

ELIZABETH A. WILLIAMS

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Fort Collins, CO 80523-1783
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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
Professor, July 2024 – present
Chair, July 2024 – present
Associate Professor, July 2017 – June 2024

Associate Chair, August 2023 – June 2024
Director of Graduate Studies, August 2021 – December 2024
Director of Undergraduate Studies, July 2016 – August 2021
Affiliate Faculty Member, Colorado School of Public Health, October 2013 – present
Health Communication Lead, Colorado School of Public Health at CSU, January 2015 – December 2018
Affiliate Faculty Member, Center for Disaster and Risk Analysis, October 2011 – June 2017
Assistant Professor, August 2011 – June 2017
Interim Director of Graduate Studies, August 2015 – December 2015

Purdue University. Department of Communication

Research Assistant, January 2008 – May 2011
Graduate Instructor and Teaching Assistant, August 2005 – July 2010

SCHOLARSHIP

Edited Book

Harrison, T. R. & **Williams, E. A.** (Eds.) (2016). *Organizations, communication, and health*. New York: Routledge.

***Recipient of 2017 National Communication Association Organizational Communication Division Edited Book Award*

Peer-Reviewed Articles

Ford, J. L., Rice, R. M., Bisel, R. S., Fox, S., Howard, T., Howe, W. T., McAllum, K., Roeder, A. C., Scott, A. L., & **Williams, E. A.** (2025). Navigating Complexity: A Forum on Communication Research in High Reliability Organizations. *Management Communication Quarterly*, 39, 561-594.

Buzzetta, A., Buisker, L., **Williams, E. A.** & Whittenburg, C. (2024). “Nobody Knew the Rules”: Nonprofit Resilience, Rules, and Resources during the COVID-19 Pandemic. *Communication Studies*, 75, 537-558.

Williams, E. A., Linvill, J., Ojeda-Hecht, E., Cosgrove, M., Buzzetta, A. & Konkel, A. (2024). The structuration of positive communication experiences: The case of the Great Resignation. *International Journal of Business Communication*, 61, 805-830.

Cosgrove, M. R., **Williams, E. A.**, Linvill, J., Buzzetta, A., Ojeda-Hecht, E., & Konkel, A. (2023). “It gave everybody a voice”: Dissent expression through COVID-19 and the Great Resignation. *The Review of Communication*, 25, 32-48.

Williams, E. A., Donovan, J. D., Giles, L. G., & McKelfresh, D. M. (2022). High reliability organizing through an extended crisis: A case study of a U.S. university during COVID-19. *Journal of Applied Communication Research*, 50, 655-672.

Kim, Mikyung, & **Williams, E. A.** (2022). Emotional sustainability in human service organizations: Cultural and communicative paths to dealing with emotional work. *Sustainability*, 14, 15470.

Long, Z. & **Williams, E. A.** (2020). Telling stories, integrating theories: A semester-long case study assignment written by and for students. *Communication Teacher*, 35, 74-80.

Anderson, A. A., **Williams, E. A.**, Long, M., Carter, E., & Volckens, J. (2020). Organizationally based citizen science: Considerations for implementation. *Journal of Science Communication*, 19.

Williams, E. A., Ishak, A. (2018). Discourses of an organizational tragedy: Emotions, sensemaking, and learning after the Yarnell Hill Fire. *Western Journal of Communication*, 82, 336-364.

Ishak, A. W. & **Williams, E. A.** (2018). A dynamic model of organizational resilience: Adaptive and anchored approaches. *Corporate Communications: An International Journal*, 23, 180-196.

Amidon, T. R., **Williams, E. A.**, Lipsey, T., Callahan, R., Nuckols, G., & Rice, S. (2017). Sensors and Gizmos and Data, Oh My: Informating Firefighters' Personal Protective Equipment. *Communication Design Quarterly*, 5, 15-30.

Ishak, A., **Williams, E. A.** (2017). Slides in the tray: How fire crews enable members to borrow experiences. *Small Group Research*, 48, 336-364.

Williams, E. A. & Jensen, R. E. (2016). Conflicted identification in the sex education classroom: Balancing professional values with organizational mandates. *Qualitative Health Research*, 26, 1574-1586.

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., Chewning, 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

Harrison, T. R., **Williams, E. A.** & Reynolds, A. R. (2020). The intersections of organizations, health, and safety: Designing communication for high reliability organizations. In H. D. O'Hair & M. J. O'Hair (Eds.) *Handbook of applied communication research* (pp. 279-296). New York, NY: Wiley.

Williams, E. A. (2019). The cultivation of shared resources for crisis response in multiteam systems. In K. K. Stephens (Ed.), *New media in times of crisis* (pp. 61-78). New York, NY: Routledge.

Williams, E. A. (2017). 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* (pp. 79-89). New York, NY: Routledge.

Williams, E. A. (2016). Answering their burning questions: Stories from my collaboration with a fire department. In C. Engstrom & J. Frye (Eds.), *Qualitative communication consulting: Stories and lessons from the field* (pp. 187-206). Dubuque, IA: Kendall Hunt.

Williams, E. A. (2016). Leading inter-organizational health collaborations: The importance of multi-dyadic relationships. In T. R. Harrison & E. A. Williams (Eds.), *Organizations, communication, and health*. (pp. 330-346). New York, NY: Routledge.

Harrison, T. R., & **Williams, E. A.** (2016). Introduction: Exploring intersections for theory, practice, and change. In T. R. Harrison & E. A. Williams (Eds.), *Organizations, communication, and health*. (pp. 1-9). 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, 2nd 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.

Online Contributions

Rice, R., **Williams, E. A.** & Macary, J., (2022, September 14). Fire series reflection. *Environmental Communication Division of the National Communication Association Blog*. <https://sites.google.com/view/ecdncablog>

Williams, E. A. (2022, June 8). Shifting Risk Perceptions. *Environmental Communication Division of the National Communication Association Blog*. <https://sites.google.com/view/ecdncablog>

Macary, J., Rice, R., & **Williams, E. A.** (2022, April 13). Launching the “fire” series: The communicative dimensions of wildfires. *Environmental Communication Division of the National Communication Association Blog*. <https://sites.google.com/view/ecdncablog>

Williams, E. A. (2021). *Tensions and temporality: Lessons from High Reliability Organizations*. Episode on the *Speaking Well Podcast Series* with Dr. Greg Dickinson. Produced by the Department of Communication Studies at Colorado State University. <https://kcsufm.com/2021/04/episode-11-with-dr-elizabeth-williams/>

Amidon, T. R., **Williams, E. A.**, Lipsey, T., Callahan, R. (2017). Futures of work and learning in the U.S. fire service: Education and training for a blue-white-dirty collar occupation. Online publication on the *International Society of Fire Service Instructors Blog*. <http://www.isfsi.org/blog/futures-of-work-and-learning-in-the-u.s.-fire-service>

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/>

Conference Papers and Presentations

Williams, E. A., Callahan, R., Buisker, L., & Cosgrove, M. R. (2024, November). The evolution of a High Reliability Institution: Reflections by late career firefighters. Presented at the National Communication Association Conference, Organizational Communication Division in New Orleans, LA.

Ford, J. L., Rice, R. M., Bisel, R. S., Fox, S., Howard, T., Howe, W. T., McAllum, K., Roeder, A. C., Scott, A. L., & **Williams, E. A.** (2024, November). Navigating complexity: Communication research in High Reliability Organizations. Presented at the National Communication Association Conference, Organizational Communication Division in New Orleans, LA.

Buzzetta, A., Buisker, L., **Williams, E. A.** & Whittenburg, C. (2023, November). “Nobody Knew the Rules”: Nonprofit Resilience, Rules, and Resources during the COVID-19 Pandemic. Presented at the Western States Communication Association Conference, Organizational Communication Division in Reno, NV.

Williams, E. A., Linvill, J., Ojeda-Hecht, E., Cosgrove, M., Neal, A. & Konkel, A. (2023, November). Staying through the Great Resignation: The structuration of positive communication

experiences. Presented at the National Communication Association, Organizational Communication Division in National Harbor, MD.

Cosgrove, M., Linvill, J., **Williams, E. A.**, Ojeda-Hecht, E., Neal, A., & Konkel, A. (2023, November). Organizational socialization shifts through the Great Resignation: A qualitative inquiry into organizational (re)socialization strategies. Presented at the National Communication Association, Applied Communication Division in National Harbor, MD.

Hecht, E. H., Williams, E. A., Anderson, A. A., Long, L. (2021, December). Best practices from the health communication literature to inform results communication to citizen science participants. Presented at the Society for Risk Analysis virtual conference.

Williams, E. A., Donovan, J. D., Giles, L. G., & McKelfresh, D. M. (2021, November). High reliability organizing during covid-19: A case study of an essential organization. Presented at the National Communication Association, Organizational Communication Division in Seattle, WA.

Williams, E. A. & Long, Z. (2020, November). Telling stories, integrating theories: A semester-long case study assignment written by and for students. Presented at the National Communication Association Conference, Organizational Communication Division virtual conference.

Reynolds, A., Harrison, T., & **Williams, E. A.** (2019, May). The intersections of organizations, health, and safety: Designing communication for high reliability organizations. Presented at the International Communication Association Conference, Organizational Communication Division in Washington, D. C.

Ishak, A. W. & **Williams, E. A.** (2018, February). Exploring the mindsets of resilience in high reliability organizations. Presented at the Western States Communication Association Conference in Santa Clara, CA.

**Recipient of Top Paper Award, Communication Theory Division

Amidon, T. R., **Williams, E. A.**, Lipsey, T., & Callahan, R. (2017, September). Futures of work and learning in the US fire service. Presented at the International Society of Fire Service Instructors Development Conference in Fort Collins, CO.

Williams, E. A. (2016, August). Engaging a high reliability organization. Presented at Aspen Conference on Engaged Communication Scholarship in Aspen, CO.

Williams, E. A. & Callahan, R. (2016, August). Leveraging after action reviews: Learning in a high reliability organization. Presented at Fire-Rescue International in San Antonio, TX.

Williams, E. A. & Ishak, A. W. (2016, February). Communication in a high reliability organization: Enacting resilience after tragedy. Presented at Western States Communication Association Conference in San Diego, CA.

Ishak, A. & **Williams, E. A.** (2015, November). Learning in critical teams: Borrowed experience in wildland firefighting. 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. 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.**, Linvill, 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., & Hopec, 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., Chewning, 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. & Ishak, A. W. (2024, November 2024) Communicating for the greater regard: Promoting resilience via health communication processes. Participant on panel at the National Communication Association Conference in New Orleans, LA.

Williams, E. A. (2024, November) Scholarship, the sandwich, or the self?: Mid-career faculty women seeking and offering greater regard. Participant on panel at the National Communication Association Conference in New Orleans, LA.

Williams, E. A. (2023, November) Engaged scholarship as a path to freedom: Co-drafting communication’s commitments. Participant in pre-conference workshop at the National Communication Association Conference in National Harbor, MD.

Williams, E. A. (2023, November). Research methods, access, struggles, and opportunities when studying high reliability organizations. Participant on panel at the National Communication Association Conference in National Harbor, MD.

Williams, E. A. (2020, November). HRO theory and organizational communication: A round-table discussion for setting the agenda. Participant on panel at the National Communication Association Conference virtual conference.

Williams, E. A. (2019, November). Organizing to survive: Using a community-wide wildfire drill to link theory and practice. Participant on panel at the National Communication Association Conference in Baltimore, MD.

Williams, E. A. (2019, November). Surviving attacks on higher education: Communication in the wake of the college admissions bribery scandal. Participant on panel at the National Communication Association Conference in Baltimore, MD.

Williams, E. A. (2017, November). A legacy at risk: Disruptive discourses and their challenges to regulatory institutions. Participant on panel at the National Communication Association Conference in Dallas, TX.

Williams, E. A. (2017, November). Online simulations for group communication teaching and research. Participant on panel at the National Communication Association Conference in Dallas, TX.

Williams, E. A. (2016, November). Research in high reliability organizations: Opportunities, challenges, and future directions. Participant and organizer of panel at the National Communication Association Conference in Philadelphia, PA.

Williams, E. A. (2016, November). Take a Stand! A case study pedagogy that facilitates communication's civic calling. Panelist on short course at the National Communication Association Conference in Philadelphia, PA.

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.

INVITED PRESENTATIONS

The evolution of a High Reliability Institution: Reflections by late career firefighters. Presenter, October 2024, Faculty Research Colloquium, Department Communication Studies, Colorado State University.

High reliability organizing during COVID-19. Guest Lecturer, Spring 2023, Communication Studies Graduate Seminar on the Darkside of Organizational Communication Class, Colorado State University.

Engaged scholarship and community well-being. Guest Lecturer, Spring 2022, Communication Studies Public Scholarship Class, Colorado State University.

Relational and organizational communication. Panelist, Spring 2022, Communication Studies New-to-the-Major Seminar, Colorado State University.

Communication and leadership. Guest Lecturer, Fall 2021, Fire Officer 1A Class, Colorado State University.

Developing syllabi and teaching philosophies. Guest Lecturer, Fall 2021, Teaching Communications Media Class, Indiana University of Pennsylvania.

Interdisciplinary approaches to research and teaching: Pushing boundaries and harnessing the power of the liberal arts. Panelist, Fall 2021, College of Liberal Arts Great Conversations Season Kickoff Faculty Panel, Colorado State University.

Interpretive research. Guest Lecturer, Fall 2020, Communication Studies Communication Theory Graduate Class, Colorado State University.

Tensions and resistance. Guest Lecturer, Spring 2020, Communication Studies Communication Theory Graduate Class, Colorado State University.

Engagement with high reliability organizations. Guest Lecturer, Spring 2020, Communication Studies Public Scholarship Graduate Class, Colorado State University.

The evolution of health: An exploration of changes in the fire service. Invited Presenter, Fall 2019, Journalism and Media Communication Colloquium Series, Colorado State University.

The anatomy of an article. Guest Lecturer, Fall 2019 and 2018, Communication Studies Pro-Seminar, Colorado State University.

Intersections of organizational and health communication. Invited Panelist, Fall 2018. Organizational Communication Mini Conference, Rutgers University, New Brunswick, NJ.

Organizations, health, and safety: Designing communication for high reliability organizations. Invited Presenter, Spring 2018. PHriday Speaker Series, Colorado School of Public Health, Colorado State University.

Communicating for connection: Building swift relationships with students. Invited Presenter, Spring 2018. Master Teaching Initiative, Colorado State University Library.

The cultivation of shared resources for crisis response in multiteam systems. Invited Presenter, Spring 2017. New Horizons Conference: Crisis Communication & New Media at University of Texas, Austin.

Zika Virus: A global health threat. Guest Panelist, Fall 2016. Colorado State University Office of International Programs.

The breastfeeding mother at work: Employee communication tactics and organizational policy implementation. Invited Presenter, Spring 2016. Master's of Public Health Speaker Series, Colorado School of Public Health, Colorado State University.

Communicating in high reliability organizations: Opportunities for collaboration, learning, and resilience. Invited Speaker, Spring 2016. Alma College.

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.

GRANTS AND SCHOLARSHIPS

External Grants

2019-2024 **Funded.** Carter, E. (PI), Volkens, C. (PI), **Williams, E. A.** (CoPI), Long, M (CoPI), Anderson, A. (CoPI), Wilson, A. (CoPI) A Citizen Science Approach to Organizational Hazard Assessment. National Institute for Organizational Safety and Health, \$2.16 million, Accepted August 2019.

Internal Grants

2025 Set Grant, Office for the Vice President of Research, Colorado State University, \$5,000. To fund team development for interdisciplinary group studying mindfulness.

2021 First Generation Initiative, Colorado State University College of Liberal Arts, \$1000. To fund programming for first generation students within the Department of Communication Studies. Applied for in my role as Director of Undergraduate Studies.

2020 First Generation Initiative, Colorado State University College of Liberal Arts, \$1000. To fund programming for first generation students within the Department of Communication Studies. Applied for in my role as Director of Undergraduate Studies.

2018 Departmental Action Team Award, The Institute for Learning and Teaching, Colorado State University, \$9,994. To fund research around the development of inclusive practices within the Department of Communication Studies. Applied for in my role as Director of Undergraduate Studies.

2018 First Generation Initiative, Colorado State University College of Liberal Arts, \$1500. To fund programming for first generation students within the Department of Communication Studies. Applied for in my role as Director of Undergraduate Studies.

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 Master's 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 Master's 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 Master's 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

TEACHING EXPERIENCE

Colorado State University, Department of Communication Studies

Graduate Classes

SPCM 538: Relating and Organizing for Health (Spring 2012, 2014, 2024; Fall 2015, 2017)
SPCM 539: Communication Theory (Fall 2012)
SPCM 633: Discourse, Work, and Organization (Spring 2013, 2015, Fall 2020, 2023)
SPCM 638: Graduate Research Methods (Fall 2018, 2019)
SPCM 692: Communication Studies Pro Seminar (Fall 2015, 2021, 2022, 2023)
SPCM 792B: Crisis and Organizations (Spring 2022)
SPCM 793: Advanced Qualitative Methods (Spring 2023, Fall 2024)

Undergraduate Classes

SPCM 130: Intro to Relational and Organizational Communication (Fall 2016, 2017; Spring 2017, 2018; Summer 2017)
SPCM 180A1: New-to-the Major Seminar (Fall 2020, Spring 2021, Fall 2021)
SPCM 278B: Communication Skills: Interviewing (Spring 2012, 2014)
SPCM 278F: Communication Skills: Virtual Teams (Spring 2013)
SPCM 280A2: Communication Skills: Leadership (Spring 2021, Fall 2021)
SPCM 333: Professional Communication (Fall 2011, 2016; Summer 2016)
SPCM 378: Virtual Workplace Communication (Summers 2012-2023)
SPCM 433: Communication and Organizations (Fall 2011, 2012, 2013, 2014; Spring 2012, 2013; Summer 2013)
SPCM 479: Communication Capstone (Fall 2013, 2019, 2022, 2025; Spring 2014, 2020; Summer 2015)

Purdue University, Department of Communication

Graduate Instructor

COM 114: Fundamentals of Speech Communication (Fall 2005, 2006, 2007; Spring 2006, 2007; Summer 2008--8 sections)
COM 114H: Honors Fundamentals of Speech Communication (Fall 2006; Spring 2007--4 sections)
COM 320: Small Group Communication (Summer 2010)
COM 325: Interviewing: Principles and Practice (Spring 2009)

Teaching Assistant/Recitation Instructor

COM 102: Introduction to Communication Theory (Spring 2010--2 sections)
COM 304: Communication Research Methods (Fall 2009--2 sections)
COM 324: Organizational Communication (Fall 2007, 2008; Spring 2008--6 sections)

Advising

Doctoral Advisor

Meghan Cosgrove (anticipated Spring 2026)

Autumn Buzzetta (anticipated Spring 2027)
Emeline Hecht (Spring 2023)—currently in post-doctoral position at Purdue University

Master's Thesis Advisor

Andrew Dewey (August 2025)
Parnian Shahbazian (December 2024)
Autumn Buzzetta (August 2023) **recipient of the 2023 NCA Master's Education Division Qualitative Thesis Award
Jade Young (May 2022)
Juliet Letteney (December 2021)
Lydia Johnson Potter (August 2021)
Erin Slattery (December 2019)
Alissa Hooper (December 2017)
Brooke Beytin (May 2017)
Minkyung Kim (May 2016) **recipient of the 2016 NCA Master's Education Division Qualitative Thesis Award
Shana Makos (May 2015)
Hillary White (December 2014)

Graduate Committees, Communication Studies, Ph.D.

Michelle Matter (served on preliminary exam committee)
Court Fallon

Graduate Committees, Communication Studies, M.A.

Olivia Jones (May 2024)
Brandon Shanks (May 2022)
Mellissa Patton (May 2021)
Michelle Matter (May 2020)
Hayley Blonsley (May 2018)
Eliza Wagner-Kinyon (May 2018)
Elisa Varela (August 2016)
Caitlyn Jarvis (May 2016)
Rebecca Propes (December 2014)
Jessica Gantt (May 2014)
Andrea Dajer Zapata (May 2013)

Graduate Committees, external committee member, Ph.D.

Erin Slattery (May 2025), Communication, University of Iowa
Khuc Phan (May 2024) School of Education
Sean Ferris (December 2023), Organizational Learning, Performance & Change, School of Education
Stephen McConnell (December 2022), Journalism and Media Communication
Minkyung Kim (May 2022), Communication, Rutgers University
Caitlyn Jarvis (December 2020), Communication, Purdue University

Cliff Thomas (May 2019), Organizational Learning, Performance & Change, School of Education

Caitlin Evans (May 2018), Journalism and Media Communication

Brittany Barhite (May 2017), Leadership Studies, Bowling Green State University

Eva Fisher (December 2015), Journalism and Media Communication

Graduate Committees, external committee member, M.A.

Matthew Ross (in progress), Journalism and Media Communication

Sami Demers (May 2025), Journalism and Media Communication

Brooklyn Benjamin (May 2024), Design & Merchandising

Abby Konkel (May 2023), Journalism and Media Communication

Kibum Youn (August 2020), Journalism and Media Communication

Ryan Mahan (May 2020), Student Affairs and Higher Education

Blair Kellerhals (August 2018), Journalism and Media Communication

Souleymane Coulibaly (May 2018), Journalism and Media Communication

Lia Closson (May 2018), Human Development and Family Studies

Scott Kaiser (May 2016), Sociology

Bailey Weber (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 was 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 of Faculty

Faculty mentor for junior faculty member, CSU School of Veterinary Medicine, Fall 2021-Spring 2023

Faculty mentor, Organizational Communication Mentoring Pods, National Communication Association, 2023 and 2025

Faculty mentor, Open Door Pedagogy Network, College of Liberal Arts, July 2020-July 2024

Faculty mentor, CSU Faculty Institute for Inclusive Excellence, Fall 2021

Tenured faculty mentor for refresh of SPCM 378, Spring 2021

Mentoring of Students

Mentored summer research assistants Caitlyn Jarvis, Hillary Hawkins, Jed Chalupa, Erin Slattery, Katie Patterson, Jade Young, Mellissa Patton, Emeline Hecht, Emily Amedee,

Brandon Shanks, Autumn Neal, Lauren Buisker, Meghan Cosgrove, graduate students in Communication Studies, Summers 2014-2025

Faculty mentor at the NCA Doctoral Honors Conference, Colorado State University, June 2020
Directed undergraduate research independent study for Janae Brown, senior in Communication Studies, Fall 2018

Faculty Attendee at the Organizational Communication Mini Conference, Rutgers University, October 2018

Faculty Mentor at the ICA Doctoral Consortium, International Communication Association Organizational Communication Division, May 2017

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

Teaching Professional Development

Faculty Institute for Inclusive Excellence, Colorado State University, Spring 2020

Named “Fellow” of the Institute Spring 2021

“1st Four Weeks,” The Institute for Learning and Teaching, Summer 2020

“Creating Assignments,” The Institute for Learning and Teaching, Summer 2020

“Student Motivation,” The Institute for Learning and Teaching, Summer 2020

Encircle Mentoring Program, The Institute for Learning and Teaching, Fall 2019-Spring 2020

“Inclusive Pedagogy and Praxis Workshop Series,” College of Liberal Arts, Fall 2018

“Intergroup Dialogue,” Colorado State University, Fall 2017

CSU Master Teacher Initiative luncheons

“Self Care Matters,” Spring 2017

“Pedagogical Applications of Google Forms,” Spring 2016

“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,” The Institute for Learning and Teaching, 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

HONORS

Recognition

College of Liberal Arts Outstanding Service Award—Tenured Faculty, Colorado State University, 2021
College of Liberal Arts Excellence in Teaching Award—Tenured Faculty, Colorado State University, 2020
Top Paper, Communication Theory Division, Western States Communication Association, 2018
Edited Book Award, Organizational Communication Division, National Communication Association, 2017
Advisor for the Top Qualitative Thesis Award, Master's Education Division, National Communication, 2016
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
Delta Omega, Public Health Honors Society (faculty inductee)
Lambda Pi Eta, Communication Honorary
Rho Chi Epsilon, Business Honorary

SERVICE

Professional Organizations

National Communication Association (NCA)
International Communication Association (ICA)
Western States Communication Association (WSCA)

Departmental and University Service

Colorado State University
University Assessment Group for Diversity Issues, Spring 2020-present
Exit Interviewer, 2012-2023

University Social Norming Taskforce in response to COVID-19, Co-Chair Evaluation
sub-committee, Summer 2020-Summer 2021
Orientation Faculty Panel, Summer 2018 and 2019
Board of Governors Excellence in Teaching Award Selection Committee, 2018
Judge, Graduate Student Showcase, Fall 2015 and 2021
Health Insurance Communications Task Force, Graduate School, Spring 2015
Association for Student Activity Programming, Faculty Interviewer, Spring 2013

Colorado State University College of Liberal Arts
CLA Student Success and Budget Committee, Fall 2024-present
Non-tenure Track Faculty Advisory Committee, Fall 2024-present
Workplace Equity Group, Spring 2022-Spring 2024
Committee for Equity Advocacy, Fall 2021-Spring 2024
Graduate Council, Fall 2021-Fall 2023
Open Door Pedagogy Network, Fall 2020-Spring 2024
Tenure and Promotion Committee, Fall 2019-Spring 2022
Undergraduate Council, Fall 2017-Spring 2021
Head Commencement Marshal, Fall 2014, 2015, 2016, 2017, 2019; Spring 2015, 2016,
2017, 2018
Commencement Marshal, Spring and Fall 2013

Colorado State University Department of Communication Studies
Chair, Summer 2024-present
Associate Chair, Fall 2023-Spring 2024
Colloquium Committee, Fall 2022-Spring 2024
Director of Graduate Studies, Fall 2021-Fall 2023
Tenure and Promotion Committee, Fall 2017-Spring 2024
Search Committee, Departmental Communication Coordinator, Summer and Fall 2023
Search Committee Chair, Graduate Student Success Coordinator, Summer 2022
Search Committee, Departmental Communication Coordinator, Fall 2021
Executive Committee, Fall 2019-Spring 2021
Director of Undergraduate Studies, Summer 2016-Spring 2021
Departmental COVID-19 Reopening Committee, Summer 2020
NCA Doctoral Honors Seminar Planning Committee, Fall 2019-Summer 2020
Departmental Representative at Colorado Department of Higher Education Faculty-to-
Faculty meeting, Spring 2020
Faculty Observations, Fall 2017, 2018 and 2019
Search Committee, Departmental Program Coordinator, Summer 2018
Research Roundtable Committee, Fall 2017-Spring 2018
Special Faculty Committee, Chair, Fall 2017-Spring 2018
Graduate Committee, Fall 2013-Spring 2017
Interim Director of Graduate Studies, Fall 2015
Search Committee Chair, Graduate Studies Support Coordinator, Fall 2015
Faculty Council Representative, Spring 2012-Spring 2016
Capstone Ad Hoc Committee, Fall 2014-Spring 2015
Search Committee Chair, Organizational Communication, Fall 2014

Gravlee Lecture Committee, 2012-2014
Special Instructor Observations, Fall 2016, 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, Fall 2015-Fall 2018
Executive Committee Member, Fall 2015-Fall 2018
Graduate Research Assistant Proposals, Fall 2016, 2017
Diversity Award Reviewer, Spring 2016, 2018, 2020, 2021, 2023, 2024
Admissions Committee, Spring 2017, 2018, 2020, 2021, 2022, 2023, 2024
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

Editorial Board Member
Journal of Applied Communication Research
Management Communication Quarterly
Frontiers in Communication--Health Communication
Ad hoc reviewer
Management Communication Quarterly
Health Communication
Communication Monographs
Journal of Applied Communication Research
Qualitative Health Research
International Journal of Wildland Fire
Culture and Organization
Corporate Communications
Journal of Social and Personal Relationships
Journal of Communication in Healthcare: Strategies, Media, & Engagement in Global Health
Global Business and Organizational Excellence

Social Epistemology

Oxford Research Encyclopedia of Communication

Strategic Corporate Communication: Core Concepts for Managing Your Career and Your Clients' Brands (Textbook)

Aspen Conference on Engaged Communication Research

Steering Committee, 2018-present

Proposal Reviewer, Summer 2018, 2021, 2022

NCA Org Comm Division

Service Award Sub-Committee, 2021

Teaching Award Development Committee, Spring and Fall 2020

Awards Chair, 2017 and 2018

Book Award Sub-Committee, 2013 and 2015

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

Paper Reviewer

Org Comm Division, NCA (2012-2023)

Org Comm Division, ICA (2015-2023)

Org Comm Division, ICA, Top Paper Reviewer (2018)

Org Comm Division, WSCA (2015-2017)

Group Comm Division, NCA (2015)

Health Comm Division, NCA (2013-2014)

Panel Chair, NCA (2010, 2013, 2015, 2016, 2017)

Paper Respondent

Undergraduate Student Research Conference, WSCA (2015)

Org Comm Division, ICA (2016)

Org Comm Division, NCA (2014, 2016)

Tenure and Promotion Case Review

Baylor University

Florida State University

University of Nevada, Las Vegas

Community Service

Johnson Elementary School

School Advisory and Accountability Committee, 2019-2023

ResponderStrong

Advisory Board Member, 2018-2020

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, 2015, 2016, 2017

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 Defenses' 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.

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