

Eric D. Waters

Marquette University

The Diederich College of Communication • Department of Communication Studies
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RESEARCH INTERESTS

- The interdependent relationship between information and communication technologies (ICTs) and regulatory structures in organizations
- The interactions between entrepreneurs/small business owners and their stakeholders while seeking organizational growth

EDUCATIONAL BACKGROUND

- Ph.D. University of Texas at Austin - Austin, TX
Moody College of Communication
Organizational Communication and Technology, May 2016
Dissertation: The language of legitimacy: The role of institutionalism in entrepreneurial communication
Advisor/Committee Chair: Keri Stephens
Committee: Diane Bailey, Joshua Barbour, Sirkka Jarvenpaa, Jeffrey Treem
- M.B.A. University of Texas at Arlington - Arlington, TX
College of Business Administration
Management, December 2004
- B.B.A. Western Michigan University – Kalamazoo, MI
Haworth College of Business
Marketing, December 1998

PUBLICATIONS

Journal Articles

- Waters, E. D. (under review) *Put your money where my mouth is: Entrepreneurial legitimization conversations and charm offensives*. Manuscript under review.
- Waters, E. D. (under review) *Success stories: Narrative and sensemaking in entrepreneurship research*. Manuscript under review.
- Waters, E. D. (under review) *Statistical significance or lived entrepreneurial experience? Making the case for qualitative studies in entrepreneurship*. Manuscript under review.

Conference Proceedings

Stephens, K. K., Cruz, I., Waters, E. D., Zhu, Y. (2017) Meetings as persistent conversations that use ICTs and face-to-face to build social capital. *Proceedings of the 50th Annual Hawaii International Conference on System Sciences (HICSS 2017)*. Waikoloa, HI, January 4-7. (10 pages).

Book Chapters

- Waters, E. D. (2018). A homeboy in the high north: Seeking and finding Black culture in Norway. In J. Sørnes, L. Browning & F. Fjellidal-Soelberg (Eds.) *High north stories in a time of transition: Gutsy narratives and wild observations*. New York, NY: Routledge.
- Stephens, K. K., & Waters, E. D. (2015). How and why technology matters in consulting & coaching interventions. In J. H. Waldeck & D. R. Seibold (Eds.) *Consulting that matters: A handbook for scholars and practitioners* (pp. 239-256). New York, NY: Peter Lang.
- Waters, E. D. (Ed.) (2014) Technologically mediated communication. In J. Ford, K. Stimpson, & J. A. Daly (Eds.), *Professional communication skills*, (7th ed.) (pp. 165-183). Boston, MA: Pearson.
- Stephens, K. K., Waters, E. D. & Sinclair, C. (2014). Media management: The integration of HR, technology, and people. In M. E. Gordon, & V. D. Miller (Eds.) *Meeting the challenge of human resource management: A communication perspective* (pp. 215-226). New York, NY: Routledge.

CONFERENCE PRESENTATIONS

Papers

- Waters, E.D. (2018, November). *Learning lessons of legitimacy: Socializing entrepreneurs into organizational fields*. Paper to be presented at the National Communication Association Conference, Salt Lake City, UT.
- Waters, E. D. (2017, November). *Fake it 'til you make it: Unpacking the entrepreneurial legitimization charm offensive*. Paper presented at the National Communication Association Conference, Dallas, TX.
- Waters, E. D. (2017, November). *Put your money where my mouth is: The relevance of entrepreneurial legitimization conversations*. Paper presented at the National Communication Association Conference, Dallas, TX.
- Waters, E. D. (2015, November). *Success stories: Embracing the opportunities of narrative and sensemaking in entrepreneurship research*. Paper presented at the National Communication Association Conference, Las Vegas, NV.
- Stephens, K. K., Cruz, I. & Waters, E. D. (2015, November) *What happens between meetings? Using ICTs and face-to-face communication to continue the meeting conversation and build social capital*. Paper presented at the National Communication Association Conference, Las Vegas, NV.
- Waters, E. D. (2015, October). *Shh!! We're coworking! Genres of communication in coworking practice*. Paper presented at the Organizational Communication Mini-Conference, East Lansing, MI.

- Waters, E. D. (2015, April). *Statistical significance or lived entrepreneurial experience? Making the case for qualitative studies in entrepreneurship*. Paper presented at the Eastern Communication Association Conference, Philadelphia, PA.
- Waters, E. D. (2014, November). *Social capital buys institutional legitimacy: A way forward in the study of entrepreneurship*. Paper presented at the National Communication Association Conference, Chicago, IL.
- Frei, S. S., Waters, E. D., & Ghobrial, B.G. (2014, November) *The influence of communication technologies on motivation for training*. Paper presented at the National Communication Association Conference, Chicago, IL. (Top Paper Award)
- Waters, E. D. (2014, May). *Status update: Exploring social media policy construction in Norwegian organizations*. Paper presented at the International Communication Association Conference, Seattle, WA.
- Waters, E. D. (2013, November). *Multicommunicative socialization: Exploring the connections between social influences that encourage multicommunicating in organizations and social capital*. Paper presented at the National Communication Association Conference, Washington, DC.
- Waters, E. D. (2013, October). *Exploring the effects of social influence on successive or sequential information communication technology usage for mobile workers*. Paper presented at InfoSocial 2013: Bridging Media, Technology and Social Science, Evanston, IL.
- Waters, E. D. (2013, October). *Making all the rules: Examining social structures, contradictions and policy creation*. Paper presented at the Organizational Communication Mini-Conference, Urbana-Champaign, IL.

Panels

- Waters, E. D. (2018, November). *Playing with Theory Outside the Academy: Consulting and Translating Communication Research for Organizations*. Pre-conference to be presented at the National Communication Association Conference, Salt Lake City, UT.
- Waters, E. D. (2014, November). *Meeting the Needs of Human Resource Management: A Communication Perspective*. Panel presented at the National Communication Association Conference, Chicago, IL.
- Waters, E. D. (2012, November). *Are You Really My Professor? Celebrating Diversity of Professors in Academic COMMunities*. Panel presented at the National Communication Association Conference, Orlando, FL.

INVITED LECTURES/TRAINING/PANELS

- Invited Panelist, “I Felt Used,” – African Americans in Times of War: Lightning Talks presented by Marquette Faculty and Staff, Marquette University, February 21, 2018
- Invited Lecturer, “Effective Leadership” – *COMM 4600 – Media Management*, Marquette University, October 24, 2017

- Invited Trainer, “The Art and Science of Corporate Communication for Growth” – SPARC, Scale Up Milwaukee, October 4, 2017
- Invited Lecturer, “Effective Leadership” – *COMM 4600 – Media Management*, Marquette University, April 25, 2017
- Invited Trainer, “Perfecting the Pitch” – 2017 Wisconsin Business Opportunity Fair, North Central Minority Supplier Development Council, March 9, 2017
- Invited Panelist, “University Trends in Preparing Communication Professionals” – 2016 Corporate Communication Summit, Marquette University, April 22, 2016
- Invited Lecturer, “Five Steps on the Path to PhD in Communication” – *COM 561 – Human Communication Theory*, North Carolina State University, November 6, 2014
- Invited Lecturer, “How to Stand Out: Tips on Creating and Exploiting Job Opportunities” presented to Phi Chi Theta, Delta Mu Chapter, University of Texas at Austin, October 28, 2014
- Invited Panelist, “Pursuing Graduate Education,” at Huston-Tillotson University, October 8, 2014
- Invited Lecturer, “Resumes: The 15 Second Theory” presented to the International Affairs Society, University of Texas at Austin, March 6, 2013
- Guest Lecturer, “Resumes & Cover Letters” – *CMS 370K – Communication Studies Internship*, University of Texas at Austin, September 14, 2011

CONSULTANCIES

- 2014 – 2016 **Communication Coach**
University of Texas at Austin, McCombs School of Business
MBA+ Leadership Program
- 2014 **Presentation Skills Coach**
University of Texas at Austin, McCombs School of Business
Texas Evening MBA Intensives

SCHOLARLY AWARDS

Grants, Fellowships, & Sponsored Research

- 2018 **Research sponsored by zizzl, a payroll and benefits company.** *Core competencies or cultural development? Investigating how small businesses reallocate resources freed by outsourcing payroll and employee benefit administration.* (\$37,897)
- 2017 **Marquette University Faculty Development Award.** Internal funding to provide travel support for presenting research. (\$499)

- 2017 **Marquette University Regular Research Grant.** *An ounce of prevention: Assessing stakeholder collaboration in cyberbullying abatement.* (\$5881)
- 2017 **Marquette University Summer Faculty Fellowship.** Competitive funding intended to provide financial support for six continuous weeks of research activity. (\$5500)
- 2015 **UT Organizational Communication and Technology (OCT) Group Dissertation Fellowship.** Selective funding awarded by OCT faculty at the University of Texas to support graduate students in the completion of their dissertation research. (\$30,000)
- 2015 **National Science Foundation, Science of Science and Innovation Policy Doctoral Dissertation Research Improvement Grant.** *Demystifying the sustenance of technologically-innovative start-up ventures.* Not funded.
- 2015 **UT Communication Studies Graduate Council Conference Presentation Grant.** Selective funding awarded by the UT Communication Studies Graduate Council to graduate students to help defray costs of attending an upcoming conference. (\$125)
- 2014 **UT Graduate School Continuing Fellowship.** Selective funding awarded to graduate students for exemplary research, teaching, and service. (\$2000)
- 2014 **UT Graduate Student Assembly (GSA) Travel Grant.** Competitive funding awarded by the GSA to support seven UT graduate students' travel to academic conferences. (\$300)
- 2013 **NCA Caucus Student Travel Grant.** Competitive funding awarded by the NCA to graduate students in need of financial assistance to defray travel costs related to attending the annual NCA Conference. (\$250)
- 2013 **UT Communication Career Services Career Development Grant.** Selective funding awarded by the University of Texas Communication Career Services office to support career development or professional networking opportunities. (\$500)
- 2013 **ICA Organizational Communication Division Doctoral Consortium Travel Grant.** Selective funding awarded by the ICA to graduate students in need of financial assistance to defray travel costs related to attending the consortium. (\$200)
- 2013 **Bodø Graduate School of Business Research Fellowship.** Selective funding for travel, research and instruction awarded at the discretion of faculty and the University of Texas at Austin and the University of Nordland in Bodø, Norway. (\$3400)
- 2012 **NCA Caucus Student Travel Grant.** Competitive funding awarded by the NCA to graduate students in need of financial assistance to defray travel costs related to attending the annual NCA Conference. (\$250)
- 2012 **UT Office of Graduate Studies Professional Development Award.** Competitive funding awarded by the Office of Graduate Studies per the recommendation of the Department of Communication Studies. (\$350)

- 2011 **UT Communication Studies Graduate Council NCA Debut Grant.** Competitive funding awarded by the UT Communication Studies Graduate Council to the most deserving first year graduate student to help defray costs of attending their first NCA Conference. (\$250)
- Honors
- 2015 **2015 Academy of Management, Organizational Communication and Information Systems Division (OCIS) Doctoral Consortium.** Selective, funded pre-conference meeting that provides an opportunity for doctoral students to network, receive feedback on their research and discuss career issues. (\$670)
- 2014 **Zeta Tau Alpha Fraternity, Kappa Chapter, Professor Dinner.** Annual invitation- only dinner that recognizes instructors who exhibit excellence in pedagogy on the UT campus.
- 2014 **Outstanding Graduate Student Citizen of the Year.** Annual award presented by the Communication Studies Department to the graduate student who most routinely volunteers to assist other students, faculty and department staff when needed.
- 2011 **Alpha Phi Alpha Fraternity, Xi Tau Lambda Chapter, Brother of the Year.** Awarded by the Xi Tau Lambda Chapter of Alpha Phi Alpha, Inc. (alumni chapter seated in north Dallas County) to the member who best exemplifies the Fraternity's aims of manly deeds, scholarship and love for all mankind.
- 2009 **The PhD Project Conference.** This annual conference is presented by the PhD Project, a non-profit organization founded to help increase ethnic diversity in the professoriate. Attendance is by invitation only.
- 1998 **Alpha Phi Alpha Fraternity, Epsilon Xi Chapter, Highest GPA Award.** Awarded by the Epsilon Xi Chapter of Alpha Phi Alpha Fraternity, Inc. (seated at Western Michigan University) to the member who achieves the highest GPA at the end of the academic year.
- 1994 **Higher Education Incentive Scholarship.** Competitive regional scholarship awarded by Western Michigan University to incoming freshmen based on academic merit (4 Years Tuition & Fees)

ACADEMIC EXPERIENCE

- 2016 - Present **Assistant Professor (tenure-track)**
Marquette University, Diederich College of Communication
- 2015 **Graduate Assistant**
University of Texas at Austin, School of Undergraduate Studies
Office of Undergraduate Research
- Advised 30+ undergraduate students on seeking research opportunities
 - Revised two presentation slide decks for clarity
 - Presented to 8-10 undergraduate students about research at weekly information sessions

- Wrote or revised letters of intent for seven grant applications

2014 – 2015

Instructor

University of Texas at Austin, Moody College of Communication
CMS 313M – Organizational Communication

2014

Graduate Assistant

University of Texas, School of Undergraduate Studies
Office of Undergraduate Research

- Advised six undergraduate students on seeking research opportunities
- Presented to 8-10 undergraduate students about research at weekly information sessions
- Conducted focus group to inform the re-design of the EUREKA research database
- Located 26 external funding sources to support the re-design of the EUREKA research database

Center for the Core Curriculum

- Located 26 external funding sources for core curriculum development
- Advised on communication strategy to fortify core curriculum

2012 - 2014

Instructor

University of Texas at Austin, Moody College of Communication
CMS 306M – Professional Communication Skills

2014

Teaching Assistant

University of Texas at Austin, Moody College of Communication
CMS 354 - Conflict Resolution

- Oversaw grading, student inquiries and other administrative tasks

2014

Research Assistant

University of Texas at Austin, Moody College of Communication
Student Meetings and Social Capital, Dr. Keri Stephens (PI)

- Acted as advisor, mentor and team leader
- Trained research team in various aspects of qualitative research, including data collection and analysis

2013

Research Assistant

University of Texas at Austin, Moody College of Communication
Developing Communication and Critical Thinking Competencies Online, Dr. Brenda Berkelaar (PI)

- Recruited and managed undergraduate research team
- Acted as advisor, mentor and team leader
- Trained research team in various aspects of content analysis including coding and inter-coder reliability

2012 - 2013

Research Assistant

University of Texas at Austin, Moody College of Communication

Computer Mediated Communication Research Reviewed: Unique Theories or Novel Applications? Dr. Jeffrey Treem (PI)

- Managed undergraduate research team
- Acted as advisor, mentor and team leader
- Trained research team in various aspects of content analysis

2012

Research Assistant

University of Texas at Austin, Moody College of Communication
Examining Communication, Information, and Technological Strategies For Managing Personal Information Online, Dr. Brenda Berkelaar (PI).

- Recruited and managed undergraduate research team
- Acted as advisor, mentor and team leader
- Trained research team in various aspects of qualitative research, including data collection and analysis

2011 – 2012

Teaching Assistant

University of Texas at Austin, Moody College of Communication
CMS 370K – Internship in Communication Studies

- Oversaw grading, student inquiries and other administrative tasks
- Managed in-class activities in the absence of the instructor

2011 – 2012

Writing Tutor

University of Texas at Austin
Intercollegiate Athletics

- Assisted student athletes in developing and applying advanced writing skills

COURSES TAUGHT

Marquette University

Organizational Communication (CMST 3200)

Teach a lecture section of this undergraduate course designed to help students understand organizational theory, identify communication issues in organizational contexts, apply various theoretical perspectives in solving organizational problems, and synthesize contemporary organizational scholarship with prescriptions from the business and popular press. (Fall 2016, Spring 2017, Spring 2018, Fall 2018)

Issues in Corporate Communication (CCOM 2000)

Teach a lecture section of this undergraduate course designed to help students demonstrate an understanding of corporate communication concepts and related processes, articulate the relationship between the communication function and other business functions of corporations, identify and confidently discuss major issues regarding communication in the corporate setting, and provide a critical perspective on corporate communication practices. (Fall 2016, Spring 2018, Spring 2019)

Managerial Communication (CMST 4230)

Teach a lecture section of this undergraduate course designed to help students define and demonstrate communication skills to accomplish managerial functions, describe how communication shapes and is shaped by current workplace trends, analyze key issues impacting managers, and identify the implications for communication practice. (Spring 2017, Spring 2018)

Communication, Innovation and Progressive Change (CMST 4240)

Teach a lecture section of this undergraduate course designed to help students recognize the influence of technological and social innovation in individual, organizational, and societal contexts and the role that communication plays in the dissemination of new ideas.

Financial Communication and Investor Relations (CCOM 6300)

Teach an asynchronous, online section of this graduate course designed to help students articulate the origin, definition, facets, and practical relevance of investor relations, demonstrate practical mastery of the investor relations function in organizations, and analyze, critique and/or extend contemporary investor relations scholarship. (Fall 2017, Fall 2018)

University of Texas

Organizational Communication (CMS 313M)

Taught a large lecture section of this undergraduate course designed to help students understand organizational theory, identify communication issues in organizational contexts, apply various theoretical perspectives in solving organizational problems, and synthesize contemporary organizational scholarship with prescriptions from the business and popular press. (Fall 2014 – Spring 2015)

Professional Communication Skills (CMS 306M)

Taught multiple sections of this undergraduate course designed to enhance communication, analytical thinking and critical listening skills. (Spring 2012 – Spring 2014)

THESES AND PROFESSIONAL PROJECT DIRECTION

Thesis Committee Member

2018 Carly Kroll, MA student: *Communicating augmented reality devices: Training electric utility workers*. Marquette University

2017 Matthew Hansen, MA student: *Cultivating change: A study involving the relationship between organizational culture, leadership style and communication style with organizational change*. Marquette University.

Professional Project Director

2018 Victoria Anjeh, MA student: *POV of POC: Analyzing inclusion and diversity efforts from the point of views of people of color*. Marquette University.

PROFESSIONAL DEVELOPMENT

- 2018 **National Center for Faculty Development & Diversity Faculty Success Program.** Online mentoring program designed to equip faculty with the skills and strategies necessary to increase research productivity, promote effective time management, and maximize work-life balance.
- 2017 **Creating Accessible PDFs.** Discussion of how to use MS Word and Adobe Acrobat to create PDF files that are accessible and ADA compliant.
- 2017 **Making Your D2L Site Accessible to Students with Disabilities.** Discussion of how to make your D2L content accessible and ADA compliant.
- 2015 **Organizational Communication and Information Systems Division (OCIS) Doctoral Consortium (AOM Preconference, Vancouver, BC).** Selective, funded pre-conference meeting that provides an opportunity for doctoral students to network, receive feedback on their research and discuss career issues.
- 2015 **Your Academic Career in a Globalized World (ICA Preconference, San Juan, PR).** An ICA Organizational Communication Division doctoral consortium designed to assess the challenges ahead in the academic career (or life span) of advanced doctoral students in an increasingly globalized world. Prominent organizational communication faculty with strong international profiles discussed differences and similarities between different countries in terms of structures, requirements, cultures and habits in the academic world.
- 2014 **Teaching Development Workshop – Adobe Connect.** An interactive workshop presented by the Moody College of Communication’s Instructional Design Department. The focus of this seminar was to develop and enhance instructor skill sets using Adobe Connect effectively to conduct classes virtually.
- 2013 **Fall 2013 Orientation for Graduate Student Instructors.** An interactive workshop presented by the UT Center for Teaching and Learning. This seminar was divided into three focus areas: student engagement, discussion facilitation and interactive lecture techniques, respectively.
- 2013 **Expanding Your Scholarly Comfort Zone (ICA Preconference, London, UK).** An ICA Organizational Communication Division doctoral consortium designed to help socialize doctoral students in preparation for a career in the academe. Prominent faculty in organizational communication presented interactive discussions examining contemporary issues in the field.
- 2013 **Nordic Qualitative Camp (Lofoten, Norway).** Presented by the Bodø Graduate School of Business, this course targets both Ph.D students and faculty at universities and colleges seeking to improve their skills in qualitative research methods. The course is designed to

make participants familiar with different aspects, approaches and traditions of qualitative research methods and design, and to discuss this in relation to their own research projects.

- 2013 **Effective Instructional Practices.** A training workshop offered by Texas State University designed to further knowledge of effective instructional techniques as well as review effective verbal and nonverbal classroom behaviors.
- 2012 **Graduate Teaching Scholars Certificate Seminar.** Selective, funded seminar offered by the UT Center for Teaching and Learning designed to broaden graduate student instructors' pedagogical knowledge, connect them with other graduate students who are committed to excellent teaching, and to support their development as future faculty members. (\$500)
- 2002 **Dale Carnegie Training.** Leadership training designed to sharpen professional skills and improve performance.

ORGANIZATIONAL AFFILIATIONS

- 2011 - Present National Communication Association (NCA)
- 2011 - Present International Communication Association (ICA)
- 2015 – 2016 Academy of Management (AoM)
- 2012 – 2014 UT Communication Studies Graduate Council (UT-CommSGC)
- 2011 - 2016 UT Black Graduate Students Association (UT-BGSA)
- 2005 – Present National Black MBA Association (NBMBAA)
- 1997 - Present Alpha Phi Alpha Fraternity, Inc. (ΑΦΑ)

PROFESSIONAL & INDUSTRY EXPERIENCE

- 2009 – 2011 **Consultant/Principal**
E. Waters Communications, Fort Worth, TX
- Utilized creative acumen and design proficiency to produce visually appealing promotional materials and marketing collateral
 - Conducted interviews and appropriate research as needed to develop accurate, relevant and compelling web site content, reviews, profiles and informational articles
 - Partnered with clients to devise and implement successful communications strategies
- 2006 – 2009 **District Manager**
Hyundai Motor America, Coppell, TX

- Acted as consultative leader, promoting company policy and practice in an effort to enhance the brand, image and industry position of Hyundai while working to make the franchised Hyundai dealer successful
- Advised 12 Hyundai dealers on service and parts operational improvement
- Supported objectives for parts sales, Customer Satisfaction Index (CSI) improvement and warranty expense control
- Guided dealer employee training and development
- Partnered with dealer management on advertising, promotion and market development

2004 – 2006

Supervisor, Consumer Affairs

Hyundai Motor America, Coppell, TX

- Organized the efforts of field personnel and franchise dealerships in facilitating the repair of vehicles where needed and resolution of customer complaints
- Coordinated with Better Business Bureau and/or state agencies to resolve consumer concerns and potential Lemon Law cases
- Managed the performance of the department using reports and tracking logs to verify compliance and adherence to corporate policy and procedures

2004

Quality Assurance Manager/Coach

DaimlerChrysler Financial Services, Westlake, TX

- Responsible for continuing training and development of 25 Customer Service Representatives (CSRs)
- Monitored inbound contacts for quality assurance
- Scheduled and performed feedback sessions with emphasis on best practices and adherence to company guidelines
- Performed trend analyses on the results of customer satisfaction surveys
- Completed special projects from senior management as assigned

2003 – 2004

Center Relations Manager

DaimlerChrysler Financial Services, Westlake, TX

- Managed and maintained current business relationships between DaimlerChrysler and over 1000 franchise dealerships
- Educated dealership personnel on current processes, concepts, practices, and procedures
- Identified opportunities to increase efficiency in day-to-day interaction between DaimlerChrysler and its dealer body
- Accompanied field sales staff on dealer contacts as needed

2001 – 2003

Maturity Advisor

DaimlerChrysler Financial Services, Westlake, TX

- Educated lease customers on the lease-end process
- Responsible for sales and marketing of lease extension and purchase options
- Coordinated successful, timely lease turn-ins with customers and DaimlerChrysler dealerships

1999 – 2001

Account Manager

DaimlerChrysler Financial Services, Troy, MI

- Educated customers on their financial obligations and options
- Responsible for sales and marketing of contract extension and lease deferral options to customers
- Utilized various financial tools and techniques to assist customers

SERVICE

Professional

2017 – Present Conference Session Chair, NCA – Organizational Communication Division
2017 – Present Reviewer, NCA – Organizational Communication Division
2017 – Present Reviewer, NCA – Applied Communication Division
2016 – Present Reviewer, Management Communication Quarterly (MCQ)
2014 – 2016 List-serve Administrator, ICA – Organizational Communication Division
2013 Reviewer, NCA – Human Communication & Technology Division

University

2016 – Present Member, Marquette University Innovation Council
2016 – Present LeaderShape College Coordinator
2018 Member, Marquette University Silicon Valley Experience Selection Committee
2018 Member, Marquette University Committee on Diversity and Equity
2016 – 2017 LeaderShape Cluster Facilitator
2011 – 2016 Mentor, UT Black Graduate Students Association Mentoring Program

College

2017 – 2018 Member, Corporate Communication Professor of Practice Hiring Committee
2017 Department Representative, Marquette Discovery Days
2016 – Present Member, MU Diederich College of Communication Technology Committee
2014 Mentor, UT Intellectual Entrepreneurship Pre-Grad Internship
2014 Instructor, UT Project on Conflict Resolution Summer Symposium

Department

2013 – 2016 Social Media Administrator, UT Department of Communication Studies
2014 Graduate Representative, UT Organizational Communication and Technology Faculty Search Committee
2014 Content Manager, UT CommSGC webpage
2012 – 2014 Media and Communication Technologies Director, UT Communication Studies Graduate Council
2012 – 2014 Member, UT CMS 306M Measurements and Evaluation Committee

Other Departmental

- Presented dissertation research rationale, method and proposed contributions as part of departmental colloquium (2015)
- Contributed to panel discussing handling challenges in the classroom as part of CMS 306M orientation (2015)

- Recorded and archived departmental colloquia (2012 – 2014)
- Managed Communication Studies Department Community Blackboard page (2012 – 2014)
- Participate in annual Communication Studies Recruitment Weekend activities (2012 – 2014)
- Mentored incoming graduate students as Communication Studies Orientation “Buddy” (2012 – 2014)
- Guest lectured CMS 306M classes when colleagues were unavailable
- Assisted with transportation of attendees during the UT Workshop on Expertise, Communication, and Organizing (2014)
- Assisted with transportation of candidates during Organizational Communication and Technology Faculty Search (2013)
- Recorded job talk during Organizational Communication and Technology Faculty Search (2013)

Community

2017 – present	Mentor, Milwaukee Public Schools – Black and Latino Male Achievement
2008 – 2011	Mentor, Big Brothers Big Sisters
2010 – 2011	Board Member, The Sankofa Foundation

TECHNOLOGICAL ACUMEN

Learning Management	Blackboard (expert), Canvas (intermediate), D2L (intermediate)
Quantitative Research	SPSS (beginner)
Qualitative Research	Atlas.ti (intermediate), Dedoose (intermediate)
Collaboration	Google Drive, Box, Dropbox (expert)
Graphic Design	Adobe Photoshop (intermediate)
Web Design	WordPress, Wix, Weebly (intermediate)