

# Courtney J. Powers

The University of Texas at Austin  
Department of Communication Studies  
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## EDUCATION

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- Ph. D. University of Texas at Austin May 2021, Expected  
Moody College of Communication  
Emphasis: Organizational Communication and Technology  
Advisor: Dr. Keri K. Stephens
- M. A. Marquette University May 2017  
Diederich College of Communication  
Emphasis: Communication Studies  
Thesis: The Impact of Cybervetting on Job Seekers' Social Media Use  
Chair & Adviser: Dr. Scott D'Urso  
Committee Members: Dr. Sarah Feldner & Dr. Kerry Egdorf
- B. A. Marquette University January 2016  
Diederich College of Communication  
Majors: Communication Studies & Psychology  
Minors: Human Resource Management & Entrepreneurship  
Summa Cum Laude Graduate

## ACADEMIC POSITIONS

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- Instructor of Record**, *Moody College of Communication, UT* January 2019-Present  
Courses: CMS 306M: Professional Communication Skills  
CMS 313M: Organizational Communication  
CMS 364M: Intellectual Entrepreneurship Mentor
- Doctoral Fellow**, *Center for Health Communication, UT* September 2019 - Present  
Hogg Foundation Grant with Center for Health Communication to produce whitepaper to synthesize key issues and best practices regarding mental health communication
- Lead Graduate Research Assistant**, *Public Involvement Project, UT* January 2019-January 2020  
*Planning for Public Involvement: Team Engage*, The Texas Department of Transportation,  
01/31/19 - 01/31/20, Stephens is the PI. Value: \$223,694

**Teaching Assistant, Moody College of Communication, UT** August 2018-December 2018  
Course: CMS 346: Using Communication Technologies at Work  
Supervising Faculty: Dina Inman-Ramgolam

**Graduate Assistant, Office of the University Ombuds, UT** August 2017-June 2018  
Maintained neutrality and confidentiality while consulting with students who have issues or concerns; Helped students explore all options available given university policy; Provided communication and conflict coaching; Empowered students to make decisions on their own behalf; Created and facilitated trainings on conflict management and communication skills

**Teaching Assistant, Diederich College of Communication, MU** August 2016-December 2016  
Course: COMM 1050: Communication Pathways  
Supervising Faculty: David Denomie

**Research Assistant, Diederich College of Communication, MU** May 2016-December 2016  
**Dr. Sarah Feldner**, Corporate Social Responsibility; Transparency in Organizational Discourse & Public Relations; Created Fall 2016 Diederich College of Communication Scholarship Newsletter; Edited Communication Master's Graduate Handbook  
**Dr. Ana Garner**, Communication about Female Contraception in Mainstream Newspapers throughout time in the United States & Globally  
**Dr. Kati Berg**, Ethics in Communication and other fields, Corporate Social Responsibility, Transparency in Organizational Discourse and Public Relations, Privacy & Surveillance

**Research Assistant, Social Psychology, MU** August 2015-December 2016  
**Dr. Debra Oswald**, Effect of Benevolent Sexism on Female Self-Esteem; Sexism in the Workplace and Hiring Process

## **PUBLISHED WORK**

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Stephens, K. K., & Powers, C. J. (in press). Communication technology and organizational life. In H. D. O'Hair & M. J. O'Hair (Eds). *Handbook of Applied Communication Research*. Wiley.

Powers, C. J., Dontula, A., Ashqueen, K., Devaraj, A., Joshi, A., Shenoy, J., Murthy, D. (under review). Twitter use in Natural Disasters: Using Machine Learning Methods to Categorize Calls for Help During Hurricane Harvey. Special Issue on Data Mining and Decision Analytics. *Annals of Operations Research*.

Powers, C. J. (2016). Book Review: *The Leader's Guide to Speaking with Presence: How to Project Confidence, Conviction, and Authority* by Baldoni, J. *Business and Professional Communication Quarterly*.

## CONFERENCES

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- Powers, C. J., Dontula, A., Ashqueen, K., Devaraj, A., Joshi, A., Shenoy, J., Murthy, D. (accepted). *Twitter use in Natural Disasters: Using Machine Learning Methods to Categorize Calls for Help During Hurricane Harvey*. Paper to be presented at the International Communication Conference (ICA), Gold Coast, Australia. May 2020.
- Stephens, K. K., Powers, C. J., Spearing, L., Collier, J., Tich, K., & Robertson, B. W. (accepted). *Building more resilient communities: Communication and organizing practices in disaster preparedness*. Paper to be presented at the International Communication Association (ICA), Gold Coast, Australia. May 2020.
- Powers, C. J., & Robertson, B. W. (2019). *The role of mixed methods research in helping transportation planners prepare for community events*. **Top Panel**. Panel presented at the National Communication Association Conference (NCA), Baltimore, MD.
- Powers, C. J. (2019). *Communal Coping for Family Business Survival*. Paper presented at the National Communication Association Conference (NCA), Baltimore, MD.
- Stephens, K. K., Lever, K., Powers, C. J., Robertson, B. W., Soibelman, D., & Tich, K. P. (2019). *Organizing to survive: Using a community-wide wildfire drill to link theory and practice*. Panel presented at the National Communication Association Conference (NCA), Baltimore, MD.
- Powers, C. J., Rolison, S., Jensen, J., Schlag, K. (2019). *Organizing around YouTube Channels: Voluntary Organizational Identification*. Paper presented at the Organizational Communication Mini Conference (OCMC), Urbana-Champaign, IL.
- Powers, C. J. (2018). *Examining the Relationships Between Coworker Facebook Connections, Communication Privacy Management Behaviors, and Age*. Presented at the National Communication Association Conference (NCA), Salt Lake City, UT.
- Powers, C. J. (2018). *Cybervetting's Impact on Job Seekers' Identity Creation on Social Media*. Presented at the National Communication Association Conference (NCA), Salt Lake City, UT.
- Powers, C. J. (2017). *The Impact of Cybervetting on Job Seekers' Social Media Use*. Presented at Diederich College of Communication Scholarship Poster Session, Milwaukee, WI.
- Powers, C. J. (2016). *The Evolution of Relationship Development: Social Penetration Theory and Self-Disclosure Changing in Light of Social Media Communication*. Presented at the Central States Communication Association Annual Conference, Grand Rapids, MI.
- Powers, C. J. (2016). *The Evolution of Relationship Development: Social Penetration Theory and Self-Disclosure Changing in Light of Social Media Communication*. Presented at Diederich College of Communication Scholarship Poster Session, Milwaukee, WI.

## **REPORTS FOR COMMUNITY ORGANIZATIONS**

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Stephens et al., 2019. "Understanding Human Behavior During a Community-Wide Wildfire Drill." Data report prepared for the Comanche Trail Community Association and the Travis County Commissioner. March 2019.

## **CAMPUS INVOLVEMENT, SERVICE, & VOLUNTEER WORK**

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ICA Peer Reviewer	2019-Present
Measurement and Evaluation Committee for Professional Communication: Member	2019
Communication Studies Graduate Community (CommSGC): President	2018-2019
Society of Professional Mediators: Member	2018-Present
NCA Human Communication & Technology Peer Reviewer	2018-Present
Lambda Pi Eta (National Communication Honor Association): Member	2014-Present
Psi Chi (National Psychology Honor Association): Member	2015-Present
National Communication Association: Member	2016-Present
Marquette Student Government Program Board: Event Coordinator	2014-2015
Journey House: English Language Learning Teaching Assistant	2015
Design Editor for Victory View School Newspaper	2012
Channahon, Illinois Peer Jury, Facilitator	2008-2012

## **HONORS & AWARDS**

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Health Communication Doctoral Fellow Travel Scholarship	2019
NCA Women's Caucus Travel Grant	2019
NCA Travel Grant	2019
Center for Health Communication Doctoral Fellow	2019-2020
Presidential Travel Grant for Communication Student Graduate Council	2018
Elected Communication Student Graduate Council President	2018-2019
Moody Graduate Fellowship	2018-2021
UT Graduate School Recruitment Fellowship	2017-2018

Provost Supplement Fellowship	2017-2018
Diederich Scholarship Recipient	2016-2017
Amerisource Bergen Scholarship	2016
Diederich College of Communication Graduate Student Scholars Award	2016
Diederich College of Communication Tuition Scholarship	2015-2016
Summa Cum Laude Graduate	2016
Dean's List: Diederich College of Communication	All semesters
Ignatius Scholarship Recipient	All undergraduate semesters
Communication Scholars' Fund Recipient	2014-2015
Diederich College of Communication Undergraduate Student Scholars Award	2014

## **SKILLS & CERTIFICATIONS**

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Certified Professional Mediator (40-hour Certification)	Canvas
Facilitation Training Certificate	Desire2Learn
SPSS	Blackboard
Amos	Cornerstone
R	Adobe InDesign
Workday	

## **RELEVANT PROFESSIONAL EXPERIENCE**

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- Organizational Specialist, Workday Implementation Project, UT** April 2018-January 2019  
 Created and distributed timely newsletter content for university-wide Workday implementation project; Measured analytics and performance of content, created reports, and provided suggestions to communications team
- Director of Human Resources & Operations, JCK Powers Enterprises** Dec. 2017-Present  
 Performs human resources, accounting, and marketing functions for business including: recruiting and hiring, creating and maintaining employee handbook, training, social media advertising, website maintenance, daily bookkeeping, reporting, vendor communication, making key business decisions
- HRIS Workday Analyst & Consultant, Heidrick & Struggles** March 2017-April 2017  
 Acted as HR Business Partner, responsible for entering and processing HR transactions on HR Information System, Workday; created and ran Workday reports; tested and implemented Workday modules; updated training materials; provided insight to management team about leveraging the new Workday system

**Human Resources & Training, Roadrunner Transportation** April 2016-February 2017

Created and led training sessions for all levels of management on new HR Information System; Prepared all training documentation for new system; Implemented, tested, and troubleshot new system; Assisted with all aspects of recruiting including posting open positions, attending job fairs, screening and interviewing applicants, setting up employment paperwork, and leading orientation sessions with new employees

**Membership & Marketing Intern, Association Acumen** October 2015-November 2015

Coordinated and led client's annual conference; Managed client's web presence and database; Created client specific marketing plans and annual report; Processed new memberships; Managed and updated the client database

**Human Resources/Training Intern, Association Acumen** May 2015-August 2015

Researched and created performance appraisal system and criteria; Developed and led marketing training session; Created and implemented manager training program; Improved company web presence; Completed financial based projects including processing credit card receipts and creating detailed check and deposit reports