

**Shahin Davoudpour**  
Doctoral Student  
School of Social Sciences  
University of California, Irvine  
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## **Education**

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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**

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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**

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- 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

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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

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1. Beenen, G., Pichler, S., & **Davoudpour S.**, (2017\*). Interpersonal Skills in MBA Admissions: How are They Conceptualized and Assessed? *Journal of Management Education*. \* Conditional Acceptance
2. **Davoudpour, S.**, Pichler, S., Ruggs, & E., Trau, R. (2017) What's Good for the Gander: How LGBT-Supportive Policies Benefit Employees. *Society for Industrial-Organizational Psychology*.
3. Barbuto Jr, J. E., & **Davoudpour, S.** (2016) Leading in an Intergenerational Climate: Testing Motivational Differences Across Generational Cohorts. *Eastern Academy of Management*.
4. Beenen, G., Pichler, S., & **Davoudpour S.**, (2016). Interpersonal Skills in MBA Admissions: How are They Conceptualized and Assessed? *Academy of Management Proceedings 2016:1 10232*; doi:10.5465.
5. 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).
6. Gnanlet, A., **Davoudpour, S.**, & Choi, H. C. P., (2014). Impact of Healthcare Information Technology (HIT): Review of Organizational, Behavioral and Operational Challenges. *Decision Sciences Institute*.
7. Beenen, G., Pichler, S. & **Davoudpour, S.** (2014). Managerial Interpersonal Skills: Research Feedback Report. *Technical Report*.
8. **Davoudpour, S.** (Forthcoming). A Demographic Approach to Slowing Human Aging in Davis, J. K. (Auth.) *Forever for Now: The Ethics of Slowing Human Aging*.
9. Barbuto Jr, J. E., & **Davoudpour, S.** (Under Review) Generation Gaps in the Workplace: Testing Motivational Differences Across Generational Cohorts. *Academy of Management 2017*.

10. Gnanlet, A., Choi, H. C. P., & **Davoudpour, S.** (Under Review). Healthcare Information Technology Management Cycle: Integrative Review and Strategic Framework. *Academy of Management 2017*.

### **Manuscripts in Preparation for Submission** (Various Stages)

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11. Gnanlet, A., **Davoudpour, S.**, & Choi, H. C. P., (ready for submission). An Integrative Review for Healthcare Information Technology (HIT) Management Cycle: A Strategic Framework.
12. **Davoudpour, S.** (advance stages of writing) Denial of Existence: A Demographic Approach to Trans\* Invisibility in Census Data.
13. Salvador, R., **Davoudpour, S.**, & Burgess, B. (data analysis) The effectiveness of business ethics education: A meta-analytic review.
14. Barbuto Jr, J. E., & **Davoudpour, S.** (data analysis). Servant Leadership Ideologies: Generational Demography Matters.
15. **Davoudpour, S.** (advance stages of writing) Heterosexism in the Workplace: Review of Attendances and Consequences faced by Sexual Minorities in the Organization.

### **Independent Studies/Term Papers**

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16. **Davoudpour, S.** Heterosexism in the Workplace: A Review of Concepts, Individuals, and Outcomes. *Independent Studies*, Fall 2013 *MGMT-499* **Advisor:** Dr. Shaun Pichler
17. **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
18. **Davoudpour, S.** Challenges of Sentiment Analysis in Social Media Research: Evidence from Twitter. *Independent Studies*, Spring 2015 *MGMT-PhD-299*. **Advisor:** Dr. Alladi Venkatesh
19. **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**

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1. Presenter at “Building Your Team”, Networking event by CSUF Entrepreneur Society, September 24, 25 2013. Titan Student Union. Fullerton, CA.
2. Guest Speaker at “*Assess and Energize Your "EQ" Levels*” hosted by Mihaylo College of Business and Economics’ Executive Council. October 2<sup>nd</sup>, 2014. Irvine, CA.

## Teaching

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<i>Research in Social Sciences</i>	Winter 2017	University of California Irvine
<i>Intro to Constitutional Law</i>	Fall 2016	University of California Irvine
<i>Principles of Management and Operations</i>	Spring 2013	Cal State Fullerton

## Research Assistant

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### [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.

## Professional Experience

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- **Center for Leadership** **California State University, Fullerton**  
 Leadership Coordinator 2015-2016
  - 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**  
 Facilitator of Challenge Ropes Course 2015-Present  
 Co-Facilitator for Leadership and Team Development 2014-2015
  - Planning and executing customized Leadership Development Initiatives.
  - Training new staff during multi-day initial and onsite development.
  - Facilitating team learning, development and problem solving.

### **Student Leadership and Community Service**

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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 (*various occasions*)  
 Volunteer Product Camp 2011, 2012, 2015 (*Marketing on-Conference*)

### **Event (Organizer/Major Contributor)**

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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**

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#### *Current*

- Academy of Management (AOM)
- Society for Industrial-Organizational Psychology (SIOP)
- American Statistical Association (The Orange County/Long Beach Chapter)
- United Nations Association *of the United States of America* (UNA-USA)
- Center for Organizational Research, *University of California, Irvine*
- Leadership Scholars Program, *California State University, Fullerton*
- Center for Leadership, *Mihaylo College of Business and Economics*

#### *Former*

- Population Association of America (PAA)
- Decision Science Institute (DSI)
- Human Resource and Organizational Behavior Club, *Paul Merage School of Business*

### **Skills**

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Microsoft suit (Excel, Word, PowerPoint, Project)

Web design Interfaces (Joomla, php, Word Press)

SPSS  
Stata  
NodeXL Data Analysis (Social Media Analysis Tool)  
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## **Languages**

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English  
Farsi