

ANGELA GIST-MACKEY, PH.D.

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Last updated: July, 2023

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 Committee Chair: 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

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 – 8/2014-present

Associate Professor, Tenured (8/2021-present)

Assistant Professor, Tenure-Track (8/2014-7/2021)

- o Designs, conducts, analyzes, presents, and publishes scholarly communication research relevant to issues of social mobility and power in organizational contexts
- o Manages organizational communication course curriculum (includes online and offline courses)
- o Mentors master and doctoral students throughout course work, comprehensive exams, and research
- o Supervises graduate teaching assistants and lecturers across multiple different undergraduate 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 inclusive learning environments welcoming to students, especially from underrepresented backgrounds
- o Creates and maintains good rapport with a range of approximately 25-50 students each semester
- o Courses Taught:
 - o Introduction to Organizational and Professional Communication (undergraduate online course)
 - o Advanced Organizational and Professional Communication
 - o Micro-level Organizational Communication (undergraduate seminar)
 - o Advanced Interviewing Skills and Strategies (undergraduate/graduate bridge)
 - o Communication and Organizational Culture (undergraduate capstone and graduate seminar)
 - o Organizing Identity, Identification, and Stigma (graduate seminar)
 - o Dark Side of Organizational Communication (graduate seminar)
 - o Ethnography of Social Interaction (graduate seminar)

Co-Director of Edwards Satellite Campus Organizational Communication Graduate Programs (8/2016-5/2020)

- o Functioned as departmental liaison between KU Lawrence campus and KU Edwards (KUEC) satellite campus
- o Facilitated alumni relationships for KUEC graduates from master of arts and graduate certificate programs
- o Evaluated curricular needs and developed curriculum for graduate study in master of arts and graduate certificate
- o Participated in community outreach with aim of increasing awareness of departmental program in the metro area
- o Tracked progress of recruitment, enrollment, and retention for graduate programs at KUEC
- o Developed and managed messaging strategy for marketing efforts for departmental graduate programs at KUEC
- o Served as a member of the KU Edwards Campus Academic Leadership Council and Innovation Group

UNIVERSITY OF MISSOURI – Department of Communication – 8/2009 – 5/2014

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 – 1/2004 – 12/2004

Graduate Research Assistant

- o Assisted 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 Designed and developed the 2003 Annual report for Michael J. Faherty Research and Management Laboratory

University of Georgia – Educational Opportunity Center – 1/2004 – 5/2005

Language and Social Studies Tutor

- o Tutored adults in language skills and social studies in preparation for high school equivalency
- o Assessed students skill levels
- o Encouraged students scholastic abilities
- o Created a course of study for students in GED program

SCHOLARSHIP

Published Scholarship

Gist-Mackey, A. N., Williams, S. E., & Jewell, A. (in press). Whitewashing the Walls: Leading Organizational Change from Cultures of Mistrust to Celebrating Sisterhood. In B. Van Gilder, J. Austin, J. Bruscella (Editors) (2023). *Communication and Organizational Changemaking for Diversity, Equity, and Inclusion: A Case Studies Approach*. Routledge.

Tracy, S. J. & **Gist-Mackey, A. N.** (in press). Qualitative Methods. In. V. D. Miller & M. S. Poole (Editors) (2023). *De Gruyter's Handbook of Organizational Communication*. De Gruyter.

Gist-Mackey, A. N. & Compton, C. (in press). Ethnography. In. B. Brummans, B. Taylor, & A. Sivanen (Editors) (2022). *SAGE Handbook of Qualitative Organizational Communication*. Sage.

Tracy, S. J., **Gist-Mackey, A. N.**, & Dehnert, M., (in press). Phronetic Iterative Qualitative Data Analysis. In. B. Brummans, B. Taylor, & A. Sivanen (Editors) (2023). *SAGE Handbook of Qualitative Organizational Communication*. Sage.

Gist-Mackey, A. N. & Dougherty, D. S. (2023). Unemployment & Food (In)security: (Un)just governance in unemployment organizations In S. E. Dempsey (Editor) (2023). *Organizing Eating: Communicating for Equity Across U.S. Food Systems*. Routledge. <https://doi.org/10.4324/9781003190578-5>

Gist-Mackey, A. N., & Oliha-Donaldson, H. (2023). Black Lives Matter as Post-colonial organizing. In M. Pal, J. Cruz, & D. Munshi (Editors). *Organizing at the Margins - Theorizing Organizations of Struggle in the Global South*. Palgrave McMillan. https://doi.org/10.1007/978-3-031-22993-0_12

Zhang, Y. B., Muyidi, A., & **Gist-Mackey, A.** (2023). Women journalists' contact quality with male coworkers, Affective attitudes toward men and intention to quit: Intergroup anxiety in Saudi Arabia. *Communication Studies*, 74(3), 217–233. <https://doi.org/10.1080/10510974.2023.2201464>

- Williams, S. E., **Gist-Mackey, A. N.**, & Jewell, A. (2023). Colorblind on the color line: Critical ethnography of racial inequity in a human service organization serving a community of families at the margins. *Human Communication Research*, 49(2), 182-193. <https://doi.org/10.1093/hcr/hqad014>
- Valiavska, A., **Gist-Mackey, A. N.**, & Holloway, M. (2023). A Decade of Race Publications: Meta Content Analysis of Race in Communication Scholarship from 2010-2020. *Howard Journal of Communications*, 1-16. <https://doi.org/10.1080/10646175.2023.2178267>
- Muyidi, A., Zhang, Y. B., & **Gist-Mackey, A. N.** (2023). The Influence of Gender Discrimination, Supervisor Support, and Government Support on Saudi Female Journalists' Job Stress and Satisfaction. *Management Communication Quarterly*, 37(2), 207–224. <https://doi.org/10.1177/08933189221103623>
-Lead article in journal issue
- Wiley, M. L. & **Gist-Mackey, A. N.** (2022). Photovoice. In E. Ho, C. Bylund, & J. van Weert (Editors). *Wiley International Encyclopedia of Health Communication*. Wiley. <https://onlinelibrary.wiley.com/doi/book/10.1002/9781119678816>
- Underhill, G. & **Gist-Mackey, A. N.** (2022). Grounded Theory In E. Ho, C. Bylund, & J. van Weert (Editors). *Wiley International Encyclopedia of Health Communication*. Wiley. <https://onlinelibrary.wiley.com/doi/book/10.1002/9781119678816>
- Pal, M., Kim, H., Harris, K. L., Long, Z., Linabary, J., Wilhoit Larson, E., Jensen, P. R., **Gist-Mackey, A. N.**, McDonald, J. Nieto-Fernandez, B., Jiang, J., Misra, S., & Depsey, S. E. (2022). Decolonizing organizational communication. *Management Communication Quarterly*, 36(3), 547–577. <https://doi.org/10.1177/08933189221090255>
- Gist-Mackey, A. N.**, Hall, A. R., & Davis, S. M. (2022). Being Black in the ivory: Telling our truth and taking up space In. J. Bauer & S. Blithe (2022). *Badass Feminist Politics: Exploring Radical Edges of Feminist Theory, Communication, and Activism*. Rutgers University Press.
- Kingsford, A. N., **Gist-Mackey, A. N.**, & Pastorek, A. E. (2022). Communication Pathways to Resilience: Phenomenological Exploration of Welfare Recipients Resilience to Stigma and Material Hardship. *Journal of Applied Communication Research*, 50(4), 363-381. <https://doi.org/10.1080/00909882.2021.1987504>
- Piercy, C. W., & **Gist-Mackey, A. N.** (2021b). Status shields and pharmacy work: Differences among workers by role and context. *Social Science & Medicine*, 293, 1-8. <https://doi.org/10.1016/j.socscimed.2021.114671>
-equal authorship and contributions
- Piercy, C. W., & **Gist-Mackey, A. N.** (2021a). Automation anxieties: Perceptions about technological automation and the future of pharmacy work. *Human-Machine Communication*, 2, 191-208. <https://doi.org/10.30658/hmc.2.10>
- Gist-Mackey, A. N.**, Kunkel, A. D., & Guthrie, J. (2021). Surviving communicative labor: Theoretical exploration of the (in)visibility of gendered faculty work/life struggle. *Academic Labor: Research and Artistry*, 5(3), 20-48. Available at: <https://digitalcommons.humboldt.edu/alra/vol5/iss1/3>
- Gist-Mackey, A. N.** (2021). Experiencing Symbolic and Linguistic Violence at Predominately White Institutions as Student and Professor. In H. Oliha-Donaldson (Editor) (2021). *Confronting Critical Equity and Inclusion Incidents on Campus: Lessons Learned and Emerging Practices*. Routledge.
- Gist-Mackey, A. N.** & Dougherty, D. S. (2021). Sociomaterial struggle: An ethnographic analysis of power, discourse, and materiality in a working class unemployment support organization. *Communication Monographs*, 88(3), 306-329. <https://doi.org/10.1080/03637751.2020.1818801>
- Gist-Mackey, A. N.** (2020). The Pain of Performative Professionalism: Emotionally Embodying Business As Usual. *Departures in Critical Qualitative Research*, 9(2), 140-143. <https://doi.org/10.1525/dcqr.2020.9.2.140>
- Gist-Mackey, A. N.** & Kingsford, A. N. (2020). Linguistic inclusion: Challenging classed communication bias implicit in interview methods. *Management Communication Quarterly*, 34(3), 402-425. <https://doi.org/10.1177/0893318920934128>
- Jensen, P., Cruz, J., Eger, E., Hanchey, J., **Gist-Mackey, A. N.**, Ruiz-Mesa, K., & Villamil, A. (2019). Pushing Beyond Positionalities and Through “Failures” in Qualitative Organizational Communication: Experiences and Lessons on

- Identities in Ethnographic Praxis. *Management Communication Quarterly*, 1-31.
<https://doi.org/10.1177/0893318919885654>
 - Awarded 2020 Best Article of the Year Award, National Communication Association, Ethnography Division
- Byrd, G., Zhang, Y. B., & **Gist-Mackey, A. N.** (2019). Interability contact and the reduction of interability prejudice: Disability salience, intergroup anxiety, and relational solidarity. *Journal of Language and Social Psychology*, 38(4), 441-458.
<https://doi.org/10.1177/0261927X19865578>
- Pastorek, A. E. & **Gist-Mackey, A. N.** (2019). Leaving College for the Fast Track: Assimilation Experiences during Multiple Transitions. In R. S. Bisel & M. W. Kramer (Eds.) (2019). *Case Studies in Organizational Communication: A Life-Span Approach*. (pp. 31-37). Oxford University Press.
- Gist-Mackey, A. N.**, & Guy, A. (2019). "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*, 47(3), 237-259.
<https://doi.org/10.1080/00909882.2019.1617430>
 - Research Featured on local NPR radio, [KUCR, Up-to-Date](#)
 - Research featured in [NCA Communication Currents](#)
 - Research featured in University wide Newsletter, [KU Today](#)
- 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.
<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.
<https://doi.org/https://doi.org/10.1177/0170840617736936>
 - Awarded 2019 Best Article of the Year Award, National Communication Association, Ethnography Division
- 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.
<https://doi.org/10.1080/03634523.2017.1390590>
 - Research featured in [NCA Communication Currents](#)
 - Research featured in University wide Newsletter, [KU Today](#)
- 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,
<https://doi.org/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*. (pp. 256-268). Wiley.
- Gist, A. N.** & Goldstein Hode, M. (2017). Race and Organizing. In C. R. Scott & L. Lewis. (Eds.) (2017). *International Encyclopedia of Organizational Communication*. (pp. 2031-2043). 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).
<https://doi.org/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. Pyke, J. Faris, & P.M. Buzzanell (Eds.) (2016). *Cases in organizational and managerial communication: Stretching boundaries*. (pp. 31-35). 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*. (pp. 186-191). Peter Lang Publishing.
- Gist, M., & **Gist, A. N.** (2013). Self-Efficacy. *Oxford Bibliographies Online: Management*.
<https://doi.org/10.1093/obo/9780199846740-0043>

Scholarship Under Review

Gist-Mackey, A. N., Kingsford, A. N., & Pastorek, A. E. (2022). Communicatively reifying and resisting: Qualitative exploration of public welfare (counter)narratives. *Western Journal of Communication*. (Revise & Resubmit)

Scholarship In Progress

Erba, J., **Gist-Mackey, A. N.**, Wiley, M. L. (2021). "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.

Gist-Mackey, A. N., Wosizdlo, A., Hepler, S., Sanyal, S., Sperling, J., Underhill, G., & Wilson, M. (2021). Communication as currency: Longitudinal mixed-methods study of a non-profit financial literacy program for low-income families.

Gist-Mackey, A. N. (2021). Gendered and classed biases in the communication expectations of hiring managers.

Gist-Mackey, A. N., Wickert, J. E., & Dougherty, D. S. (2021). Using communication withdrawal to manage unemployment stigma.

Competitively Selected Conference Presentations

Gist-Mackey, A. N., Wosizdlo, A., Sanyal, S., Underhill, G., Wilson, M. D., Hepler, S. A., & Sperling, J. A. (2023, November). Struggling toward financial security: Longitudinal mixed methods analysis of a non-profit financial literacy program serving low-income families. Paper accepted to the Applied Communication Division of the National Communication Association in National Harbor, MD.

Dempsey, S. E., de Souza, R., Gordon, C., Ivancic, S. R., LeGreco, M., Mitra, R., Okamoto, K., Schraedley, M., **Gist-Mackey, A. N.**, Dougherty, D. S., & Zoller, H (2023, November). Spotlight on Organizing Eating: Communicating for Equity Across U.S. Food Systems. Panel accepted to the Organizational Communication Division of the National Communication Association in National Harbor, MD.

Dawson, V. R., Keyton, J., Ward, M., O'Shay, Sydney, **Gist-Mackey, A. N.**, Scott, A. L., Hook, C. N., Smith, W. R., & Dykstra-DeVette, R. A. (2023, November). Navigating the Challenges of Organizational Research Site Access. Panel accepted to the Organizational Communication Division of the National Communication Association in National Harbor, MD.

Tietsort, C., **Gist-Mackey, A. N.**, Kingsford, A. N., Kiura, M., Martinez, L. V., Leach, R. B., Tracy, S. J. (2023, November). Advancing organizational communication pedagogy: A panel discussion on how to blend theory and practice in organizational communication courses. Panel accepted to the Organizational Communication Division of the National Communication Association in National Harbor, MD.

Tracy, S. J., Denhart, M., & **Gist-Mackey, A. N.**, (2022). Phronetic Iterative Qualitative Data Analysis. Panel accepted to the Organizational Communication Division Top Paper Panel of the Western States Communication Association in Phoenix, AZ
-2022 Top Paper Award in the Organizational Communication Division

Allen, B. J., Dixon, M., Parker, P., Ballard, D., **Gist-Mackey, A. N.**, & Austin, J. (2022, November). (Re)Learning the Ropes: Place, Race, and Organizational Socialization Honoring Brenda J. Allen. Panel accepted to the Organizational Communication Division of the National Communication Association in New Orleans, LA.

Zhang, Y. B., Muyidi, A., **Gist-Mackey, A. N.** (2022, November). Saudi Female Journalists' Contact Quality with Male Coworkers, Affective Attitudes Toward Men and Intention to Quit: Intergroup Anxiety. Presentation accepted to the Organizational Communication Division of the National Communication Association in New Orleans, LA.

Williams, S. E., **Gist-Mackey, A. N.**, Jewell, A. (2022, November). Colorblind on the color line: Critical ethnography of racial inequity in a human service organization serving a community of families at the margins. Paper accepted to the Ethnography Division of the National Communication Association in New Orleans, LA.

Mitra, R., Tracy, S. J., Berry, K., **Gist-Mackey, A. N.**, Okamoto, K., Rauchberg, J. S., Branton, S. E. (2022, November). Remaking Ethnography as Compassionate Inquiry: Honoring Ethnographers' Mental Wellness amid the COVID-19 Pandemic. Panel accepted to Ethnography Division of the National Communication Association in New Orleans, LA.

- Valiavska, A. **Gist-Mackey, A. N.**, Holloway, M. (2022, November). State of the Field: Qualitative Content Analysis of Race in Communication Scholarship from 2010-2020 across NCA and ICA publications. Paper accepted to the Research in Progress Roundtables of the National Communication Association in New Orleans, LA.
- Gist-Mackey, A. N.**, Woszdlo, A., Underhill, G., Sreerupa, S., Sperling, J. Hepler, S. Wilson, M. (2022, November). NCA's Research Cultivation Grant: Reflections from the Inaugural Recipients. Presentation accepted to National Communication Association in New Orleans, LA.
- Gist-Mackey, A. N.**, & Oliha-Donaldson, H. (2022, November). #BlackLivesMatter as Post-colonial organizing. Paper accepted to the African American Culture & Communication Division of the National Communication Association in New Orleans, LA.
- Gist-Mackey, A. N.** (2022, November). Organizing for Renewal and Transformation. Presentation accepted to the Organizational Communication Division Preconference of the National Communication Association in New Orleans, LA.
- Valiavska, A., **Gist-Mackey, A. N.**, & Holloway, M. (2022, May). A Decade of Race Publications: Meta Content Analysis of Race in Communication Scholarship from 2010-2020. Paper accepted to the Organizational Communication Division of the International Communication Association in Paris, France.
- 2022 ICA Organizational Communication Division Best Interactive Presentation Award
- Gist-Mackey, A. N.** (2022, May). Agile access: Creating a compelling pitch when approaching a potential community partner. In K. McAllum & S. Fox Methodological Speed-Dating: Exploring the Challenges of Engaged and Applied Research. Paper accepted to the Inter-Divisional Interest Group of the International Communication Association in Paris, France.
- Gist-Mackey, A. N.**, Woszdlo, A., Hepler, S. Sanyal, S., Sperling, J., Underhill, G., Wilson, M. (2021, November). Communication as Currency: Longitudinal mixed methods study of cross-class relationships in a non-profit financial literacy program for low-income families. Paper accepted to the Organizational Communication Division of the National Communication Association in Seattle, WA.
- Gist-Mackey, A. N.** & Piercy, C. (2021, November). Status shields and pharmacy work: Differences among workers by role and context. Paper accepted to the Organizational Communication Division of the National Communication Association in Seattle, WA.
- Zhang, Y. B., Myuidi, A., & **Gist-Mackey, A. N.** (2021, November). Saudi female journalists' contact with male coworkers, intergroup anxiety, and attitudes towards men. Paper accepted to the Organizational Communication Division of the National Communication Association in Seattle, WA.
- Williams, S. E., Santarelli, A. J., Jewell, A. E., & **Gist-Mackey, A. N.** (2021, October). Families at the Margins: An ethnography of community culture, race, and communication. Paper accepted to the Organization for the Study of Communication, Language, and Gender annual convention in Norfolk, VA.
- Kingsford, A., **Gist-Mackey, A. N.** & Pastorek, A. E. (2020, November). Communication Pathways to Resilience: Phenomenological Exploration of Welfare Recipients Resilience to Stigma and Material Hardship. Paper accepted to the Organizational Communication Division of the National Communication Association in Indianapolis, IN.
- Piercy, C. W. & **Gist-Mackey, A. N.** (2020, November). Automation Anxieties: Two Studies Exploring Perceptions About Technological Automation and the Future of Work. Paper accepted to the Human Communication and Technology Division of the National Communication Association in Indianapolis, IN.
- Hanchey, J. N., Cruz, J. M., **Gist-Mackey, A. N.**, Leslie, K. J., Tarin, C. A., Kennedy, S., Lockwood Harris, K., Pham, V. N., Branton, S. E., & Mandhana, D. M. (2020, November). #ToneUpOrgComm: The Time for Intersectionality is Now. Panel accepted to the Organizational Communication Division of the National Communication Association in Indianapolis, IN.
- Muyidi, A., Zhang, Y. B., **Gist-Mackey, A. N.** (2020, November). Saudi Female Journalists' Perspectives: The Influence of Gender Discrimination, Sexual Harassment, Social Support, and Government Support on Work-Related Outcomes.

Paper accepted to the Organizational Communication Division of the National Communication Association in Indianapolis, IN.

Gist-Mackey, A. N., Kunkel, A., Guthrie, J. (2019, November). Surviving Communicative Labor: Theoretical Exploration of the (In)Visibility of Gendered Faculty Work/Life Struggle. Paper accepted to the Organizational Communication Division of National Communication Association in Baltimore, MD.

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 **Gist-Mackey, A. N.** & Wozidlo, A. (November, 2020) Cultivation Grant. National Communication Association (**awarded, \$14,750**).
- o Dempsey, S., Dougherty, D. S., & **Gist-Mackey, A. N.** (November, 2019). Global Grand Challenges: Voices for Economic Opportunity. Bill and Melinda Gates Foundation. (not awarded, \$100,000)
- o Piercy, C. W. & **Gist-Mackey, A. N.** (March, 2019) KU Research Grant Opportunities (not awarded, \$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.

COURSES TAUGHT

University of Kansas

Communication 930 Seminar in Ethnography and Social Interaction

- o Designed (graduate) course structured around ethnographic research methods. The course
- o Facilitated a learning environment around the qualitative research methods, principles and practices necessary for understanding, executing, and publishing qualitative research.
- o Approximate enrollment: 7 graduate students, master's and doctoral levels

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
- o Approximate enrollment: 10 graduate students, master's and doctoral levels

Communication 910/930 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 exploring our identities, identification, and stigma
- o Approximate enrollment: 8-12 graduate students, master's and doctoral levels

Communication 930/496: Seminar In/Capstone In: Communication & Organizational Culture (Online and In-Seat)

- 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
- o Developed and taught on-line 8-week capstone for undergraduate majors
- o Approximate enrollment: 8-10 graduate students, master's level
- o Approximate enrollment: 17-25 undergraduated students

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.
- o Approximate enrollment: 10-20 undergraduate students

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
- o Approximate enrollment: 20-30 undergraduate students

Communication 310: Advanced Organizational and Professional Communication (Online)

- o Facilitated a learning environment around the organizational communication concepts, principles and theories necessary for understanding communication in organizational contexts
- o Supervising and mentoring graduate teaching assistants instructing 2-4 sections per session in fall, spring, and summer sessions
- o Approximate enrollment: 20-30 undergraduate students per section, per semester

Communication 210: Introduction to Organizational Communication (Online)

- o Co-designed undergraduate online introductory course about organizational communication
- o Developed online curriculum for 8-week online course for communication studies majors
- o Facilitated a learning environment around the organizational communication concepts, principles and theories necessary for understanding communication in organizational contexts
- o Course developed in partnership with the KU Center for Online Distance Learning
- o Mentoring graduate teaching assistants instructing 2-4 sections per session in fall, spring, & summer sessions
- o Supervised course conversation from online 8-week format to in-seat 16-week format
- o Approximate enrollment: 20-30 undergraduate students per section, per semester

University of Missouri

Communication 1200: Public Speaking

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

University of Kansas, Department of Communication Studies Colloquium

- o Co-presented research titled, "Transitioning toward Financial Literacy: A community-engaged mixed methods inquiry" with Dr. Alesia Wosidlo, Sreerupa Sanyal, and Michelle D. Wilson.
- o Open to campus community
- o May 3, 2023

University of Kansas, Panel Series The Academy #No Filter - Staying Alive: the Risk of Being a Scholar of Color in the Academy

- o Served as a panelists with KU faculty to address the precarity of being a scholar of color in the academy
- o Panel series hosted by Spencer Commons, Office of Graduate Studies, and the College of Liberal Arts & Sciences
- o Target audience were aspiring and current graduate students across the university
- o March 21, 2023

Arizona State University, Transformation Project Speaker

- o Developed a research talk and professional development seminar for the Hugh Downs School of Human Communication's Transformation Project
- o Research Talk: Struggling toward stability: Qualitative exploration of communication during financial hardship
- o Graduate Workshop: AltAc Careers in Consulting: Translating Academic Skills and Expertise Beyond Campus
- o September 29-30, 2022

University of Texas at Austin Guest Lecture

- o Developed a guest lecture analysis and writing qualitative communication research for a graduate seminar in research methods taught by Dr. Jeff Treem and incorporated insights from Gist-Mackey (2018), Gist-Mackey & Guy, (2019), and Gist-Mackey & Kingsford (2020).
- o April 14, 2022

University of Minnesota Guest Lecture

- o Developed a guest lecture about Gist-Mackey's (2018) ethnographic research in Feminist Organizing graduate seminar taught by Dr. Kate Lockwood Harris
- o March 10, 2022

Kent State University Guest Lecture

- o Developed a guest lecture about racial and gendered experiences in the academic based on Gist-Mackey's (2020) chapter addressing critical equity incidents in an Organizational Communication graduate seminar taught by Dr. Cristin Compton.
- o March 10, 2022

University of Connecticut Guest Lecture

- o Developed a guest lecture about interviewing in qualitative communication research for a graduate seminar in research methods taught by Dr. Elizabeth Hintz and incorporated insights from Gist-Mackey & Kingsford (2020).
- o February 15, 2022

Workforce Development and Advisory Council

- o Developed and presented a keynote address for the 2021 Unconscious Bias Symposium titled, *Creating Workplace Cultures of Inclusion & Equity*, which was presented to a virtual audience of approximately 80 human resources professionals
 - o October 28, 2021
- Amethyst Place Non-Profit – Workshop
 - o Developing a 90 minute interactive in-person workshop for the non-profit staff regarding emotion in social work and microaggressions
 - o Thursday, November 11, 2021
- Amethyst Place Non-Profit – Workshop
 - o Developing a 90 minute interactive in-person workshop for the non-profit staff regarding the intersections of race and social class in human service work
 - o Wednesday, September 29, 2021
- Aspen Engaged Research Conference (2021) – Keynote Panel Presenter
 - o Developed a 30-minute presentation about pivoting qualitative engaged research project amid pandemic related constraints for Aspen Engaged Research Conference
 - o Wednesday, July 27, 2021
- Institute for Policy & Social Research – Panel Discussion
 - o Developed and participated on a 90 minute virtual panel discussion for the doctoral fellows regarding how to thrive as a woman of color in the academy. An audience of approximately 20 people present
 - o Collaborated with Dr. Morgan Bryant and Dr. Astrid Villamil
 - o Friday, February 5, 2021
- Organization for the Study of Communication, Language & Gender (OSCLG) 2020 Conference Keynote Panel
 - o Developed and participated on a 120 minute virtual presentation for the OSCLG Conference; Audience of Approximately 100 present
 - o Collaborated with Dr. Shardé Davis and Dr. Ashley Hall
 - o Friday, October 2, 2020
- EPIC 2020 Conference Panel - Design and White Supremacy Culture: A Call and Response
 - o Developed and participated on a 60 minute virtual presentation for the EPIC 2020 Ethnography in Industry International Conference; Audience of Approximately 150 present
 - o Panelists included Dr. Angela Gist-Mackey, Ph.D. - University of Kansas; Melinda Weekes-Laidlow - Beautiful Ventures; William Lex Henry, University of West London; Nancy Douyon, Douyon Signature
 - o Tuesday, October 27, 2020
- KU Social Psychology Department Colloquium
 - o Developed and facilitated 60 minute research presentation for the department of social psychology on-site workshop titled *Struggling for Support: Qualitative inquiry about food insecurity, joblessness, and decision-making across social class lines*
 - o Friday, October 23, 2020
- Texas State University Guest Lecture
 - o Developed and facilitated 30 minute research dialogue for graduate seminar about Organizational Communication at Texas State University
 - o Friday, October 23, 2020
- UMB Bank
 - o Developed and facilitated an approximately 90-minute on-site workshop titled *Inclusive Leadership at UMB: Leading from Where You Are*
 - o Part 1 of a 3-part training series titled UMB Bank 2020 Inclusion Allies Series
 - o Tuesday, March 10, 2020; Thursday, October 15, 2020
- Eckerd College Presidential Speaker Series
 - o Competitively selected to present a 60 minute research talk titled, "Socially Supportive Communities: Communication While Facing Upward and Downward Social Mobility," for Eckerd College's 2019 annual lecture series
 - o October 10, 2019 - Open to the public
- KU Teaching Summit - Why Higher Education: Expanding Our Vision of Undergraduate and Graduate Education
 - o Co-presented a 40 minute presentation titled, "Techniques and Tools for Mentoring GTAs and Adjuncts" in collaboration with Ann Lindbloom, Center for Online & Distance Learning and Dr. Stacey Vanderhurst, Women, Gender & Sexuality Studies
 - o August 22, 2019
- Office of Multicultural Affairs

- Invited to present a 2-hour workshop titled, "Communication, Culture, & Identity" to the diversity, equity, and inclusion offices at the University of Kansas including representatives from the Provost office, Emily Taylor Center for Gender Equity, Center for Sexuality and Gender Diversity, HawkLink, and the Office of Multicultural Affairs
- August 1, 2019
- Association for Talent Development (ATD) Panel
 - Invited to be a panelist on a 90-minute ATD panel titled, "Today's Students, Tomorrow's Workers."
 - Part of a 5-person panel of higher education faculty and administrators to discuss how the workforce can prepare for Gen Z interns and entry-level employees
 - June 11, 2019
- UMB Bank
 - Developed and facilitated an approximately 90-minute on-site workshop titled Recognizing Bias & Microaggressions at Work: How to Be a More Inclusive Communicator and Conscious Ally
 - Part 2 of a 4-part training series titled UMB Bank 2019 Inclusion Allies Series
 - Wednesday, June 5, 2019
- Multicultural Scholars Professional Development Workshop – Navigating the Hidden Dynamics of Organizational Culture
 - 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
 - Wednesday, March 27, 2019
- Humana Insurance
 - 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
 - February 26, 2019
- Fort Leavenworth Army Base
 - 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
 - April 26, 2017; May 30, 2018
- NPC International
 - 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
 - March 16, 2018
- City of Leawood, Kansas
 - 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 ~70 city employees
 - April 12, 2018
- Leavenworth-Lansing Chamber of Commerce
 - Invited by KU COMS Alum Brandon Johannes, President of the Leavenworth Lansing Chamber of Commerce
 - Developed and facilitated an approximate 60-minute seminar on customer/client communication for small businesses a group of 15-20 entrepreneurs and business leaders
 - September 6, 2017
- Link & Learn Webinar – From Gossip's Grapevine to the Rumor Mill: Speculation and Communication at Work
 - Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
 - Thursday, August 15, 2019
- Link & Learn Webinar – Everyday Negotiation: From Pushing Back to Pay Raises and Promotions
 - Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
 - Thursday, February 20, 2020
- Link & Learn Webinar – Office Humor and Communication: When "I'm Just Being Funny" Crosses the Line
 - Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
 - Thursday, May 16, 2019
- Link & Learn Webinar – Navigating the Hidden Dynamics of Organizational Culture
 - Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
 - Friday, March 3, 2017 and Thursday, March 21, 2019

- Link & Learn Webinar – Incivility & Bullying in the Workplace: Prevention & Response Strategies
- o Developed and facilitated an approximately 60-minute online webinar for KU Edwards campus program recruitment efforts; open to the public
 - o September 8, 2016; September 21, 2017; April 16, 2020; August 19, 2021
- 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, Chairs & Directors Training, and office of Provost leadership team.
 - o February 12, 2016; February 16, 2017; September 28, 2017; October 26, 2017; February 14, 2018, August 20, 2020; June 17, 2021
- 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 and engaged with professionals at academic conferences
- 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

Columbia College 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 welfare 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
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GRADUATE ADVISING/CHAIRPERSON:

University of Kansas, Master of Arts Candidates

- o Marcus Nolan (Capstone Committee Chair), expected graduation Spring, 2023 (Leadership Studies)
- o Natasha Patel (Capstone Committee Chair), expected graduation Spring, 2023 (Leadership Studies)
- o Joseph Eubanks (Capstone Committee Chair), graduation Spring, 2023 (Leadership Studies)
- o Rachelle Head (Comprehensive Exam Chair), graduation December, 2022 (School of Professional Studies)
- o Amy Rozelle (Comprehensive Exam Chair), graduation December, 2022 (School of Professional Studies)
- o Madison Holloway (Comprehensive Exam Chair), graduation December, 2022 (Leadership Studies)
- o Kelsi Ju (Capstone Committee Chair), graduation December, 2022 (Leadership Studies)
- o Annie Patterson (Comprehensive Exam Committee Member); graduation May, 2022 (School of Professional Studies)
- o Razan Mansour, (Co-Chair, Comprehensive Exam Committee); graduation May, 2022
- o Myleah Brewer, (Thesis Committee Member); Graduation May, 2021
- o Brandie Brock, (Comprehensive Exam Committee Member); Graduation December, 2021
- o Tess Cameron (Comprehensive Exam Committee Member); Graduation July, 2020
- o Tom Magee (Comprehensive Exam Committee Member); Graduation May, 2020
- o Frances Soto (Comprehensive Exam Committee Member); Graduation July, 2019
- o Janelle Martin (Comprehensive Exam, Committee Member); Graduation May, 2019
- o Spencer Cramer, (Comprehensive Exam, Committee Member); Graduation May, 2018
- 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

University of Kansas, Doctoral Candidates

- o Myleah Brewer, (Comprehensive Exam Committee Member); expected graduation 2024
- o Alexandra Spadaro (Committee Chair for Dissertation), expected graduation 2023
- o Savaughn Williams (Committee Chair for Comprehensive Exams), expected graduation 2023
- o Michelle Wilson (Comprehensive Exam, Committee Chair), expected graduation 2023
- o Amy Braselton (Dissertation, Committee Member), expected graduation 2023
- o Corey Petersen, (Dissertation Committee Member), expected graduation 2023
- o Gaby Byrd (Dissertation Committee Member), graduation 2022
- o Elnaz Parviz, (Dissertation Committee Member), graduation 2022
- o Courtney McDaniel (Dissertation Committee Member), graduation 2022
- o Greta Underhill (Committee Chair for Dissertation), graduation 2022
- o Julien Sperling (Committee Chair for Dissertation), graduation 2022
- o Shelley Hepler (Committee Chair for Dissertation), graduation 2022
- o Abigail Kingsford (Committee Chair for Dissertation), graduation 2022
- o Josh Morgan, (Dissertation Committee Member), graduation 2020
- o Ahmed Muyidi (Comprehensives Committee Member), graduation 2020
- o Elaina Ross, (Dissertation Committee Member), graduation 2019
- o Haley Vellinga, (Committee, Co-Chair Dissertation), graduation 2019
- o Gretchen Montgomery (Dissertation Committee Member), graduation May 2019
- o Marissa Wiley, (Dissertation Committee Member), graduation May 2019
- o Igor Ristić, (Dissertation Committee Member), graduation 2018
- o Terri Easley, (Dissertation Committee Member), graduation May, 2016
- o Phil Wagner, (Dissertation Committee Member), graduation May, 2015

SERVICE

DEPARTMENT OF COMMUNICATION STUDIES, UNIVERSITY OF KANSAS

- o Search chair for Assistant Professor of Health Communication & Underserved Communities- Fall, 2022
- o Lambda Pi Eta, Alpha Mu Chapter, Faculty Advisor, 2015-2020
- o Regents Center Campus Committee, 2014-2020
- o Historically Black Colleges & University 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
- o Course Supervision, COMS 210

COLLEGE OF LIBERAL ARTS AND SCIENCES, UNIVERSITY OF KANSAS

- o Multicultural Scholars Program, Director for Humanities – 2018-present
- o CLAS Faculty Mentor for at-risk undergraduate students 2016-2018
- o Astrum U Humanities Faculty Think Tank 2017-2019

UNIVERSITY SERVICE, UNIVERSITY OF KANSAS

- o KU Black Faculty & Staff Council, Executive Board Member, Secretary – 2022-2023
- o KU Black Faculty & Staff Council, General Member – 2015-present
- o Communication for Inclusion Training Workshop for Charis & Directors – January 17, 2019
- o Communication for Inclusion Training Workshop for the Office of the Provost – February 14, 2018
- o Beinecke Scholarship Committee (award for underprivileged students) Committee Member 2018-2019
- o KU Edwards Campus Leadership Committee Member 2014-2020

DISCIPLINARY SERVICE

- o Secretary, National Communication Association, Ethnography Division 2023-2025
- o Awards Chair, National Communication Association, Organizational Communication Division 2019-2021
 - o Chaired a sub-committee to develop the first annual teaching and mentoring awards for the Organizational Communication Division

- o Editorial Board Member, *Communication Monographs* 2021-present
- o Editorial Board Member, *Western Journal of Communication* 2017-present
 - o Outstanding Reviewer of the Year Award, 2020
- o Editorial Board Member, *Journal of Applied Communication Research* 2017-present
- o Reviewer, *Communication Monographs* 2018-present
- o Reviewer, *Culture & Organization Journal*, 2016-present
- o Reviewer, *Organization Studies Journal*, 2015-present
- o Reviewer, *Human Communication Research Journal*, 2014-present
- o Reviewer, National Communication Association, 2014-present
- o Reviewer, International Communication Association 2015-present

INDUSTRY EMPLOYMENT

JWT CET - Account Management Atlanta, GA 10/2008-6/2009

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

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

Frederick Swanston - Account Management Alpharetta, GA 5/2006-10/2008

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

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

Fitzgerald + Co./Austin Kelley Advertising – Account Management Atlanta, GA - 5/2005-5/2006

Assistant Account Manager – AmSouth Bank Account Team

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

2020-2021

- o Donn W. Parson Graduate Faculty Mentorship Award (departmental)
- o Community Engaged Scholarship Award (college) – This \$1,000 award recognizes a KU faculty member whose scholarship actively collaborates with a community partner through the creation of and dissemination of knowledge while contributing to the scholar's discipline and strengthening the wellbeing of the community.

2019-2020

- o 2019 Best Article of the Year Award, Ethnography Division, National Communication Association

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

Western States Communication Association

Central States Communication Association
Southern States Communication Association
Organizational Communication Mini Conference

- o 2011 co-chair of planning committee

Lambda Pi Eta, Alpha Mu Chapter – University of Kansas

- o Alpha Mu Chapter, University of Kansas, Faculty Advisor 2015-2020
- o Chi Beta Chapter, University of Missouri, 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