

**Curriculum Vitae
(revised September 2018)**

Brian K. Richardson

The University of North Texas
Department of Communication Studies
P.O. Box 305268
Denton, TX 76203-5268
richardson@unt.edu

EDUCATION

Ph.D., *University of Texas at Austin*, Communication Studies 1997-2001
MA, *Louisiana Tech University* (Ruston, Louisiana), Human Relations & Supervision
1991-1992
BS, *Lamar University* (Beaumont, Texas), Communication 1986-1991

ACADEMIC EMPLOYMENT

Professor, Department of Communication Studies, University of North Texas, 2015 – Present

Chair, Department of Communication Studies, University of North Texas, 2015 – Present

Division Coordinator, Division of Communication, Media, and Performance. Fall 2016 – Present.

Associate Professor/Graduate Advisor, Department of Communication Studies, University of North Texas, 2008 – 2015

Assistant Professor, Department of Communication Studies, University of North Texas, 2001-2008

Graduate Teaching, Department of Communication Studies, University of Texas at Austin, 1997 – 2001

Adjunct Professor, St. Edwards University, Communication Department, 1997-1998

RESEARCH INTERESTS

My primary research interests address organizational members' experiences with wrongdoing, sexual harassment, and unethical behavior, including how they make sense of it, their responses to it, whistleblowing, and effects of whistleblowing on their lives. Other research interests include community disaster recovery and employee stress/burnout.

RESEARCH PUBLICATIONS (Peer reviewed unless noted)

Siebeneck, L., & Richardson, B. K. (in press). From Machu Picchu to Masaya Volcano: An interdisciplinary approach to offering study abroad courses on international disasters and crisis communication. *International Journal of Mass Emergencies and Disasters*. (Special issue on innovative approaches to teaching emergency management.)

Richardson, B. K., & James, E. P. (2017). The Role of Occupational Identity in Negotiating Traumatic Experiences: The Case of a Rural Fire Department. *Journal of Applied Communication Research*, 45 (3), 313-332. doi: 10.1080/00909882.2017.1320573

This study was featured on the Communication Currents website at:
<https://www.natcom.org/communication-currents/what-role-does-occupational-identity-play-firefighters%E2%80%99-response-trauma>

Richardson, B. K., & Maninger, L. (2016). "We were all in the same boat": An exploratory study of communal coping in disaster recovery. *Southern Communication Journal*, 81 (2), 107-122. doi: 10.1080/1041784X.2015.1111407

Richardson, B. K. (2016). Whistleblowing. In C. R. Scott & L. L. Lewis (Ed.), *International Encyclopedia of Organizational Communication* (pp. 2501-2509). New York: Wiley. (invited)

Richardson, B. K. (2016). Whistleblowing. In C. E. Carroll (Ed.), *SAGE Encyclopedia of Corporate Reputation* (pp. 903-904). Thousand Oaks, CA: Sage. (invited)

Richardson, B. K., & Gravley, D. (2016). Defamation, public persecution, and death threats: Characterizing retaliation against whistle-blowers. In E. Gilchrist-Petty & S. D. Long (Eds.) *Dark Side of Organizational Communication, Volume 10* (pp. 75-86). New York: Peter Lang Publishing, Inc.

Gravley, D., Richardson, B. K., & Allison, J. M. (2015). Navigating the narrative "abyss": Using narrative analysis to explore relationships among whistle-blowing, retaliation, and identity. *Management Communication Quarterly*, 29 (2), 171-197.

Richardson, B. K., & McGlynn, J. (2015). Blowing the whistle off the field of play: An empirical model of whistle-blower experiences in the intercollegiate sport industry. *Communication & Sport*, 3 (1), 57-80.

McGlynn, J., & Richardson, B.K. (2014). Public support, private alienation: Whistle-blowers and the paradox of social support. *Western Journal of Communication*, 78 (2), 213-237.

Richardson, B. K., Siebeneck, L., Shaunfield, S., & Kaszinski, B. (2014). From "No Man's Land" to a "Stronger Community": Communitas as a Theoretical Framework for Successful Disaster Recovery. *International Journal of Mass Emergencies and Disasters*, 32 (1), 194-219.

Wittenberg-Lyles, E. M., Goldsmith, J. V., Richardson, B. K., Hallett, J., & Clark, R. (2013). The Practical Nurse: A case for COMFORT training. *American Journal of Hospice and Palliative Medicine*, 30, 162-166.

Mayer, J., & Richardson, B. K. (2013). From Isolation to Connection: Former Sex Workers Conceptualize Family and Familial Interactions In S. Marrow, & D. Leoutsakas (Eds.) *More than Blood: Today's Reality & Tomorrow's Vision of Family* (pp. 386-397). Dubuque, Iowa: Kendall/Hunt Publishing Company.

Richardson, B. K., Wang, Z., & Hall, C. (2012). Blowing the whistle on Greek hazing: An investigation of the Theory of Reasoned Action for predicting reporting intentions. *Communication Studies*, 63 (2), 172-193.

Richardson, B. K., & McGlynn, J. (2011). Rabid fans, death threats, and dysfunctional stakeholders: The influence of organizational and industry contexts on whistle-blowing cases. *Management Communication Quarterly*, 25 (1), 121-150.

Mayer, J., & Richardson, B. K. (2010). From "Living Hell" to "New Normal": Self-identification strategies revealed in the development of personal narratives among female former sex workers. *Journal of Communication & Religion*, 33, 56-86.

Richardson, B. K. (2010). Movie Makers: A small group communication project. *Communication Teacher*, 24 (1), 30-34.

Richardson, B. K. (2010). Service Learning Assignment: Teaching Communication Skills to Women Escaping Abusive Situations. In D. Worley, B. Hugenberg, D. Worley, & M. Elkins (Eds.) *Best Practices in Experiential and Service Learning in Communication* (pp. 343-346). Dubuque, Iowa: Kendall/Hunt Publishing Company.

Richardson, B. K., & Wheeless, L. R. (2009). Teachers tattling on teachers: The Influence of Policy Attitude and Organizational Tenure on Teachers' Reporting of Standardized Testing Protocol Violations. *International Journal of Educational Reform*, 18, 46-62.

Richardson, B. K., Hancerli, S., & Gordon, C. (2009) Stakeholders in the crisis negotiation process: A qualitative study of their roles and effects. In Ozguler et al., (Eds.), *Terrorism: A Global Perspective*. Ankara, Turkey: Turkish Institute for Security and Democracy.

Richardson, B. K., & Taylor, J. (2009) Sexual harassment at the intersection of race and gender: A theoretical model of the sexual harassment experiences of women of color. *Western Journal of Communication*, 73 (3), 248-272. (Study supported by UNT Research Initiation Grant.)

Richardson, B. K., Alexander, A., & Castleberry, T. (2008) Examining teacher turnover in low-performing Texas schools: The relationship between emotional labor,

communication symmetry, and intent to leave. *Communication Research Reports*, 25 (1), 10-22.

Richardson, B. K., Wheelless, L. R., & Cunningham, C. (2008). Tattling on the Teacher: A Study of Factors Influencing Peer Reporting of Teachers who Violate Standardized Testing Protocol. *Communication Studies*, 59 (3), 202-219.

Richardson, B. K., & Byers, L. (2007). Communication Studies and Emergency Management: Common ground, contributions, and future research opportunities for two emerging disciplines. In D. McEntire (Ed.) *Disciplines, Disasters and Emergency Management: The Convergence and Divergence of Concepts, Issues and Trends from the Research Literature* (pp. 272-283). Springfield, IL: CC Thomas. (Invited)

Richardson, B. K. (2007, September). Hostage negotiation: A systems perspective. In O. Nikbay, & S. Hancery (Eds.) *Understanding and responding to the terrorism phenomenon: A multi-dimensional approach* (Vol. 21, pp. 222-230). Amsterdam: IOS Press.

Earnest, W. & Richardson, B. K. (2007). The Press Conference Assignment. In B. Hugenberg, & L. Hugenberg (Eds.) *Teaching ideas for the basic course* (Vol. 11, pp. 181-187). Dubuque, Iowa: Kendall/Hunt Publishing Company.

Taylor, J. & Richardson, B. K. (2006). Powerlessness, resistance, and the understood "they": Sexual harassment at the intersection of race and gender. *The International and Intercultural Communication Annual*, Vol. 28, 68-94.

Richardson, B. K., Osterman, H., & Byers, L. (2006). Showdown at University Baptist Church. In S. K. May (Ed.), *Case studies in organizations: Ethical perspectives and practices* (pp. 331-347). Thousand Oaks, Calif.: Sage Publications.

Richardson, B. K. (2005). The phases of disaster as a relationship between structure and meaning: A narrative analysis of the 1947 Texas City explosion. *International Journal of Mass Emergencies and Disasters*, 23, 3, 27-54.

Richardson, B. K. (2005). Teaching tips: Developing a personal philosophy on organizational ethics and wrongdoing. *Texas State Communication Journal*, 30 (1), 81-83.

Richardson, B. K., & Byers, L. (2004). Communication Studies and Emergency Management: Common ground, contributions, and future research opportunities for two emerging disciplines. In D. McEntire (Ed.) *Disciplines, Disasters and Emergency Management: The Convergence and Divergence of Concepts, Issues and Trends in the Research Literature*. FEMA, Higher Education Electronic Textbook: Emmitsburg, Md. <http://training.fema.gov/emweb/downloads/Disaster%20chapterDraft%20one12.23.04.pdf> (Invited)

Lewis, L. K., Richardson, B. K., & Hamel, S. A. (2003). When the stakes are communicative: The lamb's and the lion's share during nonprofit planned change. *Human Communication Research, 29* (3), 400-430.

Lewis, L. K., Hamel, S. A., & Richardson, B. K. (2001). Communicating change to non-profit stakeholders: Models and predictors of implementers' approaches. *Management Communication Quarterly, 15* (1), 5-41.

Scott, C. R., Connaughton, S. L., Diaz-Saenz, H., Maguire, K., Ramirez, R., Richardson, B., Morgan, D., Shaw, S. P. (1999). The impacts of communication and multiple identifications on intent to leave: A multi-methodological exploration. *Management Communication Quarterly, 12* (3), 400-435.

WORKS IN PROGRESS

Whistle-blower typology study.

Decision-making about football, manuscript 1.

Decision-making football, manuscript 2.

INTER/NATIONAL AWARDS, HONORS, AND RECOGNITIONS

2018 Top paper in Organizational Communication division of Eastern Communication Association annual meeting (Pittsburgh, Pa.).

2017 Top paper in Organizational Communication division of Eastern Communication Association annual meeting (Boston, Mass.).

2012 Top paper panel in Applied Communication division of Southern States Communication Association annual meeting (San Antonio, TX).

2010 Top paper in Communication Theory division of Southern States Communication Association annual meeting (Memphis, Tenn.)

2009 Top paper panel in Organizational and Professional Communication division of Central States Communication Association annual meeting.

2006 Top paper panel in Organizational Communication division of Western States Communication Association annual meeting.

2005 Top paper panel in Organizational Communication division of International Communication Association annual meeting.

2000 Top student paper in Organizational Communication division of International Communication Association annual meeting.

GRANTS RECEIVED

Applied for and received UNT Faculty Research Grant in the amount of \$500 for a research project addressing how firefighters cope with stress and trauma. (2014)

Applied for and received CSID Roving Professor Grant in the amount of \$1000 for inter-disciplinary teaching practices. (2011)

Applied for and received CSID Initiative Research Grant in the amount of \$2748 for a research project addressing post disaster community restoration (co-PI is Dr. James Kendra of Public Administration Department. (2010)

Applied for and received UNT Faculty Research Grant in the amount of \$250 for a research project addressing member peer reporting of Greek-organization hazing. (2009)

Applied for and received Transformative Instruction Initiative in the amount of \$10,000, the purpose of which is to provide support for a faculty member to redesign the equivalent of one lesson to include experiential learning in order to enhance student learning outcomes. (2008)

Applied for and received Research Initiation Grant as primary investigator in the amount of \$5,000 for a research project which addresses how African-American and Hispanic/Latino women define sexual harassment in the workplace. August, 2003. (Co-authored with J. Taylor.)

Applied for and received UNT Faculty Research Grant in the amount of \$360 for a research project which addresses collegiate sports whistle-blowers. (2006)

GRANTS APPLIED FOR/NOT RECEIVED

Applied for QSR International's NVivo Teaching Grant in the amount of 10,000 for a teaching project integrating QSR qualitative software and the Crisis Communication graduate course. (Summer 2009)

Applied for Wells Fargo Award as primary investigator in the amount of \$6,515 for a research project in collaboration with the Ladder Alliance examining the workplace experiences women marginalized by abuse and other at-risk conditions. (Summer 2008)

Applied for APS Franklin Research Grant as primary investigator in the amount of \$3,500 for a research project exploring the experiences of whistle-blowers in the collegiate sports industry. (Spring, 2006)

Applied for Learning Enhancement Fund Grant in the amount of \$8,000 as part of a ten-instructor team that would teach an inter-disciplinary course on crises and disasters. (Summer, 2005)

CONFERENCE PAPERS/PRESENTATIONS (competitively selected unless noted)

Richardson, B. K., & Garner, J. (2018, November). Stakeholders' attributions of whistleblowers: The effects of complicity and motives on perceptions of likeability, credibility, & legitimacy. Paper to be presented in the Organizational Communication Division at the National Communication Association convention, Salt Lake City, UT.

Boneau, R., Richardson, B. K., & McGlynn, J. (2018, November). This is your brain on football: Making sense of parents' decisions to allow their child to play tackle football. Paper to be presented in the Communication and Sport Division at the National Communication Association convention, Salt Lake City, UT.

Richardson, B. K. (2018, April). "I just want to take the kid home with me:" Making sense of hopelessness in the school guidance counselor profession. Paper presented in the Organizational Communication Division at the Eastern Communication Association convention, Pittsburgh, PA. **Top Paper in Organizational Communication Division.**

Richardson, B. K. (2017, March). "Of Saints and Confessors: Developing an Attributions-Based Typology of Whistleblowers." Paper presented in the Organizational Communication at the Eastern Communication Association convention, Boston, Mass. **Top Paper in Organizational Communication Division.**

Richardson, B. K., & James, E. P. (2015, November). *"I wish my mind could forget what my eyes have seen": Performing firefighter identities and tensions in traumatic events.* Paper presented in the Organizational Communication division at annual National Communication Association convention, Las Vegas, Nevada.

Richardson, B. K., & Maninger, L. (2014, November). *"We were all in the same boat": An exploratory study of communal coping in disaster recovery.* Paper presented in the Organizational Communication division at the annual National Communication Association convention, Chicago, Illinois.

Richardson, B. K., Rains, S., & Hall, C. (2014, November). *Joining in, blowing the whistle, or intervening: Examining the effect of organizational identification and severity on Greek members' responses to hazing.* Paper presented in the Organizational Communication division at the annual National Communication Association convention, Chicago, Illinois.

Gravley, D. & Richardson, B. K. (2014, November). *When apologia contradicts identity: A case study of Anthony Weiner's flaccid response.* Paper presented in the Public Relations division at the annual National Communication Association, convention Chicago, Illinois.

Gravley, D., Richardson, B. K., & Allison, J. M. (2013, November). *Navigating the narrative "abyss": Using narrative analysis to explore relationships among whistle-blowing, retaliation, and identity.* Paper presented in the Organizational Communication division at the annual National Communication Association convention, Washington, D. C.

Richardson, B. K. (2012, November). *Whistle-blowing in the Locker Room: The Challenges of Reporting Wrongdoing in Collegiate Sport.* Paper presented as part of panel at the annual National Communication Association convention, Orlando, Florida. (competitive panel proposed by B. Richardson and J. Kassing)

McGlynn III, J., & Richardson, B. K. (2012, November). *Private Support, Public Alienation: Whistle-blowers and the Paradox of Social Support*. Paper presented in the Organizational Communication division at the annual National Communication Association Convention. Orlando, Florida.

Thomas-Seltzer, A., & Richardson, B. K. (2012, November). *It's Always the Teacher's Fault: An Analysis of K-12 Teachers' Standpoints Related to Parent-Teacher Communication*. Paper presented at the annual National Communication Association Convention. Orlando, Florida. (scholar-to-scholar session)

Wittenberg-Lyles, E. M., Goldsmith, J. V., Richardson, B. K., Hallett, J., & Clark, R. (2012, May). *The Practical Nurse: A case for COMFORT training*. Paper presented in the Health Communication division at the annual International Communication Association Convention. Phoenix, Arizona.

Richardson, B. K., Siebeneck, L., Shaunfield, S., & Kaszynski, B. (2012, April). *"I don't know what y'all are gonna do but I'm gonna let our's in": Communitas as a theoretical framework for successful disaster recovery*. Paper presented in the Communication Theory division at the annual Southern States Communication Association Convention. San Antonio, Texas. **Top paper panel in Applied Communication Division.**

Richardson, B. K. (2011, November). *Community Engagement and Experiential Learning: Combining the Benefits of Learning from Direct Experience with Engaging in Charitable Works to Facilitate Student Learning and Help our Communities*. Panelist at the annual National Communication Association Convention, New Orleans, Louisiana. (competitive panel)

Richardson, B. K., Hall, C., & Wang, Z. (2010, April). *Blowing the Whistle against Greek hazing: The Theory of Reasoned Action as a Framework for Reporting Intentions*. Paper presented in the Communication Theory division at the annual Southern States Communication Association Convention. Memphis, Tennessee. **Top paper in Communication Theory Division.**

Mayer, J. & Richardson, B. K. (2009, November). *From One Patriarchy to Another: Exploring Female Sex Workers Attempts to Exit the Industry*. Paper presented at the annual National Communication Association Convention, Chicago, Illinois.

Richardson, B. K. & Hall, C. (2009, November). *"ESPN ... kept me alive": Adding external stakeholder influence to whistle-blowing models*. Paper presented at the annual National Communication Association Convention, Chicago, Illinois.

Richardson, B. K. (2009, October). *Graduate Programs in Texas: A Graduate School Showcase* (panel discussion). Panel discussion at the Texas Speech Communication Association annual conference. Irving, Texas. (Invited panelist)

Richardson, B. K. (2009, April). *Rapid fans, death threats, and dysfunctional stakeholders: Whistle-blowers' standpoints on the collegiate sports industry*. Paper presented at the annual Central States Communication Association Convention, St.

Louis, Missouri. ***Top paper panel in Organizational and Professional Communication Division.***

Richardson, B. K., Alexander, A., & Castleberry, T. (2007, November). *Examining teacher turnover in low-performing, multi-cultural schools: The relationship between emotional labor, communication symmetry, and intent to leave.* Paper presented at the annual National Communication Association Convention, Chicago, Illinois.

Richardson, B. K., Hancerli, S., & Gordon, C. (2007, June). *Stakeholders in the crisis negotiation process: A qualitative study of their roles and effects.* Paper presented at the bi-annual Istanbul Conference on Democracy and Global Security, Istanbul, Turkey.

Richardson, B. K., & McGlynn, J. (2007, May). *Gendered retaliation, irrationality, and structured isolation: Whistle-blowing as a gendered process.* Paper presented at the annual International Communication Association Convention, San Francisco, California.

Richardson, B. K., & McGlynn, J. (2006, November). *Blowing the whistle off the field of play: An exploratory investigation of whistle-blowers in the intercollegiate athletics industry.* Paper presented at the annual National Communication Association Convention, San Antonio, Texas.

Richardson, B. K. (2006, September). *Viewing hostage negotiation from a systems perspective.* Paper presented at the conference: Understanding and responding to terrorism: A multidimensional approach, Washington, D.C.

Richardson, B. K. (2006, April). *Snipers, sharks, and corpses: Myths as (dys)functional sensemaking devices in Hurricane Katrina.* Paper presented at the annual Southern States Communication Association Convention, Dallas, Texas.

Richardson, B. K., Wheelless, L. W., & Cunningham, C. (2006, April). *Tattling on the teacher: The influence of confidence, attitudes, receptivity and organizational culture on peer reporting.* Paper presented at the annual Southern States Communication Association Convention, Dallas, Texas.

Richardson, B. K., & Taylor, J. (2006, February). *Sexual harassment at the point of intersectionality in the raced organization: A grounded theory model.* Paper presented at the annual Western States Communication Association Convention, Palm Springs, California. ***Top paper panel in organizational communication.***

Richardson, B. K. (2005, May). *Expanding whistle-blowing scholarship: How stakeholder theory, organizational structure, and social influence processes can inform whistle-blowing research.* Paper presented at the annual International Communication Association Conference Convention, New York, New York. ***Top paper panel in organizational communication.***

Taylor, J., & Richardson, B. K. (2004, November). *The Ties that Bind: An Exploratory Analysis of the Intersection Between Race and African American and Hispanic Women's*

Perceptions of Sexual Harassment. Paper presented at the annual National Communication Association Convention, Chicago, Illinois.

Richardson, B. K. (2004, February). *Exploring the role of the university in teaching organizational ethics: Perspectives of managers and students*. Paper presented at the annual Western Communication Association Convention, Albuquerque, New Mexico.

Richardson, B. K. (2002, November). *An Empirical Investigation of Predictors of Talk about Organizational Wrongdoing*. Paper presented at the annual National Communication Association Annual Convention, New Orleans, Louisiana.

Richardson, B. K. (2002, August). *In Addition to Whistle-blowing: An Investigation into Witness's Talk about Wrongdoing*. Paper presented at the Academy of Management Annual Convention, Denver, Colorado.

Richardson, B. K., & Diers, A. (2001, May). *A Tale of Competing Narratives: Stakeholder Perceptions of Honesty in a Public Whistle Blowing Case*. Paper presented at the International Communication Association Convention, Washington, D.C.

Richardson, B. K. (2000, November). *The changing nature of organizational change: From an internal issue to one negotiated within extra-organizational environments*. Non-competitive paper presented at the Organizational Communication Division pre-convention session for the National Communication Association Convention, Seattle, Washington.

Richardson, B. K. (2000, November). *Is the world coming to an end? Using narrative communication to understand how social collectives make sense of disaster*. Paper presented at the National Communication Association Convention, Seattle, Washington.

Richardson, B. K., & Gray, S. C. (2000, May). *Organizational dissonance: How organizations respond communicatively to paradoxical situations*. Paper presented at the International Communication Association Convention, Acapulco, Mexico. **Ranked top student paper in organizational communication.**

Lewis, L. K., Hamel, S. A., & Richardson, B.K. (2000, May). *Strategic communication with nonprofit organization stakeholders during planned change*. Paper presented at the International Communication Association Convention, Acapulco, Mexico.

Trinastich, C. E., Richardson, B., Browning, L., & Knapp, M. (1999, November). *Car Talk: Connecting setting, communication, and relationship in a unique environment*. Paper presented at the National Communication Association Convention, Chicago, Illinois.

Lewis, L. K., Hamel, S. A., Richardson, B. (1999, November). *Communication with the multiple stakeholders of nonprofit organizations: Change implementers' communicative approaches and topics of talk*. Paper presented at the National Communication Association Convention, Chicago, Illinois.

Lewis, L. K., Richardson, B., & Hamel, S. (1999, May). *Communication with multiple stakeholders during planned organizational change: Targets and strategy considerations of nonprofit change implementers*. Paper presented at the International Communication Association Convention, San Francisco, California.

Scott, C. R., Connaughton, S. L., Diaz-Saenz, H., Maguire, K., Ramirez, R., Richardson, B., Morgan, D., Shaw, S. P. (1998, November). *The impacts of communication and multiple identifications on intent to leave: A multi-methodological exploration*. Paper presented at the National Communication Association Convention, Chicago, Illinois.

CONFERENCE PANEL RESPONDENT/FACILITATOR/CHAIR

"Playing consultant in the "Real World": Student experiences consulting actual clients in actual organizations for imaginary pay. Panel chair at 2018 National Communication Association annual conference, Salt Lake City, Utah. (I proposed this panel, composed of graduate students in my Communication Consulting class that was competitively selected.)

"Building Bridges between Organizations and External Audiences." Panel respondent (4 competitively selected papers) at 2018 Eastern Communication Association, Pittsburgh, PA.

"Organizations: Resources, Responsibilities, and Culture." Panel respondent (5 competitively selected papers) at 2017 Eastern Communication Association, Boston, MA.

"Organizational Crises as Contexts for Contested Conscience." Panel chair at 2016 Southern States Communication Association, Austin, Texas. (I proposed this panel, composed of graduate students in my Crisis Communication class that was competitively selected.)

"Questions of Membership: Socialization and Belonging." Panel chair at 2012 National Communication Association Convention, Orlando, FL.

"Personal Foul in the Locker Room: The Penn State Scandal as Problematic Organizational Communication." Panel chair (and participant) at 2012 National Communication Association Convention, Orlando, FL. (competitively selected)

"Organizational Learning in Crisis and Conflict." Panel respondent at 2009 National Communication Association Convention, Chicago, IL.

"Concluding session on Hurricanes Katrina and Rita: Understanding research and practice in risk and crisis communication – Where do we go from here?" Session facilitator at 2006 Southern States Communication Association Convention, Dallas, Texas. (competitively selected)

"Understanding communication following catastrophic events: Studies from multiple perspectives and methodologies." Panel chair at 2006 Southern States Communication Association Convention, Dallas, Texas. (competitively selected)

UNT AWARDS, HONORS, RECOGNITIONS

- 2018 Nominee, CLASS Advisory Board Award for Excellence in Graduate Teaching – Department of Communication Studies
- 2014 Selected as UNT Leadership Fellow – University of North Texas.
- 2014 Honors Professor – University of North Texas.
- 2013 Research Excellence award winner. College of Arts & Sciences.
- 2013 Included on Faculty and Staff Recognition List for UNT’s Honor’s Day. (April 3, 2013).
- 2012 Recognized as “favorite faculty member” at NT40 Faculty Tea by student Gaby Kallil.
- 2010 Included on Faculty and Staff Recognition List for UNT’s Honor’s Day. (April 9, 2009).
- 2009 Outstanding Service to Graduate Students Award – Presented by UNT’s Communication Organization of Graduate Students (April 22, 2009).
- 2009 Included on Faculty and Staff Recognition List for UNT’s Honor’s Day. (April 3, 2009).
- 2008 Included on Faculty and Staff Recognition List for UNT’s Honor’s Day. (April 11, 2008).
- 2007 Featured in the April issue of UNT’s Insider magazine in a story entitled, “Students teach communication skills to women escaping abusive situations.”

TEACHING AND INSTRUCTIONAL EXPERIENCE

Professor, *University of North Texas*, September 2016 - Present

International Disaster Communication (Study Abroad – Panama) – June 2018
Organizational Communication (graduate)
Qualitative Research Methods (graduate)
Crisis Communication (graduate)
Communication & Sport (undergraduate)

Associate Professor, *University of North Texas*, September 2001 - 2016

International Disaster Communication (Study Abroad – Nicaragua) – May 2016
International Disaster Communication (Study Abroad – Peru) – May 2014
Sport Communication (undergraduate)
Crisis Communications (undergraduate)
Small Group Communication (undergraduate)
Organizational Communication (undergraduate)
Communication & Conflict Management (undergraduate)
Leadership & Communication (undergraduate)
Communication and Change (graduate)
Organizational Communication (graduate)
Quantitative Research Methods (graduate)
Communication Consulting (graduate)
Qualitative Research Methods (graduate)

Crisis Communication (graduate)

Undergraduate Internship Director, *University of North Texas*, September, 2001
- Present

Assistant Instructor, *University of Texas at Austin*, July 1998 – May 2001

Organizational Communication.

Briefings and Sales Presentations.

Business and Professional Speaking

Organizational Leadership (Teaching Assistant for Dr. Pat Witherspoon)

Adjunct Professor, *St. Edwards University*, September 1997 – May, 1998

Presentational Speaking.

GRADUATE ADVISING

Major Professor

Becca Boneau (2017-18). "This is your brain on football": Making sense of parents' decisions to allow their child to play tackle football. (**Outstanding Thesis**)

Rhett Richardson (2016-17). United Way Denton (Internship).

Suzanna Tolboom (2016-17). United Methodist Church of Denton (Internship).

Nicole Cooper (2016). National Wound Care Center (Internship)

Gina Laughlin (2015-16). Elbit Systems of America. (Applied Project)

Cassandra Gersh (2015-16). Where do I fit in?: Emotional coping and communication needs of those in hazardous jobs. (Problem in Lieu of Thesis)

Caitlyn Cawley (2014-15). Internship at Lewisville Chamber of Commerce. (Applied Project)

Jenna Barclay (2014-15). Discovery Internships at Emerson University. (Applied Project)

Courtney Horst (2014-15). ebonyLotus WriteLife Studio (Applied Project)

Nnedi Ezeala-Harrison (2013-14). The Kane Varghese Law Firm internship. (Applied Project)

Anna Bogdan (2013-14). Coach-parent communication study. (Problem in Lieu of Thesis)

Kali Schmidt (2013-14). *D Magazine* internship. (Applied Project)

Hailey Drescher (2012-13). Connecting the circuit: Analyzing jurors' cognitive gaps and damage awards in patent infringement trials. (**Outstanding Thesis**) (Ph.D. student at University of Kansas)

Kara Brittain (2012-13). "This isn't about me": Communication Privacy Management Theory and Public Confession. (Thesis)

Tim Matyjewicz (2012-13). Saginaw-Boswell School district internship. (Applied Project)

James Nichols (2012-13). Negotiating in the 21st century: Bridging the gap between technology and hostage negotiation. (Undergraduate honors thesis)

Dianne Gravley (2012). The Relationship among Whistle-blowing, Retaliation, and Identity: A Narrative Analysis. (**Outstanding Thesis**)

Meldee Sova (2012). Who knows their Bedroom Secrets?: Communication Privacy Management in Couples who Swing. (Thesis)

Ken Wagner (2012). #RIP My friend: The end of a parasocial relationship through Twitter. (Problem in Lieu of Thesis)

Lara Seebeck (2012). Adoptive Parenthood: An Exploratory Study of the Influence of Pre-Adoption Communication Satisfaction on Post-Adoption Family Adjustment and Coping. (Thesis)

Snow, H. (2011). *Universal Hospice* internship. (Applied Project)

Rodriguez, S. (2011). Diversity revealed: Photovoice methodology as a means for understanding how teens construct diversity. (Thesis)

Newton, J. (2011). Invasion of the cell phone: Implications of cell phones in college classrooms. (Problem in Lieu of Thesis)

Marrufo, Sue. (2010). Spain ethnography. (Problem in Lieu of Thesis.)

Kemp-Pisani, W. (2010). *American Airlines* internship. (Applied Project)
Graduate Internship of the Year

Hall, C. (2010). Speaking up: Applying the Theory of Planned Behavior to bystander intervention in racism. (Thesis)

Thomas-Seltzer, A. (2009). "It's Never Been This Bad ... Ever.": An Analysis of K-12 Teachers' Standpoints Related to Parent-Teacher Communication. (Thesis)

Brazile, C. (2009). *Tom Joyner Show* Internship. (Applied Project)

Norvell, K. (2009). In Good Communication and In Bad: A Study of Premarital Counseling and Communication Skills in Newlywed Couples. (Thesis)

Cunningham, C. (2008). A Study of Crisis Communication Response to Mass Casualty Shootings in Schools (Problem in lieu of thesis)

Castleberry, T. (2008). You're moving my kids where? The attendance zone dilemma of a growing school district. (Applied Project)

Mayer, J. (2008). From living hell to new normal: Illuminating self-identity, stigma negotiation, and mutual support among female former sex workers. (**Outstanding Thesis**)

Guleyupoglu, E. (2007). An organizational communication study: The effect of communication climate on nurses' stress and burnout levels. (Problem in lieu of thesis)

James, E. (2007). A case study of NASA's *Columbia* tragedy: An organizational learning and sensemaking approach to organizational crisis. (Thesis)

Martinez-Egger, A. (2004). "Respect is active like an organism that is not only cumulative but has a very personal effect:" A grounded theory methodology of a respect communication model in the college classroom. (Thesis)

Loar, C. A. (2004). Fort Worth Teen Challenge Internship. (Applied Project)

Magness, Lee. (2004). Survivor narratives of the Texas City Disaster. (Problem in Lieu of Thesis)

Dissertation Committee Service

Chance Spiker (Ph.D., Library and Information Sciences) – Completed (2014)

Samuel Muwanguzi (Ph.D., Library and Information Sciences) – Completed (2013)

Brian Ahn (Ph.D., Applied Training & Technical Development) – Completed (2012)

Suleyman Hancerli (Ph.D., Library & Information Sciences) – Completed (2008)

Gus Perez (Ph.D., Applied Training & Technical Development) – Completed (2006)

Julie Ray (Ph.D., Education) – Completed (2005)

Master's Student Committee Service

2018 – Amnee Elkhaid

2017 – Taylor Bell, Amanda Sileo

2016 – Daniel Mitchell, Josh Brandon (thesis), Kyle Hammonds, Mary Knickerbocker, Ashley Trudeau (thesis)

2014 – Jennifer Lees; Laura Maninger; Karen Wisdom

2013 – Miranda Chesson, Ani Lovell (thesis); Samantha Duque

2012 – Blake McDaniels, Hannah Novak (thesis), John Cline

2011 – Josh Snively, Kristen Biery, Tricia Adams, Sara Shaunfield (thesis),
 Stephanie Burt (thesis)
 2010 – Bethany Petty, Maja Bajac-Carter, Tsai-Chen Hsu
 2009 – Keturi Beatty (Thesis), Justin Haber, Christine Keller (Thesis), Kelly
 Regher (Thesis), Serena Leow
 2008 – Jennifer Millsbaugh, Courtney Bobb, Sara Holmes, Kristan Smeaton
 2007 – Rachel Brown, Michael Calk,
 2006 – Yea Wen Chen (thesis), Joseph McGlynn (thesis),
 2005 – Samuel Muwanguzi (thesis), Carmen Malavar
 2004 – Annie Phillips (thesis), Brandy Fair
 2003 – John Chandler

SERVICE TO THE PROFESSION - PROFESSIONAL JOURNAL/REVIEWER SERVICES

| | |
|-----------------------|---|
| Spring 2018 | Paper reviewer for Applied Communication Division of National Communication Association. |
| Fall 2017 | Participant Scholar. "Coffee with a Scholar" session, hosted by the Communication & Sport Division of the National Communication Association (Dallas, Texas). |
| Fall 2017 | Paper reviewer for Organizational Communication Division of Eastern Communication Association. |
| Fall 2016 | Paper reviewer for Organizational Communication Division of Eastern Communication Association. |
| Spring '13 – Fall '14 | Member of sub-committee to select the Article/Book Chapter of the Year, Organizational Communication division of National Communication Association, 2014 convention. |
| 2009, 2012 | Paper reviewer for Organizational Communication Division of National Communication Association, 2009, 2012. |
| Fall 2010 | Textbook reviewer for SAGE Publications (Tim Coombs' <i>Applications in Crisis Management and Communication</i>), Bedford/St. Martin's (Eisenberg, Goodall, & Tretheway's <i>Organizational Communication, 6th Ed.</i> , and McGraw-Hill Higher Education (<i>Small Group Communication</i>). |
| Summer 2010 | Textbook reviewer for Cengage Publishing. Reviewed Dan Rothwell's <i>In Mixed Company (7th Ed.)</i> . |
| Summer 2009 | Tenure case reviewer for outside institution (reviewed case and wrote evaluation). |
| Summer 2009 | Textbook reviewer for McGraw-Hill. Reviewed <i>Small Group Communication: A Practical Guide for the 21st Century</i> . |

- Summer 2008 Textbook reviewer for Wadsworth Publishing/Cengage. Reviewed fifth edition of Katherine Miller's textbook, *Organizational Communication: Approaches and Processes*.
- Spring 2006 Textbook reviewer for Sage Publications. Reviewed proposal for a textbook entitled, *Discussing Leadership: Case Studies in Leadership*.
- Spring 2004 Paper reader and paper development facilitator for first-annual Nuevo Dia Southwest Organizational Communication Conference. Held April 2-4, 2004, in Austin, Texas.
- Spring 2003 Paper Reader for Organizational Communication Division of National Communication Association.

- **Editorial Board Member:**

Western Journal of Communication, 2015-2017
Journal of Applied Communication Research, 2013-Present.
Communication Studies, 2013-2015. (Associate Editorial Board member)
Western Journal of Communication, 2014 (one-year appointment).
Management Communication Quarterly, 2010—Present.
International Journal of Educational Reform, 2010-2012.
Southern Communication Journal, 2010-Present.

- **Guest Reviewer:**

International Journal of Emergency Management (2018)
Communication & Sport, 2018 (3), 2017 (2), 2016, 2015, 2014, 2013.
The International Journal of Human Resource Management, 2017 (2)
Journal of Business Ethics, 2016.
The Social Science Journal, 2014
Journal of Management and Governance, 2014
Communication Reports, 2014
New Media & Society, 2014
Western Journal of Communication, 2013.
Journal of Applied Communication Research, 2012.
Human Communication Research, 2011.
Journal of Applied Communication Research/ Communication Monographs
 (special forum titled "Has Communication Research Made a Difference?")
 Spring 2010.
Management Communication Quarterly, 2009a, 2009b.
Southern States Communication Journal, 2007.
Management Communication Quarterly, 2006.
Communication Reports, 2003.
Management Communication Quarterly, 2002.

SERVICE TO THE COLLEGE/UNIVERSITY

- Fall '18 – Spring '19 Member – Search Committee for Dean, College of Liberal Arts and Social Sciences.

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|-----------------------|---|
| Fall '18 | Adjudicate. Academic integrity case for the Media Arts department at request of the Dean's office. |
| Fall '17 | Member – Mayborn School of Journalism, Promotion & Tenure Committee for Dr. Tracy Everbach's promotion case for full professor. |
| Fall '16 – Present | Formal mentor for Dr. Joseph McGlynn. |
| Fall '16 - Present | Division Coordinator, Division of Communication, Media, and Performance. |
| Fall '16 | Member – College of Information Reappointment, Promotion & Tenure Committee. |
| Spring '16 – Present | Faculty representative – TEDxUNT Task Force. |
| Fall '14-Spring '15 | Visiting committee member, Personnel Affairs Committee for Technical Communication Department. |
| Fall '14 – Spring '15 | Faculty Advisor, Lady Wings (an organization comprised of Panhellenic women who actively support Mean Green athletics, encourage school spirit, and provide fellowship opportunities among sorority women). |
| Fall '12 – Spring '15 | Faculty Senator (Group One). UNT Faculty Senate, University of North Texas. |
| Summer 2014 | Member – CAS Grievance Committee for a Lecturer who filed a complaint after being terminated from employment. |
| Spring '14 | Member – Communications/Media Related Collaboration Committee, University of North Texas. |
| Spring '14 -Present | Member – Faculty Profile System Advisory Users Group, University of North Texas. |
| Fall '09-Spring '11 | Member - Undergraduate Curriculum Committee, College of Arts and Sciences, University of North Texas. |
| Fall '10-Spring '11 | Visiting committee member, Personnel Affairs Committee for Foreign Language Department. |
| Fall '08-Spring '10 | Mentor, Emerald Eagle Program, University of North Texas. |

Spring 2010 Served on review committee for the Division of Student Development Staff Recognition Awards.

Fall, 2009 Instructor for Eagle E.D.G.E. certification program.

Fall '08 – Spring '09 Served as mentor for UNT Student Success program.

SERVICE TO THE DEPARTMENT

Fall '16-Present Member (2016-17) and Co-chair (2017-Present), Curriculum Committee.

Fall '16-Present Chair (2016-17) and Member (2017-Present), Scholarship & Fundraising Committee.

Fall 2003 – Fall 2015; Faculty Advisor, NCA Future Pros.
Fall 2017 - Present

Spring 2017 Chair, (Frisco) Lecturer faculty search committee.

Fall '16-2017 Chair, Awards & Outreach Committee.

Fall '15-2016 Chair, Awards & Outreach Committee.

Fall '15-2016 Member, Curriculum Committee.

Fall '15-2016 Co-Chair, Health Communication faculty search committee.

Fall '14-2015 Chair, Graduate Standards Committee.

Fall '08-2015 Graduate Advisor, University of North Texas Communication Studies Department.

Fall '08-2015 Member, Executive Committee – Communication Studies Department

Fall '08-Spring '14 Chair, Personnel Affairs Committee.

Fall '08-2015 Member, Graduate Standards Committee.

Fall '05- Spring '06 Organized University of North Texas Communication Studies Student Conference.

Fall '04-Spring '05 Organized University of North Texas Communication Studies Student Conference.

Spring, 2004 Advocate for Dr. Pratibha Shukla's mid-term assessment to College PAC.

- Fall, 2003 Served as department recruiter at University of Texas at Austin Communication Graduate School Fair.
- Fall, 2003 UNT Communication Studies Graduate Department, Presentation entitled, "Effective Conference Presentations and Writing Abstracts."
- Spring, 2003 Served as moderator/respondent for UNT Student Scholar Conference.
- Fall, 2002 – Spring 2015 Advisor for the National Communication Association Future Pros (formerly known as Collegiate Communication Association).
- Fall, 2001 – Member of the following departmental committees: Curriculum Committee and Present Teaching Assistant Selection Committee.
- Fall, 2001 – Spring, 2002 Served as designated mentor for undergraduate student Willis Jackson, a McNair Scholarship Recipient.

OTHER SERVICE – MEDIA INTERVIEWS AND GUEST SPEAKING

- Summer '18 Guest speaker at *Freshman Parent Orientation*, about academic success at UNT (July 10 and July 17, 2018).
- Fall '16 Guest speaker at *Lessons Learned: Best & Worst Teaching Moments*, event sponsored by CLEAR (Sept. 19, 2016).
- Spring 2016 Volunteer of the Year. *Kid's Hope USA*. (2015-16).
- Fall 2013 Interviewed and quoted by Swiss journalist Julie Zaugg for a story about whistle-blowers, including Edward Snowden, Julian Assange, and Bradley Manning. Their story was published in *Hemispheres*, a bi-annual magazine, published by a group of Swiss universities, and each edition is devoted to a different topic.
- Fall 2013 Interviewed and quoted by Trish Choate of *Scripps Howard News Service* in a media story about whistle-blower Edward Snowden. The story was picked up by the *Corpus Christi Caller-Times*, the *Columbus Republic*, and other news sites. Fall 2013
- Summer 2013 Lecture titled "The Leader's Role in Developing an Ethical Culture," at the annual meeting of the Texas Association of Counties, Galveston, Texas.
- Spring, 2013 Graduate course titled: *Planning Regional Services*, University of North Texas. Guest lecture about disaster communication.

- Fall, 2011 Housing Desk Staff, Housing & Resident Life Department, University of North Texas. Guest lecture titled, *"Enhancing Communication Effectiveness."*
- Spring 2010 Interviewed for talk radio show, *Cultural Distortions* on 1190 AM Dallas, on the topic of "Job Ideologies, from Past to Present." February 21, 2010.
- Spring, 2011 Undergraduate course titled: *Introduction to Emergency Management*, University of North Texas. Guest lecture about my disaster/small town recovery research.
- Spring, 2011 One Busy Girl and Center for Student Development, Discovery Park (UNT). Presentation titled, *"Communication 101: Enhancing your Personal Influence."*
- Spring, 2011 Division of Student Affairs, UNT. Presentation titled, "Can we Talk? Enhancing supervisor-employee communication in the workplace.
- Spring, 2011 Veterans Affairs Benefits Division , Houston, Texas, office. Team-building workshop titled, "What's your story?" for about 60 employees.
- Spring, 2011 Graduate course titled: *Communication Law*, Temple University. Guest lecture about my whistle-blowing research.
- Fall, 2010 Graduate course titled: *Legal Issues in Communication Management*, Temple University. Video-conference presentation about my whistle-blowing research.
- Fall, 2010 The Center for American and International Law. Military Defense Counsel Trial Litigation. Presentation titled: "The Communication Imperative: Enhancing your communication, increasing your influence." September 23, 2010. Plano, Texas.
- Fall, 2009 Lecturer, Eagle E.D.G.E. Certification Workshop. University of North Texas. Led session titled: "Communicating in a Diverse World."
- Fall, 2008 Guest speaker; gave series of presentations, talks, on my research program to graduate students of the Business School at Monterrey Tech University in Monterrey, Mexico.
- Summer, 2007 Association of Fundraising Professionals – Fort Worth chapter. Presentation titled, "Communication 101: Basic Communication, Extraordinary Results." July 9, 2007.
- Summer, 2007 Structural Engineers Association of Texas – North Central Texas chapter. Presentation titled, "The Communication Imperative: Advancing in the Marketplace through Influence and Persuasion." June 26, 2007.

- Summer, 2007 Saginaw (Texas) Chamber of Commerce Monthly luncheon. Presentation titled, "Powerful Presentation Skills for Career Success." June 21, 2007.
- Spring, 2007 Riata Resort Apartment Community (Austin, Texas). Presentation titled, "Advancing in the Workplace through Effective Teamwork." May 15, 2007.
- Fall, 2004 University of North Texas. Journalism Department. Lecture titled, "Communication Studies and Public Relations: A perfect marriage."
- Spring, 2004 University of North Texas. Journalism Department. Lecture titled, "Communication Studies and Public Relations: A perfect marriage."
- Spring, 2003 Lamar University (Beaumont, Texas) Communication Studies Department. Lecture titled, "Power and resources control in conflict."
- Fall, 2002 College of Arts & Sciences Ambassador Program, University of North Texas. Panel discussion titled, "What I Should Know about Graduate School."
- Summer, 2002 UNT Ronald E. McNair Post-baccalaureate Achievement Program. Panel discussion titled, "Transition to the Academy."
- Fall, 2001 College Communication Association, University of North Texas. Presentation titled, "The Value of Internships."
- Fall, 2001 College of Arts & Sciences Ambassador Program, University of North Texas. Panel discussion titled, "What I Should Know about Graduate School."
- Summer, 2000 Advanced Micro Devices Career Day, Austin, Texas. Led session titled "Communicating for Career Success."
- Spring, 1999 Alpha Kappa Psi Regional Conference, Austin, Texas. Led sessions titled "Networking for Success" and "Team Building."

PROFESSIONAL MEMBERSHIP

International Association for Communication and Sport (2015 – Present)
 National Communication Association (1997 – present)
 Central States Communication Association (2009)
 International Communication Association (1998 – 2003; 2005)

PROFESSIONAL ASSESSMENT REPORTS/PRESENTATIONS

911 Operator, What is your Emergency?: Stress and Trauma Coping Among Firefighters and First Responders. Report submitted to Cleburne Fire Department, Cleburne, Texas. Assisted by Courtney Horst and Bryan Lysinger. (25 pages)

An Organizational Communication Study: The Effect of Communication Climate on Nurses' Stress and Burnout Levels. Report submitted to Harris Methodist Fort Worth Hospital. Assisted by Esra Guleyupoglu.

Talk about Organizational Wrongdoing: An investigation of dimensions and predictors. Report submitted to the Internal Auditors Association – Texas Chapter.

Communication Assessment Final Report: Employees Retirement System of Texas. Craig Scott (lead author), S. Connaughton, H. Diaz-Saenz, K. Maguire, D. Morgan, R. Ramirez, B. Richardson, & R. P. Shaw. February, 1998 (41 pages).

MANUSCRIPTS/DATA IN PREPARATION FOR PUBLICATION SUBMISSION

Stakeholder perceptions of whistleblowers. (co-author: Johny Garner)

PROFESSIONAL DEVELOPMENT

- May 30-June 1, 2018 Participant in "Art of Participatory Leadership Workshop," a three-day workshop. Facilitated by Tenneson Woolf, Chris Corrigan, & Caitlin Frost, and hosted by the Provost office.
- May 2, 2018 Participant in "Leadership Circle Workshop," a half-day workshop. Facilitated by consultant Daryl Nardick and hosted by the Provost office.
- April 3, 2017 Participant in "Team-Based Learning: A Solution to In-Class Group Work," a two-hour workshop. Facilitated by Judy Bradetich, UNT.
- January 2016 Participant in "Crucial Conversations: Tools for talking when stakes are high" workshop. Two-day workshop, four hours each day. Facilitated by Christy Crutsinger, Vice President for Academic Affairs, and Angela Wilson, Associate Vice President for Faculty.
- February 2015 Participant at Academic Chairpersons Conference, Feb. 4-6, 2015, in Austin, Texas. Full attendance provided 12 hours of continuing education.

PROFESSIONAL EXPERIENCE

- 1999 – 2000 Communication Specialist, Department of Mechanical Engineering, University of Texas at Austin.
- 1994 – 1997 Communication Specialist and Corporate Trainer, Benchmark Communications, Houston, Texas. Media and Presentations training and coaching.