

Casey M. Stratton, Ph.D.

Curriculum Vitae

Assistant Professor

Communication Department, Salisbury University
Fulton Hall 252
1101 Camden Avenue
Salisbury, MD 21801

cmstratton@salisbury.edu

<https://linkedin.com/in/casey-michael-stratton/>

Education

Ph.D. Communication Studies

2023

West Virginia University, Department of Communication Studies

Primary Research Emphasis: Organizational Communication

Secondary Research Emphasis: Instructional Communication

Research Methodology: Qualitative and Quantitative

Advisor: Dr. Matthew M. Martin

Dissertation: Organizing (eternal) Identity and Identification: An Upward Glance into Religious Institutions

M.A., Communication Studies

2019

Missouri State University, Department of Communication

Primary emphasis: Organizational Communication

Graduate Certificate in Conflict and Dispute Resolution

2019

Missouri State University

B.A., Communication Studies

2016

Weber State University, Department of Communication

Primary emphasis: Interpersonal and Family Communication

Professional Experience

Assistant Professor

August 2023 to Present

Department of Communication, Salisbury University
Salisbury Maryland

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Curriculum Vitae

Business Consultant

Contractual
February 2023 to Present
Campus
New York, NY

Adjunct Instructor

Contractual
August 2025 to Present
BYU - Pathways
(Remote)

Career Coach Consultant

Contractual
June 2022 to August 2024
Velocity Global (Indeed Career Services)
Denver, CO (Remote)

Adjunct Graduate Instructor

Contractual
January 2024 to March 2024
Organizational Leadership Doctoral Program, University of Maryland, Eastern Shore
Princess Anne, MD

Visiting Lecturer

March 2023 to August 2023
Department of Communication, West Virginia University
Morgantown, WV

Basic Communication Course Administrator

January 2021 to May 2023
Department of Communication, West Virginia University
Morgantown, WV

Graduate Teaching Assistant

August 2020 to May 2023
Department of Communication, West Virginia University
Morgantown, WV

Visiting Lecturer

August 2022 to December 2022
John Chambers College of Business and Economics, West Virginia University

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Curriculum Vitae

Morgantown, WV

Instructional Designer and Project Manager

April 2019 to July 2020

Zions Bank, Zions Bancorporation

Salt Lake City, UT

Corporate Training Manager

November 2018 to April 2019

Money Mart Financial Services

Malvern, PA

Strategic Development Manager

March 2018 to November 2018

Money Mart Financial Services

Salt Lake City, UT

Training and Development Specialist

March 2016 to March 2018

Dollar Financial Corporation

Salt Lake City, UT

Operations Specialist

February 2015 to August 2016

First National Bank of Layton

Clearfield, UT

Operations Specialist

July 2014 to February 2015

Wells Fargo

Clearfield, UT

Publications

5. **Stratton, C. M.** (2026). Trying alterity, passion and reflexivity: Performing scholarly resistance to doing and writing qualitative inquiry. *Qualitative Research in Organizations and Management: An International Journal*, advanced online publication.

<https://doi.org/10.1108/QROM-05-2025-3024>

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4. **Stratton, C.M.** (2026). Argumentation course package: Syllabus, and schedule, assignments, and rubric. In B. N. Frisby & R. Kaufmann (Eds.), *Teaching communication: Volume IV, instructional resources* (pp. 589-602). Cognella.
3. **Stratton, C.M.** (2026). Organization communication (asynchronous) syllabus. In B. N. Frisby & R. Kaufmann (Eds.), *Teaching communication: Volume IV, instructional resources* (pp. 503-508). Cognella.
2. **Stratton, C. M.** (2023). Organizing (eternal) identity and identification: An upward glance into religious institutions. *Graduate theses, dissertations, and problem reports*. 11986.
<https://researchrepository.wvu.edu/etd/11986>
1. Myers, S. A., & **Stratton, C. M.** (2021). Teaching effectiveness as a function of student preferences for instructional behaviors. In J. Valenzano III (Ed.), *Post-pandemic pedagogy: A paradigm shift* (pp. 17–35). Rowman and Littlefield

Awards and Honors

Research

- 2026 Top Paper, Theory and Methodology Interest Group, Eastern Communication Association (ECA)
- 2025 Top Panel Session, Training and Development Division, National Communication Association (NCA)
- 2024 Top Panel Session, Training and Development Division, National Communication Association (NCA)
- 2024 Presentation at the Top Paper Session, Theory and Methodology Interest Group, Eastern Communication Association (ECA)
- 2023 Top Panel Session, Training and Development Division, National Communication Association (NCA)
- 2023 Top Paper, Organizational Communication Interest Group, Eastern Communication Association (ECA)
- 2022 Presentation at the Top Paper Session, Training and Development Division, National Communication Association (NCA)
- 2022 Performance at the Top Performance Student Session, Performance Studies Division, National Communication Association (NCA)
- 2021 Top Paper, Training and Development Division, National Communication Association (NCA)

Teaching

- 2022 Outstanding Graduate Teaching Assistant, Eberly College, West Virginia University

Service

- 2024 Outstanding Service Award, Training and Development Division, National Communication Association (NCA)
- 2024 Top Reviewer Award, Training and Development Division, National Communication Association (NCA)
- 2022 Top Reviewer Award, Training and Development Division, National Communication Association (NCA)

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Other

2016 Outstanding Graduate of Arts and Humanities College, Weber State University
2016 Outstanding Graduate of the Department of Communication, Weber State University
2016 Lambda Pi Eta National Honors Society

Faculty Fellowships

2025 USM Generative AI Pedagogy Fellows Program, representing Salisbury University

Grants and Scholarships

2026 Salisbury Faculty Mini-Grant, Salisbury University, \$3000
2026 Faculty Development Grant, Salisbury University, \$600
2025 Fulton Faculty Grant, Salisbury University, \$1531
2025 Salisbury University Foundation Professional Grant, \$1200
2024 Fulton Faculty Grant, Salisbury University, \$1,898
2024 Fulton Faculty Grant, Salisbury University, \$981
2024 Faculty Development Grant, Salisbury University, \$600
2024 Salisbury University Foundation Professional Grant, \$1200
2024 Fulton Faculty Grant, Salisbury University, \$1568
2023 Faculty Development Grant, Salisbury University, \$400
2022 Travel Caucus Grant, National Communication Association, \$200
2022 Library Research Stipend, West Virginia University, \$125
2019 Dr. Robert K. Gilmore Graduate Student Scholarship, Missouri State University
2018 Dr. Robert K. Gilmore Graduate Student Scholarship, Missouri State University

Conference Activity

Research Presentations

25. **Stratton, C. M.** (2026, April 11). The organizing effect of GenAI on (Instructional, Organizational) communication paradoxes, and a digital pedagogy of the oppressed. Research presented at the Organizational Communication Interest Group at the meeting of the Eastern Communication Association, Pittsburgh, PA.
24. **Stratton, C. M.** (2026, April 10). Emergence: Performing scholarly resistance to doing and writing qualitative inquiry. Research presented at the Theory and Methodology Interest Group at the meeting of the Eastern Communication Association, Pittsburgh, PA.
23. **Stratton, C. M.** (2025, November 19). The Holy Linguistic Paradox: Toward a theoretical perspective on Christian organizing. Research presented at the Religious Communication Association Conference, Denver, CO.

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22. **Stratton, C. M.** (2025, April 17). From courtrooms to embodied conversations: Performing scholarly resistance for doing and writing qualitative research. Research presented at the International Qualitative Research in Management and Organization Conference, Albuquerque, NM.
21. **Stratton, C. M.,** Orcutt, J., Jackson, C., Silverstrim, K., Cristea, H., & Bugdal, M. (2025, February 7). Exploring SU perspectives on artificial intelligence. Research presented at the Salisbury University 15th Annual Teaching & Learning Conference, Salisbury, MD.
20. **Stratton, C. M.** (2024, March 22). Deconstructing Christianity: Opportunities for post-structural thought in Christian theorizing. Paper presented at the Theory and Methodology Communication Interest Group at the meeting of the Eastern Communication Association, Cambridge, MA.
19. **Stratton, C. M.** (2024, March 21). Identify tensions within Christian organizations: Reinvigorating currents of Christian theorizing. Paper presented at the Organizational Communication Interest Group at the meeting of the Eastern Communication Association, Cambridge, MA.
18. **Stratton, C. M.,** & Goodboy, A. K. (2023, March 30). Harboring innovation (organizational learning) through spiritual leadership and organizational dissent. Paper presented to the Organizational Communication Interest Group at the meeting of the Eastern Communication Association, Baltimore, MD. **Top Paper.**
17. **Stratton, C. M.** (2023, March 30). A poetic plea for postmodernism in instructional communication: Harboring innovation through postmodern voice. Paper presented to the Interpretation Performance Interest Group at the meeting of the Eastern Communication Association, Baltimore, MD.
16. **Stratton, C. M.,** & Martin, M. M. (2022, November 19). Pedagogy for the oppressed: Instructional liberation from the iron cage of a classroom. Paper presented to the Instructional Communication Interest Group at the meeting of the National Communication Association, New Orleans, LA.
15. **Stratton, C. M.** (2022, November 18). Putting it together: Finding P.L.A.C.E. as a researcher in discursive fields. Paper presented to the Performance Studies Interest Group at the meeting of the National Communication Association, New Orleans, LA. Presentation at Top Student Paper Session: Performance Studies Division.
14. **Stratton, C. M.** (2022, November 18). Sensing-the-learning: Deconstructing the phenomenon of training transfer. Paper presented to the Training and Development Interest Group at the meeting of the National Communication Association, New Orleans, LA. Presentation at the Top Paper Session: Training and Development Division
13. **Stratton, C. M.** (2022, November 16). Communicating the spirit (back) into capitalism: A Communicative review of the protestant ethic and the “spirit” of capitalism. Paper presented at the Religious Communication Association annual meeting, New Orleans, LA.

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12. **Stratton, C. M.** (2022, September). Organizing (eternal) identity and identification: An upward glance into religious institutions. Featured speaker at the annual Organizational Communication Mini-Conference, Austin, TX.
11. **Stratton, C. M., & Myers, S. A.** (2022, April 8). Battling with instructional dissent: Toward a reconceptualization and theory. Paper presented to the Instructional Communication Interest Group at the meeting of the Eastern Communication Association, Philadelphia, PA.
10. **Stratton, C. M.** (2022, April 8). Time to be grounded: (Re)Uniting our understanding of grounded theory methodology in instructional communication. Paper presented to the Theory and Methodology Division Interest Group at the meeting of the Eastern Communication Association, Philadelphia, PA.
9. **Stratton, C. M.** (2021, November 20). Renewing and transforming training transfer via the training engagement theory: Review of theory and practical application. Paper presented to the Training and Development Division Interest Group at the meeting of the National Communication Association, Seattle, WA. Top Paper: Training and Development Division.
8. **Stratton, C. M.** (2021, November 20). Learning transfer system inventory (LTSI): A measurement exemplar (?) for T&D communication scholars. Paper presented to the Training and Development Division Interest Group at the meeting of the National Communication Association, Seattle, WA.
7. **Stratton, C. M.** (2021, October 23). Communicatively constructing the phenomenon of training transfer: Issues of epistemology and methodology. Research presented at the Organizational Communication Mini-Conference, University of Kansas, (Virtual Event).
6. **Stratton, C. M.** (2021, March 26). Training on trial: A cross-examination of organizational culture and management approaches and its impact on learning and development. Paper presented to the Organizational Communication Interest Group at the meeting of the Eastern Communication Association, Cambridge, MA (Virtual Event)
5. **Stratton, C. M.** (2021, March 25). Falling short of the pinnacle: An applied group communication analysis. Paper presented to the Applied Communication Interest Group at the meeting of the Eastern Communication Association, Cambridge, MA (Virtual event)
4. **Stratton, C. M.** (2020, October 17). Teams in TEAMS: Driving classroom productivity and bolstering small group communication. Presentation at the meeting of the Florida Communication Association (Virtual Event).
3. **Stratton, C. M.** (2019, November 15). Survival in the workplace: A critical study on organizational culture. Paper presented to the Organizational Communication Interest Group at the meeting of the National Communication Association, Baltimore, MD.
2. **Stratton, C. M.** (2018, November 7). Practice what you preach. Paper presented at the Religious Communication Association annual meeting, Salt Lake City, UT.

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1. **Stratton, C. M.** (2016, April 7). Organizational culture and the effect it has on employee satisfaction and customer care. Research presented at the National Conference of Undergraduate Research, Asheville, NC.

Panel Presentations

19. **Stratton, C. M.**, Gesualdi, M., O'Malley, D., & Frost, T. A. C. (2026, April 11). Emergence of technology: Deficits and challenges for 2-year and 4-year institutions alike. Presented at the Eastern Communication Association, Pittsburgh, PA.
18. **Stratton, C. M.**, Liberman, C. J., Frymier, A. B., Gesualdi, M., & Thomas-Maddox, C. D. (2026, April 11). The emergence of AI fluency: Bridging classroom innovation and organizational practice. Presented at the Eastern Communication Association, Pittsburgh, PA.
17. **Stratton, C. M.**, Gesualdi, M., & O'Connell, L. (2026, April 10). Teaching organizational communication: Emergence of innovative methods. Presented at the Eastern Communication Association, Pittsburgh, PA.
16. Egan, C., **Stratton, C. M.**, Runge, Z., Theim, R., Gichaga, L. W. (2026, March 7). From classroom to career: Strategic communication for professional success. Presentation at the Maryland Communication Association, Bowie, MD.
15. **Stratton, C. M.**, Patton, G., Kavya-Friedman, P., & Burk, J. (2025, November 23). Employment success/career Elevation – Navigating a crazy, bad job market. Training and Development Division, National Communication Association, Denver, CO.
14. **Stratton, C. M.** et al. (2025, November 24). Elevating community engagement on AI: An NCAi collaboratory working town hall. National Communication Association, Denver, CO.
13. Beaty, R., Buzzetta, A., Buzzanell, P. M., Harter, L., Schnabel, E., & **Stratton, C. M.** (2025, November 20). Elevating faith: Reimagining organizational communication in religious contexts. Organizational Communication Division, National Communication Association, Denver, CO.
12. **Stratton, C. M.** (2024, November 22). As clear as mud: Using artificial intelligence (AI) to “translate” theoretical case studies for training workshops. Training and Development Division, National Communication Association, New Orleans, LA. **Top Panel.**
11. **Stratton, C. M.** (2024, March 23). Rolling the dice: Uncertain case studies with incomplete endings. Organizational Communication Interest Group, Eastern Communication Association, Cambridge, MA.
10. **Stratton, C. M.** (2024, March 23). Teacher as a performer: Enacting leadership and mentoring styles to promote engaged learning. Organizational Communication Interest Group, Eastern Communication Association, Cambridge, MA.

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9. **Stratton, C. M.** (2023, November 17). Computer-mediated (professional) me: Training and development tactics for freeing (?) industry job resumes from artificial intelligence (AI) and applicant tracking systems (ATS) barriers. Training and Development Division, National Communication Association, National Harbor, MD. **Top Panel.**
8. **Stratton, C. M.** (2023, November 17). Managing social loafing in large learning crowds: Strategies to increase involvement. Presented in Freedom (?) from Organizational Learning Barriers: Strategies for improving training from organizational, instructional, and training communication specialists. Training and Development Division, National Communication Association, National Harbor, MD.
7. **Stratton, C. M.** (2023, November 16). Disciplining freedom: Best practices and tactics by training and development professionals (consultants, teachers, trainers) to manage learner autonomy and business requirements. Training and Development Division, National Communication Association, National Harbor, MD.
6. **Stratton, C. M.** (2023, March 31). Capturing integrated, differentiated, and fragmented organizational culture via qualitative research. Presented in Innovatively Teaching the Undergraduate Organizational Communication Course. Organizational Communication Interest Group, Eastern Communication Association, Baltimore, MD.
5. **Stratton, C. M.** (2023, March 30). Dissenting dissent. Presented in Innovative ways to study organizational (and instructional) dissent. Organizational Communication Interest Group, Eastern Communication Association, Baltimore, MD.
4. **Stratton, C. M.** (2022, November 20). Training the trainer: Best practices for using virtual meeting platforms. Training and Development Division, National Communication Association, New Orleans, LA.
3. **Stratton, C. M.** (2022, November 20). Top training, development, learning & consulting engagements: Challenges, lessons learned, and best practices. Training and Development Division, National Communication Association, New Orleans, LA.
2. **Stratton, C. M.** (2022, November 19). Marketing yourself for alternative-academic, non-academic, non-profit, and corporate positions in learning, training, development, and consulting roles. Training and Development Division, National Communication Association, New Orleans, LA.
1. **Stratton, C. M.** (2022, November 17). Top strategies, tactics, & solutions to build engagement, skills, and professional growth: Enhancing teaching, training & team development. Training and Development Division, National Communication Association, New Orleans, LA.

Teaching Presentations

11. **Stratton, C. M., Towle, B., & Egan, C.** (2026, June 3). AI in the classroom: Tool, threat, or transformation? Presentation at the SUccess Conference, 2026, Salisbury, MD.

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10. **Stratton, C.M.** (2026, March 7). The consultant's hot seat: A real-time simulation for assessing organizational culture analysis. Presentation at the Maryland Communication Association, Bowie, MD.
9. **Stratton, C. M.** (2025, November 21). Unburden and elevate communication and training: Simplifying complex policies and information with Google NotebookLM. Presentation to the Training and Development Division (T&D) at the meeting of the National Communication Association, Denver, CO. **Top Panel.**
8. **Stratton, C. M.** & Jackson, C. (2025, February 7). Bridging the proficiency gap: Integrating Microsoft Teams into classrooms for real-world learning. Presented at the Salisbury University 15th Annual Teaching & Learning Conference, Salisbury, MD.
7. **Stratton, C. M.** (2025, February 7). Next gen-learning: Crafting AI characters for campus support. Presented at the Salisbury University 15th Annual Teaching & Learning Conference, Salisbury, MD.
6. **Stratton, C. M.** (2023, November 18). The freedom (?) of online professional identity expressions: The controlling and freeing affordances of applicant tracking systems (ATS) on professional resumes. Presentation to the G.I.F.T.S. Interest Group at the meeting of the National Communication Association, National Harbor, MD.
5. **Stratton, C. M.** (2022, April). Constructing constructivist grounded theory. Presentation to the G.I.F.T.S. Interest Group at the meeting of the Eastern Communication Association, Philadelphia, PA.
4. **Stratton, C. M.** (2021, November 20). Connected, uplifted, and changed: Interconnecting goals and teamwork. Presentation to the G.I.F.T.S. Interest Group at the meeting of the National Communication Association, Seattle, WA.
3. **Stratton, C. M.** (2021, November 19). Visualizing the impact of organizational networks. Presentation to the G.I.F.T.S. Interest Group at the meeting of the National Communication Association, Seattle, WA.
2. **Stratton, C. M.** (2021, March 25). Constructing theory: A puzzle-making approach to theory-driven research. Presentation to the G.I.F.T.S. Interest Group at the meeting of the Eastern Communication Association, Cambridge, MA (Virtual Event).
1. **Stratton, C. M.** (2020, November). Oasis of conflict: A simulation demonstrating how conflict is incited. Presentation to the G.I.F.T.S. Interest Group at the meeting of the National Communication Association, Indianapolis, IN (Virtual Event).

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Short Courses

2. **Stratton, C. M.** & Gessler, E. (2026, April 9). Emerging tools for emerging students: Using AI superheroes to maximize student support and unbounded learning. Short course presented at the Eastern Communication Association Convention, Pittsburgh, PA.
1. **Stratton, C. M.** (2026, February 6). Liberated learning: AI superheroes for student support. Workshop course presented at the 16th Annual Teaching and Learning Conference, Salisbury University.

Invited Presentations

6. **Stratton, C. M.** (2025, April 11). *AI & abstraction: Building bridges to complex ideas with flipped classroom tools*. Perdue School of Business, Salisbury University.
5. **Stratton, C. M.** (2024, April 17). *Mastering the Matrix and Beating the Bots: Transforming your Academic CV into an ATS-friendly Resume*. National Communication Association.
4. **Stratton, C. M.** (2023, October 7). Beyond the dissertation: Faculty advice for job searches. Organizational Communication Mini-Conference, New Brunswick, NJ.
3. **Stratton, C. M.** (2022, November 11). *Organizing (eternal) identity and identification: An upward glance into religious institutions*. Department of Communication Studies Research Colloquium Series, West Virginia University
2. **Stratton, C. M.** (2022, August 9). *Managing teaching on the first day*. New Graduate Student Orientation, Department of Communication Studies, West Virginia University
1. **Stratton, C. M.** (2021, August 10). *Managing teaching on the first day*. New Graduate Student Orientation, Department of Communication Studies, West Virginia University

Teaching

Salisbury University

Assistant Professor

COMM 101 – Introduction to Human Communication Studies

*Quality Matters Certification (2025)

COMM 218 – Rhetoric and Public Presentation

COMM 399 – International Studies in Communication (Study abroad, Scotland)

COMM 411 (511) – Managerial Communication

COMM 460 (560) – Applied Organizational Communication (Organizational Culture)

COMM 490: Communication Seminar–Faith in Dialogue: Communicating Identity and Belonging Across Religions

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Brigham Young University Idaho – Pathways

Adjunct Instructor

COMM 350 – Communication Research Methods

University of Maryland Eastern Shore–Organizational Leadership Doctoral Program

Adjunct Instructor

ORLD 603 – Politics, Organizations, and Leaders: Legal and Ethical Issues

West Virginia University

Adjunct Instructor

INBS 310 – Global Business Communication

Graduate Teaching Assistant (Primary Instructor)

COMM 104 – Fundamentals of Public Communication

COMM 303 – Business and Professional Communication

COMM 304 – Argumentation

COMM 306 – Organizational Communication

COMM 404 – Persuasion

COMM 623 – Leadership

COMM 655 – Computer-Mediated Communication (CMC) and Professional Identity

Campus (Campus.edu)

Business Instructor

COLL 100 – Foundations of College Success

COLL 110 – Presentation Skills

COLL 140 – Purpose-Driven Life

GE 150 – Introduction to Logic and Critical Thinking

Service

Communication Discipline

Positions

Chair, Organizational Communication Interest Group, Eastern Communication Association, March 2024 to March 2025

Legislative Assembly (LA) Member, National Communication Association, November 2024 to November 2025

Co-Chair, Training and Development Division, National Communication Association, November 2023 to November 2024

Vice-Chair, Organizational Communication Interest Group, Eastern Communication Association, March 2023 to March 2024

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I.D.E.A. (Inclusion, Diversity, Equity, Access) Committee Member, Organizational Communication Division, National Communication Association, September 2022 to November 2024.

Co-Vice Chair, Training and Development Division, National Communication Association, November 2022 to November 2023

Secretary, Organizational Communication Interest Group, Eastern Communication Association, October 2021 to March 2023

Co-Secretary, Training and Development Division, National Communication Association, November 2021 to November 2022

Peer Mentor, Organizational Communication Division, National Communication Association, November 2021 to Present

Invited Reviewer

2026 Qualitative Research in Organizations and Management, Associate Editor: Christopher Hartt

2026 Qualitative Research in Organizations and Management, Associate Editor: Keshav Krishnamurty

2025 Qualitative Research in Organizations and Management, Editor: Nicholous Deal

2025 Qualitative Research in Organizations and Management, Editors: Jamie McDonald & Shawna Malvini Redden

2024 Communication Quarterly, Editor: Zac D. Johnson

2023 Communication Quarterly, Editor: Zac D. Johnson

2023 Organizational Communication, Oxford University Press

Conference Program Planner

2024 Organizational Communication Interest Group, Eastern Communication Association, Buffalo, NY (2025 convention)

2023 Training and Development Division, National Communication Association, National Harbor, MD.

2023 Undergraduate Scholars Conference (USC), Eastern Communication Association, Baltimore, MD.

Conference Respondent

Organizational Communication Division Town Hall, National Communication Association (NCA) Annual Convention (2023), National Harbor, MD.

Undergraduate Scholars Conference, Eastern Communication Association (ECA) Annual Convention (2023), Baltimore, MD. *Consuming media: A means for escape from or reflections on reality?*

Reviewer for Communication Associations

2026 Training and Development Division, National Communication Association (New Orleans)

2026 Great Ideas for Teaching Students (G.I.F.T.S), National Communication Association (New Orleans)

2026 Instructional Communication Division, Eastern Communication Association (Pittsburgh)

2025 Spiritual Communication Division, National Communication Association (Denver)

2025 Instructional Communication Division, National Communication Association (Denver)

2025 Religious Communication Association, National Communication Association (Denver)

2025 Great Ideas for Teaching Students, National Communication Association (Denver)

2025 Training and Development Division, National Communication Association (Denver)

2025 Undergraduate Scholars Conference, Eastern Communication Association (Buffalo)

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2025 Instructional Communication Interest Group, Eastern Communication Association (Buffalo)
2025 Organizational Communication Interest Group, Eastern Communication Association (Buffalo)
2024 Great Ideas for Teaching Students (G.I.F.T.S), National Communication Association (New Orleans)
2024 Caucus on Gay, Lesbian, Bisexual, Transgender, and Queer Concerns, National Communication Association (New Orleans)
2024 Training and Development Division, National Communication Association (New Orleans)
2024 Instructional Development Division, National Communication Association (New Orleans)
2024 Organizational Communication Interest Group, Eastern Communication Association (Cambridge)
2023 Training and Development Division, National Communication Association (National Harbor)
2023 Instructional Development Division, National Communication Association (National Harbor)
2023 Undergraduate Scholars Conference, Eastern Communication Association (Baltimore)
2023 Instructional Communication Interest Group, Eastern Communication Association (Baltimore)
2023 Organizational Communication Interest Group, Eastern Communication Association (Baltimore)
2023 Applied Communication Interest Group, Eastern Communication Association (Baltimore)
2022 Training and Development Division, National Communication Association (New Orleans)
2022 Student Section, National Communication Association (New Orleans)
2022 Organizational Communication Division, National Communication Association (New Orleans)
2022 Instructional Development Division, National Communication Association (New Orleans)
2021 Organizational Communication Interest Group, Eastern Communication Association (Philadelphia)
2021 G.I.F.T.S. Interest Group, Eastern Communication Association (Philadelphia)
2021 Undergraduate Scholars Conference, Eastern Communication Association (Philadelphia)

Panel Chair

2025 National Communication Association, Denver, CO. *Elevating T&D with AI with GenAI: Tools, tactics, and real-world impact. Top Panel.*

2025 International Qualitative Research in Management and Organization, Albuquerque, NM.

2024 National Communication Association, New Orleans, LA. *Communication for greater regard: Translating the abstract to practical in learning contexts.*

2024 Eastern Communication Association, Cambridge, MA. *Top Three Competitive Papers in Organizational Communication.*

2023 National Communication Association, National Harbor, MD. *Disciplining freedom: Best practices and tactics by training and development professionals (consultants, teachers, trainers) to manage learner autonomy and business requirements.*

2023 National Communication Association, National Harbor, MD. *Freedom (?) from organizational learning barriers: Strategies for improving training from organizational, instructional, and communication specialists.*

2023 Eastern Communication Association, Baltimore, MD. *Top papers of the James C. McCroskey and Virginia P. Richmond Undergraduate Scholars Conference.*

2023 Eastern Communication Association, Baltimore, MD. *Competitive papers in organizational communication.*

2023 Eastern Communication Association, Baltimore, MD. *Innovating with theories to help explain instructional communication.*

2022 Eastern Communication Association, Philadelphia, PA. *Relating, connecting, and leading: Exploring the lived experiences of leaders, customers, and community members.*

2022 Eastern Communication Association, Philadelphia, PA. *Analyzing media through a rhetorical lens.*

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Additional Volunteer Opportunities

2022 Conference Volunteer, National Communication Association, New Orleans, LA.

2021 Conference Volunteer, National Communication Association, Seattle, WA.

Salisbury University

University

2026 Faculty Learning Community (FLC) Co-Facilitator, Diversity, Justice, Accessibility, & Matterings (DJAM) (2025-2026)

2026 Graduation (Commencement) Committee Member (Graduate Speaker) & Coach

2026 Admissions and Readmissions Committee Member (Chair)

2025 Admissions and Readmissions Committee Member

2025 Graduation Commencement Marshall

2025 Commencement Speaker Coach (Undergraduate, Graduate)

2025 Generative AI University Task Force member

2025 Center for Achievement of Faculty Excellence (CAFE) Self-Study Working Group Member

2025 Faculty Development Day Committee Planner (GenAI and Learning)

2024 Faculty Learning Community (FLC) Co-Facilitator, Diversity, Justice, Accessibility, & Matterings (DJAM) (2024-2025)

2024 Faculty Learning Community (FLC) Planning Committee Member, Exploring Generative Artificial Intelligence (GenAI) in the Classroom

2024 New Student Reflection, Institute for Public Affairs and Civic Engagement (PACE)

2024 Laridae Undergraduate Academic Journal Article Reviewer

2024 Commencement Speaker Coach (Undergraduate, Graduate)

2024 Admissions and Readmissions Committee Member

2024 Inclusion, Access, Belonging (IAB) Working Group Member (Inclusive Education and Training)

2023 Commencement Speaker Coach (Undergraduate)

2023 New Student Reflection, Institute for Public Affairs and Civic Engagement (PACE)

2023 Reviewer, Civic Engagement Across the Curriculum (CEAC)

University-Other

2026: Undergraduate Thesis Committee: Riley Barr

Fulton School of Liberal Arts

2026 Student Research Grants Committee Chair

2025 Student Research Grants Committee Chair

2024 Student Research Grants Committee Member

Department of Communication

2026 Graduate Thesis Committee Member – Graduate Student: Katie Ray

2026 Graduate Thesis Committee Member – Graduate Student: Jakob Todd

2026 Curriculum and Assessment Committee Member

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2025 Curriculum and Assessment Committee Member

2024 Curriculum and Assessment Committee Member

2023 Curriculum and Assessment Committee Member

West Virginia University

2022 Undergraduate Research Symposium judge

2022 West Virginia University GTA trainer

2022 Department of Communication Studies GTA mentor

2021 Undergraduate Research Symposium judge

2021 Department of Communication Studies GTA mentor

Professional Development

Continuing Education (Professional Credentials, Credits, Certifications)

[Google Prompting Essentials](#). Coursera, January 2025 (4 hours).

[Google AI Essentials](#). Coursera, January 2025 (5 hours).

[Certificate in Effective Teaching Practice Framework](#). Association of College and University Educators (ACUE), January 1-November 9, 2024 (50 hours).

*[Fostering a culture of belonging \(online course\)](#). Association of College and University Educators (ACUE), Summer 2024 (16 hours).

AI for K12 Educators. University System of Maryland, June 6-7, 2024. (1 Credit, 16 hours)

Teaching– 255 Hours Total

*Focus on Diversity, Equity, and Inclusion (DEI)

† Focus on Civic and Community Engagement

16th Annual Teaching and Learning Conference, Salisbury University. February 6, 2025 (5 hours)

Smarter Studying Starts Here –AI-Enabled Study Buddies, Salisbury University, Instructional Design and Delivery. September 24, 2025 (1 hour)

Digital Accessibility 5-Day Challenge Workshop, Salisbury University. September 16, 2025 (5 hours). [Click here for the digital badge](#).

AI in Higher Education, Faculty Development Day, Salisbury University, August 27, 2025 (4 hours)

15th Annual Teaching and Learning Conference, Salisbury University. February 7, 2025 (5 hours)

The AI Empowered Instructional Designer. Quality Matters. January 31, 2025 (1 hour)

Incorporating Regular and Substantive Interaction (RSI) into Course Design and Delivery. Quality Matters. January 21, 2025 (1 hour)

Redesigning Assignments: AI Considerations. Instructional Design & Delivery, Salisbury University. January 14, 2025 (2 hours)

Balance Innovation with Legal & Ethical Considerations to Develop Effective Institutional Usage Policies. University of Michigan Center for Academic Innovation. December 16, 2024 (1.5 hours).

Regarding the Communication Capstone Course. NCA Short Course, Instructors: Brian H. Spitzberg & Heather E. Canary. November 21, 2024 (3 hours).

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Curriculum Vitae

- Designed at First Sight—Will AI be a Partner in Course Design?* Quality Matters. September 18, 2024 (1 hour).
- Reparative Humanism in Higher Education: Recasting Agreements to Humanize Teaching & Learning.* Instructor: Mays Imad. Faculty Development Day, Salisbury University, August 21, 2024 (3 hours)
- Aligning Student Learning Outcomes to Assignments, Discussions, & Assessments.* Instructional Design & Delivery, Salisbury University. August 16, 2024 (1 hour)
- Leveraging Microsoft Teams and Office in the Classroom.* Instructional Design & Delivery, Salisbury University. August 15, 2024 (1 hour)
- Systematic Review: The Effect of Synchronous Instructor Presence on Student Learning.* Quality Matters. June 20, 2024 (1 hour)
- Getting Started with an AI Policy for Your Campus.* Association of College and University Educators (ACUE), May 29, 2024 (1 hour)
- Teaching with AI: Squelching fears, saving time, and generating new ideas.* United States Distance Learning Association (USDLA). May 17, 2024 (1 hour)
- Ethical Use of AI in the Classroom.* Instructional Design & Delivery, Salisbury University. May 15, 2024 (1 Hour).
- 2024 Higher Ed Quality in Action Conference.* Hosted by Quality Matters. May 3, 2024 (5 hours).
- **CCBC (Community College of Baltimore County) 9th Annual Culturally Responsive Teaching and Learning (CRTL) Conference: Just Education.* Linthicum Heights, MD, April 18-19, 2024 (14 hours)
- **Issues Based Advocacy Training (How to Find Success in Grassroots Organizing).* The Institute for Public Affairs and Civic Engagement (PACE) at Salisbury University. April 12, 2024 (4 hours).
- **Enhancing College Success for Students with Autism: A Professor's Guide,* Salisbury University. April 5, 2024 (1 hour)
- Dynamic Lecturing,* Instructional Design & Delivery, Salisbury University. April 4, 2024 (1 hour)
- **Currents in Promoting CSR, DEI, and ESG Strategies: The Promise and Peril of Doing Good—A Case Study Approach,* Short Course, Eastern Communication Association, Thomas Flynn & Allison Peiritsh, March 22, 2024 (1 hour)
- The Impact of AI on College Leadership, Teaching, and Technology,* Association of College and University Educators (ACUE), March 12, 2024 (1 hour)
- 14th Annual Teaching and Learning Conference,* Salisbury University. February 16, 2024 (6 hours)
- Recording videos and lectures with Panopto.* Instructional Design & Delivery, Salisbury University. January 18, 2024 (1 Hour)
- Creating Course Alignment Maps.* Quality Matters hosted by Instructional Design & Delivery, Salisbury University. January 16, 2024 (4 Hours)
- **Empowering Education: Starting Your Journey into Inclusive Pedagogy.* Conference hosted by Salisbury University. January 9, 2024 (3.5 hours)
- Soaring with Online Learning.* Professional Development Program offered by Instructional Design & Delivery, Salisbury University. January 1 to February 9, 2024 (50 hours)
- **Maryland OER Summit: Cultivating Agency through Open Educational Practices.* Hosted by Salisbury University. December 1, 2023 (6 hours)
- Ethics Across the Curriculum.* Professional Development Program, Salisbury University. August to December 2024 (30 hours)
- **Co-creating Communities of Belonging.* Instructor: Kathy Obear, Faculty Development Day, Salisbury University. August 23, 2023 (3.5 hours)

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Curriculum Vitae

- **Anti-racist Communication Pedagogy*. Instructor: SpeakWrite, West Virginia University. August 2022 (6 hours)
- **Public Safe Zone Training*. LGBTQ+ Center, West Virginia University. September 2022 (1.5 hours)
- **Challenging Conversations in the Classroom*. Instructors: Christine Kunkle & Samantha Leggett-Bradley. West Virginia University, August 2022 (1.5 hours)
- **A Long Talk about the Uncomfortable Truth—Anti-racist Activation*. Instructor: A Long Talk. February 2022 (5 hours)
- Straight Talk about Teaching Communication Research Methods*. NCA Short Course, Instructors: Christine S. Davis, Brandy Stamper, Kenneth A. Lachlan. November 2021 (3 hours)
- **LGBTQ+ Safe Zone Training*, LGBTQ+ Center. West Virginia University. August 2021 (1.5 hours)
- Educators Designing Great Experiences*. Mini Institute, Teaching and Learning Commons (TLC), West Virginia University. June 2021 (10 hours)
- Enhancing Student Engagement*. Mini Institute, Teaching and Learning Commons (TLC), West Virginia University. January 2021 (18 hours)
- Effective Course Organization and Communication*. Mini Institute, Teaching and Learning Commons (TLC), West Virginia University. January 2021 (18 hours)
- Exploring the Intersection of “Soft Skills” and the Basic Course*. NCA Pre-Conference, Instructors: Pat J. Gehrke, Suzy Prentiss, Jane Pierce Saulnier. November 2020 (4 hours)
- **Improving Assessments and Assignments to Increase Equity*. 2020 Assessment Institute, Instructor: Karen Singer-Freeman, Harriett Hobbs, Christine Robinson. October 2020 (2.5 hours)
- Rubrics for Assessing Student Learning*. Instructor: Linda Suskie, (2 hours)
- Creating Effective Online Learning Environments*. Mini Institute, Teaching and Learning Commons (TLC), West Virginia University. August 2020 (18 hours)

Research—84 Hours Total

- MAshN-up as method: A Gestalt qualitative workshop using metaphor, arts-based research, and narrative analysis*. Instructors: Sarah J. Tracy & Cary Lopez. April 15, 2025 (3 hours)
- Grant Writing Workshop*. MCQ Consulting and Salisbury University. Instructors: Megan Cantwell, Frederick Winter, and Tom Baerwald. June 4-5, 2024 (14 hours).
- Employing metaphor, narrative, artistic, and creative writing methods to bring life to findings and findings to life: An interactive workshop*. Instructor: Sarah J. Tracy. September 2022 (2 hours)
- Nexis Uni for Government Information: Deep Dive into a Database*. Instructor: Matthew Steele, West Virginia University Library Workshop. September 2022 (1 hour)
- Getting the Most Out of Google Scholar—Advanced Research Techniques*. Instructor: Catherine Fonseca, West Virginia University Library Workshop. September 2022 (1 hour)
- Research Tactics to Identify Fake News*. Instructor: Catherine Fonseca, West Virginia University Library Workshop. August 2022 (1 hour)
- Literature Review Workshop*. West Virginia University Library Workshop. January 2022. (2 hours)
- Student Library Immersion Program*. West Virginia University Library. January 2022 (18 hours)
- Investing Communication Problems: Using and Teaching Grounded Practical Theory*. NCA Short Course, Instructors: Karen Tracy & Robert T. Craig. November 2021 (3 hours)
- (Re)making Data in Qualitative Research*. NCA Short Course, Instructors: Laura Ellingson & Patricia Sotirin. November 2021 (3 hours)

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Curriculum Vitae

Introduction to Structural Equation Modeling (SEM). The Center for Statistical Training, Instructors: Daniel J. Bauer & Patrick J. Curran. May 2021 (24 hours)

Qualitative Coding and Data Analysis Basics: Forging a Path through the Maze. ECA Short Course, Instructor: Sarah J. Tracy. March 2021 (3 hours)

Coefficient Omega over Alpha. Instructor, Alan K. Goodboy, West Virginia University. February 2021 (1 hour)

Questionnaire Item Writing. The Center for Integrated Latent Variable Research (CILVR), Instructor: Deborah Bandalos. January 2021 (8 hours)

Professional Memberships and Affiliations

National Communication Association

Organizational Communication Division
Training and Development Division
Instructional Communication Division

Eastern Communication Association (Life Member)

Instructional Communication Interest Group
Organizational Communication Interest Group
Theory and Methodology Interest Group

Maryland Communication Association

2026-2027

Graduate Courses Completed

West Virginia University

2020 to 2023

COMM 606 – Organizational Communication
COMM 619 – Instructional Communication
COMM 693A – Institutional Dissent
COMM 693B – Workplace Relationships
COMM 700 – Survey of Communication Theory
COMM 701 – Graduate Research Methods (Quantitative)
COMM 706 – Advanced Organizational Communication
COMM 711 – Advanced Research Methods (Mediation, Moderation, GLM)
COMM 712 – Communication Measurement
COMM 719 – Advanced Instructional Communication
COMM 790 – Teaching Practicum and Course Development
COMM 795 – Independent Study: Training, Development, and Learning Transfer
COMM 796 – Graduate Seminar in Professional Development
COMM 797 – Dissertation Research

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Curriculum Vitae

EDP 613 – Statistical Methods

MANG 785 – Contemporary Strategic Management

SCFD 615 – Qualitative Research Methods

SCFD 715 – Advanced Qualitative Research Methods

SCFD 781 – Nature of Inquiry

SOC 730 – Sociological Explanation

Missouri State University

2017 to 2019

COMM 611 – Conflict and Communication

COMM 617 – Communication and Diversity in the Workplace

COMM 621 – Communication, Mediation, and Negotiation

COMM 701 – Introduction to Graduate Studies and Professional Development

COMM 702 – Theory and Research in Communication

COMM 706 – Rhetorical Theory

COMM 712 – Quantitative Research Methods

COMM 718 – Communication Measurement

COMM 732 – Small Group Communication

COMM 736 – Organizational Communication

COMM 794 – Conflict Management Internship

COMM 797 – Intercultural Communication