

Anastazja G. Harris

The University of Texas at Austin | Department of Communication Studies

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EDUCATION

- Ph.D. **The University of Texas at Austin**, Expected May 2022
Communication Studies; Organizational Communication & Technology Concentration
Tentative Dissertation Title: Measuring Artificial Intelligence Literacy for Human-AI Hiring Interactions
Faculty Advisor: Dr. Keri K. Stephens
Committee: Dr. Jeffrey Treem, Dr. Samantha Shorey, Dr. Min Kyung Lee
- M.A. **The University of Texas at Austin**, May 2018
Communication Studies; Organizational Communication & Technology Concentration
Thesis: Communication During the Selection Interview: A Structured Review
Committee: Dr. Joshua Barbour (chair), Dr. Jeffrey Treem
- B.S. **The University of North Carolina at Chapel Hill**, May 2016
Majors: Psychology & Communication (Interpersonal/Organizational Concentration)
Phi Beta Kappa; Honors Laureate
Thesis: Thought Leader or Mediator? Exploring Different Leadership Approaches to Addressing Controversial Issues on Social Media, Received Highest Distinction
Committee: Dr. Katie Striley (chair), Dr. Dennis Mumby

ACADEMIC APPOINTMENTS

The University of Texas at Austin

- **Assistant Instructor**, 2019 – present
- **Graduate Research Assistant**, 2019 – present
- **Graduate Teaching Assistant**, 2017 – 2020

RESEARCH INTERESTS

Organizational communication, team communication, hiring and selection, human-AI interaction, workplace technology, career studies

PUBLICATIONS AND PRESENTATIONS

Book Chapters

Stephens, K. K., **Harris, A. G.** & Zhu, Y. (in press). Multicommunicating in teams: Concept, review, and future directions. In S. J. Beck, M.S. Poole, and J. Keyton (Eds.) *The Handbook of Group and Team Communication Research*, Emerald Publishing.

Articles and Conference Proceedings

Stephens, K. K., Nader, K., **Harris, A. G.**, Montagnolo, C., Hughes, A. L., Jarvis, S. A., Senarath, Y., Purohit, H., (2021). Online-computer-mediated interviews and observations: Overcoming challenges and establishing best practices in a human-AI teaming context (pp. 2896-2905). In T. Bui's (Ed.). *Proceedings of the 54th Annual Hawaii International Conference on Social Systems*, Computer Society Press. <http://hdl.handle.net/10125/70967>

Conference Papers & Presentations

Stephens, K. K., Tich, K. P., **Harris, A. G.**, & Doucet, C. (accepted). *Helping employees when a crisis hits: Using lists and stories in employer emails to motivate protective action taking & sensemaking*. Paper to be presented at the International Communication Association 71st Annual Conference, Denver, CO. (Virtual Conference).

Harris, A. G., Stephens, K. K., & Powers, C. J. (2020, November). *Trainers at the Crossroads: Recovering from Inadvertent Equivocation During a Client Needs Assessment and Development Project*. Presented at the National Communication Association 106th Annual Convention, Indianapolis, IN, United States. (Virtual Conference) **Top Paper, Training & Development Division**.

- Stephens, K. K., **Harris, A. G.**, & Zhu, Z. (2020, November). *Zooming On Laptops and Texting on Phones at the Same Time: Understanding Multicommunicating, Differentiating It from Related Terms, and Determining Future Research*. Paper presented at the National Communication Association 106th Annual Convention, Indianapolis, IN, United States. (Virtual Conference)
- Stephens, K. K., James, S. J., **Harris, A. G.**, & Robertson, B. W. (2020, November). *Small Groups in a Big Basic Communication Course: Teaching and Measuring Collaborative Competencies and Pedagogical Strategies*. Paper presented at the National Communication Association 106th Annual Convention, Indianapolis, IN, United States. (Virtual Conference)
- Harris, A. G.** (2020, September). *The Impact of Artificial Intelligence's Decision-Making Role on Applicant's Perceived Interview Fairness and Behavior*. Poster presented at the 2020 Organizational Communication Mini-Conference, University of South Florida. (Virtual Conference)
- Stephens, K. K., **Harris, A. G.**, Water, E. W. (2020, August). *Multicommunicating and The Future of Work*. Microsoft New Future of Work Virtual Symposium. <https://www.microsoft.com/en-us/research/publication/multicommunicating-and-the-future-of-work/>
- Stephens, K. K., **Harris, A. G.**, Tich, K., Doucet, C. S., Powers, C. J., & Murthy, D. (2020, Mar. 26-28). *Sharing health information during disasters: Using findings from private social media and machine learning studies to set a research agenda*. [Conference Session]. 2020 Towards Health Futures, Austin, TX. (Conference Cancelled)
- Harris, A. G.** (2020, March). *Incorporating time into realistic job previews*. Paper selected to be presented at Moody Graduate Research & Creative Symposium, Austin, TX. (Conference Cancelled).
- Harris, A. G.** & Stephens, K. K. (2019, November). *Realizing the value of using academic research to ground a training course on engaging the public in transportation planning*. Paper presented at the National Communication Association Conference, Baltimore, MD. **Top Panel Award, Training & Development Division**.
- Harris, A. G.** (2019, November). *Surviving Graduate School: How Graduate Students Discuss Stress and Coping Online*. Paper presented at the National Communication Association Conference, Baltimore, MD.
- Harris, A. G.** (2019, April). *Exploring Stress and Coping in Graduate Student Blog Posts*. Paper presented at the Moody Graduate Research & Creative Symposium, Austin, TX.
- Harris, A. G.** (2017, November). *Thought Leader or Mediator?: Student Leaders' Use of Social Media During Michael Brown Controversy*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.

RESEARCH EXPERIENCE

Lead Graduate Research Assistant, May 2020 - present

- *RAPID/Collaborative Research: Human-AI Teaming for Big Data Analytics to Enhance Response to the COVID-19 Pandemic*, National Science Foundation, 05/15/20 – 04/30/21. Award #2029692, Engineering/CMMI. PI: Dr. Keri Stephens, Value: \$69,026. UT Portion: \$20,262
 - Good Systems Graduate Student Summer Research Award
 - Conducted online interviews with Community Emergency Response Team members who were assessing Twitter data for relevance to prevention and risk activities during COVID-19
 - Developed qualitative analysis coding procedures for a team of five researchers

Lab Manager & Research Assistant, OPTIC Lab (Organizing Practices through Technology, Information, & Communication), June 2020 – present

- Manage and run lab meetings, virtual co-working groups, and themed discussions
- Facilitate onboarding procedures for lab members

Research Assistant, January – August 2019

- *Planning for Public Involvement: Team Engage*, The Texas Department of Transportation, 01/31/19 - 01/31/20, PI: Dr. Keri Stephens, Value: \$223,694.
 - Conducted interviews and focus groups throughout the State of Texas and other states across the U.S.
 - Developed multi-day training and planning model to improve strategic public involvement

TEACHING EXPERIENCE

*The University of Texas at Austin***Instructor of Record**, Department of Communication Studies, 2019 - present

- Team-Based Communication (Spring 2020, Fall 2020, Spring 2021) (In-Person & Online)
- Professional Communication Skills (Spring 2019, Fall 2019) (In-Person)

Graduate Teaching Assistant, Moody College of Communication, 2017 - 2020

- Communication and Leadership Internship (Summer 2020)
- Communication for Development & Philanthropy (Fall 2019)
- Communicating to Build Sales Relationships (Fall 2018)
- Using Technology in the Workplace (Spring 2018)
- Introduction to Communication and Leadership (Fall 2017)

Summer Research Institute Instructor, Div. of Diversity and Cultural Engagement, Summers 2017 – 2020

- McNair Scholars Verbal and Analytical Writing GRE Prep Instructor
 - Transitioned content to a fully online context (Summer 2020)

*The University of North Carolina at Chapel Hill***C-START Student Instructor**, Honors Carolina, Spring 2016

- *Course Title: Think Before You Tweet: Exploring Social Media & Organizations*
- Faculty Advisor: Dr. Dennis Mumby
- C-START is a competitive program where Honors Carolina students can pitch and teach their own independent undergraduate course with guidance from a faculty advisor

UNDERGRADUATE ADVISING

Gracie Awalt, Communication Studies major, Class of 2021, University of Texas at Austin

- Member of *Hiring AI Literacy Project* (Spring 2021)
- Taught introductory qualitative data analysis skills, provided training on using qualitative software (Dedoose), and supervised undergraduate qualitative research project on perceptions of hiring AI technology

Madison Leal, Corporate Communication major, Class of 2021, University of Texas at Austin

- Member of *Trying to Impress AI Project* (Fall 2020)
- Taught introductory qualitative data analysis skills, trained on conducting research interviews, and advised literature review project on diversity and inclusion in hiring

HONORS AND AWARDS

2021	Bruton Fellowship, University of Texas at Austin Graduate School
2020	Good Systems Public Interest Technology Graduate Fellow
2020	Outstanding Graduate Student Community Member, Department of Communication Studies, University of Texas at Austin
2017, 2018, 2020	Roderick P. Hart Student Achievement Award, Moody College of Communication (3-time recipient)
2019 – 2021	Moody Graduate Fellowship, Moody College of Communication
2018 - 2019	Provost Supplemental Fellowship, University of Texas at Austin Graduate School

2017	Outstanding M.A. Student, Department of Communication Studies, University of Texas at Austin
2017 - 2018	Graduate School Fellowship, University of Texas at Austin Graduate School
2016 - 2017	McNair Fellowship, University of Texas at Austin Graduate School
2016	Outstanding Achievement in Interpersonal & Organizational Communication, UNC Department of Communication
2015	Lucia Morgan Award, UNC Department of Communication
2015 - 2016	HEELprint Achievement Award, UNC Department of Housing and Residential Education
2013 - 2016	Hayden B. Renwick Academic Achievement Award (3-time recipient), UNC Chapel Hill
2013 - 2016	Honors Carolina, UNC Chapel Hill
2013 - 2015	Thanks USA Scholar (3-time recipient)
2012 - 2016	Golden LEAF Scholar, Golden Leaf Foundation, North Carolina

INVITED TALKS

Harris, A. (2020, December). "Exploring Applicant Perspectives on AI Interviewing Technology." Invited speaker for Texas Human-Computer Interaction (TxHCI) Seminar Series.

Harris, A. (2019, September). "Working in Teams: Sales Edition." Invited speaker for Communicating to Build Sales Relationships class. Department of Communication Studies, University of Texas at Austin.

Harris, A. (2019, April). "Division of Labor." Invited speaker for Team-Based Communication class. Department of Communication Studies, University of Texas at Austin.

ACADEMIC SERVICE AND LEADERSHIP

The University of Texas at Austin

President & PhD Representative, Communication Studies Graduate Community, 2019 – 2020
Co-President & Co-Founder, Graduate Women in Communication, 2019 - present
Tenant Advisory Board, University Apartments, University Housing and Dining, 2019 - present
Graduate Student Representative on hiring committee for the new department graduate coordinator
Organizational Communication Representative for research panel at recruitment weekend, March 2020
Orientation Buddy (Peer Advisor) for incoming students in the department, August 2019
Vice President & MA Representative, Communication Studies Graduate Community, 2017 - 2018
Community Advisor, University Housing and Dining, 2017 – 2018
Co-Orientation Leader, Department of Communication Studies, August 2017

The University of North Carolina at Chapel Hill

Peer Advisor, Ronald E. McNair Scholars Program, 2015 - 2017
Admissions Ambassador, Office of Undergraduate Admissions, 2013 – 2016
Resident Advisor, Carolina Housing, 2015 – 2016
Minority Advisor, Center for Student Success and Academic Counseling, 2013 – 2016
Administrative Student Coordinator, Balance Residential Learning Program, 2014 – 2015
Career Peer, University Career Services, 2013 – 2015

PROFESSIONAL AND ACADEMIC ASSOCIATIONS

National Communication Association (2015 – present)

- Division Memberships: Organizational Communication, Human Communication and Technology, Training and Development
- Paper Reviewer: GIFTS Session (2019); Training & Development Division (2020)

International Communication Association (2018 – present)

- Division Memberships: Organizational Communication
- Paper Reviewer: Communication & Technology Division (2018)

Phi Beta Kappa Society (2015 – present)