

DAWNA I. BALLARD

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University of Texas at Austin
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EDUCATION

- 2002 Ph.D., Communication (*Organizational Communication emphasis*)
University of California, Santa Barbara
The Communicative Construction of Time: Explication and Partial Test of a Meso Organizational Model; Directed by David Seibold (chair), Howard Giles, John Lammers, and John Mohr
- 1997 M.A., Communication (*Organizational Communication emphasis*)
University of California, Santa Barbara
Monochronic-Polychronic Time Orientations: Development and Validation of a Scale to Measure Hall's M-Time and P-Time; Directed by David Seibold (chair), Howard Giles, John Lammers
- 1994 B.A., Human Communication Studies (*with a Psychology minor*)
Howard University
Summa Cum Laude (GPA 3.9)

PROFESSIONAL EXPERIENCE

University of Texas, Austin

Moody College of Communication

Area Head, Organizational Communication & Technology	2016 – 2019
Associate Professor, Organizational Communication & Technology	2007 – present
Assistant Professor, Organizational Communication & Technology	2001 – 2007
Faculty Area Supervisor, CMS 310K: Team-Based Communication	2006 – present
Faculty Area Supervisor, CMS 313M: Organizational Communication	2006 – 2015
Faculty Advisory Committee, Communication and Leadership Degree	2015 – present

School of Information

Graduate Studies Faculty, Center for Identity, Master of Science in Identity Management & Security	2014 – present
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University of California, Santa Barbara

Teaching Associate, Department of Communication	2000
Teaching Assistant, Department of Communication	1995 – 2001

PROFESSIONAL FELLOWSHIPS & AFFILIATIONS

Fellow, Provost's Authors	2020 – present
Faculty Affiliate, Center for Health Communication, Moody College	2014 – present
Fellow, Public Voices, University of Texas at Austin	2014 – present
Faculty Affiliate, Center for Identity, Cockrell School of Engineering	2012 – present
Fellow, Texas Program in Sports and Media, Moody College	2011 – 2017

PROFESSIONAL MEMBERSHIPS

National Communication Association (NCA), **Past Chair of Group Communication Division**
International Society for the Study of Time (ISST), **Past Council Member**
International Communication Association (ICA)
Interdisciplinary Network for Group Research (INGRoup)

GRANTS AWARDED

2015 – 2017	<i>A Comprehensive Communication-Based Study of the Multidisciplinary Team (MDT) Model and Evaluation of the MDT Enhancement Program.</i> Principal Investigator (PI) with Matt McGlone (Co-PI). Funding Source: Children's Advocacy Centers of Texas Award Amount: \$468,000
2015 – 2016	<i>The Identity Map Project: Mapping 'Something You Do' Onto Convenience Behaviors.</i> (Co-PI) with Matt McGlone (Co-PI). Funding Source: Center for Identity, UT Austin Award Amount: \$104,519
2015	<i>Level of Assurance Evaluation: Scale Development and Validation.</i> Funding Source: National Institute of Standards and Technology, National Strategy for Trusted Identities in Cyberspace (NSTIC) pilot program. Partnership with MorphoTrust. (Co-PI) with Suzanne Barber (PI). Award Amount: \$66,351
2014 – 2015	<i>Mobile Wallet Use and Identity Literacy Scale Development.</i> (Co-PI) with Matt McGlone (Co-PI) and Brenda Berkelaar (Co-PI). Funding Source: Center for Identity, UT Austin Award Amount: \$100,000
2010 – 2011	New Agendas in Communication Conference Series. Co-chair with Matt McGlone, UT Austin. Funding Source: Moody College of Communication, UT Austin Award Amount: \$15,000

- 2010 – 2011 *Time in the Football Career: Professional, Personal, and Public Times in the Life of a Player.* (PI).
Funding Source: Texas Program in Sports and Media, UT Austin
Award Amount: \$4,000
- 2010 – 2011 *Exploring Multiple Temporalities in the Football Career: Institutional, Social, and Personal Times in the Life of a Player.* (PI).
Undergraduate Mentor Fellowship.
Funding Source: Moody College of Communication, UT Austin.
Award Amount: \$7,500
- 2010 – 2011 *Exploring Multiple Temporalities in the Football Career*
Grant Preparation Award. (PI).
Funding Source: Moody College of Communication, UT Austin,
Award Amount: \$6,000.
- 2008 – 2009 *The Social Construction of Time Management in the Lives of Small Business Owners.* (PI).
Funding Source: City of Austin, Small Business Development Program. Award Amount: \$120,000.
- 2008 *Connecting through Smartphones and Open Doors: A Spatiotemporal Perspective on Communication Technologies at Work* (PI). Undergraduate Mentor Fellowship.
Funding Source: Moody College of Communication, UT Austin
Award Amount: \$6,000.
- 2006 – 2007 *Temporality over time: A longitudinal test of entrainment* (PI).
Funding Source: Office of the Vice President for Research, UT Austin
Award Amount: \$6,000.
- 2006 – 2007 *Big picture leadership: Communication and systems thinking at a high-technology organization* (PI). Undergraduate Mentor Fellowship.
Funding Source: Moody College of Communication, UT Austin
Award Amount: \$6,000.
- 2004 *The experience of time at work: Mechanisms, outcomes, and moderators* Summer Research Assignment (PI).
Funding Source: UT Austin
Award Amount: \$11,500.
- 2004 FAST Tex grant recipient (had website interface developed to manage data collection captured on personal digital assistants [PDAs] using Experience Sampling Program [ESP] technology).
Funding Source: Center for Instructional Technologies, UT Austin
Award Amount: \$1,000.

- 2003 Communication Learning Equipment Fee (CLEF) grant recipient (PI): Purchased 70 PDAs to assist data collection using ESP software as part of a research project on social entrainment processes.
Funding Source: Moody College of Communication, UT Austin
Award Amount: \$26,149.
- 1995 *Surgical teams as bona fide groups* (Co-PI) with John Lammers (PI). As part of Summer Academic Research Internship (SARI), I negotiated access and collected data at multiple Los Angeles-based hospitals to understand the group dynamics in surgical teams.
Funding Source: UC Santa Barbara, Graduate Division
Award Amount: \$2,500.

RECOGNITION & AWARDS

RESEARCH HONORS, AWARDS & COMPETITIVE FELLOWSHIPS

- Provost's Authors Fellowship, 2020-2021. University of Texas at Austin.
- Top Paper Award, "All Action and No Talk: A Multimethod Investigation of Routinized Adaptation in Interprofessional Critical Teams," Group Communication Division, National Communication Association, 2020.
- Top Paper Award, "Exploring the Recursive Relationship Between Unplanned Conversations and Spatiotemporal Organizational Structures," Nonverbal Communication Division, National Communication Association, 2019.
- Faculty Research Assignment, Moody College of Communication, Spring 2019.
- Mark Knapp Fellowship, Department of Communication Studies, Spring 2016.
- Waveland Press Award for Top Interactive Display in Organizational Communication Division, International Communication Association, 2014.
- Finalist, *Small Group Research*, Article of the Year Award, 2012.
- Dean's Fellowship, College of Communication, University of Texas at Austin, Spring 2010, Spring 2004.
- Visiting Scholar. Department of Communication. Michigan State University. September 2000.
- Ford Foundation Doctoral Fellowship Honorable Mention, 1994.
- Jacob K. Javits Fellowship, Alternate, 1994.
- Golden Key National Honor Society, 1992-present.

INVITED ROUNDTABLES, SYMPOSIA, & SCHOLARLY MEETINGS

- Invited speaker, Mayo Clinic Knowledge and Evaluation Research (KER) Unit. *How We Create Time Through Communication*. April 2021.
- Invited roundtable discussant, Aspen Institute. *Building Resilience for the Digital Workforce: Mitigation Strategies and Interventions*. November 2020.
- Invited participant, NSF (National Science Foundation) Symposium. *Slow Down, You Move Too Fast: Rethinking the Culture of Busyness and IT*. May 2011.

Invited contributor/discussant for the *It's about time! Increasing the temporal focus in organizational research* symposium hosted by the Department of Organization & Strategy, University of Maastricht in June 2006. Organized by Robert Roe, Mary Waller, and Stewart Clegg.

Organizational Communication and Information Systems (OCIS) Junior Faculty Pre-conference selected participant at the Academy of Management Meeting, August 2005.

National Doctoral Honors Seminar Participant, National Communication Association, 1999.

TEACHING HONORS & AWARDS

Nominee. *William David Blunk Memorial Professorship*. UT Austin. Spring 2018.

Invited Faculty and Keynote. *Terry Scholars Banquet*. UT Austin. Fall 2016.

Invited Faculty Speaker. *Undergraduate Business Council. University of Texas at Austin*. Fall 2016.

Invited Faculty Speaker. *Women Communicators of Austin*. UT Austin, College of Communication. Fall 2016.

Invited Faculty. *Tejas Club, 35th Annual Texas Independence Day Breakfast*, Spring 2014. Guest Speaker and Faculty Honoree.

Invited Faculty and Keynote. *Delta Delta Delta Professor Dinner*. Spring 2010.

Faculty Honoree. *Orange Jackets "Professor Tea."* Honors the favorite and most influential professors of Orange Jacket members, an exemplary honor and service organization.

Faculty Invitee. *Tips From Great Teachers*. Invited (based on student nominations) to talk with students in the graduate teaching seminar (CMS 398) in communication studies about pedagogical issues. UT Austin, 2002-2014.

Finalist. *Teaching Excellence Award*. UT Austin, College of Communication. 2006, 2007.

Academic Innovation Award grant recipient (\$20,000). UT Austin, RGK Center for Philanthropy and Community Service, 2005. Developed new course, "*Models, Contexts, and Practices of Group Communication*," in order to augment current offerings in the Portfolio Program in Nonprofit and Philanthropic Studies on the subject of Volunteerism. Course offers a comparative examination of group communication models developed in traditionally-studied contexts alongside new models of group communication that address the unique group dynamics found in volunteer contexts.

Faculty Honoree. *Chi Omega's Annual Scholarship Recognition Program*, 2005.

Faculty Honoree. *Chi Omega's Appreciation Fiesta Dinner*, 2005.

Instructional Development grant recipient (editing services), UT Austin, College of Communication, 2002-2003.

Invited Discussant, *Communication Council Faculty Discussion Dinner*, UT Austin, May 2002.

Faculty Honoree. Panhellenic Scholarship Dinner. UT Austin, 2002.

Faculty Honoree. Faculty Appreciation Banquet. UT Austin, Communication Council, 2001-2002, 2002-2003.

Edwin R Schoell Award for Excellence in Teaching, UC Santa Barbara, Department of Communication, 2000.

Favorite Faculty, UC Santa Barbara, Office of Residence Life, 1997-1998.

SERVICE HONORS AND AWARDS

Service Engagement Award, Organizational Communication Division, National Communication Association, 2020.

Faculty Area Supervisor for the 2016-2017 and 2013-2014 Best Service Learning Course Award, received by the Team Communication course, University of Texas at Austin.
Invited Keynote Speaker and Faculty Inductee, Order of Omega Honor Society. Spring 2011 Induction Ceremony
Faculty Honoree. Services for Students with Disabilities Faculty Awards, UT Austin, 2005-2006.
University Service Award, University of California, Santa Barbara, 2000-2001.

INVITED PUBLIC RESEARCH TALKS

Universities:

Cornell University, Department of Communication. "Taking Time to Communicate: A Multimethod Investigation of Continuous Adaptation in Extreme Teams." September 2020.
University of Miami, School of Communication. "How We Create Time through Communication: Critical Teams and Temporal Transmutation." February 2020.
San Diego State University, Department of Communication Studies: Visiting Scholar Lecture. "The Nonlinearity of Time: A Chronemic Analysis of Team Resilience, Case Outcomes, and Member Burnout." February 2019.

International:

Quartz at Work Workshop. Panelist, "The Lives of Working Parents Now." March 2020.
Forbes8 E-Summit on Business Resiliency. "Time for Resilience." March 2020.
SXSW Interactive. "It's Time: Find Alignment & Abandon Work-Life Balance." March 2018.
SXSW Interactive. "Talk About Time: Why We Fail at Work-Life Balance." March 2016.
Creative Mornings lecture series. "Time." Austin, TX. December 2015.

SCHOLARLY PUBLICATIONS

BOOK, PEER REVIEWED

Ballard, D. I., & McGlone, M. (2017). *Work pressures: New agendas in communication*. New York: Routledge.

SCHOLARLY ARTICLES & PUBLISHED PROCEEDINGS, PEER-REVIEWED UNLESS STARRED

(GRADUATE STUDENT AUTHORS IN ITALICS)

Ballard, D.I. (forthcoming). Making a time of our own: The past and promise of transdisciplinary time studies. *Time & Society*.

Kalman, Y. M., Ballard, D. I., & Aguilar, A. M. (2021). Chronemic urgency in everyday digital communication. *Time & Society*, 0961463X20987721.
<https://doi.org/10.1177/0961463X20987721>

- Ballard, D.I., Allen, B. J., Ashcraft, K. L., Ganesh, S., McLeod, P. L., & Zoller, H. M. (2020). When words do not matter: Identifying actions to effect diversity, equity, and inclusion in the academy. *Management Communication Quarterly*, 34(4), 590-616. DOI: 10.1177/0893318920951643.
- Kalman, Y. M., Aguilar, A. M., & Ballard, D. I. (2018). The role of chronemic agency in the processing of a multitude of mediated conversation threads. *51st Proceedings of HICSS (Hawaii International Conference on System Sciences)*.
- Barbour, J. B., Ballard, D. I., Barge, J. K., & Gill, R. (2017). Making time/making temporality for engaged scholarship. *Journal of Applied Communication Research*, 45(4), 365-380. doi: 10.1080/00909882.2017.1355556
- Ballard, D. I., & McVey, T. (2014). Measure twice, cut once: The temporality of communication design. *Journal of Applied Communication Research*, 42(2), 190-207. doi: 10.1080/00909882.2013.874571
- Gómez, L. F. & Ballard, D. I. (2013). Communication for the long-term: Information allocation and collective reflexivity as dynamic capabilities. *Journal of Business Communication*, 50 (2), 208-220. doi: 10.1177/0021943612474992
- Ishak, A. W. & Ballard, D. I. (2012). Time to re-group: A typology and nested phase model for action teams. *Small Group Research*, 43(1), 3-29. doi:10.1177/1046496411425250
Finalist, Small Group Research, Article of the Year Award 2012.
- Stephens, K. K., Cho, J. K., & Ballard, D. I. (2012). Simultaneity, sequentiality, and speed: Organizational messages about multiple task completion. *Human Communication Research*, 38(1), 23-47. doi:10.1111/j.1468-2958.2011.01420.x
- Gómez, L. F. & Ballard, D. I. (2011). Communication for change: Transactive memory systems as dynamic capabilities. In A. B. Shani, R. Woodman & W. A. Pasmore (Eds.), *Research in Organizational Change and Development* (Vol. 19, pp. 91-115). Bingley, UK: Emerald.
- *Aakhus, M., Ballard, D., Flanagan, A. J., Kuhn, T., Leonardi, P., Mease, J., & Miller, K. (2011). Communication and Materiality: A Conversation from the CM Café. *Communication Monographs*, 78, 557-568. doi:10.1080/03637751.2011.618358
- Ballard, D. I., & Webster, S. P. (2009). Time and time again: The search for meaning/fulness through popular discourse on the time and timing of work. *KronoScope: Journal for the Study of Time*, 8, 131-145.
- Ballard, D. I., Waller, M. J., & Tschan, F. (2008). All in the timing: Considering time at multiple stages of group research. *Small Group Communication*, 39, 328-351.
- Ballard, D. I., & Gossett, L. M. (2007). Alternative times: The temporal perceptions, processes, and practices defining the non-standard work arrangement. In C. Beck (Ed.), *Communication Yearbook*, 31(pp. 269-316). Mahwah, NJ: Lawrence Erlbaum Associates.

Ballard, D. I., & Gomez, L. F. (2006). Time to meet: Meetings as sites of organizational memory. In J. Parker, M. Crawford, & P. Harris (Eds.), *Study of time XII: Time and memory* (pp. 301-312). Boston, MA: Brill.

Ballard, D. I., & Seibold, D. R. (2006). The experience of time at work: Relationship to communication load, job satisfaction, and interdepartmental communication. *Communication Studies*, 57, 317-340.

Ballard, D. I., & Seibold, D. R. (2004). Organizational members' communication and temporal experience: Scale development and validation. *Communication Research*, 31, 135-172. LEAD ARTICLE

This instrument is also featured in:

Rubin, R. B., Rubin, A. M., Graham, E. E., Perse, E. M., & Seibold, D. R. (2010).

Communication research measures: A sourcebook. Volume II. New York: Routledge.

Ballard, D. I., & Seibold, D. R. (2004). Communication-related organizational structures and work group members' temporal experience: The effects of interdependence, type of technology, and feedback cycle on members' views and enactments of time. *Communication Monographs*, 71, 1-27. LEAD ARTICLE

Ballard, D. I., & Seibold, D. R. (2003). Communicating and organizing in time: A meso level model of organizational temporality. *Management Communication Quarterly*, 16, 380-415.

Giles, H., Ballard, D. I., & McCann, R. M. (2002). Perceptions of intergenerational communication across cultures: An Italian case. *Perceptual and Motor Ability*, 95, 583-591.

Ballard, D. I., & Seibold, D. R. (2000). Time orientation and temporal variation across work groups: Implications for group and organizational communication. *Western Journal of Communication*, 64, 218-242.

HANDBOOK CHAPTERS, ENCYCLOPEDIA ENTRIES & EDITED VOLUMES

Ballard, D. I. & Mandhana, D. R. (forthcoming). Time and temporality in groups. In S. Beck, M.S. Poole & J. Keyton (Eds.), *The Handbook of Group and Team Communication*. New York: Emerald.

Chewning, L., Doerfyl, M., Ballard, D., & Harrison, T. (forthcoming). Crisis response and resilience. In V. Miller & M. S. Poole (Eds.), *The Handbook of Organizational Communication*.

Ballard, D. I. & Aguilar, A. (2020). When pacing is a privilege: The time scale of exclusion. In M. L. Doerfyl & J. L. Gibbs (Eds.), *Building inclusiveness in organizations, institutions, and communities: Communication theory perspectives*. New York: Routledge.

Ballard, D. I. & Mandhana, D. R. (2019). Groups, teams, and decision making. In A. M. Nicotera (Ed.), *Organizational communication: A comprehensive introduction to the field*. New York: Routledge.

Ballard, D. I. (2017). Time. In C. R. Scott and L. K. Lewis (Eds.), *International Encyclopedia of Organizational Communication*. New York: Wiley.

- Ballard, D. I., Ramgolam, D. I., & Solomon Gray, E. (2017). Modern times, modern spaces: Interaction genres and multiminding in network-based work. In D. I. Ballard and M. S. McGlone (Eds.), *Work pressures: New agendas in communication*. New York: Routledge.
- Barrett, A. & Ballard, D. I. (2014). The Norwegian workplace hustle: Shifting socio-cultural dynamics and a crisis of national identity. In L. Browning and J. O. Soernes (Eds.), *Stories of the High North*. London: Routledge.
- Ballard, D. I. (2009). Organizational temporality over time: Activity cycles as sources of entrainment. In R. Roe, M.J. Waller, & S. Clegg (Eds.), *Time in organizational research* (pp. 204-219). London: Routledge.
- Seibold, D. R., Lemus, D. R., Ballard, D. I., & Myers, K. K. (2009). Organizational communication and applied communication research: Parallels, intersections, integration, and engagement. In L. R. Frey & K. N. Cissna (Eds.), *Handbook of applied communication* (pp. 843-866). Mahwah, NJ: Lawrence Erlbaum Associates.
- Ballard, D. I. (2008). The experience of time at work. In L. K. Guerrero & M. L. Hecht (Eds.), *The nonverbal communication reader: Classic and contemporary readings (3rd ed.)* (pp. 258-269). Prospect Heights, IL: Waveland Press.
- Ballard, D. I. (2007). Chronemics at work: Using socio-historical accounts to illuminate contemporary workplace temporality. In R. Rubin (Ed.), *Research in the sociology of work: Vol. 17 Work place temporalities* (pp. 29-54). Cambridge, MA: Elsevier.

OP-EDS (PUBLISHED DURING PUBLIC VOICES FELLOWSHIP)

- Ballard, D. I., & Webster, S. (2015, March 31). Why women 'having it all' is an empty concept. *Medium*.
- Ballard, D. I., & Harper, J. (2015, February 21). How mindfulness can transform movements for racial justice and equality. *The American Prospect*.
- Ballard, D. I. (2014, December 29). Holiday stress, like holiday magic, is home made. *Womensenews*.
- Ballard, D. I. (2014, November 2). Work-life balance? We don't have time for that. *Huffington Post*.

MEDIA REPORTS ON WORK (SELECTED)

International Coverage:

- Quartz*. What a year of COVID has done to work. (2021, April).
- Quartz at Work*. How work has changed a year into the pandemic. (MacLellan, L. & Cheng, M. [2021, April 4]).
- Men's Health Magazine*. How a shorter workweek could make you more productive. (Ferry, D. [2020, September 30]).
- HuffPost*. We all deserve shorter, more flexible workweeks, especially amid COVID-19. (Torres, M. [2020, May 11]).

Quartz. Why you're experiencing time as fast and slow. (MacLellan, L. [2020, April 24]).

Quartz. The Memo from Quartz at Work: As time goes by. (MacLellan, L. [2020, April 22]).

Quartz. What the workplace stands to gain and lose in a post-coronavirus world. (MacLellan, L. [2020, March 29]).

NBC News. Why it's so hard to come back from vacation—and how to do it better. (DiGiulio, S. [2020, January 22]).

Forge. Fridays are the new Mondays. (Zabell, S. [2019, November 15]).

Inc. This company's secret to tripling profits? No Work Wednesdays. (Stillman, J. [2019, May 22]).

Inc. Elon Musk Sent an Email at 1:20 in the Morning. Here's Why You Shouldn't. (Bariso, J. [2019, May 13]).

Quartz. The risk of thinking of your job as a higher calling. (MacLellan, L. [2019, January 19]).

Reader's Digest. The best day to take off work. (McCaffery, J. [2019]).

Reader's Digest Asia. This is the best day to take off work—and it's not Friday.

AsiaOne. Wednesday is the best day to take a day off: Experts. (2018, December 3).

Inc. This is the best day of the week to take off from work. (DiScala, J. [2018, November 28]).

Best Health Magazine Canada. This is the Best Day to Take Off Work (It's Not Friday!). McCaffery, J. (2018, August 23).

Inc. What's better than summer Fridays off? Summer Wednesdays off. (Stillman, J. [2018, August 10]).

Quartz. For maximum recharge, take a Wednesday off. (Griffin, A. [2018, July 30]).

Forbes. Why this professor of time argues achieving "Work-Life Balance" is impossible. (Hervey, J. C. [2018, July 12]).

MSN (Microsoft News). This is the best day to take off work—and it's not Friday.

The Jakarta Post. Wednesday is the best day to take a day off: Experts.

Quartz. Time is a strong but rarely recognized power construct in the workplace. (MacLellan, L. [2017, October 10]).

Quartz. "Reclaiming my time": Strategies from a scholar of chronemics, the study of time. (MacLellan, L. [2017, August 5]).

Radio and Podcast Interviews:

Indeed.com Podcast. The Science Behind Our Time and Productivity at Work. May 2021.

Christian Science Monitor. It's about time. On the clock: How the clock became king. March 2021.

CFRB NEWSTALK1010 Toronto: Canada's largest talk station. Has time seemed to slow down or speed up during lockdown? (Towkey, G. M. [2020, May 3]).

ATTN: Why time is flying by in the pandemic. (Guthmann, L. [2020, May]).

NPR affiliate, Texas Standard: The National Daily News Show of Texas. The case for taking Wednesday off. (2018, August 29).

MineSpace Over Coffee. Keeping time with Dawna Ballard. February 8, 2018.

We Grow Media. The Creative Clarity Summit: Fearless Work. January 2016.

2Time Labs. Interview with Dawna Ballard. March 23, 2015.

PBS Media Shift. Finding Work-Life Balance with Technology in the 'New Slow City.' Mediatwits #139: (2014, December 5). Time.

Resilience on Radio. Sustainable Lens. July 14, 2012.

People On The Go. It's About Time: State of the Art on Multitasking. October 7, 2010.

Campus Coverage at UT Austin:

Moody College Marketing Communications. Time is precious: Healthfully rethinking the utility of time. (2020, March).

The Daily Texan. Gain control of your time: You don't have to do everything today, says communication studies professor. (2019, March 6).

The Daily Texan. Psychology explains difficulty behind keeping New Year's resolutions. (2019, January 24).

The Daily Texan. Distractions in lecture lead to D-grades in class. (2015, March 5).

National and Specialized Coverage:

KIRO News Seattle. Coronavirus: Why time feels like it's speeding up, slowing down right now. (2020, April 24).

The Clarion Ledger. Wednesdays off might be the best recharge. (2018, August 27).

KX News North Dakota. The best day to take off from work: Wednesday. (2018, August 7).

Consumer Affairs. Why Wednesday is the best day to take off. (2018, August 1).

Fairygodboss. This Is the Best Day to Take A Mini-Vacation, According to Experts.

Girlboss. Wednesday is the Best Day to Take a Mini Vacation, According to Experts. (2018, November 8).

XoNecole. Work-Life Balance Might Be Unrealistic So Try This Instead. (2018, December 26).

KEYNOTES AND INVITED RESEARCH TALKS

Keynote. *Aspen Conference on Engaged Communication Scholarship*. July 2021.

Invited Talk. K-Scholars Retreat: *University of California, San Francisco, School of Medicine*. "Pace Yourself: Research on How to Find Alignment and Abandon Balance." August 2020.

Keynote. *Vermont Worksite Wellness Conference*. "It's About Time: Finding Focus Amidst Distraction." March 2019.

Breakout Session. *Vermont Worksite Wellness Conference*. "Time Strategy and Work Design." March 2019.

Invited Talk. *EMPAC (Experimental Media and Performing Arts Center) at Rensselaer Polytechnic Institute*. "Creating Time Through Design." September 2018.

Invited Talk. *Health Communication Leadership Institute, University of Texas at Austin*. "Time, Pace of Life, and Organizational Vitality." June 2018.

Guest Lecture, Dr. Marya Doerfel's M.A. Seminar in Organizational Communication. *Rutgers University*, 2018.

Invited Talk. *University Health Services, University of Texas at Austin*. "It's Time: How to Find Alignment and Abandon Balance." January 2018.

Invited Talk. *Department of Athletics, University of Texas at Austin*. "Pace Yourself: How to Find Alignment and Abandon Balance." May 2018.

Invited Talk. *Waggener Edstrom Communications*. "On Time: The 3 Worst Questions To Ask About Your Work." Austin, TX. June 2017.

Invited Talk. *Hospitalists Society of Hospital Medicine (SHM) Annual Meeting*. "Why We Fail at Work-Life Balance." Las Vegas, NV. May 2017.

Invited Talk. *Senior Administrators Leadership Team (SALT). UT Austin, Division of Student Affairs.* "Moving Forward: From Industrial Mythology to Chronemic Literacy." April 2017.

Invited Talk. *Senior Administrators Leadership Team (SALT). UT Austin, Division of Student Affairs.* "Finding Time: How a Hidden Mythology Shapes Our Lives." February 2017.

Invited Talk. *Committee on the Status of Women. University of California, San Francisco School of Medicine.* "Talk About Time: Why We Fail at Work-Life Balance." September 2016.

Invited Talk. *UCSF School of Medicine. Center for Vulnerable Populations Lunch Series.* September 2016.

Invited Talk. *Austin Travis County Integrative Care Conference.* "Talk About Time: Why We Fail at Work-Life Balance." April 2016.

Keynote. *Electronic Resources & Libraries Conference.* Austin, TX. April 2016.

Keynote. *Children's Advocacy Centers of Texas (CACTX) Leadership Summit.* Hyatt Lost Pines Resort, Bastrop, TX. February 2016.

Invited Talk. "Finding Balance in an Age of Always On Business: The Time-Space Mixtape." *Collabosphere: The Ultimate Collaboration Conference*, Austin, TX. September 2015.

Invited Talk. "Modern Times, Modern Spaces: Multiminding in Network-Based Work." *Mmindd Labs Symposium*. San Francisco, CA. December 2014.

Invited Talk. "Chronemics and Mmindding." Design Charette for *Mmindd Labs* at California College of Art, San Francisco, CA. June 2013.

Invited Panelist. "The Research Front." Opening Panel (with Victoria Belioti) at Information Overload Research Group: *Overloaded 2013*, San Francisco, CA. February 2013.

Invited Talk. "The Untethered Professional: Work, Time, and Space." Information Overload Research Group: *Overloaded 2012*, San Francisco, CA. February 2012.

Invited Talk. "The Untethered Professional." Department of Communication, Rutgers University. November 2010. *Chair's Distinguished Speaker Series on Mobile Communication*.

Invited Talk. "Time Matters at Work." International Association of Business Communicators, Tulsa, Oklahoma. January 2004.

Guest Lecture, Dr. John Lammers' Seminar in Macro Organizational Communication. *University of Illinois at Urbana-Champaign*, 2003.

Invited Talk. "Timeless Tips." Professional Development Workshop. Career and Counseling Services, University of California, Santa Barbara, June 2000.

Invited Talk. "Timeless Tips." Professional Development Workshop. Division of Student Affairs, University of California, Santa Barbara, March 2000.

Invited Talk. "Timeless Tips." Chapter Retreat. Alpha Kappa Alpha Sorority, Incorporated. Nu Nu Chapter. University of California, Santa Barbara, September 1999.

Invited Talk. "(An)other Look at Time Effectiveness." Kelly Cable Corporation Annual Management Conference. Vail, CO. May 1997.

CONFERENCE PARTICIPATION

COMPETITIVELY-SELECTED CONFERENCE PAPERS

Ballard, D. I., Mandhana, D., Waller, M. J., McGlone, M., Aguilar, A., & Ramgolam, D. I. (2020, November). *All action and no talk: A multimethod investigation of routinized adaptation in interprofessional critical teams*. Paper presented online at the annual meeting of the National Communication Association. **Top Paper Panel, Group Communication Division, NCA.**

- Mandhana, D., & Ballard, D. I. (2019, November). *Exploring the recursive relationship between unplanned conversations and spatiotemporal organizational structures*. Paper presented at the annual meeting of the National Communication Association, Baltimore, MD.
- Ballard, D. I., Duggan, A., & Shaughnessy, A. (2019, May). *Residency time: Epochal and fungible temporality among family medicine residents*. Paper presented at the annual meeting of the International Communication Association, Washington, DC.
- Mandhana, D., & Ballard, D. I. (2019, May). *The interstitial in organizing: Unplanned conversations as constituent features of spatiotemporal organizational structures*. Paper presented at the annual meeting of the International Communication Association, Washington, DC.
- Aguilar, A., Kalman, Y., & Ballard, D. I. (2018, May). *Chronemic agency: The power of urgency in everyday digital communication*. Paper presented at the annual meeting of the International Communication Association, Prague, Czech Republic.
- Barbour, J. B., Ballard, D. I., Barge, J. K., & Gill, R. (2017, November). *Making time/making temporality for engaged scholarship*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.
- Adams, P., Ford-Davis, T., & Ballard, D. I. (2017, November). *Space, time, and the master narrative of convenience*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.
- Aguilar, A., Kalman, Y., & Ballard, D. I. (2017, November). *Chronemic agency and media selection: How group membership impacts which media are prioritized*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.
- Webster, S. O., & Ballard, D. I., & Kirby, E. (2016, November). *"Work-life balance? That's just for managers": Using a temporal lens to understand class-based constructions of work-life*. Paper presented at the annual meeting of the National Communication Association, Philadelphia, PA.
- Ballard, D. I., (2016, August). *Finding time: How a hidden mythology shapes our lives*. Paper presented at the Take Back Your Time Conference, Seattle, WA.
- Ballard, D. I., Browning, L. D., Hamel, S. A., & Stein, K. (2016, July). *Making sense of how kairotic time matters: On the relativity of materiality as revealed through dis(organization) in the Valley Fire Crisis*. Paper presented at the annual meeting of the European Group for Organizational Studies, Naples, Italy.
- Webster, S. O., & Ballard, D. I. (2015, November). *It's about time: Using a temporal approach to highlight gender and socioeconomic inequalities embedded in "Work-Life Balance" discourse*. Paper presented at the annual meeting of the National Communication Association, Las Vegas, NV.

- Ballard, D. I., McGlone, M. S., Berkelaar, B., Baryshevtsev, & Brown, L. (2015, April). *A spatiotemporal perspective on mobile wallet use*. Paper presented at the annual ID-360 meeting for the Center for Identity, University of Texas, Austin, TX.
- Ballard, D. I. & Solomon Gray, E. (2014, November). *Modern times, modern spaces: Interaction genres and multiminding in network-based work*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- McGlone, M., & Ballard, D. I. (2014, September). *Framing identity: Communication in consumer privacy decisions*. Paper presented at the Global Identity Summit, Tampa, FL.
- Ballard, D. I., McVey, T. (2014, May). *Measure twice, cut once: The temporality of communication design*. Poster presented at the annual meeting of the International Communication Association, Seattle, Washington.
- Barrett, A., & Ballard, D. I. (2012, November). *Chronemics in health communication: Considering the intersection of fungible and epochal times in the health care setting*. Paper presented at the annual meeting of the National Communication Association, Orlando, FL.
- Ballard, D. I., McGlone, M., & Stephens, K. K. (2012, May). *Affecting sustainable living by incorporating an understanding of time in the lives of Digital Natives*. Paper presented at the annual meeting of Computer Human Interaction, Austin, TX.
- Ishak, A., & Ballard, D.I. (2011, November). *Time to re-group: A typology and nested phase model for action teams*. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.
- Ballard, D. I., & Waller, M.J. (2010, November). *Communication overhead: The relational costs of multitasking in organizations*. Paper presented at the annual meeting of the National Communication Association, San Francisco, CA.
- Ballard, D. I., Cho, J. K., & Hyder, S. (2009, November). *Twittering away: Human temporality and communication motives in the micro-blogging community*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Ballard, D. I., & Ramgolam, D. I. (2009, November). *Connecting through Smartphones and open doors: A spatiotemporal framework of communication technologies at work*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Ballard, D. I., & Ramgolam, D. I. (2008, May). *Communication, connection, and connectivity: Mobile communication and human temporality*. Paper presented at the annual meeting of the International Communication Association, Montreal, Canada.
- Ballard, D. I., & Webster, S. (2007, November). *It's a matter of time: The search for meaning/fulness through popular discourses of temporal commodification, construction, and compression*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

- Gomez, F. G., & Ballard, D.I. (2007, November). *Use your time and save it too: Are a group's present and future a continuum or a duality?* Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Ramgolam, D. I., & Ballard, D. I. (2007, November). *The meanings and meaningfulness of virtual work practices.* Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Ballard, D. I. (2007, July). *Expanding organizational temporality: The limits and constraints of temporal commodification, construction, and compression.* Paper presented at the triennial meeting of the International Society for the Study of Time, Monterey, CA.
- Ballard, D. I. (2005, November). *Alternative times.* Paper presented at the annual meeting of the National Communication Association, Boston, MA.
- Ballard, D. I. (2005, May). *Cyclicity and entrainment in organizational temporality: A communication-based typology of activity cycles.* Paper presented at the annual meeting of the International Communication Association, New York, NY.
- Ballard, D. I., Lammers, J. C., & McCann, R. M. (2004, November). *The speed of service: A two-study examination of pace across work groups in the service industry: Intra-organizational and cross-national comparisons.* Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Ballard, D. I., & Gomez, F. G. (2004, July). *Time to meet: Meetings as sites of organizational memory.* Paper presented at the triennial meeting of the International Society for the Study of Time, Cambridge, UK.
- Ballard, D. I., & Seibold, D. R. (2003, May). *Communication-related organizational structures and work group members' temporal experience: The effects of interdependence, type of technology, and feedback cycle on members' construals and enactments of time.* Paper presented at the annual meeting of the International Communication Association, San Diego, CA.
- Ballard, D. I., & Seibold, D. R. (2002, November). *Talk about time at work: Relationship to communication load, job satisfaction, and interdepartmental communication.* Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.
- Ballard, D. I., & Seibold, D. R. (2001, November). *The experience of time at work: The role of organizational communication structures.* Paper presented at the annual meeting of the National Communication Association, Atlanta, GA.
- Ballard, D. I., & Seibold, D. R. (2001, May). *Time and communication and in social theory: Toward a communication-based theory of time.* Paper presented at the annual meeting of the International Communication Association, Washington, DC.

Ballard, D. I., & Seibold, D. R. (2000, November). *Communication practices and the organizational construction of time*. Paper presented at the annual meeting of the National Communication Association, Seattle, WA.

Ballard, D. I., & Seibold, D. R. (2000, September). *The communicative construction of time: A meso organizational model*. Paper presented at the annual Organizational Communication Mini-Conference, Michigan State University, East Lansing, MI.

Ballard, D. I., & Seibold, D. R. (1999, November). *A test of the dimensionality of time: Implications for group communication research*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Ballard, D. I., & Lammers, J. C. (1999, May). *Is there a missing chronemic dimension of organizational climate?* Paper presented at the annual meeting of the International Communication Association, San Francisco, CA.

Ballard, D. I. (1996, November). *Monochronic-polychronic time orientation: Scale development and validation*. Paper presented at the annual meeting of the National Communication Association, San Diego, CA.

Lammers, J. C., Krikorian, D., & Ballard, D. I. (1996, May). *Surgical teams as bona-fide groups: Operationalization and exploration of a construct*. Paper presented at the annual meeting of the International Communication Association, Chicago, Illinois.

COMPETITIVE PANELS, SYMPOSIA, AND PROFESSIONAL DEVELOPMENT WORKSHOPS

Presenter, Panel Session. (2021, November). *Renewal and Transformation in Group and Team Communication. Time to Move Forward in Group Research: Taking Time and Communication Seriously*. Panel held at the annual meeting of the National Communication Association, Seattle, WA.

Presenter, Panel Session. (2020, December). *The CICU Isn't Run by Robots: Understanding our Humanness. The Perception of Time Across Cultures and How This Affects Burnout*. Panel held at the annual meeting of the Pediatric Cardiac Intensive Care Society (PCICS). Virtual due to COVID-19.

Presenter, Panel Session. (2019, November). *Surviving Misconceptions About Organizational Communication*. Organizational Communication Division Panel to be held at the annual meeting of the National Communication Association, Baltimore, MD.

Chair, Panel Session. (2018, November). *Transforming Work-Life Issues through Communication Approaches in Applied Contexts*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, Salt Lake City, UT.

Presenter, Panel Session. (2018, October). *Strategic Communication on the Job Market*. Organizational Communication Mini Conference. Rutgers University, NJ.

Presenter, Preconference. (2017, November). *Our Legacy, Our Relevance: Breaking Down Privilege Using Communication Theory to Build Frameworks that Support Inclusion*. Organizational Communication Division Preconference held at the annual meeting of the National Communication Association, Dallas, TX.

Presenter, Panel Session. (2016, August). *Teaching about Time*. Panel held at the Take Back Your Time Conference, Seattle, WA.

Presenter, Preconference. (2015, November). *Organizing In/Equality in the New Economy*. Organizational Communication Division Preconference held at the annual meeting of the National Communication Association, Las Vegas, NV.

Chair, Roundtable Session. (2013, June). *A Roundtable Discussion on Work Pressures and Organizational Communication*. Organizational Communication Division Panel held at the annual meeting of the International Communication Association, London UK.

Presenter, Panel Session. (2011, November). *Theoretical and Practical Approaches to Cyberinfrastructure, Virtual Research Environment, and Virtual Organizing for E-science, E-social science, and Digital Humanities*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, New Orleans, LA.

Presenter, Panel Session. (2011, August). *Research in Organization Change and Development: A Conversation with Volume 19 Authors*. Organization Change and Development Panel held at the annual meeting of the Academy of Management, San Antonio, TX.

Organizer and Panelist, Panel Session. (2010, November). *The Push and Pull of Technologically-Mediated Multitasking: Considering Communication and Cause and Consequence*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, San Francisco, CA.

Presenter, Professional Development Workshop. (2008, August). *Tools and Methods for Studying Temporal Aspects of Organizational Behavior*. Organizational Behavior Division Professional Development Workshop to be held at the annual meeting of the Academy of Management, Anaheim, CA.

Organizer and Panelist, Symposia. (2007, July). *Taking Time to Measure Team Temporality: Methodological and Theoretical Approaches*. Symposia held at the annual meeting of the Interdisciplinary Network for Group Research, Lansing, MI.

Panelist, Professional Development Panel, *Nuevo Dia Organizational Communication Conference*, Arizona State University, 2005.

Panelist, Panel Session. (2004, November). *Moving Forward/Looking Back: Critique, Discussion, and Response to the Work Time Literature from a Communication Perspective*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, Chicago, IL.

Panelist, Panel Session. (2003, November). *It's About Time: Organizational Communication Scholarship Reaching Out and Reaching In the Discipline to Shape Chronemics Research*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, Miami, FL.

TEACHING EXPERIENCE

Undergraduate Courses:

Communication Studies 367/372T: Time Matters
Communication Studies 370K: Internship in Communication Studies
Communication Studies 367/360W: Work360
Communication Studies 313M: Organizational Communication
Communication Studies 367: Zen and the Art of Managing Chaos & Complexity
Communication Studies 372K: Advanced Organizational Communication
Communication 370: Time Matters (Senior Honors Course)
Undergraduate Studies 302: Time Matters (Freshman Signature Course)

Graduate Seminars:

Communication Studies 390S: On Time, Temporality, and Theory Building
Communication Studies 390/386L: Communicating in Groups, Teams, and Communities
Communication Studies 386: Measurement Workshop: Designing Effective Surveys
Communication Studies 386N: Quantitative Methods
Communication Studies 390S: Seminar in Organizational Communication
Communication Studies 390S: Theoretical Perspectives for Studying Social Systems
Communication Studies 081: Introduction to Graduate Studies in Human Communication
Identity Management and Security 384: Identity Communication

Teaching Assistant/Associate:

Communication 1 (with Mullin/Wilson/Donnerstein): Introduction to Communication
Communication 88 (with Mullin): Communication Research Methods
Communication 89 (with Jansma): Introduction to Communication Theory
Communication 120 (with Seibold): Interviewing Theory and Practice
Communication 121 (with Jansma): Communication and Conflict
Communication 122A (with Seibold and with Lammers): Micro-Organizational Communication
Communication 122B (with Lammers): Macro-Organizational Communication
Communication 126 (with Mulac): Gender and Communication
Communication 152 (with Lammers): Health Communication
Internship Coordinator (with Lammers): *Graduate Program in Management Practice*, UC Santa Barbara

GRADUATE ADVISING

DOCTORAL DISSERTATIONS (DIRECTED OR CO-DIRECTED)

1. Jessica Jourdan, Ph.D. completed Spring 2006 (co-advisor with Craig Scott)
2. Felipe Gomez, Ph.D. completed Spring 2007
3. Matthew Isbell, Ph.D. completed Fall 2009 (co-advisor with Laurie Lewis)
4. Sunshine Webster, Ph.D. completed Fall 2009
5. Jaehee Cho, Ph.D. completed Spring 2011
6. Dina Inman, Ph.D. completed Summer 2012
7. Michael Moode, Ph.D. completed Fall 2015
8. Tasha Ford Davis, Ph.D. completed Fall 2017
9. Thomas McVey, Ph.D. completed Spring 2018
10. Dron Mandhana, Ph.D. completed Summer 2018
11. Brad Haggadone, Ph.D. completed Spring 2020
12. Emily Cicchini, Ph.D. completed Summer 2020
13. Ana Aguilar, continuing doctoral student

MASTER'S THESES AND REPORTS (DIRECTED OR CO-DIRECTED)

1. Jaime Long, M.A. completed Spring 2004 (co-advisor with Rajiv Rimal)
2. Noppawan Sripinich, M.A. completed Fall 2004
3. Dina Inman, M.A. completed Spring 2007
4. Elizabeth Crecente, M.A. completed Spring 2008
5. Shama Hyder, M.A. completed Spring 2008
6. Ashley Wilson, M.A. completed Summer 2011
7. Sarah Rogers, M.A. completed Spring 2012
8. Nicolette Alekajbaf, M.A. completed Spring 2014
9. Emily Ford, M.A. completed Spring 2015
10. Ana Aguilar, M.A. completed Spring 2016
11. Amber Clift, M.S.I.M.S. completed Fall 2017
12. Kaliya Young, M.S.I.M.S. completed Fall 2017

SERVICE ON MA AND PHD COMMITTEES

1. Rick Webb, Ph.D., Spring 2003
2. Senem Guney, Ph.D., Spring 2004
3. April Juarez, M.A., Spring 2005
4. Steven Rains, Ph.D., Spring 2005
5. Amy Schmisser, Ph.D., Spring 2005
6. Keri Stephens, Ph.D., Spring 2005
7. Jaehee Cho, M.A., Spring 2006
8. Audra Diers, Ph.D., Spring 2006
9. Jason Turner, Ph.D., Fall 2006
10. Ashley McDonald, M.A., Spring 2007
11. Nicole Laster, Ph.D., Spring 2008

12. Amy Schmitz Weiss, Ph.D., Spring 2008
13. Stephanie Dailey, M.A., Spring 2009
14. Jennifer Davis, Ph.D., Fall 2010
15. Kerk Kee, Ph.D., Spring 2010
16. Brittany Peterson, Ph.D., Spring 2010
17. Carmen Romo De Vivar, Ph.D., Fall 2010
18. Lacy Urbantke, Ph.D., Spring 2010
19. Abigail Heller, Ph.D., Spring 2011
20. Andrew Ishak, Ph.D., Summer 2012
21. Preeti Mudliar, Ph.D., Spring 2013
22. Stephanie Dailey, Ph.D., Spring 2013
23. Katie Pritchett, School of Education, Ph.D., Spring 2014
24. Ji Hyun Park, Ph.D., School of Information, Spring 2014
25. John Thompson, Ph.D., Fall 2014
26. Ashley Barrett, Ph.D., Spring 2015
27. Jessica Knapp, Ph.D., Spring 2015
28. Chih-Hao Chen, M.A., Spring 2015
29. Melissa Dalton, M.A., Fall 2015
30. Jason Flowers, Ph.D, Fall 2015, Advertising
31. Lamayah Bahrainwala, Ph.D., Summer 2016
32. Max Wartel, Ph.D., Spring 2017
33. Amy Papermaster, Ph.D., Fall 2019
34. Erin O'Connor, continuing doctoral student
35. Courtney Powers, continuing doctoral student
36. Jared Jensen, continuing doctoral student
37. Joy Melody Woods Bennett, continuing doctoral student

SERVICE & PROFESSIONAL ACTIVITIES

EDITORIAL SERVICE AND REVIEWS

Associate Editor, *Management Communication Quarterly*

Editorial board member, *Journal of Applied Communication Research*

Guest Editorial Board Member, Special Issue of *Journal of Applied Communication Research: Decision Making, Time, and Change in Groups and Organizations: Papers in Honor of (and by) David R. Seibold*

Past Editorial board member, *Communication Yearbook* and *Communication Research Reports*.

Ad Hoc Reviewer 1999-present.

Academy of Management Review

Journal of Communication

Communication Theory

Communication Monographs

Communication Yearbook

Journal of Applied Communication Research

Management Communication Quarterly

Small Group Research
Organization Science
Kronoscope: Journal for the Study of Time
Organization Studies
Communication Reports
Human Relations
Group & Organization Management
Gender, Work & Organization
Journal of Computer-Mediated Communication
Patient Education and Counseling
Western Journal of Communication
Organizational Behavior and Human Decision Processes

MAJOR DISCIPLINARY LEADERSHIP ROLES

Chair, Group Communication Division, *National Communication Association*, 2009-2010.
External Reviewer, Graduate Advising and Mentoring Plan, *Department of Communication at Pennsylvania State University*. 2010.
Vice Chair/Program Planner, Group Communication Division, *National Communication Association*, 2008-2009.
Council Member, *International Society for the Study of Time*, 2007-2010.
Advisor, *National Communication Association Student Club*, UT Austin Chapter, 2003-2007.

DISCIPLINARY SERVICE, SELECTED

Mentor, Research Escalator Session, Organizational Communication Division, *International Communication Association*, Seattle, Washington, 2014.
Member, Nominating Committee, *National Communication Association*, 2011, 2012.
Chair, Division Nominating Committee, Group Communication Division, *National Communication Association*, 2011.
Reader for Organizational Communication Division, *International Communication Association*, Boston, Massachusetts, 2011.
Member, Awards Nominating Committee, Organizational Communication Division, *National Communication Association*, 2009-2010.
Respondent for Organizational Communication Division, *National Communication Association*, San Diego, California, 2008.
Reader for Group Communication Division, *National Communication Association*, San Diego, California, 2008.
Reader for Organizational Communication Division, *National Communication Association*, San Diego, California, 2008.
Member, Awards Nomination Committee, Organizational Communication Division, *National Communication Association*, 2007-2008.
Faculty Organizer, Professional Development Center, *Nuevo Dia Organizational Communication Conference*, Texas A&M, College Station, 2006.
Reader for Organizational Communication Division, *National Communication Association*, Boston, Massachusetts, 2005.

Member, Awards Committee, Group Communication Division, *National Communication Association*, 2004-2005, 2005-2006.

Reader for Organizational Communication Division, *International Communication Association*, New Orleans, Louisiana, 2004.

Reader for Organizational Communication Division, *National Communication Association*, Miami Beach, Florida, 2003.

Member, Nominating Committee, Group Communication Division, *National Communication Association*, 2002-2003.

Reader for Group Communication Division, *National Communication Association*, New Orleans, Louisiana, 2002.

Reader for Organizational Communication Division, *International Communication Association*, Seoul, Korea, 2002.

Administrative Assistant, Organizational Communication Division, *International Communication Association*, 1998-2000.

DEPARTMENTAL LEADERSHIP AND SERVICE, SELECTED

Committee Chair, *Organizational Communication and Technology Faculty Search Committee*, UT Austin, Dept of Communication Studies (2013-2014, 2014-2015, 2017-2018)

Committee Member, *Rhetoric and Language Faculty Search Committee*, UT Austin, Dept of Communication Studies (2017-2018)

Committee Member, *Corporate Communication Lecturer Search Committee*, UT Austin, Dept of Communication Studies (2016-2017)

Committee Member, *Communication and Leadership Lecturer Search Committee*, UT Austin, Dept of Communication Studies (2015-2016)

Committee Member, *Diversity Fellowship Committee*, UT Austin, Dept of Communication Studies (2011-2012).

Member, *Organizational Communication and Technology Faculty Search Committee*, UT Austin, Dept of Communication Studies (2011-2012, 2010-2011, 2008-2009, 2006-2007, 2005-2006, 2002-2003)

Committee Member, *Communication and Humanities Faculty Search Committee*, UT Austin, Dept of Communication Studies (2008-2009)

Committee Member, *Interpersonal Faculty Search Committee*, UT Austin, Dept of Communication Studies (2008-2009, 2007-2008, 2006-2007, 2004-2005, 2003-2004)

Faculty Representative, *Budget Council*, UT Austin, Dept of Communication Studies (2004-2005, 2008-2009)

Faculty Area Supervisor, *CMS 313M: Introduction to Organizational Communication* (prepared students to assume teaching responsibilities for 313M; created course syllabus and shared all lectures, exams, teaching stimuli [videos, DVDs, readings, and various clippings and materials used with document camera during lecture])

Faculty Area Supervisor, *CMS 310K: Team Communication* (prepared students to assume teaching responsibilities for 310K; created course syllabus and met with students weekly to (re)develop exercises and course content)

Presenter, Publisher's Parish graduate student writing group colloquium, *Getting Ready to Write*. Department of Communication Studies, UT Austin, April 2008.

Committee Chairperson, *Undergraduate Curriculum Committee*, UT Austin, Dept of Communication Studies (2007)

Committee Member, *Curriculum Committee*, UT Austin, Dept of Communication Studies (2006)

Co-Organizer and Head of Housing and Transportation Committee for the inaugural *Nuevo Dia Organizational Communication Conference*, 2003-2004.
Panelist, *Parent's Day Departmental Presentation*, UT Austin, Department of Communication Studies (2001, 2002, 2005)
Member, *Space Committee*, UC Santa Barbara, Department of Communication (2000-2001)
Member, *Curriculum and Scheduling Committee*, UC Santa Barbara, Dept of Communication (1999-2000)
Member, *Colloquium Scheduling Committee*, UC Santa Barbara, Dept of Communication (1998-1999)
Member, *Student-Faculty Grievance Process Committee*, UC Santa Barbara, Dept of Communication (1994-1995)

COLLEGE SERVICE, SELECTED

Presenter, COM 301E: Introduction to Communication Foundations Spotlight Segment, *Time and Burnout* (Fall 2020)
Member, *Communication Studies Chair Search Committee*, UT Austin, Moody College of Communication (2019-2020)
Member, *Advertising Faculty Search Committee*, UT Austin, Moody College of Communication, Stan Richards School of Advertising and Public Relations (2017-2018)
Member, *Communication Studies Consultative Chair Review Committee*, UT Austin, Moody College of Communication (2016-2017)
Member, *Sports & Media Center Director Search Committee*, UT Austin, Moody College of Communication (2016-2017)
Faculty Marshall, *College of Communication Commencement*, UT Austin, 2004, 2007, 2015.
Member, *Technology Committee*, UT Austin (2003-2004)
Workshop presenter. National Communication Student Club. UT Austin, College of Communication (Fall 2005)
Judge, *Annette Strauss Institute's Speak Up! Speak Out! Civic Dialogue* (March 2003, December 2003, May 2006)
Group Facilitator, *National Communication Association Student Club* (NCASC), Interview and Resume Workshop, UT Austin, Feb 2002.

UNIVERSITY SERVICE, SELECTED

Member/Alternate, *Student Conduct Board*, UT Austin (2013-2014).
Interviewee, *Time in the Football Career*, Rhetoric & Writing Student Project (October 2011)
Judge, *Unity Talent Show*, UT Austin, Omega Phi Gamma, Fall 2010.
Grant Proposal Reviewer, Research Grant (RG) Proposals, *Office of the Vice President for Research*, UT Austin, 2007.
Faculty Presenter, *Accounting Careers Awareness Program*, UT Austin (July 2003)
Participant, *Equal Opportunity in Engineering Program*, Orientation Video "Engineering Diversity," College of Engineering (filmed June 2003)
Member, *Danielson Committee*, UT Austin (2001-2002)
Member, *Student Fee Advisory Committee*, UC Santa Barbara (1997-2000)
Departmental Representative, *Graduate Student Association*, UC Santa Barbara (1995-1996)

UNDERGRADUATE MENTORING, SELECTED

Bridging Disciplines Program Faculty Mentor. (2007, 2009, 2012, 2013 [two students in 2013]).
Faculty Mentor, *Intellectual Entrepreneurship Program*, UT Austin (2004-2018).
Advised 27 undergraduates in independent study, UT Austin (2002-2021).

ADVISORY BOARD MEMBERSHIPS AND PRO BONO CONSULTING

Advisory Board Member. *Take Back Your Time*.

Advisory Board Member. *Mmindd Labs*.

Reviewer for United Way's Culture Connection *Report on Volunteerism in the Greater Austin African-American community*. Provided feedback on report to assist the Culture Connection initiative compete for future funding. Austin, Texas, Fall 2006.

Pro-bono consulting for People's Choice, Incorporated, a non-profit community-based organization concerned with creating healthy families. Includes organizational development needs and grant proposal preparation, research, and editing. San Bernardino, California, 2000-2005.

Pro-bono consulting for Chestnut Addition Neighborhood Association, a non-profit neighborhood organization. Studied group dynamics, organizational/neighborhood history, and assessed future challenges for continued growth. Austin, Texas, 2004.