

Ruth Hickerson, Ph.D.
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ACADEMIC PREPARATION:

University of Denver – Denver, Colorado: PhD in Human Communication Studies. August, 2006.

Area of Emphasis: Interpersonal Communication/Language and Social Interaction; Critical/Cultural Studies

Dissertation: *Colliding Narratives of Homeless Mothers: Exploring the Relationship Between Stories Lived and Stories Told*

Advisors: Professor Kathleen Haspel and Professor Lily Mendoza

TEACHING EXPERIENCE:

Senior Instructor/Instructor, Fall 2014 to Present

University of Colorado at Boulder, Department of Communication

Courses:

- COMM 1210 - Perspectives on Human Communication (Course Supervisor)
- COMM 3000 – Issues in Communication: Relating: Close & Far
- COMM 3420 - Gender and Communication
- COMM 2400 – Discourse, Culture, & Identities
- COMM 3210 - Theories of Human Communication
- COMM 1600 - Group Communication
- COMM 3510 - Family Communication
- COMM 2500 - Interpersonal Communication
- COMM 4510 - Relational Communication (Senior Seminar)
- COMM 4510 - The Dark Side of Close Relationships (Senior Seminar)

Affiliate Faculty, Lead Faculty**, Fall 2003 – Summer 2014*

Regis University, Department of Social Sciences

- Senior Capstone (Lead Faculty, 2012-2014)
- Social Science Research Methods (Lead Faculty, 2012-2014)
- Communication Theory
- Interpersonal Communication
- Intercultural Communication
- Organizational Communication
- Communication Ethics
- Public Speaking
- Leadership Principles
- Interviewing Theory and Practice

*Contract Position, ** Creates and modifies curriculum, maintains curriculum consistency across sections, serves as mentor to other faculty teaching this course, assesses student learning in relation to course outcomes.

Affiliate Faculty, Fall Spring 2011 to Spring 2013

Metropolitan State College of Denver, Speech Communication

Courses:

- Faculty, First Year Success Community of Scholars
- Interpersonal Communication
- Gender and Communication

- Communication Research Methods
- Public Speaking
 - *Received Excellence in Teaching Award 2012-2013 Academic Year*

Adjunct Faculty, Summer 2003 to Winter 2010

The Women's College, University of Denver

Courses:

- Leadership Studies
- Public Speaking
- Organizational Communication
- Digital Narratives / Narrative Analysis
- Gender and Communication
- Relational Communication
- Interviewing Theory and Practice
- Business Communication
- Social Science Research Methods
- Foundations of Academic and Professional Development
- Business Communication
 - *Received Faculty Spirit Award, 2009-10 Academic Year*

Adjunct Faculty, Spring 2010 to 2011

Morgridge College of Education, University of Denver (Graduate Program)

- Design and Facilitation of Developmental Workshops in Student Affairs

Adjunct Faculty, September 2011 to June 2012

University of Denver, Gender and Women's Studies Department

- Digital Storytelling

Adjunct Faculty, Fall 2006

University of Colorado at Denver, Communication Department (Graduate Program)

- Organizational Communication

Graduate Teaching Instructor, Fall 2001 to Spring 2005

University of Denver, School of Communication, Human Communication Studies Program

- Communication in Personal Relationships
- Advanced Presentational Speaking
- Voice and Gender

Graduate Student in Residence, September 2003 to June 2004

University of Denver, Gender and Women's Study Department

Teaching Assistant, September 2001 and March 2004

University of Denver

- Social Science Core -- Understanding Communication

Teaching Assistant, Fall 1999

University of Denver, University College

- Communication and Conflict: Theory and Practice

HIGHER EDUCATION EXPERIENCE:

Director of Student and Community Engagement, October 2008 to December 2010

The Women's College, University of Denver

- Serve as an integral part of the Dean's Leadership Team
- Research, design, and implement student persistence and retention programs
- Track student success and implement interventions as needed
- Provide leadership and management to student services and advising staff
- Oversee student services budget
- Develop strategic partnerships with and outside of the University of Denver
- Develop and implement service learning programs

Project Coordinator – Distance Learning Initiative, April 2008 to December 2010

The Women's College, University of Denver

- Oversee the design and implementation of online and blended courses
- Evaluate the effectiveness of online courses
- Identify, recruit, and train distance learning faculty

Contract Curriculum Design, Summer 2001 to Fall 2014 (Online and Classroom)

Regis University, College for Professional Studies

Courses:

- Research Methods in Communication
- Communication Ethics
- Interpersonal Communication
- Intercultural Communication
- Team Leadership
- Leadership Principles
- Communication Theory

Faculty Advisor, Fall 2001 – Summer 2002

Regis University, School for Professional Studies -- Denver, Colorado

- Met with students to discuss academic and career goals
- Assisted students in selecting and registering for classes to fulfill degree requirements
- Reviewed and evaluated student transcripts; updated student academic records
- Taught Communication and cross-listed Business courses as assigned

Coordinator of Corporate Training and Development, Fall 2000 – Summer 2001

Regis University, School for Professional Studies – Denver, Colorado

- Cultivated and maintained relationships with local businesses providing education benefits to employees
- Reviewed employee transcripts and enrolled them in Regis University
- Served as academic advisor for employees enrolled in education benefit program

Faculty Coordinator – Denver Summer Institute, May 2008 to October 2008

HERS (Higher Education Resource Services)

- Invite and confirm the college and university presidents and senior officers selected for the HERS Denver faculty
- Coach faculty concerning expectations for HERS curriculum and needs of HERS participants
- Consult with faculty to prepare assignments and activities for participants; as requested assist with leading activities

- Develop, design, and facilitate sessions with participants
- Prepare evaluations for each session and report results of participants' responses

SERVICE:

University of Colorado, Boulder, August 2013 to Present

- Member, CMCI Department of Communication Assessment Plan and Reporting, Fall 2021 – Spring 2023
- Member, Merit Committee, Spring 2023
- Member, Search Committee, Communication Instructor and TEDX Faculty Director, Fall 2022
- Faculty Director, CMCI Pathways to Excellence, 2018 – 2022
- Member, Associate Dean's Team for Diversity and Inclusion, 2019 - 2022
- Member, Academic Community and Diversity Committee, 2019 – 2021
- Member, Chairs and Directors Committee, 2019 – 2021
- Member, Legislative Assembly, Western States Communication Association, 2020
- Vice President, ORWAC (Organization for Research on Women and Communication), 2018 - 2019
- Dean's Academic Success Working Group, 2015-2016
- Chair, Grievance Committee, 2016
- Member, Merit Committee, 2014, 2016, 2019
- Member, Faculty Council, 2016 - 2017
- Supervisor, Student Employment Internships, 2016-2020
- Member, Communication Undergraduate Curriculum Taskforce, 2015
- Member, Communication Undergraduate Committee, 2014-2015
- Faculty Advisor, Honor's Thesis
 - Alexis Berusch, 2016
 - Austin Uteda, 2017
 - Sarah Wadsworth, 2018
 - Olivia Cornejo, 2020
- Member, Honor's Thesis Committee
 - Alyssa Stephens, 2018
- Member, Master's Thesis Committee
 - Emma Collins, 2018
- Faculty Advisor, Eta Phi chapter of Lambda Pi Eta, 2015
- Summer Faculty, Pathways to Success Summer Intensive for First-generation College Students
 - Summer 2015, 2016, 2017

The Women's College of the University of Denver, March 2005 to December 2010

- Committee Member, Leadership Studies Minor Proposal
- Chair, Leadership Studies Certificate Committee
- Chair, Dean's Taskforce on Student Success
- Member of the Center for Teaching and Learning Technology Advisory Board
- Member of Student Mental Health Advisory Board
- Member of the Student Services Green Light Initiative
- Member of the Childcare Advisory Board
- Editorial review board for Advancing Women in Leadership Journal

OTHER PROFESSIONAL WORK EXPERIENCE:

Project Director, Youth Development Institute – 2006 - 2008

Colorado Foundation for Families & Children – Denver, Colorado

- Awarded a grant to develop a series of online professional development courses for youth workers in Colorado
- Conducted state-wide needs analyses and focus groups in order to identify content areas
- Designed culturally competent online curriculum
- Developed interactive course delivery format
- Oversaw an annual budget of \$400,000
- Managed subject matter expert and web developer contracts

Project Director, Communities Empowering Youth – 2006 - 2008

Colorado Foundation for Families & Children – Denver, Colorado

- Awarded a grant from the United States Department of Health and Human Services to provide organizational development, program implementation, and evaluation support to Colorado nonprofits serving at-risk youth
- Conducted organizational analyses related to the Organizational Development, Programs/Services, Leadership, Community Outreach, and Evaluation of selected nonprofits
- Worked with organizations to identify needs in key areas and develop strategies to meet organizational goals
- Wrote and presented quarterly and annual grant reports to the U.S. Department of Health and Human Services
- Oversaw an annual budget of \$500,000

Training and Organizational Development Manager, 1998 - 2000

Denver Department of Human Services -- Denver, Colorado

- Performed needs assessments to identify and address training and performance deficiencies
- Designed and implemented a wide range of curriculum/training programs for a staff of 1,200 employees
- Oversaw an annual training and development budget of \$300,000
- Conducted all internal team building exercises, mediations, and interventions
- Served on the Mayor's Taskforce for Diversity
- Managed a staff of 14 training and development professionals

PROFESSIONAL AFFILIATIONS:

- Organization for Research on Women in Communication
- Steering Committee, Women's Collaborative of Colorado
- Editorial Review Board, *Advancing Women in Leadership*
- American Educational Research Association
- Alumna, HERS Institute (Higher Education Resource Services)
- National Communication Association
- Western States Communication Association
- Rocky Mountain Communication Association
- American Society for Training and Development
- Society for Human Resource Management
- Association for Psychological Type (Myers-Briggs)

CURRENT RESEARCH IN PROGRESS:

United States Forest Service, Deep Dive into Wildland Fire Culture

August 2021 - Present

LECTURES AND PRESENTATIONS:

Hickerson, R. *The Assessment Process: From Course Descriptions to Learning Outcomes*. Invited presentation to SANS Technical Institute. January 26, 2018. Bethesda, MD.

Hickerson, R. *Raising Awareness and Removing Barriers: Communication Practices that Foster Inclusion and Engagement*. Invited keynote to the Rockwell Automation On The Move technology and trade expo. May 2, 2017. Denver, CO.

Hickerson, R. *I really shouldn't be here: Notes from the accidental, incidental, compartmental, incremental, supplemental, sentimental, transcendental academic*. Invited presentation to the Academic Management Institute. January 29, 2016, Denver, CO.

Hickerson R. & Tracy, K. *Storied-Arguments and Societal Change: The Case of Legislative Hearings about Marriage Laws*. Paper presented at the annual National Communication Association Conference. November 2013, Washington, DC.

Hickerson, R. *The Impact of Jesuit/Ignatian Pedagogy on Personal Classroom Practice: A look at how educators in Jesuit Universities can develop women and men of competence, conscience, and compassion to promote lifelong learning and service to others*. January 13, 2012. Invited presentation to Ignatian Scholars program at Regis University, Denver, CO.

Hickerson, R. and Burns, K. *Learning Through Digital Storytelling*. January 28, 2011. Invited Presentation to the Partner for Social Change: Innovations in Mutual Planning, Teaching, and Research Conference, Morgridge College of Education, Denver, CO.

Hickerson, R. *First in My Family: Exploring Issues of Access and Equity for First-Generation College Students*. August 5, 2010. Invited Presentation to Higher Education Research Services (HERS) Institute, Denver, CO.

Agans, L. J., & Hickerson, R.L. *Understanding the Interaction of Family/School Ecologies: A Visual Ethnography of Non-traditional Undergraduate Women*. Paper presented at the annual meeting of the American Educational Research Association (AERA), March, 2010. Denver, CO.

Hickerson, R. *We Fixed the Pipeline, So What's the Problem?* Invited presentation to the Academic Management Institute. December 5, 2008, Denver, CO.

Hickerson, R. *Leadership Path and Map: Telling Our Stories*. Invited presentation to Higher Education Resource Services Denver Institute. September 12, 2008, Denver, CO.

Hickerson, R. *Women and Leadership: Trends in Higher Education*. Invited presentation to Higher Education Resource Services Denver Institute. August 3, 2008, Denver, CO.

Hickerson, R. *Life After the PhD: Perspectives from Recent Graduates*. Panel presentation to the annual meeting of the Western States Communication Association. February 16, 2008, Denver, CO.

Hickerson, R. *Effective Focus Groups: Preparing, Conducting, and Analyzing*. Invited presentation to the National Center for School Engagement, Denver, CO. November, 2007.

Hickerson, R. *Dealing with Difficult Employees*. Invited presentation to Youth Biz, Denver, CO. May, 2007.

Hickerson, R. *What Can I Do with a Degree in Communication?* Invited lecture presented to

undergraduate Communication majors at the University of Colorado, Denver, CO. April, 2007.

Hickerson, R. *Preparing for and Conducting Focus Groups: Essential First Steps*. Invited presentation to Project PAVE, Denver, CO. March, 2007.

Hickerson, R. *The Social and Economic Factors of Women Using Their Bodies as Currency: A Feminist Perspective*. Invited lecture presented to Colorado Women's Health Advocacy Coalition, Denver, CO. July, 2006.

Hickerson, R. *Narratives and Representations of Identity: Exploring the Role of Stories Lived and Stories Told*. Invited lecture presented to undergraduate communication students at the University of Colorado at Denver, Denver CO. April 2006.

Hickerson, R. (2005). *Coming Out Narratives: Historical Representations and Self Concept*. Paper accepted to the annual meeting of the Rocky Mountain Communication Association, Colorado Springs, CO. April, 2005.

Hickerson, R. (2005). *Colliding Narratives of Homeless Mothers: Differences Between Stories Lived and Stories Told*. Paper presented at the annual meeting of the Western States Communication Association, San Francisco, CA. February, 2005.

Hickerson, R. *Gendered Advertisements: Representations of Femininity and Masculinity in Popular Magazine Advertisements*. Invited lecture presented to undergraduate communication students at Metropolitan State University, Denver, CO. April 2004.

Hickerson, R. *The Role of Social and Familial Support in the Termination of Long-term Same-sex Relationships*. Invited lecture presented to graduate students at the University of Denver, Denver, CO. June 2003.

SCHOLARSHIPS AND GRANTS:

2016 – Organization for Women and Communication: Awarded a scholarship to attend the 2016 Scholars' Retreat

2011 – Regis University: Awarded Ignatian Scholars grant to study how Ignatian Spirituality can improve teaching and learning in the classroom.

2010 – University of Denver: Awarded a Center for Teaching and Learning Grant to bring 21st century technology into the classroom

2005 – Regis University: Awarded a Dissertation Research Grant to be used for defraying costs related to conducting research for my dissertation.

2001 to 2004 – University of Denver: Awarded Three-Year Graduate Teaching Instructorship from the Department of Human Communication Studies program while I complete my Ph.D. coursework. This includes all tuition expenses and a living stipend.

2002 – University of Denver: Awarded The Helen Small White Scholarship for Human Communication Studies. This is awarded to an outstanding female student studying communication at the University of Denver.

2001 – University of Denver: Awarded the Graduate Dean's Scholarship.

2001 – Regis University: Received a Professional Development Grant for doctoral studies.

VOLUNTEER AND COMMUNITY WORK:

- Turnout2020, Voting Initiative
- Reading Partners Reading Buddy, Centennial Elementary

- Girls Scouts of America
- Saint Mary's Academy
- Colorado Women's Health Advocacy Coalition
- Habitat for Humanity
- The Colorado AIDS Project