

# DAJUNG (“DJ”) WOO

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## **RESEARCH INTERESTS**

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Organizational Communication  
Organizational/Vocational Socialization and Membership Negotiation  
Organizational Implications of Communication Technologies  
Interorganizational and Interprofessional Collaboration  
Stakeholder Relationships and Engagement

## **ACADEMIC APPOINTMENTS**

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2025-Present      Associate Professor  
                            Department of Communication, Rutgers University

2020-2025      Assistant Professor  
                            Department of Communication, Rutgers University

2017-2020      Assistant Professor  
                            School of Communication Studies, The University of Tennessee, Knoxville

2013-2017      Graduate Research Fellow & Teaching Assistant  
                            Department of Communication & Technology Management Program, UC Santa Barbara

2014-2016      Adjunct Instructor  
                            Department of Communication, Santa Barbara City College

2011-2013      Graduate Instructor (Instructor of Record)  
                            Department of Communication Studies, Kansas State University

## **EDUCATION**

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**Ph.D.**      **University of California, Santa Barbara**  
2013-2017      Department of Communication  
                            Committee: Paul Leonardi, Karen Myers (Co-Chairs), Howard Giles, Cynthia Stohl  
                            Dissertation: “Collaboration life cycle: Communicating knowledge and expertise  
                            for getting in, getting on, and getting out”

**M.A.**      **Kansas State University**  
2011-2013      Department of Communication Studies; Certificate in Technical Writing

**B.A.**      **Ewha Womans University**, Seoul, South Korea  
2006-2010      Major in English; Certificate in Leadership Training; *Magna Cum Laude*

## HONORS AND AWARDS

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2025      *Top Paper Award*  
                     Applied Communication Division, National Communication Association

2024      *Top Paper Award*  
                     Organizational Communication Division, International Communication Association

2023      *Top Paper Award*  
                     Organizational Communication Division, National Communication Association

2022      *Faculty Research Excellence Award*  
                     School of Communication and Information, Rutgers University

2021      *Finalist for MCQ 2020 Article of the Year*  
                     Management Communication Quarterly, SAGE Journals

2020      *Top Four Paper Award*  
                     Applied Communication Division, Southern States Communication Association

2019      *Article of the Year Award*  
                     Organizational Communication Division, National Communication Association

*Most Outstanding Faculty Award*  
                     School of Communication Studies, University of Tennessee, Knoxville

2018      *Gerald R. Miller Outstanding Doctoral Dissertation Award*  
                     National Communication Association

*Gerardine DeSanctis Dissertation Award*  
                     Organizational Comm and Info Systems (OCIS) Division, Academy of Management

*The Lancaster Dissertation Award*  
                     Graduate Division of UC Santa Barbara

2016      *James J. Bradac Excellence in Graduate Research Award*  
                     Department of Communication, UC Santa Barbara

*Top Paper Award*  
                     Organizational Communication Division, Western States Communication Association

2014      *Top Paper Award*  
                     Organizational Communication Division, International Communication Association

2013      *Regents' Special Fellowship* (4-year research support for outstanding PhD student)  
                     University of California Board of Regents

2013      *Top Four Paper Award*  
                     Experiential Learning in Communication Division, National Communication Association

2012      *William Schenck-Hamlin Research Award*  
                     Department of Communication Studies, Kansas State University

*International Coordinating Council Award*  
 International Student and Scholar Services, Kansas State University

2011      *Academic Excellence Award*  
 College of Humanities & Social Sciences, Ewha Womans University

2008      *Top Paper Award* (Winner of the Essay Competition)  
 The Ahn Jung-Geun Foundation, Seoul, South Korea

## **PUBLICATIONS**

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*Note: \*denotes graduate student coauthor at the time of submission.*

### **Book**

Miller, K. I., Barbour, J. B., & **Woo, D.** (2024). *Organizational communication: Processes and approaches*. (8th ed.). Cengage.

### **Peer-Reviewed Journal Articles**

**Woo, D.**, & \*Chien, T-Y. (2025). When resource dependency discourse dominates interorganizational collaboration: A case study of a statewide effort to end homelessness. *Journal of Applied Communication Research*. Advance online publication.  
<https://doi.org/10.1080/00909882.2025.2536468>

**Woo, D.**, Miller, L. E., & Lamsen, L. M. (2025). “What do you want to do?”: Expertise tensions and negotiation of authority in emergency nurse-physician interactions. *Journal of Communication*, 75(1), 51-63. <https://doi.org/10.1093/joc/jcae043>

Fu, J. S., **Woo, D.**, Cooper, K. R., & \*Kwestel, M. (2024). Navigating multiple identities for organizational change: The mediating role of organizational listening. *Communication Research*. Advance online publication. <https://doi.org/10.1177/00936502241227380>

**Woo, D.**, & \*Acosta, R. M. (2024). Getting socialized but trying not to get stuck: Early career professionals’ liminality in dual socialization processes. *Human Communication Research*, 50(4), 480-491. <https://doi.org/10.1093/hcr/hcae014>

Fu, J. S., Cooper, K. R., **Woo, D.**, & \*Kwestel, M. (2024). Beyond stakeholder management: Organizational listening for nonprofit stakeholder engagement. *Nonprofit and Voluntary Sector Quarterly*, 53(4), 841-865. <https://doi.org/10.1177/08997640231201068> **Editors’ Choice for “Free to Read NVSQ Article.”**

Xu, S., & **Woo, D.** (2023). Key players in Corporate Social Responsibility (CSR) institutionalization: An analysis of multinational companies’ interorganizational network positioning in CSR reports. *Management Communication Quarterly*, 37(1), 3-31.  
<https://doi.org/10.1177/08933189221095770>

**Woo, D.**, \*Endacott, C. G., & Myers, K. K. (2023). Navigating water cooler talks without the water cooler: Uncertainty and information seeking during remote socialization. *Management Communication Quarterly*, 37(2), 251-280. <https://doi.org/10.1177/08933189221105916>

**Woo, D.**, \*Actis, K., & Fu, J. S. (2023). Nonprofits' stakeholder engagement and collaboration for innovation: A typology and comparative analysis. *Nonprofit Management & Leadership*, 33(4), 711-733. <https://doi.org/10.1002/nml.21547>

Miller, L. E., & **Woo, D.** (2023). "We're not here to win; we're here not to lose": Emergency physicians' communicative management of uncertainty. *Health Communication*, 38(6), 1255-1265. <https://doi.org/10.1080/10410236.2021.2001916>

**Woo, D.**, & \*Bertram, T. (2022). "I value collaboration but won't get pushed around": Uncovering tensions in millennials' vocational anticipatory socialization. *Western Journal of Communication*, 86(3), 400-421. <https://doi.org/10.1080/10570314.2022.2074088>

**Woo, D.**, Pierce, C. S., & Treem, J. W. (2022). Specialists over generalists?: Examining discursive closures and discursive openings in expert collaborations. *Communication Monographs*, 89(1), 70-95. <https://doi.org/10.1080/03637751.2021.1950917>

Leonardi, P. M., Barley, W. C., & **Woo, D.** (2022). Why should I trust your model?: How to successfully enroll digital models for innovation. *Innovation: Organization & Management*, 24(1), 47-64. <https://doi.org/10.1080/14479338.2021.1873787>

Leonardi, P. M., **Woo, D.**, & Barley, W. C. (2021). On the making of crystal balls: Five lessons about simulation modeling and the organization of work. *Information and Organization*, 31(1), 1-8. <https://doi.org/10.1016/j.infoandorg.2021.100339>

**Woo, D.**, Miller, L. E., & Lamsen, L. N. (2021). Swift role negotiations: Communicative strategies for enabling rapid role shifts in cross-functional teaming. *Communication Monographs*, 88(4), 440-462. <https://doi.org/10.1080/03637751.2020.1862888>

**Woo, D.**, & Paskewitz, E. A. (2021). Initiating a cross-sector interorganizational collaboration: Lessons from a failed attempt at following Appreciate Inquiry practice. *Journal of Applied Communication Research*, 49(2), 187-206. <https://doi.org/10.1080/00909882.2020.1837914>

**Woo, D.** (2021). Exit strategies in interorganizational collaboration: Setting the stage for re-entry. *Communication Research*, 48(6), 845-873. <https://doi.org/10.1177/0093650219851418>

**Woo, D.**, & Myers, K. K. (2020). Organizational membership negotiation of boundary spanners: Becoming a competent jack of all trades and master of...interactional expertise. *Management Communication Quarterly*, 34(1), 85-120. <https://doi.org/10.1177/0893318919887371> **Selected as a Finalist for 2020 MCQ Article of the Year.**

**Woo, D.**, & McDermott, K. W. (2019). Portrayals of unethical and unvirtuous workplace behaviors on TV: Implications for vocational anticipatory socialization. *International Journal of Communication*, 13, 2859-2877. <https://ijoc.org/index.php/ijoc/article/viewFile/9137/2696>

**Woo, D.** (2019). Reconceptualizing interorganizational collaborations as tensile structures: Implications of conveners' proactive tension management. *Communication Monographs*, 86(2), 158-183. <https://doi.org/10.1080/03637751.2018.1526389> **2019 Article of the Year Award, Organizational Communication Division of National Communication Association.**

**Woo, D.**, & Leonardi, P. M. (2018). Breaking into collaboration: Communicative strategies for gaining entry when you are not invited. *Journal of Communication*, 68(6), 1127-1154. <https://doi.org/10.1093/joc/jqy052>

**Woo, D.**, Putnam, L. L., & Riforgiate, S. (2017). Identity work and tensions in organizational internships: A comparative analysis. *Western Journal of Communication*, 81(5), 560-581. <https://doi.org/10.1080/10570314.2017.1312510>

**Woo, D.**, & Giles, H. (2017). Language attitudes and intergroup dynamics in multilingual organizations. *International Journal of Cross Cultural Management*, 17(1), 39-52. <https://doi.org/10.1177/1470595817701507>

Stohl, C., Etter, M., Banghart, S., & **Woo, D.** (2017). Social media policies: Implications for contemporary notions of corporate social responsibility. *Journal of Business Ethics*, 142(3), 413-436. <https://doi.org/10.1007/s10551-015-2743-9>

**Book Chapters and Encyclopedia Entries**

**Woo, D.** (forthcoming). Scholar spotlight: How conveners manage collaborative tensions. In R. G. Heath & M. Isbell (Eds.). *Interorganizational communication: Complexity, ethics, and communication* (2nd ed., pp. X-XX). Waveland Press.

**Woo, D.**, & Endacott, C. G. (forthcoming). Career resilience in a dynamic workforce. In M. L. Doerfel, J. A. Theiss, M. K. Venetis, & K. M. Scharp (Eds.), *The Routledge handbook of communication and resilience* (pp. 233-251). Routledge.

**Woo, D.** (2018). Gangs and intergroup communication. In H. Giles & J. Harwood (Eds.), *The Oxford encyclopedia of intergroup communication* (pp. 409-422). Oxford University Press. <https://doi.org/10.1093/acrefore/9780190228613.013.468>

Putnam, L. L., **Woo, D.**, & Banghart, S. (2017). Organizational communication. In P. Moy (Ed.), *Oxford bibliographies in communication*. Oxford University Press. <https://doi.org/10.1093/OBO/9780199756841-0137>

Myers, K. K., & **Woo, D.** (2017). Socialization. In C. Scott & L. Lewis (Eds.), *The international encyclopedia of organizational communication* (pp. 2204-2219). Wiley-Blackwell. <https://doi.org/10.1002/9781118955567.wbieoc192>

**Woo, D.**, & Myers, K. K. (2016). Organizational socialization and intergroup dynamics. In H. Giles & A. Maass (Eds.), *Advances in intergroup communication* (pp. 227-245). Peter Lang.

**Woo, D.**, Giles, H., Hogg, M., & Goldman, L. (2015). Social psychology of gangs: An intergroup communication perspective. In S. H. Decker & D. C. Pyrooz (Eds.), *The handbook of gangs* (pp. 136-156). Wiley-Blackwell.

## REFEREED CONFERENCE PRESENTATIONS

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**Woo, D., & \*Chien, T-Y. (2025, November). *When resource dependency discourse dominates interorganizational collaboration: A case study of a statewide effort to end homelessness*.** Paper presented at the National Communication Association, Denver, CO. **Top Paper Award. Applied Communication Division.**

**Woo, D., & \*Acosta, R. M. (2024, June). *Getting socialized and trying not to get stuck: Young professionals' liminality and membership negotiation*.** Paper presented at the International Communication Association, Gold Coast, Australia. **Top Paper Award. Organizational Communication Division.**

**Woo, D., Miller, L. E., & Lamsen, L. M. (2023, November). "What do you want to do?": Communicative negotiation of expertise between emergency physicians and nurses.** Paper presented at the National Communication Association, National Harbor, MD. **Top Paper Award. Organizational Communication Division.**

**Fu, J. S., Woo, D., & Cooper, K. R. (2023, May). *Navigating multiple identities for organizational change: The mediating role of organizational listening*.** Paper presented at the International Communication Association, Toronto, Canada.

**Fu, J. S., Cooper, K. R., & Woo, D. (2023, May). *Organizational listening during environmental turbulence: A mixed method study of U.S. nonprofit organizations*.** Paper presented at the International Communication Association, Toronto, Canada.

**Woo, D., \*Actis, K., & Fu, J. S. (2022, November). *Nonprofits' stakeholder engagement and collaboration for innovation: A typology and comparative analysis*.** Paper presented at the National Communication Association, New Orleans, LA.

**Miller, L. E., & Woo, D. (2021, November). "We're not here to win; we're here not to lose": Emergency physicians' communicative management of uncertainty.** Paper virtually presented at the National Communication Association, Seattle, WA.

**Woo, D., & \*Acosta, R. M. (2021, November). *Young professionals' experience of organizational socialization: Negotiating meanings of steppingstone roles*.** Paper virtually presented at the 3rd International and Interdisciplinary Conference on Discourse and Communication in Professional Contexts, Aalborg University, Aalborg, Denmark.

**Woo, D., Pierce, C. S., & Treem, J. W. (2021, May). *Specialists over generalists?: Examining discursive closures and discursive openings in expert collaborations*.** Paper presented at the International Communication Association's virtual conference.

**Xu, S., & Woo, D. (2021, May). *Key players in CSR institutionalization: An interorganizational network investigation through Fortune Global 500 companies' CSR reports*.** Paper presented at the International Communication Association's virtual conference.

\*Endacott, C. G., **Woo, D.**, & Myers, K. K. (2021, May). *Navigating water cooler talks without the water cooler: Information seeking during remote socialization*. Paper presented at the International Communication Association's virtual conference.

**Woo, D.**, Miller, L. E., & Lamsen, L. N. (2020, November). *Temporary role negotiations across professional boundaries: A field study of a hospital emergency department*. Paper presented at the National Communication Association's virtual conference.

**Woo, D.**, & \*Bertram, T. (2020, April). ‘*I value collaboration but won’t get pushed around*’: *Uncovering tensions in Millennials’ vocational anticipatory socialization*. Paper accepted to the Southern States Communication Association, Frisco, TX [annual conference was canceled due to COVID-19]. **Top Four Paper. Applied Communication Division.**

**Woo, D.**, & Paskewitz, E. A. (2019, November). *Appreciative inquiry (AI) without appreciation?: A case study of how an AI workshop failed to initiate an interorganizational collaboration*. Paper presented at the National Communication Association, Baltimore, MD.

**Woo, D.** (2019, August). *Organizational exit as a negotiated cyclical process in interorganizational collaboration*. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

**Woo, D.**, & Myers, K. K. (2019, May). *Becoming competent “Jack of all trades” and master of interactional expertise: Organizational assimilation and membership negotiation of boundary spanners*. Paper presented at the International Communication Association, Washington, D.C.

**Woo, D.** (2018, November). *Organizational exit from interorganizational collaboration: Communicative strategies for setting the stage for re-entry*. Paper presented at the National Communication Association, Salt Lake City, UT.

**Woo, D.**, & McDermott, K. W. (2018, November). *Portrayals of unethical and unvirtuous workplace behaviors on television: Implications for adolescents’ vocational anticipatory socialization*. Paper presented at the National Communication Association Conference, Salt Lake City, UT.

**Woo, D.** (2018, August). *Re-conceptualizing interorganizational collaborations as tensile structures*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL. **Gerardine DeSanctis Dissertation Award, Organizational Communication and Information Systems (OCIS) Division.**

**Woo, D.** (2018, June). *To prevent or to promote tensions in inter-organizational collaboration?* Paper presented at the International Communication Association, Prague, Czech Republic.

**Woo, D.** (2018, February). *Job announcements as a genre of organizational communication*. Paper presented at the Southern States Communication Association, Nashville, TN.

**Woo, D.**, & Leonardi, P. M. (2017, November). *Strategic criticism: Breaking into collaboration with expertise*. Paper presented at the National Communication Association, Dallas, TX.

Smith, B. K., & **Woo, D.** (2017, May). *TAM3, the reasoned action approach, and technological affordances: Choosing a parsimonious model for understanding technology use in organizations*. Poster presented at the International Communication Association, San Diego, CA.

**Woo, D.** (2016, October). *Knowledge sharing as accepted outsiders in long-term cross-boundary collaboration*. Paper presented at the 29th Organizational Communication Mini Conference, Evanston, IL.

**Woo, D., Putnam, L. L., & Riforgiate, S. (2016, February). *More-than responses to tensions really are for more: Comparing interns' experience and tension management*. Paper presented at the Western States Communication Association, San Diego, CA. **Top Paper Award. Organizational Communication Division.****

**Woo, D., & Giles, H. (2015, June). *Language attitudes and intergroup dynamics in multilingual organizations*. Paper presented at the 9th GEM&L International Workshop on Management & Language, at Aalto University in Helsinki, Finland.**

**Woo, D. (2014, November). *Working abroad: Theorizing cross-cultural organizational socialization*. Paper presented at the National Communication Association, Chicago, IL.**

**Stohl, C., Etter, M., Banghart, S., & Woo, D. (2014, May). *Social media policies and corporate social responsibility*. Paper presented at the International Communication Association, San Juan, Puerto Rico. **Top Paper Award. Organizational Communication Division.****

**Woo, D., & Riforgiate, S. (2013, November). *Connecting internship stage models to communication theory: Students' organizational assimilation experiences during internship*. Paper presented at the National Communication Association, Washington, D.C. **Top Four Paper. Experiential Learning in Communication Division.****

**Woo, D. (2012, October). *The perceptions of student interns: Exploring organizational assimilation process of interns and the influence of organizational identity*. Paper presented at the 25th Organizational Communication Mini Conference, Norman, OK.**

**Woo, D. (2012, April). "How well am I communicating with my American professor?": *Understanding conflicts and building strategies for effective communication in international graduate student and faculty supervisor relationships*. Poster presented at Phi Beta Delta International Scholars' Honor Society's 26th Annual Conference, Kansas City, MO.**

**Woo, D. (2012, March). *From a terrorist to a national hero: Close textual analysis of Treatise on Peace in the East by Ahn Chung-Geun*. Paper presented at New Voices, New Perspectives Student Research Conference at the University of North Texas, Denton, TX.**

**Woo, D. (2012, March). *Study of organizational identity: Offering student internship program for positive organizational identity effect*. Paper presented at 17th Annual Kansas State Research Forum, Manhattan, KS.**

**Dickey, J., Frank, A. Ivey, C., Stewart, L., & Woo, D. (2012, March). *Connecting theories for exploring communication technology*. Panel presented at Sooner Comm. Conference, Norman, OK.**

## **RESEARCH FUNDING ACTIVITY**

**Spring 2024 PI. Byrne Faculty Research Support Stipend.**  
Award granted through a competitive selection of a first-year seminar proposal (\$2,500)  
Office of Undergraduate Academic Affairs, Rutgers University

**2018, 2019 PI. Young Professionals' Organizational Membership Negotiation.**  
Dean's Summer Research Fund (\$3,000)  
College of Communication and Information, University of Tennessee

2018-2019	PI. <i>Building Collaborative Relationships with Local Organizations.</i> Professional and Scholarly Development Award (\$5,000) Office of Research & Engagement, University of Tennessee
Fall 2018	PI. <i>Expertise Appreciation and Rejection in Cross-Boundary Collaborations.</i> Award for mentoring undergraduate student researchers (\$2,250) Office of Undergraduate Research, University of Tennessee
2015-2016	Research Assistant. <i>Using Simulation Technologies to Aid Innovation Policy Making.</i> CAREER Grant #SES-1057148 (Award total \$276,624, PI: Paul Leonardi) National Science Foundation
Spring 2015	Research Assistant. <i>Review of Organizational Communication.</i> Department of Communication Internal Grant (\$3,500 stipend, PI: Linda Putnam) University of California, Santa Barbara
2014-2015	PI. <i>Television as a Source of Vocational Anticipatory Socialization.</i> Graduate Student Research Award (\$600, Co-PI: Kimberly McDermott) Broom Center for Demography

## **TEACHING**

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### **Assistant Professor, Rutgers University (2020-Present)**

COM357	Organizational Communication
MCM542	Interorganizational Relationships and Stakeholder Collaboration (Master's course)
COM621	Organizational Communication Theory and Research (Doctoral seminar)
Byrne Sem.	Communicating Identity in and around Organizations (First-year seminar)

### **Assistant Professor, The University of Tennessee, Knoxville (2017-2020)**

CMST352	Communication Theory
CMST442	Advanced Organizational Communication
CMST493	Undergraduate Independent Study (Topic: Qualitative Research Methods)
CMST593	Graduate Independent Study (Topic: Organizational Socialization)

### **Teaching Assistant, UC Santa Barbara (2013-2017)**

TMP442	Leading Technology Teams (Master's course)
COMM87	Statistical Analysis for Communication Research
COMM106	Small Group Communication
COMM131	Organizations in Global Perspectives
COMM166	Marketing Communication
OISS-Summer	English Language and American Culture for International Students/Scholars

### **Adjunct Instructor, Santa Barbara City College (2014-2016)**

COMM131	Fundamentals of Public Speaking
COMM141	Small Group Communication

### **Graduate Instructor (Instructor of Record), Kansas State University (2011-2012)**

COMM106	Public Speaking
COMM120	Introduction to Human Communication
Extension	Korean Language Training

## **ADVISING**

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### **School of Communication & Information, Rutgers University**

#### *Doctoral Advising*

2023-2024 Mingwei Shen (First-Year Advisor)

#### *Graduate Committee Membership*

2025-Present	Jesse Scinto (Qualifying Exam Committee Member)
2024-Present	Justine Quow (Dissertation Committee Member)
2023-Present	Rachel Acosta (Qualifying Exam and Dissertation Committee Member)
2023-Present	Sabrina Singh (Qualifying Exam and Dissertation Committee Member)
2021-2024	Bill Bejarano (Dissertation Committee Member)

#### *Independent Study Advising*

Fall 2025 Hailey Lemasters (Master's student)  
 Fall 2024 Tsu-Yi Chen (Master's student)

#### *Research Assistant Supervising and Mentoring*

Spring 2025	Hyun Sunwoo (PhD student), Riley Chase, Fia Natanov (undergraduate students)
2024-2025	Margo Lee (PhD student)
2023-2025	Jenny Mai (PhD student)
2023-2024	Sabrina Singh (PhD student)
2021-2024	Rachel Acosta (PhD student)
Spring 2022	Kiara Actis (Master's student), Tiffany Lee, Priyansh Patel (undergraduate Aresty RAs)
Spring 2021	Hajar Shirley, Melanie Kwestel (PhD students)

### **College of Communication & Information, University of Tennessee, Knoxville**

#### *Graduate Committee Membership*

2019-2021	Jenilee Williams (Doctoral Comprehensive Exam and Dissertation Committee Member)
2019-2020	Caitlyn Jordan (Master's Thesis and Documentary Project Committee Member)
2018-2019	Natalie Hatfield (Master's Project Committee Member)

#### *Independent Research Advising*

Spring 2020	Hannah Dimon (undergraduate)
Fall 2019	Tori Bertram (PhD student), Elinor McNally, Brooke Houser (undergraduates)
Spring 2019	Lilli Tillman, Macee Tinker (undergraduates)
Fall 2018	Max Davenport, Chloe Bilbrey (undergraduates)

## INVITED LECTURES & SPEAKING ENGAGEMENT

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Summer 2025 Guest Speaker: *Interprofessional Communication Among Healthcare Professionals*  
Rutgers-Greece Summer School, Democritus' Medical School (Virtual Appearance)

2024, 2025 Guest Lecture: *A Window Inside the Interview Process* (x2)  
Qualitative Research Methods (COM603, doctoral seminar), Rutgers University

2020-2024 Panelist on *Introduction to Communication Faculty and Scholarship* (x3)  
School of Comm. & Info. PhD Proseminar (COM601), Rutgers University

2021-2024 Guest Lecture: *Using Interviews for Communication Research* (x3)  
Research Design (COM623, doctoral seminar), Rutgers University

Aug. 2024 Panelist in Symposium on *Enacting Organizational Paradoxes*  
The 84<sup>th</sup> Annual Meeting of the Academy of Management in Chicago

Sept. 2023 Guest Lecture: *Interviews as a Qualitative Research Tool*  
Research Methods (JMCO414, undergraduate course), Korea University

July 2022 Guest Expert on the Podcast Series: “*Stop, Collaborate, and Listen*” (Ep. 6)  
NSF-Funded [Partnerships for Broader Impacts Project](#), Oregon State University

October 2021 Guest Lecture: *Career Resilience and Organizational Membership Negotiation*  
Organizational Resilience (COM671, doctoral seminar), Rutgers University

Sept. 2020 Panelist on *Preparing for Academic Job Market*  
Organizational Communication Mini Conference, U. of South Florida (virtual)

March 2020 Guest Lecture: *Overview of Organizational Communication*  
Introduction to Communication (CMST201, undergraduate course), U. of Tennessee

2019-2020 Panelist in the *Expert Consultation Series on Interagency Collaboration*  
U.S. Agency for International Development via U. of Colorado, Boulder

April 2019 Panelist on *Navigating Graduate Career and Research*  
Professional Development Seminar (CCI620, doctoral seminar), U. of Tennessee

2018, 2019 Guest Lecture: *Organizational Communication Theory and Research* (x2)  
Communication Theory (CCI540, master's course), U. of Tennessee

October 2017 Guest Speaker: *Vocational Anticipatory Socialization in STEM Fields*  
Biology Teaching and Learning Center, U. of Tennessee

March 2014 Workshop Leader: *Technical Writing Skills for Elementary School Girls*  
Women in Science and Engineering (WiSE), UC Santa Barbara

October 2012 Workshop Leader: *Korean Culture and Society* (for 100+ community members)  
International Speakers' Bureau, Kansas State University

## SERVICE

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### Service to the School and Department

#### *Rutgers University*

2024-Present Member, Communication Bylaws Ad Hoc Committee  
2024-Present Member, Communication Faculty Mentoring Committee

2022-Present	Member, DCIM (Digital Communication, Information, and Media) Executive Committee
2021-Present	Advisor, Lambda Pi Eta (National Communication Honor Society) Rutgers Chapter
2020-Present	Member, School of Communication and Information Doctoral Program Graduate Faculty
2020-Present	Member, Network Science (NetSCI) Lab, School of Communication and Information
2024-2025	Search Committee Member, Organizational Communication Position
Winter 2024	Workshop Leader, School of Communication and Information Writing Retreat
2021-2022	Search Committee Member, Data Science Communication Position

#### *University of Tennessee, Knoxville*

2019-2020	Member, Research Advisory Committee, College of Communication & Information
Spring 2020	Chair, Lecturer Promotion Review Committee, Department of Communication Studies
2017-2020	Judge, Biannual McClung Public Speaking Contest (x4)
2017-2019	Member, Diversity Committee, College of Communication & Information
Spring 2019	Member, Lecturer Promotion Review Committee, Department of Communication Studies
Fall 2017	Co-Leader, Communication Studies Alumni-Student Networking Event
Fall 2017	Panelist, Graduate School Info Session, Communication Studies Club

#### *University of California, Santa Barbara*

2019-2020	Alumni Volunteer, Digital Mentoring Program
2013-2016	Supervisor/Mentor, Communication Undergraduate Research Assistant Program
2015	Panelist, Communication Academic Job Market Socialization Brown Bag
2014-2015	Graduate Representative, Organizational Communication Faculty Search Committee
2014-2015	Member and Host, Graduate Recruitment Committee
2014	Chair, Visiting Scholars Colloquium Series Organizing Committee
2013-2014	Secretary, Communication Graduate Student Advisory Committee to Chair (GSACC)
2013-2014	Representative, First-Year Communication Graduate Student Cohort
2013	Organizer, Workshop for International Students' Success in Communication

#### **Service to the University**

Fall 2023	Member, Rutgers Scarlet Service Internship Selection Committee, Rutgers University
2021-2022	Faculty Mentor, Aresty Center for Undergraduate Research, Rutgers University
2018-2020	Junior Faculty Fellow, Advisory Committee to Provosts, University of Tennessee
Spring 2019	Judge, EURēCA (Undergraduate Research Conference), University of Tennessee
2013-2016	Member, Campus Regulations Revision Committee, UC Santa Barbara
2012	Co-Chair, International Student Affairs Committee, Kansas State University

#### **Service to the Discipline**

##### *Journal Editorial Board Membership*

2023-Present	Communication Monographs
2023-Present	Management Communication Quarterly

##### *Ad Hoc Journal Reviewer*

2025	Organization Science
2025	Journal of Applied Communication Research (x2)
2024-2025	Journal of Communication (x2)
2024	Human Communication Research
2023-2024	International Journal of Cross Cultural Management (x2)

2022-2024	Nonprofit Management & Leadership (x4)
2020-2022	Communication Monographs (x5)
2019-2022	Communication Research (x4)
2017-2022	Management Communication Quarterly (x8)
2021	Communication Studies (x2)
2019-2021	Western Journal of Communication (x5)
2020	Southern Communication Journal
2020	Organization Studies
2013-2019	International Journal of Communication (x3)
2019	The Social Science Journal (x3)
2015	Journal of Business Ethics (x2)

*Conference Paper Reviewer*

2021-Present	Applied Communication Division, National Communication Association
2017-Present	Organizational Communication Division, International Communication Association
2016-Present	Organizational Communication Division, National Communication Association
2019-2021	Organizational Communication and Information Science Division, Academy of Management
2019	European Conference on Information Systems (ECIS)
2019	International Conference on Information Systems (ICIS)
2016	Organizational Communication Division, Western States Communication Association

*Leadership and Committee Membership*

2022-2024	Member, Outstanding Article Award Committee International Communication Association
2024	Member, Article/Book Chapter Award Review Committee Organizational Communication Division, National Communication Association
2024	Co-Organizer, Research Escalator Organizational Communication Division, International Communication Association
2019-2021	Secretary (elected), Executive Committee Organizational Communication Division, National Communication Association
2019	Member, Gerald Miller Dissertation Award Committee National Communication Association
2019	Member, Awards Nominating Committee Organizational Communication Division, National Communication Association
2019	Member, Top Paper Review Committee Organizational Communication Division, National Communication Association
2020	Alternate Member in the Legislative Assembly National Communication Association
2020	Co-Organizer, Research Escalator Organizational Communication Division, National Communication Association

*Panel Chair and Respondent Roles*

2023	Respondent, Paper Panel Organizational Communication Division, National Communication Association
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2023	Respondent, Paper and Poster Sessions Organizational Communication Mini Conference (OCMC)
2023	Mentor, Research Escalator Session Organizational Communication Division, International Communication Association
2023	Respondent, B.E.S.T (Brief Entertaining Scholarly Talks) Panel Organizational Communication Division, International Communication Association
2019	Chair, Paper Panel Organizational Comm and Info Science (OCIS) Division, Academy of Management
2019	Invited Discussant, Special Issue Theory Development Workshop Management Information Systems (MIS) Quarterly
2019	Mentor, Research Escalator Session Organizational Communication Division, International Communication Association
2016-2019	Chair, Paper Panel Organizational Communication Division, National Communication Association
2018	Respondent, Poster Session Organizational Communication Mini Conference (OCMC)
2013	Chair, Paper Panel Applied Communication Division, National Communication Association

## **PROFESSIONAL DEVELOPMENT**

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### **Professional Associations**

July 2021	Engaged Scholarship and Pivoting in Precarity, Aspen Engaged Conference
June 2021	Responding to Crisis through Digital Innovation, I&O RICK and AOM OCIS Workshop
June 2021	Opening Up the Meanings of “The Professional,” ICA Post-Conference
June 2021	Crafting Qualitative Evidence for Impact, ICA Pre-Conference Workshop

### **Rutgers University**

Spring 2025	Teaching Intensive Courses, Institute for Teaching, Innovation, and Inclusive Pedagogy
Fall 2024	Chancellor’s Faculty Roundtable Breakfast, Office of the Chancellor
Spring 2024	Networking for Scholars of Work, School of Management and Labor Relations
Spring 2024	Workplace Violence and Emergency Management Training, University Public Safety
Spring 2023	Effective Teaching and Learning Conference, Office of the Chancellor-Provost
Spring 2023	Responding to ChatGPT, Office of Teaching Evaluation & Assessment Research
2021-2022	Rutgers Connection Network Mentoring Program, Faculty Diversity Collaborative
Fall 2021	Program for Early Career Excellence (PECE), Faculty Diversity Collaborative
Fall 2021	STRIDE Workshop, Division of Diversity, Inclusion, and Community Engagement
Spring 2021	NSF CAREER Program Information Workshop Series, The Office for Research
Spring 2021	Universal Design for Inclusive Teaching, Teaching and Learning with Technology
Summer 2020	Managing Large Online Class, Center for Teaching Advancement/Assessment Research
Summer 2020	Pedagogy Before Technology, Center for Teaching Advancement/Assessment Research

### **University of Tennessee, Knoxville**

Spring 2020	Best Practices in Online Teaching Workshop, Teaching & Learning Innovation Center
Spring 2019	Inclusive Teaching Think Tank, Teaching & Learning Innovation Center

Spring 2019	Tech-Based Experiential Learning Workshop, Office of Information & Technology
Fall 2018	Safe Zone LGBTQ+ and Diversity Training, Pride Center
Spring 2018	NSF Interdisciplinary Funding Program Workshop, Office of Research & Engagement
Fall 2017	New Faculty Teaching Institute, Teaching & Learning Innovation Center

## **PROFESSIONAL MEMBERSHIP**

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2013-Present	International Communication Association
2011-Present	National Communication Association
2018-Present	Academy of Management
2017-2020	Southern States Communication Association
2015-2016	Western States Communication Association

## **INDUSTRY EXPERIENCE**

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2010-2011	Legal Assistant. Corporate Law Department, Kim & Chang
2007-2008	Public Relations Intern. Communication Department, Supreme Court of South Korea
2007	Brand Marketing Associate. BingGrae Co., Ltd.