

Shawna Malvini Redden, Ph.D.

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EDUCATION

Ph.D. 2013, Arizona State University, Hugh Downs School of Human Communication
Organizational and Interpersonal Communication

Advisor: Sarah J. Tracy, Ph.D.

Dissertation: *How discourses cast airport security characters: A discourse tracing and qualitative analysis of identity and emotional performances*

M.A. 2009, California State University, Sacramento, Communication Studies,
Organizational and Instructional Communication

Advisor: Elaine Gale, Ph.D.

B.A. 2004, Walla Walla University. Communication Studies,
Mass Communication, Journalism/Public Relations, Minor- Marketing
General Studies Honors Program, Graduated Magna Cum Laude

Advisor: Pamela M. Harris, Ph.D.

ACADEMIC POSITIONS

California State University, Sacramento

Associate Professor, Communication Studies, August 2020 to present

Assistant Professor, Communication Studies, Fall 2016 to 2020

California State University, Chico

Assistant Professor, Communication Arts and Sciences, Fall 2015 to Fall 2016

Arizona State University, Center for Applied Behavioral Health Policy

Faculty Associate, 2014 to 2016

Assistant Research Professor, 2013 to 2014

Graduate Research Associate, 2010 to 2013

California State University, Sacramento, Communication Studies Department

Adjunct Faculty Member, Fall 2013 to Spring 2015

RESEARCH EXPERTISE

- Organizational identity, identity negotiation, sensemaking, emotion and organizing, organizational collaboration and change, online sexual harassment and workplace sexual harassment; social media and teen online life
- Qualitative methods including ethnography, participant observation, in-depth interviews, focus groups, discourse tracing, multi-level discursive analysis, metaphor analysis; mixed methods

HONORS & AWARDS

1. Spring 2025, Sacramento State University Award for Research, Scholarship, and Creative Activity for Early Career Faculty, \$2,500, plus 3 units reassigned time.
2. Fall 2024, Top Four Paper Award for “Useful, But Soul Sucking and Time Wasting: A Metaphor Analysis of Work Email and Workplace Feelings.” Organizational Communication interest group, Western States Communication Association, Albuquerque, NM, February 2025.
3. Fall 2024, Outstanding Master’s Degree Program Award, Master’s Education Section, National Communication Association (Based upon data from 2017-2024, during my tenure as Graduate Coordinator).
4. Fall 2023, Early Career Award, Ethnography Division, National Communication Association
5. Spring 2023, CSUS Research and Creative Activities Award, \$10,000 and 3 units assigned time for the project *Addressing Contemporary Intersectional Sexual Harassment in Biomedical Communities: Pilot Testing a Novel Communication-Based Harassment Intervention*.
6. Spring 2022, Top Four Paper Award for “Mysteries, Battles, and Games: Exploring Agency in Metaphors about Sexual Harassment.” Organizational Communication interest group, Western States Communication Association annual meeting, Portland, OR, February 2022.
7. Fall 2021, CSUS Outstanding Faculty Award for Research and Creative Activity
8. Spring 2021, Sabbatical Leave (competitive application process; deemed “Most Meritorious”; for Spring 2022)
9. Spring 2021, CSUS Research and Creative Activities Award, \$9,504, plus 3 units reassigned time for the project *Investigating Online Sexual Harassment by Coworkers*
10. Spring 2020, CSUS Arts & Letters Scholarly and Creative Activities Award, \$3,500 and 3 units assigned time
11. Spring 2020, CSUS Arts & Letters Curriculum Redesign Grant, \$500 and 3 units assigned time
12. Spring 2019, CSUS Arts & Letters Scholarly and Creative Activities Award, \$3,500 and 3 units assigned time
13. Fall 2017, Top Four Paper Award for “Communicating Identity and Emotion to Meet Resistance: An Ethnographic Exploration of Problematic Airport Security Practices.” Ethnography Division, National Communication Association annual meeting, Dallas, TX, November 2017.
14. Spring 2017, CSUS Research and Creative Activities Award, \$7,500
15. Fall 2015, Top Four Paper Award for “Making sense of ‘pink elephants,’ bureaucratic bullshit, and other metaphors of change: A longitudinal analysis of inter-agency collaboration and large-scale facilitated change projects.” Organizational Communication Division, National Communication Association annual meeting, Las Vegas, NV, November 2015.
16. Spring 2014, “Best of the B.E.S.T.” presentation in Organizational Communication at the International Communication Association convention in Seattle, Washington.
17. Fall 2012/Spring 2013, ASU Graduate College Completion Fellowship, \$9,500
18. Fall 2012, Top Four Paper Award for “Are ‘liquid handcuffs’ worth ‘money in my pocket’?: A metaphor analysis of recovering drug addicts’ sensemaking of medication-assisted treatment.” Health Communication Division, National Communication Association annual meeting.
19. Summer 2012, Participant, NCA Doctoral Honors Seminar, University of Southern California, July 10-13, 2012.
20. Spring 2012, Top Four Paper Award and Top Student Paper Award for “Exploring the emotional cueing of airport security queues: Implications of passenger emotional experience and expression in airports.” Organizational Communication Division, International Communication Association annual meeting.

21. Spring 2012, Invited featured presenter, International Communication Association Virtual Conference, one of two projects chosen to represent the Organizational Communication Division
22. Spring 2012, Teaching Excellence Award, ASU Graduate Professional Student Association
23. Spring 2012, Graduate Student Service Award, ASU Graduate Professional Student Association
24. Spring 2012, Outstanding Researcher Award, Hugh Downs School of Human Communication

BOOK

Malvini Redden, S. (2021). *101 Pat-Downs: An Undercover Look at Airport Security and the TSA*. Potomac Press.
<https://101patdowns.com/> (Selected media coverage and appearances: *Inside Higher Ed*, *Good Day Sacramento*, *Good Morning Arizona*, *Boston Globe*)

JOURNAL ARTICLES (BLIND REVIEWED & PEER REFEREED UNLESS OTHERWISE NOTED)

1. Adams, M., Scarduzio, J.A., & **Malvini Redden, S.** (In Press). The organization seems to be only worried about the organization”: The role of sensegiving and sensebreaking in reporting sexual harassment. Accepted for publication in *Women’s Studies in Communication*.
2. **Malvini Redden, S.** & Way, A. K. (2025). How young people frame ‘the other’ online: How empathy, experience, and awareness transform allyship and (in)action on social media platforms. *Western Journal of Communication*, Online First. <https://doi.org/10.1080/10570314.2025.2453719>
3. **Malvini Redden, S.** & Scarduzio, J. A. (2024). Mysteries, battles and games: Exploring agency in metaphors about sexual harassment. *Management Communication Quarterly*, 38(1), 117-146.
<https://doi.org/10.1177/08933189231172427>
4. Hanners, K. A., & **Malvini Redden, S.** (2021). Communicating values to cultivate sustainable occupational identity: How restaurant workers resist service work stigma. *Sustainability*, 13(15), 8587. doi:10.3390/su13158587
5. Scarduzio, J. A., **Malvini Redden, S.**, & Fletcher, J. (2021). Everyone’s ‘uncomfortable’ but only some people report: Privacy management, threshold levels, and reporting decisions stemming from coworker online sexual harassment. *Journal of Applied Communication Research*, 49(1), 66-85.
<https://doi.org/10.1080/00909882.2020.1849771>
6. Way, A. K., & **Malvini Redden, S.** (2020). Working-class wisdom: How relationality and responsibility shape working-class youth’s meaning-making on social media. *Journal of Applied Communication Research*, 48(6), 675-694.
<https://doi.org/10.1080/00909882.2020.1837913>
7. Hoffmann-Longtin, K., Brann, M., & **The Professional Seminar Delphi Working Group.** (2020). “It’s hidden, after all:” A modified Delphi study exploring faculty and students’ perceptions of a graduate professional seminar in Communication. *Journal of Communication Pedagogy*, 3, 27-48. <https://doi.org/10.31446/JCP.2020.05>
8. **Malvini Redden, S.**, & Way, A. K. (2019). How social media discourses organize communication online: A multi-level discursive analysis of tensions and contradictions in teens' online experiences. *Communication Quarterly*, 67(5), 477-505. Retrieved from: <https://doi.org/10.1080/01463373.2019.1668440>
9. **Malvini Redden, S.**, Clark L., Tracy, S. J. & Shafer, M. (2019). How metaphorical framings build and undermine resilience during change: A longitudinal study of metaphors in team-driven organizational change. *Communication Monographs*, 86(4), 501-525. Retrieved from: <https://doi.org/10.1080/03637751.2019.1621361>
10. Scarduzio, J. A., **Malvini Redden, S.**, Fletcher, J., & Wilson, K. (2019). “There is a fine line between one’s personal life and professional one”: Handling employee sexual harassment on Facebook from the victim’s perspective. *Qualitative Research Reports*, 20(1), 42-49. Retrieved from: <https://doi.org/10.1080/17459435.2019.1606849>

11. **Malvini Redden, S.**, & Scarduzio, J. (2018). A different type of dirty work: Hidden taint, intersectionality, and emotion management in bureaucratic organizations. *Communication Monographs*, 85, 224-244. Retrieved from: <http://www.tandfonline.com/doi/full/10.1080/03637751.2017.1394580>
12. Way, A.K., & **Malvini Redden, S.** (2017). The study of youth online: A critical review and agenda. *The Review of Communication*, 17, 119-136. Retrieved from: <http://dx.doi.org/10.1080/15358593.2017.1293838>
13. **Malvini Redden, S.** & Way, A. (2017). 'Adults don't understand': Exploring how teens use dialectical frameworks to navigate webs of tensions in online life. *Journal of Applied Communication Research*, 45(1), 21-41.
14. Monico, L. B., Mitchell, S. G., Welsh, W., Link, N., Hamilton, L., **Malvini Redden, S.**, Schwartz, R.P., & Friedmann, P. D. (2016). Developing effective interorganizational relationships between community corrections and community treatment providers. *Journal of Offender Rehabilitation*, 55(7), 484-501.
15. **Malvini Redden, S.** (2015). Sky Ops surprise: When near-death experience exposes undercover ethnography. *Departures in Critical Qualitative Research*, 4, 7-34. doi: 10.1525/dcqr.2015.4.1.7.
16. Scarduzio, J. A., & **Malvini Redden, S.** (2015). The positive outcomes of negative emotional displays: A multi-level analysis of emotion in bureaucratic work. *Electronic Journal of Communication*, 25. http://www.cios.org/getfile/025305_EJC
17. Welsh, W., Prendergast, M., Knight, K., Knudsen, H., Monico, L., Gray, J., Abdel-Salam, S., **Malvini Redden, S.**, Link, N., Hamilton, L., Shafer, M.S., & Friedmann, P. (2015). Correlates of interorganizational service coordination in community corrections. *Criminal Justice and Behavior*, 43(4), 483-505. doi: 0093854815607306
18. Tracy, S.J., Eger, E.K., Huffman, T., **Malvini Redden, S.**, & Scarduzio, J. (2014). Narrating the backstage of qualitative research in organizational communication: A synthesis. *Management Communication Quarterly*, 28, 1-10. doi: 10.1177/0893318914536964 (Invited & refereed by editor)
19. **Malvini Redden, S.** (2013). How lines organize compulsory interaction, emotion management, and "emotional taxes": The implications of passenger emotion and expression in airport security lines. *Management Communication Quarterly*, 27, 121-149. <https://doi.org/10.1177/0893318912458213>
20. **Malvini Redden, S.**, Tracy, S.J., & Shafer, M. (2013). A metaphor analysis of recovering drug addicts' sensemaking of medication-assisted treatment. *Qualitative Health Research*, 23, 951-962. <https://doi.org/10.1177/1049732313487802> PMID: 23649657

BOOK CHAPTERS & ENCYCLOPEDIA ENTRIES

1. Malvini Redden, S. (In press). Organizational metaphors. *Oxford Research Encyclopedia of Communication*. (Submitted March 2025.)
2. Tracy, S.J., & **Malvini Redden, S.** (Accepted). The structuration of emotion. In A. Nicotera (Ed.), *Organizational communication: A comprehensive introduction to the field*, 2nd Ed. Routledge.
3. Tracy, S.J., & **Malvini Redden, S.** (2019). Emotions in organizations. In J. McDonald, & R. Mitra, (Eds.), *Organizational communication theory and practice: Current trends and future directions*. Routledge.
4. Tracy, S.J., & **Malvini Redden, S.** (2019). The structuration of emotion. In A. Nicotera (Ed.), *Organizational communication: A comprehensive introduction to the field*. Routledge.
5. Tracy, S.J., & **Malvini Redden, S.** (2017). Markers, metaphors and meaning: A visual and creative qualitative approach to data analysis. In K. Elsbach, & R. Kramer (Eds.), *Handbook of qualitative organizational research: Innovative pathways and methods*. Routledge.
6. **Malvini Redden, S.** (2017). Discourse tracing. In J. Matthes, C.S. Davis, & Potter, R.F. (Eds.), *International*

encyclopedia of communication research methods. Wiley-Blackwell.

7. **Malvini Redden, S.** (2017). Metaphor analysis. In J. Matthes, C.S. Davis, & Potter, R.F. (Eds.), *International encyclopedia of communication research methods*. Wiley-Blackwell.

BOOK REVIEW

Malvini Redden, S. (2010). Review of "Soul at Work: Spiritual Leadership in Organizations" by Margaret Benefiel. *Women and Language*, 33, 105-106.

RESEARCH SUBMITTED FOR PUBLICATION

1. Scarduzio, J. A., Malvini Redden, S., & Wilson Instifull, A. "Beyond Bystanders in Narratives of Sexual Harassment: Coworkers as Complex Champions, Contradictory Confidants, and Complicit Conspirators." (Submitted to *Communication Monographs*)

COLLABORATIVE GRANT ACTIVITY

Program Director/Primary Investigator

Addressing Contemporary Intersectional Sexual Harassment in the Biomedical Research Community.

(PIs: **Shawna Malvini Redden (Program Director)**, Jennifer Scarduzio, Jessica Ford; Co-I: Ann Coker). Funding: National Institutes of Health. R01 application submitted October, 2022. \$3,595,525 requested. (Not awarded)

Lead a multi-site team (Sacramento State, University of Kentucky, Baylor University) to develop and submit Sacramento State's first NIH R01 grant application as primary applicant. The proposed project's primary goal was to test a novel, emerging Communication-Based Harassment Intervention (CBHI) to reduce sexual harassment in biomedical research using a multi-phase, mixed-method, triangulation design. *Responsibilities*: Coordinated meetings and material development across three sites; lead grant writer; coordinated and secured approvals; managed submission and subsequent correspondence.

Faculty Associate (2014-2017)/Assistant Research Professor (2013-2014)/Research Assistant (2011-2013)

1. **Bridging the Gap Offender Reentry Program** (BTG-OR) (2014-2016). (PI: Michael Shafer). Grant #TI024867. BTG-OR is a comprehensive reentry treatment and support program for male offenders releasing from prison, with co-occurring disorders, at medium or high risk of re-offending, and receive community supervision from Maricopa County Adult Probation Department. *Responsibilities*: Qualitative data gathering strategy, protocol development, data analysis, report writing, manuscript development.
2. **Bureau of Justice Assistance and Mental Health Collaboration** (2013-2014). (PI: Michael Shafer) Funding: Bureau of Justice Assistance, Office of Justice Programs, Department of Justice. Purpose: Increase public safety by improving the supervision and treatment of female offenders with serious mental illness and/or co-occurring disorders that are multisystem-involved. *Responsibilities*: Qualitative data gathering strategy, protocol development, analysis, report writing.
3. **Criminal Justice Drug Abuse Treatment Studies II.** (2011-2013). National Institute on Drug Abuse, National Institutes of Health. Request for Applications No. RFA-DA-08-002 . (PI: Michael Shafer). Michael.Shafer@asu.edu. \$2,977,760 over 5 years. Project ended 2013. *Responsibilities*: Acting as technical lead and conceptual co-lead for two of three study protocols (Organizational Process Improvement Intervention OPII and Medication Assisted Treatment (MAT)) involving qualitative data analysis, collaborating with researchers from nine other research sites, developing IRB protocols, analyzing and coding data, developing manuscripts, helping develop an RO21 NIH grant proposal to extend studies on organizational change.

4. **Workforce Development to Increase Access to Medication-Assisted Treatment (MAT) Services Among Minority Populations.** (2010-2011). Substance Abuse and Mental Health Services Administration Center for Substance Abuse Treatment; Request for Applications No. TI-10-014; \$750,000. (PI: Michael Shafer). *Responsibilities:* Co-facilitating and assisting with eight focus groups with recovering substance users from four cultural groups across the U.S., coordinating project communication among affiliated researchers across the country, completing institutional review board application materials for main project, developing focus group protocol and focus group guide, creating codebook for data analysis, analyzing data, writing white papers and academic articles based upon focus group data, compiling environmental scan data, writing case studies of clinics providing MAT, assisting with development of broad-scale quantitative survey for MAT providers, developing messaging for health campaign materials, conducting follow-up focus groups to test health campaign messaging with target audiences.

INTERNATIONAL, NATIONAL, & REGIONAL CONFERENCE ACTIVITY

COMPETITIVELY SELECTED CONFERENCE PAPERS

1. **Malvini Redden, S.**, & Aguilar, K. (2025, February). Useful, But Soul Sucking and Time Wasting: A Metaphor Analysis of Work Email and Workplace Feelings. Paper presented at the 2025 conference of the Western States Communication Association Conference in Albuquerque, NM.
2. Aguilar, K., & **Malvini Redden, S.** (2025, February). 'I Am in Fact Feeling Angry About This': When Emails Violate Expectations and Perpetuate Incivilities in Workplace Relationships." Paper presented at the 2025 conference of the Western States Communication Association Conference in Albuquerque, NM.
3. **Malvini Redden, S.** (2023, November). *Inconvenient grief: Questing for freedom through story*. Paper presented at the 2023 conference of the National Communication Association annual convention, National Harbor, MD.
4. **Malvini Redden, S.***, & Way, K.A. (2022, November). *How young people frame 'the other' online: Empathy, experience, and awareness transform allyship and (in)action on social media platforms*. Paper presented at the 2022 annual conference of the National Communication Association, New Orleans, LA. (*Presenting author)
5. Ford, J.L.*, Scarduzio, J., & **Malvini Redden, S.** (2022, October). Organizational Tolerance of Harassment: Navigating stigma, Reporting Processes, and Retaliation. Paper presented at the 2022 Public Summit of the Action Collaborative to Prevent Sexual Harassment in Higher Education, by the National Academies of Sciences, Engineering and Medicine, Washington D.C. (*Primary presenting author)
6. **Malvini Redden, S.***, & Scarduzio, J.A. (2022, February). Mysteries, Battles, and Games: Exploring Agency in Metaphors about Sexual Harassment. Paper presented at the 2022 annual conference of the Western States Communication Association, Portland, Oregon. (Organizational Communication Interest Group Top Four Paper Award; *presenting author).
7. Adams, M.F.*, Scarduzio, J.A., & **Malvini Redden, S.** 'It shouldn't have been me getting punished': The role of sensegiving and sensebreaking in reporting sexual harassment. (2021, November). Paper presented at the 2021 annual conference of the National Communication Association, Seattle, WA. (*Presenting author)
8. Scarduzio, J. A., **Malvini Redden, S.**, & Fletcher, J. Surviving "uncomfortable" online sexual harassment: An exploration of emotional discomfort and thresholds in reporting decisions. (2019, November). Paper presented at the 2019 annual conference of the National Communication Association, Baltimore, Maryland.
9. Tracy, S.J.*, & **Malvini Redden, S.** (2019, February). Explicating and illustrating a structuration model of emotion and organizational communication. Presented at the Western States Communication Association conference, Seattle, WA. (*Attending and presenting author)

10. **Malvini Redden, S., & Way, A.K.** (2018, November). Playing with discursive contradictions: How social media organizes communication online. Presented at the National Communication Association convention, Salt Lake City, UT.
11. **Malvini Redden, S.** (2017, November). Communicating identity and emotion to 'meet resistance': an ethnographic exploration of problematic airport security practices. Presented at the National Communication Association convention, Dallas, TX. (Ethnography Division Top Four Paper Award)
12. **Way, A., & Malvini Redden, S.** (2017, November). "Killing Time" and Finding Meaning Online: Exploring Youth's Communication and Meaningful Work on Social Media. Presented at the National Communication Association convention, Dallas, TX.
13. **Malvini Redden, S.** (2017, May). Assessing a problematic organization: A multi-level analysis of airport security discourses. Paper presented at the International Communication Association convention, San Diego, CA.
14. **Malvini Redden, S.** (2016, November). Discourses as the substance of sensemaking: A multi-level analysis of discourses, identity performances, and meaning making in airport security checkpoints. Paper presented at the National Communication Association convention, Philadelphia, PA.
15. **Way, A.K., & Malvini Redden, S.** (2016, November). The complicated past research regarding youth online activity: A critical review of literature and possibilities for applied scholarly engagement. Paper presented at the National Communication Association convention, Philadelphia, PA.
16. **Malvini Redden, S., Clark L., Tracy, S. J. & Shafer, M.** (2015, November). Making sense of "pink elephants," bureaucratic bullshit, and other metaphors of change: A longitudinal analysis of inter-agency collaboration and large-scale facilitated change projects. Paper presented at the annual convention of the National Communication Association, Las Vegas, NV. (Top Four Paper Award, Organizational Communication division)
17. **Malvini Redden, S. & Way, A.** (2015, November). 'Adults don't understand': Embracing opportunities for innovative communication research and improving the online lives of teens. Paper presented at the annual convention of the National Communication Association, Las Vegas, NV.
18. **Malvini Redden, S., & Scarduzio, J.** (2014, November). The positive outcomes of negative emotional displays: A multi-level analysis of emotion in bureaucratic work. Paper presented at the National Communication Association annual meeting, Chicago, IL.
19. **Malvini Redden, S.** (2014, November). Sky Ops surprise: When near-death experience exposes undercover ethnography. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
20. **Malvini Redden, S.** (2014, May). The relationships between identity, emotion and sensemaking: A case study of airport security characters. Presented at the International Communication Association annual conference, Seattle, WA. (Won "Best of the B.E.S.T." for the Organizational Communication division's identity and identification panel).
21. **Malvini Redden, S., Tracy, S.J., & Shafer, M.** (2012, November). Are 'liquid handcuffs' worth 'money in my pocket'? A metaphor analysis of recovering drug addicts' sensemaking of medication-assisted treatment." Presented at the annual meeting of the National Communication Association, Orlando, FL. (Top Four Paper Award, Health Communication Division)
22. **Malvini Redden, S.** (2012, November). 'It's between you, me, and the deep blue sea,' until it isn't: Exploring privacy boundaries and blow-ups in workplace peer friendships. Presented at the annual meeting of National Communication Association, Orlando, FL.
23. **Malvini Redden, S.** (2012, May). Exploring the emotional cueing of airport security queues: Implications of passenger emotional experience and expression in airports. Presented at the International Communication Association meeting, Phoenix, AZ. (Top Four Paper Award and Top Student Paper, Organizational

Communication Division; Chosen as one of two Organizational Communication division papers to be featured in a Virtual Conference concurrent with the live conference)

24. **Malvini Redden, S.** (2012, February). When feelings fly: Communication consequences of emotion management in airport. Paper presented at the annual meeting of the Western States Communication Association, Albuquerque, NM.
25. **Malvini Redden, S.** (2011, February). Building community and writing for change: Using civically engaged letters to achieve liberatory education. Paper presented at the annual meeting of the Western States Communication Association, Monterey, CA.
26. **Malvini Redden, S.** (2011, February). When God is in the policy: Implications of spiritually-based organizing, policy, and practices. Paper presented at the annual meeting of the Western States Communication Association, Monterey, CA.
27. **Malvini Redden, S.** (2010, November). Bridges between spirituality and organizations: Making sense of mission in faith-based health care. Paper presented at the annual meeting of the National Communication Association, San Francisco, CA.
28. **Malvini, S.** (2009, November). In print, online and in your face: Conceptualizing and communicating spiritual mission in a religious non-profit health care organization. Paper presented at the National Communication Association meeting, Chicago, IL.
29. **Malvini, S.** (2008, November). "You're Right Where You Belong": Communicating and constructing organizational identity and culture through narrative. Paper presented at the National Communication Association meeting, San Diego, CA.
30. Lindsey, L.M., Ah Yun, K., Devere, D., Lucier, K., & **Malvini, S.** (2009, February). Are you gettin' any? Evaluating a campaign to increase college women's folic acid use. Co-author on paper presented at the annual meeting of the Western States Communication Association, Phoenix, AZ.

PRECONFERENCE AND SHORT COURSE PRESENTING

1. Barbour, J., **Malvini Redden, S.**, & Way, A.K. (2022, November). Organizers/Facilitators. Organizing for Renewal and Transformation: Organizational Communication Division Preconference. Presented at the National Communication Association meeting, New Orleans, LA.
2. **Malvini Redden, S.**, & Way, A.K. (2021, November). Organizers/Facilitators. Organizing for Renewal and Transformation: Organizational Communication Division Preconference. Accepted for the National Communication Association meeting, Seattle, WA. Cancelled due to COVID-19.
3. **Malvini Redden, S.** (2015, November). Presenter. Qualitative data analysis: Unmasking the backstage steps of making sense of qualitative data. Short course and workshop presented at the National Communication Association meeting, Las Vegas, NV.
4. **Malvini Redden, S.** (2014, November). Presenter. Qualitative data analysis: Unmasking the backstage steps of making sense of qualitative data. Short course and workshop presented at the National Communication Association meeting, Chicago, IL.
5. **Malvini Redden, S.** (2013, November). Presenter with Marianne LeGreco. Making sense of qualitative data: A workshop illuminating the backstage practice of ethnographic analysis. Preconference presentation and workshop presented at the National Communication Association meeting, Washington, DC.
6. **Malvini Redden, S.** (2013, November). Presenter. Qualitative data analysis: Unmasking the backstage steps of making sense of qualitative data. Short course and workshop presented at the National Communication Association, Washington, DC.

7. **Malvini Redden, S.** (2012, November). Presenter. Qualitative data analysis: Unmasking the backstage steps of making sense of qualitative data. Short course presented at the annual meeting of the National Communication Association, Orlando, FL.

PARTICIPATION ON COMPETITIVELY SELECTED DISCUSSION PANELS

1. **Malvini Redden, S.** (2025, February). Compassionately Supporting Those Who Experience Sexual Harassment. Paper presented at the 2025 conference of the Western States Communication Association Conference in Albuquerque, NM.
2. **Malvini Redden, S.** (2023, April). Researching and writing about online sexual harassment: Employing empathy, deep listening, and observation to stay close to lived experiences. Presented at the 2023 Qualitative Research in Management conference, Albuquerque, NM.
3. Way, A.K., & **Malvini Redden, S.** (2021, November). Working class wisdom as resource for navigating youth experiences of family, work, and identity. Paper presented at the National Communication Association convention in Seattle, WA.
4. **Malvini Redden, S.**, & Way, A.K. (2019, November). How teens talk about gender, race, and class online: An intersectional approach to communication, identity, and social media. Paper presented at National Communication Association convention, Baltimore, Maryland.
5. Way, A.K., & **Malvini Redden, S.** (2019, November). Surviving Misconceptions That Continue to Influence the Organizational Communication Discipline. Organized and facilitated an 8-member panel at the annual conference of the National Communication Association, Baltimore, Maryland.
6. **Malvini Redden, S.** (2019, November). Surviving Shortened Semesters: Best Practices for Extended Class Cancellations. Discussion panel presented at the annual conference of the National Communication Association, Baltimore, Maryland.
7. Way, A.K., & **Malvini Redden, S.** (2018, November). Critical play: Pushing boundaries with innovative research methodologies. Organized and facilitated an 8-member discussion panel at the National Communication Association convention in Salt Lake City, UT. Chosen as one of the conference's "Spotlight" panels.
8. **Malvini Redden, S.** (2018, November). Using LEGO playgroups to address issues in organizational communication. Breakout group facilitator at the National Communication Association convention in Salt Lake City, UT.
9. **Malvini Redden, S.**, & Way, A.K. (2018, March). Researching from within: Partnering with youth to explore their negotiation of online organizing, engagement, and identity. Paper presented at the Qualitative Research in Management and Organization conference, Albuquerque, NM.
10. **Malvini Redden, S.** (2017, November). Breakthroughs, breakdowns, and tips: How practical wisdom can help researchers gain access to organizations. Panel participant at the National Communication Association convention, Dallas, TX.
11. Tracy, S.J., & **Malvini Redden, S.** (2016, November). Markers, metaphors, and meaning: Drawings as a visual and creative qualitative research methodology in organizations. Paper presented at the National Communication Association convention, Philadelphia, PA.
12. Way, A., & **Malvini Redden, S.** (2016, April). The dialogue surrounding youth engagement online: A critical review of literature. Paper presented at the Qualitative Research in Management and Organization conference, Albuquerque, NM.
13. Scarduzio, J.S., & **Malvini Redden, S.** (2015, October). 'Isms' and emotions in bureaucratic work: Exploring emotion, gender, race, sexuality, and class in municipal courtrooms and airport security checkpoints. Paper presented at the annual meeting of the Organization for the Study of Language and Gender.

14. Tracy, S.J., **Malvini Redden, S.**, Brooks, M., Clark, L., Mulvey, P., & Shafer, M. (2014, April). Toward a meaningful, multi-sited, big-data qualitative data analysis. Project presented at the Qualitative Research in Management and Organization conference in Albuquerque, NM
15. **Malvini Redden, S.** (2014, April). A crystallized approach to identity performances in airport security: Connecting multi-level discursive analysis with embodied, embedded ethnographic research. Paper presented at the Qualitative Research in Management and Organization conference in Albuquerque, NM.
16. **Malvini Redden, S.** (2013, November). When “putting food on the table” means being a “patriot,” enforcing “the rules,” acting like a “robot,” and taking abuse from the “flying public”: Exploring the discursive landscape and material challenges of being a Transportation Security Administration officer. Paper presented at the National Communication Association conference, Washington, DC.
17. Tracy, S.J. & **Malvini Redden, S.** (2013, May). Markers, metaphors, and meaning: A visual approach to teaching inductive interpretation. Paper presented at the annual meeting of the International Congress of Qualitative Inquiry, Champaign-Urbana, IL.
18. **Malvini Redden, S.** (2013, February). Taking the emotional tax out of air travel: Understanding interactions in airport security screenings using organizational communication theory. Paper presented at the Western States Communication Association, Reno, NV.
19. Shafer, M. S., Hobbs, E., **Malvini Redden, S.**, Tracy, S. J., Roberto, A., Rivera, R., Krom, L. (2012, June). Development of informational materials about medication-assisted treatment. Project presented at the National Institute of Drug Abuse College of Problems on Drug Dependence, Palm Springs, CA.
20. **Malvini Redden, S.**, & Fleischer, K. (2012, May). Emotional fire and ice: Modeling the social influences of emotion across four dimensions. Paper presented at the annual meeting of the International Communication Association, Phoenix, AZ.
21. **Malvini Redden, S.** (2012, April). Embodying research and re-imagining focus groups: Autoethnographic reflections of a multi-institution granted research project with recovering drug addicts. Paper presented at the biennial meeting of the Qualitative Research in Management and Organization conference, Albuquerque, NM.
22. **Malvini Redden, S.** (2012, February). Taking Foucault to the airport: Understanding discipline, surveillance, and resistance in airport security screenings. Paper presented at the Western States Communication Association annual meeting, Albuquerque, NM.
23. **Malvini Redden, S.** (2012, February). ‘I try to think Disneyland, but it’s more like the post office... no, the DMV’: Sensemaking in line at the airport. Paper presented at the Western States Communication Association annual meeting, Albuquerque, NM.
24. **Malvini Redden, S.** (2011, November). ‘How’s that gonna work?’: Addressing work/life conflict and flexible scheduling with optimism and aplomb. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.
25. **Malvini Redden, S.**, & Krom, L. (2011, October). Medication assisted treatment in special populations: Adapting evidence based practices. Project presented at the annual meeting of the Addiction Health Services Research Association, Fairfax, VA.
26. **Malvini Redden, S.** (2011, February) From ‘incapacitating disability’ to family friendly: Revising maternity leave policies in a nonprofit health care system. Presentation at the Western States Communication Association annual meeting, Monterey, CA.
27. Malvini, S. (2008, November). Sharing God’s love in the twenty-first century: Faith-based health care institutions use technology to spread their mission. Presentation at the annual meeting of the National Communication Association, San Diego, CA.

28. Malvini, S. (2007, November). Trouble in paradise: The intersection of faith, audience and persuasion at Paradise Valley Hospital. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

RESEARCH ACCEPTED FOR PRESENTATION

1. Scarduzio, J.A., Way, A.K., Malvini Redden, S. (2025). "Fieldwork Intersections of our Minds, Bodies, and Spirits: Revealing and Embracing the Five Characteristics of Visceral Fieldwork." Accepted for presentation at the Qualitative Research in Management and Organization conference in April 2025.
2. Scarduzio, J. A., Malvini Redden, S., & Wilson Instiful, A. (2025). "Beyond Bystanders in Narratives of Sexual Harassment: Coworkers as Complex Champions, Contradictory Confidants, and Complicit Conspirators." Accepted for presentation at the International Communication Association convention in Denver, CO.

RESEARCH IN PROGRESS

1. **Malvini Redden, S.**, & Aguilar, K. "Useful, But Soul Sucking and Time Wasting: A Metaphor Analysis of Work Email and Workplace Feelings."
2. Aguilar, K., & **Malvini Redden, S.** "I Am in Fact Feeling Angry About This': When Emails Violate Expectations and Perpetuate Incivilities in Workplace Relationships."
3. **Malvini Redden, S.**, Scarduzio, J., Ford, J. A Study of Sexual Harassment Response Decisions in STEM Communities. (Data collection complete; data analysis in progress; manuscript target for the National Communication Association, March 2025)
4. Scarduzio, J., **Malvini Redden, S.**, Wilson Intsiful, A. The Relationships Between Intersectionality, Workplace Bullying, and Sexual Harassment. (Data analysis in progress; manuscript target for the National Communication Association, March 2025)
5. Scarduzio, J., Way, A.K., & **Malvini Redden, S.** Visceral Fieldwork Reflections. (Data analysis and manuscript development in progress; manuscript target for the National Communication Association, March 2025)
6. **Malvini Redden, S.** Discourses as the Substance of Sensemaking: A Multi-Level Analysis of Discourses, Identity Performances, and Meaning Making in Airport Security Checkpoints. (For Management Communication Quarterly)
7. **Malvini Redden, S.** "It's between you, me, and the deep blue sea," until it isn't: Exploring privacy boundaries and blow-ups in workplace peer friendships. (Working title.)

INDEPENDENT GRANT ACTIVITY

1. Spring 2025, CSUS Arts & Letters Scholarly and Creative Activities Award, \$2,000
2. Fall 2023, Research Enhanced Support Grant, 3 units reassigned time
3. Spring 2023, CSUS Research and Creative Activities Award, \$10,000
4. Spring 2022, CSUS Faculty Research Incentive Grant, \$2,500
5. Spring 2021, CSUS Research and Creative Activity Award, \$9,504
6. Spring 2020, CSUS Arts & Letters Scholarly and Creative Activities Award, \$3,500 and 3 units assigned time
7. Spring 2020, CSUS Arts & Letters Curriculum Redesign Grant, \$500 and 3 units assigned time
8. Summer 2019: Waterhouse Family Institute Grant, \$10,000 (not awarded; top 3 finalist)
9. Spring 2019, CSUS Arts & Letters Scholarly and Creative Activities Award, \$3,500 and 3 units assigned time
10. Fall 2018: CSUS Research and Creative Activity Award, \$7,500 (not awarded)
11. Fall 2018: CSUS Arts & Letters Scholarly and Creative Activities Award, \$3,500 + 3 units assigned time
12. Fall 2018: CSUS Faculty Research Incentive Grant \$2,500

13. Fall 2017: CSUS University Enterprises Campus Grants Program, \$5,000 (not awarded)
14. Spring 2017: CSUS Research and Creative Activities Award, \$7,500
15. Spring 2017: CSU Chancellor's "Promising Practices" course redesign grant, \$12,000 (not awarded)
16. Fall 2016: CSUS University Enterprises Campus Grants Program, \$5,000 (not awarded)
17. Fall 2016: CSUS Probationary Faculty Development Grant, \$500 and 3-units of release time (not awarded)
18. Spring 2016: CSU Research, Scholarly, and Creative Activities Program grant, \$5,250 (awarded but not accepted)
19. Spring 2016: CSU Chancellor's "Promising Practices" course redesign grant, \$11,008 (awarded but not accepted)
20. Fall 2015: National Communication Association Advancing the Discipline grant, \$5,000 (not awarded)
21. Fall 2012/Spring 2013, ASU Graduate College Completion Fellowship, \$9,500
22. Fall 2012: ASU Graduate Research Support Program Grant, \$2,000
23. Spring 2012: Hugh Downs School of Human Communication Summer Block Research Grant, \$5,000
24. Spring 2011: Hugh Downs School of Human Communication Summer Block Research Grant, \$1,000
25. Spring 2010: Hugh Downs School of Human Communication Summer Block Research Grant \$1,100
26. Fall 2010: ASU Graduate Student Professional Association Travel Grant \$750/Hugh Downs Travel Grant \$750

PROFESSIONAL DEVELOPMENT

- Spring 2024, Participant, Uncovering Unconscious Bias Workshop, Sacramento State University
- Spring 2022, Participant, iMERS National Institutes of Health Grant Application Workshop, San Jose State University
- Fall 2020, Participant, Fall Convocation on Antiracism at CSUS
- Fall 2019-Spring 2020, Co-leading a Faculty Scholarly Community about Qualitative Research at CSUS
- Spring 2018, Attended the Western States Communication Association
- Fall 2017-Spring 2018, Co-leading a Faculty Scholarly Community about Qualitative Research at CSUS
- Spring 2016, Attended the Organizational Communication Traditions conference, Austin, TX
- Spring 2016, Participating in a Faculty Learning Community "Write a Journal Article in 12 weeks" at CSU Chico
- Summer 2014, Attended BlogHer 14, blogging, writing and publishing conference
- Spring 2013, Attended NVIVO workshop on mixed methods research
- Fall 2011-Fall 2012, Participant in "First Friday Forum," a monthly professional development seminar series and dissertation workshop in the ASU Hugh Downs School of Human Communication
- Spring 2011, Attended the ASU Narrative Arts-based and "Post" Approaches to Research Conference
- Fall 2010, Attended ASU Graduate College "Strategies for Success" seminar
- Fall 2010, Attended ASU Teaching & Learning seminar "Applying the Seven Principles of Good Teaching"
- Fall 2010, Participated in ASU's Preparing Future Faculty program

INVITED LECTURES, APPEARANCES AND PERFORMANCES

1. Fall 2024, KCRA 3 live interview, "KCRA experiment 'Unplugged': How does 3 days without a phone affect teens? Professor shares tips" <https://www.kcra.com/article/kcra-experiment-unplugged-professor-tips/63034996>
2. Fall 2024, KCRA 3 pre-recorded interview segment, Unplugged: How does 3 days without a phone affect teens? https://youtu.be/oGfXuQkQ_IM?si=OdHvTUjDCF7Sl7Qt
3. Fall 2023, U-Nite performance: "What 101 Pat-Downs taught me about airport security, communication, and life."
4. Fall 2023, Guest speaker regarding college success in Chris Maben's Freshman Seminar, Sacramento State.
5. Spring 2023, Guest speaker regarding qualitative research methods in Dr. Elizabeth Eger's graduate qualitative methods seminar, Texas State University.
6. Fall 2022, Guest speaker regarding college success in Chris Maben's Freshman Seminar, Sacramento State.

7. Spring 2022, Guest speaker about emotion and organization in Pam Sanger's organizational communication course, Sacramento State.
8. Fall 2021, Guest speaker regarding emotion and organizing in Dr. Sarah Riforgiate's organizational communication graduate seminar at University of Wisconsin.
9. Fall 2021, Guest speaker regarding emotion and organizing in Dr. Nancy Curtin's organizational communication course at Milikin University.
10. Spring 2021, Guest speaker regarding qualitative research in Dr. Jeffrey Treem's Doctoral qualitative research methods course at University of Texas, Austin.
11. Spring 2020, Guest speaker regarding emotion and organizing in Dr. Justin Boren's organizational communication course at Santa Clara University.
12. Fall 2019, Guest speaker regarding college success in Chris Maben's Freshman Seminar, Sacramento State.
13. Spring 2019, Guest speaker about social media and communication in Kristen Tudor's Communication Survey Course, Sacramento State.
14. Fall 2018, Guest speaker regarding college success in Chris Maben's Freshman Seminar, Sacramento State.
15. Fall 2018, Guest speaker regarding college success in Dr. Jacqueline Irwin's Freshman Seminar, Sacramento State.
16. Spring 2018, Attended Pam Sanger's Senior Seminar in Interpersonal Communication class poster presentations, Sacramento State.
17. Spring 2018, Guest speaker about graduate school in Pam Sanger's Senior Seminar in Interpersonal Communication class, Sacramento State.
18. Spring 2018, Guest speaker regarding organizational communication in Kristen Tudor's Survey of Communication course, Sacramento State.
19. Spring 2018, Guest speaker regarding social media and communication in Timi Poeppelman's Public Relations course, Sacramento State.
20. Spring 2018, Guest speaker regarding social media and communication in Timi Poeppelman's Gender in the Media course, Consumnes River College.
21. Spring 2018, Guest speaker regarding social media and communication in Timi Poeppelman's Media Courses (x2), Sacramento State.
22. Fall 2017, Guest speaker regarding social media and communication in Krisi Gorgevich's Communication Survey, Sacramento State.
23. Fall 2017, Guest speaker regarding job hunting in Dr. Sarah J. Tracy's Doctoral First Friday Forum Course, Arizona State University.
24. Spring 2017, Guest speaker regarding discourse tracing in Dr. Marianne LeGreco's Methods Course, University of South Carolina, Greensboro.
25. Fall 2016, Guest speaker regarding teens and social media in Kathleen Lucier's COMS 100A course, Sacramento State.
26. Fall 2014, Guest speaker regarding gender and media in Dr. Janell Bauer's Women, Men, and the Media course, Chico State.
27. Spring 2013, Guest speaker regarding qualitative methods in Dr. Sarah J. Tracy's Doctoral Advanced Qualitative Methods course, Arizona State University.
28. Fall 2012, Guest speaker regarding emotional management and emotional labor in Instructor Marie-Louise Paulesc's Communication in Everyday Life course, Arizona State University.
29. Fall 2012, Guest speaker regarding emotional taxes in airport security lines at the Tempe Chapter of the Philanthropic Educational Organization.
30. Spring 2012, Guest lecture regarding emotion management in Gino Giannini's Organizational Communication Course, Arizona State University.

31. Fall 2011, Guest speaker on academic conferences in Dr. Nick Trujillo's graduate qualitative methods course, Sacramento State.
32. Fall 2011, Guest lecture on focus group methodology in Dr. Michael Shafer's SWG 623 Agency and Community-Based Research course, Arizona State University.
33. Spring 2011, Guest lecture on research methods in Dr. Sarah Tracy's COM 404 Research Practicum course, Arizona State University.
34. Spring 2010, Guest lecture on rhetorical methods in Dr. Jess Alberts' COM 100 Intro to Human Communication, Arizona State University.
35. Spring 2010, Guest lecture on organizational communication in Dr. Jess Alberts' COM 100 Introduction to Human Communication course, Arizona State University.

PROFESSIONAL TRAINING/WORKSHOPS/COACHING

1. Spring 2025, Facilitated a virtual training and provided public speaking evaluation and feedback to the Women's Foundation of California Solis Policy Institute State Fellows Retreat March 2025
2. Spring 2024, Facilitated a workshop at the Sacramento REALTORS Association "Battling Burnout and Cultivating Wellbeing"
3. Fall 2025, Facilitated coaching at the Sacramento REALTORS Association about conflict management.
4. Spring 2024, Facilitated a virtual training and provided public speaking evaluation and feedback to the Women's Foundation of California Solis Policy Institute State Fellows, in preparation for the Legislative Reception, May 2024
5. Spring 2024, Facilitated a virtual training and provided public speaking evaluation and feedback to the Women's Foundation of California Solis Policy Institute State Fellows Retreat March 2024
6. Spring 2024, Facilitated a workshop at the Sacramento REALTORS Association "Emotion Management and Navigating Conflict"
7. Spring 2023, Facilitated a virtual training and provided public speaking evaluation and feedback to the Women's Foundation of California Solis Policy Institute State Fellows, in preparation for the Legislative Reception, May 16, 2023
8. Spring 2023, Facilitated a virtual training and provided public speaking evaluation and feedback to the Women's Foundation of California Solis Policy Institute State Fellows Retreat March 9 and 10, 2023
9. Spring 2023, Facilitated a workshop at the Sacramento REALTORS Association "Cultivating Compassion, Encouraging Empathy, and Navigating Conflict at Work"
10. Spring 2023, Facilitated public speaking training and evaluation/feedback for the Women's Foundation of California Solis Policy Institute Local Fellows Retreat February 7-9 2023, Los Angeles, CA
11. Spring 2023, Facilitated a virtual training for the Women's Foundation of California Solis Policy Institute Local Fellows Retreat, January 25, 2023
12. Spring 2022, Facilitated public speaking training and evaluation/feedback for the Women's Foundation of California Solis Policy Institute Local Fellows Retreat April 2022, Redondo Beach, CA
13. Spring 2022, Facilitated a virtual training for the Women's Foundation of California Solis Policy Institute Local Fellows Retreat, March 16, 2022
14. Spring 2022, Facilitated a virtual training and provided public speaking evaluation and feedback to the Women's Foundation of California Solis Policy Institute State Fellows Retreat March 2 and 4, 2022
15. Invited virtual guest appearance with the Chancellor's Doctoral Incentive Program (March 4, 2022)
16. Fall 2021 to present, communication coaching with Swinerton Construction
17. Spring 2020, faculty-led workshop at Sacramento State titled "Cultivating Compassion and Encouraging Empathy at Work"
18. Summer 2018, led a workshop titled "Cultivating Respect and Encouraging Empathy in the Mediation Process" for the Civil Harassment Mediation program for the Sacramento County Courthouse.

19. Spring 2018, "Organizational culture and change: A workshop on communication and leadership in organizations," presented for Butte Community College's Leadership Development Institute
20. Spring 2016, "Organizational culture and change: A workshop on communication and leadership in organizations," presented for Butte Community College's Leadership Development Institute
21. Fall 2015, "Qualitative data analysis: Unmasking the backstage steps of making sense of qualitative data." Short course and workshop co-presented at the National Communication Association convention, Las Vegas, NV.
22. Summer 2015, "Making meaning of data: A workshop on qualitative data analysis and NVIVO software," a two-day workshop presented at the Center for Applied Behavioral Health Policy, June 2015
23. Fall 2014, "Qualitative data analysis: Unmasking the backstage steps of making sense of qualitative data." Short course and workshop co-presented at the annual meeting of the National Communication Association, Chicago, IL.
24. Spring 2014, "Asking good questions: A workshop on interview guide development," presented at the Center for Applied Behavioral Health Policy, January 2014
25. Fall 2013, "Qualitative data analysis: Unmasking the backstage steps of making sense of qualitative data." Short course and workshop co-presented at the annual meeting of the National Communication Association, Washington, DC.
26. Fall 2013, "Finding synergy: A workshop on focus group interviewing," presented at the Center for Applied Behavioral Health Policy, December 2013
27. Fall 2013, "Hearing Data: A workshop on qualitative interviewing," presented at the Center for Applied Behavioral Health Policy, November 2013
28. Co-author and trainer for the Arizona State University's "A practical guide to organizational change, implementation theory, and evidence based practice," an online webinar (to be launched Fall 2015).
29. Fall 2012, "Qualitative data analysis: Unmasking the backstage steps of making sense of qualitative data." Short course and workshop co-presented at the annual meeting of the National Communication Association, Orlando, FL.

REPORTS & PUBLIC SCHOLARSHIP

1. **Malvini Redden, S.** 2014 to present. www.drmalviniredden.com; www.medium.com/@malviniredden. Various articles about research, writing, graduate education.
2. **Malvini Redden, S.** (2018). The Reality of Sexting Among Teens. Report for Mindguard, non-profit organization aimed at preventing sextortion and promoting social media among teens.
3. **Malvini Redden, S.** (2015). Promoting recovery and resilience from the impact of mental illness and substance abuse through innovative community solutions. Center for Applied Behavioral Health Policy Annual report. https://cabhp.asu.edu/sites/default/files/150305_bridging_the_gap_annual_report.pdf
4. McKay, C., **Malvini Redden, S.**, Shafer, M. S., & Sayrs, L. (2014). Bridging the Gap Offender Reentry: Annual Evaluation Report for the Period October 1, 2013 – November 30, 2014. Phoenix, AZ. Arizona State University. https://cabhp.asu.edu/sites/default/files/150305_bridging_the_gap_annual_report.pdf
5. Shafer, M.S., Hartman-Ellis, B., **Malvini Redden, S.**, Staples, V., Klofkorn, N. & Ashley, A. (2013). Requests for proposals for the greater Arizona Regional Behavioral Health Authority: Recommendations and Development Considerations. Phoenix, AZ, Arizona State University.

TEACHING EXPERIENCE SUMMARY

INSTRUCTOR OF RECORD

- Seminar in Organizational Communication (Graduate)
- Senior Seminar in Organizational Communication
- Applied Organizational Communication (Graduate)
- Qualitative Research Methods (Graduate)
- Intro to Organizational Communication
- Communication Scholarship (Writing intensive)

- Critical Analysis of Messages (Writing intensive)
- Leadership Group Communication (Online)
- Interpersonal Special Topics: Relational Leadership
- Theories of Interpersonal Communication
- Communication & Social Media (Graduate)
- Intro to Interpersonal Communication
- Small Group Communication
- Communication Experience
- Intro to Argumentation

GRADUATE SEMINAR ASSISTANT FOR DOCTORAL LEVEL COURSES

- Advanced Qualitative Methods
- Advanced Qualitative Data Analysis

TEACHING ASSISTANT

- Intro to Human Communication (Large lecture)
- Presentational Speaking in the Organization (Large lecture)

TEACHING EXPERIENCE

COMMUNICATION STUDIES DEPARTMENT, CALIFORNIA STATE UNIVERSITY, SACRAMENTO

Associate Professor

- COMS 180, Senior Seminar in Organizational Communication, Fall 2020, Spring 2021, Fall 2021 (2 sections), Fall 2022, Spring 2023, Fall 2023, Spring 2024, Fall 2024
- COMS 145, Introduction to Organizational Communication, Summer 2020 (online), Summer 2021 (online), Summer 2022 (online), Fall 2022 (online), Summer 2023 (online), Summer 2024 (online)
- COMS 200/203, Qualitative Research Methods (Graduate Seminar), Fall 2020, Spring 2023, Fall 2024
- COMS 206, Organizational Communication (Graduate Seminar), Fall 2022

Assistant Professor

- COMS 298, Communication & Social Media (Special Topics Graduate Seminar), Spring 2020
- COMS 217, Applied Organizational Communication (Graduate Seminar), Spring 2017, Spring 2021
- COMS 206, Organizational Communication (Graduate Seminar), Fall 2016, Fall 2019
- COMS 200, Qualitative Research Methods (Graduate Seminar), Fall 2017, Fall 2018, Fall 2020
- COMS 180, Senior Seminar in Organizational Communication, Fall 2016 (2 sections), Spring 2017, Fall 2017, Spring 2018, Fall 2018, Spring 2019 (2 sections), Fall 2019, Spring 2020 (2 sections),
- COMS 145, Introduction to Organizational Communication, Summer 2017, Summer 2018, Summer 2019, Fall 2019
- COMS 143, Theories of Interpersonal Communication, Winter 2019 (Online)
- COMS 100B, Critical Analysis of Messages, Spring 2017

COMMUNICATION STUDIES DEPARTMENT, CALIFORNIA STATE UNIVERSITY, CHICO

Assistant Professor

- CMST 331, Communication Scholarship, Fall 2015, Spring 2016
- CMST 370, Intro to Organizational Communication, Fall 2015, Spring 2016

COMMUNICATION STUDIES DEPARTMENT, CALIFORNIA STATE UNIVERSITY, SACRAMENTO

Part-Time Faculty

- COMS 180, Senior Seminar in Organizational Communication, Fall 2013, Spring 2014, Fall 2014, Spring 2015
- COMS 100B, Critical Analysis of Messages, Fall 2013, Spring 2014, Fall 2014, Spring 2015
- COMS 143, Theories of Interpersonal Communication, Spring 2015

HUGH DOWNS SCHOOL OF HUMAN COMMUNICATION, ARIZONA STATE UNIVERSITY

Graduate Seminar Assistant, doctoral level courses

- COM 609, Advanced Qualitative Methods, Spring 2012
- COM 692, Advanced Qualitative Data Analysis, Spring 2012

Course Designer/Primary Instructor/Teaching Associate

- COM 400, Interpersonal Special Topics: Relational Leadership, Fall 2010
- COM 110, Intro to Interpersonal Communication, Spring 2012
- COM 430, Leadership Group Communication (online), Summer 2011, Summer 2010
- COM 230, Small Group Communication, Fall 2010, Spring 2010, Fall 2009

Teaching Assistant, large lecture course.

- COM 100, Intro to Human Communication, Spring 2010

COMMUNICATION STUDIES DEPARTMENT, CALIFORNIA STATE UNIVERSITY, SACRAMENTO

Primary Instructor/Teaching Associate.

- COMS 2, Intro to Argumentation, Fall 2008
- COMS 5, Communication Experience, Spring 2008, Fall 2007

Graduate Assistant, large lecture course

- COMS 103, Presentational Speaking in the Organization, Spring 2007

ADVISING & MENTORING

COMMUNICATION STUDIES DEPARTMENT, CALIFORNIA STATE UNIVERSITY, SACRAMENTO

Graduate Advising

1. Isabella Moles, MA expected Spring 2027, Thesis
2. Angela Arnold, MA expected Spring 2027, Thesis
3. April Oakley, MA expected Spring 2027, Thesis
4. Jess Barbagallo, MA expected Spring 2027, Thesis
5. Beth Ruyak, MA expected Spring 2025, Project
6. Alayna Short, MA expected Spring 2025, Thesis
7. Louise Thao, MA expected Spring 2025, Thesis
8. Brittney Grotz, MA earned Spring 2024, Thesis
9. Sabrina Guerra, MA earned Spring 2024, Comprehensive Exams
10. Trenton Sanders, MA earned Fall 2023, Comprehensive Exams
11. Kevin Hendricks, MA earned Fall 2022, Comprehensive Exams (advised 2020-2022)
12. Jennifer Hayes, MA earned Fall 2020, Comprehensive Exams
13. Tiffany Mabalot, MA earned Fall 2020, Comprehensive Exams
14. Erik Ramirez, MA earned Spring 2019, Thesis
15. Kyle Hanners, MA earned Spring 2018, Thesis

Graduate Committees

1. Kenya Burton, MA expected Spring 2027, Thesis
2. Kemisha Thompson, MA expected, Spring 2027, Thesis
3. Avery Tobiassen, MA expected, Spring 2027, Thesis
4. Ari Duran, MA expected, Fall 2025, Comprehensive Exams
5. Mark Espinosa, MA expected Spring 2025, Thesis
6. Logan Leal, MA earned Spring 2024, Thesis

7. Sage Beamon, MA earned Fall 2023, Comprehensive Exams
8. Amanda Gedda, MA earned Fall 2023, Comprehensive Exams
9. Elizabeth Boyer, MA earned Spring 2023, Project
10. Katrina LaGrande, MA earned Spring 2023, Thesis
11. Madeline Inman, MA earned Spring 2023, Comprehensive Exams
12. Alondra Botello, MA earned Spring 2023, Comprehensive Exams (qualitative methods only)
13. Keeley Ciccarelli, MA earned Spring 2023, Comprehensive Exams
14. Jamison Warren, MA earned Fall 2021, Thesis
15. Erika Jauregui, MA earned Spring 2021, Comprehensive Exams
16. Rachel Marthaler, MA earned Spring 2021, Comprehensive Exams
17. Samantha Mapes, MA earned Spring 2021, Comprehensive Exams
18. Arielle Newton, MA earned Fall 2021, Comprehensive Exams
19. Miles Schuster, MA earned Fall 2020, Thesis
20. Leland Gordon, MA earned Fall 2019, Comprehensive Exams (qualitative methods only)
21. Michael Rangoonwala, MA earned Spring 2019, Thesis
22. Tyler Wycoff, MA earned Fall 2018, Comprehensive Exams (qualitative methods only)
23. Shaminder Singh, MA earned Summer 2018, Thesis
24. Haley Schaaf, MA earned Spring 2018, Comprehensive Exams
25. Clay Cederquist, MA earned Spring 2017, Thesis

Mentoring

1. Dominyque Elahee, BA student and research assistant, supervised independent research project, Summer 2024
2. Harvey Marquez, BA student and research assistant, supervised independent research project, Fall 2022
3. Kaylie Jonutz, MA student and research assistant, supervised independent research project, Fall 2021
4. Anika Newman, MA student and research assistant, supervised independent research project, Fall 2021
5. Olivia Falco, BA student and research assistant, supervised independent research project, Fall 2020
6. Anika Newman, BA student and research assistant, supervised independent research project, Fall 2020
7. Annie Connelly, MA student and research assistant, supervised data analysis activities, Summer 2020
8. Storm Sharar, MA student and research assistant, supervised data analysis activities, Summer 2020
9. Arielle Newton, MA student and teaching assistant, mentored regarding teaching activity, Fall 2019
10. Jennifer Hayes, MA student and research assistant, supervised data analysis activities, Spring 2019
11. Samantha Mapes, MA student and research assistant, supervised data analysis activities, Spring 2019
12. Erik Ramirez, MA student, supervised independent research project, Fall 2018
13. Chris Anthony, BA student and research assistant, supervised data analysis activities, Spring 2018
14. Kyle Hanners, MA student, supervised independent research project, Fall 2017
15. Kyle Hanners, MA student, helped develop application for the CSU Chancellor's Doctoral Incentive Program (awarded)

DISCIPLINARY LEADERSHIP AND SERVICE

LEADERSHIP ROLES

- Qualitative Research in Management and Organization Conference, co-organizer (2023-present)
- Immediate Past Chair, National Communication Association, Organizational Communication Division (2024-2025).
 - Legislative Assembly representative; NCA nominating committee representative; division nominating committee chair
- Chair, National Communication Association, Organizational Communication Division (2022-2023) (fourth largest division in the organization).
 - Led Executive Committee meetings; chaired Bylaws Revision Committee and successfully implemented comprehensive bylaws changes to emphasize equity and inclusion; facilitated business meetings and Town

Hall sessions.

- Western States Communication Association Second Vice President 2020-2022 (extended term due to COVID-19).
 - Organized a “Why Should I Go To Graduate School” discussion panel with faculty and graduate students, February 2021. Coordinated the Undergraduate Scholars Research Conference, graduate school open house, and graduate student panel for the February 2022 conference.
- Vice Chair, National Communication Association, Organizational Communication Division (2021-2022) Program Planner for 2022 conference (fourth largest division in the organization)
- Vice Chair Elect, National Communication Association, Organizational Communication Division (2020-2021)
 - Planned Pre-Conference for 2021 conference (cancelled due to COVID; co-facilitated pre-conference at the November 2022 conference in New Orleans)

EDITORIAL BOARD MEMBERSHIP AND EDITING

- Fall 2023 to present, editorial board member of *Management Communication Quarterly*
- Summer 2019 to present, editorial board member of *Western Journal of Communication*
- Spring 2021-Spring 2023, Co-guest editor “Emotional Communication, Organizations, and Sustainability” special issue of *Sustainability*

DISCIPLINARY SERVICE

COMMITTEE SERVICE

- Spring 2023 to Fall 2023, member, National Communication Association Organizational Communication Division Bylaws Revision Taskforce
- Fall 2017, Invited member, National Communication Association Ethnography Division Nominating Committee
- Summer 2017, Chair, National Communication Association Ethnography Division Aural-Visual Award Committee
- Spring 2012, Organizing the New Members’ Breakfast for the Organizational Communication division of the International Communication Association

EXTERNAL REVIEWING & TENURE AND PROMOTION EVALUATIONS

- Spring 2025, External Reviewer, Program Review, Communication Studies Department, California State University Channel Islands
- Summer 2023, External reviewer, tenure and promotion case at University of Michigan

CONTRIBUTIONS TO DISCIPLINARY SCHOLARSHIP

AD HOC JOURNAL REVIEWING

Communication Theory, Communication Monographs, Communication Research, Communication Studies, Departures in Critical Qualitative Research, Human Communication and Technology, Journal of Applied Communication Research, Management Communication Quarterly, New Media & Society, Western Journal of Communication, Behavioral Science, Handbook of Organizational Leadership, Management Learning, Human Relations

CONFERENCE REVIEWING

- National Communication Association—Ethnography Division, 2013 to present; Organizational Communication Division, 2014 to present; Spiritual Communication Division, 2011-2012; Student Division, 2012
- Western States Communication Association—Organization for Research about Women and Communication, Fall 2018; Organizational Communication Division, Fall 2018, Fall 2022
- International Communication Association—Instructional Communication Division, 2014-2016; Organizational Communication Division, 2014-2016

CSUS LEADERSHIP POSITIONS

- Fall 2023-Spring 2025, Communication Studies Department Vice Chair
 - Primary focus: Leading major departmental curriculum revision project and associated faculty working group; received full faculty approval Fall 2024
- Fall 2023-Spring 2025, Communication Studies Department Lecturer Coordinating Committee Chair
- Fall 2023, Communication Studies Department Interim Chair (6 weeks)
- Fall 2022-2025, Institutional Review Board Vice Chair (3 year term)
- Fall 2018-present, Teaching Associate Coordinator for COMS 5 Communication Experience
- Fall 2017-present, Graduate Program Coordinator, Graduate Committee Chair

CSUS INSTITUTIONAL SERVICE

UNIVERSITY

- Fall 2018-present, Institutional Review Board, Arts & Letter Representative
- Fall 2017-present, Graduate Coordinators Council, Office of Graduate Studies
- Spring 2024, “Cut the Red Tape” Committee
- Fall 2023, Research Enhanced Support Grant reviewer
- Spring 2023, faculty representative, Chancellor’s Presidential Search Committee [successful search]
- Fall 2020-Fall 2021, Member, Graduate Holistic Admissions Workgroup
- Spring 2020, Faculty Moderator for Arts & Letters, University Student Research Symposium
- Spring 2020, Reviewer, Research and Creative Activities Grant Program
- Spring 2019, Reviewer, Research and Creative Activities Grant Program
- Fall 2018-2021, Livingstone Annual Faculty Lecture Committee
- Spring 2018, Faculty Juror for Arts & Letters, University Student Research Symposium
- Spring 2018, Reviewer, Research and Creative Activities Grant Program
- Fall 2017-2018, Institutional Review Board, Arts & Letters Representative (alternate, attending all meetings)
- Summer 2017, Invited speaker, Faculty Mentoring Panel, New Faculty Orientation
- Spring 2017, Faculty Juror for Arts & Letters, University Student Research Symposium
- Spring 2017-Fall 2018, Member, Strategic Community Engagement Taskforce
- Spring 2017, Reviewer, Research and Creative Activities Grant Program
- Spring 2017-2019, Advisor, Alpha Phi Sorority
- Spring 2017, Member, Writing Across the Curriculum Writing Rubric Pilot Program
- Fall 2016-2018, Alternate, Faculty Senate (served as primary senator Spring 2017)
- Fall 2013, Reviewer for the Pedagogy Enhancement Award program

COMMUNICATION STUDIES DEPARTMENT

- Fall 2024, faculty advisor for the inaugural Hornet Communication club (recruited officers, helped develop bylaws, supported club president with administrative start up process)
- Fall 2024, co-hosted COMS Advising Workshop with Dr. Kimberly Aguilar
- Fall 2024, co-organized first annual Communication Studies Open House events with Dr. Kimberly Aguilar
- Summer 2024, co-facilitated TA and new graduate student orientations
- Spring 2024, organized the Uncovering Unconscious Bias workshop, open to Sac State faculty, staff, students, and alumni, featured Dr. BJ Snowden
- Spring 2024, co-facilitated TA and new graduate student orientations
- Fall 2023, Future Hornet Day Communication Studies representative/table organizer
- Summer 2023, co-facilitated TA and new graduate student orientations
- Spring 2023, co-facilitated day-long faculty retreat for Communication Studies
- Spring 2023, created and edited COMMConnect, Communication Department Newsletter

- Fall 2022-Spring 2023, PR Faculty Search Committee member [successful hire of one faculty member]
- Spring 2023, co-facilitated TA and new graduate student orientations
- Fall 2022, facilitated Graduate Advising Workshop for faculty
- Fall 2022 and Spring 2023, facilitated Graduate Culminating Experience Workshops
- Summer 2022, hosted TA and new graduate student orientations
- Fall 2021, Interpersonal Communication Search Committee Chair [resulted in the successful hire of two faculty]
- Summer 2021, co-facilitated TA and new graduate student orientations
- Summer 2020, hosted TA and new graduate student orientations; Started “First Thursdays” professional development
- Summer 2019, hosted TA and new graduate student orientations; Started “First Thursdays” professional development
- Spring 2019, hosted TA and new graduate student orientations; Information session to recruit for graduate program
- Spring 2019, Organized and MC’d the Communication Studies Master’s Hooding Ceremony
- Fall 2018, member of the Faculty Retreat planning committee
- Spring 2018, Organized and MC’d the Communication Studies Master’s Hooding Ceremony
- Spring 2018, hosted three professional development colloquia for graduate students
- Fall 2017-Spring 2019, Teaching Associate Coordinator for COMS 4 Introduction to Public Speaking
- Summer 2017, member, search committee for ASC I
- Fall 2016-present, Graduate Committee Member
- Fall 2016-2021, Advisor, Communication Graduate Student Association
- Fall 2016, Future Hornet Day department representative

ASU LEADERSHIP POSITIONS

- 2011-2012, President, ASU Communication Graduate Student Association
- 2010-2011, Vice President, ASU Communication Graduate Student Association

PROFESSIONAL EXPERIENCE

- Corporate Communication Consultant and Trainer, Self-employed, 2015 to present
Services: Consulting, training, research related to: Interpersonal communication training, identity management, conflict/crisis management, team building, planned organizational change, audience/stakeholder analysis, work/life balance, organizational wellness, strategic planning, message/brand development, meeting facilitation, corporate training, focus group facilitation and analysis.
- Communication Coordinator, Adventist Health, Corporate Communication Department, 2009 to 2010
Responsibilities: Managing corporate intranet; managing social media and online identity; managing/editing internal and external publications including the employee newsletter, press releases, and regional magazines; creating advertisements/printed collateral; assisting corporate departments and business units with strategic communication/promotion; coordinating media/public relations efforts; crisis communication.
- Communication Specialist, Adventist Health, Corporate Communication Department, 2006 to 2009
Responsibilities: Managing/editing internal and external publications including the employee newsletter, press releases, and regional magazines; creating advertisements/printed collateral; redesigning and managing corporate intranet; planning and executing special events; coordinating media/public relations efforts; crisis communication.
- Communication Coordinator, Ukiah Valley Medical Center, Marketing and Communication Department, 2004 to 2006
Responsibilities: Managing/editing internal and external publications including the employee newsletter, press releases, and regional magazines; community relations; creating advertisements/printed collateral; planning and executing special events; assisting in media/public relations; assisting with fundraising and development.

PROFESSIONAL AFFILIATIONS

- International Communication Association
- Western States Communication Association
- Experimental Aircraft Association
- Phi Kappa Phi Collegiate Honors Society
- National Communication Association
- Lambda Pi Eta Communication Honors Society (2004 Chapter President)
- The Ninety-Nines, International Association of Women Pilots
- ASU Project for Wellness and Work Life (2009-2013)

VOLUNTEER EXPERIENCE

- 2018-2019, analyzed qualitative focus group and interview data, and crafted reports for Mind Guard, a non-profit organization aimed at reducing and preventing child abuse and sex trafficking via social media and mobile technologies
- 2013-2020, lead qualitative researcher, “Above the Fray,” a non-profit organization aimed at empowering safe and responsible social media users, Sacramento, California
- 2012 Organized painting and campus improvements for Crockett Elementary School, Phoenix, AZ
- 2004–2006 Board Member, Ukiah Kiwanis Club
- 2004–2006 Volunteer, Ukiah Chamber of Commerce

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