

# ELIZABETH A. WILLIAMS

Department of Communication Studies, Colorado State University  
A237 Behavioral Sciences Building, 1783 Campus Delivery  
Fort Collins, CO 80523-1783  
Elizabeth.A.Williams@colostate.edu  
970.491.7181

## EDUCATION

- Ph. D. Purdue University.** Department of Communication. West Lafayette, IN  
August 2011  
Major Area: Organizational Communication  
Minor Areas: Health Communication, Rhetoric, and Research Methods  
Dissertation Title: "Towards an understanding of multiteam systems: Theorizing about identification, leadership and communication in an emergency response system."  
*\*\*Recipient of the 2012 W. Charles Redding Dissertation Award from the International Communication Association*  
Major Professor: Stacey Connaughton  
Committee Members: Patrice Buzzanell, Robin Jensen, and Stephen Green
- University of Michigan.** Institute of Social Research. Ann Arbor, MI  
June 2007
- M. A. Purdue University.** Department of Communication. West Lafayette, IN  
May 2007  
Major Area: Organizational Communication  
Minor Areas: Research Methods  
Major Professor: Stacey Connaughton  
Committee Members: Karen Myers and Jennifer Ziegler
- B. A. Alma College.** Departments of Communication & Business. Alma, MI  
April 2001  
Major Areas: Organizational Communication & Business Administration  
*Summa Cum Laude*
- Capital University of Economics and Business.** Beijing, China  
May 2000

## ACADEMIC APPOINTMENTS

**Colorado State University.** Department of Communication Studies  
Assistant Professor, August 2011 – present  
Interim Director of Graduate Studies, August 2015-December 2015  
Affiliate Faculty Member, Center for Disaster and Risk Analysis, October 2011 – present  
Affiliate Faculty Member, Colorado School of Public Health, October 2013 – present  
Health Communication Lead, Colorado School of Public Health at CSU, January 2015 – present

**Purdue University.** Department of Communication  
Research Assistant, January 2008 – May 2011  
Graduate Instructor and Teaching Assistant, August 2005 – July 2010

## SCHOLARSHIP

### **Book**

Harrison, T. R. & **Williams, E. A.** (Eds.) (in press). *Organizations, communication, and health.* Forthcoming late 2015. New York: Routledge.

### **Peer-Reviewed Articles**

**Williams, E. A.** & Jensen, R. E. (in press). Conflicted identification in the sex education classroom: Balancing professional values with organizational mandates. *Qualitative Health Research.* doi: 0.1177/1049732315599955

**Williams, E. A.** & Connaughton, S. L. (2012). Expressions of changing identifications: The nature of talk and resistance. *Communication Studies, 63,* 457-481.

Harrison, T. R., Morgan, S. E., & **Williams, E. A.** (2012). A method for assessing the interaction environment of organizations. *Journal of Modern Accounting and Auditing, 8,* 1512-1523.

King, A. J., **Williams, E. A.**, Harrison, T. R., & Morgan, S. E., Havermahl, T. (2012). The “Tell Us Now” campaign for organ donation: Using message immediacy to increase donor registration rates. *Journal of Applied Communication Research, 40,* 229-246

Jensen, R. E., **Williams, E. A.**, Holyoak, I., & Shorter, S. (2012). HIV/AIDS in Botswana: President Festus G. Mogae’s narrative of secular conversion. *Health Communication, 27,* 19-29.

Harrison, T. R., Morgan, S. E., Chewing, L., **Williams, E. A.**, Barbour, J., Di Corcia, M. J., & Davis, L. (2011). Revisiting the worksite in worksite health campaigns: Evidence from a multi-site organ donation campaign. *Journal of Communication, 61,* 535-555.

Harrison, T. R., Morgan, S. E., King, A. J., & **Williams, E. A.** (2011). Saving lives branch by branch: The effectiveness of driver licensing bureau campaigns to promote organ donor registry sign ups to African Americans in Michigan. *Journal of Health Communication, 16,* 805-819.

Harrison, T. R., Morgan, S. E., King, A. J., Di Corcia, M. J., **Williams, E. A.**, Ivic, R. K., & Hopeck, P. (2010). Promoting the Michigan Organ Donor Registry: Evaluating the impact of a multi-faceted intervention utilizing media priming and communication design. *Health Communication, 25,* 700-708

### **Book Chapters**

**Williams, E. A.** (in press). Answering their burning questions: Stories from my collaboration with a fire department. In C. Engstrom & J. Frye (Eds.), *Tales from the field of qualitative communication consulting*. Forthcoming early 2016. Kendall Hunt.

**Williams, E. A.** (in press). When the bell rings, the team emerges. In J. P. Fyke, J. Faris, & P. M. Buzzanell (Eds.), *Cases in organizational and managerial communication: Stretching boundaries*. Forthcoming early 2016. New York, NY: Routledge.

**Williams, E. A.** (in press). Leading inter-organizational health collaborations: The importance of multi-dyadic relationships. In T. R. Harrison & E. A. Williams (Eds.), *Organizations, communication, and health*. Forthcoming late 2015. New York, NY: Routledge.

Harrison, T. R., & **Williams, E. A.** (in press). Introduction: Exploring intersections for theory, practice, and change. In T. R. Harrison & E. A. Williams (Eds.), *Organizations, communication, and health*. Forthcoming late 2015. New York, NY: Routledge.

**Williams, E. A.** (2015). Leading change: An examination of communication practices aimed at organizational change. In J. M. Smith & M. W. Cramer (Eds.), *Case studies in nonprofit organizations and volunteers* (pp. 13-18). New York, NY: Peter Lang Publishing.

**Williams, E. A.** (2012). The Aftermath of scandal: Picking up the pieces of a shattered identity. In S. K. May (Ed.), *Case studies in organizational communication: ethical perspectives and practices, 2<sup>nd</sup> edition* (pp. 305-314). Thousand Oaks, CA: Sage

Connaughton, S. L., **Williams, E. A.**, & Shuffler, M. (2011). Social identity issues in multi-team systems: Considerations for future research. In S. Zaccaro, M. Marks, & L. DeChurch (Eds.), *Multiteam systems: An organization form for dynamic and complex environments* (pp. 109-140). New York, NY: Taylor & Francis.

Connaughton, S. L., **Williams, E. A.**, Linvill, J. S., O'Connor, E. J., Hayes, T. (2010). Temporary virtual teams: An empirical examination of team development. In S. D. Long (Ed.), *Communication, relationships, and practices in virtual work* (pp. 123-145). Hershey, PA: IGI Global.

Harrison, T. R. & **Williams, E. A.** (2010). Communication, structural links, and conflict in three inter-organizational virtual collaborations. In S. D. Long (Ed.), *Communication, relationships, and practices in virtual work* (pp. 26-45). Hershey, PA: IGI Global.

### **Conference Proceedings**

Harrison, T. R., Morgan, S. E., & **Williams, E. A.** (2010). *A methodology for assessing the interaction environment of organizations*. Proceedings from the European Conference on Research Methodology for Business and Management Studies in Madrid, Spain.

Connaughton, S. L., **Williams, E. A.**, Linvill, J. S., & O'Connor, E. J. (2009). *E-work and e-research: Findings from a study on temporary virtual teams and reflections on conducting research across geographic and temporal boundaries*. Proceedings from e-Society Conference at Shanghai Jiaotong University in Shanghai, China.

**Williams, E. A.** (2007). *The structuration of dysfunction: Opportunities to change enduring organizational problems*. Proceedings from the Human Dimensions of Wildland Fire Conference in Fort Collins, CO.

### **Conference Papers**

Ishak, A. & **Williams, E. A.** (2015, November). Learning in critical teams: Borrowed experience in wildland firefighting. To be presented at the National Communication Association Conference in Las Vegas, NV.

\*\*Recipient of Top 4 Paper Award, Group Communication Division

**Williams, E. A.** & Callahan, R. (2015, October). Leveraging after action reviews for learning in a high reliability organization. To be presented at the Fire Leadership Challenge in Keystone, CO.

**Williams, E. A.** & Ishak, A. (2015, May). Discourses of an organizational tragedy: Emotion, sensemaking, and learning after the Yarnell Hill Fire. Presented at the International Communication Association Conference in San Juan, PR.

\*\*Recipient of Top 4 Paper Award, Organizational Communication Division

**Williams, E. A.** (2015, May). Leading inter-organizational health collaborations: The importance of multi-dyadic relationships. Paper presented at the International Communication Association Conference in San Juan, PR as part of a panel on organizing for health.

**Williams, E. A.** & Makos, S. (2014, November). After action reviews: Learning from the past in a high reliability organization. Presented at the National Communication Association Conference in Chicago, IL.

**Williams, E. A.** (2013, April). Collaborating across boundaries: Leader-leader interactions for social change. Presented at the Central States Communication Association Convention in Kansas City, MO as part of panel on leadership.

**Williams, E. A.** & Jensen, R. E. (2012, November). Conflicted identifications: Ideological struggles faced by sexual educators. Presented at the National Communication Association Conference in Orlando, FL.

**Williams, E. A.** (2012, November). Multiple identifications: The interplay between identifications in a multiteam system. Presented as part of a Scholar-to-Scholar session at the National Communication Association Conference in Orlando, FL.

**Williams, E. A.** & Connaughton, S. L. (2012, November). Exploring cross-team relationships: The communicative building blocks of effective multiteam systems. Presented at the National Communication Association Conference in Orlando, FL as part of a panel on interpersonal relationships in the workplace.

**Williams, E. A.** & Connaughton, S. L. (2012, February). Discourses of leadership in a multiteam system: The importance of leader-leader relationships for inter-team cooperation. Presented at the Indiana University's Tobias Leadership Conference in Colorado Springs, CO.

Linville, J. S., **Williams, E. A.**, Connaughton, S. L., & O'Connor, E. J. (2011, November). Refined trust: Team members give their voice to examining trust in temporary virtual teams. Presented at the National Communication Association Conference in New Orleans, LA.

King, A. J., **Williams, E. A.**, Harrison, T. R., & Morgan, S. E. (2011, May). The "Tell Us Now" campaign for organ donation: Impact of point-of-decision materials promoting a DMV-based registry. Presented at the International Communication Association Conference in Boston, MA.

Jensen, R. E., **Williams, E. A.**, Holyoak, I., & Shorter, S. (2011, May). HIV/AIDS in Botswana: President Festus G. Mogae's narrative of secular conversion. Presented at the International Communication Association Conference in Boston, MA.

**Williams, E. A.**, & Connaughton, S. L. (2010, November). Dyadic relationships, identification and communication: The creation of discursive resources. Presented at the National Communication Association Conference in San Francisco, CA as part of a panel on Leader-Member Exchange Theory.

Harrison, T. R., Morgan, S. E., King, A. J., & **Williams, E. A.** (2010, November). Promoting the Michigan organ donor registry to African Americans: A multi-component driver licensing bureau campaign. Presented at the National Communication Association Conference in San Francisco, CA.

Connaughton, S. L., **Williams, E. A.**, Linville, J. S., O'Connor, E. J., & Hayes, T. (2010, November). Temporary virtual teams: An empirical examination of team development. Presented at the National Communication Conference in San Francisco, CA as part of a panel on virtual work.

Harrison, T. R. & **Williams, E. A.** (2010, November). Communication, structural links, and conflict in three inter-organizational virtual collaborations. Presented at the National Communication Conference in San Francisco, CA as part of a panel on virtual work.

**Williams, E. A.** (2010, October). Towards an understanding of multiteam systems: Theorizing about identification, leadership and communication in an emergency response system. Presented at the Organizational Communication Mini Conference at Rutgers University.

Harrison, T. R., Morgan, S. E., & **Williams, E. A.** (2010, June). A methodology for assessing the interaction environment of organizations. Presented at the European Conference on Research Methodology for Business and Management Studies in Madrid, Spain.

**Williams, E. A.** (2010, April). Wellness in organizations: A historical perspective and a critical reading of current trends and future directions. Presented at the Central States Communication Association Convention in Cincinnati, OH.

King, A. J., **Williams, E. A.**, Harrison, T. R., & Morgan, S. E. (2010, April). Saving lives branch by branch: The effectiveness of a driver licensing bureau campaign to promote organ donor registry sign ups to diverse audiences in Michigan. Presented at the Kentucky Conference on Health Communication in Lexington, KY.

Berkelaar, B., Linvill, J. S., **Williams, E. A.** (2009, November). An empirical examination of the impact of leader/ship development experiences on recommendations for a leadership center. Presented during a Scholar-to-Scholar session at the National Communication Association Conference in Chicago, IL.

Harrison, T. R., Morgan, S. E., King, A. J., Di Corcia, M. J., **Williams, E. A.**, Ivic, R. K., & Hopeck, P. (2009, November). Utilizing media priming and design perspectives to promote joining the Michigan Organ Donor Registry: Evaluating the impact of a multi-faceted intervention. Presented at the National Communication Association Conference in Chicago, IL.

Harrison, T. R., Morgan, S. E., Chewing, L., **Williams, E. A.**, Barbour, J., Di Corcia, M. J., & Davis, L. (2009, November). Revisiting the worksite in worksite health campaigns: Evidence from a multi-site organ donation campaign. Presented at the National Communication Association Conference in Chicago, IL.

Connaughton, S. L., **Williams, E. A.**, Linvill, J. S., & O'Connor, E. J. (2009, October). E-work and e-research: Findings from a study on temporary virtual teams and reflections on conducting research across geographic and temporal boundaries. Presented at the e-Society Conference at Shanghai Jiaotong University in Shanghai, China.

Berkelaar, B., **Williams, E. A.**, & Linvill, J. S. (2009, May). Leaders on leadership: D(d)iscourse about leadership. Presented at the International Communication Association Conference in Chicago, IL.

**Williams, E. A.** (2009, April). Exploring the organizational connection to the Theory of Reasoned Action: Assessing and implementing organizational policy change. Presented at the Central States Communication Association Convention in St. Louis, MO.

**Williams, E. A.**, & Connaughton, S. L. (2008, November). Expressions of changing identifications: The nature of talk and resistance. Presented as part of a Scholar-to-Scholar session at the National Communication Association Conference in San Diego, CA.

Connaughton, S. L., **Williams, E. A.**, & Linvill, J. S. (2008, November) Distributed team development: Relationships among communication, leadership, trust, and ethics. Presented at the National Communication Association Conference in San Diego, CA as part of a panel on contemporary research on leadership.

Connaughton, S. L., **Williams, E. A.**, & Linvill, J. S. (2008, October). Leading across time and space: Communication and trust in shared leadership contexts. Presented at the International Leadership Association Conference in Los Angeles, CA as part of a panel on contemporary research on leadership.

**Williams, E. A.** & Connaughton, S. L. (2008, May). The communicative constitution of leadership: A case study of leadership change and influences on member identification. Presented at the International Communication Association Conference in Montreal, Canada.

Shenoy, S., **Williams, E. A.**, & Linvill, J. S. (2008, May). Anticipatory socialization in family businesses: (Co-)constructions of career and choice among successors. Presented at the International Communication Association Conference in Montreal, Canada.

**Williams, E. A.** (2008, April). The negotiation of identity through scandal: Relying on relationships and common enemies. Presented at the Central States Communication Association Convention in Madison, WI.

\*\*Recipient of Top Student Paper Award, Organizational and Professional Communication Division

**Williams, E. A.** (2007, October). The structuration of dysfunction: Opportunities to change enduring organizational problems. Presented at the Human Dimensions of Wildland Fire Conference in Fort Collins, CO.

**Williams, E. A.** (2007, October). "We're not typical sorority girls": Negotiating organizational identity, image, and identification in sorority life. Presented at the Organization for the Study of Communication, Language, and Gender Conference in Omaha, NE.

**Williams, E. A.** (2007, April). The structuration of dysfunction: Opportunities to learn from the Cramer Fire. Presented at the Central States Communication Association Convention in Minneapolis, MN.

### ***Conference Panel Participation***

**Williams, E. A.** (2014, November). The presence of qualitative communication trainers in unexpected contexts. Participant on panel at the National Communication Association Conference in Chicago, IL.

**Williams, E. A.** (2014, November). Emotion communication, interaction, and adaptation in the workplace. Participant on panel at the National Communication Association Conference in Chicago, IL.

**Williams, E. A.** (2014, April). Enhancing our organizational communication toolkit: The organizational ethnography assignment. Participant on panel at Central States Communication Association Convention in Minneapolis, MN.

**Williams, E. A.** (2013, November). Adrienne Pine: Making connections between career, professionalism, family, and the rhetoric surrounding the professor-mother. Organizer and panel participant at the National Communication Association Conference in Washington, D.C.

**Williams, E. A.** (2013, April). The ‘possibilities’ of case study communication: Linking strategies, noting limitations, exploring media. Participant on panel at the Central States Communication Association Convention in Kansas City, MO.

**Williams, E. A.** (2012, November). The name change and the bump in graduate school: Seeking and celebrating community. Participant in panel at the National Communication Association Conference in Orlando, FL.

### ***Online Contributions***

**Williams, E. A.** (2014). One company’s success story: Who needs a CEO anyway? Online contribution to *Organizational communication in the news: Media stories of organizations and organizational communication*. <http://orgcominthenews.com/2014/03/14/one-companys-success-story-who-needs-a-ceo-anyway/>

**Williams, E. A.** (2012). Takeaway: Are utilities ready for Hurricane Sandy? Online contribution to *Organizational communication in the news: Media stories of organizations and organizational communication*. <http://orgcominthenews.com/2012/10/27/are-utilities-ready-for-hurricane-sandy/>

## **GRANTS AND SCHOLARSHIPS**

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|-----------|--|
| 2015      | Professional Development Award, Colorado State University College of Liberal Arts, \$1,606. To fund travel to the International Communication Association Convention in San Juan Puerto Rico.  |
| 2015      | Masters of Public Health Research Pilot Grant, Colorado School of Public Health, \$20,000. Funding for study, “The Organization and the Breastfeeding Mother: Exploring Organizational Policy Implementation and Employee Negotiation Tactics” |
| 2014-2015 | Masters of Public Health Graduate Research Assistant Funding, Colorado School of Public Health, \$10,880. To fund a graduate research assistant for the academic year. (submitted with Kirk Hallahan, Journalism and Technical Communication)  |

- 2013-2014 Masters of Public Health Graduate Research Assistant Funding, Colorado School of Public Health, \$10,880. To fund a graduate research assistant for the academic year. (submitted with Kirk Hallahan, Journalism and Technical Communication)
- 2013 Professional Development Award, Colorado State University College of Liberal Arts, \$767. To fund travel to the National Communication Association Convention in Washington, D.C.
- 2012 Professional Development Award, Colorado State University College of Liberal Arts, \$1,080. To fund travel to the National Communication Association Convention in Orlando, FL.
- 2012 Professional Development Award, Colorado State University College of Liberal Arts, \$371. To fund travel to Indiana University's Tobias Leadership Conference in Colorado Springs, CO.
- 2010-2011 Purdue Research Foundation Research Grant. Towards an Understanding of Multiteam Systems: Theorizing about Identification and Leadership in an Emergency Response System. Connaughton, S. L., & Williams, E. A., \$16,750
- 2008 Purdue Graduate Student Association Travel Grant, \$300
- 2008-2009 Alpha Xi Delta Founders Memorial Scholarship, \$1,250
- 2005-2006 Purdue Department of Communication Masters' Student Scholarship, \$2,000

### **GRANT-FUNDED RESEARCH EXPERIENCE**

**Purdue University. Graduate Research Assistant.** Department of Communication. West Lafayette, IN

National Science Foundation Grant: *To advance what we know about communicative processes and relational communication in geographically distributed teams.* (Neville, J. L., Tyler, J. M., & Connaughton, S. L.)

Responsible for coordinating online and laboratory team studies with the goal of using machine-learning techniques to model the impact of relational communication on distributed team effectiveness. Recruit, train, and supervise teams of four to eight undergraduate research assistants.

Health Resources and Services Administration's Division of Transplantation (HRSA/DoT), U.S. Department of Health and Human Services Grant: *Show Us Your Heart: Secretary of State/DMV Point-of-Decision Grassroots and Media Campaign.* (Harrison, T. R. & Morgan, S. E.)

Responsible for training volunteers and assisting to develop campaign materials.

Health Resources and Services Administration's Division of Transplantation (HRSA/DoT), U.S. Department of Health and Human Services Grant: *New Jersey Workplace Partnership for Life*. (Morgan, S. E., & Harrison, T. R.)

Assisted with media tracking, website development, and laboratory data collection.  
Participated in continued analysis of data collected within organizations.

## **TEACHING EXPERIENCE**

### **Colorado State University**

Assistant Professor. Department of Communication Studies. Fort Collins, CO

#### ***Graduate Classes***

SPCM 633: Discourse, Work, and Organization

Spring 2013 and 2015

Average Instructor Rating: 4.85/5.0

SPCM 539: Communication Theory

Fall 2012

Average Instructor Rating: 4.78/5.0

SPCM 538: Communication in the Health Clinic

Spring 2012, 2014, and Fall 2015

Average Instructor Rating: 4.88/5.0

#### ***Undergraduate Classes***

SPCM 479: Communication Capstone

Fall 2013, Spring 2014, and Summer 2015

Average Instructor Rating: 4.42/5.0

SPCM 433: Communication and Organizations

Fall 2011, 2012, 2013, 2014; Spring 2012, 2013; and Summer 2013

Average Instructor Rating: 4.69/5.0

SPCM 378: Virtual Workplace Communication

Summer 2012, 2013, and 2014

Average Instructor Rating: 4.62/5.0

SPCM 333: Professional Communication

Fall 2011

Average Instructor Rating: 4.45/5.0

SPCM 278B: Communication Skills: Interviewing

Spring 2012 and 2014

Average Instructor Rating: 4.69/5.0

SPCM 278F: Communication Skills: Virtual Teams  
Spring 2013  
Average Instructor Rating: 4.64/5.0

**Purdue University**

Graduate Instructor and Teaching Assistant. Department of Communication. West Lafayette, IN

COM 325: Interviewing: Principles and Practice (Instructor)  
Spring 2009 (1 section)  
Average Instructor Rating: 4.8/5.0

COM 324: Organizational Communication (Teaching Assistant/Recitation Instructor)  
Fall 2007, Spring and Fall 2008 (6 sections)  
Average Instructor Rating: 4.68/5.0

COM 320: Small Group Communication (Instructor)  
Summer 2010 (1 section)  
Average Instructor Rating: 4.8/5.0

COM 304: Communication Research Methods (Teaching Assistant/Lab Instructor)  
Fall 2009 (2 sections)  
Average Instructor Rating: 4.85/5.0

COM 114H: Honors Fundamentals of Speech Communication (Instructor)  
Fall 2006, Spring 2007 (4 sections)  
Average Instructor Rating: 4.65/5.0

COM 114: Fundamentals of Speech Communication (Instructor)  
Fall 2005, Spring and Fall 2006, Fall 2007, Summer 2008 (8 sections)  
Average Instructor Rating: 4.45/5.0

COM 102: Introduction to Communication Theory (Teaching Assistant/Recitation Instructor)  
Spring 2010 (2 sections)  
Average Instructor Rating: 4.75/5.0

***Advising***

Master's Thesis Advisor

Min Kim (in progress)  
Alissa Hooper (in progress)  
Elizabeth Wicklund (in progress)  
Shana Makos (May 2015)  
Hillary White (December 2014)

Graduate Committees, Communication Studies  
Elisa Varela (M.A., in progress)

Rebecca Propes (M.A., December 2014)  
Jessica Gantt (M.A., May 2014)  
Andrea Dajer Zapata (M.A., May 2013)

Graduate Committees, external committee member

Caitlin Evans (Ph.D., in progress, Journalism and Media Communication)  
Amy Quinn (Ph.D., in progress, Human Development and Family Studies)  
Lia Closson (M.A., in progress, Human Development and Family Studies)  
Nikki Cristello (M.A., in progress, Journalism and Media Communication)  
Blair Greenwood (M.A., in progress, Journalism and Media Communication)  
Eva Fisher (Ph.D., December 2015, Journalism and Media Communication)  
Bailey Weber (M.A., May 2015, Student Affairs and Higher Education)

Undergraduate Advising

Internship Coordinator

Summer 2014—7 internships  
Spring 2014—17 internships  
Fall 2013—7 internships  
Summer 2013—12 internships  
Spring 2013—10 internships

Advisor of Record (advising began to be transitioned away from faculty Fall 2012)

Spring 2014—20 advisees  
Fall 2013—25 advisees  
Spring 2013—35 advisees  
Fall 2012—46 advisees  
Spring 2012—52 advisees

***Mentoring***

Faculty attendee at Organizational Communication Mini Conference, 2013 and 2014

Directed interpersonal communication and health independent study for Diane Ladell,  
MPH student, Spring 2015

Directed methods independent study for Caitlin Evans, PhD student in Journalism and  
Media Communication, Fall 2014

Review and provide feedback on an average of 10 student resumes each year

Meet with an average of 10 students per year to provide career guidance

***Workshops Attended***

CSU Master Teacher Initiative luncheons

“Let’s Get Graphic,” Spring 2014

“Establishing and Concluding Community in the Classroom,” Fall 2013

“Leadership in the Classroom,” Fall 2012  
“Best of the Best: What Does Effective Teaching Look Like?” Fall 2011  
“Early Intervention for First Year Students,” Fall 2011

National Communication Association Short Courses

“Directing the Communication Internship Program,” November 2013  
“Teaching Organizational Communication,” November 2011  
“Teaching Health Communication,” November 2011

“Best Practices for Online Course Design,” Colorado State University, October 2011

“CGSA Teaching Workshop,” Purdue University, April 2008

“Diversity Workshop,” Purdue University, February 2006

“College Teaching Workshop Series 1,” Purdue University, September – November 2006

### INVITED PRESENTATIONS

*Identity, identification and image.* Guest Lecturer, Fall 2013. Organizational Communication class at Marymount Manhattan College.

*The “Tell Us Now” campaign.* Guest Lecturer, Fall 2013 and Fall 2011. Graduate Public Communication Campaigns class at Colorado State University.

*Leading and communicating in contemporary organizations.* Invited Presenter, Fall 2013. Ernestine M. Raclin School of Arts Lecture Series at Indiana University – South Bend.

*Enduring questions from relational and organizational studies: How do we manage dialectical tensions?* Guest Lecturer, Spring 2013 and Fall 2012. Communication Studies Capstone class at Colorado State University.

*Virtual teams: Building connections across boundaries.* Invited Presenter, Fall 2012. Occupational Health Psychology Speaker Series at Colorado State University.

*Connecting and communicating: Future perspectives on social networks.* Invited Presenter, 2012. FutureVisions Symposium at Colorado State University.

*Identity and identification in complex systems.* Guest Lecturer, 2010. Graduate Organizational Communication class at Purdue University with Dr. Stacey Connaughton.

*Work and life: Finding a balance.* Guest Lecturer, 2009. Organizational Communication class at Purdue University.

*Virtual teams.* Guest Lecturer, 2009. Communication and Emerging Technologies class at Purdue University.

*Leading organizational change that supports workforce diversity.* Guest Lecturer, 2008.  
Leadership class at Purdue University.

*Using rituals to ensure organizational success.* Workshop Facilitator, 2008. Alpha Xi Delta's  
Area Wide Training in St. Louis, Missouri.

*Work and life: Finding a balance.* Guest Lecturer, 2007. Organizational Communication class at  
Purdue University.

*The importance of ritual in organizations.* Workshop Facilitator, 2007. Ferris State University;  
Purdue University; University of Wisconsin, Oshkosh; and Western Michigan University.

*Work and family balance.* Guest Lecturer, 2006. Organizational Communication class at Purdue  
University.

## **HONORS**

### ***Recognition***

Top 4 Paper, Group Communication Division, National Communication Association, 2015

Top 4 Paper, Organizational Communication Division, International Communication  
Association, 2015

Senior Capstone Appreciation Award, Colorado State University, Communication Studies, 2012

W. Charles Redding Dissertation Award, International Communication Association, 2012

Committee for the Education of Teaching Assistants Teaching Award, Purdue University, 2011

Alan H. Monroe Graduate Scholar, Purdue University, 2010

Bruce Kendall Award for Excellence in Teaching, Purdue University, 2010

Top Student Paper, Organizational and Professional Communication Division, Central States  
Communication Association, 2008

Midwestern Association of Graduate Schools Distinguished Master's Thesis Award, Nominee, 2007

College of Liberal Arts Distinguished Master's Thesis Award, Purdue University, 2007

Earl R. Harlan Award for Excellence in Teaching by a Master's Student, Purdue University, 2007

Award for Outstanding Communication Research, Alma College, 2001

Alpha Xi Delta Quackenbush Award for Leadership, 2001

***National Honor Societies***

Phi Beta Kappa

Lambda Pi Eta, Communication Honorary

Rho Chi Epsilon, Business Honorary

**SERVICE**

***Professional Organizations***

National Communication Association (NCA)

International Communication Association (ICA)

Central States Communication Association (CSCA)

Western States Communication Association (WSCA)

***Departmental and University Service***

Colorado State University

Exit Interviewer, 2012-2015

Association for Student Activity Programming, Faculty Interviewer, Spring 2013

Colorado State University College of Liberal Arts

Head Commencement Marshal, Fall 2014 and Spring 2015

Commencement Marshal, Spring and Fall 2013

Colorado State University Department of Communication Studies

Interim Director of Graduate Studies, Fall 2015

Search Committee Chair, Graduate Studies Support Coordinator, Fall 2015

Capstone Ad Hoc Committee, Fall 2014-Spring 2015

Search Committee Chair, Organizational Communication, Fall 2014

Graduate Committee, Fall 2013-Spring 2016

Faculty Council Representative, Spring 2012-Spring 2016

Gravlee Lecture Committee, 2012-2014

Special Instructor Observations, Fall 2013 and 2011

Search Committee, Media Studies One Year Position, Summer 2013

Scheduling Ad Hoc Committee, Spring 2013

Prerequisite Ad Hoc Committee, Spring 2013

Search Committee Chair, Interpersonal Communication, Fall 2012

Search Committee Member, Public Deliberation, Spring 2012

Basic Course Committee, 2011-2012

Colorado School of Public Health, Colorado State University

Health Communication Lead Faculty Member, 2015

Executive Committee Member, 2015

Research Pilot Grant Reviewer, Fall 2014

Purdue University Department of Communication

Strategic Planning Committee, student representative, 2009

Graduate Student Conference on Communication Research, panel respondent, 2010

Organizational Communication Mini Conference, student volunteer, 2008

Purdue University Communication Graduate Student Association

President, 2007-2008 academic year

Vice President of Fundraising and Research, 2006-2007 academic year

Alma College Board of Trustees

Associate Trustee, 1998 – 2001 academic years

***Service to the Field of Communication***

Ad hoc reviewer *Communication Monographs, Journal of Applied Communication Research, Qualitative Health Research, International Journal of Wildland Fire*

NCA Org Comm Division Book Award Sub-Committee, 2013 and 2015

ICA, Org Comm Division, W. Charles Redding Dissertation Award Jury, 2013

Paper Reviewer

Org Comm Division, NCA (2012-2015)

Org Comm Division, ICA (2015)

Org Comm Division, WSCA (2015)

Health Comm Division, NCA (2014)

Panel Chair, NCA (2010, 2013, 2015)

Paper Respondent

Org Comm Division, NCA (2014)

Org Comm Division, ICA (2015)

***Community Service***

Alpha Xi Delta Fraternity

Northern Colorado Alumnae Association, Treasurer, 2013-present

Midwest Director of Ritual, 2006 – 2009

Area Facilitator, 2003 – 2006

## INDUSTRY EXPERIENCE

### ***Professional Presentations and Consulting***

**Poudre Fire Authority**, Fort Collins, CO

*Training Evaluation*, 2013, 2014, and 2015

Assess training program by soliciting feedback from firefighters and help training division develop and communicate its vision.

**Metro Denver Homeless Initiative**, Denver, CO

*Stakeholder Surveys*, 2013 and 2014

Assist organization in gathering feedback from various stakeholders and present report to Board of Directors

**Purdue Child Development and Family Services** West Lafayette, IN

*Professional Communication*, 2011

Workshop for students involved in their field experiences

**Healthcare Technical Assistance at Purdue** West Lafayette, IN

*Statewide After Action Review*, 2010

Conducted several focus groups and prepared portions of a final report for an after action review of response to a statewide health pandemic.

**Purdue Child Development and Family Services** West Lafayette, IN

*Communication in Various Contexts*, 2009

Workshop for teachers at Purdue's child care centers.

**Defense Finance and Accounting Services** Indianapolis, IN

*Training the Trainers*, 2009

Member of a team that developed and presented training plan for trainers at the Department of Defense's finance center.

**Ingersoll Rand** Carmel, IN

*Tiger Team Evaluation*, 2008

Part of a team that conducted a longitudinal study of organization's special project teams.

Provided three written reports and presented findings with Dr. Stacey Connaughton.

**Jurinex** Dallas, TX

*Training Plan and Program*, 2008

Worked with a team to develop a training schedule and training materials for jury consultants.

**Krieg DeVault, LLP** Indianapolis, IN

*Performance Evaluations*, 2006

Redesigned attorney performance evaluations and developed user manual for electronic evaluation software.

***Industry Positions***

**Krieg DeVault, LLP** Indianapolis, IN

*Human Resources Supervisor, July 2002 – July 2005*

**Alpha Xi Delta Fraternity** Indianapolis, IN

*Educational Leadership Consultant, June 2001 – May 2002*

**Consumers Energy** Alma, MI

*Human Resources Intern, October 1999 – April 2001*