Cristina Baciu

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EDUCATION

Doctor of Education (EdD), Educational Leadership, Higher Education (with distinction) 2020 - 2022
Northern Arizona University, Flagstaff, AZ
Dissertation: *Understanding e-mentoring: a quantitative study of online undergraduate students*

Master of Education, Educational Leadership (with distinction) 2018 - 2019
Graduate Certificate, Community College Teaching and Learning
Northern Arizona University, Flagstaff, AZ

Bachelor of Science, Psychology (Minor in Business) 2014 - 2016
Illinois Institute of Technology, Chicago, IL

Bachelor of Science, Economics 2009 - 2012
Romanian University of Sciences and Arts, Gheorghe Cristea, Bucharest, Romania

PROFESSIONAL EXPERIENCE

Assistant Director of Research Jan 2024 – Present
W.P. Carey School of Business, Arizona State University, Tempe, AZ

- Lead strategic initiatives to grow the school's externally funded research portfolio, aligning proposal development with institutional mission, equity goals, and national priorities.
- Provide comprehensive pre-award support to faculty, including opportunity identification, proposal strategy, narrative development, budget planning, and coordination with central research offices.
- Build collaborative relationships with faculty, department chairs, and university stakeholders to reduce barriers, streamline proposal processes, and cultivate a research-positive culture.
- Design and facilitate monthly Research Ideation Breakfasts to increase interdisciplinary faculty engagement and foster a vibrant research community.
- Oversee PhD Lunch & Learn sessions for 130+ doctoral students, incorporating mentorship and professional development to support early-stage researchers.
- Develop and disseminate faculty training materials, proposal planning tools, and mentoring resources that strengthen pre-award readiness and long-term research capacity.

Founder & CEO March 2023 – Present
MentorMind Consulting LLC, Chandler, AZ. Founder and CEO of MentorMind Consulting, a strategic advising and professional development firm focused on designing, evaluating, and scaling mentoring programs that empower individuals, teams, and organizations to thrive. I work with universities, nonprofits, healthcare organizations, and research institutions to build mentoring cultures that foster growth, collaboration, and a sense of belonging.

- Design and implement mentoring frameworks, workshops, and long-term development programs
- Provide consulting support on organizational culture, faculty and leadership development, and student success
- Facilitate interactive training on effective mentorship, communication, and collaboration
- Develop custom toolkits, mentoring plans, and assessment frameworks
- Advise leaders and teams on creating sustainable, inclusive mentoring ecosystems

Cristina Baciu

Director of Strategy and Operations Aug 2023 – Jan 2024

College of Medicine-Phoenix, University of Arizona

- Developed and launched the department's first comprehensive **strategic plan** within 30 days, aligning operational systems with long-term goals in research, HR, finance, and academic excellence.
- Led and mentored a cross-functional team of 10+ professionals, including research administrators, financial analysts, and HR specialists, to ensure efficient and compliant operations.
- Designed and institutionalized scalable **workflow systems** across administrative, research, and financial functions, improving accountability, data integrity, and support for sponsored research activities.
- Authored and implemented the department's **inaugural operations manual**, streamlining processes in grant management, budget planning, and regulatory compliance.
- Fostered a collaborative, inclusive culture by building systems of **shared leadership**, communication transparency, and operational cohesion, supporting both faculty and staff success.

Administrative Director & Research Program Manager Dec 2019 – July 2023

Arizona State University (ASU), Tempe, AZ

Manage and administer over $8MM in NIH research grant funding to advance the fields of cancer evolution and interdisciplinary cooperation. **Collaborate with over 130 scientists** from the Arizona Cancer Evolution Center, Cancer Evolution Lab, The Human Generosity Project, The Interdisciplinary Cooperation Initiative, and The Cooperation Lab to **plan, design, and track research projects spanning 11 universities and 12 field sites of the Human Generosity Project.**

- Managed the administration and compliance of over **$8M in NIH-funded research**, supporting large-scale interdisciplinary projects in cancer evolution, cooperation science, and human behavior.
- Provided strategic and operational leadership across **multiple federally funded research programs**, coordinating efforts across 11 universities and 12 field sites, while ensuring adherence to NIH guidelines, timelines, and reporting requirements.
- Directed all aspects of **pre- and post-award operations** for complex grant portfolios, including budgeting, rebudgeting, staffing, procurement, subawards, and regulatory documentation.
- Served as the c**entral liaison between faculty, institutional leadership, external collaborators, and federal sponsors**, fostering productive relationships and resolving challenges to maintain research momentum.
- Recruited, supervised, and mentored diverse research and administrative teams, while overseeing hiring, HR processes, and long-term planning to support grant sustainability.
- Designed and implemented scalable systems for project tracking, data management, budget forecasting, and grant reporting, enhancing transparency and operational efficiency.
- Mentored and supported the professional development of **140+ undergraduate and graduate students**, creating inclusive communities of learning and collaboration across labs.
- Led the organization of national and international symposia, workshops, and academic events, promoting scholarly exchange and interdisciplinary collaboration across institutions.

Co-Founder & Co-Director, Cooperation Scholars Program Aug 2022 – July 2023

Arizona State University, Tempe, AZ

- Co-developed and implemented a mentoring program for undergraduate students, intertwining seminars on cooperation theory (led by Dr. Aktipis) with professional development sessions (led by Baciu)
- Served 15 students during the 2022-2023 academic year; held 1:1 mentoring sessions with students
- Created and delivered a dozen professional development seminars on topics such as professional communication, personal branding (e.g., LinkedIn, online presence), CV/resume writing, graduate school strategy and applications, and time management.

Cristina Baciu

Co-Founder & Co-Director, Arizona Cancer Evolution (ACE) Scholars Program Jan 2021 – July 2023
Arizona State University, Tempe, AZ

- Designed and launched the **Arizona Cancer Evolution (ACE) Scholars Program**, an e-mentorship initiative supporting undergraduate student engagement in cancer evolution and interdisciplinary research.
- Developed and delivered over **30 professional development seminars** focused on academic research skills, career planning, and science communication.
- Led a team of 10 student team leads and mentored over **125 students**, resulting in **18 student awards** and **8 student-led manuscripts in progress.**
- Conducted ongoing program assessment and refinement to ensure student-centered learning outcomes.
- **Secured $20,000 in internal funding** to expand the program to reach online students across Arizona; the program was featured in ASU News for its impact.

Lab Manager & Research Specialist, Senior Aug 2016 – Nov 2019
Arizona State University (ASU), Tempe, AZ. Started as Research Specialist - promoted to Senior after six months on the job
Worked with: *Cooperation and Conflict Laboratory, Human Generosity Project (HGP)*

- Coordinated day-to-day operations for complex research projects across **nine national and international field sites**, supporting faculty investigators in advancing collaborative, interdisciplinary research.
- Managed over **$2M in sponsored funding**, overseeing reporting requirements, tracking expenditures, and preparing documentation for funder site visits and internal audits.
- Supported **grant proposal development**, including identifying new funding opportunities, gathering required materials, developing budgets, and contributing to narrative writing.
- Created and maintained data dashboards, research deliverables, and presentation materials for both internal use and external dissemination to funders and partners.
- Collaborated with faculty on the development of **peer-reviewed publications, presentations, and grant reports**, contributing to the visibility and impact of research projects.
- Designed and executed major academic events, including **international conferences, symposia, and multi-day research workshops**, ensuring smooth logistics, stakeholder coordination, and sponsor compliance.

Guest Relations Manager, Carol Parc Hotel, Bucharest, Romania Nov 2010 - Dec 2013
One of the best 136 hotels in the world, according to Conde Nast Traveler, 2008

- Directed operations and guest services for one of the **world's top 136 hotels** (Conde Nast Traveler, 2008), delivering luxury service to high-profile international clients.
- Led strategic brand and service initiatives that helped the hotel earn "**Romania's Leading Hotel**" (World Travel Awards, 2012) and become a **Distinguished Supplier of the Royal House of Romania.**
- Supervised three departments with 15+ staff; developed and implemented **training, retention, and performance management programs.**
- Managed over 150 high-profile events and built long-term partnerships with corporate, government, and nonprofit stakeholders, including the **Royal House of Romania**.

RESEARCH GRANTS

Arizona Cancer Evolution Center, Biodesign Institute, Arizona State University. *From prevention to patient support: a quantitative assessment of the three stages of cancer communication*. **Baciu was co-principal investigator, $2,576.** Summer 2022 - Spring 2023.

Arizona State University, The College of Liberal Arts and Sciences, Online Undergraduate Research Scholars (OURS) Program. *ACE Scholars Program: An interdisciplinary approach to mentoring college students in cancer evolution research.* PI: Dr. Carlo Maley. **Baciu was co-principal investigator**, **$20,000.** Spring-Fall 2022.

Northern Arizona University, Office of the Vice President for Research. Funded *Personal characteristics influencing undergraduate students' perception of mentoring* through the Support for Graduate Students (SGS) award funding mechanism. Faculty Sponsor: Dr. Blue Brazelton. **Baciu was principal investigator, $1,500.** Spring-Summer 2022.

BOOK

Baciu, C. & Brazelton, B. (forthcoming, 2026). *Beyond the Campus: The Power of E-Mentoring in Modern Higher Education*. Emerald Publishing.

PUBLICATIONS

† indicates student authors mentored by me

1. **Baciu, C.** (2026). Reframing Mentoring in Higher Education as a Cooperative System: Four Principles for Inclusive and Sustainable Development. *Frontiers in Education.* 11:1819548. doi: 10.3389/feduc.2026.1819548
2. † Enriquez, P., † Lin, H-Y., **Baciu, C**. (accepted). Artificial Intelligence in Higher Education: Student Use, Perceived Benefits, and Emerging Risks. *Frontiers in Education.*
3. **Baciu, C**, Gopalakrishnan, M., & Wilson, J. (accepted). Algorithmic Scholarship and Academic Evaluation: Governance Misalignment in the Age of Generative AI. *Frontiers in Artificial Intelligence.*
4. **Baciu, C**, Gopalakrishnan, M., & Wilson, J. (in review). Authorship Without Agency? Scholarship, Accountability, and the Moral Architecture of Research in the Age of Generative AI. *AI & Society.*
5. † Marquez Alcaraz, G., Narayanan, S., Alcock, J., Ayers, J. D., **Baciu, C.,** Berman, H. L., ... & Aktipis, A. (2025). Does Fermentation Enhance Beverage Safety? Kombucha's Resistance to Microbial Invasion Suggests a Protective Role. bioRxiv, 2025-12.
6. Guevara Beltran, D., Ayers, J. D., Alcock, J., **Baciu, C.**, Claessens, S., Hudson, N. M., Miller, G., Tidball K., Winfrey P., Zarka, E., Todd, M. P. & Aktipis A. (2024). Shared Fate was Associated with Sustained Cooperation During the COVID-19 Pandemic. *PLoS One*.
7. † Yavari, B., † Kolbehdari, N., † Gann, L., † Portillo, M., Rumschlag, A., † Aldridge, M., † Mellon, W., † Marquez Alcaraz, G., Richker, H., † Sarkissian, M., Compton, Z., Aktipis, A., Maley, C. & **Baciu, C.** (2024). The Digital Health Revolution: Exploring the Impact of Online Cancer Information on Self-Reported Preventive Behaviors. medRxiv. doi: https://doi.org/10.1101/2024.05.20.24307517
8. Compton, Z. T., Mellon, W., Harris, V., Rupp, S., Mallo, D., Kapsetaki, S., Wilmot, M., Kennington, R., Noble, K., **Baciu, C**., Ramirez, L., † Peraza, A., Martins, B., Sudhakar, S., Aksoy, S., Furukawa, G., Vincze, O., Giraudeau, M. T., Duke, E., Spiro, S., … Boddy, A. (2024). Cancer Prevalence Across Vertebrates. *Cancer Discovery*, 15(1), 227-244.
9. **Baciu, C.** & Brazelton, B. (2022). Examining e-mentoring: Factors That Influence Online Undergraduate Students' Perceptions of E-Mentoring. *The Chronicle of Mentoring & Coaching*, Vol. 6, Special Issue 15.
10. **Baciu, C.**, Compton, Z. & Maley, C. (2022). The ACE Scholars Program: an integrative approach to undergraduate research training. *The Chronicle of Mentoring and Coaching,* Vol. 6, Special Issue 15.

11. Ayers, J., Beltran, D. G., Alcock, J., **Baciu, C.,** Claessens, S., Cronk, L., Hudson, N., Miller, G., Tidball, K., Winfrey, P., Zarka, E., & Aktipis, A. (2020). How is the COVID-19 pandemic affecting cooperation? *Psyarxiv*
12. Wagge, J. R., **Baciu, C.,** Banas, K., Nadler, J.T., Schwarz, S., Weisberg, Y., IJzerman, H., Legate, N., & Grahe, J. (2019). A Demonstration of the Collaborative Replication and Education Project: Replication Attempts of the Red-Romance Effect. *Collabra: Psychology* 5(1). https://doi.org/10.17605/OSF.IO/CHAX8
13. Aktipis, A., Cronk, L., Alcock, J., Ayers, J., **Baciu, C.,** Balliet, D., Boddy, A., Curry, O., Krems, A., Munoz, A., Sullivan, D., Sznycer, D., Wilkinson, G., Winfrey, P. (2018). Understanding cooperation through fitness interdependence. *Nature Human Behavior.* 2(7), 429-431.

ACADEMIC TALKS

1. **Invited Talk:** Elevating Mentorship: Tools, Insights, and Strategies for Meaningful Connections. American Public Health Association. August 14, 2025.
2. **Talk:** Building a Culture of Collaboration and Research Excellence: Initiatives for Driving Innovation and Impact. National Organization of Research Development Professionals (NORDP) 2025 Conference. April 28 - May 1, 2025.
3. **Talk:** Building Bridges: Cultivating Mentorship in Public Health Statistics. American Public Health Association, Statistics Division, Annual Meeting. Minneapolis, Oct. 28, 2024.
4. **Talk:** Academic Alliances & W.P. Carey School of Business. Building Strong Bridges from Community Colleges to ASU: Partnerships to close equity gaps & prepare students for the workforce. Co-presented with Annique Petit at the Arizona Community College Administrators Conference 2024. Lake Havasu, Arizona, Oct 21-23.
5. **Invited Plenary Talk:** Mentoring in the Digital Age: Unveiling Factors Shaping E-Mentoring Engagement among Online Students. International Mentoring Association Biannual Conference, Charlotte, NC, Feb 26-27, 2024.
6. **Invited Talk:** Mentoring: a vehicle for student persistence and success. Biocomputing Scholars Program, Biodesign Institute, Arizona State University. September 29, 2023.
7. **Invited Panelist:** What is Research? BIO194: iSTEM SOLUR Prep, School of Life Sciences, Arizona State University. September 11, 2023.
8. **Invited Talk:** Collaboration & mentoring in research: tools for student persistence and success. CREPCON (Collaborative Replications and Education Project). July 17, 2023.
9. **Invited Talk:** Cooperation Science and Pathways in Psychology. PSY 294 Psychology Career Pathways, Arizona State University, March 2, 2023.
10. **Invited Talk:** Mentoring students: the ACE Scholars Program, a model for undergraduate research training and community building. Biological Sciences School at the Pontificia Universidad Católica del Ecuador (PUCE), Quito, Ecuador. November 10, 2022.
11. **Talk:** Understanding e-mentoring: a quantitative study of online undergraduate students. 15th Annual Mentoring Conference, Fostering Diverse Communities of Mentorship: Evidence-Based Practices for Reciprocal Growth. The University of New Mexico. Oct 24-28, 2022.
12. **Talk:** ACE Scholars Program: an integrative approach to undergraduate research training. 15th Annual Mentoring Conference, Fostering Diverse Communities of Mentorship: Evidence-Based Practices for Reciprocal Growth. The University of New Mexico. Oct 24-28, 2022.
13. **Invited Panelist:** What is Research? BIO194: iSTEM SOLUR Prep, School of Life Sciences, Arizona State University. September 14, 2022.
14. **7th Annual TCDC Education Research Conference,** E-mentoring college students in trying times: combining scientific mentoring with professional development sessions for student success**.** The Teachers College Doctoral Council, Mary Lou Fulton Teachers College, Arizona State University. (Virtual Meeting). February 26, 2021.

15. **Zombie Apocalypse Medicine Meeting,** *Mentoring during the apocalypse: using technology as a tool for mentoring college students.* Arizona State University (Virtual Meeting), October 15-18, 2020.
16. **Humanities in Medicine Symposium 2019,** *Humanizing Cancer: The language of cancer across cultures.* Mayo Clinic, Phoenix, AZ, October 24-26, 2019.

PROFESSIONAL DEVELOPMENT & OTHER TALKS

1. **Workshop Lead:** Mentoring in Motion: Real Talk, Real Advice, Real Connections. American Public Health Association, Statistics Section, Annual Conference. Washington, D.C. November, 2025.
2. **Research Seminar:** Enhancing Collaboration and Impact at W. P. Carey School of Business. Arizona State University. October 17, 2024.
3. **Workshop Lead:** Building a culture of peer mentoring: Fostering growth, collaboration, and role modeling. "It's Your Business" W. P. Carey Professional Development Conference. Arizona State University. May 21, 2024.
4. **Workshop Lead:** Empowering Excellence: The Power of Mentoring in Building Community and Belonging. Illinois Institute of Technology, Chicago, IL, March 20, 2024.
5. **Career Panel:** CREPCON (Collaborative Replications and Education Project). July 17, 2023.
6. **Seminar Facilitator:** What is the future of social media? The Future of Being Human Initiative, Arizona State University, March 2, 2023.
7. **Invited Talk:** Personal Branding: How to build your professional reputation. Slalom Consulting, Chicago, IL. September 14, 2022.
8. **Invited Talk:** Mentoring: Why every professional needs at least one mentor (and preferably more) throughout their career, Golden Key International Honor Society, Golden Key Academy, February 11, 2022.
9. **Invited Talk:** Personal Branding: How to build a powerful reputation, Golden Key International Honor Society, Golden Key Academy. February 4, 2022.
10. **Invited Talk:** Personal Branding: How to build a powerful reputation, Kappa Delta Chi, Arizona State University Chapter. September 30, 2021.
11. Cooperation and Conflict Lab & Arizona Cancer Evolution Center Scholars Program, LinkedIn: the beginning of your digital reputation, January 2022.
12. Cooperation and Conflict Lab & Arizona Cancer Evolution Center Scholars Program, Time Management: How to bring the little pieces together & make the most out of your resources, January 2022.
13. Cancer Evolution Lab Meeting, Personal Branding for Scientists: How to build a powerful reputation, Oct 20, 2021.
14. Cooperation and Conflict Lab & Arizona Cancer Evolution Center Scholars Program, Personal Branding: How to build a powerful reputation, October 2021.
15. Cooperation and Conflict Lab & Arizona Cancer Evolution Center Scholars Program, Graduate School Strategy & Application Materials, September 2021
16. Cooperation and Conflict Lab & Arizona Cancer Evolution Center Scholars Program, How to manage your time effectively and prioritize what matters most, September 2021
17. Arizona Cancer Evolution Center Undergraduate Lab, CV/Resume: diving behind the templates, March 12, 2021.
18. Cancer Evolution Lab Meeting, The Science of Effective Mentoring in STEMM, March 9, 2021.
19. Arizona Cancer Evolution Center Undergraduate Lab, Personal Branding, February 5, 2021.

Cristina Baciu

POSTERS

*indicates posters for which I am first author; † indicates student authors mentored by me

1. **Baciu, C.** (Nov 2025). Finding Mentors in Unexpected Places: A Patient-Centered Approach to Healing and Support. Presented at the American Public Health Association Annual Conference. Washington D.C. November, 2025.
2. ***Baciu, C.**, Compton, Z., Marquez, G., Richker, H., & Maley, C. (Nov 2023). Mentoring as a Keystone of Human Flourishing: Insights from the Arizona Cancer Evolution (ACE) Scholars Program. The 2nd Annual Global Flourishing Conference. Templeton World Charity Foundation.
3. ***Baciu, C.**, Compton, Z., & Maley, M. (April 2023). Undergraduate e-mentoring in cancer research: The ACE Scholars Program. American Association for Cancer Research (AACR) Annual Meeting, Orlando, FL, April 14-19.
4. ***Baciu, C.**, Compton, Z., & Maley, M. (April 2023).The ACE Scholars Program: E-Mentoring for Undergraduates in Cancer Research. Biodesign Fusion Annual Meeting, Arizona State University, Tempe, AZ, April 14.
5. † Le, A., † Sabatini, G., † Zawilak, T., † Lopez, E., Maley, Maley, & **Baciu, C.** (April 2023). Journey, battle, or something else? How metaphor usage impacts patients' perceptions and treatment outcomes. Arizona Psychology Undergraduate Research Conference (AZPURC), Arizona State University, Tempe, AZ, April 15.
6. † Le, A., † Anderson, L., † Do, E., † Mota, G., † Atluri, H., † Horonenko, K., † Castaneda, M., † Ramirez, M., † Taylor, R., † Siddiqui, S., Maley, C., Winfrey, P., Compton, Z., & **Baciu, C.** (April 2023). Bridging Communities and Science: The Importance of Public Outreach in Scientific Community. Biodesign Fusion Annual Meeting, Arizona State University, Tempe, AZ, April 14.
7. † Gann, L., † Kolbehdari, N., † Yavari, B., † Aldridge, M., † Portillo, M., † Kollander, D., † Sargsyan, M., Maley, C., & **Baciu, C.** (April 2023). The Importance of Cancer Communication: A Comprehensive Analysis. Biodesign Fusion Annual Meeting, Arizona State University, Tempe, AZ, April 14.
8. ***Baciu, C.**, Compton, Z., & Maley, M. (March 2023). The ACE Scholars Program: E-Mentoring for Undergraduates in Cancer Research. Cancer Systems Biology Consortium (CSBC) Annual Meeting, Denver, Colorado, March 15-17.
9. ***Baciu, C.** & Brazelton, B. (October 2022). Understanding e-mentoring: a quantitative study of online undergraduate students. Poster presented at the 15th Annual Mentoring Conference, Fostering Diverse Communities of Mentorship: Evidence-Based Practices for Reciprocal Growth. The University of New Mexico.
10. ***Baciu, C.,** Compton Z., & Maley, C. (October 2022). ACE Scholars Program: an integrative approach to undergraduate research training. Poster presented at the 15th Annual Mentoring Conference, Fostering Diverse Communities of Mentorship: Evidence-Based Practices for Reciprocal Growth. The University of New Mexico.
11. † Gann, L., † Sargsyan, M., † Kolbehdari, N., † Yavari, B., † Aldridge, M., † Portillo, M., † Anderson, S., **Baciu, C.**, & Aktipis, A. (September, 2022). *Speaking of cancer: the impact of communication across the cancer timeline.* Poster presented at the 4th Annual BioSci Southwest Symposium, Arizona State University.
12. † Gann, L., † Sargsyan, M., † Kolbehdari, N., **Baciu, C.**, & Aktipis, A. (April, 2022). *From prevention to patient support: a quantitative assessment of the three stages of cancer communication.* Poster presented at the 29th Annual SOLS Undergraduate Research Symposium, Arizona State University. **Won** the **first prize award** in the Health Education category.
13. † Williams, E., † Chew, C., † Castaneda, M., † Kattan, M., **Baciu, C**. & Maley, C. (April, 2022). *The Patient Guidance Project.* Poster presented at the 29th Annual SOLS Undergraduate Research Symposium, Arizona State University. **Won** the **third prize award** in the Health Education category.
14. † Silva, Y., † Iyer, M., Danesh, D., † Chang, C., † Anderson, S., † Castaneda, M., Compton, Z., **Baciu, C.**, & Maley, C. (April, 2022). *Models of Evolution in Science Outreach and Public Education.* Poster presented at the 29th Annual SOLS Undergraduate Research Symposium, Arizona State University. **Won** the **third prize award** in the Biology Education category.

15. † Nelson, S., Davies, P., **Baciu, C.**, & Compton, Z. (April, 2022). *Nutrition and Food Access in Urban Indigenous Communities.* Poster presented at the 29th Annual SOLS Undergraduate Research Symposium, Arizona State University. **Won** the **honorable mention award** in the Health Sciences category.
16. † Darapu, H., † Shelton, L., † Norris, K., † Sarkar, S., † Sreenivas, V., Compton, Z., **Baciu, C.**, & Maley, C. (April, 2022). *Reproductive Cancer Prevalence Across Mammals*. Poster presented at the 29th Annual SOLS Undergraduate Research Symposium, Arizona State University. **Won** the **honorable mention award** in the Cancer Studies category.
17. † Chede, A., † Chang, C., Serrato-Arroyo, S., Vo, J., Choudhury, R., Aktipis, A., Boddy, A., **Baciu, C.**, Compton, C., & Maley, C. *Investigating the Translatability of Concepts from Integrative Pest Management to Tumor Management.* Poster presented at the Annual Fusion 2022 Meeting, Biodesign Institute, Arizona State University. **Won** the **first prize award** in the Cancer Studies category.
18. ***Baciu, C.,** Hudson, N., Ayers, J. D., Beltran, G. D., Winfrey, P., & Aktipis. A. *E-mentoring College Students: A Pandemic Success Story.* Poster accepted at the Sigma Xi, The Scientific Research Honor Society Conference 2021.
19. ***Baciu, C.,** Hudson, N., Ayers, J. D., Beltran, G. D., Winfrey, P., & Aktipis. A. (November 2020). *E-mentoring College Students: Combining Scientific Mentoring With Professional Development Sessions For Student Success.* Poster presented at the National Association of Student Personnel Administrators, Western Regional Conference.
20. Neacsiu, C., **Baciu, C.,** Peck, T., Wagge, J., Legate, N., Christopherson, C., Wiggins, B., Brandt, M., & Grahe, J. (November 2016). *Collaborative Replications and Education Project (CREP): Teaching Scientific Transparency in Methods Classes.* Poster presented at the International Twitter Poster Conference. **Won** best poster award.
21. ***Baciu, C.,** Horne, L., & Fiol, S. (May, 2016). *Replication of Red, Rank, and Romance in Women Viewing Men.* Midwestern Psychological Association, Chicago, IL. Poster **won** the CREP Research Award (by Center for Open Science) and 2nd place at Research Day at Illinois Tech.
22. ***Baciu, C.,** & Landis, R.S. (May, 2016). *Influences of Communication Channel on Applicants' Perceptions*. Midwestern Psychological Association, Chicago, IL.

OTHER PUBLICATIONS

- **Blog post:** Baciu wrote a blog post for The NAU Review titled "The importance of mentoring and finding community for online students." The article was published in January 2023. https://news.nau.edu/mentoring-blog
- **Interview:** Baciu was interviewed about her work as a doctoral student in the Impactful Research, Scholarly and Creative Activities working group, which helped develop Northern Arizona University's 2023-2025 strategic plan. The article is titled "Student Success is in the DNA of NAU: An IHEP Case Study on Northern Arizona University." Published by the Institute for Higher Education Policy in September 2022.https://www.ihep.org/publication/nau-case-study-930
- **Article:** Baciu, C. (April 2021). Personal branding for college students: take control of the narrative. Golden Key International Honor Society, Thought Leader Series.
- **Blog:** On career and professional development, and lifelong learning. http://www.cristinabaciu.org/blog

REVIEW ACTIVITIES

2025 - present, Reviewer, Research Development Review: The National Organization of Research Development Professionals (NORDP) Journal

2023 Reviewer, 2nd Global Flourishing Conference, Templeton World Charity Foundation. Nov 29-30, 2023.

2023 Reviewer, 48th Annual Association for the Study of Higher Education (ASHE) Conference

2023 Reviewer, Online Undergraduate Research Scholars (OURS) Program: Group-based Research Experience Seed-Funding Summer/Fall 2023, The College of Liberal Arts and Sciences, Arizona State University

2023 Reviewer, 2023 National Association of Student Personnel Administrators Annual Conference.

2022 Reviewer, 1st annual Global Scientific Conference on Human Flourishing, Templeton World Charity Foundation. Nov 29-30, 2022.

2022 Reviewer, Leadership Educators Institute Conference.

2022 Reviewer, National Association of Student Personnel Administrators Annual Conference.

SCIENCE COMMUNICATION AND OUTREACH EXPERIENCE

Research Sp. Sr. & Research Program Manager, Arizona State University Aug 2016 – July 2023

Working with: *Arizona Cancer Evolution Center; Cancer Evolution Lab; The Human Generosity Project; the Interdisciplinary Cooperation Initiative; the Cooperation and Conflict Lab*;

- Created and organized educational outreach activities to help inform the public about our research
- participated in eight annual ASU Homecoming and Open Door events with two booths, illustrating psychological science as applicable to everyday life, and principles of cancer evolution research
- hosted lab tours for over 600 high school and incoming first-year undergraduate college students
- taught biology and cancer evolution concepts to elementary school children in the Phoenix area
- Helped create and maintain websites (i.e.,https://www.acescholarsprogram.com, https://www.aktipislab.org); created social media campaigns

Research & Production Coordinator, Zombified Media, Tempe, AZ Jan 2019 – July 2023

- Assisted with the development and launch of the Zombified Podcast, downloaded over 90,000 times. The Zombified podcast is about how we are vulnerable to being hijacked by things that are not us. From microbes hijacking behavior to humans influencing each other, to our brains being taken over by social media, the podcast talks about why zombification happens, why we are susceptible to it, and what we can do about it.
- Assisted with the development and management of Channel Zed, an interdisciplinary science comm and outreach effort. Since its launch in October 2020, Channel Zed has gained 425 YouTube subscribers and over 20,000 views

TEACHING EXPERIENCE

Arizona State University, Tempe, AZ Aug 2020 – July 2023

Working with: *Cooperation and Conflict Lab, Cancer Evolution Lab, & Arizona Cancer Evolution Center*

- Created and implemented several mentoring programs for undergraduate students combining scientific research mentoring with career and professional development sessions; Works include the Arizona Cancer Evolution Scholars Program, the Cooperation Scholars Program, the Z-team, and the Biocomputing Scholars Program.
- Created and delivered dozens of professional development seminars, creating awareness and helping students develop and pursue their professional goals
- Hosted 1:1 mentoring sessions with over 100 students to help with their career and professional development goals

Arizona State University, Tempe, AZ August 2016 – July 2023

Working with *Dr. Athena Aktipis*

- Served as course builder for psychology undergraduate and graduate courses, such as Introduction to Evolutionary Psychology; Microbiome and Social Behavior; Cooperation and Social Behavior, and Communication for Scientists.
- Prepared class materials, proctored exams, and directed students toward the appropriate resources.

INDEPENDENT PROJECTS SUPERVISION

Arizona State University, Tempe, AZ

- Suma Modukuri, honors undergraduate student, Fall 2025
  Honors project: *AI in Mentoring*
- Shivangi Sarkar, honors undergraduate student, Spring 2023
  Honors thesis project: *Cancer Perceptions and Stigma Around the World*
- Erica Williams, honors undergraduate student, Spring 2022 - Fall 2022
  Honors thesis project: *The Patient Guidance Project*
- Ashley Peraza, graduate student, Spring 2022
  Master's thesis: *Trends in Tissue-Specific Cancers.* Baciu was a committee member.
- Yasmin Silva, honors undergraduate student, Spring 2022
  Honors thesis project: *Science Communication & Outreach in Cancer Evolution Research.*
- Jacob Buttry, MFA graduate student, Fall 2021
  Independent research project: *The Intergalactic Compassion Council: Using an Interactive, Problem-Posing Performance to Overcome Otherness as a Barrier to Compassion*

AWARDS AND HONORS

2024, **Director Nominee**, National Board of Directors, Phi Kappa Phi
2022-present, **Advisor, The Future of Being Human Initiative,** Arizona State University
2023, **Outstanding Doctoral Student**, College of Education, Northern Arizona University
2023, **Graduate student with outstanding achievements in Research**, Northern Arizona University
2022, **Leadership Award Finalist, Annual Employee Awards,** Arizona State University
2022, **Graduate Student Government Award**, Northern Arizona University
2022, **Phi Kappa Phi Graduate Scholarship**, Northern Arizona University
2021, **Love of Learning Award**, The Honor Society of Phi Kappa Phi
2021, **Graduate College Scholarship Award**, Northern Arizona University
2021, **Dean's Graduate Travel Grant**, College of Education, Northern Arizona University
2021, **Phi Kappa Phi Graduate Scholarship**, Northern Arizona University
2020, **Leadership Award Finalist, Annual Employee Awards,** Arizona State University
2016, **1st place, International Twitter Poster Conference,** Society for the Teaching of Psychology
2016, **Undergraduate Commencement Speaker,** Lewis College of Human Sciences, Illinois Tech
2016, **Student Leadership Award**, Lewis College of Human Sciences and Letters, Illinois Tech
2016, **Travel Award, Psi Chi**, The International Honor Society in Psychology
2014-2016, **International Scholarship & Alexander Hergan Scholarship**, Illinois Tech
2015, **CREP Research Award**, Center for Open Science
2015, **2nd place, Research Day**, Illinois Tech
Book acknowledgments - the following authors expressed their gratitude for my help and support while they were researching for and writing their books:

- Dr. Athena Aktipis, author of The Cheating Cell: How Evolution Helps Us Understand and Treat Cancer (written while Baciu was a Research Specialist Senior at Arizona State University)

- Dr. Rodney Roming, author of The Camel's Nose (Dr. Dan Trix Mystery Series) (written while Baciu was Guest Relations Manager at Carol Parc Hotel in Bucharest, Romania)
- Itzik Amiel, attorney at law, author of The Attention Switch (written while Baciu was Guest Relations Manager at Carol Parc Hotel in Bucharest, Romania).

ONGOING SERVICE AND COMMUNITY INVOLVEMENT

2025-present, **Co-Chair**, Southwest Region, National Organization of Research Development Professionals (NORDP)
2025-present, **Professional Development Representative** for W. P. Carey School of Business to ASU's Graduate College
2025-present, **Peer Mentor**, Imerman Angels
2022-present, **Member**, Love of Learning Award Committee, The Honor Society of Phi Kappa Phi
2018-present, **Ambassador**, Illinois Institute of Technology
2016-present, **Ambassador**, Center for Open Science

PREVIOUS SERVICE AND COMMUNITY INVOLVEMENT

2025, **Invited Judge**, 32nd Annual Undergraduate Research Poster SOLUR Symposium, School of Life Science, Arizona State University. April 25, 2025.
2024-2025, **Institutional Representative**, Arizona Women in Higher Education (AWHE)

- **Co-lead**, AWHE Professional Development Committee

2023-2025, **Co-Founder & Advisor, Biocomputing Scholars Program,** Biodesign Institute, ASU
2022-2023, **Treasurer**, International Society for Evolution, Ecology, and Cancer
2022-2023, Cancer Systems Biology Consortium, National Institutes of Health

- **Working Group Member**, Navigating Cancer with Science and Art (NCSA)

2021-2022, **Strategic Roadmap - Office of the President**, Northern Arizona University (NAU)

- Working Group Member, Impactful Research, Scholarly, and Creative Activities

2021-2022, **Representative** of the **College of Education** at the **Graduate Student Government**, NAU

- Develop and host monthly events for graduate students in the College of Education
- Develop and launch the graduate Mentoring Climate Survey @NAU
- Member of the Poster & Symposium Committee - helps organize the annual conference

2021, **Member**, Career Readiness-Experiential Learning Working Group, School of Life Sciences, ASU
2020-2022, **Elected Member**, ASU Staff Council, Arizona State University
2020, **Chair, Membership & Recruitment Committee**, ASU Staff Council (August-December)

- Designed and administered a survey to all the members of the ASU Staff Council to learn about the events they'd like to see and to assess their interest in a mentoring program
- Presented the results at the ASU Staff Council general meeting

2020, **Panelist**, Young Alumni Panel, Illinois Tech
2019, **Invited Judge**, Undergraduate Research Day, Lewis College of Human Sciences, Illinois Tech
Committee Member, Program Committee, Society for the Improvement of Psychological Sciences
2015-2017, Administrative Advisor, Volunteer, Collaborative Replications and Education Project (CREP)

- Improved webpage features by redesigning the CREP's FAQ
- Creating workflow, guidelines, and procedures internal documentation for CREP
- Supported CREP contributors (faculty and students from various universities) with their replication projects

2015-2016, **President** of Psi Chi, The International Honors Society in Psychology (Illinois Tech chapter)

- Organized the **first** Psychology Research Day for undergraduate students to present their research projects; now this event is organized yearly, and it's currently in its 10th year
- Organized open science symposia featuring Dr. Jon Grahe, President-Elect of Psi Chi
- Secured over $15,000 in funding for students to attend conferences and organize events

PROFESSIONAL MEMBERSHIPS

2024 - present, **Member,** National Organization of Research Development Professionals (NORDP)
2022 - present, **Invited Member**, Sigma Xi, The Scientific Research Honor Society
2022 - present, **Member**, American Association for Cancer Research
2021 - present, **Invited Member**, Phi Kappa Phi
2020 - present, **Member**, International Mentoring Association
2020 - present, **Member**, Association for the Study of Higher Education (ASHE)
2020 - present, **Member**, National Association of Student Personnel Administrators (NASPA)
2018 - present, **Invited Member**, Golden Key International Honor Society
2017 - present, **Member,** International Society for Evolution, Ecology, and Cancer
2015 - present, **Member**, Psi Chi, The International Honors Society in Psychology

ADDITIONAL SKILLS & TRAINING

- **Fluent in** Romanian (native), English; **Limited Competency in** Spanish, Italian, and French.
- **Tech Skills**: AI tools, Office package (advanced); website building; social media management; SPSS statistics; Qualtrics; Slack; Google tools (Analytics, Docs, Sheets, Slides); tech-inclined and fast learner.
- **Competencies:** research experience; leadership skills; international experience; growth mindset.

April 2026, **AI in Action: AI Fundamentals for Executive Leaders,** W. P. Carey School of Business, Arizona State University
Summer 2021, **Digital Pedagogy Lab, STEM-H track**
Spring 2021, **Global Advocacy Certificate Program,** Arizona State University
Fall 2020, Attendee, **ASU + GSV Virtual Summit 2020, The Dawn of the Age of Digital Learning**
Spring 2020, Attendee, **Bridging Differences: A Virtual Summit for Dialogue and Understanding,** The Greater Good Science Center, University of California, Berkeley
Fall 2019, **Sustainable Event Planning Certification,** Arizona State University