

Jody L. S. Jahn, Ph.D.

Department of Communication | University of Colorado | Boulder, CO 80309

EDUCATION

Ph.D. 2012 Organizational Communication, University of California, Santa Barbara
M.A. 2008 Organizational Communication, University of California, Santa Barbara
B.S. 2001 Public Communication, University of Idaho, Moscow, ID
Minor: Natural Resource Management

ACADEMIC AND RESEARCH APPOINTMENTS

2020-present **Associate Professor**, Department of Communication, University of Colorado, Boulder
2013-2020 **Assistant Professor**, Department of Communication, University of Colorado, Boulder
2012-2013 **Principal Investigator**, Research joint venture agreement between University of California, Santa Barbara and Rocky Mountain Research Station
2010-2012 **Co-Principal Investigator**, United States Joint Fire Science Program grant
2006-2012 **Teaching Assistant**, Department of Communication, University of California, Santa Barbara

Areas of Interest

- My research focuses on teamwork, leadership, and safety policy and risk communication in federal wildland firefighting operations. This work considers that communicative action constitutes organizational realities (i.e., *communication constitutes organization*), and contributes to theorizing on *high reliability organizations*, which regularly manage emergencies, ambiguity, complexity, and danger.
- Research methodology: qualitative, quantitative, and mixed methods
- <http://orcid.org/0000-0001-6158-0959>

PUBLICATIONS

Peer-Reviewed Articles

- Stephens, K. K., Jahn, J. L. S., Fox, S., Charoensap-Kelly, P., Mitra, R., Sutton, J., Waters, E. D., Xie, B., & Meisenbach, R. J. (2020). Collective sensemaking around COVID-19: Experiences, concerns, and agendas for our rapidly changing organizational lives, *Management Communication Quarterly*. <https://doi.org/10.1177%2F0893318920934890>
- Rice, R. M., & Jahn, J. L. S. (2020). Disaster resilience as communication practice: Remembering and forgetting lessons from past disasters through practices that prepare for the next one. *Journal of Applied Communication Research*, 48(1), 136-155. <https://doi.org/10.1080/00909882.2019.1704830>

- Jahn, J. L. S., White, M. W., & Brenkert-Smith, H. B. P. (2020). My place or yours? Using spatial frames to understand the role of place in forest management conflicts. *Society and Natural Resources*, 33(3), 329-346. <http://dx.doi.org/10.1080/08941920.2019.1709003>
*Impact factor: 1.95 (2018)
- Brenkert-Smith, H. B. P., Jahn, J. L. S., Vance, E. A., & Ahumada, J. I. (2020). Resistance and representation in a wildland-urban interface fuels treatment conflict: The case of the Forsythe II project in the Arapaho-Roosevelt National Forest. *Fire*, 3(2), 1-18.
<https://doi.org/10.3390/fire3010002>
- Jahn, J. L. S. (2019). Voice enactment: Linking voice with experience in high reliability organizing. *Journal of Applied Communication Research*, 47(3), 283-302.
<https://doi.org/10.1080/00909882.2019.1613555>
- Jahn, J. L. S. (2019). Shifting the safety rules paradigm: Introducing Doctrine to US wildland firefighting operations. *Safety Science*, 115, 237-246.
<https://doi.org/10.1016/j.ssci.2019.02.002>
*Impact factor: 3.62 (2018)
- Jahn, J. L. S. (2018). Genre as textual agency: Using communicative relationality to theorize the agential-performative relationship between human and generic text. *Communication Monographs*, 85(4), 515-538. <http://doi.org/10.1080/03637751.2018.1481986>
- Jahn, J. L. S., & Johansson, C. (2018). The communicative constitution of adaptive capacity during Sweden's Västmanland wildfire. *Corporate Communications: An International Journal*, 23(2), 162-179. <http://doi.org/10.1108/CCIJ-04-2017-0031>
*2019 Literati Award for "Highly Commended Paper," (*Corporate Communications Top 3 Article of the Year*) Emerald Publishing
*Lead Article for Special Issue on Resilience and High Reliability
- Jahn, J. L. S., & Black, A. E. (2017). A model of communicative and hierarchical foundations of high reliability organizing. *Management Communication Quarterly*, 31(3), 356-379.
<http://doi.org/10.1177/0893318917691358>
*2017 *MCQ* Article of the Year
- Jahn, J. L. S. (2016). Adapting safety rules in a high reliability context: How wildland firefighting workgroups ventriloquize safety rules to understand hazards. *Management Communication Quarterly*, 30(3), 362-389. <http://doi.org/10.1177/0893318915623638>
*2016 *MCQ* Top 4 Article of the Year
*2018 Provost Faculty Achievement Award, University of Colorado Boulder
- Hamrin, S., Johansson, C., & Jahn, J. L. S. (2016). Communicative leadership: Communicative activities that foster agency in Swedish business organizations. *Corporate Communications: An International Journal*, 21(2), 213-229. <http://doi.org/10.1108/CCIJ-05-2015-0025>
- Jahn, J. L. S., & Myers, K. K. (2015). "When will I use this?" How math and science classes communicate impressions of STEM careers: Implications for vocational anticipatory

socialization, *Communication Studies*, 66(2), 218-237.
<http://doi.org/10.1080/10510974.2014.990047>

Jahn, J. L. S., & Myers, K. K. (2014). Vocational anticipatory socialization of adolescents: Messages, sources, and interpretive frameworks that influence interest in STEM careers. *Journal of Applied Communication Research*, 42(1), 85-106.
<http://doi.org/10.1080/00909882.2013.874568>

Myers, K. K., Jahn, J. L. S., Gailliard, B., Stoltzfus, K. (2011). Vocational anticipatory socialization (VAS): A communicative model of adolescents' interests in STEM. *Management Communication Quarterly*, 25(1), 87-120.
<http://doi.org/10.1177/0893318910377068>

Invited Chapters in Edited Volumes

Jahn, J. L. S., & Myers, K. K. (In Press). Mixed research approaches to qualitative organizational communication research. In B. H. J. M. Brummans, B. C. Taylor, & A. Sivunen (Eds.) *SAGE Handbook of qualitative methods in organizational communication*. SAGE Publications.

Jahn, J. L. S. & Khedekar, D. (In Press). Team process. In M. S. Poole & V. Miller (Eds.) *Handbook of organizational communication theory and research*. De Gruyter Publishing.

Jahn, J. L. S. (2022). High reliability reflexivity. In K. N. Engemann, C. W. Scott, & K. J. Engemann (Eds.) *Organizational risk management*. De Gruyter Publishing.

Jahn, J. L. S., & Rice, R. (2022). Contingency organizing: Rethinking high reliability organization theorizing from an agential realist orientation. In T. Kuhn, N. Bencherki, & J. Basque (Eds.) *Handbook of the communicative constitution of organizations*. Routledge Press.

Fox, S. & Jahn, J. L. S. (2022). The theoretical hitchhiker's guide to coordinated action and its communicative constitution. In T. Kuhn, N. Bencherki, & J. Basque (Eds.) *Handbook of the communicative constitution of organizations*. Routledge Press.

Jahn, J. L. S. (2021). High reliability organizations: Communicating and managing weak signals (invited chapter in edited volume). In F. Cooren and P. Stucheli-Herlach (Eds.) *Handbook of management communication*. De Gruyter Publishing.

Jahn, J. L. S. (2019). This is getting bad: Embodied sensemaking about hazards when business-as-usual turns into an emergency. In K. K. Stephens (Ed.) *New media in times of crisis*. (1st Ed., pp. 42-60). New York, NY: Routledge. <https://doi.org/10.4324/9780203703632>

Jahn, J. L. S., Myers, K. K., & Putnam, L. L. (2018). Metaphors of communication in high reliability organizations. In R. Ramanujam & K. Roberts (Eds.), *Organizing for reliability: A guide for research and practice*. (pp. 169-193). Palo Alto, CA: Stanford University Press.

Jahn, J. L. S. (2017). Doing applied organizational communication research: Bridging a gap between our and managers' understandings of organization and communication. In P. Salem and E. Timmerman (Eds.) *Transformative practices and research in organizational communication* (pp. 221-234). Hershey, PA: IGI Global.

Putnam, L.L., Jahn, J. L. S., & Baker, J. S. (2010). Intersecting difference: A dialectical perspective. In D. K. Mumby (Ed.), *Organizing differences: Research, pedagogy, and practice* (pp. 31-54). Los Angeles, CA: SAGE.

Seibold, D. R., Kang, P., Gailliard, B. M., & Jahn, J. L. S. (2009). Communication that damages teamwork: The dark side of teams. In P. Lutgen-Sandvik & B. Davenport-Sypher (Eds.). *The destructive side of organizational communication: Processes, consequences and constructive ways of organizing* (pp. 267-289). Mahwah, NJ: Routledge/Lawrence Erlbaum Associates.

Encyclopedia Entries

Jahn, J. L. S. (2016). High reliability organizations. *International Encyclopedia of Organizational Communication*.

Technical Reports

Flores, D., Fox, R., Iverson, J. O., Venette, S. J., Conley, C., **Jahn, J. L. S.**, & Hair, E. (2022). Pivoting during the pandemic: How COVID-19 and the 2020 wildland fire year created a novel learning opportunity for the USDA Forest Service wildland fire management. General Technical Report, Rocky Mountain Research Station. <https://doi.org/10.2737/RMRS-GTR-431>.

Jahn, J. L. S., & Brenkert-Smith, H. B. P. (2019). Defining “resilient landscapes” from multiple stakeholder perspectives in a wildland urban interface (WUI) area. Final Report for funded project #: 16-3-01-37. United States Joint Fire Science Program.

Brenkert-Smith, H. B. P., Jahn, J. L. S., & Ahumada, J. I. (2018). Defining “resilient landscapes” from multiple stakeholder perspectives in a wildland urban interface (WUI) area, survey dataset and summary, funded project #: 16-3-01-37. United States Joint Fire Science Program.

Jahn, J. L. S. (2013). The communicative construction of safety in wildland firefighting. Executive summary for funded project #: 10-3-01-4. United States Joint Fire Science Program.

Jahn, J. L. S. (2013). High reliability organizing and wildland firefighting workgroups. White paper for US Forest Service Rocky Mountain Research Station.

Engaged Scholarship

2022

Invited Subject Matter Expert, US Forest Service and Oklahoma State

Department of Forestry review of a wildfire entrapment fatality case involving rural volunteer fire departments, March 2022.

2022 Invited Subject Matter Expert, US Forest Service review of an escaped prescribed fire on the Bienville Ranger District, Jackson, MS, February 2022.

2021 Invited Subject Matter Expert, US Forest Service and Los Angeles County Fire Department review of the Route Fire burn injury case involving two firefighters from both agencies in September 2021.

2021 Invited Subject Matter Expert, US Forest Service learning review (i.e., investigation) into the Dolan Fire burnover entrapment involving 15 firefighters (all survivors) along the Big Sur coast of California in September 2020.

2019 Invited Subject Matter Expert, *Thinking ahead about disaster preparedness by reflecting on past experiences*. Citizen Fire Academy, Boulder Fire Rescue, Boulder, CO. May 2019.

2013 Invited Subject Matter Expert, *Reframing high reliability practices for adoption at the workgroup level*, High Reliability Workshop. Bureau of Land Management, Boise, ID. March 2013.

2012 Invited Subject Matter Expert, *Interviewing techniques that capture crew culture and sensemaking*. Facilitated Learning Analysis Workshop. National Advanced Fire and Resource Institute, Tucson, AZ. March 2012.

2008 Co-Facilitator, crisis negotiation training with Linda Putnam and Howard Giles for Santa Barbara Police Department's SWAT and Crisis Negotiation Response Teams (CNRT).

GRANTS AND FUNDED RESEARCH

External Funding Received

2021- present \$178,000, Principal Investigator, research joint venture agreement. United States Department of Agriculture, Work Environment & Performance Office. Title: *Deep Dive on Sexual Harassment and Discrimination in Wildland Fire*.

2016-2019 \$346,000, Principal Investigator, research grant. United States Department of the Interior, Joint Fire Science Program. Title: *Defining "resilient landscapes" from multiple stakeholder perspectives in a wildland-urban interface (WUI) area*. In collaboration with Institute for Behavioral Science researcher Hannah Brenkert-Smith (Environmental Sociology).

2012-2013 \$55,000, PI, Research joint venture, United States Forest Service (USFS), Rocky Mountain Research Station in cooperation with UCSB.

2010-2012 \$116,000, Co-PI, research grant, United States Department of the Interior, Joint

Fire Science Program. Title: *The communicative construction of safety in wildland firefighting*. In cooperation with Anne Black (US Forest Service Rocky Mountain Research Station).

Internal Funding Received (Competitive)

2020	\$900, CU Libraries Open Access Fund (to publish open access article)
2019	\$2100, CU Office of Outreach & Engagement, Community Impact Grant
2018	\$1000, Provost Faculty Achievement Award
2018	\$1700, CU Office of Outreach & Engagement, Center for Sustainable Landscapes and Communities workshop funding
2016	\$5000, Course development grant, awarded by University of Colorado committee to develop an undergraduate interdisciplinary Space Minor

AWARDS RECEIVED

2019	Literati Award (Jahn & Johansson, 2018) for a “Highly Commended Paper” from Emerald Publishing. This award went to the top 3 papers published in 2018 in the journal <i>Corporate Communications: An International Journal</i> .
2018	Provost’s Faculty Achievement Award, University of Colorado Boulder, \$1000.
2018	Article of the Year (Jahn & Black, 2017), <i>Management Communication Quarterly</i> .
2017	Top 4 Article of the Year (Jahn, 2016), <i>Management Communication Quarterly</i> .
2017	Top 4 paper, International Communication Association, Organizational Communication Division.
2016	Top 4 paper, National Communication Association, Organizational Communication Division.
2013	Recipient, W. Charles Redding Dissertation Award, presented by the Organizational Communication Division of the International Communication Association, London, UK. \$250.
2012	Recipient, Lancaster Dissertation Award for the Social Sciences. UCSB presents this award once every two years to one dissertation out of all social science disciplines, \$1000.
2010	Top paper, International Communication Association, Organizational Communication Division (with L. Putnam and J. Baker)
2008	Top student paper, International Communication Association, Organizational

Communication division

- 2008 Travel grant for Top student paper, International Communication Association, Organizational Communication Division
- 2006 Recipient, National Science Foundation Antarctic Service Medal, for logistical support activities at McMurdo Station
- 2006 Recipient, United States Air Force Operation Deep Freeze, Antarctic Civilian Superior Performance Award. This award honored four civilians and two military personnel for our effective response to a potentially disastrous fuel spill caused by an aircraft malfunction on Antarctica's Ross Ice Shelf in January 2006.
- 2004 Recipient, National Science Foundation Antarctic Service Medal, for logistical support activities at South Pole Station

CONFERENCE PAPERS

- Jahn, J. L. S., & Ahumada, J. I. (2019). Choosing between community survival and protecting the scenery: Framing the role of place attachment in an intractable conflict over a community wildfire prevention project. Paper to be presented to the Organizational Communication division of the National Communication Association, Baltimore, MD.
- Jahn, J. L. S., & Rice, R. (July, 2019). Contingency organizing: Rethinking high reliability organization theorizing from an agential realist orientation. Paper presented to Sub-Theme 5: Organization as Communication: Exploring the Communicative Incarnation of Organization, European Group for Organization Studies, Edinburgh, UK.
- Jahn, J. L. S., & Rice, R. (November, 2018). Contingency organizing: Rethinking high reliability organization theorizing from an agential realist orientation. Paper presented to the Organizational Communication Division of the National Communication Association, Salt Lake City, UT.
- Jahn, J. L. S., & Leslie, K. (May 2018). Tangled action nets: community voices collide over localized climate action. Paper presented to the Organizational Communication Division of the International Communication Association, Prague, CZ.
- Jahn, J. L. S. (May 2017). Team safety communication: Confronting production pressure in a high reliability organization – A mixed methods study. Paper presented to the Organizational Communication Division of the International Communication Association. San Diego, CA. **Top 4 Paper, Organizational Communication Division.**
- Jahn, J. L. S. (November 2016). A model of the communicative and hierarchical foundations of high reliability organizing. Paper presented to the Organizational Communication Division of the National Communication Association. Philadelphia, PA. **Top 4 Paper, Organizational Communication Division.**
- Barbour, J., & Jahn, J. L. S. (November 2016). Preparation and volunteering after disaster: How

does the remembering of disaster enable and constrain community preparedness? Paper presented to the Organizational Communication Division of the National Communication Association. Philadelphia, PA.

- Jahn, J. L. S. (November 2016). Research in high reliability organizations: Opportunities, challenges, and future directions. Panel presentation to the Organizational Communication Division of the National Communication Association, Philadelphia, PA.
- Jahn, J. L. S. (June 2016). Mixed methods research in organizational communication: Challenges and opportunities. Paper presented to the Organizational Communication Division of the International Communication Association. Fukuoka, Japan.
- Jahn, J. L. S. (February 2016). Doing applied organizational communication research: Bridging a gap between our and managers' understandings of organization and communication. Paper presented to the Applied Communication stream of the Organizational Communication Traditions, Transitions, and Transformations Conference. Austin, TX.
- Jahn, J. L. S. (November 2015). Honoring the contributions of Linda Putnam as a mentor. Presented to the Organizational Communication Division of the National Communication Association. Las Vegas, NV.
- Jahn, J. L. S. (July 2015). Materializing disasters: Configuring disaster spaces and responses through talk. Paper presented to Sub-Theme 16: Organizations as Communication—The Performative Power of Talk, European Group for Organization Studies, Athens, Greece.
- Jahn, J. L. S. & Putnam, L. L. (November 2014). Wildland firefighter doctrine and its contradictions: A new era of risk management. Paper presented to the Organizational Communication Division of the National Communication Association. Chicago, IL.
- Jahn, J. L. S. & Gailliard, B. M. (November 2014). What am I going to do with my life? Millennials and the career choice process. Paper presented to the Organizational Communication Division of the National Communication Association. Chicago, IL.
- Jahn, J. L. S. (May 2014). Battling the enemy: The militarization metaphor in wildland firefighting discourse. Paper presented to the Organizational Communication Division (research escalator session) of International Communication Association. Seattle, WA.
- Putnam, L. L. & Jahn, J. L. S. (December 2013). Paradoxical processes in wildland firefighting: A discourse analysis of fighting fire aggressively but providing for safety first. Paper presented to the University of Melbourne Risk and Discourse Workshop, Melbourne, Australia.
- Jahn, J. L. S. (July 2013) Communicating for high reliability: How wildland firefighting workgroups use safety rules. Paper presented to Sub-Theme 42: The Communicative Constitution of Organizations – Organizations as Precarious Accomplishments, European Group for Organization Studies, Montreal, QC.
- Jahn, J. L. S. (June 2013) Communicating for high reliability: How wildland firefighting

- workgroups use safety rules. Paper presented to the Organizational Communication Division of the International Communication Association, London, UK.
- Hamrin, S., Johansson, C., & Jahn, J. L. S. (June 2013). Communicative leadership: A co-constructed concept in two Swedish business organizations. Paper presented to the Organizational Communication Division of the International Communication Association, London, UK.
- Jahn, J. L. S. (April 2012). Communication and high reliability: How the crew environment facilitates or inhibits wildland firefighter learning. Paper presented to the International Association of Wildland Fire, Seattle, WA.
- Jahn, J. L. S. (April 2011). Learning by doing: Wildland firefighters' stories about their pivotal fireline learning experiences. Paper presented to the International Association of Wildland Fire, Missoula, MT.
- Jahn, J. L. S. (November 2010). Social bodies: Bringing materiality into theorizing about high reliability organizations. Paper presented to the Organizational Communication Division of the National Communication Association, San Francisco, CA.
- Jahn, J. L. S., & Myers, K. K. (November 2010). Vocational anticipatory socialization (VAS) and STEM: Communication and adolescents' frameworks. Paper presented to the Organizational Communication Division of the National Communication Association, San Francisco, CA.
- Putnam, L.L., Jahn, J. L. S., & Baker, J. S. (August 2010). Intersecting difference: A dialectical perspective. Paper presented to the Gender and Diversity Workshop of the Academy of Management Conference, Montréal, QC.
- Putnam, L.L., Jahn, J. L. S., & Baker, J. S. (June 2010). Intersecting difference: A dialectical perspective. Paper presented to the Organizational Communication Division of the International Communication Association, Singapore. **Top Paper, Organizational Communication Division.**
- Jahn, J. L. S. (May 2010). Materiality and wildland firefighting: A mixed methods approach. Paper presented to the 2nd Human Dimensions of Wildland Fire Conference, International Association of Wildland Fire, San Antonio, TX.
- Jahn, J. L. S. (April 2010). Media depicted roles in STEM as inducers of occupational choice. Paper presented to the Children, Youth and Young Adults Division of the Broadcast Education Association, Las Vegas, NV.
- Jahn, J. L. S. (October 2009). The communicative construction of hazards in wildland firefighting. Paper presented to the Organizational Communication Mini-Conference, Northwestern University, Evanston, IL.
- Jahn, J. L. S. (May 2009). Vocational anticipatory socialization (VAS): The role of schemas in generating adolescent interest in math and science careers. Paper presented to the

Organizational Communication Division of the International Communication Association, Chicago, IL. **Top Student Paper, Organizational Communication Division.**

Myers, K. K., Jahn, J. L. S., Gailliard, B. M., Stoltzfus, K. (May 2009). Vocational anticipatory socialization (VAS) and science and math: A model of academic and career interests. Paper presented to the Organizational Communication Division of the International Communication Association, Chicago, IL.

Jahn, J. L. S. (February 2009). Safety culture: At the intersection of individual agency and organizational control. Paper presented to the Organizational Communication Division of the Western States Communication Association, Phoenix, AZ.

Myers, K. K., Stoltzfus, K., Gailliard, B., & Jahn, J. L. S. (November 2008). Exploring girls' and women's propensity to study and enter careers in STEM disciplines: Vocational anticipatory socialization and communication research opportunities. Paper presented to the Organizational Communication Division of the National Communication Association, San Diego, CA.

Seibold, D. R., Kang, P., Gailliard, B. M., & Jahn, J. L. S. (May 2008). Communication that damages teamwork: The dark side of teams. Paper presented to the Organizational Communication Division of International Communication Association, Montreal, QC.

TEACHING

University of Colorado, Boulder, Department of Communication (2013-Present)

Undergraduate Courses Directed (Instructor of Record)

COMM 1600: Group Interaction (large lecture, 160 students)

COMM 3740: Qualitative Research Methods

COMM 3750: Quantitative Research Methods

COMM 3620: Advanced Teamwork and Collaboration (developed for CU's interdisciplinary Space Minor)

COMM 4600: Senior Seminar: Organizational Socialization

COMM 4600: Senior Seminar: Communication & Extreme Teams

Graduate Courses Directed (Instructor of Record)

COMM 5210: Readings in Communication Theory

COMM 5620: Readings in Organizational Communication

Students Directed

Ph. D. Juan Ahumada (anticipated Fall 2022)

M.A. Marti White (2017); Catherine Reed (2016)

B.A. Honors theses: Alyssa Stanbery (2017); Sarah Gilchriese Neitzel (2015)

Student Committees

Ph.D. Dissertation

Tajshen Campbell, Dana Marshall, Sarah Chorley, Rebecca Rice

Ph.D. Comprehensive Exams

Tajshen Campbell, Sarah Chorley, Katherine Peters, Nicolas Burk, Rebecca Rice,
Dana Marshall

M.A. Thesis/Comprehensive Exams

Emma Collins, Arielle Klein, Cecilia Coetsee, Hannah Drain, Sara Stapleton,
Alex Winton

B.A. Honor's Thesis

Mikaila Wahl (ENVS)

University of California, Santa Barbara, Department of Communication (2006-2012)

Courses assisted (Teaching Assistant)

COMM 1: Introduction to Communication

COMM 87: Introduction to Statistics

COMM 88: Research Methods in Communication

COMM 126: Gender and Communication

COMM 131: Communication and Globalization

COMM 149: Organizational Culture

COMM 150: Group Communication

COMM 152: Advanced Organizational Communication

COMM 162: Peace and Communication

Research assistance

2009 Research Assistant, Dr. Linda Putnam (UCSB) and Dr. Deborah Kolb
(Simmons College)

2008 Research Assistant, Dr. Karen Myers (UCSB)

Guest Lectures and Invited Colloquia

2018 *Staying safe or staying the same: Community voices negotiating climate change and wildfire prevention.* Invited talk presented at Midsweden University, Sundsvall, Sweden

2017 *Making slow sense of climate change.* Invited Pecha Kucha talk presented at Midsweden University, Sundsvall, Sweden.

2017 *Making slow sense of climate change.* Invited talk presented to the Department of Communication, University of Texas at Austin. (April 21, 2017)

2016 *Grant writing for the impatient reviewer.* Invited talk presented to the Department of Communication, Midsweden University, Sundsvall, Sweden.

2014 *War and frontier individualism metaphors in wildland firefighting safety documents.* Invited talk presented at the College of Media, Communication and Information Homecoming Event.

- 2013 *Communicating for high reliability: How wildland firefighting workgroups use safety rules.* Presented at Department of Communication Colloquium, Midsweden University, Sundsvall, Sweden.
- 2013 *Communicating for high reliability: How wildland firefighting workgroups use safety rules.* Presented to Department of Communication, Arizona State University, Tempe, AZ.
- 2013 *Communicating for high reliability: How wildland firefighting workgroups use safety rules.* Presented to Department of Communication, Portland State University, Portland, OR.
- 2013 *Communicating for high reliability: How wildland firefighting workgroups use safety rules.* Presented to Department of Communication, University of Colorado Boulder, Boulder, CO.
- 2013 *Communicating for high reliability: How wildland firefighting workgroups use safety rules.* Presented to Department of Communication, Université de Montréal, Montréal, QC, Canada.
- 2012 *Safety rules and wildland firefighting culture.* Presented in Communication 149: Organizational Culture. University of California, Santa Barbara.
- 2010 *Turning points in organizational socialization.* Presented in Communication 152: Advanced Organizational Communication. University of California, Santa Barbara.
- 2010 *Socialization toward blue collar work.* Presented in Communication 152: Advanced Organizational Communication. University of California, Santa Barbara.
- 2009 *Vocational anticipatory socialization (VAS): The role of schemas in generating adolescent interest in math and science careers.* Presented at Communication Department Colloquium, University of California, Santa Barbara.
- 2008 *What I wish I knew my first year.* Invited panel participant for Teaching Assistant Orientation, University of California, Santa Barbara.
- 2007 Invited panel participant for Graduate School Panel presented by Lambda Pi Eta. University of California, Santa Barbara.

SERVICE

Service to the Discipline

Peer Review: Editorial Boards

2014-Present	<i>Western Journal of Communication</i>
2018-Present	<i>Management Learning</i>

Journal Ad Hoc Peer Review

Communication Monographs

Ecology & Society

Fire

Human Communication Research

International Journal of Wildland Fire

Journal of Applied Communication Research

Journal of Communication

Management Communication Quarterly

Management Learning

Safety Science

Southern Communication Journal

Western Journal of Communication

Conference Peer Review

International Communication Association, Organizational Communication Division

National Communication Association, Organizational Communication Division

Grant Proposal Review

2015 U.S. Joint Fire Science Program – Review of Proposals

College & Campus Service

2017-present Board member, Center for Sustainable Landscapes and Communities (ENVS)
2019-2020 CMCU Undergraduate Curriculum Committee, Chair
2019 Provost's Faculty Achievement Award selection committee
2015 Search committee member for Director of Natural Hazards Center
2015 Advertising, Public Relations, and Design (APRD) search committee member

Department Service

University of Colorado, Boulder – Department of Communication

2016-2020 Course director, COMM 1600 Group Interaction (160 students, 3 TAs)
2016-2018 Colloquium Coordinator
2016-2020 Executive Committee member
2016 Merit Committee member
2015-2016 Coordinator, Organizational Communication Research Lunch
2015-2016 Course director for COMM 2600 Organizational Communication
2015, 2016, 2018 Graduate Admissions Committee
2014; 2019 Graduate Program Committee, Department of Communication
2013-2015 Course director for COMM 3740 Qualitative Research Methods

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

International Communication Association | European Group for Organization Studies
National Communication Association | International Association of Wildland Fire