

Camille G. Endacott
Curriculum Vitae – Updated September 2024

University of North Carolina at Charlotte | Department of Communication Studies
9201 University City Blvd., Charlotte, NC 28223-001
Email: camille.endacott@uncc.edu

Education

- PhD University of California, Santa Barbara, 2017-2021
Communication
Emphasis in Information, Technology, & Society
Doctoral Committee: Karen Myers (Co-Chair), Paul Leonardi (Co-Chair), Ronald E. Rice, Linda Putnam
Dissertation title: *The Work of Identity Construction in the Age of Intelligent Machines*
(Winner of the International Communication Association's W. Charles Redding Dissertation Award and the Academy of Management's Gerardine DeSanctis Award)
- MA University of California, Santa Barbara, 2015-2017
Communication
Thesis Committee: Karen Myers (Chair), Norah Dunbar, Linda Putnam
Thesis Title: *Expertise Recognition as a Centripetal Force: Membership Negotiation in Non-profit Organizations*
- BA Azusa Pacific University, 2011-2015
Major: Communication Studies (Interpersonal/Organizational Emphasis)
Minor: Journalism
Summa Cum Laude

Appointments

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| Assistant Professor
University of North Carolina, Charlotte
Department of Communication Studies
Organizational Science Doctoral Program | August 2021- |
| Honors Faculty | May 2024- |
| Graduate Student Researcher
University of California, Santa Barbara
Technology Management Program | July 2017- June 2021 |
| Adjunct Faculty | January-May 2020 |

Azusa Pacific University
Department of Communication Studies

Graduate Teaching Associate
University of California, Santa Barbara
Department of Communication

June - August 2019

Graduate Teaching Assistant
University of California, Santa Barbara
Department of Communication

September 2016 - June 2017

Research

Research Interests

I am interested in how people construct their identities at work, especially around emerging technologies, and with what consequences for organizing.

Research Appointments

Graduate Student Researcher (September 2019 – June 2021). National Science Foundation Grant: Outsourcing Attention Management to Artificial and Human Agents in Organizations. Responsibilities include writing the grant proposal, collaborating on study design, gaining access to research sites, and conducting all data collection on the project. PI: Paul Leonardi, University of California Santa Barbara

Graduate Student Researcher (July 2017 – June 2019). Research assistant for a project examining the social organization of occupations that provide domestic support for wealthy individuals. PIs: Stephen Barley and Paul Leonardi, University of California Santa Barbara

Research Assistant (June 2016– January 2019). Research assistant for a Templeton-funded project that examined changes in religiosity and spirituality in older adulthood and the nature of older adults' membership in religious and non-religious organizations. PI: Vern L. Bengtson, University of Southern California

Publications

Peer-Reviewed Articles

12. **Endacott, C. G.** (2024). Enacting machine agency when AI makes one's day: Understanding how users relate to AI communication technologies for scheduling. *Journal of Computer-Mediated Communication*.

11. Myers, K. K., **Endacott, C. G.**, & Snyder, J. K. (2024). “Your connection is unstable”: Remote socialization and effects on organizational assimilation. *Management Communication Quarterly*
10. **Endacott, C. G.**, Duran, J., & Summerville, K. (2023). Labor in fissured workplaces: Membership negotiation in ‘Big Tech.’ *Western Journal of Communication*.
9. Woo, D., **Endacott, C. G.**, & Myers, K. K. (2023). Navigating water cooler talks without the water cooler: Uncertainty and information seeking during remote socialization. *Management Communication Quarterly*.
8. **Endacott, C. G.**, & Leonardi, P. M. (2022). Artificial intelligence and impression management: Consequences of autonomous conversational agents communicating on one’s behalf. *Human Communication Research*.
7. **Endacott, C. G.**, & Leonardi, P. M. (2020). Keep them apart or join them together? How identification processes shape orientations to network brokerage. *Communication Research*, 49, 61-92.
6. McClelland-Cohen, A., & **Endacott, C. G.** (2020). The signs of our discontent: Framing collective identity at the Women’s March on Washington. *Communication Studies*, 71, 842-856.
5. **Endacott, C. G.**, & Myers, K. K. (2019). Extending the membership negotiation model: Previous work experience and the reproduction and transformation of structures. *Management Communication Quarterly*, 33, 455-483.
4. Nabi, R., Walter, N., Oshidary, N., **Endacott, C. G.**, Aune, A., Lew, Z., & Love-Nichols, J. (2019). Can emotions capture the elusive gain/loss framing effect? A meta-analysis. *Communication Research*, 47, 1107-1130.
3. Kang, S. L. C., **Endacott, C. G.**, Gonzales, G. G., & Bengtson, V. L. (2019). Capitalizing and compensating: Older adults’ religious and spiritual uses of technology. *Anthropology and Aging*, 40, 14-31.
2. Bengtson, V. L., **Endacott, C. G.**, & Kang, S. L. (2017). Older adults in churches: Differences in perceptions of clergy and older members. *Journal of Religion, Spirituality, & Aging*, 30, 154-178.
1. **Endacott, C. G.**, Hartwig, R. T., & Yu, C. H. (2017). An exploratory study of communication practices affecting church leadership team performance. *Southern Journal of Communication*, 82, 129-139.

Invited Book Chapters

3. **Endacott, C. G.,** & Leonardi, P. M. (2024). Artificial intelligence as a mechanism of algorithmic isomorphism. *Research Handbook on AI and Decision Making in Organizations*.
2. Bengtson, V. L., **Endacott, C. G.,** Kang, S. L. C., & Gonzales, G. G. (2021). “Nones” in later life: Expressions of spirituality in religious and nonreligious individuals. In J. Stets & J. L. Heft (Eds.), *Empty Churches: Non-Affiliation in America*. Oxford University Press.
1. Bengtson, V. L., Kang, S. L. C., **Endacott, C. G.,** Gonzales, G. G., & Silverstein, M. (2018). Emerging developments in spirituality, religion, and aging. In V. L. Bengtson & M. Silverstein (Eds.), *New Dimensions in Spirituality, Religion, and Aging* (pp. 11-36). Routledge.

Conference Papers (Refereed)

31. Wilson, M.* & **Endacott, C. G.** (2024, September). *Inadvertent legitimacy: How Linked(in) professional and personal narratives legitimize mass layoffs*. Southern Management Association conference.
30. **Endacott, C. G.,** Millender, L.*, Duran, J.*, & Wilson, M.* (2024, June). “None of Us Wanted to be at this Party, But What a Guest List”: *How Technology Workers Position Themselves on LinkedIn Following Layoffs*. Presented to the Organizational Communication division of the International Communication Association, Gold Coast, Australia.
29. Myers, K. K., **Endacott, C.G.,** & Snyder, J. K. (2023, November). *Your connection is unstable: A longitudinal study of organizational assimilation following remote socialization*. Presented to the Organizational Communication division of the National Communication Association, National Harbor, MD.
28. **Endacott, C. G.,** & Leonardi, P M. (2023, August). *Artificial intelligence as an endogenous mechanism of institutional isomorphism*. Presented to the Communication, Technology, and Organizing division of the Academy of Management, Boston, MA.
27. **Endacott, C. G.,** Duran, J.*, & Summerville, K.* (2022, November). Labor in Fissured Workplaces: Contract Workers’ Membership Negotiation in “Big Tech.” Presented to the Organizational Communication division of the National Communication Association, New Orleans, LA.
26. **Endacott, C. G.** (2022, August). *Consequences of autonomous conversational agents’ communicating on one’s behalf*. Presented to the Communication, Technology, and Organizing division of the Academy of Management, Seattle, WA. **(Best Paper, Published in AOM Proceedings; Winner of the Gerardine DeSanctis Award)**

25. **Endacott, C. G.** (2022, May). *The incorporation of AI-aggregated practices into users' identity enactment*. Presented to the Communication, Technology, and Organizing division of the Academy of Management, Seattle, WA.
24. **Endacott, C. G.** (2022, May). *The incorporation of AI-aggregated practices into users' identity enactment*. Presented to the Organizational Communication division of the International Communication Association, Paris, France.
23. **Endacott, C. G. & Leonardi, P. M.** (2021, November). *Constructing identity with artificially intelligent agents*. Presented to the Human Communication and Technology division of the National Communication Association, Seattle, WA.
22. **Endacott, C. G.** (2021, November). *How AI technologies enable and constrain the enactment of multiple identities*. Presented to the Organizational Communication division of the National Communication Association., Seattle, WA.
21. Piercy, C. W., Han, M., & **Endacott, C. G.** *Work networks and social capital exchange: Tie management, extra-role behaviors, and ingroup belonging*. Presented to the Organizational Communication division of the National Communication Association., Seattle, WA.
20. **Endacott, C. G., & Leonardi, P. M.** (2021, July, virtual presentation). *Identity-based motivations for training machine learning algorithms: Exploring the unpaid labor that makes artificially intelligent technologies work*. Presented to the Communication and Technology division of the Academy of Management. **(Best Student-Led Paper Award in Organizational Communication and Information Systems Division)**
19. **Endacott, C. G., & Leonardi, P. M.** (2021, May, virtual presentation). *Identity-based motivations for training machine learning algorithms: Exploring the unpaid labor that makes artificially intelligent technologies work*. Presented to the Organizational Communication division of the International Communication Association.
18. **Endacott, C. G., Woo, D., & Myers, K.K.** (2021, May, virtual presentation) *Navigating water cooler talks without the water cooler: Information seeking during remote socialization*. Presented to the Organizational Communication division of the International Communication Association.
17. **Endacott, C. G.** (2020, November, virtual presentation). *Designing the perfect work day: The work of organizing with artificially intelligent scheduling technologies*. Presented to the Organizational Communication division of the National Communication Association.
16. **Endacott, C. G.** (2020, August, virtual presentation). *Making houses talk: How the material gets organized to perform*. Presented to the Organizational Communication and Information Systems division of the Academy of Management.

15. **Endacott, C. G.** (2019, November). *Using Grounded Theory to theorize work practices*. Presented to the Organizational Communication division of the National Communication Association, Baltimore, MD.
14. **Endacott, C. G.,** & McClelland-Cohen, A. (2019, November). *Surviving fieldwork: Vulnerability in ethnographic research as challenge, data, and story*. Presented to the Ethnography division of the National Communication Association, Baltimore, MD.
13. **Endacott, C. G.** & Leonardi, P. M. (2019, November). *Making houses talk: Case studies in the organization of performativity*. Presented in the Scholar to Scholar session (Organizational Communication division) of the National Communication Association, Baltimore, MD.
12. **Endacott, C. G.** (2019, May). *Dimensions of socialization for contract workers*. Presented to the Organizational Communication division of the International Communication Association, Washington, D. C. (**Best Presentation, B.E.S.T. Session on Workplace Relationships**)
11. Nabi, R., Walter, N., Oshidary, N., **Endacott, C. G.,** Aune, A., Lew, Z., & Love-Nichols, J. (2019, May). *Can emotions capture the elusive gain/loss framing effect? A meta-analysis*. Presented to the Information Systems division of the International Communication Association, Washington, D. C.
10. **Endacott, C. G.** (2019, February). *Work in the (online) smile factory: Future directions for the research of on-demand emotional expression in computer-mediated service work*. Presented to the Organizational Communication division of the Western States Communication Association, Seattle, WA.
9. **Endacott, C. G.** (2018, November). *The relationship between brokers' targets of identification and their tertius gaudens and tertius iungens orientation*. Presented to the Organizational Communication division of the National Communication Association, Salt Lake City, UT.
8. **Endacott, C. G.** (2018, November). *Communicating corporate social responsibility for contract workers*. Presented to the Organizational Communication division of the National Communication Association, Salt Lake City, UT. (**Top Student Paper, Top Four Student Paper Award in Organizational Communication Division**)
7. **Endacott, C. G.,** & Myers, K. K. (2018, November). *Extending the membership negotiation model: Modalities of work experience and the reproduction and transformation of structures*. Presented to the Organizational Communication division of the National Communication Association, Salt Lake City, UT.
6. **Endacott, C. G.** (2018, February). *Drawing large and startling figures: Contriving occasions for mindfulness in organizations*. Presented to the Organizational Communication division of the Western States Communication Association, Santa Clara, CA. (**Top Four**

Paper Award in Organizational Communication Division, Top Student Paper Award in Organizational Communication Division).

5. **Endacott, C. G.** (2017, November). *The recognition of expertise and membership negotiation in non-profit organizations*. Presented to the Organizational Communication division of the National Communication Association, Dallas, TX.
4. McClelland-Cohen, A. & **Endacott, C. G.** (2017, November). *Signs of discontent: Message framing at the women's march on Washington*. Presented to the Organizational Communication division of the National Communication Association, Dallas, TX.
3. **Endacott, C. G.** (2017, May). *Communication of past work experience as resource and repertoire for membership negotiation*. Presented to the Organizational Communication division of the International Communication Association, San Diego, CA.
2. Bengtson, V. L., **Endacott, C. G.**, & Kang, S. L. (2016, October). *The graying of churches: Perspectives of clergy and older congregation members*. Presented to the American Sociology Association, Atlanta, GA.
1. Hartwig, R. T., **Endacott, C. G.**, Yu, C. H. (2014, November). *Church leadership teams: Communication differences that make a difference*. Presented to the Group Communication division of the National Communication Association, Chicago, IL.

Conference Panels and Presentations

9. Leonardi, P. M., & **Endacott, C. G.** (2022, August). *The future of work is here: Algorithmic automation, augmentation, and the way that AI is changing work*. Symposium presented to the Academy of Management, Seattle, WA.
8. **Endacott, C. G.** (2021, November). *Individuation versus optimization: Competing logics of administrative work between the men who automate it and the women who perform it*. Presented as part of the panel "Encoded erasure: The effects of gender and racial inequities in work arrangements and culture" to the Feminist and Gender Studies division of the National Communication Association, Seattle, WA.
7. **Endacott, C. G.** (2020, September, virtual presentation). *Managing identities with artificially intelligent technologies*. Organizational Communication Mini-Conference.
6. **Endacott, C. G.** (2019, November). *The consequences of artificially intelligent scheduling in organizations*. Presented to the National Communication Association Pre-Conference, 'Theorizing the Future of Work: Communication, Technology, and Automation', Baltimore, MD.
5. **Endacott, C. G.** (2019, November). *Outsourcing attention management to human and artificial agents in organizations*. Presented to the Research-in-Progress Roundtable session at the National Communication Association Convention, Baltimore, MD.

4. **Endacott, C. G.** (2019, July). *Membership as consubstantiation in domestic organizations*. Presented at the 2019 Aspen Engaged Conference in Aspen, CO.
3. **Endacott, C. G.** (2018, October). *The outsourcing of time and attention and its implications for structures*. Presented at the Organizational Communication Mini-Conference (poster session) at Rutgers University in New Brunswick, NJ.
2. **Endacott, C. G.** (2018, May). *Socialization into independent contract work*. Presented to the Organizational Communication division of the International Communication Association, Prague, Czech Republic at the Research Escalator session.
1. **Endacott, C. G.** (2016, November). *Religious identities and membership negotiation in the workplace*. Paper presented as part of referred panel session to the Organizational Communication division of the National Communication Association, Philadelphia, PA.

Participation in Training and Professional Development

- May-August 2024. Competitively selected to participate in NEXUS Networking Across the Disciplines Program, which supports interdisciplinary collaboration, in the research area of Artificial Intelligence.
- August 2023. Competitively selected to participate in the 2023 junior faculty consortium for the Digital Communication, Technology, and Organization division of the Academy of Management.
- August 2020. Competitively selected to participate in the 2020 doctoral consortium for the Organizational Communication and Information Systems division of the Academy of Management.
- May 2019. "The Practice of Studying Communication Practice." Doctoral Consortium, Organizational Communication Division, International Communication Association, Washington D. C.

Honors and Awards

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| Junior Faculty Development Award
(research leave award for tenure-track faculty)
College of Humanities & Earth and Social Sciences
University of North Carolina at Charlotte | 2024 |
| Gerardine DeSanctis Dissertation Award
Communication, Technology, and Organizing Division
Academy of Management | 2022 |
| W. Charles Redding Award | 2022 |

Organizational Communication Division
International Communication Association

Highly-Ranked Paper, Published in Conference Proceedings 2022
Academy of Management
Communication, Technology, and Organizing Division

Best Student-Led Paper Award 2021
Academy of Management
Organizational Communication and Information Systems Division

Best Presentation, B.E.S.T. Session on Workplace Relationships 2019
International Communication Association, Organizational Communication Division

Continuing Fellowship 2019
University of California Santa Barbara, Graduate Division

Finalist 2019
University of California Santa Barbara Grad Slam (Speed Research Presentation Competition)

Top Student Paper Award, Top Four Student Paper Award 2018
National Communication Association, Organizational Communication Division

Top Four Paper Award, Top Student Paper Award 2017
Western States Communication Association, Organizational Communication Division

University of California Regents Fellowship 2015

Ronald Award Recipient (Highest university award given to one graduating senior) 2015
Azusa Pacific University

Trustees' Scholar (Four year full tuition academic scholarship) 2011
Azusa Pacific University

Teaching

Assistant Professor, University of North Carolina Charlotte

Qualitative Methods (OSCI 8206). Doctoral level. Fall 2022, Fall 2023.

Technology and Organizing (COMM 6000/OSCI 8630). Master's and doctoral level. Spring 2025.

Communication Research Methods (COMM 6100). Master's level. Spring 2022, Spring 2023, Spring 2024.

Topics in Communication: Communication and Organizational Membership (COMM 3050). Undergraduate level. Summer 2022, Fall 2022, Summer 2023, Summer 2024.

Advanced Organizational Communication: Work, Communication, and Identity (COMM 4141). Undergraduate level. Fall 2021, Spring 2022, Spring 2023, Fall 2023, Spring 2024.

Adjunct Faculty, Azusa Pacific University

Professional Communication (COMM 211). Spring 2020.

Teaching Associate, University of California Santa Barbara

Communication and Organizational Membership (COMM 152). Summer 2019.

Certificates and Training

Best Practices in Graduate Mentoring Course. University of North Carolina at Charlotte. April 2022.

Summer Teaching Associate Institute (STIA) Certificate. University of California Santa Barbara. Summer 2019.

Additional Academic Experience

Editorial Assistant, Communication Research (June 2018 – June 2021). Editorial assistant for Dr. Jennifer Gibbs.

Contributor, (January-March 2019), Project on Understanding and Addressing Online Hate, Center for Information, Technology, and Society at University of California Santa Barbara. Advised by Dr. Joseph Walther.

Editorial Assistant, Introduction to Statistics for the Social Sciences (June - November 2016). Assistant for the revision and digitization of an Introduction to Statistics textbook for Dr. Miriam Metzger.

Presentations and Invited Talks

Public and Industry Settings

Making AI Work. NC3C Conference. April 2024. Part of annual conference for North Carolina Government Communication Officers.

Attributions and Agency Around AI Communication Technologies That Act on Users' Behalf. Upwork, *Reimagining the Future of Work* talk series. February 2024. Audience included 170 product designers and other Upwork employees.

Interdisciplinary research spotlight: Virtual Onboarding. Invited radio appearance on California State University Channel Island's radio show, "About Education." August 2020.

When Artificial Intelligence Makes Your Day. Invited presentation, Yardi Systems. July 2019.

Guest Lectures

The Future of Work. Invited panelist, *Organizational Communication doctoral seminar* (Taught by Dr. Shiv Ganesh, University of Texas at Austin). April 2024.

Organizations and Technology. Invited guest lecture, *Graduate Seminar in Organizational Communication* (Taught by Dr. DJ Woo, Rutgers University). February 2024.

AI Technologies and Time. Invited guest lecture, *Time and Communication* (Taught by Dr. Andrew Ishak, Santa Clara University). April 2023.

Work Practices as Units of Analysis. Invited guest lecture, *Qualitative Methods II: Data Analysis* (Taught by Dr. Cliff Scott, University of North Carolina at Charlotte).

Studying Technologies in Organizations. Invited guest lecture, graduate seminar on organizational communication (Taught by Dr. Cliff Scott, University of North Carolina at Charlotte). October 2021.

Communication Approaches to Organizational Science. Invited guest lecture, graduate seminar on introduction to organizational science (Taught by Dr. Linda Shanock, University of North Carolina at Charlotte). September 2021, 2022.

Using Practice Theory to Study Technology in Use. Invited guest lecture, graduate seminar on Practice Theory (Taught by Dr. Samantha Shorey, University of Texas at Austin). April 2021.

Selected Academic Talks

Field Observation. Research Methods Roundtable, Organizational Science Current Topics colloquium series. March 2024.

Navigating the Job Market. Invited panelist. Organizational Communication Mini-Conference, Rutgers University. October 2023.

Publishing in Academic Journals. Panelist. Organizational Science Current Topics colloquium series. January 2023.

Taking a Look at (in)Visibility Management and Organizational Communication. Invited co-facilitator, Organizational Communication Mini-Conference, UT Austin, September 2022.

The Life of an Academic. Invited panelist. Organizational Science Summer Institute, University of North Carolina at Charlotte. May 2022.

Impression Management and AI Agents. Organizational Science Current Topics colloquium. April 2022.

Emerging Qualitative Methods. Invited topic group facilitator for the 2021 Organizational Communication Mini Conference (virtual). October 2021.

Identity-based motivations for training machine learning algorithms: Exploring the unpaid labor that makes artificially intelligent technologies work. Research Center for Work, Technology, and Organization at emlyon business school, France. December 2020.

Qualitative Methods. Presented virtually at the Multidisciplinary Research on Covid-19 and its Impacts Collaborative Symposium. University of California Santa Barbara. November 2020.

Engaged Research with Organizations. Individualized Professional Skills Program Meet & Eat, University of California Santa Barbara. October 2019.

Wasted Time at Work. Invited presentation, Graduate Division Lunch & Learn, University of California Santa Barbara. September 2019.

When Artificial Intelligence Makes Your Day. UCSB Grad Slam (preliminary, semi-final, and final rounds). University of California, Santa Barbara. April 2019.

Career Networking Session (invited alumni panelist). Azusa Pacific University, David C. Bicker Communication Ethics Impact Conference. February 2018.

Raising Strong Women in STEM. University of California, Santa Barbara, Tech Savvy Conference for young women and their parents. With Deeksha Dangwal, doctoral candidate in Computer Science. May 2017, March 2018.

Grants

Internal Funding for Research

Masters and Early Doctoral Summer Support (\$5000) 2023
 Project: “*The Impact of Intelligent Technologies on Realtors’ Work*”
 University of North Carolina at Charlotte

Masters and Early Doctoral Summer Support (\$5000) 2023
 Project: “*How Workers Discursively Frame Their Professional Identities After Mass Tech Lay-Offs*”
 University of North Carolina at Charlotte

Faculty Research Grant (\$7400) 2023
 Project: “*How Intelligent Technologies Shape Housing Work*”
 University of North Carolina at Charlotte

UCSB Graduate Division Minigrant on Covid-19 and its Impacts (\$2500) 2020
 Project: “*Understanding Organizational Assimilation in Remote Work Arrangements*”

Graduate Student Research Grant (\$500) 2019
 Project: “*Outsourcing Scheduling Decisions to Human and Artificial Agents*”
 Department of Communication, University of California, Santa Barbara

Funding for Professional Development

Doctoral Consortium Conference Grant (\$100) 2020
 Organizational Communication and Information Systems Division
 Academy of Management

Fall Dissertation Write-In Fellowship (\$400) 2019
 Graduate Division, University of California, Santa Barbara

Individualized Professional Skills Grant (\$975) 2019
 Skill: Organizational Consulting and Engaged Organizational Research
 Graduate Division, University of California, Santa Barbara

Service

Mentoring and Supervision of Student Work

Organizational Science PhD Program

Dissertation Advisor

Jordan Duran (co-advised with Cliff Scott), anticipated April 2025

Dissertation Committee Member

Jonathan Flinchum, completed November 2022

Tarya Bardwell, completed March 2024

Miguel Wilson, anticipated April 2026

Qualifying Exams Committee Member

Jordan Duran, completed March 2023

Miguel Wilson, completed November 2023

Second Year Paper Committee Member

Miguel Wilson, completed April 2023

Micaela Zebroski, completed October 2023

Jamel Catoe, completed April 2024

Master of Arts in Communication Studies

Advisor (MA in Communication Studies)

Renae Nastase, completed April 2023

Sabrina Reed (Co-Advisor with Erin Basinger), anticipated April 2025

Bryson Foster, anticipated April 2025

Committee Member

Gracie Allen, completed April 2023

Shelby Newland, completed April 2023

Colleen Armstrong, completed April 2023

Imani Gill, completed April 2023

Mahrukh Masqgood, completed May 2023

Audrey Curry, completed April 2024

Josiah Hill, anticipated April 2025

Katrina Geske, anticipated April 2025

Undergraduate Honors Thesis, Communication Studies

Honors Thesis Advisor (BA in Communication Studies)

Griff Barlow, completed April 2024

Committee Member, Honors Thesis (BA in Communication Studies)

Kemaya Bryant, completed April 2024

Departmental Service, University of North Carolina at Charlotte

Faculty Mentor, Shawn D. Long Organizational Science Summer Institute. Mentored two research fellows as part of graduate school preparatory program for members of populations that are underrepresented in graduate school and fields of organizational science. May 2023, May 2024.

Organizational Science Advisory Board, Organizational Science PhD Program. August 2022-2024.

Advisory Committee to the Chair, Assistant & Associate Professor Representative. Department of Communication Studies. May 2022-2024.

Graduate Admissions Committee, Department of Communication Studies master's program. February 2022.

University Service, University of North Carolina at Charlotte

Judge, Graduate Research Symposium. March 2023.

Service to the Discipline

Outstanding Teacher Award Committee, Organizational Communication Division, NCA. September 2023.

Editorial Board Member, Management Communication Quarterly. April 2023-Present.

Committee Member, Redding Dissertation Award Committee. International Communication Association, Organizational Communication Division. March-April 2023.

Mentoring Pod Leader, Organizational Communication Division, NCA. November 2022-May 2023.

Ad-Hoc Reviewer:

Journal of Computer-Mediated Communication (2023, 2024)

International Journal of Communication (2023, 2024)

Journal of Applied Communication Research (2023)

Oxford Research Encyclopedia of Psychology (2023)

Communication Monographs (2023)

Communication Research (2023, 2024)

Human Communication Research (2022, 2024)

Management Communication Quarterly (2022, 2023)

Journal of Communication and Religion (2022)

Western Journal of Communication (2024)

Reviewer. International Communication Association, Organizational Communication Division. 2022, 2023. And Human-Machine Communication Division, 2023.

Reviewer. National Communication Association, Organizational Communication Division. 2022, 2023.

Member, Reviewer Committee. International Communication Association, Organizational Communication Division. February 2022-April 2023.

Respondent. International Communication Association Convention, Organizational Communication Division. May 2022.

Reviewer. Western States Communication Association Convention, Organizational Communication Division. October 2018, 2019, 2021, 2022.

Reviewer. Academy of Management Annual Meeting, Organizational Communication and Information Systems division. January 2020, 2021, 2022, 2023, 2024.

Association Memberships

Academy of Management

2020-

International Communication Association

2015-

National Communication Association

2014-

Western States Communication Association

2017-2020