

Zachary W. Goldman

Assistant Professor of Business Communication
Department of Management | College of Business
University of Louisville
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EDUCATION

Ph.D., West Virginia University, Communication Studies, 2015

Primary Area: Instructional Communication
Secondary Areas: Organizational Communication and College Student Development
Advanced Certificate in University Teaching
Methodology: Quantitative
Dissertation: Doctoral Students' Relational Communication with their Advisors: A Dyadic Examination using Chickering's Theory of Psychosocial Development
Advisor: Alan K. Goodboy

M. A., West Virginia University, Communication Studies, 2012

Primary Area: Communication Theory and Research

B.S., University of Southern Indiana, Communication Studies, 2011

Primary Area: Organizational Communication

PROFESSIONAL EXPERIENCE

Assistant Professor of Business Communication Department of Management University of Louisville, Louisville, KY	2018 – Current
Assistant Professor of Organizational Communication Department of Communication and Rhetorical Studies Illinois College, Jacksonville, IL	2015 - 2018
Adjunct Instructor of Communication Studies Department of Communication Pierpont Community College, Morgantown, WV	2014
Ph.D. Graduate Teaching Assistant, Instructor of Record Department of Communication Studies West Virginia University, Morgantown, WV	2012- 2015

CURRENT RESEARCH INTERESTS

Organizational Socialization, Employee and Student Motivation, Safety Communication at Work, Conditional Processes of Instructional Behaviors, Learning Outcomes, Organizational Dissent, Self-Determination Theory, Confirmation, Self-Leadership, and Employee Burnout.

PUBLICATIONS**Refereed Journal Articles**

- Goldman, Z. W.** (2019). Responding to students' mental health concerns in the college classroom. *Communication Education, 67*, 399-404. doi:10.1080/03634523.2018.1465191
- Goldman, Z. W.** (2019). Communicating competently in graduate school: A conditional process analysis using self-regulation. *Western Journal of Communication, 83*, 75-93. doi:10.1080/10570314.2017.1416488
- Johnson, Z. D., **Goldman, Z. W.**, & Claus, C. J. (2019). Why do students misbehave? An initial examination of antecedents of student misbehavior. *Communication Quarterly, 67*, 1-20. doi:10.1080/01463373.2018.1483958
- Myers, S. A., Cranmer, G. A., **Goldman, Z. W.**, Sollitto, M., Gillen, H., & Ball, H. (2018). Differences in information seeking among organizational peers: Perceptions of appropriateness, importance, and frequency. *International Journal of Business Communication, 55*, 30-43. doi:10.1177/2329488415573928
- Goldman, Z. W.**, Claus, C. J., & Goodboy, A. K. (2018). A conditional process analysis of the teacher confirmation-student learning relationship. *Communication Quarterly, 66*, 245-264. doi:10.1080/01463373.2017.1356339
- Cranmer, G. A., Bowman, N. D., & **Goldman, Z. W.** (2017). A preliminary study of racialized brawn and brain framing effects. *Communication Research Reports, 34*, 78-83. doi:10.1080/08824096.2016.1224165
- Cranmer, G. A., **Goldman, Z. W.**, & Booth-Butterfield, M. (2017). The mediated relationship between received support and job satisfaction: An initial application of socialization resources theory. *Western Journal of Communication, 81*, 64-86. doi:10.1080/10570314.2016.1231931
- Dainton, M., Goodboy, A. K., Borzea, D., & **Goldman, Z. W.** (2017) The dyadic effects of relationship uncertainty on negative relational maintenance. *Communication Reports, 30*, 170-181. doi:10.1080/08934215.2017.128529
- Goldman, Z. W.**, Cranmer, G. A., Sollitto, M., Labelle, S., & Lancaster, A. L. (2017). What do college students want? A prioritization of instructional behaviors and characteristics. *Communication Education, 66*, 280-298. doi:10.1080/03634523.2016.1265135
- Goldman, Z. W.**, & Goodboy, A. K. (2017). Explaining doctoral students' relational maintenance with their advisor: A psychosocial development perspective. *Communication Education, 66*, 70-89. doi:10.1080/03634523.2016.1202996

- Goldman, Z. W.**, Goodboy, A. K., & Weber, K. (2017). College students' psychological needs and intrinsic motivation to learn: An examination of self-determination theory. *Communication Quarterly*, *65*, 167-191. doi:10.1080/01463373.2016.1215338
- Goldman, Z. W.**, & Myers, S. A. (2017). Reiterating the importance of student development in the field of instructional communication. *Communication Education*, *66*, 485-486. doi:10.1080/03634523.2017.1341051
- Goodboy, A. K., Dainton, M., Borzea, D., & **Goldman, Z. W.** (2017). Attachment and negative relational maintenance: Dyadic comparisons using an actor-partner interdependence model. *Western Journal of Communication*, *81*, 541-559. doi:10.1080/10570314.2017.1302601
- Goldman, Z. W.**, & Brann, M. (2016). Motivating college students: An exploration of psychological needs from a communication perspective. *Qualitative Research Reports in Communication*, *17*, 7-14. doi:10.1080/17459435.2015.1088890
- Goldman, Z. W.**, Goodboy, A. K., & Bolkan, S. (2016). A meta-analytical review of students' out-of-class communication and learning effects. *Communication Quarterly*, *64*, 476-493. doi:10.1080/01463373.2015.1103293
- Goldman, Z. W.**, & Martin, M. M. (2016). Millennial students in the college classroom: Adjusting to academic entitlement. *Communication Education*, *65*, 365-367. doi:10.1080/03634523.2016.1177841
- Goodboy, A. K., Martin, M. M., & **Goldman, Z. W.** (2016). Students' experiences of bullying in high school and their adjustment and motivation during the first semester in college. *Western Journal of Communication*, *80*, 60-78. doi:10.1080/10570314.2015.1078494
- Johnson, Z. D., Claus, C. J., **Goldman, Z. W.**, & Sollitto, M. (2016). College student misbehaviors: An exploration of instructor perceptions. *Communication Education*, *66*, 54-69. doi:10.1080/03634523.2016.1202995
- Myers, S. A., **Goldman, Z. W.**, Atkinson, J., Ball, H., Carton, S. T., Tindage, M. F., & Anderson, A. (2016). Student civility in the college classroom: Exploring student use and effects of classroom citizenship behavior. *Communication Education*, *65*, 64-82. doi:10.1080/03634523.2015.1061197
- Goldman, Z. W.**, & Myers, S. A. (2015). The relationship between organizational assimilation and employees' upward, lateral, and displaced dissent. *Communication Reports*, *28*, 24-35. doi:10.1080/08934215.2014.902488
- Goodboy, A. K., Bolkan, S. & **Goldman, Z. W.** (2015). Students' imagined interactions as intrapersonal explanations for instructional dissent. *Communication Reports*, *28*, 115-127. doi:10.1080/08934215.2014.936563
- Myers, S. A., **Goldman, Z. W.**, Ball, H., Carton, S. T., Anderson, A., Atkinson, J., & Tindage,

- M. F. (2015). Assessing college student use of anti-citizenship classroom behavior: Types, reasons, and association with learning outcomes. *Communication Teacher*, 29, 234-251. doi:10.1080/17404622.2015.1064984
- Myers, S. A., Sollitto, M., Cranmer, G. A., **Goldman, Z. W.**, Ball, H., & Gillen, H. G. (2015). "It's all about getting the job done:" Information acquisition among restaurant workers. *Journal of the Speech and Theatre Association of Missouri*, 45, 18-31.
- Goldman, Z. W.**, & Martin, M. M. (2014). College students' academic beliefs and their motives for communicating with their instructor. *Communication Research Reports*, 31, 316-328. doi:10.1080/08824096.2014.924341
- Goldman, Z. W.**, & Goodboy, A. K. (2014). Making students' feel better: Examining the relationships between teacher confirmation and college students' emotional outcomes. *Communication Education*, 63, 259-277. doi:10.1080/03634523.2014.920091
- Goldman, Z. W.**, Martin, M. M., Bryand, M. C., DiClemente, R. K., & Ditrinco, E. A. (2014). College students' communication apprehension, receiver apprehension, and views about discussing condom use. *North American Journal of Psychology*, 16, 277-284.
- Goldman, Z. W.**, Bolkan, S., & Goodboy, A. K. (2014). Revisiting the relationship between teacher confirmation and learning outcomes: Examining cultural differences in Turkish, Chinese, and American classrooms. *Journal of Intercultural Communication Research*, 43, 45-63. doi:10.1080/17475759.2013.870087
- Goodboy, A. K., Carton, S. T., **Goldman, Z. W.**, Gozanski, T., Tyler, W. J. C., & Johnson, N. (2014). Discouraging instructional dissent and facilitating students' learning experiences through instructor self-disclosure. *Southern Communication Journal*, 79, 114-129. doi:10.1080/1041794x.2013.86526

Book Chapters

- Goodboy, A. K., & **Goldman, Z. W.** (2016). Teacher power and compliance-gaining. In P. L. Witt (Ed.), *Handbook of communication science: Communication and learning* (vol. 16; pp. 129-156). Berlin, German: De Gruyter Mouton.
- Myers, S. A., Atkinson, J., Ball, H., **Goldman, Z. W.**, Tindage, M. F., & Carton, S. T. (2015). Engaging in effective instructional communication behaviors in the tutoring relationship. In W. Atkins-Sayre & E. L. Yook (Eds.), *Communicating advice: Peer tutoring and communication practice* (pp. 243-260). New York, NY: Peter Lang.

CONVENTION PRESENTATIONS

Competitive Papers

- Cranmer, G. A., **Goldman, Z. W.**, & Houghton, J. (2017, November). I can do it myself: An exploration into the role of self-leadership and proactivity in organizational newcomers'

socialization. Paper presented at the annual meeting of the National Communication Association (Organizational Communication Division), Dallas, TX.

Goldman, Z. W. (2017, November). College student academic support as a predictor of roommates' communication satisfaction: An examination of dyadic effects using the actor-partner interdependence model. Paper presented at the annual meeting of the National Communication Association (Instructional Development Division), Dallas, TX.

Goldman, Z. W., Claus, C. J., & Goodboy, A. K. (2017, May). A conditional process analysis of the teacher confirmation-student learning relationship. Paper presented at the annual meeting of the International Communication Association (Instructional and Developmental Communication Interest Group), San Diego, CA. **Top Paper Award.**

Goldman, Z. W. (2016, November). Communicating competently in graduate school: A self-regulated learning perspective. Paper presented at the annual meeting of the National Communication Association (Instructional Development Division), Philadelphia, PA.

Johnson, Z., Claus, C. J., & **Goldman, Z. W.** (2016, November). Why do students misbehave? An initial examination of student misbehavior motives. Paper to be presented at the annual meeting of the National Communication Association (Instructional Development Division), Philadelphia, PA.

Goldman, Z. W., & Claus, C. J. (2016, June). Examining the teacher confirmation-student learning relationship through the evaluation of multiple theoretical explanations. Paper presented at the annual meeting of the International Communication Association (Instructional and Developmental Communication Interest Group). Fukuoka, Japan. **Top Four Paper Award.**

Goldman, Z. W., & Goodboy, A. K. (2016, April). Fostering intrinsic motivation in the classroom: An examination of personalized education and psychological needs. Paper presented at the annual meeting of the Central States Communication Association (Communication Education Interest Group), Grand Rapids, MI. **Top Paper Award.**

Goldman, Z. W., & Goodboy, A. K. (2016, March). Explaining Doctoral Students' Relational Maintenance with their Advisors: A Psychosocial Development Perspective. Paper presented at the annual meeting of the Eastern Communication Association (Instructional Communication Interest Group), Baltimore, MD. **Top Paper Award.**

Goodboy, A. K., Borzea, D., & **Goldman, Z. W.** (2016, March). Theoretical Explanations of Negative Relational Maintenance: Dyadic Comparisons of Actor-Partner Interdependence Models. Paper presented at the annual meeting of the Eastern Communication Association (Interpersonal Communication Interest Group), Baltimore, MD. **Top Three Paper Award.**

Goldman, Z. W., Goodboy, A. K., & Weber, K. (2015, November). Reconsidering student motivation: An application of self-determination theory. Paper presented at the annual meeting of the National Communication Association (Instructional Development

Division), Las Vegas, NV. **Top Paper Award.**

Cranmer, G. A., **Goldman, Z. W.**, & Booth-Butterfield, M. (2015, November). The mediated relationship between received support and job satisfaction: An initial application of socialization resource theory. Paper presented at the annual meeting of the National Communication Association (Organizational Communication Division), Las Vegas, NV.

Johnson, Z., Claus, C. J., **Goldman, Z. W.**, & Sollitto, M. (2015, November). College student misbehaviors: An exploration of instructor perceptions. Paper presented at the annual meeting of the National Communication Association (Instructional Development Division), Las Vegas, NV.

Myers, S. A., Atkinson, J. T., Ball, H., Carton, S. T., **Goldman, Z. W.**, Tindage, M., & Anderson, A. O. (2015, November). Exploring student use and effects of citizenship behavior in the college classroom. Paper presented at the annual meeting of the National Communication Association (Instructional Development Division), Las Vegas, NV.

Goldman, Z. W., & Brann, M. (2015, April). Motivating college students: Exploring students' basic psychological needs in the classroom. Paper presented at the annual meeting of the Eastern Communication Association (Instructional Communication Interest Group), Philadelphia, PA.

Myers, S. A., Gillen, H. G., Sollitto, M., Cranmer, G. A., **Goldman, Z. W.**, & Ball, H. (2015, April). *Differences in information seeking among organizational peers: Perceptions of appropriateness, importance, and frequency.* Paper presented at the annual meeting of the Central States Communication Association (Organizational and Professional Communication Interest Group), Madison, WI.

Goldman, Z. W., & Goodboy, A. K. (2014, November). *Making students' feel better: Examining the relationships between teacher confirmation and college students' emotional outcomes.* Paper presented at the annual meeting of the National Communication Association (Instructional Development Division), Chicago, IL. **Top Four Paper Award.**

Goldman, Z. W., Cranmer, G. A., Sollitto, M., Labelle, S., & Lancaster, A. (2014, November). *My ideal professor: Examining college students' preferences for effective teaching practices.* Paper to be presented at the annual meeting of the National Communication Association (Scholar to Scholar Division), Chicago, IL.

Goodboy, A. K., Martin, M. M., & **Goldman, Z. W.** (2014, November). *Students' experiences of bullying in high school and their adjustment and motivation during the first semester of college.* Paper to be presented at the annual meeting of the National Communication Association (Instructional Development Division), Chicago, IL.

Goldman, Z. W., & Booth-Butterfield, M. (2014, May). *Humor in the classroom: An examination of students' and their instructors' perspectives on humor use and student outcomes.* Paper presented at the annual meeting of the International Communication

Association (Instructional Development Division), Seattle, WA.

Goldman, Z. W., Bolkan, S., & Goodboy, A. K. (2014, April). *Revisiting the relationship between teacher confirmation and learning outcomes: Examining cultural differences in Turkish, Chinese, and American classrooms*. Paper presented at the annual meeting of the Eastern Communication Association (Instructional Communication Interest Group), Providence, RI. **Top Four Paper Reward.**

Goldman, Z. W., & Brann, M. (2014, April). *Using formative research to assess nonverbal communicative recommendations for improving pedestrian safety*. Paper presented at the annual meeting of the Eastern Communication Association (Nonverbal Communication Interest Group), Providence, RI. **Top Four Paper Reward.**

Goldman, Z. W., & Myers, S. A. (2014, April). *Organizational assimilation as a predictor of employee dissent*. Paper presented at the annual meeting of the Eastern Communication Association (Organizational Communication Interest Group), Providence, RI. **Top Three Paper Reward.**

Goodboy, A. K., Bolkan, S., & **Goldman, Z. W.** (2014, April). *Students' imagined interactions as intrapersonal explanations for instructional dissent*. Paper presented at the annual meeting of the Eastern Communication Association (Instructional Communication Interest Group), Providence, RI.

Myers, S. A., Sollitto, M., Cranmer, G. A., **Goldman, Z. W.**, Ball, H., & Gillen, H. G. (2014, April). *"It's all about getting the job done:" Information acquisition among restaurant workers*. Paper presented at the annual meeting of the Eastern Communication Association (Organizational Communication Interest Group), Providence, RI.

Sollitto, M., Cranmer, G. A., Labelle, S., **Goldman, Z. W.**, Martin, M. M., & Thomas, M. L. (2014, April). *The relationships between student self-disclosure, out of class communication and leader-member exchange*. Paper presented at the annual meeting of the Eastern Communication Association (Instructional Communication Interest Group), Providence, RI. **Top Four Paper Award.**

Goldman, Z. W., & Martin, M. M. (2013, November). *Academic entitlement and student motives to communicate*. Paper presented at the annual meeting of the National Communication Association (Instructional Development Division), Washington, D.C.

Claus, C. J., & **Goldman, Z. W.** (2013, November). *Call me maybe: Learning about paralinguage through phone conversations*. Great Ideas for Teaching presented at the annual meeting of the National Communication Association, Washington, D.C.

Cranmer, G. A., Bowman, N. D., & **Goldman, Z. W.** (2013, June). *"Big run or smart gun": The effects of consuming the brawn and brain frames on audience members' behaviors and attitudes*. Paper presented at the annual meeting of the International Communication Association (Mass Communication Division), London, UK.

Goldman, Z. W., & Brann, M. (2013, April). *Save a life: Campaign design to reduce risky driving behaviors for pedestrian safety*. Paper presented at the annual meeting of the Eastern Communication Association (Health Communication Group), Pittsburgh, PA.

Goldman, Z. W., Westerman, D. K., Bowman, N. D., & Cranmer, G. A. (2013, April). *Communication Privacy Management Theory and message perception: Exploring the role of public and private spheres on Facebook*. Paper presented at the annual meeting of the Eastern Communication Association (Communication and Technology Interest Group), Pittsburgh, PA.

Goldman, Z. W., & Claus, C. J. (2013, April). *Pecha Kucha: A nonverbal tool in the college classroom*. Paper presented at the annual meeting of the Eastern Communication Association (Nonverbal Communication Interest Group), Pittsburgh, PA. **Top Four Paper Award.**

Goldman, Z. W., Bowman, N. D., & Westerman, D. K. (2013, April) “*You need to back off*”: *Utilizing Communication Privacy Management Theory to explore responses to public and private negative interpersonal disclosures on Facebook*. Paper presented at the annual meeting of the Broadcasting Education Association, Las Vegas, NV.

Goldman, Z. W., Bryand, M., Martin, M. M., DiClemente, R. K., & Ditrinco, E. A. (2012, November). *What's all the talk about? Communication and receiver apprehension as predictors of college students' discussions about condom use with peers*. Paper presented at the annual meeting of the National Communication Association (Communication Apprehension and Competence Division), Orlando, FL.

Goldman, Z. W. (2011, April). *Corporate communication: An analysis of organizational communication and the impact of peer relationships*. Paper presented at the annual meeting of the Eastern Communication Association (Undergraduate Student Interest Group), Arlington, VA.

Panel Presentations (N = 2)

Goldman, Z. W. (2016, March). Pedagogical strategies in the organizational communication classroom. Panel sponsored by the Organizational Communication Interest Group, Baltimore, MD.

Goldman, Z. W. (2014, April). Teaching nonverbal communication in the contemporary classroom. Panel sponsored by the Nonverbal Communication Interest Group, Providence, RI.

Competitive Posters (N = 3)

Brann, M., & **Goldman, Z. W.** (2013, March). *Please cross responsibly: Campaign design to decrease distracted walking*. Poster presented at the Second Annual DC Health Communication Conference, Washington D.C.

Goldman, Z. W., & Brann, M. (2013, March). *Increasing pedestrian safety: A multilevel approach*. Poster presented at the annual West Virginia University Research Horizons Day, Morgantown, WV.

Goldman, Z. W., Cranmer, G. A., & Neville, E. (2012, April). *Teacher's ink: Student perceptions of instructors with tattoos*. Poster presented at the annual meeting of the Eastern Communication Association, Cambridge, MA.

Invited Presentations (N = 2)

Goldman, Z. W. (2014). *Students' experiences of bullying in high school: Effects on adjustment and motivation*. Graduate Student Research Colloquium, West Virginia University.

Goldman, Z. W. (2013). *Translating research into instructional practice: Student participation*. Panel presented at the annual meeting of the National Communication Association, Washington, DC.

Other Scholarly Activity (N = 4)

Goldman, Z. W. (in press). Effective instructional practice: Providing confirmation to students. NCA's Virtual Faculty Lounge (www.natcom.org).

Johnson, Z. D., Claus, C. J., **Goldman, Z. W.**, & Sollitto, M. (2016). Common ways college students misbehave in class. *Communication Currents* (Vol. 11, Issue 4). Available at <http://www.natcom.org/CommCurrentsArticle.aspx?id=7262>

Goldman, Z. W., & Goodboy, A. K. (2014). *Using Communication to Make Students Feel Better About Their Coursework*. *Communication Currents* (Vol. 9, Issue 4; NCA). Available at <http://www.natcom.org/CommCurrentsArticle.aspx?id=5164>

Rocca-DelGaizo, K., & **Goldman, Z. W.** (2013). *Translating research into instructional practice: Student participation*. NCA's Virtual Faculty Lounge (www.natcom.org).

TEACHING

Courses Taught

University of Louisville

BUS 301, Business Communication
MBA 632, Strategic Managerial Communication
MSBA 625, Storytelling with Data

Illinois College

COM 101, Speech Fundamentals
COM 210, Business Communication (Traditional and Online)
COM 260, Communication Research and Methods
COM 355, Organizational Communication

West Virginia University

COMM 100, Principles of Human Communication
COMM 102, Human Communication in the Interpersonal Context
COMM 103, Presentational Speaking
COMM 122, Communication in Contemporary Society
COMM 201, Communication Research Methods (Co-Instructed)
COMM 303, Business and Professional Communication
COMM 306, Organizational Communication
COMM 308, Nonverbal Communication
COMM 309, Health Communication
COMM 400, Instructional Communication
COMM 403, Capstone Seminar (Co-Instructed)
COMM 408, Advanced Nonverbal Communication
COMM 493, Leadership and Communication

Pierpont Community College

COMM 2200, Introduction to Human Communication

SERVICE

University of Louisville

Assessment Coordinator, Business Communication Program, 2018 - Present
Member, Online MBA Curriculum Committee, 2018 - Present
Member, Search Committee – Business Communication, 2018
Presenter, Celebration of Teaching and Learning, 2019

Illinois College

Faculty Advisor, Illinois College Radio Club, 2016
Member, Blue Ribbon Panel – Curriculum Committee, 2017-Current
Member, College Assessment/Institutional Report Committee, 2017-Current
Member, Faculty Assessment Committee, 2017-Current
Member, Institutional Review Board Committee, 2016-Current
Member, Management and Organizational Leadership Committee, 2015-2017
Member, Strategic Website Advisory Council, 2017
Presenter, Speaking Up about Diversity and Difference, Res Life Inservice, 2016
Presenter, What Students Want and Why We Should Care, Center for Teaching & Learning, 2017
Volunteer/Advisor, First Year Registration Days, 2016
Volunteer/Judge, Multicultural Festival, Coalition for Ethnic Awareness, 2016
Workshop Coordinator/Presenter, Communicating Influence, INSPIRE Project (TRiO), 2016
Workshop Coordinator/Presenter, Leadership & Communication, INSPIRE Project (TRiO), 2015

West Virginia University

Doctoral Student Mentor, Department of Communication Studies, 2013-2014
Graduate Student Advisor, Lambda Pi Eta, Department of Communication Studies, 2013-2015
Graduate Student Advisor, Undergraduate Communication Association, 2013-2015
Guest Speaker, First Day Academy, Department of Communication Studies, 2013-2014
Member, Quality of Life Committee, Department of Communication Studies, 2013

Communication Studies Discipline

Chair and Program Planner, Nonverbal Communication Interest Group, ECA Convention, 2016
 Editorial Board Member, Journal of Communication Pedagogy, 2017 - Current
 External Reviewer, *Communication Education*, 2016 - Current
 External Reviewer, *Journal of International and Intercultural Communication Research*, 2014
 Legislative Assembly Volunteer, National Communication Association Convention, 2013, 2014
 Nominating Committee, Eastern Communication Association, 2016
 Panel Chair, Instructional Communication Interest Group, ECA Convention, 2013-2016
 Panel Chair, Instructional Development Division, NCA Convention, 2013, 2016
 Panel Chair, Nonverbal Communication Interest Group, 2016
 Panel Programmer, Nonverbal Communication Interest Group, ECA Convention, 2014
 Paper Respondent, Organizational Communication Interest Group, ECA Convention, 2016
 Paper Reviewer, Communication Education Interest Group, CSCA Convention, 2015-2017
 Paper Reviewer, Instructional Development Division, NCA Convention, 2015-2017
 Paper Reviewer, Instructional Communication Interest Group, ECA Convention, 2014-2017
 Paper Reviewer, Nonverbal Communication Interest Group, ECA Convention, 2014-2017
 Paper Reviewer, Organizational Communication Interest Group, ECA Convention, 2015-2017
 Paper Reviewer, Undergraduate Student Group, ECA Convention, 2013
 Registration Volunteer, National Communication Association Convention, 2012
 Secretary, Instructional Communication Interest Group, ECA Convention, 2015-2017
 Vice Chair, Nonverbal Communication Interest Group, ECA Convention, 2015
 Volunteer Usher, Legislative Assembly, National Communication Association Convention, 2013

CONSULTING AND GRANTS

Primary Investigator, Organizational Training and Instructional Redesign, Reynolds Consumer Products, Jacksonville, IL. (2017). \$13,600. Independently completed instructional modules with organizational trainers to enhance program effectiveness; also responsible for project assessment.
 Status: Approved

Co-Investigator, All Paths Lead to an Empathetic Illinois College Campus: A Roadmap for Making the Journey and Reaching the Destination, Illinois Campus Compact Fund for Positive Engagement (2017). \$5,000. Responsible for project assessment and evaluation.
 Status: Under Review

Primary Investigator, Consortium for Online Humanities Instruction, Council of Independent Colleges (2016). \$10,000. Led an interdisciplinary grant-writing team that requested funds to create new online courses in the humanities to be offered across participating institutions.
 Status: Rejected.

HONORS AND AWARDS

2017, ICA Top Paper Award – Instructional Development Communication Interest Group
 2016, ICA Top Four Paper Award – Instructional Development Communication Interest Group
 2016, CSCA Top Paper Award – Communication Education Interest Group
 2016, ECA Top Paper Award – Instructional Communication Interest Group
 2016, ECA Top Three Paper Award – Interpersonal Communication Interest Group

2015, NCA Top Paper Award – Instructional Development Division
2014, NCA Top Four Paper Award – Instructional Development Division
2014, ECA Top Four Paper Award – Instructional Communication Interest Group
2014, ECA Top Four Paper Award – Organizational Communication Interest Group
2014, ECA Top Four Paper Award – Nonverbal Communication Interest Group
2013, ECA Top Four Paper Award – Nonverbal Communication Interest Group

2015, Eberly College of Arts & Sciences Outstanding Graduate Teaching Assistant Award
West Virginia University

2015, Patricia Kearney Doctoral Student Teaching Award
Department of Communication Studies, West Virginia University

2014, William E. Vehse Endowment for Graduate Student Travel
Eberly College of Arts and Sciences, West Virginia University

2014, Ph.D. Student Peer Collegiality Award Recipient
Department of Communication Studies, West Virginia University
Voted on by fellow Ph.D. students in the Department of Communication Studies

PROFESSIONAL DEVELOPMENT

Seminar for New Teaching Faculty, 2018-2019, Delphi Center
University of Louisville, Louisville, KY

Mediation, Moderation, and Conditional Process Analysis Workshop, 2016. Statistical Horizons,
Instructor Andrew Hayes. Los Angeles, CA.

Basic Course Directors' Conference, January, 2015. Hosted by the University of Kentucky.
Lexington, KY.

Basic Course Director Training Institute, June, 2014. Hosted by the University of Dayton.
Dayton, OH. Co-Sponsored by the National Communication Association.

Celebrate: Teaching, Learning, and Research, May, 2014. Sponsored by WVU's Teaching and
Learning Commons. Morgantown, WV.

E-Learn: World Conference on E-Learning, October, 2013. Sponsored by the Association for the
Advancement of Computing in Education. Las Vegas, NV.

PROFESSIONAL MEMBERSHIPS

2018-Present	Association for Business Communication
2015-Present	Central States Communication Association
2014-Present	International Communication Association
2012-Present	National Communication Association
2010-Present	Eastern Communication Association (Lifetime Member)