**Education:**

Ph.D. in Rhetoric

Duquesne University—Pittsburgh, PA 2002-2007

Emphases: Interpersonal/Organizational Communication

Interpretive Methodology

M.A. in Interpersonal Communication

Purdue University—West Lafayette, IN 2000-2002

B.A. in Speech Communication

Lipscomb University—Nashville, TN 1996-2000

**Employment/Teaching Experience:**

Associate Professor of Practice, Department of Management and Entrepreneurship

University of Louisville (KY) 2023-present

*Business Communication* BUS 301 (online and in-person)

Develops writing and presentational skills in a wide range of business applications.

Professor of Communication Arts, Department of Fine Arts & Communication

Concord University (Athens WV) 2006-2023

*Public Speaking: COMM* 101 (online and in-person)

Director/instructor of the Public Speaking general education course. Oversee instructors and curriculum.

*Organizational Communication* COMM 269/MCOM 305 (online & in-person)

Explores the knowledge and application of the major theories of organizational communication. Includes a class project to illustrate organizational processes.

*Interpersonal Communication* MCOM 204 (online and in-person)

Explores definitions of self & other, competency in the perceptual process, and the foundations for healthy relationships.

*Persuasion* MCOM 301 (online & in-person)

Course focused on the social-scientific research in the field of Persuasion, including compliance-gaining, motivation, nonverbal usage, attitudes, the ELM & Heuristic models, and deception.

*Intercultural Communication* MCOM 304(online & in-person)

Discusses intercultural communication as being vulnerable to the humanity of others. Practices skills of interpretation & empathy.

*Digital Presentation* MCOM 142/COMM 201 (online & in-person)

Provides advanced exploration oral presentation using current technology. Audience analysis, stylistics, and rhetorical theory are heavily emphasized.

*Multimedia Foundations* MCOM 143 (online)

Introductory course to the major that covers media literacy, media history, and storytelling.

*Integrated Strategic Communication* COMM 315

Focuses on the implementation of messaging in an organizational setting in order to coordinate marketing, advertising, and public relations into one strategic plan.

*Internship/Capstone Course* MCOM 450

I have organized the Capstone experience for the past 3 years. Students, based on their future plans, choose an internship, write a thesis, or conduct a community project.

*Rhetorical Theory* COMM 411

Historical approach to rhetoric and the field of communication, moving from ancient to postmodern times. Divides the field into 4 broad areas and requires students to apply these areas to today’s society.

*Rhetorical Criticism* COMM 422

Trains students in the analysis and critique of rhetorical artifacts through dramatism, cultural criticism, feminism, and several other major theoretical approaches.

*Vocal Interpretation* THEA 311

An oral interpretation course where students are asked to explore dynamics that create quality readings of literature, poetry and news. Special focus is placed on media contexts.

*Argumentation & Debate* COMM 209

Students debate resolutions using Lincoln/Douglas and Team debate formats. Rhetorical principles and skills are practiced, including cross-examination, flowing arguments, and impromptu argumentation.

*Special Projects: Civic Engagement* COMM 400G

A course focusing student attention on political, social, economic, and ideological issues in a community. Students lead weekly discussions on current events, discuss theory & research from assigned readings, and engage the community though student-led service projects.

*Special Projects: Communication in Intimate Communication* COMM 400G

Seminar investigating friendships, family, and romantic relationships as discussed in Ancient Greece to modern day. Emphasis is place on how to reconstruct marriage in a postmodern age.

*Special Projects: Framing Appalachia* COMM 400G

Students were a part of a large qualitative research project, conducting interviews to look at how Appalachia is perceived and the implications of this perception.

*Communication Workshop: Concordian* COMM 260

Provides students with first-hand experience working on the student newspaper, the *Concordian*. I served as advisor for 2 semesters.

*Special Projects: Religious Communication* COMM 400G

Discussed major religions and the implications of proselytizing, media portrayal, and interpretive bias. Charitable interpretive strategies were emphasized.

*Special Projects: Communication Pedagogy* COMM 400G

A research project for students exploring the effectiveness of materials for COMM 101. Students develop outlines, lessons, and conduct research in conjunction with the professor.

*University 100*

An introduction to collegiate life required of all incoming freshmen. Covers technology, health, finances, academics, and social life.

Online Section Leader, University of Louisville Online MBA program 2020-2023

*Strategic Managerial Communication MBA 632*

Course covers communication competency, CCO, stakeholder analysis, and strategic communication planning.

Online Adjunct, Lipscomb University (Nashville TN) Summer 2021

*Graduate Seminar in Intercultural Communication* CO 6323

Online class for the Master’s program/Graduate Studies in Communication

Adjunct, Bluegrass Community and Technical College (Lexington KY) 2005-2006

*Public Speaking* COM 181

Taught persuasive and informative speaking skills using Lucas’ *Art of Public Speaking* with an emphasis on practical application.

*Small Group Communication* COM 281

Explores small group dynamics through informative and persuasive presentations.

*Introduction to Communication* COM 101

Humanities approach to the field that introduces students to the history of the field, foundations of language, and the major sub-disciplines.

Adjunct, Thiel College (Greenville PA) Fall 2002

*Public Speaking* COM 106

Basic skill-development course focusing on the effective creation and delivery of informative and persuasive speeches.

Graduate Assistant, Duquesne University (Pittsburgh PA) 2002-2005

*Civic Argumentation and Debate, assistant coach*

Coached for two years, participating in National Education Debate Association (NEDA) events in team debate and Lincoln-Douglas formats. During my time, the team grew from four to twelve students. Team awards include: First Place Team, Duquesne Tournament (February 2004), First Place Sweepstakes, Ball State Tournament (April 2004).

*Business and Professional Communication* COMM 202*, instructor*

*Interpersonal Communication* COMM 103*, instructor* & *teaching assistant*

Graduate Assistant, Purdue University (West Lafayette IN) 2000-2002

*Introduction to Speech Communication* COM 114, *instructor*

**Professional Development:**

“Curious about consulting? Professional perspectives on getting started as a communication consultant.” Presentation at the National Communication Association. New Orleans, LA. (2022, Nov 18)

“Thriving, Not Just Surviving…Teaching Public Speaking Online” Short Course at the Annual Conference of the National Communication Association, Baltimore, MD (Nov 11, 2019)

“Teaching New Media Literacies” Short course at the Annual Conference of the National Communication Association, Chicago IL. (Nov 22, 2015)

“Teaching the College Course in Comm. Theory” Short course at the Annual Conference of the National Communication Association, Chicago IL. (Nov 20, 2015)

“Basic Course of Tomorrow Today” Short Course at the Annual Conference of the National Communication Association, Chicago IL (Nov 21, 2015)

“What You Think You Are…” Workplace Communication Seminar. (Aug 2014)

Quality Matters Certification. (Mar 20, 2013)

Fifteenth Annual Great Teachers Conference, North Bend Park. Cairo, WV (June 25-27, 2007).

Southern States Communication Association Convention. Louisville, KY (Mar 28-Apr 1, 2007)

Ninth Annual Communication Ethics Conference, Duquesne University. Pittsburgh, PA (June 8-11, 2006).

**Service:**

Board of Governors, Faculty Representative, July 2019 – May 2023

Concord University Faculty Executive Board (formally Faculty Senate), Fall 2011-May 2023.

* + Representative for the Department of Fine Arts & Communication
  + Faculty Senate Secretary, Fall 2012-Spring 2013.

Strategic Planning Steering Committee, Fall 2019—Fall 2022

* Developed the draft of the University strategic plan
* Currently serve on the Academic Sub-committee that reports to the Steering committee

Chair, Mass Communication (formally Communication Arts), Fall 2017- Spring 2021

* Responsible for maintaining budget, course schedule, and hiring duties
* Write/coordinate Assessment reports through Program & Annual Reviews and General Education Assessment of the COMM 101 basic course.

Budget Committee, at-large representative. (Concord University). Fall 2013-2019

* + Chaired Committee
  + Served on ad hoc Finance Allocation Committee

Personnel Committee, member (Concord University) Fall 2007-2017

Departmental Program Review (Concord University). 2007, 2012, 2017, 2022

McNair Scholars Seminar Presentation (Concord University) Summer 2017-2022

* Presented 1-hour seminars on Online Communication & Professional Presentation in Academe to incoming McNair Scholars.

Study Abroad, Spain. Co-leader of courses with 18 people to Barcelona, Seville, and Madrid Spain for a 2 week experience (Concord University) May 18-31, 2014.

Study Abroad, Spain. Co-leader of courses with 20 people in Barcelona, Madrid, Cordoba, and Grenada (Concord University) May 2012.

Debate Team Coach/Sponsor (Concord University). Fall 2012-Spring 2013.

* Formed the team in conjunction with the Argumentation class and organized several on-campus debates
* Disbanded due to lack of funding for travel

Academic Policy Committee, Committee Member at-large, (Concord University). Fall 2009-12.

Reviewer, Submissions to Religious Communication Division for the annual conference of the National Communication Association. 2008, 2012.

Fundraiser for Make-A-Wish Foundation (Concord University) Fall 2012.

Organized a fundraiser with students in my Organizational Communication class, so that a local child with cancer could go to Disney World. Raised $800+ mainly from college students & faculty.

Director of “Biannual Karl Bean Persuasive Speaking Contest” (Concord University) Fall 2006-2012.

Article Editor. *SAGE Open*. Dec. 28, 2011.

Athletic Advisory Committee, non-tenured faculty representative, (Concord University) Fall 2009-Spring 2011.

Forum on Concord Dorm Renovation. Concord University, Athens, WV (Dec. 1, 2011). Organized the forum with students from my Organizational Communication class. Panelists presented statistics and answered questions on dorm renovations. ~40 in attendance.

Forum on West Virginia Graduation. Concord University, Athens, WV (Dec. 1,2010).

Organized the forum through my Organizational Communication class. The panel addressed the WV graduation rate and gave speeches on how to improve this statistic. ~170 in attendance.

General Education Committee, Fine Arts representative (Concord University) Fall 2008-Spring 2010.

Committee Member, Nomination Committee, Fine Arts representative (Concord University) Apr. 2007, 2009

Speaker, “Sounds of the Season” Christmas Concert. (Concord University) Dec. 12, 2008.

Forum on the 2008 Presidential Election. Concord University. Athens, WV (Oct. 29, 2008). Host and organizer of the forum. Students from PR, Broadcasting, & speech created videos, and gave informative and persuasive speeches on the presidential candidates. ~180 in attendance.

Forum on the War in Iraq. Concord University. Athens, WV (Apr. 30, 2008).

Host and organizer of the forum. Gathered a panel of scholars to discuss circumstances surrounding the war. Students created videos and provided logistical support. ~140 in attendance.

Committee Member, Grade Appeals Committee, Fine Arts representative (Concord University) Aug. 2007.

Volunteer, University Monte Carlo Night (Concord University) Aug. 2007.

Volunteer, Princeton Christmas Parade (Princeton, WV) Dec. 2006.

Debate Judge, Duquesne National Educational Debate Association Tournament (Duquesne University) Feb. 2005.

Co-President, Graduate Student Organization (Duquesne University)

Fall 2004-Spr 2005.

Treasurer, Communication Graduate Student Association (CGSA) (Purdue University) Fall 2001- Spr2002.

Debate Judge, Boilermaker Special forensics tournament (Purdue University)

Sept. 2000.

**Research:**

*Papers on Competitive Panels*

Tye-Williams S. & C. Williams (2022, Nov). ‘Reduced to about a half-inch tall’: A Burkean analysis of the unfit fitness of workplace bullying. Paper presented at the annual conference of the National Communication Association. New Orleans, LA.

Williams, C. & Tye-Williams S. (2022, Sept). The call of conscience: Disrupting workplace bullying through acknowledgment. Paper presented at the 13th International Association on Workplace Bullying & Harassment Conference. San Diego, CA.

Williams, C. & Tye-Williams, S. (2019, April). Survival of the Unfittest: A Burkean Analysis of Workplace Bullying. Paper presented at the annual conference of the Central States Communication Association. Omaha, NE.

Williams, C. (2014, April). Voice of the American Student Abroad: Articulating Philosophies for Cross-cultural Studies American Students. Panel presentation at the Eastern Communication Conference. Washington, D.C.

Williams, C. (2011, November). Identification in the Success of Joel Osteen: What Burke Might Say. Paper presented at the annual conference of the National Communication Association. New Orleans, LA.

Williams, C. (2010, April). Burke in Study Abroad: A Communication Philosophy Enacted. Paper presented at the annual conference of the Eastern Communication Association. Baltimore, MD.

Williams, C. (2007, November). Unworthy of penalty: Self-plagiarism as original work. Paper presented at the annual conference of the National Communication Association, Chicago, IL.

Williams, C. (2005, April). Dialogue’s domain: Describing who we are in intimate relationships. Paper presented at the annual conference of the Southern States Communication Association, Baton Rouge, LA.

Williams, C. (2005, April). Exchange and ethical foundations: How ought a theory to act? Paper presented at the annual conference of the Eastern Communication Association. Pittsburgh, PA.

Williams, C. (2004, April). Exploring the frameworks of love: The dramatistic impact of popular culture. Paper presented at the annual conference of the Central States Communication Association, Cleveland, OH.

Fritz, J. M., Williams, C., & Arnett, R. C. (2004, November). Moving forward, looking back: Replication and extension of a study of the influence of communication and adherence to expectations for appropriate business conduct on recognition of organizational ethical standards and commitment to the organization. Paper presented at the annual conference of the National Communication Association, Chicago, IL.

Williams, C. (2003, April). Framing love: A critique of interpersonal communication textbooks.Paper presented at the annual conference of the Eastern Communication Association, Washington, D.C.

Williams, C. (2003, October). Implications of Bahktinian dialogue in debate contexts. Paper presented at the annual conference of the Pennsylvania Communication Association, State College, PA.

Williams, C. (2003, November). Finding the “I” in “Other:” Altruism in historical context. Paper presented at the annual conference of the National Communication Association, Miami, FL.

Williams, C. (2001, November). Love is different: Agape and communication ethics*.* Paper presented at the annual conference of the National Communication Association, Atlanta, GA.

Williams, C. (2000, April). Love as praxis in communication and community.Paper presented at the annual conference of the Central States Communication Association, Cincinnati, OH.

*Publications in Refereed Journal*

Fritz, J. M. H., O’Neil, N. B., Popp, A. M., Williams, C. D., & Arnett, R. C. (2012). The influence of supervisory behavioral integrity on intent to comply with organizational ethical standards and organizational commitment. *Journal of Business Ethics.*

*Publications in Non-refereed Journal*

Williams, C. (2011). Practical advice from Communication experts. *Communication Currents 6* (1). Retrieved from http://www.natcom.org/CommCurrents Archive.aspx

**Applied Communication Experience:**

Collegiate Soccer Official, National Intercollegiate Soccer Officials Association (Princeton, WV) 1999-2010.

English as a second language instructor, Mission trip to Moshi, Tanzania. May-July 2000.

Summer Intern, Link-Belt Construction Equipment (Lexington KY)

Summer 1996, Summer 1997, Summer 1998.