

Curriculum Vitæ
Caleb T. Carr, Ph.D.
Associate Professor, Illinois State University

School of Communication
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fax: +1 309.438.3048

EDUCATION

Ph.D., Media & Information Studies 2011

Michigan State University, East Lansing, MI

Concentration: Organizational and Interpersonal Mediated Communication

Dissertation: "The Role of Extractive Information on Reducing Uncertainty Regarding Organizational Fit: A Test of Two Mechanisms"

Advisor: Dr. Joseph B. Walther

Committee: Dr. Nicole Ellison, Dr. Steven Lacy, Dr. Cliff Lampe, & Dr. Vernon D. Miller

M.A., Interpersonal Communication 2005

Central Michigan University, Mount Pleasant, MI

Thesis: "Determining the Degree of Penetration and Purpose of Use of Synchronous Computer-Mediated Communication in an Organization: A Case Study"

Advisor: Dr. Peter Ross

Committee: Dr. Michael Papa & Dr. Lesley Withers

B.S., Business Administration 2002

Central Michigan University, Mount Pleasant, MI

Concentration: International Business Administration

Minor: Interpersonal and Public Communication

PUBLICATIONS

Peer-Reviewed Journal Articles

29. Banks, J., & Carr, C. T. (in press). Toward a relational matrix model of avatar-mediated interaction. *Psychology of Popular Media Culture*. doi: 10.1037/ppm0000180
28. Carr, C. T., & Hayes, R. A. (in press). Identity shift effects of self-presentation and confirmatory & disconfirmatory feedback on self-perceptions of brand identification. *Media Psychology*. doi: 10.1080/15213269.2017.1396228
27. Carr, C. T., Hayes, R. A., & Sumner, E. (2018). Predicting a threshold of perceived Facebook post success via Likes & Reactions: A test of explanatory mechanisms. *Communication Research Reports*, 35, 141-151. doi: 10.1080/08824096.2017.1409618
26. Hayes, R. A., Wesselmann, E. D., & Carr, C. T. (2018). When nobody "Likes" you: Perceived ostracism through paralinguistic digital affordances within social media. *Social Media + Society*, 4(3). doi: 10.1177/2056305118800309
25. O'Sullivan, P. B., & Carr, C. T. (2018). Masspersonal communication: A model bridging the mass-interpersonal divide. *New Media & Society*, 20, 1161-1180. doi: 10.1177/1461444816686104
24. Carr, C. T. (2017). A social identification approach to the effects of religious disclosures in business communication. *The Journal of Social Psychology*, 157, 571-587. doi: 10.1080/00224545.2016.1248810
23. Carr, C. T., Hall, R. D., Mason, A. J., & Varney, E. J. (2017). Cueing employability in the gig economy: Effects of task-relevant and task-irrelevant information on Fiverr. *Management Communication Quarterly*, 31, 409-428. doi: 10.1177/0893318916687397
22. Carr, C. T., & Foreman, A.C. (2016). Identity shift III: Effects of publicness of

- feedback and relational closeness in computer-mediated communication. *Media Psychology*, *19*, 334-358. doi: 10.1080/15213269.2015.1049276
21. Carr, C. T., Wohn, D. Y., & Hayes, R. A. (2016). Φ as social support: Relational closeness, automaticity, and interpreting social support from paralinguistic digital affordances in social media. *Computers in Human Behavior*, *62*, 385-393. doi: 10.1016/j.chb.2016.03.087
 20. Hayes, R. A., Carr, C. T., & Wohn, D. Y. (2016a). One click, many meanings: Interpreting paralinguistic digital affordances in social media. *Journal of Broadcasting & Electronic Media*, *60*, 171-187. doi: 10.1080/08838151.2015.1127248
 19. Hayes, R. A., Carr, C. T., & Wohn, D. Y. (2016b). It's the audience: Differences in social support across social media. *Social Media + Society*, *2*(4). doi: 10.1177/2056305116678894
 18. Lane, B. L., Piercy, C. W., & Carr, C. T. (2016). Making it Facebook official: The warranting value of online relationship status disclosures on relational closeness. *Computers in Human Behavior*, *56*, 1-8. doi: 10.1016/j.chb.2015.11.016
 17. Wohn, D. Y., Carr, C. T., & Hayes, R. A. (2016). How affective is a "Like?" The effect of paralinguistic digital affordances on perceived social support. *Cyberpsychology, Behavior, and Social Networking*, *9*, 562-566. doi: 10.1089/cyber.2016.0162
 16. Carr, C. T. (2015). Spotlight on ethics: Institutional Review Boards as systemic bullies. *Journal of Higher Education Policy and Management*, *37*, 14-29. doi: 10.1080/1360080X.2014.991530
 15. Carr, C. T., & Hayes, R. A. (2015). Social media: Defining, developing, and divining. *Atlantic Journal of Communication*, *23*, 46-65. doi: 10.1080/15456870.2015.972282
 14. Carr, C. T., & Zube, P. (2015). Network autocorrelation of task performance via informal communication within a virtual world. *Journal of Media Psychology*, *27*, 33-44. doi: 10.1027/1864-1105/a000129
 13. Hayes, R. A., & Carr, C. T. (2015). Does being social matter?: Effects of enabled comments on credibility and brand attitudes in social media. *Journal of Promotion Management*, *21*, 371-390. doi: 10.1080/10496491.2015.1039178
 12. Hayes, R. A., Smock, A., & Carr, C. T. (2015). Face[book] management: Self-presentation of political views on social media. *Communication Studies*, *66*, 549-568. doi: 10.1080/10510974.2015.1018447
 11. Carr, C. T. (2014). Applying a model of communicative influence in closed online and offline courses. *Journal of Asynchronous Learning Networks*, *18*(1), 115-129.
 10. Carr, C. T., & Hayes, R. (2014). The effect of disclosure of third-party influence on an opinion leader's credibility and electronic word-of-mouth in two-step flow. *Journal of Interactive Advertising*, *14*, 38-50. doi: 10.1080/15252019.2014.909296
 9. Carr, C. T., & Walther, J. B. (2014). Increasing attributional certainty via social media: Learning about others one bit at a time. *Journal of Computer-Mediated Communication*, *19*, 922-937. doi: 10.1111/jcc4.-12072
 8. Rozzell, B., Piercy, C., Carr, C. T., King, S., Lane, B., Tornes, M., Johnson, A. J., & Wright, K. B. (2014). Notification pending: Online social support from close and nonclose relational ties via Facebook. *Computers in Human Behavior*, *38*, 272-280. doi: 10.1016/j.chb.2014.06.006
 7. Carr, C. T., Vitak, J., & McLaughlin, C. (2013). Strength of social cues in online impression formation: Expanding SIDE research. *Communication Research*, *40*, 261-

281. doi: 10.1177/0093650211430687

6. Carr, C. T., Zube, P., Dickens, E., Hayter, C. A., & Barterian, J. A. (2013). Toward a model of sources of influence in online education: Cognitive learning and the effects of Web 2.0. *Communication Education, 62*, 61-85. doi: 10.1080/03634523.2012.724535
5. Carr, C. T., & Stefaniak, C. (2012). Sent from my iPhone: The medium and message as signals of sender professionalism in mobile telephony. *Journal of Applied Communication Research, 40*, 403-424. doi: 10.1080/00909882.2012.712707
4. Carr, C. T., Schrock, D. B., & Dauterman, P. R. (2012). Speech acts within social network sites' status messages. *Journal of Language and Social Psychology, 31*, 176-196. doi: 10.1177/0261927X12438535
3. Vitak, J., Zube, P., Smock, A., Carr, C. T., Ellison, N., & Lampe, C. (2011). It's complicated: Facebook users' political participation in the 2008 election. *Journal of CyberPsychology, Behavior, and Social Networking, 14*, 107-114. doi: 10.1089/cyber.2009.0226
2. Walther, J. B., Liang, Y. J., DeAndrea, D. C., Tong, S. T., Carr, C. T., Spottswood, E. L., Amchai-Hamburger, Y. (2011). The effect of feedback on identity shift in computer-mediated communication. *Media Psychology, 14*, 1-26. doi: 10.1080/15213269.2010.547832
1. Walther, J. B., Van Der Heide, B., Tong, S. T., Carr, C. T., Atkin, C. K. (2010). The effect of interpersonal goals on inadvertent intrapersonal influence in computer-mediated communication. *Human Communication Research, 36*, 323-347. doi: 10.1111/j.1468-2958.2010.01378.x

Books, Book Chapters & Entries

10. Carr, C. T. (2017). Social media and intergroup communication. In H. Giles & J. Harwood (eds.), *Oxford encyclopedia of intergroup communication*. Oxford, England: Oxford University Press. doi: 10.1093/acrefore/9780190228613.013.460
9. Carr, C. T. (2017). Warcraft. In R. Mejia, J. Banks, & A. Adams (eds.), *100 greatest video game franchises* (pp. 196-197). Lanham, MD: Rowman & Littlefield Education.
8. Carr, C. T. (2017). Samus Aran: The Chozo's chosen. In R. Mejia, J. Banks, & A. Adams (eds.), *100 greatest video game characters* (pp. 165-166). Lanham, MD: Rowman & Littlefield Education.
7. Carr, C. T. (2016). An uncertainty reduction approach to applicant information-seeking in social media: Effects on attributions and hiring. In R. N. Landers & G. B. Schmidt (eds.), *Using social media in employee selection: Theory, practice, and future research* (pp. 59-78). New York, NY: Springer.
6. Carr, C. T., Hayes, R. A., Smock, A., & Zube, P. (2016). Facebook in presidential elections: Status of effects. In G. W. Richardson (ed.), *Social media and politics: A new way to participate in the political process* (pp. 41-70). Santa Barbara, CA: Praeger.
5. Carr, C. T., Varney, E. J., & Blesse, J. R. (2016). Social media and intergroup communication: Collapsing and expanding group contexts. In H. Giles, & A. Maass (eds.), *Advances in and prospects for intergroup communication* (pp. 155-173). New York, NY: Peter Lang.
4. Carr, C. T., & South, J. C. (2012). *Media now: Understanding media, culture, and technology* (7th ed.) [Instructor's Resource Manual]. Boston, MA: Wadsworth.
3. Walther, J. B., Tong, S. T., DeAndrea, D., Carr, C. T., & Van Der Heide, B. (2012). A juxtaposition of social influences: Web 2.0 and the interaction of mass, interpersonal,

- and peer sources online. In Z. Birchmeier, B. Dietz-Uhler, & G. Stasser (eds.), *Strategic uses of social technology: An interactive perspective of social psychology* (pp. 172-194). Cambridge, England: Cambridge University Press.
2. Walther, J. B., & Carr, C. T. (2010). Internet interaction and intergroup dynamics: Problems and solutions in computer-mediated communication. In H. Giles, S. Reid, & J. Harwood (Eds.). *The dynamics of intergroup communication* (pp. 209-220). New York, NY: Peter Lang.
 1. Walther, J. B., Carr, C. T., Choi, S., DeAndrea, D., Kim, J., Tong, S., & Van Der Heide, B. (2010). Interaction of interpersonal, peer, and media influence sources online: A research agenda for technology convergence. In Z. Papacharissi (Ed.), *The networked self: Identity, community, and culture on social network sites* (pp. 17-38). New York, NY: Routledge.

COMPETITIVELY SELECTED CONFERENCE PRESENTATIONS

- Harvey, J., & Carr, C. T. (2018, November). *#GoldenTweets, a social media training program: Design & implementation*. Paper presented at the annual meeting of the American Speech-Language-Hearing Association, Boston, MA.
- Carr, C. T. (2018, November). *Have you heard? Testing the warranting value of third-party employer reviews in Facebook and LinkedIn*. Paper presented at the annual meeting of the National Communication Association Conference, Salt Lake City, UT.
- Carr, C. T. (2018, November). *Situating "computer-mediated communication" scholarship in the Digital Era*. Paper presented at the annual meeting of the National Communication Association Conference, Salt Lake City, UT.
- Percy, C. W., & Carr, C. T. (2018, November). *Reading into reviews: Evaluations of the effects of incommensurate review information*. Paper presented at the annual meeting of the National Communication Association Conference, Salt Lake City, UT.
- Carr, C. T. (2018, May). *Integrating social media into employee selection: What we know and where we can go*. Paper presented at the annual meeting of the International Communication Association Conference, Prague, Czech Republic.
- Pearce, K. E., Carr, C. T., Vitak, J., & Hayes, R. A. (2018, May). *Conceptualizing socially mediated visibility*. Paper presented at the annual meeting of the International Communication Association Conference, Prague, Czech Republic.
- Carr, C. T. (2017, November). *Online social support via nonverbal cues*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.
- Carr, C. T., Hayes, R. A., & Sumner, E. (2017, November). *Predicting a threshold of perceived Facebook post success via paralinguistic digital affordances: A 'Friend'ly comparison*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.
- Hayes, R. A., Carr, C. T., Sumner, E., & Wohn, D. Y. (2017, November). *Beyond liking: Assessing Facebook's reactions as a feedback cue*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.
- Carr, C. T., & Hayes, R. A. (2017, May). *Identity shift effects of self-presentation and confirmatory & disconfirmatory feedback on self-perceptions of brand identification*. Paper presented at the annual meeting of the International Communication Association, San Diego, CA.
- Hayes, R. A., Carr, C. T., & Wesselman, E. (2017, May). *"Why didn't you Like that?": Perceived social media ostracism through paralinguistic digital affordances*. Paper

- presented at the annual meeting of the International Communication Association, San Diego, CA.
- Carr, C. T., & Banks, J. (2017, April). *Exploring the agency and complexities of avatar-mediated interactions via the PaaP model*. Paper presented at the annual meeting of the Broadcast Education Association, Las Vegas, NV.
- Banks, J., & Carr, C. T. (2017, April). *Exploring the phenomenology of zero-history specific social demand in a multiplayer environment*. Paper presented at the annual meeting of the Broadcast Education Association, Las Vegas, NV.
- Harvey, J., Carr, C. T., & Guibault, C. (2016, November). *Effects of a social media training program on cognition & self-efficacy in normally aging individuals*. Paper presented at the annual meeting of the American Speech-Language-Hearing Association, Philadelphia, PA.
- Wohn, D. Y., Carr, C. T., & Hayes, R. A. (2016, November). *How affective is a 'Like'? The effect of paralinguistic digital affordances on perceived social support*. Paper presented at the annual meeting of the National Communication Association, Philadelphia, PA.
- Carr, C. T., Hall, R. D., Mason, A. J., & Varney, E. J. (2016, June). *Cuing perceptions of employability from self- and other-generated information in Fiverr*. Paper presented at the annual meeting of the International Communication Association, Fukuoka, Japan.
- Carr, C. T., Haupt, A., Krämer, N. (2016, June). *Reconsidering the relationship between relational closeness and dimensions of social support: A multinational Facebook study*. Paper presented at the annual meeting of the International Communication Association, Fukuoka, Japan.
- Carr, C. T., Wohn, D. Y., & Hayes, R. A. (2016, June). *Social media, relational closeness, and interpreting social support from paralinguistic digital affordances*. Paper presented at the annual meeting of the International Communication Association, Fukuoka, Japan.
- Hayes, R. A., Carr, C. T., & Wohn, D. Y. (2016, June). *It's the audience, stupid: Differences in social support between social media sites*. Paper presented at the annual meeting of the International Communication Association, Fukuoka, Japan.
- Carr, C. T., Baldwin, J. R., Lippert, L. R., & Hunt, S. K. (2015, November). *A "Chilling Effect": Analysis of the effects of Institutional Review Board (IRB) communication on faculty morale*. Paper presented at the annual meeting of the National Communication Association, Las Vegas, NV.
- Carr, C. T., Varney, E., & Blesse, J. (2015, November). *Intergroup communication in social media: Rethinking social identity and intergroup and intragroup interactions online*. Paper presented at the annual meeting of the National Communication Association, Las Vegas, NV.
- Carr, C. T., Hayes, R. A., & Rothblum, A. (2015, September). *Using leadership linguistics in a masspersonal medium to predict team performance: NFL captains' tweets during the 2012 season*. Paper presented at the Conference for Media Psychology, Tübingen, Germany.
- Hayes, R. A., & Carr, C. T. (2015, September). *Your brand is bad and you should feel bad: Schadenfreude and brands in social media*. Paper presented at the Conference for Media Psychology, Tübingen, Germany.
- Carr, C. T. (2015, May). *Effect of professionals' religious disclosures on social and task attraction*. Paper presented at the annual meeting of the International Communication Association, San Juan, PR.
- Carr, C. T., & Foreman, A. C. (2015, May). *Identity shift III: Effects of publicness of*

- feedback and relational closeness in computer-mediated communication*. Paper presented at the annual meeting of the International Communication Association, San Juan, PR.
- Carr, C. T., & Hayes, R. A. (2015, May). *D) All of the above: Reinvigorating masspersonal communication within the discipline*. Paper presented at the annual meeting of the International Communication Association, San Juan, PR.
- Hayes, R. A., Carr, C. T., & Wohn, D. Y. (2015, May). *One click, many meanings: Interpreting paralinguistic digital affordances in social media*. Paper presented at the annual meeting of the International Communication Association, San Juan, PR.
- Carr, C. T., & Hayes, R. A. (2014, November). *Social media: Defining, developing, and divining*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Hayes, R. A., Smock, A., & Carr, C. T. (2014, November). *Face[book] management: Self-presentation of political views on social media*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Carr, C. T. (2014, May). *Applying a model of communicative influence in education in closed online and offline courses*. Paper presented at the annual meeting of the International Communication Association, Seattle, WA. **Top Paper in the Instructional & Developmental Communication Division.**
- Carr, C. T. (2014, May). *Negative hyperpersonal intensification effects of religiosity in e-mail signature blocks*. Paper presented at the annual meeting of the International Communication Association, Seattle, WA.
- Hopper, K. M., Carr, C. T., Hayes, R. A., & Baiocchi-Wagner, E. (2014, May). *“Friendly” alternatives: The effect of maintaining Facebook connections with exes on romantic relational investment*. Paper presented at the annual meeting of the International Communication Association, Seattle, WA.
- Carr, C. T., Hayes, R. A., Smock, A., & Zube, P. (2013, November). *It’s getting more complicated: Facebook users’ political participation in the 2012 election*. Paper presented at the annual meeting of the National Communication Association, Washington, D.C.
- Carr, C. T., & Hayes, R. A. (2013, June). *The effect of disclosure of third-party influence on an opinion leader’s credibility and influence in two-step flow: Public relations via social media*. Paper presented at the annual meeting of the International Communication Association, London, England.
- Hayes, R. A., & Carr, C. T. (2013, June). *Does being social matter? The relationship between enabled comments and purchase intention in blogs*. Paper presented at the annual meeting of the International Communication Association, London, England.
- Johnson, A. J., Lane, B., Tornes, M., King, S., Wright, K. B., Carr, C. T., Piercy, C., & Rozzell, B. (2013, June). *The social support process and Facebook: Soliciting support from strong and weak ties*. Paper presented at the annual meeting of the International Communication Association, London, England.
- Piercy, C., Lane, B., & Carr, C. T. (2013, June). *The warranting value of online relationship status disclosure: And indicator of real world relational characteristics*. Paper presented at the annual meeting of the International Communication Association, London, England. **Top Two Paper in the Communication and Technology Division.**
- Rozzell, B., Piercy, C., Carr, C. T., King, S., Lane, B., Tornes, M., Johnson, A. J., Wright, J. B. (2013, June). *The weakness of strong ties: Online social support from networks via social network sites*. Paper presented at the annual meeting of the International

Communication Association, London, England.

- Carr, C. T., Zube, P., Dickens, E., Hayter, C. A., & Barterian, J. A. (2012, November). *Toward a model of sources of influence in online education: Cognitive learning and the effects of Web 2.0*. Paper presented at the annual meeting of the National Communication Association, Orlando, FL.
- Carr, C. T., & Walther, J. B. (2012, May). *Learning about prospective employees one bit at a time: Increasing attributional certainty via social media*. Paper presented at the annual meeting of the International Communication Association, Phoenix, AZ.
- Carr, C. T., & Stefaniak, C. (2011, November). *Sent from my iPhone: The medium and message as signals of sender professionalism in mobile telephony*. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.
- Carr, C. T. (2011, May). *Assessment of person-job and person-organization fit using online information*. Paper presented at the annual meeting of the International Communication Association, Boston, MA.
- Carr, C. T., Klautke, H., Miller, V. D., & Walther, J. B. (2011, May). *Discovering online information about job applicants*. Paper presented at the annual meeting of the International Communication Association, Boston, MA.
- Carr, C. T., & Van Der Heide, B. (2010, November). *Communication technologies facilitating social and task dynamics in online groups*. Paper presented at the annual meeting of the National Communication Association, San Francisco, CA.
- Carr, C. T., & Zube, P. (2010, November). *Social networks in online task groups*. Paper presented at the annual meeting the National Communication Association, San Francisco, CA. **Top Student Paper in the Group Communication division.**
- Walther, J. B., Liang, Y., DeAndrea, D. C., Tong, S., Carr, C. T., Spottswood, E. L., & Amichai-Hamburger, Y. (2010, November). *The effect of feedback on identity shift in computer-mediated communication*. Paper presented at the annual meeting the National Communication Association, San Francisco, CA.
- Carr, C. T. (2010, June). *The diametrics and modality of SIDE: A review and extension*. Paper presented at the annual meeting the International Communication Association, Singapore.
- Carr, C. T. (2010, June). *A model of antecedents to extractive information seeking strategies within the hiring process*. Paper presented at the annual meeting the International Communication Association, Singapore. **Top Three Student Paper in the Organizational Communication division.**
- Carr, C. T., Klautke, H. A., Miller, V. D., Walther, J. B. (2010). *Employers' use of the Internet and new communication technologies to evaluate job applicants: A theoretical agenda*. Paper presented at the annual meeting the International Communication Association, Singapore.
- Carr, C. T., McLaughlin, C., & Vitak, J. (2009, November). *Online impression formation and group affiliation*. Paper presented at the annual meeting the National Communication Association, Chicago, IL. **Top Four Student Paper in the Human Communication & Technology division.**
- Van Der Heide, B., Tong, S. T., Carr, C. T., Walther, J. B. (2009, November). *The effects of interpersonal goals on inadvertent interpersonal influence in computer-mediated communication*. Paper presented at the annual meeting the National Communication Association, Chicago, IL.
- Carr, C. T., & Van Der Heide, B. (2009, September). *Communication technologies facilitating social and task dynamics: Examining intra-group relational satisfaction in World of Warcraft*. Paper presented at the Conference for Media Psychology, Duisburg,

Germany.

- Carr, C. T., Schrock, D. B., & Dauterman, P. R. (2009, May). *Speech acts within social networking sites' status messages*. Paper presented at the annual meeting of the International Communication Association Conference, Chicago, IL.
- Vitak, J., Smock, A., Zube, P., Carr, C., Lampe, C., & Ellison, N. (2009, May). *"Poking" People to participate: Facebook and political participation in the 2008 election*. Paper presented at the annual meeting the International Communication Association, Chicago, IL.
- Carr, C. T. (2008, May). *Social influence on an organization's successful adoption of instant messaging*. Paper presented at the annual meeting the International Communication Association; Montreal, Canada.
- Carr, C., Choi, S., DeAndrea, D., Kim, J., Tong, S., Van Der Heide, B., & Walther, J. (2008, May). *Interaction of interpersonal, peer, and media influence sources online*. Paper presented at the annual meeting the International Communication Association; Montreal, Canada.
- Carr, C. (2005, April). *Amenities in residence halls and students' interpersonal communication abilities: At the heart of residential living and learning*. Paper presented at the annual meeting the Central States Communication Association, Kansas City, MO.

GRANTS

Faculty International Travel Grant (\$750), Illinois State University	2018
NEH Summer Stipend, <i>Extrapersonal identity: The locus of the self in a digitally mediated world</i> (\$6,000 – not funded), National Endowment for the Humanities	2016
Intervention program for cognitive and social gains in elderly adults, <i>Cognitive function and self-perceptual effects of a social media communication training program on elderly individuals: #GoldenTweets</i> (\$100,000 – not funded), National Institutes of Health	2016
Cross-Disciplinary Grant Development Grant (\$4,600), Illinois State University	2016
Pilot test of intervention protocol to reduce cognitive declines in the elderly, <i>Cognitive function and self-perceptual effects of a social media communication training program on elderly individuals: #GoldenTweets</i> (\$100,000 – not funded), National Institutes of Health	2015
New Faculty Initiative Grant (\$3,500), Illinois State University	2015
Research and Evaluation on the Impact of Social Media on Policing, <i>Social media's role in enhancing police legitimacy: An intergroup perspective</i> (\$205,433 – not funded), National Institute of Justice	2013
Faculty International Travel Grant (\$1,500), Illinois State University	2013
New Faculty Initiative Grant (\$3,500), Illinois State University	2013
Faculty-Student Connections Grant (\$200), Illinois State University	2013
Faculty Enrichment Grant (\$1,200), University of Oklahoma	2012
College of Communication Arts & Science Summer Research Fellowship (\$3,000), Michigan State University	2009
Graduate Student Publication & Presentation Grant (\$250), Central Michigan University	2004

TEACHING EXPERIENCE

<i>Illinois State University, Normal, IL</i>	<i>2012 – Present</i>
Associate Professor	<i>2016 – Present</i>
Assistant Professor	<i>2012 – 2016</i>
COM227: Organizational and Professional Speaking	
COM229: Fundamentals of Organizational Communication	
COM229: Fundamentals of Organizational Communication (Online)	
COM296: Independent Research in Communication	
COM297: Communication Research Methods	
COM318: Social Dynamics of Communication Technologies	
COM400: Independent Study	
COM418: Foundations of Mediated Communication (General Survey)	
COM418: Foundations of Mediated Communication (Hyperpersonal, Fall 2014)	
COM418: Foundations of Mediated Communication (Masspersonal, Spring 2018)	
COM495: Seminar in Organizational Communication	
COM497: Introduction to Research Methods	
<i>University of Oklahoma, Norman, OK</i>	<i>2011 - 2012</i>
Assistant Professor	
COMM3263: Organizational Communication	
COMM3653: Computer-Mediated Communication	
COMM5363: Communication and Technology	
<i>Michigan State University, East Lansing, MI</i>	<i>2007 - 2011</i>
Instructor	
TC100: The Information Society	
TC200: History and Economics of Telecommunication	
Teaching Assistant	
TC100: The Information Society	
TC201: Intro to Telecommunication Technology	
TC356: Media Marketing	
TC456: Multichannel Telecommunication	
<i>Baker College Online, Flint, MI</i>	<i>2007 - 2011</i>
Instructor	
SPK201: Oral Communication	
SPK211: Group Dynamics	
SPK401: Presentational Speaking	
<i>Davenport University, Alma, MI</i>	<i>2004 - 2007</i>
Adjunct Faculty	
COMM120: Presentation Techniques	
COMM311: Organizational Communication	
MGMT225: International Business	
<i>Mid-Michigan Community College, Mount Pleasant, MI</i>	<i>2004</i>
Instructor	
SPE101: Fundamentals of Communication	
<i>Central Michigan University, Mount Pleasant, MI</i>	<i>2003 - 2004</i>
Instructor	
SDA101: Introduction to Communication	
IPC495A: Communication Facilitation	

Undergraduate Teaching Assistant 2001 - 2002
SDA101: Introduction to Communication

GRADUATE ADVISEES / COMMITTEES

Chair, Jacqueline Backer, M.A. in Communication 2019 (expected)
Chair, Henry Seeger, M.A. in Communication 2018
Chair, Adam Mason, M.A. in Communication 2017
Co-Chair, Eric Varney, M.A. in Communication 2016
Co-Chair, Ryan Blesse, M.A. in Communication 2015
Committee Member, Jess Gabl, M.A. in Communication 2017
Committee Member, Olivia Hook, M.A. in Communication 2015
Co-Chair, Cameron Piercy, M.A. in Communication 2013
Committee Member, Abbie Allums, M.A. in Communication 2014

AWARDS

Reviewer of the Year, *Journal of Media Psychology* 2015, 2016
Jaime Comstock Graduate Faculty Student Mentorship Award 2015-2017
College of Arts and Science Excellence Award for Scholarship (Pre-Tenure) (nominated by School) 2015
University Research Initiative Award (nominated by School and College) 2014
University Research Initiative Award (nominated by School and College) 2013
University Research Initiative Award (nominated by School) 2012
Outstanding Graduate Student Instructor Award, Michigan State University Department of Telecommunication, Information Studies, and Media 2011
Excellence-In-Teaching Citation (nominated), Michigan State University Department of Telecommunication, Information Studies, and Media 2010
College of Communication Arts & Science Summer Research Fellowship, Michigan State University 2009
Graduate Teaching Assistantship, Michigan State University 2007-2011
Graduate Teaching Assistantship, Central Michigan University 2003-2004

SERVICE

Illinois State University, Normal, IL 2016 - 2017
Worked with the Personally Identifying Information (PII) workgroup to draft policies and mandates for the University to address concerns of PII on various university-owned computers to minimize the University's legal exposure.

Illinois State University, Normal, IL 2014 - 2017
Collaborated with the Survey Working Group to evaluate College's current online survey software, evaluate alternatives, conducted viability and needs-based analysis, and created recommendation for the College of Arts & Sciences regarding survey tool.

Illinois State University, Normal, IL 2014 - 2015
Led graduate student inclusion project to decrease intragroup conflict within graduate students in the School of Communication, culminating in a data-driven, day-long Preseminar program before the start of the semester to introduce incoming students to

graduate studies, each other, and faculty.	
<i>Illinois State University, Normal, IL</i>	2013 - 2014
Developed monthly “brownbag” series to allow faculty, students, and staff to present developing and completed research to colleagues in an interactive manner.	
<i>Illinois State University, Normal, IL</i>	2013 - Present
Collaborated with colleagues to develop and maintain a departmental Research Participant Pool. The Pool provides researchers in the School of Communication access to over 1,500 participants for research into communication science phenomena.	
<i>University of Oklahoma, Norman, OK</i>	2011
Worked with colleagues to develop departmental website regarding the "Organizational Communication" undergraduate concentration and the Computer-Mediated Communication coursework & research.	
<i>Baker College Online, Flint, MI</i>	2009
Led course redesign for the online course SPK211: Group Dynamics. Addressed traditional design issues such as developing evaluation materials and creating lesson plans to meet standard learning objectives. Additionally, addressed unique issues for an online course, including refining method for speech delivery and developing group cohesion for online teams.	

REVIEWER

Editorial Boards

<i>Journal of Computer-Mediated Communication</i>	2017-Present
<i>Communication Research Reports</i>	2016-Present
<i>Journal of Media Psychology</i>	2015-Present
<i>Communication Studies</i>	2013-2015
<i>Computers in Human Behavior (Special Issue)</i>	2017
<i>Communication Teacher (Special Issue)</i>	2016

Invited Ad Hoc Reviewer

<i>Journal of Computer-Mediated Communication</i>	2012, 2014, 2016, 2017
<i>Communication Research</i>	2013, 2015, 2017, 2018
<i>Journal of Media Psychology</i>	2012, 2015
<i>New Media and Society</i>	2014, 2015
<i>Social Media + Society</i>	2015, 2016, 2017
<i>Management Communication Quarterly</i>	2015, 2016, 2017, 2018
<i>Computers in Human Behavior</i>	2014, 2016, 2017
<i>Media Psychology</i>	2015, 2016
<i>Human-Computer Interaction</i>	2016, 2017
<i>Mass Communication and Society</i>	2014
<i>Journal of Information Technology & Politics</i>	2014, 2015
<i>Journal of Communication</i>	2013
<i>Journal of Radio and Audio Media</i>	2013
<i>Journal of Applied Communication Research</i>	2013
<i>Management Information Systems Quarterly</i>	2012
<i>Cyberpsychology, Behavior, and Social Networking</i>	2011, 2013

<i>Journal of Business Communication</i>	2010
<i>Journal of Language and Social Psychology</i>	2010
Conference Reviewer	
<i>International Communication Association</i>	2008,2010-Present
Communication & Technology and Organizational Communication divisions	
<i>National Communication Association</i>	2007-2010, 2012, 2016
Human Communication & Technology and Organizational Communication divisions	
<i>Computers & Human Interaction (CHI)</i>	2010

INVITED PRESENTATIONS

<i>National Chengchi University, Taipei, Taiwan</i>	September, 2016
Invited to deliver colloquium and engage in week-long scholarly collaboration with faculty & students in the College of Communication regarding computer-mediated communication.	
<i>West Virginia University, Morgantown, WV</i>	September, 2016
Invited to guest facilitate a graduate social media course (COMM693I).	
<i>KAIST University, Daejeon, South Korea</i>	June, 2016
Invited to deliver colloquium on social media for the Graduate School of Culture Technology.	
<i>University of Washington, Seattle, WA</i>	March, 2016
Invited to deliver colloquium for Department of Communication addressing social media and intrapersonal & interpersonal influence online.	
<i>Western Illinois University, Macomb, IL</i>	September, 2014
Invited to deliver closing plenary of Department of Communication's "Social Media Week 2015," defining and addressing future directions for social media.	
<i>Michigan State University, East Lansing, MI</i>	September, 2014
Initial presenter in the Media & Information Studies' ADV900 "Parade of Professors." Presented an overview of computer-mediated communication and recent personal scholarship into intra- and interpersonal processes via social media.	
<i>The Association for Women in Communication, Normal, IL</i>	April, 2014
Co-presented (with Dr. Rebecca A. Hayes) a talk about the blurring of personal and professional identities via social media and implications for personal and corporate communication.	
<i>Illinois State University chapters of Psi Chi and Student Psychological Association, Normal, IL</i>	January, 2014
Inaugural invited speaker for RED Talks series. Presented research regarding the nature of identifiability online and antisocial/prosocial effects.	
<i>Philadelphia chapter of Meeting Planners International, Philadelphia, PA</i>	February, 2013
Delivered talk and facilitated discussion about integrating social media into event planning, and implications for branding, organizational identity, social influence, and attendee experience.	
<i>University of Michigan – Flint, Flint, MI</i>	January, 2012
Presented Communication Theory course on computer-mediated communication.	
<i>University of Oklahoma, Norman, OK</i>	October 2011

Graduate Student Teacher Workshop presentation on availability, usability, and pedagogy of integrating new media into classroom.

COMMUNITY OUTREACH

Mid-Michigan Industries, Alma, MI 2006

Conducted interpersonal skills workshop to help build confidence and public speaking skills of individuals with disabilities

Mid-Michigan Industries, Mount Pleasant, MI 2005

Developed, facilitated, and evaluated 12-week training course in job-seeking and job-maintenance skills for individuals with disabilities

Saginaw Regional Correctional Facility, Freeland, MI 2003

Participated in evening workshops to aid inmates in developing persuasive skills for inter-facility debate tournaments

MEMBERSHIPS

International Communication Association (since 2007)

National Communication Association (2007-2013; 2018)

American Academy of Advertising (2012)

Academy of Management (2010)