

# KAREN LEE ASHCRAFT

University of Colorado Boulder  
College of Media, Communication and Information  
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## EDUCATION

- 1998            Ph.D., Organizational Communication  
University of Colorado, Boulder, USA
- 1993            B.A., Speech Communication  
California State University, Hayward, USA

## PROFESSIONAL EXPERIENCE

- 2018 - 2020    **Associate Dean of Diversity, Equity, and Inclusion**  
College of Media, Communication, and Information (CMCI)  
University of Colorado, Boulder
- 2012 - 2016    **Director**  
Communication & Society Residential Academic Program (COMM RAP)  
University of Colorado Boulder, USA
- 2008 – 2011    **International Research Fellow**  
Institute of Economic Research, School of Economics and Management  
Lund University, Sweden
- 2006 – 2008    **Visiting Professor**  
Department of Business Administration, School of Economics and Management  
Lund University, Sweden
- 2005 – 2009    **Director of Graduate Studies**  
Department of Communication  
University of Utah, USA
- Spring 2009 -    **Full Professor**  
Department of Communication  
University of Colorado Boulder, USA  
University of Utah, USA
- 2004 – 2009    **Associate Professor**  
Department of Communication  
University of Utah, USA

- 1998 – 2004 **Assistant Professor**  
Department of Communication  
University of Utah, USA
- 1993 – 1998 **Graduate Instructor**  
Department of Communication, University of Colorado, Boulder, USA

## RESEARCH EXPERIENCE

### Publications

#### Books

- Kuhn, T. K., Ashcraft, K. L., & Cooren, F. (2017). *The work of communication: Relational perspectives on working and organizing in contemporary capitalism*. New York: Routledge.
- Ashcraft, K.L., & Mumby, D. K. (2004). *Reworking gender: A feminist communicology of organization*. Thousand Oaks, CA: Sage. **\*\*Recipient of the 2004 Book of the Year Award from the National Communication Association (NCA), Organizational Communication Division**

#### Journal Articles

- Ballard, D., Allen, Brenda J., Ashcraft, K., Ganesh, S., McLeod, P., & Zoller, H. (2020). When words do not matter: Identifying actions to effect diversity, equity, and inclusion in the academy. *Management Communication Quarterly*, 34, 4, 590-613, <https://doi.org/10.1177%2F0893318920951643>. **\*\*Recipient of the 2020-2021 Outstanding Article Award from NCA.**
- Ashcraft, K. L. (2020). Communication as constitutive transmission? An encounter with affect. *Communication Theory*, <https://doi.org/10.1093/ct/qtz027>.
- Kuhn, T. K., Ashcraft, K. L., & Cooren, F. (2019). What work can organizational communication do? *Management Communication Quarterly*, 33, 1, 101-111.
- Ashcraft, K. L., (2018). Critical complicity: The feel of difference at work in home and field. *Management Learning*, 49, 5, 613-623.
- Ashcraft, K. L. & Muhr, S. L. (2018). Coding military command as a promiscuous practice? Unsettling the gender binaries of leadership. *Human Relations*, 71, 2, 206-228.
- Ashcraft, K. L. (2017). 'Submission' to the rule of excellence: Ordinary affect and precarious resistance in the labour of organization and management studies. *Organization*, 24, 1, 36-58.
- Rennstam, J., & Ashcraft, K. L. (2014). Knowing work: Cultivating a practice-based epistemology of knowledge in organization studies. *Human Relations*, 67, 1, 3-25. **\*\*Lead article. \*\*Reprinted in 2017 Human Relations Virtual Special Issue entitled, "Knowledge and Knowing in the Study of Organization: From Commodity to Communication."**
- Ashcraft, K. L. (2013). The glass slipper: "Incorporating" occupational identity in management studies. *Academy of Management Review*, 38, 1, 6-31. **\*\*Lead article. \*\*Recipient of the 2013 Best Article of the Year Award from the Academy of Management Review.**
- Okhuysen, G. A., Lepak, D., Ashcraft K. L., Labianca, G. J., Smith, V. Steensma, H. K. (2013). Theories of work and working today. *Academy of Management Review*, 38, 4, 491-502.

- O'Doherty, D., De Cock, C., Rehn, A., & Ashcraft, K. L. (2013). New Sites/Sights: Exploring the White Spaces of Organization. *Organization Studies*, 34, 10, 1427-1444.
- Ashcraft, K. L., Muhr, S. L., Rennstam, J., & Sullivan, K. R. (2012). Professionalization as a branding activity: Occupational identity and the dialectic of inclusivity-exclusivity. *Gender, Work, & Organization*, 19, 5, 467-488.
- Ashcraft, K. L., Kuhn, T., & Cooren, F. (2009). Constitutional amendments: "Materializing" organizational communication for a management audience. In J. P. Walsh & A. P. Brief (eds.), *The Academy of Management Annals*, 3, 1-64.
- Ashcraft, K. L., & Allen, B. J. (2009). Politics even closer to home: Repositioning CME from the standpoint of communication studies. *Management Learning*, 40, 1, 11-30.
- Ashcraft, K. L. (2008). Our stake in struggle (or is resistance something only *others* do?). *Management Communication Quarterly*, 21, 3, 380-386.
- Alvesson, M., Ashcraft, K. L., & Thomas, R. (2008). Identity matters: Reflections on the construction of identity scholarship in organization studies. *Organization*, 15, 1, 5-28.
- Cheney, G., & Ashcraft, K.L. (2007). Considering "the professional" in communication studies: Implications for research within and beyond the boundaries of organizational communication. *Communication Theory*, 17, 146-175.
- Ashcraft, K. L. (2007). Appreciating the "work" of discourse: Occupational identity and difference as organizing mechanisms in the case of commercial airline pilots. *Discourse & Communication*, 1, 9-36.
- Ashcraft, K. L. (2006). Feminist-bureaucratic control and other adversarial allies: How hybrid organization subverts anti-bureaucratic discourse. *Communication Monographs*, 73, 55-86. **\*\*Recipient of the 2006 Article of the Year Award from NCA, Organizational Communication Division**
- Ashcraft, K. L. (2006). Falling from a humble perch: Re-reading organizational communication with an attitude of alliance. *Management Communication Quarterly*, 19, 645-652.
- Mumby, D. K., & Ashcraft, K.L. (2006). Striking out from the backwater: Organizational communication studies and gendered organization (A response to Martin and Collinson). *Gender, Work, and Organization*, 13, 68-90.
- Ashcraft, K. L. (2005). Resistance through consent? Occupational identity, organizational form, and the maintenance of masculinity among commercial airline pilots. *Management Communication Quarterly*, 19, 67-90.
- Ashcraft, K. L., & Mumby, D. K. (2004). Organizing a critical communicology of gender and work. *International Journal for the Sociology of Language*, 166, 19-43.
- Ashcraft, K. L., & Trethewey, A. (2004). Developing tension: An agenda for applied research on the "organization of irrationality." *Journal of Applied Communication Research*, 32, 171-181.
- Trethewey, A., & Ashcraft, K. L. (2004). Practicing disorganization: The development of applied perspectives on living with tension. *Journal of Applied Communication Research*, 32, 81-88.
- Ashcraft, K. L., & Flores, L. A. (2003). "Slaves with white collars": Persistent performances of masculinity in crisis. *Text & Performance Quarterly*, 23, 1-29.

- Kuhn, T., & Ashcraft, K. L. (2003). Corporate scandal and the theory of the firm: Formulating the contributions of organizational communication studies. *Management Communication Quarterly*, 17, 20-57.
- Ashcraft, K. L., & Allen, B. J. (2003). The racial foundation of organizational communication. *Communication Theory*, 13, 5-38. **\*\*Reprinted in the 2006 five-volume set from Sage on *Organizational Communication*, edited by Linda Putnam and Kathleen Krone and designed to showcase "major works" in the field**
- Ashcraft, K. L. (2002). Practical ambivalence and troubles in translation. *Management Communication Quarterly*, 16, 113-117.
- Ashcraft, K.L., & Kedrowicz, A. (2002). Self-direction or social support?: Nonprofit empowerment and the tacit employment contract of organizational communication studies. *Communication Monographs*, 69, 88-110.
- Ashcraft, K. L. (2001). Organized dissonance: Feminist bureaucracy as hybrid organization. *Academy of Management Journal*, 44, 1301-1322. **\*\*Reprinted in the 2006 five-volume set from Sage on *Organizational Communication*, edited by Linda Putnam and Kathleen Krone and designed to showcase "major works" in the field**
- Ashcraft, K.L. (2000). Empowering "professional" relationships: Organizational communication meets feminist practice. *Management Communication Quarterly*, 13, 347-392.
- Ashcraft, K. L. (1999). Managing maternity leave: A qualitative analysis of temporary executive succession. *Administrative Science Quarterly*, 44, 240-280. **\*\*Finalist for 2000 Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
- Ashcraft, K. L. (1998). "I wouldn't say I'm a feminist, but...": Organizational micropractice and gender identity. *Management Communication Quarterly*, 11, 587-597.
- Ashcraft, K. L., & Pacanowsky, M. E. (1996). "A woman's worst enemy": Reflections on a narrative of organizational life and female identity. *Journal of Applied Communication Research*, 24, 217-239.

## Book Chapters

- Ashcraft, K. L. (2020). Senses of self: Affect as a pre-individual approach to identity at work. In A. D. Brown (Ed.), *The Oxford Handbook of Identities in Organizations*, pp. 848-863. DOI: 10.1093/oxfordhb/9780198827115.013.30. Oxford: Oxford University Press.
- Ashcraft, K. L. (2019). Feeling things, making waste: Hoarding and the dis/organization of affect. In C. Vasquez & T. K. Kuhn (eds.), *Dis/Organization as communication: Exploring the disordering, disruptive and chaotic properties of communication*, pp. 99-124. New York: Routledge.
- Ashcraft, K. L., & Kuhn, T. K. (2018). Agential encounters: Performativity and affect meet communication in the bathroom. In B. H. J. M. Brummans (ed.), *The agency of organizing: Perspectives and case studies*, pp. 170-193. New York: Routledge.
- Putnam, L. L., & Ashcraft, K.L. (2017). Gender and organizational paradox. In W. K. Smith, M. W. Lewis, P. Jarzabkowski, & A. Langley (eds.), *The Oxford Handbook of Organizational Paradox*, pp. 333-352. Oxford: Oxford University Press.

- Mumby, D. K., & Ashcraft, K. L. (2017). Critical approaches. In C. R. Scott & L. Lewis (general eds.), J. Barker, J. Keyton, T. Kuhn, & P. Turner (associate eds.), *The International Encyclopedia of Organizational Communication*, Vol. 1, pp. 571-592. Chichester, UK: John Wiley & Sons.
- Ashcraft, K. L., & Simonson, P. (2016). Gender, work, and the history of communication research. In P. D. Simonson & D. W. Park (eds.), *The International History of Communication Study*, pp. 47-68. New York: Routledge.
- Ashcraft, K. L. (2016). Fringe benefits: Revisi(ti)ng the fate of feminisms in critical management studies. In A. Prasad, P. Prasad, A. Mills, & J. Helms-Mills (eds.) *The Routledge Companion to Critical Management Studies*, pp. 93-106. New York: Routledge.
- Ashcraft, K. L., & Ashcraft, C. S. (2015). Breaking the 'glass slipper': What diversity interventions can learn from the historical evolution of occupational identity in ICT and commercial aviation. In V. Schafer & B. G. Thierry (eds.), *Connecting Women: Women, Gender and ICT in Europe in the Nineteenth and Twentieth Century* (pp. 137-155). Switzerland: Springer.
- Ashcraft, K. L., & Ashcraft, C. S. (2014). Motifs in the methods section: Representing the qualitative research process. In E. Jeanes & T. Huzzard (eds.), *Critical Management Research: Reflections from the Field* (pp. 155-172). London: Sage.
- Ashcraft, K. L., & Harris, K. L. (2014). 'Meaning that matters': An organizational communication perspective on gender, discourse, and materiality. In S. Kumra, R. Simpson, & R. Burke (eds.), *The Oxford Handbook of Gender in Organization*. (pp. 130-150). Oxford: Oxford University Press.
- Ashcraft, K. L. (2014). Feminist theory. In L. L. Putnam & D. K. Mumby (eds.), *The SAGE Handbook of Organizational Communication: Advances in Theory, Research, and Methods*, 3<sup>rd</sup> edition (pp. 127-150). Thousand Oaks, CA: Sage.
- Ashcraft, K. L., & Prasad, P. (2013). Organizing. In P. Simonson, J. Peck, R. T. Craig, & J. P. Jackson (eds.), *The Handbook of Communication History* (pp. 377-394). New York: Routledge.
- Ashcraft, K. L., & Flores, L. A. (2012). Play on white: The intimate politics of BeLonging. In K. L. Dace (ed.), *Unlikely allies in the academy: Women of color and white women in conversation* (pp. 160-170). Routledge.
- Alvesson, M., & Ashcraft, K. L. (2012). Interviews. In G. Symon & C. Cassell (eds.), *Qualitative organizational research: Core methods and current challenges* (pp. 239-257). London: Sage.
- Flores, L. A., Ashcraft, K. L., & Marafiotte, T. (2011). We got game: Race, masculinity, and civilization in professional team sport. In T. K. Nakayama & R. T. Halualani (eds.), *The Handbook of Critical Intercultural Communication* (pp. 417-445). Boston, MA: Wiley-Blackwell.
- Ashcraft, K. L. (2011). Knowing work through the communication of difference: A revised agenda for difference studies. In D. K. Mumby (ed.). *Reframing difference in organizational communication studies: Research, pedagogy, practice* (pp. 3-30). Thousand Oaks, CA: Sage. **\*\*Lead chapter**
- Ashcraft, K. L. (2009). Gender and diversity: Other ways to 'make a difference'. In H. Willmott, M. Alvesson, & T. Bridgman (eds.), *The Oxford Handbook of Critical Management Studies* (pp. 304-327). Oxford: Oxford University Press.
- Alvesson, M., & Ashcraft, K. L. (2009). Critical methodology in management and organizational research. methods. In D. Buchanan & A. Bryman (eds.), *Handbook of Organizational Research Methods* (pp. 61-77). London: Sage.

- Ashcraft, K. L. (2006). Back to work: Site/sights of difference in gender and organizational communication studies. In B. J. Dow & J. T. Wood (eds.), *The SAGE Handbook of Gender and Communication* (pp. 97-122). Thousand Oaks, CA: Sage.
- Ashcraft, K. L. (2005). Feminist organizational communication studies: Engaging gender in public and private. In May, S., & Mumby, D. K. (eds.), *Engaging Organizational Communication Theory* (pp. 141-169). Thousand Oaks, CA: Sage.
- Ashcraft, K.L. (2004). Gender, discourse, and organization: Framing a shifting relationship. In D. Grant, C. Hardy, C. Oswick, & L. Putnam (eds.), *Handbook of Organizational Discourse* (pp. 275-298). London: Sage.
- Ashcraft, K.L. (2001). Feminist organizing and the construction of "alternative" community. In G. J. Shepherd & E. W. Rothenbuhler (eds.), *Communication and Community* (pp. 79-110). Mahwah, NJ: LEA Publishers.

## **Review Essays**

- Ashcraft, K. L. (2013). Review of *Discourse Perspectives on Organizational Communication* (edited by J. Aritz & R. C. Walker). *Discourse & Communication*, 7, 4, 459-462.
- Ashcraft, K. L. (2005). Review of *Handbook of Organization Studies*. *Organization*, 12, 6, 930-933.
- Ashcraft, K. L. (2001). Communicating common ground. *Academy of Management Review*, 26, 666-668.
- Ashcraft, K. L. (2001). Obstacle and opportunity in the case for hierarchy. *Management Communication Quarterly*, 15, 131-136.
- Ashcraft, K.L. (2000). Hearing silence: Organizing from an aesthetic perspective. *Human Studies*, 23, 413-421.

## **Other Publications**

- Ashcraft, K. L. (2004). Text box entitled, "A case study of feminist organizing," appearing in G. Cheney, L. T. Chistensen, T. E. Zorn, & S. Ganesh, *Organizational communication in an age of globalization: Issues, reflections, practices* (p. 232). Prospect Heights, IL: Waveland Press.

## **Honors and Awards**

- Outstanding Article Award, NCA, Organizational Communication Division, 2020-2021
- ICA Fellow, Class of 2020
- Fredric M. Jablin Award for Outstanding Contributions to Organizational Communication, ICA, Organizational Communication Division, 2020
- 2020 That's Interesting! Award (i.e., most interesting paper for entire conference) from European Group of Organization Studies (EGOS) conference, for paper presented at 2019 EGOS conference in Edinburgh, Scotland, with co-author, Kate Harris.
- CGSA (Colorado Graduate Student Association) Faculty Mentor of the Year, 2014-2015
- Best Article of the Year, *Academy of Management Review*, 2013 (selected/awarded in Summer 2014)
- Article of the Year Award, NCA, Organizational Communication Division, 2006

Book of the Year Award, NCA, Organizational Communication Division, 2004  
Virgil C. Aldrich Fellow, Tanner Humanities Center, University of Utah, Spring 2003  
Faculty Fellow Award, University of Utah, Fall 2002  
Finalist for Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2000. Nomination and selection for this award proceeds by a panel of interdisciplinary experts who review literature across *all* disciplines to identify best research on work-family issues.  
W. Charles Redding Dissertation Award, International Communication Association (ICA), 1999  
Nicholas-Ehninger Award in Rhetoric and Communication Theory, Speech Communication Association (SCA), 1996  
Top Paper Awards:  
Top Paper in Organizational Communication, NCA, 2009  
Top Paper in Organizational Communication, Western States Communication Association (WSCA), 2001  
Top Four Paper in Organizational Communication, NCA, 2000  
Top Paper in Organizational Communication, WSCA, 2000  
Top Paper in Organizational Communication, WSCA, 1997  
Top Three Paper in Rhetoric and Communication Theory, SCA, 1996  
Top Four Paper in Organizational Communication, SCA, 1995  
Top Paper in Organizational Communication, WSCA, 1995  
University Research Committee Faculty Research Grant, University of Utah, 2000  
Career Development Committee "Mini-grant" Award, University of Utah, 2000  
Dean's Small Grant Award, University of Colorado, Boulder, 1997  
Nominee for Graduate Student Research and Creative Work Award at the University of Colorado, Boulder, 1996, 1997, 1998  
Outstanding Student in Organizational Communication, Department of Speech Communication, California State University, Hayward, 1993

## **Manuscripts Under Review and/or In Progress**

Ashcraft, K. L. *Wronged and dangerous: Viral masculinity and the populist pandemic*. Book manuscript underway.

Harris, K., & Ashcraft, K. L. Doing power, deferring difference: Gendered-raced processes and the case of Karen Barad. Article under review at *Organization Studies*.

Ashcraft, K. L. Doing justice to/with organizational communication theories of difference and power: Confrontation and civility meet at the "alter." Chapter in preparation for *Handbook of organizational communication theory and research*, edited by Vernon D. Miller and M. Scott Poole. De Gruyter.

Ashcraft, K. L. Organizational communication in crisis: Retuning the senses for a new world. Chapter in preparation for *Organizational communication in the time of coronavirus: Ethnographies and the future of work*, edited by Larry Browning, Jan-Oddvar Sørnes, and Peer Jacob Svenkerud. Palgrave.

- Ashcraft, K. L. Intimate knowledge: Studying the professional body as if we are one. In preparation for submission to critical and/or methodologically oriented venue, like *Organization* or *Qualitative Inquiry*.
- Vasquez, C., & Ashcraft, K. L. The professionalization of volunteers: An affective perspective. Article in preparation for submission.
- Marechal, G., Linstead, S., & Ashcraft, K. L. Guess who's coming to dinner? Embodied history, feminist organization, and Judy Chicago's humanism. Article under revision for submission.
- Ashcraft, K. L., & Alvesson, M. Moving targets of identification: Professional and managerial identities among commercial airline pilots. Under revision for submission.

## **Conference Papers and Presentations**

- Harris, K., & Ashcraft, K. L. (2019). Doing power, deferring difference: Gendered-raced processes and the case of Karen Barad. Paper presented at the annual meeting of the European Group for Organization Studies, Edinburgh, Scotland.
- Ashcraft, K. L. (2018). Panelist on "Time's up on white, western heteronormativity: Teasing out the future of organizational communication." Presented at the annual meeting of the National Communication Association, Salt Lake City, UT.
- Ashcraft, K. L. (2018). Panelist on "A dog's life in the neoliberal university: All work and no play in academic labor?" Presented at the annual meeting of the National Communication Association, Salt Lake City, UT.
- Ashcraft, K. L. (2015). Panelist on "Doing, undoing, done (?): Revisiting the study of gender in feminist communication studies." Presented at the annual meeting of the National Communication Association, Las Vegas, NV.
- Ashcraft, K. L. (2015). Traces of Linda Putnam. Presentation on a panel entitled, "Honoring Linda L. Putnam's Contributions to Communication Research." Presented at the annual meeting of the International Communication Association, San Juan, PR..
- Ashcraft, K. L. (2014). The affective circuit of "Gaining a voice": Inhabiting feminist organizational communication scholarship. Presented at the annual meeting of the National Communication Association, Chicago, IL.
- Ashcraft, K. L., & Simonson, P. (2014). "Intellectual inquiry as gendered organizing: Re-viewing the history and historiography of communication and media studies." Paper presented at the "Making a Difference" Workshop, sponsored by Handelsbanken (Bank of Commerce of Sweden), Sandwich, MA.
- Ashcraft, K. L., & Ashcraft, C. S. (2014). "Breaking the 'glass slipper': Lessons from the historical evolution of occupational identity in ICT and commercial aviation contexts." Paper presented at the FGIC International Symposium on Women, Gender, and ICT, hosted by the Écrire une Histoire Nouvelle de l'Europe Laboratoire d'excellence, Paris, France.
- Ashcraft, K. L. (2013). On being—and needing—a privileged ally. Presentation on panel entitled, "Creating organizational communication research connections with (and as) privileged allies in organizing difference and change at work." Presented at the annual meeting of the National Communication Association, Washington, D.C.



- Harris, K. L., & Ashcraft, K. L. (2013). Presentation delivered on panel addressing "Inclusion/exclusion in critical organization studies." Presented at the annual meeting of the National Communication Association, Washington, D.C.
- Ashcraft, K. L. (2013). "Lessons" in white femininities. Panelist in full-day encore workshop on "Unlikely allies in the academy: Women of color and white women in conversation" at the annual meeting of the National Conference on Race and Ethnicity in American Higher Education, New Orleans, LA.
- Ashcraft, K. L. (2012). Historical approaches to qualitative methods in organizational communication studies. Preconference presentation at the annual meeting of the National Communication Association, Orlando, FL.
- Ashcraft, K. L. (2012). Publishing 'non-traditional' qualitative research in 'traditional' venues: Methodological accounting toward acceptance *and* transformation. Panel presentation at the annual meeting of the National Communication Association, Orlando, FL.
- Ashcraft, K. L. (2012). Where in the world is work? Ethnography beyond *workplace*. Professional development workshop presentation at the annual meeting of the Academy of Management, Boston, MA.
- Ashcraft, K. L. (2012). Fringe benefits, Part II: Revisi(ti)ng the fate of feminisms in critical management studies. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Ashcraft, K. L., (2012). Introduction to work, difference, and the body. Professional development workshop presentation at the annual meeting of the Academy of Management, Boston, MA.
- Ashcraft, K. L. (2011). Performer in "But fade away: The current status of 'organizational culture' in organizational communication studies" at the annual meeting of the National Communication Association, New Orleans, LA.
- Ashcraft, K. L. (2011). Thinking beyond the binary: A foothold for feminisms. Presentation on "Charles H. Woolbert Award Panel: Critique of 'Modernism, Postmodernism, and Communication studies: Rereading an Ongoing Debate'" at the annual meeting of the National Communication Association, New Orleans, LA.
- Ashcraft, K. L. (2011). Fringe benefits: Revising the fate of feminisms in CMS. Professional development workshop presentation at the annual meeting of the Academy of Management, San Antonio, TX.
- Ashcraft, K. L. (2010). Losing site? Rethinking the epistemology of workplace. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- Ashcraft, K. L. (2010). "Classifying" work through difference: A revised agenda for gender and diversity research in organization studies. Paper presented at the Critical Management Studies Preconference before the annual meeting of the Academy of Management, Montreal, Canada.
- Rennstam, J., & Ashcraft, K. L. (2010). From knowledge work to knowing work: Epistemologies of knowledge in organization studies. Paper presented at the conference on Qualitative Research in Management and Organization, Anderson School of Management, University of New Mexico, Albuquerque.
- Ashcraft, K. L., Kuhn, T., & Cooren, F. (2009). Constitutional amendments: "Materializing" organizational communication for a management audience. Paper presented (by co-authors) at the annual meeting of the National Communication Association, Chicago, IL.

- Ashcraft, K. L. (2008). Bringing the body back to work, whatever and wherever that is: Occupational evolution, segregation, and identity. Paper presented at the annual meeting of the National Communication Association, San Diego, CA.
- Ashcraft, K. L. (2008). The narrative inheritance of occupation. Panel presentation at the annual meeting of the National Communication Association, San Diego, CA.
- Ashcraft, K. L. (2008). Studying the working body as if we are one: Knowing professions through embodied epistemology. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Ashcraft, K. L. (2008). More of this, less of that: The state of "difference" research in organizational communication studies. Panel presentation at meeting of "Organizational Communication at Alta Revisited: Reflection, Synthesis, and Engagement," Snowbird, UT.
- Ashcraft, K.L. (2008). Panelist on "Perspectives from graduate program directors" at the annual meeting of the Western States Communication Association, Denver/Boulder, CO.
- Ashcraft, K. L. (2007). The Captains Ashcraft: Professions as intimate knowledge. Panel presentation on "Sons, daughters, and scholars: The rewards and challenges of research and writing on our fathers and families" at the annual meeting of the National Communication Association, Chicago, IL.
- Ashcraft, K. L., & Alvesson, M. (2007). The moving targets of dis/identification: Wrestling with the reality of social construction. Paper presented at the annual meeting of the European Group for Organization Studies, Vienna, Austria.
- Ashcraft, K. L. (2007). Panelist on "Engaging conversation about major works in Organizational Communication" at the annual meeting of the International Communication Association, San Francisco, CA.
- Ashcraft, K.L. (2006). Panelist on "Cultivating success in graduate studies" at the annual meeting of the Western States Communication Association, Palm Springs, CA.
- Ashcraft, K. L. (2005). Teaching qualitative methods at the graduate level. Panel presentation on "Designing, Teaching and Managing the Qualitative Communication Methods course: Exploring multiple and varied pedagogical approaches and practices" at the annual meeting of the National Communication Association, Boston, MA.
- Ashcraft, K. L. (2005). Panelist on "Back to work: The organization of occupation" at the annual meeting of the National Communication Association, Boston, MA.
- Ashcraft, K. L. (2005). Resisting gendered threats in the meeting of occupation and organization: The case of commercial airline pilots. Paper presented at the annual meeting of the International Communication Association, New York, NY.
- Flores, L. A., & Ashcraft, K. L. (2005). We got game: Race, masculinity, and civilization in professional team sport. Paper presented at the annual meeting of the International Communication Association, New York, NY.
- Ashcraft, K. L. (2005). Revisiting the site(s) of qualitative organizational studies. Presentation delivered at The Davis Conference on Qualitative Research, Graduate School of Management, University of California, Davis.

- Ashcraft, K. L. (2004). Panel presentation on "Communication studies and nonprofit organizations: Reconfiguring issues, concepts, and practices" at the annual meeting of the National Communication Association, Chicago, IL.
- Ashcraft, K. L. (2004). Panelist on "Professional Development Session" at the 1<sup>st</sup> meeting of the Nuevo Dia Southwest Organizational Communication Conference, Austin, TX.
- Ashcraft, K. L. (2004). Resisting empowerment to retain control? Occupational identity, organizational form, and the maintenance of masculinity among commercial airline pilots. Paper presented at the international conference on "Resistance in organizations: Processes, forms, and discourse." School of Business, University of Sydney, Australia.
- Cheney, G., & Ashcraft, K. L. (2003). The many faces of "the professional." Paper presented at the annual meeting of the National Communication Association, Miami, FL.
- Ashcraft, K. L. (2003). Panelist on "Re-defining academic feminism: Creating online feminist theorist dialogue. Roundtable discussion at the annual meeting of the National Communication Association, Miami, FL.
- Mumby, D. K., & Ashcraft, K. L. (2003). Striking out from the backwater: Organizational communication studies and gendered organization (A response to Martin and Collinson). Paper presented at the 3<sup>rd</sup> International Conference on Gender, Work, and Organization, Keele University, Staffordshire, UK.
- Ashcraft, K. L. (2003). En-rolling gender: Institutional performances of airline pilot identity. Paper presented at the annual meeting of the International Communication Association, San Diego, CA.
- Ashcraft, K. L. (2003). Panelist on "Communication, nonprofit organizations, and volunteerism." Roundtable discussion at the annual meeting of the Western States Communication Association, Salt Lake City, UT.
- Ashcraft, K. L., & Allen, B. J. (2003). Sexuality scripts in feminist organization studies. Panel presentation at the annual meeting of the Western States Communication Association, Salt Lake City, UT.
- Ashcraft, K. L. (2002). Deliberate dissonance? Contradiction, rationality, and organizational form. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.
- Ashcraft, K. L. (2002). Applications of grounded practical theory: The case of feminist organizing. Panel presentation at the annual meeting of the National Communication Association, New Orleans, LA.
- Ashcraft, K. L., & Flores, L. A. (2002). The business of masculinity: Representing white women, work, and the primitive. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.
- Kuhn, T., & Ashcraft, K. L. (2002). Toward a communicative theory of the firm. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.
- Ashcraft, K. L., & Mumby, D. K. (2002). Organizing a critical communicology of gender and work. Paper presented at the 5<sup>th</sup> International Conference on Organizational Discourse, King's College, London, UK.
- Ashcraft, K. L. (2002). Gender, discourse, and organization: Framing a shifting relationship. Paper presented at the annual meeting of the Western States Communication Association, Long Beach, CA.

- Ashcraft, K. L. (2002). Romancing the craft: Public and private profiles of U.S. airline pilots. Paper presented at the annual meeting of the Western States Communication Association, Long Beach, CA.
- Ashcraft, K. L. (2001). Practical dilemmas: A case of (and for) grounded critical theory. Pre-conference presentation at the annual meeting of the National Communication Association, Atlanta, GA.
- Ashcraft, K. L., & Allen, B. J. (2001). Radicalizing the racial roots of organizational communication. Paper presented at the annual meeting of the National Communication Association, Atlanta, GA.
- Flores, L. A., & Ashcraft, K. L. (2001). Blame it on the (Black) bad boys: Primal longings, masculine struggles, and the discourse of decline in sport. Paper presented at the annual meeting of the National Communication Association, Atlanta, GA.
- Ashcraft, K. L. (2001). Practical ambivalence and troubles in translation. Paper presented at the annual meeting of the Western States Communication Association, Coeur d'Alene, ID.
- Ashcraft, K. L., & Kedrowicz, A. (2001). Empowerment and social support in nonprofit organization: Confronting the tacit employment premise of organizational communication. Paper presented at the annual meeting of the Western States Communication Association, Coeur d'Alene, ID.
- Ashcraft, K. L., & Allen, B. J. (2001). Feminism, pleasure, and (dis)organization. Paper presented at the annual meeting of the Western States Communication Association, Coeur d'Alene, ID.
- Ashcraft, K. L. (2000). Feminist-bureaucratic control: Contradiction, empowerment, and hybrid organization. Paper presented at the annual meeting of the National Communication Association, Seattle, WA.
- Ashcraft, K. L., & Flores, L. A. (2000). "Slaves with white collars": Decoding a contemporary crisis of masculinity. Paper presented at the annual meeting of the National Communication Association, Seattle, WA.
- Flores, L. A., & Ashcraft, K. L. (2000). Good sportsmanship? Racial dilemmas in the social construction of stardom. Paper presented at the annual meeting of the National Communication Association, Seattle, WA.
- Ashcraft, K.L. (2000). The role of relational contract in feminist empowerment. Paper presented at the annual meeting of the International Communication Association, Acapulco, Mexico.
- Ashcraft, K.L. (2000). Personalizing the professional: Organizational communication and feminist practice. Paper presented at the annual meeting of the Western States Communication Association, Sacramento, CA.
- Ashcraft, K.L. (2000). Centering organizational communication: Lingering questions of identity and relevance. Paper presented at the annual meeting of the Western States Communication Association, Sacramento, CA.
- Ashcraft, K. L. (1999). Panelist on "Difference matters in organizational communication: A roundtable discussion." Roundtable discussion at the annual meeting of the National Communication Association, Chicago, IL.
- Ashcraft, K.L. (1999). Panelist on "Young feminists and their mentors: Changing the face of feminism." Roundtable discussion at the annual meeting of the National Communication Association in Chicago, IL.
- Ashcraft, K. L. (1999). Managing contradiction in a feminist organization. Paper presented at the annual meeting of the International Communication Association, San Francisco, CA.

- Ashcraft, K. L. (1998). The virtues & vices of ambiguity. Presentation on panel entitled, "NCA Organizational Communication research award winners (1983-1990): Lessons learned and new visions" at the annual meeting of the National Communication Association, New York, NY.
- Ashcraft, K. L. (1998). "Honesty till it hurts": A "feminist ethic" of organizational communication. Paper presented at the annual meeting of the Western States Communication Association, Denver, CO.
- Ashcraft, K. L. (1997). Assessing alternative(s): Contradiction and invention in a feminist organization. Paper presented at the annual meeting of the Speech Communication Association, Chicago, IL.
- Ashcraft, K. L. (1997). Creation from contradiction: Restoring communication practice to the study of feminist organizing. Paper presented at the annual meeting of the Speech Communication Association, Chicago, IL.
- Ashcraft, K. L. (1997). SAFE sensemaking and the organization of the battered woman client. Paper presented at the annual meeting of the International Communication Association, Montreal, Quebec, Canada.
- Ashcraft, K. L. (1997). Organizing to empower: "Ethical communication" as feminist relational strategy. Paper presented at the annual meeting of the Western States Communication Association, Monterey, CA.
- Ashcraft, K. L. (1996). Preserving an ordered world: Textual and contextual consistency in Campbell's *Philosophy of Rhetoric*. Paper presented at the annual meeting of the Speech Communication Association, San Diego, CA.
- Ashcraft, K. L., & Pacanowsky, M. E. (1995). Beyond *Baby Boom*: An Office dialogue of control. Paper presented at the annual meeting of the Speech Communication Association, San Antonio, TX.
- Ashcraft, K. L. (1995). "I wouldn't say I'm a *feminist*, but...": A tale of reluctant identity. Paper presented at the annual meeting of the Speech Communication Association, San Antonio, TX.
- Ashcraft, K. L., & Pacanowsky, M. E. (1995). "A woman's worst enemy": Reflections on a narrative of organizational identity. Paper presented at the annual meeting of the Western States Communication Association, Portland, OR.

## TEACHING EXPERIENCE

### Formal Classroom

Summer 2014, 2015

**Invited international teaching:** Featured core instructor in week-long intensive international PhD workshop on Qualitative Methodologies ("Q-Camp"), hosted by Bødo School of Business, University of Nordland, Nyvågar, Lofoten, Norway.

Summer 2012

**Invited teaching:** COMM 794V (WVU): Gender, Difference, and Work. 1-week intensive PhD seminar invited by Department of Communication Studies at West Virginia University.

Summer 2009, Summer 2010	<b>Invited international teaching:</b> Featured core instructor in week-long intensive international PhD workshop on Critical Management Studies, School of Economics and Management, Department of Business Administration, Lund University, Sweden. Participating graduate students are competitively selected from an international applicant pool.
1993-1994	COMM 1300 ( <i>CU—University of Colorado Boulder</i> ): Public Speaking
1994-1995	COMM 1600 ( <i>CU</i> ): Small Group Communication
1995-1997	COMM 2600 ( <i>CU</i> ): Organizational Communication
Fall 2010, AY 2011-2012, Fall 2012, 2013, Spring 2015, Spring 2016, AY 2017-2018, Fall 2018, Fall 2019, AY 2021-2022	COMM 3000, now 3420 ( <i>CU</i> ): Gender and Communication (transformed the course into large-lecture for Fall 2011 and beyond; submitted and accepted for permanent approval as COMM 3420 in 2013; taught as COMM 2000: Special Topics in COMM RAP in Fall 2013 & Spring 2016)
Fall 1998, 1999, 2001, 2003 (large lecture), Summer 2000	COMM 3180 ( <i>UU—University of Utah</i> ): Communication and Social Behavior (transformed the course into large-lecture format during my first semester at Utah)
1999-2000, 2001-2002	COMM 4170 ( <i>UU</i> ): Introduction to Organizational Communication
Fall 2004, Spring 2006	COMM 4170 ( <i>UU</i> ): Applied Organizational Communication (developed as brand new course for Fall 2004 and since, in response to revised undergraduate sequence)
Fall 2004	COMM 4180 ( <i>UU</i> ): Undergraduate Seminar on Difference, Identity, Power, and Organization
1997-1998	COMM 4200 ( <i>CU</i> ): Senior seminar in Gender, Communication, and Organizing
Spring 2011, Spring 2012	COMM 4600 ( <i>CU</i> ): Senior Seminar in Organizational Communication—Gender, Race, and Work
Fall 2017, Spring 2022	COMM 4600 ( <i>CU</i> ): Senior Seminar in Organizational Communication (focus & content changes)

1998-1999, Summer 2000, 2003-2004	COMM 5170 ( <i>UU</i> ): Contemporary Issues in Organizational Communication
Spring 1999	COMM 5450 ( <i>UU</i> ): Communication and Culture
Fall 2010, 2011, 2013, Spring 2020	COMM 5620 ( <i>CU—graduate-level readings course</i> ): Survey in Organizational Communication COMM 6030 ( <i>CU—graduate methodology course</i> ): Introduction to Qualitative Communication Research Methods
Fall 2015	
Spring 2011	COMM 6200 ( <i>CU—Ph.D. seminar course</i> ): Seminar in Gender, Race, and Work
Fall 2014, Spring 2018	COMM 6200 ( <i>CU-Ph.D seminar course</i> ): Seminar in Relationality and New Materialisms (designed & team-taught with Professor Tim Kuhn)
Spring 2013	COMM 6420 ( <i>CU—Ph.D seminar course</i> ): Advanced Qualitative Communication Research Methods
Fall 2005, 2008	COMM 7001 ( <i>UU</i> ): Foundations of Communication
Spring 2000, 2002, 2004	COMM 7170 ( <i>UU</i> ): Graduate Seminar on Gender, Identity, Power, and Organization
Spring 2005, 2007	COMM 7360 ( <i>UU</i> ): Advanced Qualitative Methods (several Top Paper awards and additional graduate student conference papers emerged from these seminars)

## **Graduate Student Supervision & Committees**

Current chair of 2 PhD committees (Joanne Esch, Kathryn Leslie), chair of 2 MA committees (Sean Kenney, Sarah Neitzel—co-chair)

Member of 3 additional committees (PhD: Logan Gomez, Nancy Maingi, Mikayla Torres)

Past chair of 14 completed graduate committees (8 PhD: Carolina Webber, Katie Sullivan, Craig Rich, Celeste Wells, Becca Gill, Jamie McDonald, Kate Harris, Beate Sløk-Andersen [co-supervisor]; 6 MA: Jodi Brown, Celeste Wells, Jaymes Meyers, Marcy Fetzer, Jenna Hanchey, Sean Kenney)

Past chair of 3 PhD candidates

Past member of 46 additional completed graduate committees (35 Ph.D., 11 M.A.)

Dissertation by Kate Harris received the W. Charles Redding Dissertation Award from the Organizational Communication Division of ICA. Dissertation entitled, “Organizing Sexual Violence: Communicative, Intersectional Dilemmas Around Mandated Reporting.”

MA thesis by Jenna Hanchey (co-chaired with Lisa Flores) received the NCA Master's Education Section Top Thesis Award for 2012 **\*and\*** the NCA Intercultural Communication Thesis Award for 2013. Thesis entitled, "A Postcolonial Analysis of Peace Corps Volunteer Narratives: The Political Construction of the Volunteer, Her Work and Her Relationship to the 'Host Country National'."

## **Independent Studies, Honor's Theses, and Internship Supervision**

Independent studies with...

8 Ph.D. students: Summer 1999 (D. Martin), Fall 2003 (K. Sullivan), Spring 2006 (R. Gill & C. Wells), Spring 2007 (B. Kendall), Fall 2007 (C. Wells), Spring 2009 (J. Fortney & J. McDonald), Spring 2011 (J. McDonald)

3 M.A. students: Fall 2001 (J. Brown), Spring 2006 (C. Wells), Fall 2007 (J. Myers)

3 Undergraduate students: Fall 2002-Spring 2003 (L. Wall), Fall 2005 (J. Myers), Fall 2007 (T. Hughes)

Range of independent study topics:

Feminist methodologies

Organizational leadership and humor

Organizational communication structure and technology

Organizing gender and race

"Classics" in organization studies

Research process: Conducting literature reviews & interviews

Qualitative research

Spotlight on qualitative research interviews

Feminist studies and organizational communication

Occupational segregation and difference studies

Honor's Thesis Committee Member, Jessica Sterling Barber, 2011, "Sibling relationships and the impact of parental divorce on the relationship, social support, and the formation of sibling alliances"

Honor's Thesis Advisor, Jaymes Myers, 2005-6

Internship Supervision

Spring 2011, 4 undergraduate students

Fall 2011, 1 undergraduate student

Spring 2012, 1 undergraduate student

Fall 2012, 1 undergraduate student

## **Curriculum Development**

Developed and secured approval for COMM 3420 (Communication and Gender)

Graduate: As DGS (at the University of Utah, see below), facilitated graduate committee and faculty assessment and redesign of the department's (1) "core" and (2) methods curriculum

Undergraduate: Participated with other University of Utah faculty in redesigning Organizational Communication undergraduate sequence, then redesigned COMM 4170 into "Applied Organizational Communication"



# **SERVICE EXPERIENCE**

## **(Inter)Disciplinary & (Inter)National**

### **Sample of Invited Scholarly Lectures**

Keynote address for Gender Work & Organization (GWO) conference, Summer 2021

Keynote talk for ICA post-conference on “Revisiting The Professional in Organizational Communication Studies, Summer 2021

Keynote speaker for EGOS pre-conference for early career faculty, Summer 2021

Speaker on “Critical conversations: A dialogue among women of color and white women in higher ed.” A national forum hosted by UMKC, October 2020.

Plenary address for Gender Work & Organization (GWO) Virtual Seminar on COVID-19, June 2020 (in lieu of scheduled keynote, annual conference cancelled due to COVID-19). Talk entitled, “The pandemic shift: Vulnerability and viral masculinity.”

Sub-plenary speaker for “Grand Challenges: Social Inclusion” at the European Group for Organization Studies, Edinburgh, Scotland, July 2019.

Keynote address delivered at the Diversity and Difference in Business and Society Platform Launch, Copenhagen Business School, Denmark, October 2018. Talk entitled, “Feeling power: Diversity as a sensate encounter.”

Keynote address, with co-author Professor Tim Kuhn, delivered at the Aspen Conference on Engaged Scholarship, Aspen, CO, June 2018. Talk entitled, “Practicing communication: Exercises in relationality.”

Keynote address delivered at the ESRC Seminar Series Final Conference on “Gendered Inclusion in Contemporary Organisations,” London, May 2018, sponsored by the Cranfield School of Management, University of Kent, Middlesex University London, and University of Essex. Talk entitled, “Work of value: Affective economies of gender in the so-called professions.”

Talk delivered at Texas A&M University, Department of Communication Colloquium, April 2018. Talk entitled, “Feeling things: Hoarding and the dis/organization of affect.”

Keynote address delivered at the ESRC (Economic & Social Research Council) Seminar Series Final Conference on “Challenging Gendered Media Mis(s)Representations of Women Professionals and Leaders,” London, June 2017, sponsored by University of Roehampton Business School, Lancaster University Management School, and University of Bradford School of Management. Talk entitled, “Affecting representation: Gendered professions as memes that move.”

Keynote address delivered at workshop on “Diverse Organizing/Organizational Diversity: Methodological Questions and Activist Practices,” Copenhagen Business School, Denmark, May 2017. Talk entitled, “Knowing diversity by feel: Affective methods for change.”

Keynote address delivered jointly (with Pete Simonson) at the 6<sup>th</sup> annual International Doctoral Consortium, Sobey School of Business, Saint Mary’s University, Halifax, Nova Scotia, Canada, June 2016. Talk entitled, “Gendering academic production: Figures, formations, and flows.”

Public talk delivered at the Copenhagen Business School Public-Private Platform, LEAF (Law Enforcement & Armed Forces) cluster, Copenhagen, Denmark, June 2015. Talk entitled, "Occupational identity and difference: Reflections toward novel diversity practices." Followed by public response from and discussion with Danish military officers afterward.

Workshop on "Publication in top tier journals," co-facilitated with Gerardo Okhuysen (Professor at UC Irvine), Copenhagen Business School, Department of Organization, Copenhagen, Denmark, June 2015.

Keynote address delivered at the 9<sup>th</sup> Organization Studies Summer Workshop on "Resistance, Resisting, and Resisters In and Around Organizations," Corfu, Greece, May 2014. Talk entitled, "Submission to the rule of excellence: Ordinary affect and precarious resistance in the work of organization studies."

Talk delivered at the College of Business, School of Communication, Journalism, and Marketing, Massey University, Auckland, New Zealand, March 2014. Talk entitled, "Subject to the rule of excellence: Meanings and relations of publication in management, organization, and communication studies."

Keynote address delivered at the Norwegian Air Force Academy Annual *Lederskapsseminar* (Leadership Seminar), Trondheim, Norway, November 2012. Talk entitled, "The 'glass shoe' of aviation: Moving images of leadership past, present, and future."

Keynote address delivered at the Qualitative Research in Management and Organization Conference, Albuquerque, NM, April 2012. Talk entitled, "Knowing one working body from another: Possibilities for an embodied epistemology of the professions."

Talk delivered at Copenhagen Business School workshop entitled, "Power and control: A seminar series at IKL," Denmark, June 2011. Talk entitled, "The glass slipper: Control and privilege in the identity of work."

Practicum talk (on qualitative research techniques) delivered to M.A. students in Business Administration and Organization Studies at Lund University, Sweden, March 2010.

Talk delivered to the Interdisciplinary Identity Studies Group at the University of California, Santa Barbara, April 2010. Talk entitled, "Bringing the body back to work: 'Incorporating' occupational identity."

Talk delivered at the Department of Communication Colloquium, University of California, Santa Barbara, April 2010. Talk entitled, "Revising how we 'make a difference': Organizational communication and political discourse in the case of Barack Obama."

Public talk delivered at the School of Economics and Management, Lund University, Sweden, November 2009. Talk entitled, "Crafting the identity of work."

Public talk delivered at the annual Zankel Forum at Skidmore College, Saratoga Springs, New York, November 2009. Forum entitled, "The Obama effect and the diversity experience in a 'post-racial' America." Talk entitled, "The Obama effect: Trends in national diversity discourse."

Public talk and graduate workshop delivered at Villanova University, March 2009. Talk entitled, "Professionalization through segregation? Bringing the body back to work in studies of occupational identity."

Public talk delivered at the School of Economics and Management, Lund University, Sweden, November 2008. Talk entitled, "Manufacturing professionals: The case of the cockpit club."

Research talks (on airline pilot project and evolution of occupations and professions) delivered at:

Institute for Management Research, Radboud University, Nijmegen, Netherlands, June 2008  
 - and -  
 Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada, June 2008  
 Talk delivered at the University of Hull Business School, UK, May 2008. Talk entitled, "Recovering 'the body of knowledge: Discourse and difference in the evolution of professions."  
 Visiting scholar series talk delivered at the Department of Communication, University of Colorado, Boulder, October 2007. Talk entitled, "Bringing the body back to work, wherever that is: The evolution of occupational identity among commercial airline pilots."  
 Visiting scholar series talk and graduate seminar delivered at the Department of Communication Studies, University of Texas, Austin, November 2006. Talk entitled, "Flying the line, delivering the male: Discursive history and occupational segregation in the case of commercial airline pilots."  
 Scandinavian lecture series, September–November 2006. Talks delivered to:  
 Lund University, Department of Business Administration, School of Economics and Management, Lund, Sweden  
 Stockholm School of Economics, Centre for Advanced Studies in Leadership (CASL), Stockholm, Sweden  
 Göteborg University, School of Business, Economics and Law, Department of Business Administration, Gothenburg, Sweden.  
 Mittuniversitetet (Mid-Sweden University), Department of Media and Communication, Sundsvall, Sweden.  
 Arbetslivsinstitutet (Swedish National Institute for Working Life), Malmö, Sweden  
 Talk delivered at the School of Business Administration, University of New Mexico, March 2006. Talk entitled, "From gendered organizations to gendering jobs: Lessons in the work of difference from the case of commercial airline pilots."  
 Talk delivered at an international, interdisciplinary workshop on managerial identity project, Department of Business Administration, School of Economics and Management, Lund University, Sweden, September 2005. Talk entitled, "Airline pilots and managerial identity: Navigating uneasy relations."  
 Lecture invited by the Odum Institute for Research in Social Science, University of North Carolina, Chapel Hill, March 2004. Talk entitled, "Losing site to gain sight: Methodological dilemmas in expanding the scope of organizational research."  
 Plenary talk delivered at the conference on "Resistance in organizations: Processes, forms, and discourse," hosted by The International Centre for Research on Organisational Discourse, Strategy, and Change (ICRODSC) and the School of Business, University of Sydney, Australia, February 2004. Talk entitled, "Resisting empowerment to retain control? Occupational identity, organizational form, and the maintenance of masculinity among commercial airline pilots."  
 Keynote speaker for Organizations and Multiculturalism Symposium, DePaul University, Chicago, IL, May 2002. Talk entitled, "Organization as gendered script: Possibilities for improvisation and revision."

## **External Reviews (Tenure & Promotion, Dissertation, etc.)**

Fall 2020: 2 reviews—1 Promotion to Full Professor, 1 Tenure & Promotion to Associate Professor (both for Departments of Communication)

Fall 2019: Tenure & Promotion to Associate Professor review (for a Department of Communication)

Spring 2018: External Reviewer for Department of Communication Program Review, University of North Carolina, Chapel Hill

Fall 2017: Tenure & Promotion to Associate Professor review (for a Department of Communication)

Summer 2015: External opponent for PhD degree. Involves serving on an evaluation committee of 3 members (1 internal, 2 external), generating a formal written report, and conducting (in person) a one-on-one oral examination of the candidate during a 2-hour public dissertation defense. Candidate: Lotte Holck, Copenhagen Business School, Copenhagen, Denmark.

Fall 2012: 1 Full Professor review (for a Department of Communication)

Fall 2010: 3 reviews—2 Associate Professor reviews (for Departments of Communication), 1 Full Professor review (for a School of Business)

## **Editorial Positions**

Special Issue of *Management Learning* on “The Senses in Management Research and Education,” ongoing from Fall 2020

*Academy of Management Review* Award Selection Committee, Article of the Year award, Spring 2015

Special Issue of *Academy of Management Review* (2013, Volume 38, #4) entitled, “Theories of Work and Working Today,” co-edited with Guiseppe Labianco, David Lepak, Gerardo Okhuysen, Vicki Smith, & Kevin Steemsa.

Special Issue of *Organization Studies* (2013, Volume 34, #10) entitled, “New Sites/Sights: Exploring the White Spaces of Organization,” co-edited with Christian De Cock, Damian O’Doherty, & Alf Rehn.

*Human Relations*, Associate Editor, August 2008 - August 2012. For more information on the journal, see <http://www.tavainstitute.org/humanrelations/hrindex.html>

Special Section of *Human Relations* (2011, September) on “Organizational Discourse,” co-edited with Gail Fairhurst.

Special issue of *Organization* entitled, “Managing Identities in Complex Organizations,” co-edited with Mats Alvesson and Robyn Thomas.

Special issue of *Journal of Applied Communication Research* entitled, “Organized Irrationality? Coping with Paradox, Contradiction, and Irony in Organizational Communication,” co-edited with Angela Trethewey.

## **Editorial Board Memberships**

*Feminist Perspectives on Work and Organization*, interdisciplinary book series published by Bristol University Press

*IIMK Society and Management Review*

*Qualitative Research in Organization and Management*

*Communication Monographs*

*Management Communication Quarterly*

*Organization*  
*Scandinavian Journal of Management*  
*Human Relations*  
*Communication Theory (past)*  
*Journal of Applied Communication Research (past)*  
*Communication Studies (past)*  
*Women's Studies in Communication (past)*  
*Handbook of Business Discourse (past)*

### **Sample of Guest Reviews**

*Academy of Management Journal*  
*Academy of Management Review*  
*Administrative Science Quarterly*  
*Electronic Journal of Communication*  
*Gender, Work, and Organization*  
*Journal of Organizational Change Management*  
*Organization Studies*  
*Organization Science*  
*Organizational Research Methods*  
*Southern Communication Journal*  
*Western Journal of Communication*  
Edited volume by the Organization for the Study of Communication Language and Gender  
*Handbook of Organizational Discourse*  
Textbook reviews for Sage, Roxbury, Wadsworth, and so on

### **Professional Association Positions**

ICA Jablin Award Committee Member, Spring 2021  
ICA Jablin Award Committee Member, Spring 2018  
NCA Legislative Assembly, Organizational Communication Division Member, 2013-2015  
NCA Organizational Communication Division, Past-Chair (elected office), 2015  
NCA Organizational Communication Division, Immediate Past-Chair (elected office), 2014  
NCA Organizational Communication Division, Chair (elected office), 2013  
NCA Organizational communication Division, Vice-Chair (elected office), 2012  
NCA Organizational communication Division, Awards Chair (elected office), 2007-2008 conferences (2-year term)  
WSCA Legislative Assembly, Member-at-Large (elected office), 2001-2002, 2005-2006  
WSCA Organizational Communication Division, Secretary (elected office), 2000-2001

### **Conference Planning**

Program planner (as Vice-Chair) of NCA organizational communication division, 2012

“Organizational Communication at Alta, Revisited: Reflection, Synthesis and Engagement.” Local Host and Planning Team Coordinator, Summer 2008.

## **Conference Reviewing**

ICA organizational communication division, paper reader nomination committee, 2005

ICA thematic sessions, conference paper and panel reviewer, 2005

NCA organizational communication division, awards selection committee, 2005

Nuevo Dia southwest organizational communication conference, paper development workshop facilitator, 2005

NCA organizational communication division, conference paper reviewer, 2003

WSCA organizational communication division, conference panel reviewer, 2003

WSCA B. Aubrey Fisher Article Award Committee, 2002-2003

NCA organizational communication division, article award committee, 2001

NCA organizational communication division, conference paper reviewer, 2001

ICA organizational communication division, conference paper reviewer, 2001

## **Conference Panel Responses**

For “Building critical coalitions for survival: Non-normative approaches to organizing come together,” NCA 2019

For “Caring, feeling, laboring: Affective currents in a capitalist cultural economy,” NCA, 2018

For “Theorizing the research on organizational paradoxes, contradictions, and dialectics,” ICA, 2015

For “Top 4 papers in organizational communication,” NCA 2013

For “Feminism as a point of connection for matters of difference in organizational life,” NCA 2013

For “Theorizing occupation, profession, and career,” NCA 2011

For CMS panel, AOM, 2010

For ORWAC panel on gender, organizing, and rhetoric, WSCA, 2008

For “Organizing professions and occupations,” NCA, 2007

For “(Man)aging grief, family business, babies, and equine relations: Applications of feminist communicology for gender, work, and organization studies,” NCA, 2007

For “Taking critical organizational communication scholarship from theory to practice: Exploring the merits and risks of practical application,” WSCA, 2007

For “Critiquing life management discourses: Intersections among self-organizing, time, and family in the new economy,” NCA, 2005

For “Diagnosis: Nonprofit—Moving beyond the shadow of traditional conceptions of organizational communication,” NCA 2005

For “Difference matters: New approaches to studying diversity and careers,” NCA, 2005

For “Feminist communicology and organizational communication studies: Empirical work,” NCA, 2005

For Top 4 paper panel, organizational communication division, ICA, 2005

For "Diversity in organizational communication," NCA, 2003

For "Narrative communication in organizations," NCA, 2003

For "Inviting dialogue and reflection: Studies of alternative and feminist organizing practices," ICA 2003

### **Conference Session Facilitation**

Panel organizer and chair of "Leveling (with) the playing field: 'Diversity' in academic labor and institutions in troubling times," NCA 2018.

Panel chair for "The countless contributions of Linda L. Putnam: Celebrating an uncommon intellectual and community leader," NCA, 2015.

Chair of organizational communication division business meeting, NCA, 2013

Panel chair for "Top 4 papers in organizational communication," NCA, 2012

Panel facilitator for "Enacting academic COMMunity through critical love," NCA, 2012

Panel co-organizer and chair for "Work, difference, and the body," AOM 2012

Pre-convention seminar co-planner and co-facilitator, "Thinking and teaching gender and communication: Facilitating conversation across theory and pedagogy," NCA, 2007

Pre-convention conference co-planner and co-facilitator, "Navigating the seas of academic: Junior faculty development in organizational communication studies," Organizational Communication Division, NCA, 2003

Pre-convention conference co-planner and co-facilitator, "The communicative constitution of organization: Implications for theory, research, and practice," Organizational Communication Division, NCA, 2002

Panel organizer and chair for "Back to work: The organization of occupation," NCA, 2005

Panel co-organizer and chair for "Radical(izing) the roots of feminist study: Depictions and disruptions of hegemonic masculinity," NCA, 2001

Panel co-organizer and chair for "Perspectives on the professional: Practical and theoretical issues in the organization of public and private," ICA, 2000

Panel co-organizer and chair for "Difference matters in organizational communication: A roundtable discussion," NCA, 1999

Panel co-organizer for "Centering the margins of organizational communication: Feminist standpoints on identity, inquiry, and instruction," SCA, 1995

Panel chair for "Nonprofit volunteers and employees," NCA 2004

Panel chair for Spotlight Series, "Doing critical research in organizational communication: The scholarship of Dennis Mumby," NCA, 2001

Panel chair for organizational communication division, WSCA, 2001

### **Other Conference Service**

Organizational Communication Research Escalator, Extended Session (3-hour paper workshop with junior scholars, led by two faculty mentors), ICA 2015

Scholars Office Hours (mentoring conversations with junior scholars in the field), NCA 2011, 2012, 2013, 2014

## **University & College**

### **Administrative Positions**

#### ***University of Colorado Boulder***

Associate Dean of Diversity, Equity, and Inclusion (CMCI), 2018-2020

Director of Communication & Society Residential Academic Program (COMM RAP), 2012-2016

### **Committees**

#### ***University of Colorado Boulder***

CMCI Personnel Committee, Chair

Member, Advisory Board for the new Center for Teaching and Learning, 2019-2020

Member, Faculty Mentoring Program Advisory Committee, 2019-2020

Member of Assistant Professor PUEC, Journalism, Fall 2019

Member, Campus Strategic Facilities Visioning Process, CMCI Committee, 2018-2019

Member of Full Professor PUEC, APRD, Spring 2018

Member, CMCI Founding Dean's Search Committee, 2014-2015

Member, CMCI Chairs and Directors, 2014-2016, 2018-2020

Member, CMCI Administrative Formation meetings, 2014-2015

Member, RAP Director Search Committees (for Sewall RAP, Spring 2015; G-RAP, Spring 2014)

Member, A&S Chairs and Directors, 2012-2014

Chair, COMM RAP ARPAC process (conducted and wrote self-study in Fall 2013, coordinated internal and external review in Spring 2014)

Member, Student Life Subcommittee for CMCI formation, 2014

#### ***University of Utah***

Obert C. and Grace A. Tanner Humanities Center, Board Member, 2006-2008 (2-year term)

Award selection committees for 5 College of Humanities awards: Graduate Fellowship in the Humanities,

Graduate Research Award in the Humanities, Steffensen Cannon Scholarship, Marriner S. Eccles

Graduate Fellowship in Political Economy, and Marvin J. Ashton Scholarship, 2005-present

Intellectual Explorations Humanities Area committee, 2003-2006 (3-year term)

Presidential Commission for the Status of Women (PCSW), 2000-2003 (3-year term)

PCSW subcommittee for faculty development, 2001-2 (planned a program/seminar for University of Utah faculty, "Developing and Sustaining Research and Scholarly Careers")

Diversity Requirement Committee, 2000-2003 (3-year term)

Employment and Discrimination Complaints Hearing Panel, 2000-2003, 2003-2006 (consecutive 3-year terms)

KUER institutional review committee, Spring-Summer 2000

Academic senate, proxy member, Fall 1999

### **Sample of Invited Lectures Around (and Off) Campus**



- “Gender and organizational communication.” Guest lecture in senior seminar on Family Communication at the University of Utah, Spring 2009.
- “Writing as conversation.” Guest lecture/workshop to graduate seminar in Department of Management, School of Business, University of Utah, Professor Gerardo Okhuysen, Summer 2005.
- “The cockpit club: Using gender to invent professionals.” Intellectual hors d’oeuvre at the Humanities Happy Hour, March 2003. **\*\*Encore presentation at Presidential Central Development Dinner, October 2003**
- “Identity in flight: Gendered tensions in the making of professional airline pilots.” Presentation for Tanner Humanities Center, Works-in-Progress Series.
- “Gender difference and workplace communication style.” Invited workshop for Staff Leadership Seminar, coordinated through Kathy Brooks, Director of Women’s Resource Center, Spring 2003.
- “Collaborative leadership: Issues of implementation and maintenance.” Invited workshop for Student Services staff, coordinated through Karen Dace, Associate Vice President for Diversity, Fall 2001.
- “Identifying skills and challenges for training TA’s to support large lecture courses.” Presentation delivered as part of CTLE’s (Center for Teaching & Learning Excellence) Spring TA training intensive, April 2000.

## **Department**

### **Administrative Positions**

#### ***University of Utah***

Director of Graduate Studies, Department of Communication, 2005-2009

### **Committees**

#### ***University of Colorado Boulder***

Graduation Program Committee 2021-2022

Executive Committee, 2021-2022

Chair of PUEC for Promotion to Associate, 2021-2022

Personnel Committee for Full Professor, Fall 2020

Planning Committee against Anti-Black Racism, 2018-2020

Chair of Assistant Professor PUEC, Fall 2019

Graduate Program Committee, 2017-2018

Graduate Admission Committee, 2017-2018

Member of Assistant Professor PUEC, Fall 2017

Chair of Organizational Communication Faculty Search Screening Committee, 2015-2016

Chair of Assistant Professor PUEC, 2015

Member of Full Professor PUEC, 2014-2015 (materials submitted in early spring)

Merit Committee, 2014

Organizational Communication Hire Screening Committee, 2012-2013

Member of Assistant Professor PUEC, Fall 2012

Executive Committee, 2011-2013

Graduate Program Committee, 2011-2012

Chair of Instructor PUEC, Fall 2011

Member of Instructor PUEC, Fall 2011  
Undergraduate Program Committee, 2010-2011  
Awards Nomination Committee, 2010-2012  
Chair of Post-tenure Faculty Review, Spring 2011  
Personnel Committee, ongoing

### ***University of Utah***

Faculty RPT reviews (two 3<sup>rd</sup> year formal reviews), Fall 2008  
Faculty RPT review (off-cycle), Fall 2007  
Graduate Committee, Chair, Fall 2005-present  
Executive committee, 2004-2005  
*Ad hoc* committee on forensics, 2003-2004  
Peer teaching committee, 2003-2004  
Mass communication search task force, Spring 2003  
Chair of organizational communication faculty search committee, 2001-2002  
Graduate committee, 2000-2001, 2001-2002  
Undergraduate committee, 1999-2000, 2001-2002  
Academic evaluation appeals committee, 1999-2000

## **Individual Service Roles**

### ***University of Colorado Boulder***

Course supervisor for COMM 3420, 2019-2020, 2021-2022  
Organizational communication research lunch coordinator, 2019-2020  
Mentor for Assistant Professor, Joelle Cruz, 2017-  
Mentor for Assistant Professor, Leah Sprain, 2012-2017  
Transgender bathroom initiative, 2015-2016  
Planned and hosted Professor Robert Craig's retirement party, Spring 2014.  
Delivered evening workshop for COMM graduate students on "The life of a paper" (i.e., developing a paper from seminar to conference to publications) with Professor Karen Tracy, February 2014.  
Colloquium Coordinator, 2010-2012  
Convocation Faculty Coordinator, 2010-2011  
Peer teaching evaluations, ongoing

### ***University of Utah***

Panel speaker, coordinator, and respondent in several graduate student professional development sessions  
Department colloquium speaker/participant on several occasions  
Guest lecturer in several communication courses  
Undergraduate strategic planning committee, University of Colorado, Boulder  
Co-President of the Colorado Communication Graduate Student Association, University of Colorado, Boulder  
Department internal review committee, University of Colorado, Boulder  
Organizational communication search committee, University of Colorado, Boulder

## **Community**

### **Sample of Invited Applied/Professional Lectures and Workshops**

- Workshop delivered at National Center for Women in Technology Summit, May 2016, Las Vegas, NV. Session entitled, "Shattering the glass slipper of ICT professions: Practical communication strategies."
- Keynote speaker for annual meeting of the Association for Computing Machinery's (ACM) Special Interest Group on Computer Science Education (SIGCSE) Technical Symposium, March 2016, Memphis, TN. (This is a large annual gathering of computer scientists and educators; approximately 1,000 people were present for the keynote address.) Talk entitled, "*Lean In* to the evidence first: The glass slipper of technical professions."
- Plenary speaker for National Center for Women in Technology Summit, May 2015, Hilton Head, SC. Talk entitled, "*Lean In* to the evidence: Breaking the glass slipper of technical professions."
- Webinar for National Center for Women in Technology (NCWIT) and the NCWIT Workforce Alliance, January 2012. Talk entitled, "The glass slipper: Constructing the technical work of commercial airline pilots through gender."
- Public talk and workshop delivered at the annual Business Partnership Conference hosted by the School of Economics, Lund University, March 2010. Talk entitled, "Crisis of a Difference Kind: Organizing Diversity for a New Age."
- Presenter and Community-of-Practice Facilitator at the conference for Transforming Organizations and Engaging Theory: Diverse Lenses, Diverse Engagements, July 2007, Aspen, CO.
- Keynote address and follow-up workshop delivered to the Institute for Career Advancement Needs (ICAN), February 2006, Omaha, NE. Keynote address entitled, "What's your story? Telling (better) tales of gender and organizational communication" and workshop entitled, "Maneuvering gender for maximum possibility and performance: How to develop the communication of a new tale."
- Workshop delivered to Jones Waldo, Summer 2004. Talk entitled, "Subtle Matters: Communication, Group Process, and Gender at Work."
- Workshop delivered to Staff Leadership Seminar, Spring 2002, 2004. Talk entitled, "Gender Difference and Workplace Communication Style."
- Workshop delivered to Salt Lake 100, June 2001. Talk entitled, "'A woman's worst enemy...': Dealing with sex, power, and office politics."
- Presentation delivered to Integrated Marketing Communication certificate program, University of Utah, October 1999, 2000, 2001, 2005. Talk entitled, "Power and politics: Understanding and maneuvering organizational systems."
- Presentation delivered to American Express Diversity Week, October 1998. Talk entitled, "Gendering difference: Communication styles and workplace interaction."

### **Contracted Research Reports**

- "Labor productivity by race and gender." Research report prepared for Innovations International, Salt Lake City, UT.

## **PROFESSIONAL ASSOCIATION MEMBERSHIPS**

National (formerly Speech) Communication Association since 1993

Western States Communication Association since 1993

International Communication Association since 1998

Academy of Management since 2005

European Group for Organization Studies since 2006