman, B., **Gaddie, C.**, & Shockley, K. (2023). The Great Resignation of Healthcare Workers: Novel Antecedents. In Hoffman, B. (Chair). (2023). Addressing the Effects of Pandemic Work on Frontline Healthcare Workers [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Facteau, K., **Gaddie, C.,** Gerkin, E., Eby, L. T., & Shockley, K. M. (2023). An in-depth review of the state of formal mentoring in Fortune 100 companies. In Eby, L. T. (Co-Chair) & Facteau, K. (Co-Chair) (2023). Science and practice of mentoring: Trends, recommendations, and priorities for future research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Bell, A., Fox, A., Ripberger, J., Forney, A., Livingston, W., & **Gaddie, C.** (2021).

Communicating Probability Information: Findings and Recommendations from a Systematic Review of the Research Literature. In *101st American Meteorological Society Annual Meeting.* AMS.

**POSTER PRESENTATIONS**

**Gaddie, C.,** & Hoffman, B. (2024). *A Field in Flight: Frontline Healthcare COVID-19 Exposure and Turnover Intentions*. [Poster] Society for Industrial and Organizational Psychology Conference, Chicago, IL, United States.

Hoffman, B., Culotta, T., **Gaddie, C.**, He, Y., & Kim, Y. (2024*). Leadership Behaviors and Turnover/Intentions: An Integrative Meta-Analysis.* [Poster]. Society for Industrial and Organizational Psychology Conference, Chicago, IL, United States.

**Gaddie, C.,** Stryker, S., Kim, Y., & Hoffman, B. (2022). *Do Employees Quit Their Boss? Meta-*

*analysis of Leadership and Turnover/Intentions.* [Poster] Society for Industrial and Organizational Psychology Conference, Seattle, WA, United States.

**Gaddie, C.,** Stryker, S., Kim, Y., & Hoffman, B. (2021). *Leadership behaviors and*

*turnover/intentions: An integrative meta-analysis.* [Poster] Society for Industrial and Organizational Psychology Conference. [Virtual]

**RESEARCH EXPERIENCE**

**Graduate Research Assistant** May 2022 – Present

***Institute on Human Development and Disability:*** University of Georgia

*Supervisor:* Dr. Hamida Jinnah

* Complete needs assessments for state agencies providing employment and other services to persons with disabilities and identify gaps in current services
* Collect qualitative and quantitative data and conduct analyses on projects related to people with disabilities in the state of Georgia to inform policy decisions

**Graduate Lab Manager** August 2020 – Present

***Leadership and Performance Dynamics Lab*:**University of Georgia

*Supervisor*: Dr. Brian Hoffman

* Recruit, train, mentor, and coordinate undergraduate research assistants
* Collaborate on coding and statistical analyses for multiple meta-analyses
* Lead ongoing projects and data collection on a variety of topics, including employee burnout and novel workplace stressors
* End to end survey development, design, and distribution
* Conduct advanced statistical analyses, including factor analysis, SEM, and meta-analytic procedures

**Undergraduate Research Assistant** August 2017 – July 2020

***Center for Risk and Crisis Management*:**University of Oklahoma

*Supervisor:* Dr. Carol Silva and Dr. Hank Jenkins-Smith

* Conducted machine learning natural language processing coding
* Qualitative coding for a project on knowledge management within Sandia National Laboratories
* Built weekly reports analyzing the top social media posts on topics related to nuclear power
* Assisted in codebook formation for projects looking at public perceptions on nuclear energy, waste, and defense systems
* Developed coder tools and metrics for increasing intercoder reliability
* Conducted data analysis of social media posts on topics such as nuclear energy, natural disasters, and nuclear weapons proliferation

**Undergraduate Research Assistant** August 2019 – May 2020

***Mumford Research Group*:** University of Oklahoma

*Supervisor:* Dr. Michael Mumford

* Built and analyzed extensive literature reviews
* Engaged in data entry and data management on projects involving creative problem solving and leadership styles
* Led experiments running participants through a Qualtrics survey

**APPLIED EXPERIENCE**

**Talent Management Intern** May 2024 – Present

***T-Mobile:*** Overland Park, KS

* Led the development and execution of a project plan to review, update, and validate a competency model for an organization with nearly 70,000 employees. Proactively utilized qualitative and quantitative data analysis to define successful performance metrics and established competency levels across five job tiers.
* Curated learning materials into competency-based playlists, collaborating with cross-functional teams to tailor content for diverse employee groups and ensure alignment with job-specific needs.
* Designed and developed strategic project milestones, leading cross-functional teams to align efforts with organizational priorities, drive strategic goals, and integrate with existing programs.
* Collaborated with diverse, cross-functional teams to drive initiatives forward, leveraging varied perspectives to enhance project outcomes and foster innovation.

**Research and Applied Psychometrics Consultant (Contract)** March 2022 – February 2024

***Ascend Learning***

* Conducted univariate and multivariate data analyses to assess efficacy of proprietary virtual human, simulation-based skills training
* Conducted beta testing, form equating, norm scoring, and other psychometric procedures in developing new learning assessments
* Manuscript and technical report preparation (for publication and credentialing purposes)
* Balanced feasibility and scientific rigor in addressing methodological limitations of ongoing projects
* Served as lead in survey creation, research design, technical report preparation, and program evaluation projects
* Conducted quality assurance testing for an interactive simulation-based learning assessment for nursing students

**Diversity, Equity, and Inclusion Intern** June 2022 – December 2023

***Global Payments:*** Atlanta, Georgia

* Conducted people analytics and data wrangling analyses on a dataset of over 27,000 global employees with exports from Workday
* Created, developed, and implemented over 100 quarterly dashboards for forecasting and modeling leader progress towards diversity goals
* Used dashboard insights to provide leader updates and inform DEI recruitment and hiring strategy
* Developed and distributed a global inclusive language guide to provide guidance on DEI workplace discussions
* Assisted in creation and launch of three employee resource groups (ERGs) and created toolkit materials for sustaining ERGs
* Compiled and presented information on DEI benchmarks (e.g. HRC Corporate Equality Index) to monitor progress against external referents
* Facilitated the launch of multiple diversity business action teams (BATs) across business functions to drive global DEI strategy development and implementation
* Created materials, assessment and resource toolkits, and strategy management guides to ensure successful self-management of diversity business action teams

**Rater (Contract)**

***SkillSource Learning Partners:*** Athens, GA August 2022 – December 2022

* Analyzed customer service candidate audio files using behaviorally anchored rating scales (BARS)
* Provided over 4,000 data points for NLP machine-learning project for a Fortune 100 client

**Assessor (Contract)** March 2022

***Personnel Board of Jefferson County*:** Birmingham, Alabama

* Served as an assessor and role player for a high-fidelity executive assessment center.
* Duties included evaluating the performance of job candidates on video-based structured interviews, work samples, and other job simulations using behavioral guidelines developed by subject matter experts.
* Assessment duties were preceded by extensive training in the observation, evaluation, and documentation of behavior, as well as psychometrics, history of assessment, and best practices in testing and assessment.

**Advancement Intern**  January 2019 – May 2019

***Regional Food Bank of Oklahoma*:** Oklahoma City, OK

* Managed a database of donor contact information and donation history
* Developed, wrote, and distributed grant funding applications
* Monitored team development based on Lean Six Sigma framework
* Used analytical skills to create an organizational stewardship plan
* Engaged in background research for developing organizational projects

**ACADEMIC HONORS AND AWARDS**

Dean’s Honor Roll, *University of Oklahoma* August 2017 – May 2020

Valedictorian Scholarship, *University of Oklahoma* August 2017 – May 2020

Presidential International Travel Fellowship, *University of Oklahoma* June 2018 – July 2018

President’s Honor Roll, *University of Oklahoma* August 2017 – May 2018

**RELEVANT COURSEWORK**

*University of Georgia,* Graduate Level

 Advanced Experimental Psychology

 Advanced Social Psychology

Organizational Psychology

Industrial Psychology

Psychometrics

Applied Regression

Teams

Structural Equation Modeling

Advanced Management Research Methods

Personality

Psychology of Prejudice

Agent Based Modeling

Data Management

Personnel Selection

*University of Oklahoma,* Undergraduate Level

 Research Methods I: Statistics

 Research Methods II: Applications and Experimental Design

 Nonprofit Fundamentals I & II

 Introduction to Industrial/Organizational Psychology

 Leadership and Planning

 Psychology of Groups

 Donor Stewardship, Grant Writing, and Data Management

**RELEVANT SKILLS**

* Survey Software: Qualtrics, SurveyMonkey
* Qualitative Data Collection and Analysis Methods
* Quantitative Data Collection and Analysis Methods
* Google Suite Applications
* Microsoft Office Applications
* Statistical Software: IBM SPSS, RStudio, MPlus, SAS
* Data Visualization: Tableau, PowerBI, Google Studio