

Angela N. Gist-Mackey, Ph.D.

University of Kansas, Department of Communication Studies

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Last updated: April, 2019

EDUCATION:

UNIVERSITY OF MISSOURI, Columbia, MO – Department of Communication

- o Doctorate of Philosophy in Communication
 - o Concentration in Organizational Communication
 - o Emphasis in Sociology
- o Graduation: July, 2014
- o Cumulative grade point average: 4.0 - Awarded Doctoral Marshal Honor
- o Dissertation Title: Managing unemployment: A comparative critical ethnographic analysis of unemployment organizations
- o Dissertation Supervisor: Debbie S. Dougherty, Ph.D.

UNIVERSITY OF GEORGIA, Athens, GA – Grady College of Journalism & Mass Communications

- o Master of Mass Communication
 - o Concentration in advertising
- o Graduation: December, 2004
- o Cumulative grade point average: 3.7
- o Graduate Research Assistant

OHIO UNIVERSITY, Athens, OH – E.W. Scripps School of Journalism

- o Bachelor of Science degree in journalism; advertising management sequence
 - o Double specialization in French and African American Studies
- o Graduation: June, 2003
- o Cumulative grade point average: 3.5

ACADEMIC EMPLOYMENT:

UNIVERSITY OF KANSAS – Department of Communication Studies, Lawrence, KS – 8/14-present

Assistant Professor, Tenure-Track (8/14-present)

- o Designs, conducts, and analyzes scholarly research relevant to issues of social mobility and power
- o Manages organizational communication course curriculum (includes online and offline courses)
- o Develops lecture and class activities instrumental to teaching the skill and theories of communication
- o Develops opportunities outside the classroom for student engagement and application of course material
- o Facilitates an inclusive learning environment welcoming to all students irrespective of identity/background
- o Creates and maintains good rapport with a range of approximately 30-50 students each semester
- o Courses Taught:
 - o Micro-level Organizational Communication (undergraduate seminar)
 - o Communication and Organizational Culture (undergraduate capstone and graduate seminar)
 - o Theories of the Interview (undergraduate/graduate bridge)
 - o Organizing Identity, Identification, and Stigma (graduate seminar)
 - o Dark Side of Organizational Communication (graduate seminar)

Director of Edwards Campus Organizational Communication Graduate Programs (8/16-present)

- o Functions as departmental liaison between KU Lawrence campus and KU Edwards (KUEC) satellite campus
- o Facilitates alumni relationships for KUEC graduates from master of arts and graduate certificate program
- o Evaluates curricular needs and develops curriculum for graduate study in master of arts and graduate certificate
- o Participates in community outreach with aim of increasing awareness of departmental program in the metro area
- o Tracks progress of recruitment, enrollment, and retention for graduate programs at KUEC
- o Develops and manages messaging strategy for marketing and advertising efforts for graduate programs at KUEC
- o Serves as a member of the KU Edwards Campus Academic Leadership Council
- o Serves as a member of the Ku Edwards Campus Innovation Group

UNIVERSITY OF MISSOURI – Department of Communication, Columbia, MO – 8/09 – 5/14

Graduate Instructor/Graduate Teaching Assistant

- o Developed lecture and class activities instrumental to teaching the skill and theories of communication
- o Developed supplemental opportunities outside the classroom for engagement and application of course material
- o Created and maintains good rapport with approximately fifty students each semester
- o Earned letters of teaching commendation every semester while employed as a graduate instructor
- o Undergraduate Courses Taught:
 - o Public Speaking (regular, business, and honors sections)
 - o Survey of Communication Studies (teaching assistant)
 - o Organizational Communication
 - o Business and Professional Communication
 - o Summer Institute on Communication and Culture: A First Look at Organizational Communication

University of Georgia – Department of Telecommunication, Athens, GA – 1/04 – 12/04

Graduate Research Assistant

- o Assists the Directors of the Michael J. Faherty Research and Management Laboratory with building and development of data sets for the research project titled, Diversity in Broadcast Newsrooms
- o Designs and Lays out the 2003 Annual report for the Michael J. Faherty Research and Management Laboratory

University of Georgia – Educational Opportunity Center, Athens, GA – 1/04 – 5/05

Language and Social Studies Tutor

- o Tutors adults in language skills and social studies in preparation for the GED
- o Assesses students skill levels
- o Encourages students scholastic abilities
- o Creates a course of study for students in GED program

SCHOLARSHIP:

Published Scholarship

Gist-Mackey, A. N., & Guy, A. (in press). “You get in a hole, it’s like quicksand”: A grounded theory analysis of social support amid materially bounded decision-making processes. *Journal of Applied Communication Research*.

Byrd, G., Zhang, Y. B., & **Gist-Mackey, A. N.** (in press). Interability contact and the reduction of interability prejudice: Disability salience, intergroup anxiety, and relational solidarity. *Journal of Language and Social Psychology*.

Pastorek, A. E. & **Gist-Mackey, A. N.** (in press). Leaving College for the Fast Track: Assimilation Experiences during Multiple Transitions. In M. W. Kramer & R. S. Bisel (Eds.) (2019). *Case Studies in Organizational Communication: A Life-Span Approach*. New York: Oxford University Press.

Dougherty, D. S., Schraedley, M., **Gist-Mackey, A. N.**, & Wickert, J. E. (2018). A Photovoice Study of Food Insecurity, Unemployment, and the Discursive-Material Dialectic. *Communication Monographs*, 85(2), 1-24. doi: <https://doi.org/10.1080/03637751.2018.1500700>.

Gist-Mackey, A. N. (2018). (Dis)embodied Job Search Communication Training: Comparative critical ethnographic analysis of materiality and discourse during the unequal search for work. *Organization Studies*, 39(9), 1251–1275. doi: <https://doi.org/10.1177/0170840617736936>.

Gist-Mackey, A. N., Wiley, M. L., & Erba, J. (2017). “You’re doing great. Keep doing what you’re doing”: socially supportive communication during first-generation college students’ socialization. *Communication Education*, 67(1), 52-72. doi: 10.1080/03634523.2017.1390590

Gist, A. N. (2017). “I Knew America Was Not Ready For a Woman to Be President”: Commentary on the Dominant Structural Intersections Organized around the Presidency and Voting Rights. *Women’s Studies in Communication*, 40, doi: 10.1080/07491409.2017.1302261

Gist, A. N. (2017). Class and Organizing. In C. R. Scott & L. Lewis. (Eds.) (2017). *International Encyclopedia of Organizational Communication*. Hoboken, NJ: Wiley

Gist, A. N. & Goldstein Hode, M. (2017). Race and Organizing. In C. R. Scott & L. Lewis. (Eds.) (2017). *International Encyclopedia of Organizational Communication*. Hoboken, NJ: Wiley

Gist, A. N. (2016). Challenging Assumptions Underlying the Metamorphosis Phase: Ethnographic Analysis of Metamorphosis Within an Unemployment Organization. *Qualitative Research Reports in Communication*, 16(1). doi: 10.1080/17459435.2015.1088891

Gist, A. N., Jensen, P. R., Wickert, J. E., & Meisenbach, R. M. (2016). Working with Stigma: Identity Management in the Quest for Employment" in J. P. Fyke, J. Faris, & P.M. Buzzanell (Eds.) (2016). *Cases in organizational and managerial communication: Stretching boundaries*. New York: Routledge.

Gist, A. N. (2015). Volunteering in the Age Old Search for Work in J. Mize Smith, & M.W. Kramer (Eds.), *Case Studies in Volunteering and NGOs*. New York: Peter Lang Publishing.

Gist, M., & **Gist, A. N.** (2013). Self-Efficacy. *Oxford Bibliographies Online: Management*. doi: 10.1093/obo/9780199846740-0043

Scholarship Under Review

Gist-Mackey, A. N. & Kingsford, A. (2019). Challenging Classed Communication Privilege and Methodological Bias. *Management Communication Quarterly*. Under Review.

Erba, J., **Gist-Mackey, A. N.**, Wiley, M. L. (2019). "They make it seem like you're going to have the time of your life": Exploring the role of media in the college preparation and expectations of first-generation college students. *Journal of Diversity in Higher Education*. Under Review.

Jensen, P., Cruz, J., Eger, E., Hanchey, J., **Gist-Mackey, A. N.**, Ruiz-Mesa, K., & Villamil, A. (2019). Transparency, Reflexivity, and Identity: Examining the Researcher in Ethnographic Communication Research. *Management Communication Quarterly*. Under Review.

Scholarship In Progress

Gist-Mackey, A. N. & Dougherty, D. S. (2019). Assumptions of the blue-collar unemployed: Critical ethnographic analysis of a working-class unemployment support organization.

Gist-Mackey, A. N., Kunkel, A. D., & Guthrie, J. (2019). Surviving communicative labor: Theoretical exploration of the (in)visibility of gendered faculty work/life struggle.

Gist-Mackey, A. N. (2019). Gendered and classed intersections in the communication expectations of hiring managers.

Gist-Mackey, A. N., Wickert, J. E., & Dougherty, D. S. (2018). Using communication withdrawal to manage unemployment stigma.

Gist-Mackey, A. N., & Dougherty, D. S. (2017). Material need or networking: Critical interpretive inquiry of job seekers' classed relationships with food as figure and ground.

Lucas, K. & **Gist-Mackey, A. N.** (2017). Adding Insult to Injury: A Dual-Path Model of Working-Class Dignity Injury.

Goldstein Hode, M. & **Gist, A. N.** (2014). When Racism and Professionalism Collide: Discursive Resistance to Racial Identity Threats on a Predominantly White Campus.

Competitively Selected Conference Presentations

Gist-Mackey, A. N., Kingsford, A., & Pastorek, A. E. (2019, May). Communicatively Reifying and Resisting: Qualitative exploration of public welfare (Counter)Narratives. Paper accepted to the Organizational Communication Division of the International Communication Association in Washington D. C.

Erba, J. E., **Gist-Mackey, A. N.**, & Wiley, M. (2018, November). "They make it seem like you're going to have the time of your life": Exploring the role of media in the college preparation and expectations of first-generation college students. Paper accepted to the Mass Communication Division of National Communication Association in Salt Lake City, UT.

- Byrd, G., Zhang, Y. B., & **Gist-Mackey, A. N.** (2018, November). Interability contact and the reduction of interability prejudice: Disability salience, intergroup anxiety, and relational solidarity. Paper accepted to the International and Intercultural Communication Division of National Communication Association in Salt Lake City, UT.
- Gist-Mackey, A. N.** (2018, November). New Directions in Organizational Communication Pedagogy: Organizations as Sites & Agents of Social Justice and Change. Panel submission accepted to the Activism and Social Justice Division of National Communication Association in Salt Lake City, UT.
- Gist-Mackey, A. N.** (2017, November). "I'm so happy you're Black...": Racialized disclosure during ethnographic fieldwork. Paper panel submission accepted to the Ethnography Division in National Communication Association in Dallas, TX.
- Gist-Mackey, A. N.** & Guy, A. (2017, November). Drowning in "quicksand": Theoretical exploration of social support in decision making processes among the financially insecure. Paper accepted to the Organizational Communication Division of National Communication Association in Dallas, TX.
- Wickert, J., **Gist-Mackey, A. N.** & Dougherty, D. (2017, November). Using Communication Withdrawal to Manage Unemployment Stigma. Paper accepted to the Organizational Communication Division of National Communication Association in Dallas, TX
- Gist-Mackey, A. N.**, & Cullen, C. (2017, October). Communicative intersections of gender and social class during hiring processes: Qualitative analysis of hiring managers' communication expectations. Paper accepted to the Organization for the Study of Communication, Language, & Gender in Omaha, NE
- Gist, A. N.**, Wiley, M. L., & Erba, J. (2016, November). "I knew that this wouldn't be an easy step" Qualitative analysis of social support communication during socialization processes of first-generation college students. Paper accepted to the Applied Communication Division of National Communication Association in Philadelphia, PA.
- Dougherty, D. S., Schraedley, M., **Gist, A. N.**, Wickert, J. E. (2016, November). Revealing/Concealing among the Unemployed: Body Class/Text Class Discourses of Food Insecurity. Paper accepted to Applied and Environmental Communication, Activism and Social Justice, Communication and the Future Scholar-to-Scholar of National Communication Association in Philadelphia, PA.
- Gist, A. N.** (2016, April). Challenging Classed Communication Privilege and Methodological Bias. Accepted to the Organizational and Professional Communication Interest Group in the Central States Communication Association Conference in Grand Rapids, MI.
- Gist, A. N.** (2016, April). Organizational Communication Curriculum Development. Accepted to the Organizational and Professional Communication Interest Group of the Central States Communication Association Conference in Grand Rapids, MI.
- Gist, A. N.** (2015, November). Childlike cultural assumptions of the working-class unemployed: Critical ethnographic analysis of a blue-collar unemployment support organization. Accepted to the Organizational Communication Division of the National Communication Association in Las Vegas, NV.
- Lucas, K. L. & **Gist, A. N.** (2015). Organizing Social Class: Implications for Working-Class Dignity. Accepted to Academy of Management in Vancouver, BC.
- Gist, A.N.** (2015, May). Dis(embodying) job search communication: Critical, qualitative analysis of social class materiality, and discourse during unemployment. Accepted to Organizational Communication Division of the International Communication Association in San Juan, Puerto Rico.
- Gist, A.N.** (2014, November). Material need or networking: A critical ethnographic analysis of job seekers relationship with food across social class lines. Paper accepted to the Organizational Communication Division of the National Communication Association in Chicago, IL.
- Gist, A.N.** & Dougherty, D.S. (2014, November). Weaving the web-of-power through divergent job search communication training for the working and middle classes. Paper accepted to the Organizational Communication Division of National Communication Association in Chicago, IL.

- Gist, A.N.** (2014, May). Classing organizational support: A critical, comparative ethnographic analysis of unemployment organizations. Accepted to Organizational Communication Division of the International Communication Association in Seattle, WA.
- Gist, A.N.** (2014, May). "(Re)imagining the metamorphosis phase of socialization: Ethical responsibility of preventing metamorphosis within unemployment organizations. Accepted to Organizational Communication Division Pre-Conference of the International Communication Association in Seattle, WA.
- Gist, A.N.** (2013, October). Preliminary Dissertation Findings - Managing unemployment: A comparative critical ethnographic analysis of unemployment organizations. Presented at the Organizational Communication Mini Conference in Urbana-Champaign, IL.
- Goldstein Hode, M. & **Gist, A.N.** (2013, June). When Racism and Professionalism Collide: Negotiating Racial Identity Threats on a Predominantly White Campus. Presented at the Ethnicity and Race In Communication Division of the International Communication Association Convention in London, UK.
- Gist, A.N.**, Dougherty, D.S., & Wickert, J.E. (2013, April). Liquefying identities: unemployment and the negotiation of social identity. Presented on the Top Paper Panel in Organizational and Professional Communication Interest Group of the Central States Communication Association annual convention in Kansas City, MO.
- Wickert, J.E., Dougherty, D.S. & **Gist, A.N.** (2012, November). Lost in Uncertainty: How the Unemployed Experience and Manage their Uncertainty. Presented at the Applied Communication Division of National Communication Association in Orlando, FL.
- Gist, A.N.** (2012, November). Complicating Organizational Communication Research Agendas: Considering Social Class in Organizational Culture Scholarship. Presented at the Organizational Communication Division at NCA annual convention in Orlando, FL.
- Gist, A.N.** (2012, October). Dissertation Prospectus – Managing Unemployment: A critical ethnographic analysis of reemployment organizations. Presented at the Organizational Communication Mini Conference in Norman, OK.
- Gist, A.N.** (2012, April). Crystallizing Communication: Breaking our Intradisciplinary Regime. Presented at the Organizational Communication Division at CSCA annual convention in Cleveland, OH.
- Gist, A.N.** (2011, November). An adapted typology and meta-theoretical analysis of discursive strategies: Communicative navigation of social class differences. Presented at the Organizational Communication Division at NCA annual convention in New Orleans, LA.
- Gist, A.N.** & Kramer, M.W. (2011, November). Communication and organizational outcomes in a volunteer organization: citizenship behavior and beyond. Presented at the Organizational Communication Division at NCA annual convention in New Orleans, LA.
- Gist, A.N.** (2010, November). The discourse of gossip, power, and organizations. Presented at the Organizational Communication Division at NCA annual convention in San Francisco, CA.
- Meisenbach, R.J., **Gist, A.N.**, & Chou, C. (2010, November). Working for a Cause?: Exploring Sources and Functions of Identification among Fund-raisers” Organizational Communication Division at NCA annual convention in San Francisco, CA.
- Gist, A.N.** (2010, October). Grad Student Scuttlebutt: A grounded theory analysis of gossip and sensemaking. Presented at the Organizational Communication Mini Conference in New Brunswick, NJ.

RESEARCH GRANTS & FUNDING

- o Piercy, C. W. & **Gist-Mackey, A. N.** (March, 2019) KU Research Grant Opportunities (under review, \$14,664)
- o **Gist-Mackey, A. N.** (February, 2019). KU General Research Fund. (awarded, \$5,470)
- o **Gist-Mackey, A. N.** & Piercy, C. W. (August, 2018) Job Seeking, Unemployment, & Social Support: Technology Access and Use among Blue- and White-Collar Workers. Russell Sage Future of Work. (not awarded, \$48,450.00).

- o Ecker-Lyster, M., & **Gist-Mackey, A. N.**, & Coleman-Tempel, L. (October, 2017). A Comparative Phenomenological Study of First-Generation Students at Three Less-Selective Postsecondary Institutions. Spencer Foundation Research Grant. (not awarded, \$50,000).
 - o **Gist, A. N.** (April, 2017) American Association of University Women, American Fellowships Summer/Short-Term Research Publication Grants. (awarded, \$6,000)
 - o **Gist, A. N.** (October, 2016) NCA's Advancing the Discipline Grant (not awarded)
 - o **Gist, A. N.** (August, 2016) New Faculty General Research Fund, University of Kansas (awarded, \$8,000)
 - o Erba, J., Geana, M. & **Gist, A. N.** (April, 2015) Submitted Application for Waterhouse Family Institute Grant for the study of Communication and Society. (not awarded)
 - o Erba, J., Geana, M. & **Gist, A. N.** (March, 2015) Collaborative Research Seed Grant. University of Kansas Hall Center for the Humanities. (not awarded)
 - o **Gist, A. N.**, Dougherty, D. S., & Wickert, J. E. (2011). Liquefying identities: unemployment and the negotiation of social identity. \$1,000 grant from the Research Council, University of Missouri.
 - o **Gist, A. N.** (2013). Managing Unemployment: A Comparative Critical Ethnographic Analysis of Unemployment Organizations. \$700 from Rebecca Verser & Alumni Graduate Student Support Fund.
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COURSES TAUGHT:

University of Kansas

Communication 930 Seminar in Speech: Dark Side of Organizational Communication

- o Designed (graduate) course structured around communication theory, research, practices and experiences related to negative and destructive organizational communication phenomena.
- o Facilitated a learning environment around the organizational communication concepts, principles and theories necessary for understanding, studying, and ethically evaluating our communication that produce harmful, unproductive, painful, unhealthy, and simply unbearable organizational experiences

Communication 930 Seminar in Speech: Organizing Identity, Identification, and Stigma

- o Designed (graduate) course structured around communication theory, research, practices and experiences related to identity, identification, and stigma in organized contexts
- o Facilitated a learning environment around the organizational communication concepts, principles and theories necessary for understanding, studying, and ethically evaluating our identities, identification, and stigma

Communication 930/496: Seminar In/Capstone In: Communication & Organizational Culture

- o Designed (undergraduate & graduate) course about the communicative development, maintenance, and transformation of organizational culture
- o Facilitated a learning environment around the organizational communication concepts, principles and theories necessary for understanding, studying, and ethically participating in organizational culture

Communication 548: Theories of the Interview

- o Designed (undergraduate & graduate bridge) course about theory and practice of interviewing communication
- o Facilitated a learning environment around the concepts, principles and theories necessary for understanding and applying successful communication behaviors in the following types of interviewing contexts: recruitment, employment, focus groups, informational, survey, persuasive, performance, counseling, and healthcare.
- o Provided assessment on communication performance in dual roles as both interviewer and interviewee.

Communication 410: Micro-Level Organizational Communication

- o Designed undergraduate course about interpersonal relational development and maintenance within organizational contexts primarily focusing on the workplace
- o Facilitated a learning environment around the organizational communication concepts, principles and theories necessary for understanding and applying successful communication behaviors regarding the following organizational relationships: supervisor and subordinates, peer coworker, workplace friendships, romantic workplace relationships, customer and client, workplace relationships and society

University of Missouri

Communication 1200: Public Speaking

- o Served as graduate instructor of record
- o Taught traditional, business, and honors sections

- o Facilitates a learning environment around the basic concepts, principles, and theories necessary for understanding and executing ethical public speaking

Communication 3050: Survey of Communication

- o Served as teaching assistant for large lecture, writing intensive course
- o Worked with students to promote a better understanding communication theories and research in the areas of interpersonal, organizational, political, and mass media.
- o Coached students in their development of analytical writing skills

Communication 3575: Business and Professional Communication

- o Served as graduate instructor of record
- o Conducted an applied course that fosters professional development in upper class students
- o Taught students written, verbal, and nonverbal communication skills in the following areas: résumé development, cover letter construction, interviewing, professional presentations, small group communication, conflict management

Communication 4476: Organizational Communication

- o Served as graduate instructor of record
- o Facilitated a learning environment around the organizational communication concepts, principles, and theories necessary for understanding and applying successful communication within organizational contexts

2013 Summer Institute on Communication and Culture: A First Look at Organizational Communication

- o Served as graduate instructor on teaching team in collaboration with Shanghai Normal University, MU Asian Affairs Center & Missouri International Training Institute, MU Office of the Provost & International Programs, and the MU Department of Communication.
- o Developed course curriculum and facilitated student learning for a 2-week intensive course on organizational communication concepts, principles, and theories necessary for understanding and applying successful interactions within organizational contexts

INVITED PRESENTATIONS:

Guest Lectures & Keynotes

Multicultural Scholars Professional Development Workshop – Navigating the Hidden Dynamics of Organizational Culture

- o Developed and facilitated an approximately 60-minute online webinar for KU Multicultural scholars program to an audience of approximately 40 undergraduate students from underrepresented populations
- o Wednesday, March 27, 2019

Humana Insurance

- o Developed and delivered a keynote address for the 2019 Humana Learning Development Conference titled, *Cultivating Organizational Culture Across Virtual Workspaces*, which was presented to an live and virtual audience of ~1,900 people.
- o February 26, 2019

Fort Leavenworth Army Base

- o Developed and facilitated an approximate 90-minute workshop about professional online social networking using LinkedIn, which was open to approximately 15-20 transitioning Military officers and spouses nearing retirement
- o April 26, 2017; May 30, 2018

NPC International

- o Developed and facilitated an approximate 4-hour workshop in collaboration with Dr. Angie Pastorek for NPC International, regional franchiser for Wendy's and Pizza Hut brand restaurants. Workshop addressed topics regarding professionalism, diversity, inclusion, and organizational culture. Training was required for store and regional management team.
- o March 16, 2018

City of Leawood, Kansas

- o Developed and facilitated an approximate 60-minute workshop titled *Incivility and Bullying in the Workplace: Prevention and Response Strategies for Targets, Bystanders & Managers* required for approximately 70 city employees

- o April 12, 2018

Leavenworth-Lansing Chamber of Commerce

- o Invited by KU COMS Alum Brandon Johannes, President of the Leavenworth Lansing Chamber of Commerce
- o Developed and facilitated an approximate 60-minute seminar on customer/client communication for small businesses a group of 15-20 entrepreneurs and business leaders
- o September 6, 2017

Link & Learn Webinar – Navigating the Hidden Dynamics of Organizational Culture

- o Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
- o Friday, March 3, 2017 and Thursday, March 21, 2019

Link & Learn Webinar – Incivility and Bullying in the Workplace: Prevention and Response Strategies for Targets, Bystanders & Managers

- o Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
- o Friday, September 8 and Thursday, September 21, 2017

Link & Learn Webinar – My Way or the Highway: Embracing & Navigating Workplace Conflicts

Why Can't We All Just Get Along? Recognizing & Navigating Workplace Conflicts

- o Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
- o Friday, June 2 and Thursday, June 15, 2017; Thursday, July 19, 2018

Link & Learn Webinar - Communicating for Inclusion: Strategies Engaging People across Boundaries of Place & Culture

- o Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
- o Friday, August 5 and Thursday, August 18, 2017; Thursday June 21, 2018

Link & Learn Webinar – Quality or Quantity? Crafting a Personal Networking Strategy that Works for You

- o Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
- o Friday, July 8 and Thursday, July 21

Link & Learn Webinar – Handling Emotion in the Workplace

- o Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
- o Friday, February 5 and Thursday, February 18, 2017

Communicating for Inclusion

- o Developed and facilitated a series of 60-, 90-, and 120-minute training workshops with Dr. Angie Pastorek about communicatively constructing inclusive learning environments in higher education and other organizational contexts at the University of Kansas, Edwards campus faculty development, for annual KU Staff Summit, and for the Department of Enrollment Management, and office of the Provost leadership team.
- o February 12, 2016
- o February 16, 2017
- o September 28, 2017
- o October 26, 2017
- o February 14, 2018

Understanding, Addressing, & Avoiding Microaggressions

- o Developed and facilitated an approximate 75 minute departmental training on communication and microaggressions within organizational settings.
- o December 9, 2015

Gendered Power in Organizations

- o Developed and facilitated an approximate 75 minute seminar on gender and power in organizational settings for an international group of 25-30 women participating in the Kansas Women's Leadership Institute

- o July 15, 2015; July 13, 2016; July 3, 2017; July 11, 2018

Communication & Networking: Maximizing Offline and Online Social Networks

- o Developed and facilitated an approximate 60 minute workshop on interpersonal and online social networking, which was open to the public at the University of Kansas, Edwards campus.
- o March 2, 2015 – Open to public
- o April 27, 2015; April 28, 2016; March 1, 2018 – Presentation to COMS 730 Graduate Course, Writing & Speaking

Organizational Socialization & Ethics

- o Developed, presented an approximate 45-minute presentation on organizational socialization and ethics to a graduate level seminar on Organizational Stakeholders.
- o November 18, 2014

Advice for the Job Search Faculty Panel

- o Spoke on a faculty panel regarding the job market search process in the communication discipline for the Organizational Communication Mini Conference in 2014 held at Purdue University.
- o September 13, 2014

Learning Strategies – Time Management & Graduate Student Life

- o Developed, presented a 45-minute presentation for interdisciplinary majors in a learning strategies class on time management and graduate teaching roles and responsibilities.
- o October 3, 2013

Intercollegiate Communication Organization of Mizzou (iCOM) – Why Communication Rocks!

- o Developed and presented a 45-minute presentation for undergraduate communication majors on the value of a communication degree and why communication majors are desired and sought after in the workforce.
- o September 11, 2013

McNair Scholars Workshop – Presenting Research in Academia: from development to delivery

- o Developed, presented, and conducted a 90-minute workshop for undergraduate researchers on how to develop and present academic conference research presentations on the topics of presentation preparation, structure and outlining, audiovisual aids (Microsoft PowerPoint and posters), delivery, academic networking.
- o March 21, 2013

Business and Professional Communication Workshop

- o Developed, presented, and conducted a 2-hour workshop on the topics of interviewing, résumé development, cover letter creation, small group communication, conflict management, and professional presentations.
- o November 8, 2012

Lambda Pi Eta, Chi Beta Chapter – Advertising Industry Career Options

- o Shared a presentation about the various career opportunities in the advertising industry
- o November 7, 2012

Group Communication Course

- o Presented a lecture on the practical application of group decision making processes in organizations.
- o October 17, 2011

Ad Club – Advertising Industry Career Options

- o Shared a presentation about the various career opportunities in the advertising industry
- o February 9, 2010

Community Research Presentations

Self-sustainability through Employment Programming (S.T.E.P.) Coalition

- o Presented a lecture sharing research results for a study analyzing the discourse and materiality of benefits cliff phenomena in metro Kansas City.
- o January 24, 2018

United Community Services of Johnson County

- o Presented a lecture sharing research results for a study analyzing the experiences and constraints for low-income workers in Johnson County, Kansas.
- o September 13, 2016

Columbia Volunteer Network Quarterly Meeting

- o Presented a lecture sharing research results for a study looking at organizational citizenship behavior in volunteer organizations in Columbia, MO.
- o July 6, 2011

GRADUATE ADVISING/CHAIRPERSON:

University of Kansas, Master of Arts Candidates

- o Angie Erdley, (Comprehensive Exam, Committee Member); Expected Graduation May, 2022
- o Janelle Martin (Comprehensive Exam, Committee Member); Expected Graduation May, 2019
- o Chelsea Cullen (Committee Chair for Program/Thesis); Graduation July, 2018
- o Brandon Drozd, (Committee Chair for Program/Comprehensive Exam), Graduation May, 2016
- o Abigail Kingsford (Committee Chair for Program/Thesis), Graduation May, 2017
- o Max Hobbs (Comprehensive Exam Committee Member), Graduation May, 2017
- o John Chris Melvin (Comprehensive Exam Committee Member), Graduation May, 2017
- o Gabrielle Byrd (Thesis Committee Member); Graduation May, 2017
- o Michelle Reames (Comprehensive Exam Committee Member), Graduation December 2017
- o Tara Litzenberger (Comprehensive Exam Committee Member), Graduation December, 2017
- o Frances Soto (Thesis Committee Member); Expected Graduation - TBD

University of Kansas, Doctoral Candidates

- o Phil Wagner, (Dissertation Committee Member), Graduation May, 2015
- o Terri Easley, (Dissertation Committee Member), Graduation May, 2016
- o Igor Ristić, (Dissertation Committee Member), Graduation 2018
- o Haley Vellinga, (Dissertation Committee Member), Expected Graduation 2019
- o Marissa Wiley, (Dissertation Committee Member), Expected Graduation 2019
- o Gretchen Montgomery (Dissertation Committee Member), Expected Graduation 2019
- o Josh Morgan, (Dissertation Committee Member), Expected Graduation 2019
- o Elaina Ross, (Dissertation Committee Member), Expected Graduation 2019
- o Ahmed Muyidi (Comprehensives Committee Member), Excepted Graduation 2020
- o Abigail Kingsford (Committee Chair for Program), expected graduation 2021
- o Shelley Hepler (Committee Chair for Program), expected graduation 2021
- o Julien Sperling (Committee Chair for Program), expected graduation 2021
- o Greta Underhill (Committee Chair for Program), expected graduation 2021
- o Alexandra Spadaro (Comprehensive Exam Committee Member), expected graduation 2021
- o Courtney McDaniel (Comprehensive Exam Committee Member), expected graduation 2021
- o Michelle Wilson (Committee Chair for Program), expected graduation 2024

SERVICE

DEPARTMENT OF COMMUNICATION STUDIES, UNIVERSITY OF KANSAS

- o Lambda Pi Eta Faculty Advisor, 2015-present
- o Regents Center Campus Committee, 2014-present
- o HBCU Graduate Recruitment Trips – March, 2016, February, 2017, February, 2018
- o Graduate Research Competition Judge – April, 2015
- o KU Edwards Organizational Communication Job Search Selection Committee, Spring, 2015
- o Undergraduate Program Committee Member, 2014-2016
- o Graduate Student Award Committee Member, 2014-2017

COLLEGE OF LIBERAL ARTS AND SCIENCES, UNIVERSITY OF KANSAS

- o Multicultural Scholars Program, Director for Humanities – 2018-present
- o Astrum U Humanities Faculty Think Tank 2017-present
- o CLAS Faculty Mentor for at-risk undergraduate students 2016-present

UNIVERSITY SERVICE, UNIVERSITY OF KANSAS

- Communication for Inclusion Training Workshop for Charis & Directors – January 17, 2019
- Communication for Inclusion Training Workshop for the Office of the Provost – February 14, 2018
- Beinecke Scholarship Committee (award for underprivileged students) Committee Member 2018-present
- KU Edwards Campus Leadership Committee Member 2014-present

DISCIPLINARY SERVICE

- Editorial Board Member, Western Journal of Communication 2017-present
- Reviewer, Journal of Applied Communication Research 2017-present
- Reviewer, Culture & Organization Journal, 2016-present
- Reviewer, Organizational Studies Journal, 2015-present
- Reviewer, Human Communication Research Journal, 2014-present
- Reviewer, National Communication Association, 2014-present
- Reviewer, Central States Communication Association, 2014-present

ADVERTISING INDUSTRY EMPLOYMENT:

JWT CET - Account Management Dept. Atlanta, GA 10/08-6/09

Senior Account Executive – Clients: Nokia North American Marketing, CDW·G

- Main contact for clients listed above regarding business-to-business advertising and business-to-consumer global localization in North American market
- Managed adaptation of global business-to-consumer campaigns for North America from strategic planning through production for Nokia North American market
- Managed business-to-business communications efforts and lead generating campaigns for Nokia's North American security product offering
- Managed mix of the following media for CDW·G: radio, magazine, newspaper, online
- Managed relationship with CDW·G channel contacts for federal and state and local government marketing efforts
- Managed analysis and optimization of lead generating campaigns with media department for Nokia
- Managed budget allocations and invoicing process on a monthly basis for advertising efforts
- Aided in accounts payable and receivable duties with accounting
- Trained and managed workload for Account Coordinators and Assistant Account Managers

Frederick Swanston - Account Management Dept. Alpharetta, GA 5/06-10/08

Account Executive – Clients: Bassett Furniture Direct, Northlake Medical Center, First Bank, Gladhill Furniture, Fitness Together, Exide Technologies, Black & Black Surgical, VeriFone, Beazer Homes, Village Podiatry Centers, Natural Gas Campaign for Consumer Choice

- Main contact for all clients listed above
- Coordinated strategic planning, internal research and campaigns for retail and brand advertising campaign efforts
- Managed all advertising projects from conception to production
- Managed all external and internal trafficking for print, outdoor, broadcast and interactive media
- Analyzed success of marketing and advertising efforts
- Served as print production manager over all direct mail efforts for the clients listed above
- Served as broadcast producer over post production on television and radio efforts for Gladhill & Bassett Furniture
- Managed budget allocations for monthly advertising efforts
- Aided in accounts payable and receivable duties for production of advertising
- Supported other team members as needed in any capacity needed
- Trained and manages workload for Assistant Account Executive

Fitzgerald + Co./Austin Kelley Advertising – Account Management Dept. Atlanta, GA - 5/05-5/06

Assistant Account Manager – AmSouth Bank Account Team

- Promoted in 8 months-received larger workload and more accountability with client
- Main client contact and project manager for all Area Marketing, from conception to production
- Managed all external trafficking for broadcast advertising
- Provided ongoing internal revisions of executional process
- Active member of Agency Job Opener Task Force

- o Assisted the team in daily execution of print and broadcast advertising
- o Provided back up administrative support for team
- o Trained new Account Coordinator and serve as main contact for all responsibilities
- o Involved in annual strategic planning and presentations of all new concepts

Account Management Coordinator – AmSouth Bank Account Team

- o Assisted the team of four in daily execution of print, broadcast and interactive advertising;
- o Managed external trafficking of all print advertising
- o Maintained daily client correspondence regarding revisions, approvals, and development of creative materials
- o Served as main contact between account team, publications, stations, media agency (Mindshare), and client
- o Updated daily tracking tools for account team: status reports, media detail worksheets, competitive analysis, and accrual reports for monthly billing
- o Supported team in administrative tasks

HONORS AND AWARDS:

2017-2018

- o American Association of University Women's (AAUW) Inaugural Ann Chipley Fellow
- o Donn W. Parson Graduate Faculty Mentorship Award (departmental)

2015-2016

- o Donn W. Parson Graduate Faculty Mentorship Award (departmental)

2013-2014

- o Gus T. Ridgel Fellowship
- o Nominated and Selected to serve as Doctoral Marshal

2012-2013

- o Gus T. Ridgel Fellowship
- o Superior Graduate Achievement Award
- o Outstanding Graduate Service Award

2011-2012

- o Gus T. Ridgel Fellowship
- o Superior Graduate Achievement Award

2010-2011

- o Gus T. Ridgel Fellowship
- o Loren Reid Outstanding Graduate Student Teaching Award

2009-2010

- o Gus T. Ridgel Fellowship
- o iCOM Outstanding Teaching Assistant of the Year Award

2002-2003

- o Helen Hoover Scholarship
- o Mary Jo & A. Robert Kent Scholarship
- o Thurgood Marshall Scholarship

2001- 2002

- o Templeton/Blackburn Achievement Award
- o Dean's Scholarship
- o Ohio University Multicultural Scholarship

2000-2001

- o Director's Scholarship
- o Ohio University Multicultural Scholarship

1999-2000

- o Sharon Stevens Brehm, Provost Scholarship
- o Pepsi Scholarship
- o Director's Scholarship

PAST/PRESENT SERVICE & ORGANIZATIONAL MEMBERSHIPS:

International Communication Association
National Communication Association

- Organizational Communication Division, Awards Chair 2019-2021
- Central States Communication Association
- Southern States Communication Association
- Organizational Communication Mini Conference
 - o 2011 co-chair of planning committee
- Lambda Pi Eta – University of Kansas
 - o Faculty Advisor 2015-present
- Lambda Pi Eta, Chi Beta Chapter – University of Missouri
 - o Graduate Student Advisor 2011-2013
- Graduate and Professional Council – University of Missouri
- Graduate Student Association – University of Missouri
- Association of Communication Graduate Students – University of Missouri
 - o Fundraising Committee Member
- Association of Black Graduate and Professional Students – University of Missouri
- Black History Month Committee – University of Missouri
- Black Student Communication Caucus – Ohio University
 - o Advertising Executive – editor of *The Flow* (African American Student Newsletter)
- Golden Key International Honor Society – Ohio University Chapter
- Ohio University Phone-a-thon – Ohio University
- Ohio University Recruiting Society – Ohio University