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# ERIKA LEE KIRBY, Ph.D.

Curriculum Vitae

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## PROFESSOR OF COMMUNICATION STUDIES

College of Arts & Sciences—Department of Communication Studies—Creighton University  
2500 California Plaza, Omaha, NE 68178—(402) 280-2630 office—[ekirby@creighton.edu](mailto:ekirby@creighton.edu)

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## *Professional Employment*

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CREIGHTON UNIVERSITY, Omaha, Nebraska, Department of Communication Studies.

**Professor** (Fall 2008-present); **Associate Professor with Tenure** (Fall 2004-Fall 2008);

**Assistant Professor** (Fall 1999-Fall 2004); **Instructor** (Fall 1998-Spring 1999)

ANTI-DEFAMATION LEAGUE, Great Plains Region, Omaha, Nebraska, Educational Programs.

**Trained Facilitator** (Summer 2011-present)

UNIVERSITY OF NEBRASKA, Lincoln, Nebraska, Department of Communication Studies.

**Visiting Professor** (Summer 2003); **Graduate Teaching Assistant** (August 1995-June 1998)

HMONG NATIONAL DEVELOPMENT, Omaha, Nebraska.

**Research Development Coordinator and Grantwriter** (1994-1996)

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## *Education*

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UNIVERSITY OF NEBRASKA, Lincoln. (2000)—Ph.D. in Communication Studies. Major area Organizational Communication; secondary area Communication and Culture. Awarded a Mildred Thompson Graduate Fellowship to assist in dissertation research in university-wide competition from 1997-1998. [Dissertation: *Communicating organizational tension: Balancing work and family*; advised by Dr. Kathy Krone.]

UNIVERSITY OF MINNESOTA, Minneapolis. (1995)—M.A. in Speech Communication. Major area Organizational Communication. Awarded a Graduate Fellowship from 1993-1994. [Thesis: *Girl Scouts of the U.S.A.: Symbolism, Socialization and Culture*; advised by Dr. M. Scott Poole]

BUENA VISTA UNIVERSITY, Storm Lake, Iowa. (1993)—*B.A. in Corporate Communication and Business*; graduated Magna Cum Laude.

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## *Professional Organizations*

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CENTRAL STATES COMMUNICATION ASSOCIATION (CSCA; 1996-present)

INTERNATIONAL COMMUNICATION ASSOCIATION (ICA; 1998-present)

NATIONAL COMMUNICATION ASSOCIATION (NCA; 1996-present)

ORGANIZATION FOR THE STUDY OF COMMUNICATION, LANGUAGE, AND GENDER (OSCLG; 2001-“Life”)

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## *Fields of Interest*

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**TEACHING:** Communicating for Social Justice, Organizational Communication, Communication Consulting, Research Methods, Gender Communication, Work-Life Communication, and Managerial Communication

**RESEARCH:** Public↔Private Discourses, Work↔Life Communication, Diversity, Gender in Organizations, Structuration Theory, Organizational Culture, Activities/cases for teaching Organizational Communication

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## *Scholarship*

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Unless otherwise indicated, publications are refereed. Across all co-authored publications, each author contributed to the final product; the lead author was responsible for project coordination, making necessary revisions and submitting final draft.

### AWARDS FOR SCHOLARSHIP\*

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- Special Mention for the Organization for the Study of Communication, Language, and Gender (OSCLG) **Book of the Year award** for *Gender Actualized: Cases in the Communicative Construction of Gender(ed) Identities* (2010; with Dr. Chad McBride).
- Nominated for the National Communication Association (NCA) Organizational Communication Division's **Article of the Year** for scholarship published in 2004-2005.
- Awarded the NCA Organizational Communication Division's **Article of the Year** for scholarship published in 2002-2003 (2003).
- Awarded the Organization for the Study of Communication, Language, and Gender (OSCLG) **Top Conference paper award** across all communication conferences held in 2002 (2003).
- Nominated for **Charles Redding dissertation award** given by the Organizational Communication Division of the International Communication Association (ICA:2001).
- Nominated for **Cheris Kramarae dissertation award** given by OSCLG (2001).

\* *Top paper awards for conferences noted within section on Abstracts and Scholarly papers.\**

### BOOKS

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Kirby, E. L., & McBride, M. C. (2009). *Gender actualized: Cases in the communicative construction of realities*. Dubuque, IA: Kendall Hunt. [Introduction and cases written for the book also appear in relevant sections; Supplemental website contains teaching materials]

### ARTICLES AND BOOK CHAPTERS—PUBLISHED

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- Foster, T., & Kirby, E. L. (In press). "The Way(s)" of the modern pilgrim: Analysis of Spanish and U.S. American pilgrim newsletters of the *Camino de Santiago*. *Journal of Communication and Religion*.  
 • Also published in the 2013 Proceedings of the Religious Communication Association.
- Geist-Martin, P., Gates, L., Wiering, L., Kirby, E., Houston, R., Lilly, A., & Moreno, J. (2013). Exemplifying collaborative autoethnographic practice via shared stories of mothering. In H. Chang, F. Wambura Ngunjiri & K.A.C. Hernandex (Eds.), *Collaborative autoethnography* (pp. 175-188).  
 • Reprinted from the 2010 Special issue on Autoethnography as research practice of the *Journal of Research Practice* as Appendix B to serve as exemplar of collaborative autoethnographic practice.
- Kirby, E. L., & Buzzanell, P. M. (2013). Communicating work-life. In D. Mumby and L. Putnam (Eds.), *Handbook of organizational communication* (Third ed., pp. 351-373). Thousand Oaks, CA: Sage.
- Kirby, E. L., Wieland, S. M. B., & McBride, M. C. (2013). Work-life conflict. In J. G. Oetzel and S. Ting-Toomey (Eds.), *The Sage Handbook of Conflict Communication: Integrating theory, research, and practice* (Second ed., pp. 377-402). Thousand Oaks, CA: Sage Publications.
- Kirby, E. L., & Koschmann, M. (2012). Communication-centered contributions to advancing scholarship in/of nonprofit and voluntary organizations. *Management Communication Quarterly*, 26. 133-138.

- Kirby, E. L. (2011). "But society is beyond \_\_\_ism": Teaching how differences are "organized" via institutional privilege↔oppression. In D. K. Mumby (Ed.), *Reframing difference in organizational communication studies: Research, pedagogy, and practice* (pp. 127-150). Thousand Oaks, CA: Sage.
- Bute, J. J., Harter, L. M., Kirby, E. L., & Thompson, M. (2010). Politicizing the personal? The storying of age-related infertility in public discourses. In S. M. Hayden and L. O. Hollstein (Ed.), *Contemplating maternity in the era of choice: Explorations into discourses of reproduction* (pp. 49-72). Rowman and Littlefield.
- Geist-Martin, P., Gates, L., Wiering, L Kirby, E., Houston, R., Lilly, A., & Moreno, J. (2010). Exemplifying collaborative autoethnographic practice via shared stories of mothering. Special issue on Autoethnography as research practice of the *Journal of Research Practice*, 6(1), M8. <http://jrp.icaap.org/index.php/jrp/issue/view/13>.
- Harter, L. M., Kirby, E. L., & Gerbensky-Kerber, A. (2010). "Transforming or fracturing a 145-year-old entity(?)": The enactment and disruption of the single-sex mandate of the YWCA. *Women and Language*.
- Kirby, E. L. (2010). Commentary: The philosophy of "Co-": Acting with to maximize potential in participatory partnerships. In L. M. Harter, J. Hamel-Lambert, and J. Millesen (Eds.), *Participatory partnerships for social action and research* (pp. 379-386). Dubuque, IA: Kendall Hunt.
- Kirby, E. L. & McBride, M. C. (2009). Introduction. In E. L. Kirby and M. C. McBride (Eds.) *Gender actualized: Cases in communicatively constructing realities* (pp. xvii-xxiii). Dubuque, IA: Kendall Hunt.
- Kirby, E. L., Bonewits Feldner, S., Leighter, J., McBride, M. C., Ortega Murphy, B., Tye-Williams, S., & Turner, L. H. (2009). "Exploring the basement of social justice issues"—A graduate upon graduation. In L. Harter, M. Dutta, & C. Cole (Eds.) *Communicating for Social Impact* (pp. 63-77). Cresskill, NJ: Hampton Press.
- Fleming, P. A., Kirby, E. L., Grandbois, G. H., Chiwengo, N., Welch, A. W., & Pierce, J. (2008). Creighton University—Beyond the conceptual: Diversity education for faculty. In J. White & S. Henderson (Eds.), *Building multicultural competency: Development, training, and practice* (pp. 53-67). Landham, MD: Jason Aronson/Rowan & Littlefield Publishers.
- Bergen, K. A., Kirby, E. L., & McBride, M. C. (2007). "How do you get two houses cleaned?": Accomplishing family caregiving in commuter marriages. *Journal of Family Communication*, 7, 291-311.
- Kirby, E. L. (2007). Organizing to "meet like real Americans": The case of a Hmong nonprofit organization. In B. J. Allen, L. A. Flores, & M. P. Orbe (Eds.), *International and Intercultural Communication Annual* (pp. 201-228). Washington, DC: National Communication Association.
- Golden, A. G., Kirby, E. L., & Jorgenson, J. (2006). Work-life research from both sides now: An integrative perspective for organizational and family communication. In C. Beck (Ed.), *Communication Yearbook 30* (pp. 143-195). Mahwah, NJ: Lawrence Erlbaum.
- Kirby, E. L. (2006a). Communication and the accomplishment of personal and professional life: An introduction. *The Electronic Journal of Communication/Le Review de electronique de Communication*, 16(3-4) [Online]. Available: <http://www.cios.org/www/ejc/v16n34.htm>
- Kirby, E. L. (2006b). "Helping you make room in your life for your needs": When organizations appropriate family roles. *Communication Monographs*, 73, 474-480.

- Kirby, E. L., McBride, M. C., Shuler, S., Birkholt, M. J., Danielson, M. A., & Pawlowski, D. R. (2006). The Jesuit difference (?): Tensions of negotiating spiritual values and secular practices. *Communication Studies*, 57, 87-105.
- Kirby, E. L., & Krone, K. J. (2006a). Making theory practical: Policy development as an illustration of structuration. *Communication Currents*, trial issue. Retrieved November 2006 from [www.communicationcurrents.com](http://www.communicationcurrents.com).
- Kirby, E. L., & Krone, K. J. (2006b). "The policy exists but you can't really use it": Communication and the structuration of work-family policies. In L. L. Putnam and K. J. Krone (Eds.), *Organizational communication volume 4: Participation, power and gender* (pp. 337-367). Thousand Oaks, CA: Sage.
- Reprinted from 2002 in the Sage five-volume set on *Organizational Communication*; only 75 articles chosen from all articles written in Organizational Communication since inception of subdiscipline.
- Kirby, E. L., Wieland, S. M. B., & McBride, M. C. (2006). Work-life conflict. In J. G. Oetzel and S. Ting-Toomey (Eds.), *The Sage Handbook of Conflict Communication: Integrating theory, research, and practice* (pp. 327-357). Thousand Oaks, CA: Sage Publications.
- Krone, K. J., Schrod, P. & Kirby, E. L. (2006). Structuration theory: Promising directions for family communication research. In D. O. Braithwaite & L. A. Baxter (Eds.), *Engaging theories in family communication: Multiple perspectives* (pp. 293-308). Thousand Oaks, CA: Sage.
- Simpson, J. L., & Kirby, E. L. (2006). "Choices" for whom?: A communicative response to the "opt-out revolution" through a white privilege/social class lens. *The Electronic Journal of Communication/Le Review de electronique de Communication*, 16(3-4) [Online]. Available: <http://www.cios.org/www/ejc/v16n34.htm>
- Shuler, S., McBride, M. C., & Kirby, E. L. (2006). Desperation loves company: Female friendships and the façade of female intimacy. In J. McCabe & K. Akass (Eds.), *Reading Desperate Housewives: Beyond the white picket fence* (pp. 180-189). New York: I. B. Tauris & Co Ltd.
- Harter, L. M., Kirby, E. L., McClanahan, A. & Edwards, A. (2005). Time, technology and meritocracy: Narratively constructing age-related infertility. In L. M. Harter, P. M. Japp, & C. Beck, (Eds.), *Narratives of health and healing* (pp. 83-106). Mahwah, NJ: Lawrence Erlbaum.
- Medved, C. E., & Kirby, E. L., (2005). Family CEOs: A feminist analysis of corporate mothering discourses. *Management Communication Quarterly*, 18, 435-478.
- Nominated for the NCA Organizational Communication Article of the Year (2005).
- Harter, L. M., & Kirby, E. L. (2004). Socializing medical students in an era of managed care: The ideological significance of standardized and virtual patients. *Communication Studies*, 55, 48-67.
- Harter, L. M., Kirby, E. L., Hatfield, K. L., & Kuhlman, K. (2004). From spectators of public affairs to agents of social change: Engaging students in the basic course through service-learning. In B. S. Titsworth (Ed.), *Basic Course Communication Annual 16* (pp. 165-194). Boston: American Press.
- Kirby, E. L. (2004). Communication research methods. *Communication Teacher*, 18, 124-127.
- Morgan, J. M., & Kirby, E. L. (2004). Performing and resisting scripts of servitude to illustrate critical theory concepts in organizational communication. *Communication Teacher*, 18, 82-86.

- Kirby, E. L., Golden, A. G., Medved, C. E., Jorgenson, J., & Buzzanell, P. M. (2003). An organizational communication challenge to the discourse of work and family research: From problematics to empowerment. In P. Kalbfleisch (Ed.), *Communication Yearbook 27* (pp. 1-43). Mahwah, NJ: Lawrence Erlbaum.
- NCA Organizational Communication Article of the Year (2003).
- Kirby, E. L., & Harter, L. M. (2003). Speaking the language of the bottom-line: The metaphor of “managing diversity.” *Journal of Business Communication, 40*, 28-49.
- Kirby, E. L., & Harter, L. M. (2003). Examining images of organizational diversity in popular culture. In S. Lucas (Ed.) *Selections from the Communication Teacher, 1999-2002* (pp. 35-37). Boston: McGraw-Hill.
- Reprinted from *Communication Teacher 14*.
- Kirby, E. L., Harter, L. M., & Ford, D. J. (2002). Using standardized and computer-simulated patients as instructional tools for health-care interviewing. *Communication Teacher, 16*(2), 1-4.
- Given “Touchstone Award” for quality of article.
- Kirby, E. L., & Krone, K. J. (2002/2006). “The policy exists but you can’t really use it”: Communication and the structuration of work-family policies. *Journal of Applied Communication Research, 30*, 50-77.
- Kirby, E. L. (2002). Work-life communication syllabus. *Communication Teacher, 16*(4), 9-11.
- Kirby, E. L., & Harter, L. M. (2001). Discourses of diversity and the quality of work life: The character and costs of the managerial metaphor. *Management Communication Quarterly, 15*, 121-127.
- Kirby, E. L. (2000). Should I do as you say or do as you do? Mixed messages about work and family. *The Electronic Journal of Communication/Le Review de electronique de Communication, 10*(3-4) [Online]. Available: <http://www.cios.org/www/ejcmmain.htm>
- Kirby, E. L., & Harter, L. M. (1999). Examining images of organizational diversity in popular culture. *Communication Teacher, 14*(1), 14-16.

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#### CASE STUDIES—PUBLISHED

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- Harter, L. M., Kirby, E. L., & Quinlan, M. M. (2009). “Like the Marines, do we need a few good men?” Contesting the single-sex mandate of the YWCA. In E. L. Kirby and M. C. McBride (Eds.) *Gender actualized: Cases in communicatively constructing realities* (pp. 153-158). Dubuque, IA: Kendall Hunt.
- Kirby, E. L. (2009). “Don’t be so gay!” Challenging homophobic language. In E. L. Kirby and M. C. McBride (Eds.) *Gender actualized: Cases in communicatively constructing realities* (pp. 141-143). Dubuque, IA: Kendall Hunt.
- Kirby, E. L. (2009). “Our ~~Father~~ Creator who art in heaven...”: Negotiating patriarchy and religion and feminism. In E. L. Kirby and M. C. McBride (Eds.) *Gender actualized: Cases in communicatively constructing realities* (pp. 159-161). Dubuque, IA: Kendall Hunt.
- Kirby, E. L. (2003/2006). Bob’s dilemma. In J. Keyton & P. Shockley-Zalabak (Eds.), *Organizational communication: Understanding communication processes* (1<sup>st</sup> ed., pp. 287-294; 2<sup>nd</sup> ed., pp. 291-297). Los Angeles, CA: Roxbury.
- Also includes published materials in the online instructor’s manual to accompany case.

Kirby, E. L. (2006). Your attitude determines your altitude: Reflecting on a company-sponsored mountain climb. In J. Keyton & P. Shockley-Zalabak (Eds.), *Organizational communication: Understanding communication processes* (2<sup>nd</sup> edition, pp. 99-108). Los Angeles, CA: Roxbury.

- Also includes published materials in the online instructor's manual to accompany case.

Kirby, E. L., & McBride, M. C. (2009). Undercover moms, Family CEOs and “opted out” moms: Work-life possibilities for women. In E. L. Kirby and M. C. McBride (Eds.) *Gender actualized: Cases in communicatively constructing realities* (pp. 108-114). Dubuque, IA: Kendall Hunt.

McBride, M. C., & Kirby, E. L. (2009). “You’re totally her work husband:” Managing misperceptions of the “work-spouse” relationship. In E. L. Kirby and M. C. McBride (Eds.) *Gender actualized: Cases in communicatively constructing realities* (pp. 133-138). Dubuque, IA: Kendall Hunt.

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#### BOOK REVIEWS—PUBLISHED

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Kirby, E. L. (2007). Reworking Gender: A feminist communicology of organizing. *Management Communication Quarterly*, 21, 284-294.

McBride, M. C., & Kirby, E. L. (2008). Communicating gender diversity: A critical approach. *Journal of Women and Language*, 30, 62-63.

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#### ARTICLES—IN PROGRESS

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Kirby, E. L., & Morgan, J. M. (Re)producing elitism through performing servitude: A tale of two country clubs.

McBride, M. C., Kirby, E. L., & Daas, K. Questioning “successful” communication: A case analysis of succeeding failure when communicating within social networks.

McBride, M. C., Shuler, S., & Kirby, E. L. Revelations of quiet desperation: Desperate Housewives and the negations of cultural ideals.

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#### JOURNAL EDITING

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Since October of 2009, I have been the Book Review Editor for *Women and Language*, publishing 5 reviews per issue in Spring and Fall.

I edited the forum “Communication-Centered Contributions to Advancing Scholarship in/of Nonprofit and Voluntary Organizations” for the February 2012 issue of *Management Communication Quarterly*.

I edited the April 2006 special (double) issue on “Communication and the Accomplishment of Personal and Professional Life” for *The Electronic Journal of Communication/Le Review de Electronique de Communication* (Volume 16, Issues 3-4 of 2006) Available: <http://www.cios.org/www/ejc/v16n34.htm>.

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#### INVITED SCHOLARLY PRESENTATIONS AND COLLOQUIA

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Kirby, E. L. (2013, November). *Empowerment, Agency, and “Balancing” Working and Personal Life*. Presented for *The Way Up Conference* of Women in Higher Education in Des Moines, Iowa.

Kirby, E. L. (2013, July). *Communicating Work-Life: A Constitutive Approach*. Week-long seminar taught to National Communication Association’s Hope Conference (Holland, MI) participants.

Kirby, E. L. (2013, July). *The Importance of a Communicative Approach to Studying and Enacting Working and Personal Life*. Presented for National Communication Association’s Hope Conference (Holland, MI) participants as keynote lecture.

- Kirby, E. L., & Murray, R. M. (2012, October). *Making our Voices Heard to PAVE the Potholes in Creighton's Culture*. Presented for Creighton Community sponsored by the Committee on the Status of Women.
- Kirby, E. L. (2011, December). *Work-life integration*. Presented for Creighton Community sponsored by the Committee on the Status of Women.
- Kirby, E. L. (2011, March). *But I don't feel "balanced": Understanding organizational impacts on work-life integration*. Presented for Creighton Community sponsored by the Committee on the Status of Women.
- Kirby, E. L. (2011, September). Microaggressions in everyday life. Colloquia presentation for the Creighton Communication Studies Department. [also conducted with Dr. Herb Grandbois for other audiences through Diversity Project—see service.]
- Kirby, E. L. (2009, February). *Politicizing the personal? The storying of age-related infertility in public discourses*. Colloquia presentation for the Creighton Community.
- Kirby, E. L. (2008, September). *Emotion in teaching and learning*. Presented as a visiting scholar at Ohio University.
- Bergen, K. A., Kirby, E. L., & McBride, M. C. (2008, January). "How do you get two houses cleaned?": *Accomplishing family caregiving in commuter marriages*. Colloquia presentation for the Creighton Community.
- Kirby, E. L. (2007, March). *Spanning the personal, the professional and the emotional experiences therein*. Presented as a visiting scholar at Ohio University.
- Kirby, E. L. (2007, March). "Helping you make room in your life for your needs": *When organizations appropriate family roles*. Presentation for the Creighton Community co-sponsored by Lambda Pi Eta and the Department of Communication Studies.
- Kirby, E. L. (2005, December). *Issues of work-life*. Invited to speak to the Women's Faculty Network of Creighton University on this subject, particularly concentrating on the structuration of work-life policy through coworker talk.
- McBride, M. C., Shuler, S., & Kirby, E. L. (2005, October). *Reading DESPERATE HOUSEWIVES: An analysis of female ideals*. Presentation for the Creighton Community co-sponsored by Lambda Pi Eta and the Women's and Gender Studies Program.
- Kirby, E. L. (2005, May). *Birds of a feather—Structuration Theory*. Invited to host roundtable on topic in session sponsored by the Organizational Communication Division of the International Communication Association at the annual meeting in New York, NY.
- Kirby, E. L. (2004, November). *Balancing work and life: Problems in theory and public representation*. Presented as the second annual Communication Studies Colloquium at the University of Puget Sound in Tacoma, WA.
- Kirby, E. L. (2004, May). *Birds of a feather—Feminist Organizational Scholarship*. Invited to host roundtable on topic in session sponsored by the Organizational Communication Division of the International Communication Association at the annual meeting in New Orleans, LA.

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ABSTRACTS AND SCHOLARLY PAPERS <sup>1,2</sup>

<sup>1</sup> Conference abbreviations: *Central States Communication Association (CSCA)*, *International Communication Association (ICA)*, *National Communication Association (NCA)*, *Organization for the*

*Study of Communication, Language, and Gender (OSCLG), Western States Communication Association (WSCA)*

<sup>2</sup> “Position papers” are less than 10 pages; other presented “papers” are more traditional article-length.

-----**2014**-----

Cullen, C. M., Kuligoski, J., & Kirby, E. L. (2014, November). “How many balls can she keep in the air?” The metaphor of working mother as juggler. Paper presented to the Family Communication Division of the National Communication Association at the annual meeting in Chicago, IL.

Kirby, E. L. (2014, November). A working mom needs a (working) dad: Men as fathers and Ppartners. Paper presented to the Family Communication Division of the National Communication Association at the annual meeting in Chicago, IL.

Kirby, E. L. (2014, November). Opting-In from a White Privilege Communicative Lens. Paper presented to the Organizational Communication Division of the National Communication Association at the annual meeting in Chicago, IL.

-----**2012**-----

Foster, T., & Kirby, E. L. (2012, November). “The Way(s)” of the modern pilgrim: Analysis of Spanish and U.S. American pilgrim newsletters of the *Camino de Santiago*. Paper presented to the Religion and Communication Division of the National Communication Association at the annual meeting in Orlando, FL.

-----**2011**-----

Kirby, E. L. (2011, November). “Just a bunch of whiners”: Voice, graduate students and work/life balance questions. Faculty panelist in preconference at the annual meeting in New Orleans, LA.

Kirby, E. L. (2011, November). Tall poppies and one-uppers. Position paper/narrative presented to the Organizational Communication Division of the National Communication Association at the annual meeting in New Orleans, LA.

Kirby, E. L. (2011, July). Ignatian mission and a better model of a liberal arts communication curriculum. Position paper and syllabus presented to the Association of Jesuit Colleges and Universities’ Communication Conference at the annual meeting at Creighton University in Omaha, NE.

-----**2010**-----

Kirby, E. L. (2010, November). A communicative approach to work/family research: What do we contribute? Roundtable presentation to the Organizational Communication Division of the National Communication Association in San Francisco, CA.

Kirby, E. L. (2010, November). The promises and pitfalls of accelerating our communication curriculum to target returning students. Presentation to the Roundtable presentation to the NCA Educational Policies Board of the National Communication Association in San Francisco, CA.

-----**2009**-----

Harter, L. M., Kirby, E. L., & Gerbensky-Kerber, A. (2009, November). “Transforming or fracturing a 145-year-old entity(?)”: The enactment and disruption of the single-sex mandate of the YWCA. Paper presented to the Feminist and Women’s Studies Division of the National Communication Association in Chicago, IL.

Kirby, E. L. (2009, October). How could she not want me? Coming to terms with a mother’s transgression. Narrative/performative presentation to OSCLG at the annual meeting in Los Angeles, CA.

- Kirby, E. L. (2009, October). Using a capstone course to “do diversity” as social justice at Jesuit institutions. Syllabus presentation to OSCLG at the annual meeting in Los Angeles, CA.
- Kirby, E. L. (2009, April). *Conversations about connections: At the heart of departments and programs*. Roundtable discussion sponsored by the CSCA First Vice-President at the annual meeting in St. Louis, MO.
- Kirby, E. L. (2009, April). “*Don’t be so gay!*” *Challenging homophobic language*. Case presentation to the Women’s Caucus, the Sexual Orientation and Gender Identity Caucus and the Instructional Resources Interest Group at the annual meeting in St. Louis, MO.

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**2008**

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- Kirby, E. L. (2008, October). *Teaching in Jesuit institutions: The intersection of Jesuit philosophy and feminist practice*. Roundtable presentation to OSCLG at the annual meeting in Nashville, TN.
- Kirby, E. L. (2008, July). Considering “the personal” in organizational communication. Position paper presented to the Alta conference on Organizational Communication in Snowcliff, UT.
- Bonewits Feldner, S., McBride, M. C., Kirby, E. L., & Leighter, J. (2008, May) *Preparing faculty to educate students toward communicating for social impact*. Position paper as part of a roundtable discussion on Preparing Students to Communicate for Social Impact in Jesuit Education presented to the Conference Theme section of ICA at the annual meeting in Montreal, Canada.
- Kirby, E. L., & Murphy, B. O. (2008, May). *Designing curriculum to prepare students to communicate for social impact*. Position paper as part of a roundtable discussion on Preparing Students to Communicate for Social Impact in Jesuit Education presented to the Conference Theme section of ICA at the annual meeting in Montreal, Canada.

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**2007**

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- Kirby, E. L., (2007, November). *Assistance or colonization?: When organizations “help” members meet personal needs*. Position paper presented to the Organizational Communication Division of NCA at the annual meeting in Chicago, IL.
- Kirby, E. L., (2007, November). *Doing (private/unpaid) work on the body to be a good (public/paid) worker: How organizational wellness programs are recasting the meaning of where “work” begins*. Position paper presented to the Organizational Communication Division of NCA at the annual meeting in Chicago, IL as part of Division’s Preconference.
- Kirby, E. L. (2007, May). “*But \_\_\_\_\_ privilege doesn’t exist!*”: *Teaching “isms” to dominant groups*. Position paper presented to the Organizational Communication Division of ICA at the annual meeting in San Francisco, CA, as part of Doctoral Student Preconference for the division.
- Bergen, K. M., Kirby, E. L., & McBride, M. C. (2007, March). *Structuration and the negotiation of caregiving in commuter marriages*. Paper presented to the Interpersonal and Small Group Communication Division of CSCA at the annual meeting in Minneapolis, MN.
- Kirby, E. L. (2007, March). *Dialogic research in the research of dialogue: Possibilities, problems, and practice*. Position paper presented to the Communication Theory Division of CSCA at the annual meeting in Minneapolis, MN.
- McBride, M. C., Kirby, E. L., & Daas, K. L. (2007, March). *Questioning “successful” communication: A case analysis of succeeding failure when communicating within social networks*. **TOP THREE PAPER** presented to the Communication Theory Division of CSCA at the annual meeting in Minneapolis, MN.

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 2006
 

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- Bergen, K. M., McBride, M. C., & Kirby, E. L. (2006, October). *How commuter wives negotiate family caretaking*. Paper presented to OSCLG at the annual meeting in St. Louis, MO.
- Kirby, E. L., Buzzanell, P. M., & Dickmeyer, S. (2006, November). *From research to application: Grounding communication training and development in work-life scholarship*. Position statement presented as part of a discussion which was a **TOP PANEL** in the Training and Development Division of NCA at the annual meeting in San Antonio, TX.
- Kirby, E. L., McBride, M. C., Shuler, S., Birkholt, M. J., Danielson, M. A., & Pawlowski, D. R. (2006, February). *The Jesuit difference (?): Tensions of negotiating spiritual values and secular practices*. Paper presented to the Organizational Communication Division of WSCA at the annual meeting in Palm Springs, CA.
- Shuler, S., McBride, M. C., & Kirby, E. L. (2006, November). *Desperation loves company: Female friendships and the façade of female intimacy*. Paper presented to the Feminist and Women's studies Division of NCA at the annual meeting in San Antonio, TX.

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 2005
 

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- Buzzanell, P. M., Kirby, E. L., & Dickmeyer, S. (2005, November). *Work-life scholarship and training*. Position paper presented as part of a preconference on *Helping Organizations Get Healthy: Transforming Organizations through Training Based on Effective Communication Scholarship* presented to the Organizational Communication and Training and Development Divisions of NCA at the annual meeting in Boston, MA.
- Harter, L. M., Kirby, E. L., Karurur, P. W., & Leeman, M. A. (2005, November). *"Transforming or fracturing a 145-year-old entity(?)": The enactment and disruption of single-sex mandate of YWCA*. Paper presented to the Organizational Communication Division of NCA at the annual meeting in Boston, MA.
- Kirby, E. L. (2005, April). *Narratives of age-related infertility*. Position statement presented as part of a panel on the Harter, Japp and Beck book on *Narratives of Health and Healing* presented to the Health Communication Division of CSCA at the annual meeting in Kansas City, MO.
- Kirby, E. L. (2005, October). *This guy lost 40 pounds—fandamntastic!: Gendered reflections on a corporate imposed wellness program*. Position paper and case presented to the OSCLG at the annual meeting in Reno, NV.
- Kirby, E. L. (2005, November). *This is not my classroom! What should new trainers do with old tricks?* Position statement presented as part of a roundtable to transitioning from teaching to training presented to the Training and Development Division of NCA at the annual meeting in Boston, MA.
- Kirby, E. L., Shuler, S., & McBride, M. C. (2005, April). *Embracing and resisting Jesuit values—Paradoxes of negotiating spirituality at a Jesuit Institution*. Paper presented to the Organizational and Professional Communication Division of CSCA at the annual meeting in Kansas City, MO.
- Krone, K. J., & Kirby, E. L. (2005, May). *Disagreements as cultured enactments of managerial masculinity in Sino-American joint ventures*. Paper presented to the Organizational Communication Division of ICA at the annual meeting in New York, NY.
- McBride, M. C., Shuler, S., & Kirby, E. L. (2005, October). *DESPERATE HOUSEWIVES: New frontiers in portrayals of spouses, parents and children in suburbia*. Paper presented to OSCLG at the annual meeting in Reno, NV.

McBride, M. C., Shuler, S., & Kirby, E. L. (2005, November). *Revelations of quite desperation: DESPERATE HOUSEWIVES and the negotiation of cultural ideals*. Paper presented to the Feminist and Women's studies Division of NCA at the annual meeting in Boston, MA.

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Harter, L. M., Kirby, E. L., McClanahan, A. & Edwards, A. (2004, November). *Time, technology and meritocracy: Narratively constructing age-related infertility*. Paper presented to the Health Communication Division of NCA at the annual meeting in Chicago, IL.

Houston, R., & Kirby, E. L. (2004, October). From balance to borderlands: Newspaper representations of work-life balance myth. Paper presented to OSCLG at annual meeting in South Bend, IN.

Kirby, E. L. (2004, April). *Feminist trainer meets masculine culture: Experiencing identity "crisis" in an organizational learning environment*. Presented to the Organizational & Professional Communication Division of CSCA annual meeting in Cleveland, OH.

Kirby, E. L. (2004, April). *Work songs and hegemonic masculinity: Kenny Rogers' representations of working and personal life*. Set of subpapers presented with graduate students from the University of Nebraska Lincoln to the Organizational & Professional Communication Division of CSCA at the annual meeting in Cleveland, OH.

Kirby, E. L. (2004, November). *Bringing family forward in work-family/work-life research*. Position statement presented as part of a roundtable discussion which was a **TOP PANEL** in the Family Communication Division of NCA at the annual meeting in Chicago, IL.

Kirby, E. L. (2004, November). *Issues of work-life and time*. Position statement presented as part of a roundtable discussion on work time literature from a communication perspective presented to the Organizational Communication Division of NCA at the annual meeting in Chicago, IL.

Kirby, E. L. (2004, November). *Paradoxes of "humanized" organization: Work/life policies and beyond*. Position paper presented to the Organizational Communication Division of NCA at the annual meeting in Chicago, IL.

Kirby, E. L., & Harter, L. M. (2004, May). *Why don't I(we) know better? Reproducing the myth of Superwoman*. Paper presented to the Organizational Communication Division of ICA at the annual meeting in New Orleans, LA.

Simpson, J. L., & Kirby, E. L. (2004, November). *But who gets to make these "choices?": A white privilege/social class communication response to the "opt-out revolution."* Paper presented to the Organizational Communication Division of NCA at the annual meeting in Chicago, IL.

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Edley, P. A., & Kirby, E. L. (2003, October). *What constitutes a Working Mother? A Third Wave discursive analysis*. Paper presented to OSCLG at annual meeting in Cincinnati, OH.

Harter, L. M., & Kirby, E. L. (2003, May). *Socializing students in an era of managed care: The Ideological significance of standardized and virtual patients*. Paper presented to the Organizational Communication Division of ICA at annual meeting in San Diego, CA.

Harter, L. M., Kirby, E. L., McClanahan, A. & Edwards, A. (2003, October). *A Third Wave discursive analysis of age-related infertility: Historical connections and contemporary contradictions surrounding choices about work and family*. Paper presented to OSCLG at annual meeting in Cincinnati, OH.

- Hendricks, M., & Kirby, E. L. (2003, November). *Viewing ONE FINE DAY as a reflection of gendered work-family expectations*. Paper presented to the Organizational Communication Division of NCA at annual meeting in Miami Beach, FL.
- Kirby, E. L. (2003, May). *MAPping feminist borderlands*. Panelist on a roundtable presented to the Feminist Communication Division of ICA at annual meeting in San Diego, CA.
- Kirby, E. L. (2003, April). *Researching as a "teacher-scholar."* Position paper presented to the Communication Education division of CSCA at annual meeting in Omaha, NE.
- Kirby, E. L. (2003, November). *Examining temporality in organizations*. Position paper presented to the Organizational Communication Division of NCA at annual meeting in Miami Beach, FL.
- Titworth, B. S., Harter, L. M., Kirby, E. L., & Hatfield, K. (2003, April). *From spectators of public affairs to agents of social change: Engaging Generation X and their successors through service-learning*. Paper presented to Communication Education division of CSCA at annual meeting in Omaha, NE.

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**2002**

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- Kirby, E. L. (2002, November). *(Re)constructing work-family research: From problematics to "communication in action."* Facilitator, submitter and presenter on panel presented to the Organizational (top-ranked) and Family divisions of NCA at annual meeting in New Orleans, LA. Awarded the OSCLG **CONFERENCE PAPER AWARD** for 2002.
- Kirby, E. L. (2002, October). *Womentoring in the academy*. Panelist on a roundtable presented to the OSCLG at annual meeting in Minneapolis, MN.
- Kirby, E. L. (2002, March). *"Gendering" careers: Discourses about work versus family at Regulators*. **TOP FOUR PAPER** presented to the Organizational Communication Division of WSCA at annual meeting in Long Beach, CA.
- Kirby, E. L., Harter, L. M., & Ford, D. J. (2002, November). *Using standardized and computer-simulated patients as instructional tools for health-care interviewing*. Teaching activity received "Touchstone Award" from *Communication Teacher* and presented by invitation to the Instructional Development Division of NCA at annual meeting in New Orleans, LA.
- Kirby, E. L., & Harter, L. M. (2002, November). *Speaking the language of bottom-line: The metaphor of "managing diversity."* Paper presented to Applied Communication division of NCA at annual meeting in New Orleans, LA.
- Kirby, E. L., & Morgan, J. M. (2002, November). *(Re)producing elitism through performing servitude: A tale of two country clubs*. Paper presented to Organizational Communication division of NCA at annual meeting in New Orleans, LA.
- Medved, C. E. & Kirby, E. L. (2002, November). *From having the "most important job in the world" to being a "family CEO": Contradictions in the corporate framing of stay-at-home mothering*. Paper presented to Organizational Communication division of NCA at annual meeting in New Orleans, LA.

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**2001**

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- Harter, L. M., Kirby, E. L., & Ford, D. J. (2001, November). *The cultivation of communication norms for future health care providers: Conceptualizing standardized patients as socializing agents*. Paper presented to the Health Communication Division of NCA at annual meeting in Atlanta, GA.
- Kirby, E. L. (2001, November). *Organizational tensions embedded in the communicative constructions of work and family*. Outline presented to the Organizational and Family divisions of NCA at annual meeting in Atlanta, GA.

- Kirby, E. L. (2001, October). *Check on the kids or check on the stocks? Gender and the marketing of personal communication technologies*. Outline presented to OSCLG at annual meeting in San Diego, CA.
- Kirby, E. L. (2001, May). *Blurring personal and professional boundaries: Perceptions of men and women regarding talking about family at work*. Paper presented with colleagues (P. Edley, G. Bihn, L. Privera, & A. Hylmo) in poster format as **TOP INTERACTIVE PANEL** to the Organizational Communication Division of ICA at annual meeting in Washington, DC.
- Kirby, E. L. (2001, April). *Community-based learning to reframe a performance appraisal system in a Nebraska human services agency: Faculty research on the rhetoric of merit*. Paper presented to the Organizational and Professional Communication Division of CSCA at annual meeting in Cincinnati, OH.
- Kirby, E. L., & Bell, B. J. (2001, April). *Is there an "I" in team? Communication satisfaction between coaches*. Presented to the Interpersonal and Small Group Division of CSCA at annual meeting in Cincinnati, OH.
- Kirby, E. L., & Krone, K. J. (2001, November). *Work-family policies help "them" but not "us": Coworker communication and the structuration of work-family policies*. **TOP FOUR PAPER** presented to the Organizational communication Division of National Communication Association at annual meeting in Atlanta, GA.

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- Danielson, M. A., & Kirby, E. L. (2000, April). *At-risk youths' reactions to expectancy violations during organizational assimilation: A taxonomic analysis*. Presented to the Organizational and Professional Division of CSCA at annual meeting in Detroit, MI.
- Harter, L. M., & Kirby, E. L. (2000, November). *Enablers and prohibitors of engagement with work*. Presented to the Undergraduate College & University Section of NCA at annual meeting in Seattle, WA.
- Harter, L. M., Kirby, E. L., Piela, E., Bell, B., & Jham, J. (2000, April). *Computer simulated patients as socializing agents in medical schools: Toward an understanding of emotional of future health care providers*. Presented on-line as part of annual conference of Association for Computers and the Social Sciences.
- Harter, L. M., Kirby, E. L., Piela, E., Bell, B., & Jham, J. (2000, June). *The use of computer simulated patients in developing health care providers' interviewing skills*. Presented to the Instructional Division of ICA at annual meeting in Acapulco, MX.
- Kirby, E. L. (2000, November). *Engaging the interplay between theory and practice: Service-learning as pedagogy in organizational communication courses*. Presented as a roundtable to the Organizational Communication Division of NCA at annual meeting in Seattle, WA.
- Kirby, E. L. (2000, November). *Engaging students who are academically at-risk through service learning projects in communication: A roundtable discussion*. Presented to the Communication Needs of At-Risk Students Commission of NCA at annual meeting in Seattle, WA.
- Kirby, E. L. (2000, June). *The policy exists but you can't really use it: Structuration and the appropriation of work-family benefits*. Presented to the Organizational Communication Division of ICA at annual meeting in Acapulco, MX.

Kirby, E. L., & Harter, L. M. (2000). *"Managing diversity": Explicit metaphors in diversity training*. Paper presented and published as proceedings from the Organizational Communication preconference of NCA at annual meeting in Seattle, WA.

Kirby, E. L., Pawlowski, D. R., & Dressel, C. (2000, April). *To promote or not to promote?: Work-family programs as corporate discourse*. Paper presented to the Organizational and Professional Division of CSCA at annual meeting in Detroit, MI.

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Kirby, E. L. (1999, November). *Understudied communication: Balancing work and family in organizations*. Presented to the Organizational Communication Division of NCA as a **TOP STUDENT PAPER** and fourth ranked paper overall at annual meeting in Chicago, IL.

Kirby, E. L. (1999, April). *Creating bonds to the organization through feelings: The role of emotion in organizational socialization*. Presented to the Organizational and Professional Division of CSCA at annual meeting in St. Louis, MO.

Kirby, E. L. (1999, April). *Crossing the "boundaries": Family communication at work and work communication at home*. Presented to the Interpersonal and Small Group Division of CSCA at annual meeting in St. Louis, MO.

Kirby, E. L. (1999, April). *Linking superior-subordinate communication and self-efficacy*. Presented to the Organizational and Professional Division of CSCA at the annual meeting in St. Louis, MO.

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Kirby, E. L. (1998, November). *The influence of sex differences and advertising types on involvement and recall: Corporate goodwill vs. brand advertising*. Paper presented to the Mass Communication Division of NCA at annual meeting in New York, NY.

Kirby, E. L. (1998, April). *Men have feelings too: Reconsidering organizational emotionality*. **TOP PAPER** presented to the Organizational and Professional Communication Division of CSCA at annual meeting in Chicago, IL.

Kirby, E. L. (1998, April). *Nest-egg fantasy, cocooning impulse or developing a sense of style? Thoughts on Home and Garden Television*. Paper presented to the Student Division of CSCA at annual meeting in Chicago, IL.

Sargent, J., Kirby, E. L., & Harter, L. M. (1998, April). *Exploring tensions between self-disclosure and privacy needs: The future of communication boundary management theory*. **TOP FOUR PAPER** presented to the Communication Theory Division of CSCA at annual meeting in Chicago, IL.

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Kirby, E. L. (1997, November). *Changing cultural norms to meet new expectations: A Southeast Asian refugee organization in the U.S.* Paper presented on the **TOP PANEL** in Applied Communication of NCA at annual meeting in Chicago, IL.

Kirby, E. L. (1997, November). *The organizational rhetoric of "managing diversity": An ideological critique*. Presented to the Organizational Communication Division of NCA at annual meeting in Chicago, IL.

Kirby, E. L. (1997, April). *Cultural and organizational socialization: Implications for camp counselor's role perceptions*. **OVERALL TOP STUDENT PAPER** presented to the Student Section of CSCA at annual meeting in St. Louis, MO.

Kirby, E. L., & Morgan, J. M. (1997, April). *The member is always right (?): Employee-member interaction in a country club setting*. **TOP STUDENT PAPER** presented to Organizational and Professional Communication Division of CSCA at annual meeting in St. Louis, MO.

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Kirby, E. L. (1996, November). *Viewing our reflection in the glass ceiling: A structural approach to studying women in organizations*. Paper presented to the Organizational Communication Division of NCA at annual meeting in San Diego, CA.

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**OTHER CONTRIBUTIONS IN SCHOLARSHIP—SUPERVISING STUDENT RESEARCH**

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Cheshire, R. (2001, Spring). *Communication at St. John's Church: Assessing parishioner satisfaction with communication*. Presented to Pastor and staff of St. John's Church, Creighton University.

Davis, L. A., & Sorensen, H. J. (2001, April). *Community-based learning to reframe a performance appraisal system in a Nebraska human services agency: Student perspectives on their experiences*. Presented to the Organizational and Professional Division at annual conference of the Central States Communication Association in Cincinnati, OH.

Foster, T. (2011, Spring). *Traces along the way: Analyzing artifacts of modern pilgrimage to Santiago*. Presented at Honors Day at Creighton University. [See also conference presentation in 2012.]

Hendricks, M. (2003, April). *Gender differences between parents: A gendered media analysis of One Fine Day*. Presented to the Undergraduate Honors Conference at the Central States Communication Association in Omaha, NE.

Klug, E. A. F., & Kirby, E. L. (2000, Spring). *Communication satisfaction for adult students at University College*. Presented to the Dean and staff of University College, Creighton University.

Nguyen, K. (2002, April). *A modern woman (?): A gendered analysis of Carrie on Sex in the City*. Presented to the Undergraduate Honors Conference at the Central States Communication Association in Milwaukee, WI.

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**OTHER CONTRIBUTIONS IN SCHOLARSHIP—PROFESSIONALIZED SCHOLARSHIP**

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**SHORT COURSES:**

- Presented “Using Narrative to Teach the Communicative Construction of (Stable and Changing) Gender/ed Identities” as a short course for the National Communication Association (November 2009)

**SPEAKING:**

- Provided keynote on Employee Kickoff of Clarkson College entitled “*If Nothing Ever Changed, There'd Be No Butterflies*”: *Explaining Change and Enhancing Change Processes through Communication* (August 2007)

**CONSULTING:**

- Facilitated Strategic Planning Retreat for the Mildred D. Brown Memorial Study Center (2012).
- Provided assessment to HDR and the Greater Omaha Chamber of Commerce on perceptions of the South Omaha Development Project with students in COM 463 (2011).
- Provided assessment to the Committee on the Status of Women on perceptions of the committee (collected through surveys) with students in COM 463 (2010).
- Provided assessment to well-e bands on perceptions of the product (collected through focus groups and interviews) with students in COM 463 (2010).

- Provided assessment to the Staff of the Office for Student Success on perceptions of Welcome Week (collected through surveys, focus groups, interviews and participant observation) with students in COM 463 (2008).
- Provided assessment to the Marketing Director of University Dining Services and the Director of Residence Life on perceptions of campus dining (collected through 450 surveys, focus groups, interviews and participant observation) with students in COM 463 (2006).
- Provided assessment to the Director and staff of the Creighton University Health Sciences Library on student and faculty use of resources via technology versus on-site (collected through 200 surveys, focus groups, interviews and participant observation) with students in COM 463 (2005).
- Provided assessment to the Director of the Division of Information Technology on student knowledge of and attitudes toward DoIT Student Technology Support (collected through 225 surveys, focus groups and participant observation) with students in COM 463 (2004).
- Provided assessment to the Director of the Eileen B. Lieben Center for Women and the Director of Women's and Gender Studies on student awareness of and attitudes toward their respective programs (collected through over 500 surveys, focus groups and interviews) with students in COM 463 (2003).
- Provided assessment to the Director, Assistant Director and staff of the Athletic Department of Creighton University on student attendance at athletic events and student to student-athlete relationships (collected through 500 surveys and focus groups) with students in COM 463 (2002).
- Provided assessment to the Director and staff of the Creighton Health Sciences Library of Creighton University on satisfaction with and usage of the Creighton University Health Sciences Library (collected through 600+ surveys, interviews and focus groups) with students in COM 463 (2001).
- Provided assessment of employee perceptions of appraisal process (gathered through surveys, interviews and focus groups) to the Eastern Nebraska Community Office of Retardation with students in COM 463 (2001).

#### TRAINING:

- Presented development session on Work-Life Integration to Graduate Students at Creighton University (February 2012).
- Presented employee development session on Work-Life Integration to Resident Assistants at Creighton University (January 2012).
- Presented employee development session on Work-Life Integration to Creighton University (September 2008).
- Provided training on emerging working/personal life issues to Clarkson College (August 2007).
- Provided training on gender communication to Omaha State Bank (April 2006).
- Provided training on performance management (appraisal and discipline) for the Creighton University College *Certificate in Supervision* program (2002-present).
- Provided training on gender relations (as related to language, communication patterns and organizational structures) to Woodmen of the World. (September 2004).
- Provided training on communication and customer service to Omaha State Bank (August 2004).
- Provided training on performance management (appraisal, discipline, and motivation) to ConAgra Foods, Inc. (June 2003).
- Presented workshop to Creighton University faculty on *Gender and Pedagogy* through the Office for Excellence in Teaching, Learning, and Assessment (2003).
- Presented workshop to the Association of Jesuit Colleges and Universities Student Leadership Conference on the Women's Institute for Leadership and Learning (2002).
- Provided training on performance management (appraisal, discipline, job coaching and mentoring) to the Eastern Nebraska Community Office of Retardation (2000-2002).

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## *Faculty Development: Grants and Programs*

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**GRANTS:**

- **The Dr. George F. Haddix President's Research Fund** (2013—not awarded). Applied for a \$15,000 team grant to study “The Constructions of ‘Adults’ in Adult Higher Education.”
- **National Institute of Health Grant** (2008—not awarded). Applied for \$2.5 million over a five year period as co-investigators on a grant proposal to study the impact of social networks on smoking cessation among blue-collar young adults; team lead by Tim Grollmes (Health Education Manager at the Cardiac Center of Creighton University).
- **National Science Foundation Training** (2008, October). Participated in two-day training seminar on preparing NSF grants.
- **Central States Communication Association Federation Prize** (2008—not awarded).
- **Midwest Consortium for Service Learning Faculty Development Grant** (2006—not awarded).
- **Faculty Summer Research Fellowship** (2006—awarded). Graduate School, Creighton University. \$4,500 awarded to faculty members to pursue research in the summer.
- **Scholarship of Teaching and Learning (SoTL) Small Grants Awards Program** (2004—not awarded). Office for Excellence in Teaching, Learning and Assessment, Creighton University. \$2,000 awarded to faculty members to develop SoTL projects on campus.
- **Faculty Development Grant** (2003—awarded). College of Arts & Sciences, Creighton University. \$4,500 to create a new course in Advanced Organizational Communication.
- **Faculty Research Grant** (2002—awarded). Creighton University. \$500 for research.
- **Faculty Research Grant** (2000—awarded). Creighton University. \$500 for research.
- **Institutional Research & Assessment Grant** (Summer 2000—awarded). Creighton University. \$1,000 (with Dr. Mary Ann Danielson) for re-creating assessment plan for Communication majors.
- **Center for the Study of Infants and Children** (1999—awarded). Creighton University. \$1,000 for research on the impact of work-family policies on families and children.
- **Faculty Research Grant** (1999—awarded). Creighton University. \$500 for research.

**PROGRAMS RELATED TO PEDAGOGY:**

- **Service-Learning Initiative in Arts and Sciences** (2000-2002). Creighton University College of Arts and Sciences. \$500 in faculty development funds for materials and two years of reading groups.
- **Participation in semester-long faculty development seminars:** *Integrated Learning Workgroup* (Fall 2013); *Telling the Story of the Other* (Spring 2011); *Signature Pedagogies* (Fall 2010); *Course Portfolios* (Spring 2002); *Assessing Learning in the Major* (Fall 2001); *Active Learning* (Spring 2001); *Classroom Assessment Techniques* (Fall 2000); *Effective Grading* (Summer 2000)
- **Participation in one-day faculty development seminars:** *Social Class and Diversity* (April 2004); *Integrating Men into the Curriculum* (February 2003); *Teaching Well Using Technology* (August 2001)
- **Participation in academic teaching short courses, etc.:** *What is an Organization? Materiality, Agency, and Discourse* (May 2008). Two-day conference to further define the field of organizational communication.

**PROGRAMS RELATED TO MISSION:**

- Presented on the reading *Our Mission and Culture (Decree 4 of General Congregation 34)* to the Creighton Community as part of the Faculty Planning committee for the **Jesuit Education Reader**.
- Participated in Faculty Seminar on **Jesuit Higher Education in the 21<sup>st</sup> Century** (2005) organized by the Creighton Faculty Mission and Identity Group.
- Participated in Faculty Seminar on **Creighton as a Catholic and Jesuit University in 21st Century America** (2005-2006) sponsored by Cardoner Project at Creighton University.
- Participated in **Heartland-Delta Faculty Conversation** at Loyola Chicago (February 2007).

- Participated in **Heartland-Delta V** at John Carroll University (May 2007).
- Participated in Spiritual Direction with Dr. Kristina DeNeve (2006-2007).
- Participated in Silent retreat with Fr. Larry Gillick and Fr. Greg Carlson (2012).

## *Teaching*

### AWARDS FOR TEACHING

- Nominated for **Central States Communication Association Teaching Award** (2003).
- Nominated for Omicron Delta Kappa **Teaching for Tomorrow award** (2002, 2004, 2005).
- International Communication Association **Graduate Teaching Award** (1998).

I began teaching at Creighton University in the fall of 1998, was tenured and promoted in 2004, and promoted to full professor in 2008. Over the years, I have taught a mix of classes with a nine-hour load in semesters when I was not department chair (typically three different preps a semester), and six hours when I was department chair.

- COM 152 Principles of Communication Competence
- COM 300 Communication Research Methods (traditional and Accelerated; formerly COM 203)
- COM 314 Managerial Communication
- COM 360 Organizational Communication (traditional, Accelerated and online)
- COM 370 Human Resources Administration
- COM 440 Gender Communication (also WGS 440)
- COM 458 Organizational Rhetoric
- COM 460 Advanced Organizational Communication
- COM 463 Communication Consulting (also Organizational Assessment; traditional and Accelerated)
- COM 478 Intersections of Working and Personal Life (also SRP 478)
- COM 490 Communication and Community (traditional, Accelerated and online)
- COM 493 Independent Readings
- COM 494 Independent Study
- COM 495 Work-Life Communication (as a special topic)
- COM 496 Communication Internships
- COM 498 Work-Life Communication at the University of Nebraska (Undergraduate/Graduate course)
- CPS 200 Making the transition to College: Strategies for Degree Completion (online)
- CPS 400 What really Matters: Meaning in Work and Life
- FRS 111 Freshman Seminar
- HRS 352 Organizational Rhetoric: Texts, Identities, Domination and Resistance
- HSA 604 Organizational Behavior in Health Services (Graduate course; online course)
- HSA 795 Human Resources in Health Care (Graduate course)
- ILS 458 Organizational Rhetoric (online)
- RSP 101 Introduction to Collegiate Life
- RSP 104 Introduction to Collegiate Life (Honors)

### OTHER CONTRIBUTIONS IN TEACHING

#### CURRICULUM DEVELOPMENT

- Created an online orientation course for College of Professional Studies students (2014).
- Created an online ILS course on *Organizational Rhetoric* (2013).
- Created COM 360 (*Organizational Communication*) in online format (2013).
- Created an HRS course on *Organizational Rhetoric: Texts, Identities, Domination and Resistance* (2012).
- Created an elective and WGS course on *Gender, Work, and Organizing* (2010).

- Co-created a core course on *Rhetoric and Public Culture* (2010).
- Created a Senior Perspective course called *Intersections of Working and Personal Life* (2008).
- Created a handbook to standardize the Independent Readings (COM 493) and Independent Studies (COM 494) process (2002).
- Chair of Capstone course subcommittee; created a service-learning capstone assessment course called *Communication and Community* (2002-2007).
- Created a course in *Advanced Organizational Communication* through a Summer Fellowship (2003).
- Created standardized objectives and assignments for *Introduction to Communication Research Methods* (2002).

## *Service*

### AWARDS FOR SERVICE

- Nominated for **Timothy Sully Award** for service to students and Residence Life (2004).
- **Dean's Award for Outstanding Freshman/Sophomore Advising** (2002).
- **Dean's Award for Pioneering Group of Ratio Studiorum Faculty Preceptors** (2007).

### SERVICE TO THE PROFESSION

#### ACADEMICS AT JESUIT UNIVERSITIES AND SCHOOLS-----

**Founding Secretary** (2012-present)

#### CENTRAL STATES COMMUNICATION ASSOCIATION-----

**Editorial Board:** *Communication Studies* (2002-2006: regional journal)

- Also a member of the Editorial Board for a special issue of this journal on Spirituality and Secular Hegemony (a separate editorial Board was created for this issue)

**Organizational and Professional Interest Group Officer:** Chair (2001) planned conference program for division; Vice-Chair (2000) created Interest Group newsletter.

**Awards Reviewer:** Federation Prize (2007)

**Paper Reviewer:** Organizational and Professional Division (2002); Interpersonal and Small Group Division (2000); Graduate Student Caucus (1997)

**Respondent:** Organizational Communication Division (2003)

#### NATIONAL COMMUNICATION ASSOCIATION-----

**Editorial Board:** *Communication Monographs* (national: 2010-2012)

**Editorial Board:** *Journal of Applied Communication Research* (national: 2002-2009)

**Editorial Board:** *Communication Teacher* (national: 2001-2006)

**Legislative Assembly:** 2006, 2007, 2008, 2009, 2010, 2011, 2012

**Applied Communication Division Officer:** Past-chair (2009) planned "5 years out" panel and did elections; Chair (2008) planned Division Business Meeting; Vice-Chair (2007) planned conference program for Division; Vice-Chair Elect (2006) chaired Awards committee for Division.

**Nominating Committee:** 2008, 2009, 2010

**Organizational Communication Division Officer:** Past-chair (2012) did elections; Chair (2011) planned and ran Business Meeting for Division; Vice-Chair (2010) planned conference program for Division; Vice-Chair Elect (2009) planned "5 years out" panel for Division.

**Paper Reviewer:** Organizational Communication Division (2002, 2005, 2006, 2013); Applied Communication Division (2005, 2008, 2009); Short Courses (2009); Research in Progress (2009)

**Preconference Planner:** Organizational Communication Division (2010); preconference on nonprofits for 50 participants

**Awards Committees:** Organizational Communication Division (Article Committee Chair: 2011; Nominating Committee: 2005); Applied Communication Division (Book Committee: 2004, Article Committee: 2012)

**Respondent:** Applied Communication Division (2009), Organizational Communication Division (2004, 2009, 2012)

**Wandering Scholar** (2011) for scholar-to-scholar session

#### **ORGANIZATION FOR THE STUDY OF COMMUNICATION, LANGUAGE AND GENDER**-----

**Editorial Board:** *Women and Language* (national: 2009-present)

**Book Review Editor:** *Women and Language* (national: 2009-present)

**President** (October 2008-October 2010)

**Past-President** (October 2010-October 2012); primary duty includes chairing Cheri Kramarae Outstanding Dissertation Award

**Vice-President** (October 2006-October 2008); planned Vice-President's panels

**Executive Board Member** (2003-2006)

**Conference Co-Planner** (2006-2007)

- Planning conference for Omaha in 2007 with Dr. Chad McBride; responsibilities included securing location, creating theme (*Dialogue: Collaboratively Constructing Community*), soliciting and programming papers and presentations, special events planning (dinner, etc.) and running conference.

**Conference Liaison** (2009-present)

- Assist local host in making arrangements for conference

**2004 Thesis Committee Award Chair** (Appointed 2003)

- Also served as reviewer for this committee in 2003

**2005 Outstanding Article Committee Award Chair** (Appointed 2004)

**Respondent** (2004)

#### **OTHER PROFESSIONAL SERVICE**-----

##### **Chapter Reviewer:**

*Basic Course Communication Annual* (national: 2003, 2004, 2005)

*Communication Yearbook* (international: 2003 [#28], 2006 [#31], 2011 [#36])

*Gender in Applied Communication Contexts* (chapter review for book—2001)

##### **Article Reviewer on Ad-Hoc Basis:**

*Communication Theory* (international: 2008)

*Community, Work, & Family* (international: 2012)

*Culture & Organization* (international: 2013)

*Health Communication* (international: 2006 [2], 2007, 2008 [2], 2011[3], 2012, 2013)

*Howard Journal of Communication* (national: 2011 [2], 2012)

- Member of the Editorial Board for a special issue of this journal on Co-Cultural Communication (a separate editorial Board was created for this issue)

*Human Relations* (international: 2004, 2008, 2012, 2013 [2])

*Iowa Journal of Communication* (state: 2012)

*Journal of Applied Communication Research* (national: 2011, 2012, 2013)

*Journal of Family Communication* (international: 2006 [2], 2009, 2011)

- Member of the Editorial Board for a special issue of this journal on Unpaid Labor and family Communication (a separate editorial Board was created for this issue)

*Journal of International and Intercultural Communication* (international: 2012)

*Journal of Social and Personal Relationships* (international: 2002, 2008, 2009)

*Management Communication Quarterly* (international: 2004, 2005, 2006 [2], 2007 [3], 2008 [2], 2009, 2010, 2012)

*Organizational Studies* (international: 2005)

*Qualitative Communication Reports* (regional: 2012)

*Western Journal of Communication* (regional: 2004, 2005, 2008, 2011, 2013 [2])

*Women and Language* (national: 2011, 2013)

*Women's Studies in Communication* (national: 2007 [6])

- Member of the Editorial Board for a special issue of this journal on *Care and Career in the Academy* (a separate editorial Board was created for this issue)

**Paper Reviewer:** Organizational Communication, Western States Communication Association (2002, 2006); Conference Theme, International Communication Association (2007); Organizational Communication, International Communication Association (2010)

**Book/Prospectus Reviewer:** *Communication and Organizational Culture* for Sage Publications (2004); *Gender Communication in the Workplace* for Sage Publications (2005); *Effective Business and Professional Communication in Good Times & Bad* for Prentice Hall/Pearson Education (2006); *Statistical Procedures in Communication Research* (2006); *Business and Professional Excellence: Keys for Communication in the Workplace* for Sage Publications (2009); *The Practice of Professional Consulting* for Sage Publications (2009); *Organizational Communication* for Sage Publications (2010)

**Tenure and Promotion Reviewer:**

2014: Dr. Matthew Isbell, Merrimack College; Dr. Craig Rich: Loyola Marymount University

2013: Dr. Marie Thompson: Wright State University; Dr. Stephanie Norander, Missouri State University; Dr. Matt Sanders, Utah State University

2012: Dr. Michelle Rees Edwards: Robert Morris University

2011: Dr. Bren Ortega Murphy: Loyola University Chicago; Dr. Laura Ellingson: Santa Clara University; Dr. Christina Yoshimura: University of Montana; Dr. Cory Young: Ithaca College

2010: Dr. Carolyn Prentice, South Dakota State University

2006: Dr. Marie Garland: Ithaca University; Dr. Paige Edley: Loyola Marymount University

2005: Dr. Lori Joseph: Hollins University

2004: Dr. Heather Walter: University of Akron

**Respondent:**

Organizational Communication International Communication Association Conference (2005)

Organizational Communication Western States Communication Association Conference (2002, 2006)

Undergraduate Division of the Iowa Communication Association Conference (2000)

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**SERVICE TO CREIGHTON UNIVERSITY**

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**UNIVERSITY SERVICE**-----

**Chair,** Undergraduate Education Task Force for Strategic Planning 2012-2013 (April 2012-August 2012)

**Chair,** Advisory Board for the Eileen B. Lieben Center for Women (2000-2005)

- Member of Women's Institute for Leadership and Learning (W.I.L.L.) subcommittee, a university-wide program for sophomore and junior women to further their leadership skills

**Facilitator,** Creighton University Strategic Planning Retreat (Spring 2008)

**Facilitator,** Creighton University Accounting Department Strategic Planning Process (Fall 2008-Fall 2009)

**Leader,** Encounter Retreat with Campus Ministry (Spring 2006)

**Member,** Faculty Colloquium Steering Committee for the *Jesuit Education Reader* (June 2008-Spring 2009)

**Member,** President's Diversity Coordinating Committee (August 2004-August 2006)

- Primary planner for University-wide Diversity Forum in February 2006

**Member,** Discrimination and Harassment Committee (formerly Sexual Harassment: 2000-present)

- Chair one case in 2006, Chaired two cases in 2008; Most recent case October 2011

**Member,** Parent Advisory Council, Russell Child Development Center (August 2000-May 2003)

- Co-chair of Council from 2002-2003

**Member**, Search Committee for Deglman R.D./Director, Eileen B. Lieben Center for Women (Spring 2005)

**Member**, Presidential Task Force for University-Wide Professional Enhancement (November 2008-January 2009)

**Member**, University Planning Committee (September 2012-present)

**Member**, University Common Core Assessment Committee—University College Representative (October 2013-present)

**Research reports** (with students) for campus departments and organizations

- Graduate School: M.S. in Leadership (2013)
- Committee on the Status of Women (2010)
- Welcome Week (2008)
- University Dining Services (2006)
- Health Sciences Library/Learning Resources Center (2005)
- DoIT Student Technology Support services (2004)
- The Eileen B. Lieben Center for Women (2003)
- Women's and Gender Studies (2003)
- Athletic Department (2002)
- Health Sciences Library (2001)
- St. John's Church (2001)
- University College (2000)

**Tenure and Promotion Reviewer:** Dr. Nainsi Houston, Department of English (2006, 2007); Dr. Sharon Ishii-Jordan (2013)

**Thesis Advisor:** MALS Thesis for Sarah Lukas (2008)

**Speaking engagements** (on campus)

- Emcee for President's Convocation (2013)
- Work-Life Integration for Resident Assistant Development (2012)
- Work-Life Integration for Graduate School (2012)
- *Sexy, Inc.*, respondent for film sponsored by the Kenefick Endowed Chair for the Humanities (2012)
- "Women Embodying Mission" Panel for Wareham Women's Leadership Program (2011)
- Parent Panel at CU Sunday (2011, 2012)
- Welcome speech to all CCAS incoming freshmen (2011, 2012)
- "Women Embodying Mission" Panel for the Committee on the Status of Women (2009)
- Peer Education Relationship Team Retreat Leader (2006)
- Body Image Awareness week presentation discussant (2005, 2006)
- Calling All Jays (2004, 2012)
- CU Immersion Program for Summer Preview (2004, 2005, 2006, 2011, 2012, 2013: taught "mini" classes)
- CU Immersion Program for Summer Preview (spoke about internships and study abroad, 2012)
- Health Sciences Library Staff workshop on Perception and Communication Skills (2001)
- "The Jesuit Difference" Welcome Week presentation for all incoming frosh (2004)
- W.I.L.L. session on women in leadership (2001-2005)
- Women's Words of Wisdom performer (with Dr. Chad McBride, 2006)
- Resident Advisor training on getting students to self-disclose (2001)
- Invocation for Mary Lucretia Awards Recognition Luncheon (2002, 2004)

**COLLEGE OF ARTS & SCIENCES**-----

**Council of Chairs (2005-2013)**

- Coordinated Division Rank and Tenure guidelines for Social Sciences Division (2011).

**Director of the Diversity Project (August 2003-August 2005; January 2006-August 2006)**

- Budgetary discretion for determining the allocation of the diversity programming funding, within the boundaries determined by the approved diversity project budget.
- Generate information about the three-phase framework of the Diversity Project.
- Meet regularly with the Advisory Board (i.e., at least monthly).
- Review faculty applications, in conjunction with the Advisory Board for the Diversity Seminar, the Diversity Workshop, Dialogical Programming, and Extended Immersions.
- Organize and monitor College Workshops and Dialogical Programming.
- Assist in the development of Diversity Seminars and Extended Immersions.
- Seek external funding for continuation of the Diversity Project with Grants Administration.
- Create and sustain publication of a College-wide vehicle for communication (e.g., website, electronic newsletter) on diversity in the curriculum and on the Diversity Project programming.
- Create and implement tools for assessment of the Diversity Project.
- Serve as the Arts and Sciences representative on the President's Council on Cultural Diversity.

**Diversity Project Advisory Board (September 2002-present)**

- Member of committee that redesigned The Diversity Project for the College; coordinator of report provided to the Dean and President summarizing committee recommendations; assisted in proposed redesign of project in 2010-2011.

**Diversity Dialogue Trainer (May 2003-May 2011)**

- Conduct "diversity dialogues" for groups such as Ratio Studiorum preceptors, student decurions and other faculty on an as needed basis; in 2011, topic was microaggressions trainings.

**Director of Women's and Gender Studies (August 2002-August 2008)**

- Chair meetings of the Advisory Board.
- Create schedules of course offerings, staffing as appropriate.
- Update and maintain Bulletin copy of WGS curriculum.
- Design (and maintain) program publicity, including poster and brochure.
- Advise or assign advisees within the program.
- Representative (and coordinate other representatives) at Admissions and Majors fairs.
- Develop relations with numerous departments in order to facilitate course scheduling.
- Sponsor events to campus (and outside) community on women's studies and gender issues.

**Faculty Senate (2003-present)**

- Assessment Committee (Spring 2008)
- Core Curriculum Committee (2004-2006; Chair in 2005-2006)
- Core Conversations Table Leader (2011 and 2012 for several sessions)
- Executive Board/Steering Committee (2009-present)
- Faculty Evaluation Committee (2003-2004)
- Identity and Academic Planning (2006-2007)
- President (2011-2012; 2012-2013)
- Resource Development Committee (2008-2009)
- Vice-President (2010-2011)

**Honors Program Advisory Board (2005-present)**

- Advise current students and assist in selection of incoming class of students

**LINKS Advisor, Freshman Seminar (2000-2001, 2001-2002 and 2003-2004)**

**Rank and Tenure Committee (2008-2012)**

**Assistant Dean Search Committee (2012)****GRADUATE SCHOOL AND UNIVERSITY COLLEGE**-----**Co-Chair**, Adult Learning Council (October 2013-present)**Member**, Advisory Board for Bachelors of Integrated Leadership Studies (BILS) Advisory Board  
(July 2012-January 2013)**Faculty Liaison**, Bachelor's of Integrated Leadership Studies Program (May 2013-Present)**Member**, M.S. in Leadership Planning Committee (September 2013-present)**DEPARTMENT OF COMMUNICATION STUDIES**-----**Department Chair** (July 2005-July 2013)

- Chair departmental meetings.
- Create schedules of course offerings for spring, summer, and fall; staffing as appropriate.
- Hire, supervise and develop departmental faculty and staff (including annual reviews, writing letters for sabbaticals and tenure/promotion, etc.).
- Create and maintain departmental budget.
- Update and maintain Bulletin copy of Communication Studies curriculum.
- Approve majors and advise or assign advisees within the department.
- Represent (and coordinate other representatives) for Admissions and Majors fairs.
- Monitor and adjust course enrollments as necessary.
- Attend meetings of the Council of Chairs.

**Advising:** Have advised students as assigned in the major; load has varied by semester.**Curriculum/Program Revision:**

- Led department through curriculum review based on “a graduate upon graduation” model that was approved in April 2010.
- Created an “Assessment Primer” to educate departmental colleagues about summative (assessment OF learning) and formative (assessment FOR learning), including introducing Classroom Assessment Techniques and facilitated a one-day retreat on assessment (Fall 2007).
- Created the documents that summarize the process for faculty evaluation in teaching, scholarship and service within the department and the necessary Excel spreadsheets for computation (2006).
- Chair of scholarship Committee for revising annual review standards (2005).
- Took a lead role in designing the new process for faculty evaluation in teaching within the department (2004).
- Revised our plan for major assessment with Dr. Mary Ann Danielson (summer 2000) and assisted in running that portion of faculty retreat (fall 2000).
- Departmental representative at the Arts and Sciences retreat on Assessment (2002).
- Chair of Capstone course subcommittee (2000-2002).
- Member of subcommittees on Organizational Track curriculum (2001-present); COM 314 revision (2002-2003) and Human Resources Specialization (1999-2000).
- Assisted in textbook selection for COM 152 and COM 314.
- Completed Basic Course assessment in 2001-2002; trained new coordinator in procedures.
- Participated in yearly departmental retreats on the basic course, assessment, etc.; co-developed retreat in Spring 2005.

**Search Committees:**

- Member of 2013-2014 search for Assistant Professor of Communication
- Member of 2010-2011 search for Assistant Professor of Communication.

- Member of 2009-2010 search for Assistant Professor and Instructor of Communication.
- Chair of 2006-2007 search for two Instructors of Organizational Communication.
- Member of 2004-2005 search for an Assistant Director/Co-Director of Forensics.
- Chair of 2003-2004 search for an Assistant Professor in Organizational Communication.
- Chair of the 2002-2003 Search Committee for a Managerial Communication Coordinator.
- Member of the 2002 (summer) Search Committee for a one-year generalist.
- Member of the 2001-2002 Search Committee for a Basic Course Coordinator.

**Other functions:**

- Member of annual review service committee (2012, 2013).
- Designed (and maintained) the department webpage (2000-2004) and brochure (1999-2004).
- Created curriculum worksheet for department (2005).
- Co-chair of end-of-year recognition committee (2001-2003).
- Responsible for coordinating departmental research materials from library (2000-present) and publicizing our research efforts through Jaynet, bibliography, bulletin board, etc. (2001-present).
- Responsible for Y2K compatibility checks for the department (1999).
- Member of subcommittees on a writing style manual (1999), major recruitment (1999-present) and handbook (2004).
- Representative at Admissions and Majors fairs (1998-present).
- (Wo)mentor for new departmental hires (Fall 2003-present).
- Judge at Forensics Tournament (1998, 1999).
- Judge at COM 152 “Speak-off” (2004, 2005, 2006).
- Assisted the Communication Association for Student Enrichment with Personal Marketing day and other activities as asked (1998-2003).
- Assisted with Forensics and Debate scholarship auditions (2006).

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**SERVICE TO THE COMMUNITY**

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**ANTI-DEFAMATION LEAGUE FACILITATIONS—A WORLD OF DIFFERENCE® INSTITUTE**

- Presented to 175 Millard Food Service workers on Defining Diversity (January 2012)

**ANTI-DEFAMATION LEAGUE FACILITATIONS—CYBERALLY**

- Boys and Girls Club (June 2012)
- Hillside Elementary (February 2012)
- Duchesne Academy (November 2011)
- Girl Scouts of the U.S.A. (August 2011)
- Kiewit Middle School (August 2011)
- Westside Middle School (October 2011)
- St Stephen The Martyr (May 2012, August 2012)
- St. Thomas Moore (November 2011)
- Creighton High School (August 2012)

**ANTI-DEFAMATION LEAGUE FACILITATIONS—TEACHER TRAINING**

- St. Stephen The Martyr (August 2012)
- Nebraska School Counseling Association (October 2012)

**BARACK OBAMA FOR PRESIDENT (Fall 2008).**

**GIRL SCOUTS OF THE U.S.A., Great Plains Council, Omaha, Nebraska. (2004-2006)**

- Co-leader for Brownie Troop #3320 at Montclair Elementary.

**MONTCLAIR ELEMENTARY SCHOOL, Millard School District, Omaha, Nebraska. (2002-2009)**

- Taught public speaking skills to third grade students and to fifth grade students.

- Assisted in writing grant to do service-learning at local nursing home with third through fifth graders; participated in pilot study summer 2007 and participated in larger grant project *Side-by-Side Stories* during the school year.

**PROJECT HOMELESS CONNECT OMAHA** (2009, 2010, 2011, 2012, 2013).

**ST. WENCESLAUS CATHOLIC CHURCH**, Omaha, Nebraska.

- Lector for Masses on a monthly basis. (Fall 2009-2013: Passion Sunday 2011, 2012)
- Assistant Catechist teaching first graders; includes being certified by the Omaha Diocese on Safe Environment Training. (2011-2012 school year)