

DAWNA I. BALLARD
ASSOCIATE PROFESSOR

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EDUCATION

- 2002 Ph.D., Communication (*Organizational Communication emphasis*)
*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
University of California, Santa Barbara
- 1997 M.A., Communication (*Organizational Communication emphasis*)
*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
University of California, Santa Barbara
- 1994 B.A., Human Communication Studies (with a Psychology minor)
Summa Cum Laude (GPA 3.9)
Howard University

ACADEMIC AND PROFESSIONAL APPOINTMENTS

The University of Texas at Austin

- 2007 – present Associate Professor, Organizational Communication & Technology
2014 – present Fellow, Public Voices, University of Texas at Austin
2014 – present Fellow, Mmindd Labs, Silicon Valley
2010 – present Fellow, Texas Program in Sports and Media, Moody College
2014 – present UT Dell Medical School Communication Support Team
2012 – present Faculty Affiliate, Center for Identity, School of Engineering
2014 – present Faculty Affiliate, Center for Health Communication, Moody College
2006 – present Course Coordinator, Team-Based Communication
2006 – 2015 Course Coordinator, Organizational Communication
2001 – 2007 Assistant Professor, Organizational Communication & Technology

University of California, Santa Barbara

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

RESEARCH AND PUBLICATIONS

BOOKS

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

SCHOLARLY ARTICLES AND CHAPTERS (REFEREED UNLESS INDICATED OTHERWISE*)

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.*

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

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.*

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

Aakhus, M., Ballard, D., Flanagin, 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*

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.

- 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.*
- 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.
- 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., 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. (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. *
- Ballard, D. I., & Gomez, 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.

MANUSCRIPTS IN PREPARATION OR UNDER REVIEW

[Omitted to allow for blind review]

PUBLICATIONS IN MAINSTREAM NEWS OUTLETS

- Ballard, D. I. (2014, November 2). Work-life balance? We don't have time for that. *Huffington Post*. http://www.huffingtonpost.com/dawna-i-ballard/worklife-balance-we-dont-b_6090580.html
- Ballard, D. I. (2014, December 29). Holiday stress, like holiday magic, is home made. *womensenews*. <http://womensenews.org/story/traditions/141226/holiday-stress-holiday-magic-home-made>
- Ballard, D. I., & Webster, S. (2015, March 31). Why women 'having it all' is an empty concept. <https://medium.com/@dawnaballard/why-women-having-it-all-is-an-empty-concept-530ac47a9968>
- Ballard, D. I., & Harper, J. (2015, February 21). How mindfulness can transform movements for racial justice and equality. <http://prospect.org/article/how-mindfulness-can-transform-movements-racial-justice-and-equality>

FUNDED RESEARCH

- 2015 – 2017 *A Comprehensive Communication-Based Study of the Multidisciplinary Team (MDT) Model and Evaluation of the MDT Enhancement Program.* Principal Investigator (PI) with Matt McGlone (Co-PI).
Funding Source: Children’s Advocacy Centers of Texas
Award Amount: \$468,000
- 2015 – 2016 *The Identity Map Project: Mapping 'Something You Do' Onto Convenience Behaviors.* (Co-PI) with Matt McGlone (Co-PI).
Funding Source: Center for Identity, UT Austin
Award Amount: \$104,519
- 2015 – present *Level of Assurance Evaluation: Scale Development and Validation.*
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 *Mobile Wallet Use and Identity Literacy Scale Development.* (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: College of Communication, UT Austin
Award Amount: \$6,000.
- 2006 – 2007 *Temporality over time: A longitudinal test of the entrainment perspective* (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.

UNFUNDED GRANT PROPOSALS

U.S. Department of Justice (OVC FY2014), National and International Access to Victim Services. \$766,430. ID360 Child Victim Assistance Program: Using Technology to Expand Access to Identity Theft and Fraud Victim Services, Barber, K.S. (PI), McGlone, M.S. (PI), Ballard, D.I. (PI).

GSS (Geography and Spatial Sciences) applicant. National Science Foundation, September 2013. Proposed a 2-year \$384,122 project, *Collaborative Research: Time-Space and the Appropriation of Communication and Mobility Technologies*, designed to develop a prototype for dynamic time-space mapping.

INSPIRE (Integrated NSF Support Promoting Interdisciplinary Research and Education) applicant. Unfunded proposal for a 3-year \$852,211 project, *The "MAP (Making a Prototype) Austin" Project: Managing the Interface between Communication Spaces and the Physical City*, designed to develop a prototype for dynamic time-space mapping.

Longhorn Innovation Fund for Technology (LIFT) applicant. UT Austin, 2011. Unfunded proposal for a \$109,907 project, *Connecting in the Classroom Initiative: Promoting Student Mindfulness by Managing Technological Distractions*, designed to leverage new communication technologies to improve learning outcomes for UT students.

Science, Technology, and Society (STS) RAPID (Rapid Response Research) applicant. Unfunded prospectus submitted to the National Science Foundation, 2010. Proposed a RAPID project, *"Multiple and Unfolding Temporalities in the Work of Scientists and Engineers at BP"* designed to explore the role of time in the work of the scientists and engineers at BP tasked with containment and clean-up efforts.

Virtual Organizations as Social Systems (VOSS) applicant. National Science Foundation, 2008, Unfunded proposal for a 3-year \$384,211 project, *"Virtual Organization Temporality and Performance Outcomes at Multiple Stages of E-Science Collaboration"* designed to explore the role of time in effective virtual organizing for e-science collaborations. Currently being revised for submission in January 2012 for the latest VOSS competition.

CAREER (Faculty Early Development) Program applicant. National Science Foundation (NSF). Proposed a 5-year \$419,954 project, *"Organizational temporality over time: Activity cycles as sources of entrainment,"* designed to provide an empirical test of entrainment. 2004, Revise and Resubmit recommendation by Innovation and Organizational Change (IOC) Division. 2005, not funded by Decision Risk & Management Sciences (DRMS). (Applicant resubmitted to IOC; NSF sent to DRMS in absence of IOC convening.) This is an ongoing proposal that will be resubmitted to an alternate outlet.

Human and Social Dynamics Competition co-applicant. National Science Foundation, 2004, Not funded. Proposed a 5-year \$697,853 project, *"Modeling the interface between public information and personal knowledge,"* with collaborators Roderick Hart, James Pennebaker, and Darrin Shaw, designed to measure the diffusion of political information in private conversations.

HONORS & AWARDS

RESEARCH HONORS, AWARDS, & COMPETITIVE FELLOWSHIPS

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.
Competitively selected participant for NSF (National Science Foundation) Symposium: *Slow Down, You Move Too Fast: Rethinking the Culture of Busyness and IT*. May 2011.
Dean's Fellowship, College of Communication, University of Texas at Austin, Spring 2010, Spring 2004.
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.
Ford Foundation Doctoral Fellowship Honorable Mention, 1994.
Jacob K. Javits Fellowship, Alternate, 1994.
Golden Key National Honor Society, 1992-present.

TEACHING HONORS, AWARDS & GRANTS

Invited Faculty. *Women Communicators of Austin*. UT Austin, College of Communication. Fall 2016.
Invited Faculty and Keynote. *Terry Scholars Banquet*. UT Austin. 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.
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

Course Director of the 2013 Best Service Learning Course Award, received by the Team Communication course
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.

CONFERENCE PRESENTATIONS

CONFERENCE PAPERS

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 to be 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.

PANELS, SYMPOSIA, AND PROFESSIONAL DEVELOPMENT WORKSHOPS

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, 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.

KEYNOTES, INVITED TALKS AND PODCASTS

Invited Talk. *Hospitalists Society of Hospital Medicine (SHM) Annual Meeting*. Las Vegas, NV. To be delivered May 2017.

Invited Talk. *Committee on the Status of Women. University of California, San Francisco School of Medicine*. 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.

Invited Talk. *SXSW Interactive*. "Talk About Time: Why We Fail at Work-Life Balance." March 2016.

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

Featured Speaker/Podcast. *The Creative Clarity Summit: Fearless Work*. Hosted by *We Grow Media*. January 2016.

Keynote. *Creative Mornings* lecture series on Time. Austin, TX. December 2015.

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 Panelist. "Mediatwits #139: Finding Work-Life Balance with Technology in the 'New Slow City'" *PBS MediaShift Podcast*. December 2014.

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 Beliootti) 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. "It's About Time: State of the Art on Multitasking." People On The Go (www.people-onthego.com). Lunch & Learn Webinar. October 7, 2010.
- Invited Talk. "Time Matters at Work." International Association of Business Communicators, Tulsa, Oklahoma. January 2004.
- Invited Talk. Department of Communication, Michigan State University. September 2000. Guest lectured in upper-division undergraduate and Master's level graduate courses in organizational communication. Met with students and faculty.
- 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. "AnOther Look at Time Effectiveness." Kelly Cable Corporation Annual Management Conference. Vail, CO. May 1997.

TEACHING

Undergraduate Courses:

- Communication Studies 367/372T: Time Matters
Instructor evaluations on 5-pt scale: 4.8, 4.8
- Communication Studies 367/360W: Work360
Instructor evaluations on 5-pt scale: (TBA)
- Communication Studies 313M: Organizational Communication
Instructor evaluations on 5-pt scale: 4.8, 4.1, 4.7, 3.9, 4.9, 4.7, 4.6, 4.9
- Communication Studies 367: Zen and the Art of Managing Chaos & Complexity
Instructor evaluations on 5-pt scale: 4.7
- Communication Studies 370K: Internship in Communication Studies
Instructor evaluations on 5-pt scale: 4.5, 4.6, 5, 4.7, 4.8, 4.8
- Communication Studies 372K: Advanced Organizational Communication
Instructor evaluations on 5-pt scale: 5, 4.9, 5
- Communication 370: Time Matters (Senior Honors Course)
Instructor evaluations on 5-pt scale: 4.9
- Undergraduate Studies 302: Time Matters (Freshman Signature Course)
Instructor evaluations on a 5-pt scale: 5, 5, 4.7

Graduate Seminars:

- Communication Studies 081: Introduction to Graduate Studies in Human Communication
Instructor evaluations on 5-pt scale: 4.4, 4.5, 4.1, 4.5
- Communication Studies 386N: Quantitative Methods
Instructor evaluations on 5-pt scale: 4.7

Communication Studies 390S: Seminar in Organizational Communication
Instructor evaluations on 5-pt scale: 5
Communication Studies 390S: Theoretical Perspectives for Studying Social Systems
Instructor evaluations on 5-pt scale: 4.3
Communication Studies 390S: On Time
Instructor evaluations on 5-pt scale: 4.7
Communication Studies 390/386L: Communicating in Groups, Teams, and Communities
Instructor evaluations on 5-pt scale: 4.7, 4.2, 4.7, 4.3, 5
Communication Studies 386: Measurement Workshop: Designing Effective Surveys
Instructor evaluations on 5-pt scale: 4.9

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

ADVISING

DISSERTATIONS AND THESES DIRECTED OR CO-DIRECTED

Jaime Long, M.A. completed Spring 2004 (co-advisor with Rajiv Rimal)
Noppawan Sripinich, M.A. completed Fall 2004
Jessica Jourdan, Ph.D. completed Spring 2006 (co-advisor with Craig Scott)
Felipe Gomez, Ph.D. completed Spring 2007
Dina Inman, M.A. completed Spring 2007
Elizabeth Crecente, M.A. completed Spring 2008
Shama Hyder, M.A. completed Spring 2008
Matthew Isbell, Ph.D. completed Fall 2009 (co-advisor with Laurie Lewis)
Sunshine Webster, Ph.D. completed Fall 2009
Jaehee Cho, Ph.D. completed Spring 2011
Ashley Wilson, M.A. completed Summer 2011
Sarah Rogers, M.A. completed Spring 2012
Dina Inman, Ph.D. completed Summer 2012
Nicolette Alekajbaf, M.A. completed Spring 2014
Emily Ford, M.A. completed Spring 2015
Thomas McVey, continuing doctoral student
Michael Moode, continuing doctoral student
Tasha Ford Davis, continuing doctoral student
Brad Haggadone, continuing doctoral student
Emily Cicchini, continuing doctoral student
Ana Aguilar, continuing master's student

SERVICE ON MA AND PHD COMMITTEES

Rick Webb, Ph.D., Spring 2003
Senem Guney, Ph.D., Spring 2004
April Juarez, M.A., Spring 2005
Steven Rains, Ph.D., Spring 2005
Amy Schmisser, Ph.D., Spring 2005
Keri Stephens, Ph.D., Spring 2005
Jaehee Cho, M.A., Spring 2006
Audra Diers, Ph.D., Spring 2006
Jason Turner, Ph.D., Fall 2006
Ashley McDonald, M.A., Spring 2007
Nicole Laster, Ph.D., Spring 2008
Amy Schmitz Weiss, Ph.D., Spring 2008
Stephanie Dailey, M.A., Spring 2009
Jennifer Davis, Ph.D., Fall 2010
Kerk Kee, Ph.D., Spring 2010
Brittany Peterson, Ph.D., Spring 2010
Carmen Romo De Vivar, Ph.D., Fall 2010
Lacy Urbantke, Ph.D., Spring 2010
Abigail Heller, Ph.D., Spring 2011
Andrew Ishak, Ph.D., Summer 2012
Preeti Mudliar, Ph.D., Spring 2013
Stephanie Dailey, Ph.D., Spring 2013
Katie Pritchett, School of Education, Ph.D., Spring 2014
Ji Hyun Park, Ph.D., School of Information, Spring 2014
John Thompson, Ph.D., Fall 2014
Ashley Barrett, Ph.D., Spring 2015
Jessica Knapp, Ph.D., Spring 2015
Chih-Hao Chen, M.A., Spring 2015
Melissa Dalton, M.A., Fall 2015
Jason Flowers, Ph.D., Fall 2015, Advertising
Lamiyah Bahrainwala, Ph.D., Summer 2016
Anu Sandlin, continuing doctoral student
Nancy McCallum, continuing doctoral student
Caroline Sinclair, continuing doctoral student
Erin O'Connor, continuing doctoral student

SERVICE & PROFESSIONAL ACTIVITIES

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
International Communication Association (ICA)
Information Overload Research Group (IORG)
International Society for the Study of Time (ISST), Past Council Member

Interdisciplinary Network for Group Research (INGRoup)
National Communication Association (NCA), Past Chair of Group Communication Division
Take Back Your Time, Member, Board of Directors

PROFESSIONAL SERVICE

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*

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.

Chair, Group Communication Division, *National Communication Association*, 2009-2010.

External Consultant (on Graduate Advising and Mentoring Plan) for the *Department of Communication at Pennsylvania State University*

Member, Awards Nominating Committee, Organizational Communication Division, *National Communication Association*, 2009-2010.

Council member, *International Society for the Study of Time*, 2007-2010.

Vice Chair/Program Planner, Group Communication Division, *National Communication Association*, 2008-2009.

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

Guest Reviewer for *Communication Theory, Communication Monographs, Communication Yearbook, Small Group Research, Organization Science, Kronoscope, Journal of Communication, Organization Studies, Journal of Applied Communication Research, Management Communication Quarterly, Communication Reports, Human Relations, Journal of Computer-Mediated Communication, Patient Education and Counseling, Western Journal of Communication*. 1999-present.

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.

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

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.

UNDERGRADUATE MENTORING

Bridging Disciplines Program Faculty Mentor. (2007, 2009, 2012, 2013 [two students in 2013]).
Faculty Mentor, *Intellectual Entrepreneurship Program*, UT Austin (2004-2005, 2005-2006, 2006-2007).

UNIVERSITY SERVICE

Member, *Sports & Media Center Director Search Committee*, UT Austin, Moody College of Communication (2016-2017)
Member, *Corporate Communication Lecturer Search Committee*, UT Austin, Dept of Communication Studies (2016-2017)
Member, *Communication and Leadership Lecturer Search Committee*, UT Austin, Dept of Communication Studies (2015-2016)
Committee Chair, *Organizational Communication and Technology Faculty Search Committee*, UT Austin, Dept of Communication Studies (2013-2014, 2014-2015)
Member/Alternate, *Student Conduct Board*, UT Austin (2013-2014).
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)
Interviewee, *Time in the Football Career*, Rhetoric & Writing Student Project (October 2011)
Judge, *Unity Talent Show*, UT Austin, Omega Phi Gamma, Fall 2010.
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 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 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.

Faculty Marshall, *College of Communication Commencement*, UT Austin, 2004, 2007, 2015.

Grant Proposal Reviewer, Research Grant (RG) Proposals, *Office of the Vice President for Research*, UT Austin, 2007.

Advisor, *National Communication Association Student Club*, UT Austin, College of Communication (2003-2007).

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

Workshop presenter. National Communication Student Club. UT Austin, College of Communication (Fall 2005)

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

Panelist, *Parent's Day Departmental Presentation*, UT Austin, Department of Communication Studies (2001, 2002, 2005)

Co-organizer and Coordinator of Housing and Transportation Committee, *Nuevo Dia Organizational Communication Conference*, UT Austin, Dept of Communication Studies, (2003-2004)

Member, *Technology Committee*, UT Austin, College of Communication. (2003-2004)

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)

Judge, *Annette Strauss Institute's Speak Up! Speak Out! Civic Dialogue* (March 2003, December 2003, May 2006)

Invited Discusant, *Communication Council Faculty Discussion Dinner*, UT Austin (May 2002)

Member, *Danielson Committee*, UT Austin (2001-2002)

Group Facilitator, *National Communication Association Student Club* (NCASC), Interview and Resume Workshop, UT Austin, College of Communication. (Feb 2002)

Member, *Space Committee*, UC Santa Barbara, Department of Communication (2000-2001)

Member, *Curriculum and Scheduling Committee*, UC Santa Barbara, Dept of Communication (1999-2000)

Internship Coordinator, *Graduate Program in Management Practice*, UC Santa Barbara (1998-1999)

Member, *Colloquium Scheduling Committee*, UC Santa Barbara, Dept of Communication (1998-1999)

Member, *Student Fee Advisory Committee*, UC Santa Barbara (1997-2000)

Departmental Representative, *Graduate Student Association*, UC Santa Barbara (1995-1996)

Member, *Student-Faculty Grievance Process Committee*, UC Santa Barbara, Dept of Communication (1994-1995).

PRO BONO CONSULTING AND ADVISORY BOARD MEMBERSHIPS

Member, Board of Directors. Take Back Your Time.

Advisory Board Member, Chief Time Mmindding Advisor. 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.