

Shahin Davoudpour
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Education

Ph.D. University of California, Irvine
(In Progress) Major: Social Sciences
 Concentration: Organizational Sociology and Theory
 Management

M.A. University of California, Irvine 2015
 Major: Social Sciences
 Concentration: Demographic and Social Analysis
 Organizations and Management

B.A. California State University, Fullerton 2014 (Leadership Scholar)
 Major: Business Administration
 Concentration: General Management
 Organizational Behavior

Academic Employment

2014-Present *Graduate Teaching Assistant*, Department of Sociology, School of Social Sciences,
University of California, Irvine.

2013 *Teaching Assistant*, Department of Management, Mihaylo College of Business and
Economics, California State University, Fullerton.

2012-2014 *Research Assistant*, Department of Management, Mihaylo College of Business and
Economics, California State University, Fullerton.

Honors

- Dean's List, *CSUF Mihaylo College of Business and Economics*
- Executive Council Mentoring Program, *Mihaylo College of Business and Economics*
- Leadership Scholars, *Mihaylo College of Business and Economics, Center for Leadership*
- Graduate Student Research and Travel Funding, *University of California, Irvine*

Research Statement

I am an organizational scientist and a demographer with background in statistics and data analysis. Generally, I am interested in human behavior within organizational context. My main areas of research are in Organizational Demography, Workplace Diversity, Work-Life Balance, Leadership and Team Dynamics. I am particularly drawn to research topics such as processes of stigmatization, Group Diversity as well as the relationship between Gender and Leadership.

Research/Publication

Journal

1. Pichler, S., Varma, A., Yu, A., Beenen, G., & **Davoudpour, S.** (2014). High performance work systems, cultures and gender demography. *Employee Relations: The International Journal*, 36(6). [PDF](#)
2. Beenen, G., Pichler, S., & **Davoudpour S.**, (R and R). Interpersonal Skills in MBA Admissions: How are They Conceptualized and Assessed? *Journal of Management Education*. [Abstract](#)

Conference

3. Gnanlet, A., **Davoudpour, S.**, & Choi, H. C. P., *Impact of Healthcare Information Technology (HIT): Review of Organizational, Behavioral and Operational Challenges*. (Nov, 2014), *Decision Sciences Institute (DSI 2014) Annual Meeting, Tampa, FL*.
4. Beenen, G., Pichler, S., & **Davoudpour S.**, (2016). Interpersonal Skills in MBA Admissions: How are They Conceptualized and Assessed? *Academy of Management*. [Abstract](#)
5. Pichler, S., Ruggs, E., Trau, R., & **Davoudpour, S.** (Under Review) Worker Outcomes of LGBT-supportive Policies: A Cross-Level Model. *Academy of Management*. [Abstract](#)
6. *Barbuto Jr, J. E., & **Davoudpour, S.** (2016) Generation Gaps in the Workplace: Testing Motivational Differences Across Generational Cohorts. *Eastern Academy of Management*.
* Preliminary results were presented at *Leading in an Intergenerational Climate*. An Executive Education program hosted by *Center for Leadership*.

Manuscripts in Preparation for Submission (Various Stages)

1. Gnanlet, A., **Davoudpour, S.**, & Choi, H. C. P., (Ready for submission). An Integrative Review for Healthcare Information Technology (HIT) Management Cycle: A Strategic Framework. [Abstract](#)
2. **Davoudpour, S.** & Lowik, A. (advance stages of writing) Denial of Existence: A Demographic Approach to Trans* Invisibility in Census Data.

3. Salvador, R., **Davoudpour, S.**, & Burgess, B. (data analysis) The effectiveness of business ethics education: A meta-analytic review.
4. Barbuto Jr, J. E., & **Davoudpour, S.** (data analysis). Servant Leadership Ideologies: Generational Demography Matters.
5. **Davoudpour, S.** (advance stages of writing) Heterosexism in the Workplace: Review of Attendances and Consequences faced by Sexual Minorities in the Organization.

Chapters/Technical Reports

6. Beenen, G., Pichler, S. & **Davoudpour, S.** (2014). Managerial interpersonal skills: Research feedback report. *Technical Report*.
7. **Davoudpour, S.** (Forthcoming). A Demographic Approach to Slowing Human Aging in *Forever for Now: The Ethics of Slowing Human Aging* (book by [Dr. John K. Davis](#)).

Independent Studies/Term Papers

8. **Davoudpour, S.** Heterosexism in the Workplace: A Review of Concepts, Individuals, and Outcomes. *Independent Studies*, Fall 2013 *MGMT-499* **Advisor:** Dr. Shaun Pichler
9. **Davoudpour, S.** Workplace Heterosexism: Effects of Organizational Climate on Interpersonal Interactions among Heterosexual and Non-heterosexual Workers. *Term Paper*, Winter 2015 *MGMT-PhD-291*. **Advisor:** Dr. Christopher Bauman
10. **Davoudpour, S.** Challenges of Sentiment Analysis in Social Media Research: Evidence from Twitter. *Independent Studies*, Spring 2015 *MGMT-PhD-299*. **Advisor:** Dr. Alladi Venkatesh
11. **Davoudpour, S.** Older Workers: An Agenda Forward. *Graduate Project for DASA (MA Degree)*. Spring 2015. **Advisors:** Dr. David John Frank and Dr. Matt L. Huffman

Presentations

1. Gnanlet, A. (co-presenter), **Davoudpour, S.** (co-presenter), Choi, H. C. P. (co-presenter), *Impact of Healthcare Information Technology (HIT): Review of Organizational, Behavioral and Operational Challenges*. (Nov, 2014), *Decision Sciences Institute (DSI 2014) Annual Meeting, Tampa, FL*.
2. Presenter at “Building Your Team”, Networking event by CSUF Entrepreneur Society, September 24, 25 2013. Titan Student Union. Fullerton, CA.

3. Guest Speaker at “*Assess and Energize Your "EQ" Levels*” hosted by Mihaylo College of Business and Economics’ Executive Council. October 2nd, 2014. Irvine, CA.

Research Assistant

Dr. Shaun Pichler

C.V.

- Non-work Orientations Relative to Career: A Multidimensional Measure.
- Toward the Development of a Model and a Measure of Managerial Interpersonal Skills.
- Leader-Member Exchange, Group- and Individual-Level Procedural Justice and Reactions to Performance Appraisals: Test of a Cross-Level Model.
- LGBT Workers. In A. Collela & E. King (Eds). *Oxford Handbook of Workplace Discrimination*.
- Worker Outcomes of LGBT-supportive Policies: A Cross-Level Model.

Dr. Gerard Beenen

C.V.

- Managerial Interpersonal Skills (MIPS) Research Feedback Report.
- Name that Team: The Mediating Effects of Team Social Identity and Task Autonomy on Student Personal Skill Development.
- Evaluation of Flip Teaching: Effects of the Hybrid Use of Online and In-class Resources in undergraduate and MBA Students.

Dr. Adelina Gnanlet

C.V.

- Metropolitan Statistical Area (MSA) Designation Issue Brief.
- Use of Globe Hofstede Model in Rating Airlines’ Service Management.
- Healthcare Information Technology (HIT) Managing Cycle.

Teaching Assistant

MGMT 339- *Principles of Management and Operations* Spring 2013 Fullerton, CA

Professional Experience

- **Center for Leadership** **California State University, Fullerton**
 Leadership Coordinator 2015-Present
 - Involved with Center’s five major initiatives in capacities from coordinator to event organizer.
 - Bringing Learning to Work
 - Annual Leadership Awards Luncheon
 - Leadership Scholars Program
 - MBA Concentration in Organizational Leadership
 - The Leadership Voice of Orange County

- **Team Up!** **University of California, Irvine**
 Co-Facilitator for Leadership and Team Development 2014-Present
 - Planning and executing customized Leadership Development Initiatives.
 - Training new staff during multi-day initial and onsite development.
 - Facilitating team learning, development and problem solving.

- **Positive Adventures Inc.** **Locations/responsibilities vary depending on programs**
 Camp Counselor Summer 2014
 - Recognize and respond to opportunities for problem solving in the group.

Student Leadership and Community Service

Graduate Mentor Adviser for Leadership Scholars Program Fall 2014- Present
 Vice President of Recruitment for Leadership Scholars Program Spring 2013- Spring 2014
 Executive Board Member Recruitment and Membership Team for Leadership Scholars Program
 Summer 2012- Spring 2013
 Executive Board Member Leadership Scholars, Center for Leadership 2012-Present
 Volunteer for Los Angeles Philharmonic (LA-PHIL) and Youth Orchestra of Los Angeles
 (YOLA) *various events*
 Volunteer for Smithsonian Institution
 Volunteer for Arab American National Museum (*various occasions*)
 Volunteer Product Camp 2011, 2012, 2015 (*Marketing on-Conference*)
 Volunteer on various Political Campaigns. (Honorable Edward Royce, Primary and General
 Elections of 2010, 2012)

Event (Organizer/Major Contributor)

15. March 14, 2014, *Leadership Scholars Special Beckman-Coulter*, Beckman-Coulter Head
 Quarter, Brea, CA.

14. February 28, 2014, *Leadership Scholars Networking with Professionals- February Event-*
 Michael J. Solomon and Laurie Miller, Scott O'Brien Center.

13. February 07, 2014, *Leadership Scholars Spring Kick Off Event-* Rob Reindl and Lacy Kelly,
 Mihaylo Hall.

12. November 15, 2013, *Leadership Scholars Networking with Professionals- November Event-*
 Todd Tailor and Laurie Jerome, Mihaylo Hall.

11. October 25, 2013, *Leadership Scholars Networking with Professionals- October Event-*
 Rochelle Reiter and Shaheen Sadeghi, Titan Student Union.

10. September 20, 2013, *Leadership Scholars Networking with Professionals- September Event*-Nazih Yahya and Roshan Mendis, Scott O'Brien Center.
9. May 10, 2013, *Leadership Scholars Network with Multiple Orange County Executives*, Scott O'Brien Center.
8. May 3, 2013, *Center for Leadership, 4th Annual Leadership Conference*, Fairmont Hotel, Newport Beach CA.
7. April 12, 2013, *Leadership Scholars Networking with Professionals- April Event*- Paul Folino and Dr. Susan Bowman, Scott O'Brien Center.
6. March 8, 2013, *Leadership Scholars Special Team Disney Event*, Team Disney Anaheim CA.
5. February 22, 2013, *Leadership Scholars Networking with Professionals- February Special Event*- Dr. Allan Comp and Jim Hirt, Business Inter-Club Council.
4. February 15, 2013, *Leadership Scholars Networking with Professionals- February Event*, Ron Stein and Scott Kenny, Scott O'Brien Center.
3. December 7, 2012, *Leadership Scholars Special Allergan Event*, Allergan Head Quarter, Irvine CA.
2. November 9, 2013, *Leadership Scholars Networking with Professionals- November Event*, Richard Ramsey and Greg Arbues, Scott O'Brien Center.
1. October 19, 2012, *Leadership Scholars Networking with Professionals- October Event*, Jay Scott and Ian DiOrio, Titan Student Union.

Professional Affiliations

- Academy of Management (AOM)
- American Statistical Association (The Orange County/Long Beach Chapter)
- Population Association of America (PAA)
- Decision Science Institute (DSI)
- United Nations Association *Of The United States of America* (UNA-USA)
- Center for Organizational Research, *University of California, Irvine*
- Center for Leadership, *Mihaylo College of Business and Economics*
- Leadership Scholars Program, *California State University, Fullerton*
- Human Resource and Organizational Behavior Club, *Paul Merage School of Business*

Skills

Microsoft suit (Excel, Word, PowerPoint, Project)

Web design Interfaces (Joomla, php, Word Press)

SPSS

Stata

NodeXL Data Analysis (Social Media Analysis Tool)

R

Languages

English

Farsi