

# KELLI LYNN FELLOWS, PH.D

Pfeiffer University | Graduate Business Programs

## Summary

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Innovative leader with progressive experience across a spectrum of business functions and operational settings.

Proven ability using collaborative approaches, data-informed decision making, and contemporary management techniques leading enterprise-level, mission-driven initiatives focusing on lifelong learner cultivation, social mobility capacity building, and systems thinking.

## Highlights

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Data Analytics	Resource Management	Relational-Oriented
Continuous Process and Performance Improvement		
Creativity	Communication	Critical Thinking

## Education

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Ph.D.,	Speech Communication <i>The University of Georgia</i>	2006
M.S.,	Speech Communication <i>University of Southern Mississippi</i>	2002
B.S.,	Public Relations <i>University of Southern Mississippi</i>	1993
	18 Graduate Hours   Organizational Leadership <i>Gonzaga University</i>	2014
	Certified BlackBoard Associate <i>BlackBoard Academy</i>	2020

## Experience

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*Pfeiffer University, Graduate Business Programs* 2011-present  
Asst. Dean, Program Director, and Professor

- Lead continuous process and performance improvement efforts to optimize student retention and graduation rates
- Cultivate and sustain strong cross-functional relations throughout the enterprise and within the business community
- Design and implement new student-centered initiatives to drive social mobility and professional capacity building

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- Conduct data-analysis, synthesize, report findings, and make data-informed decisions
  - Collaborate with diverse stakeholders across the enterprise to streamline organization operations
  - Manage division operations including budget, equitable resource allocation, and regional and program-specific accreditation reporting

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- Advise graduate and dual undergraduate/graduate students
  - Supervise geographically dispersed full- and part-time faculty
  - Lead harmonizing thought leadership initiatives to engage diverse stakeholders in policy, process, and procedure refinement

### *Administrative Progression*

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Assistant Professor	2011	Associate Professor	2013
Summer Faculty Fellow	2014	Program Director	2016
Professor	2018	Assistant Dean	2018

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<i>University of North Carolina Wilmington</i> Communication Studies, Assistant Professor	2007-11
<i>Appalachian State University</i> Department of Communication Assistant Professor; Instructor	2005-06

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<i>Journal of Chemical Education</i> Editorial Assistant	1998-2002
<i>Hattiesburg Downtown Association</i> Director of Downtown Development	1997-98
<i>Magnolia Federal Bank</i> Market Research and Public Relations Coordinator	1993-97
<i>University of Southern Mississippi</i> Community Outreach Relations Manager	1992-93

## Scholarship

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### Summary | Scholarly and Creative Activities

	Total	Single Author	Co-Authored		
			Colleague	Student	Colleague and Student
Publications	22	7	11	3	1
Presentations	78	42	31	2	3
<i>Total</i>	<i>100</i>	<i>49</i>	<i>42</i>	<i>5</i>	<i>4</i>

## Publications and Proceedings

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- Frazier, B. R., & Fellows, K. L. (2017). Fly the unfriendly skies. *Institute for Global Research Summer International Internet Conference, 1*(1), 10.
- Fellows, K. L., & Frazier, B. R. (2017). If you want to learn to play golf, don't get on the green! Strategic business leader development lessons afforded at the driving range. *Institute for Global Research Fall International Conference, 1*(2), 72.
- Fellows, K. L. (2016). Integrated marketing communication and public health: Let's quit together. In J. Persuit and C. M. Marinchak (Eds.) *Integrated Marketing Communication: Creating Spaces for Engagement* (pp. 111-127). Lanham, MD: Lexington Books
- Fellows, K. L., & Frazier, B. R. (2016). Hiding in plain sight: Organizational sense-making of toxic leadership and followership behavior. *International Academy of Case Studies Proceedings, 23*(1), 2.
- Frazier, B. R., & Fellows, K. L. (2016). Small town organization – big city problems: The case of strategic decision making folly. *International Academy of Case Studies Proceedings, 23*(1), 3.
- Resnik, V., Jackson, D., & Fellows, K. L. (2016). We must innovate...tomorrow: The perilous journey toward healthcare innovation. *International Academy of Case Studies Proceedings, 23*(1), 7.
- Fellows, K. L. (2015). *Risk and Crisis Communication*. Denmark: Bookboon Ltd.
- Fellows, K. L., Goedde, S. D., & Schichtenberg, E. J. (2014). What's your CQ? A thought leadership exploration of cultural intelligence in contemporary institutions of higher learning. *Romanian Journal of Communication and Public Relations, 16*(2), 13-34.

Fellows, K. L. (2013). Ethically constructing *Common Grounds* one cyber latte' at a time: A thought leadership examination of emergent ethical dilemmas in designing technologically based nontraditional graduate student social support. *Journal of Scholastic Inquiry – Education, 1*(2), 120-137.

Fellows, K. L., & Preshler, L. (2012). Playing nice in the organizational sandbox: Exploring the role of social identity theory as an explanatory construct in understanding negative organizational behavior. *International Academy of Organizational Culture, Communication and Conflict Proceedings, 17*(1), 11.

Fellows, K. L. (2010). If I am white and you are black, what does that make us? An examination of the role of racial identity in interracial relationships. Accepted for publication in D. Brunson, L. L. Lampl, and F. F. Jordan-Jackson (Eds.). *Interracial Communication: Contexts, Communities, and Choices. IA*: Kendall Hunt.

Cole, T. W., & Fellows, K. L. (2008). Risk communication failure: A case study of New Orleans and Hurricane Katrina. *Southern Communication Journal, 73*, 211-228. **Rose B. Johnson Award Nominee.**

Miller, A. N., Fellows, K. L., & Kizito, M. N. (2007). The impact of onset controllability on stigmatization and supportive communication goals toward persons with HIV/AIDS versus lung cancer: A comparison between Kenyan and U.S. participants. *Health Communication, 22*, 207-219.

Miller, A. N., Kizito, M. N., & Fellows, K. L. (2007). The impact of religiosity on stigmatization and social support interaction goals toward persons with HIV/AIDS and lung cancer. *Perspectives: Academic Journal of Daystar University, 2*, 120-136.

- Miller, A. N., & Fellows, K. L. (2007). Negotiating white identity in multicultural courses. L. Cooks and J. Simpson (Eds.), *Dis/Placing Race: Whiteness, Pedagogy, and Performance*, (pp. 49-66). Lanham, MD: Lexington Books.
- Boozer, A. C., Madden, S. J., & Fellows, K. L. (2007). The Ford Explorer as a sign of American socio-economic culture: A semiotic analysis of print advertising from 1990-2004. *Carolinas Communication Annual, 13*, 46-56.
- Fellows, K. L., & Rubin, D. L. (2006). Identities for sale: How the tobacco industry construed Asians, Asian Americans, and Pacific Islanders. *Journal of Intercultural Communication Research, 35*, 265-292.
- Fellows, K. L., & Madden, S. J. (2006). Persuasive speaking: It's just a game! *Speech Communication Teacher, 20*, 49-52.
- Madden, S. J., & Fellows, K. L. (2003). *The Youth Voice: Communication Strategies in Service Learning Courses*. Clemson, SC: National Dropout Prevention Service, Clemson University.
- Fellows, K. L. (2002). Scotch on the rocks and a pack of Marlboro Lights: A content analysis of alcohol and tobacco portrayals in the HBO series *Sex and the City*. *Carolinas Communication Annual, 18*, 41-71.
- Bennett, K. (2002). Book Review of *Communication and Community* edited by Sheperd and Rothenbuhler. *Southern Communication Journal, 68*, 80-81.

## Presentations

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- Fellows, K. L. (2019). Major disruptive trends and how to incorporate them into your business. *Charlotte Business to Business Association*, Charlotte, NC.

- Fellows, K. L. (2019). The total woman in business: It's not an "or" situation. *The Total Woman Summit, Pfeiffer University, Charlotte, NC.*
- Fellows, K. L. (2018). The song remembers when: Organizational identity construction, maintenance, and sensemaking through turning point songs. *Southern States Communication Association Conference, Nashville, TN.*
- Frazier, B. R., & Fellows, K. L. (2018). Understanding organizational change resistance through music genre preferences. *Southern States Communication Association, Nashville, TN.*
- Holley, S., & Fellows, K. L. (2018). Professional skepticism: Development to application in the decision making process. *Clute International Academic Conference on Business, Orlando, FL*
- Fellows, K. L., & Frazier, B. R. (2017). If you want to learn to play golf, don't get on the green! Strategic business leader development lessons afforded at the driving range. *Institute for Global Research Fall Conference, Las Vegas, NV.*
- Frazier, B. R., & Fellows, K. L. (2017). Fly the unfriendly skies. *Institute for Global Research Summer International Internet Conference, July 31 – August 4, 2017.*
- Fellows, K. L. (2017). Modern-day transportation icons: The innovative reinvention of trains as contemporary conduits in Southern cities. *Southern States Communication Association, Greenville, South Carolina.*
- Fellows, K. L. (2015). The *Legend of the Kestrel*: A social scientist's rhetorical renaissance. *Integrated Marketing Communication Conference, Wilmington, NC.*
- Fellows, K. L., & Frazier, B. R. (2016). Hiding in plain sight: Organizational sense-making of toxic leadership and followership behavior. *Allied Academies International Conference, New Orleans, LA.*

Frazier, B. R., & Fellows, K. L. (2016). Small town organization – big city problems: The case of strategic decision making folly. *Allied Academies International Conference*, New Orleans, LA.

Resnik, V., Jackson, D., & Fellows, K. L. (2016). We must innovate...tomorrow: The perilous journey toward healthcare innovation. *Allied Academies International Conference*, New Orleans, LA.

Fellows, K. L. (2015). Engaging non-traditional graduate students one cyber latte at a time: Creative online course immediacy strategies. *Southern States Communication Association*, Tampa, FL.

Fellows, K. L., & Frazier, B. R. (2015). Hoodwinked: Sensemaking during and after strategic deceptive leader communication. *Southern States Communication Association*, Tampa, FL.

Fellows, K. L. (2015). The *Legend of the Kestrel*: A social scientist's rhetorical renaissance. *Integrated Marketing Communication Conference*, Wilmington, NC.

Fellows, K. L. (2015). Upping the ethical ante: Exploring the interplay of smoker identity and IMC in CVS Pharmacy's *Let's Quit Together* campaign. *Integrated Marketing Communication Conference*, Wilmington, NC.

Fellows, K. L. (2014). Why are we here again? Exploring paradoxical views of higher education institutions as businesses and institutes of higher learning. *Carolinas Communication Association Conference*, Greenville, SC.

Fellows, K. L. (2014). "We're not in Kansas anymore": Nuanced identity of non-traditional adult graduate students. *Carolinas Communication Association Conference*, Greenville, SC.



Fellows, K. L. (2014). Mediated exploration of adoptees' identity construction and familial expectations: The case of *Rizzoli and Isles*. *Carolinas Communication Association Conference*, Greenville, SC.

Fellows, K. L. (2013). Financial risk identification and management: Exploring audit process development and implementation that account for individual and organizational level ethics. *Continuing Professional Education (CPE) seminar for the Institute of Managerial Accountants*.

DeHart, J., & Fellows, K. L. (2013). Eating it up: Using food to teach research skills. *Carolinas Communication Association Conference*, Charlotte, NC.

Fellows, K. L. (2013). You will figure *it* out: Approaches to teach research in online education. *Carolinas Communication Association Conference*, Charlotte, NC.

Fellows, K. L. (2013). Civil discourse – as an adjective or a verb? A social constructionist's examination of higher education realities and the notion of civil discourse amid the emergent technological revolution. *Carolinas Communication Association Conference*, Charlotte, NC.

Fellows, K. L. (2013). *What does "A Culture of Success" mean to graduate faculty?* Fall Graduate Faculty Conference, *Pfeiffer University*, Charlotte, NC.

Fellows, K. L., & Parker, B. (2013). *Work smarter not harder: Research and scholarly activity – a first conversation*, Fall Graduate Faculty Conference, *Pfeiffer University*, Charlotte, NC.

Fellows, K. L. & Malloy, P. (2013). Does the balance sheet show "Who's on First"? Analogous framing toward conceptualizing an integrated pedagogical and organizational approach to the Accounting (Abott) and Communication (Costello) conversational dilemmas within the polis. *Integrated Marketing Communication Conference*, Wilmington, NC.

Fellows, K. L. (2013). May I have a cyber latte, please? Using social identity theory to construct and deliver student support services to nontraditional adult graduate students through a web based cyber café. *Center for Scholastic Inquiry Conference*, Scottsdale, AZ.

Fellows, K. L. (2013). Visioning beyond debits and credits: Utilizing applied research to develop innovative business and accounting graduate and undergraduate curriculum. *Center for Scholastic Inquiry Conference*, Scottsdale, AZ.

Fellows, K. L. (2013). Mr. Potato Head and building the perfect applicant: Resume dos and don'ts. *Beat Unemployment 101*, Center for Professional Advancement, *Pfeiffer University*, Charlotte, NC.

Fellows, K. L. (2013). All these voices...and that doesn't include the ones in my head: Exploring the challenges of sensemaking, visioning, and IMC integration in collaborative projects amid existing organizational structures within the polis. *Integrated Marketing Communication Conference*, Wilmington, NC.

Fellows, K. L., Lung, D., & Marquard, D. (2013). Constructing *Common Grounds* one cyber latte' at a time: Utilizing an IMC blueprint to engage the polis with an academic organization in the co-construction of graduate school education through an internet cyber café. *Integrated Marketing Communication Conference*, Wilmington, NC.

- Fellows, K. L., & Frazier, B. R. (2012). S. S. Disaster: An examination of Costa's organizational crisis communication regarding the Concordia. *Allied Academies International Conference*, New Orleans, LA.
- DeHart, J. L. & Fellows, K. L. (2012). Beyond the change in language: Challenges of perception and customs for international students in U.S. classrooms. *Southern States Communication Association Convention*, San Antonio, TX.
- Fellows, K. L. (2012). Intentionality and integration: Exploring creative approaches to interdisciplinary curriculum and research at the undergraduate and graduate level. *Faculty Conference, Pfeiffer University*.
- Fellows, K. L. (2012). Resume dos and don'ts. *Beat Unemployment 101*, Center for Professional Advancement, *Pfeiffer University*, Charlotte, NC.
- Fellows, K. L., & Preshler, L. (2012). Playing nice in the organizational sandbox: Exploring the role of social identity theory as an explanatory construct in understanding negative organizational behavior. *Allied Academies International Conference*, New Orleans, LA.
- Fellows, K. L. (2011). Smokers and cessation messages: Can smoker identity predict reactance arousal? *National Communication Association Convention*, San Francisco, CA.
- Fellows, K. L. (2011). Impressionism as metaphor: Using art to illustrate the complexities of risk and crisis communication. *Carolinas Communication Association Conference*, Winston Salem, NC.
- Fellows, K. L. (2011). All in good health: An examination of health-related causes as corporate philanthropic pursuits. *Integrated Marketing Communication Conference*, Wilmington, NC.

- Fellows, K. L. (2011). @\*#& happens: Examining the incorporation of negative situations into brand identity. *Integrated Marketing Communication Conference*, Wilmington, NC.
- Fellows, K. L. (2011). Check one - single, divorced, widow: The perpetuation of the stigma of divorce in interpersonal, organizational, and health contexts. *Southern States Communication Association Convention*, Little Rock, AK.
- Fellows, K. L. (2010). Challenges in teaching diversity with Barack Obama as U.S. President. *Carolinas Communication Association Conference*, Myrtle Beach, SC.
- Fellows, K. L., & Pursuit, J. (2010). How do you spell 'risk' in Greek? Examining risk and crisis management messages among fraternal university organizations. *Eastern Communication Association Convention*, Baltimore, MD.
- Pursuit, J. M. & Fellows, K. L. (2010). Service learning as civic engagement. *Eastern Communication Association Convention*, Baltimore, MD.
- Fellows, K. L. (2007). Drug company advertising: Risk communication or just another dog and pony show? *Carolinas Communication Association Conference*, Boone, NC.
- Fellows, K. L. (2007). From intrapersonal turmoil to interpersonal action: Mental health maintenance after disaster. *Carolinas Communication Association Conference*, Boone, NC.
- Fellows, K. L. (2008). Predicting defensive reactions among smokers to cessation messages: Exploring the role of smoker identity. *Southern States Communication Association Convention*, Savannah, GA.

Fellows, K. L. (2008). You say *high fructose corn syrup* like it is a bad thing: The influence of health literacy in understanding food labels. *Southern States Communication Association Convention*, Savannah, GA.

Fellows, K. L., Daniel, E. S., & Madden, S. J. (2008). Quantifying the language of love: Further scrutiny of *The Five Love Languages*. *Southern States Communication Association Convention*, Savannah, GA.

Fellows, K. L. (2007). Theorizing about smoker identity: Development and assessment of a quantitative measure of smoker identity. *Carolinas Communication Association Conference*, Boone, NC. ***Ray Camp Top Research Paper Panel.***

Fellows, K. L., Daniel, E. S., & Madden, S. J. (2007). Testing the languages of love: Exploring a quantitative measure of the Five Love Languages. *Carolinas Communication Association Conference*, Boone, NC.

Fellows, K. L. (2007). Looking for love in cyberspace: A qualitative analysis of romantic relational development of women over 30 using computer dating services. *Southern States Communication Association Convention*, Louisville, KY.

Fellows, K. L. (2007). Blurring the lines between the boardroom and the classroom. *Southern States Communication Association Convention*, Louisville, KY.

Fellows, K. L. (2007). Exploring smoker identity through a social identity theory lens: Development and evaluation of a quantitative measure of smoker identity. *Southern States Communication Association Convention*, Louisville, KY.

- Miller, A. N. & Fellows, K. L. (2006). The impact of religiosity on stigmatization and social support interaction goals toward persons with HIV/AIDS and lung cancer. *Carolinas Communication Association Conference, Charleston, SC. Ray Camp Top Research Paper Panel.*
- Fellows, K. L. (2006). Health risk? What health risk? Assessing health messages and delivery during and following Hurricane Katrina. *Southern States Communication Association Convention, Dallas, TX.*
- DeHart, J., & Fellows, K. (2006). Providing mass social support: Narrative accounts of disaster relief volunteers from Louisiana, Mississippi, and Texas. *Southern States Communication Association Convention, Dallas, TX.*
- Miller, A. N., & Fellows, K. L. (2006). The impact of onset controllability on stigmatization and supportive communication goals toward persons with HIV/AIDS versus lung cancer: A Comparison between Kenyan and U.S. participants. *Southern States Communication Association Convention, Dallas, TX.*
- Miller, A. N., & Fellows, K. L. (2005). The evolution of white racial identity in multicultural courses: Communicative evidence and pedagogical implications. *Southern States Communication Association Convention, Baton Rouge, LA.*
- Fellows, K. L. (2005). Expressions of affection and the popular press panacea: Incorporation of love languages in interpersonal communication courses as a pedagogical extension. *Southern States Communication Association Convention, Baton Rouge, LA.*
- Madden, S. J., Fellows, K. L., & Nilson, L. (2005). *Effective teaching and student evaluations. Southern States Communication Association Convention, Baton Rouge, LA.*

- Fellows, K. L., & Wong, N. C. H. (2005). Coping with the unexpected: Perceptions of and responses to a relational expectancy violation as a function of intimacy and commitment. *International Communication Association Convention*, New York, NY. ***Top Four Student Paper Panel.***
- Fellows, K. L., & Rubin, D. (2004). Identities for sale: Target marketing to Asians and Pacific Islanders by the tobacco industry. *National Communication Association Convention*, Chicago, IL. ***Top Paper Panel.***
- Monahan, J. L., & Fellows, K. L. (2004). When thinking about it makes things worse: Thought suppression and unwanted repetitive communication patterns. *National Communication Association Convention*, Chicago, IL.
- Fellows, K. L., & Madden, S. J. (2004). The game. *Carolinas Communication Association Conference*, Clemson, SC.
- Fellows, K. L. (2004). "Play it again, Sam": The role of unwanted repetitive communication patterns in friendships and romantic relationships. *Southern States Communication Association conference*, Tampa, FL. ***Bostrom Award Winning Paper, Top Student Paper, Interpersonal Communication Division.***
- Madden, S. J. & Fellows, K. L. (2002). The Human Adventure Symposium: Communication and violence, safety, and at-risk issues in K-college. *National Communication Association Convention*, New Orleans, LA.
- Madden, S. J., & Fellows, K. L. (2003). Seeing and legitimating: Those who slip silently around the contours of society. *National Communication Association Convention*, Miami, FL.

Fellows, K. L. (2003). Scotch on the rocks and a pack of Marlboro Lights: A content analysis of alcohol and tobacco portrayals in the HBO series *Sex and the City*. *Southern States Communication Association Convention*, Birmingham, AL. ***Bostrom Award Winning Paper, Top Student Paper Mass Communication Division.***

Fellows K. L. & Madden, S. J. (2003). Service learning in the communication classroom: A guide to incorporation. *Southern States Communication Association Convention*, Birmingham, AL.

Fellows, K. L. & Madden, S. J. (2002). Mentoring: Transforming a historical perspective into a vision for the future. *Carolinas Communication Association Conference*, Greensboro, NC. ***Ray Camp Top Research Paper Panel.***

Madden, S. J. & Fellows, K. L. (2001). Communication projects in public speaking. *Southern States Communication Association Convention*, Winston-Salem, NC.

Bennett, K. F. (2001). Products and problems: Persuasion from ambiguity – A basic course simulation. *Southern States Communication Association Convention*, Winston-Salem, NC.

Bennett, K. F. (2001). Surfing the persuasive wave: A comparative analysis of the persuasive strategies employed by two antismoking web sites. *Southern States Communication Association Convention*, Winston-Salem, NC.

Bennett, K. F. (2001). Coping in TV land: A critical analysis of coping styles portrayed in the HBO series *Sex and the City*. *Louisiana Communication Association Conference*, Baton Rouge, LA.

Bennett, K. F. (2001). Persuasion.com: A comparative analysis of two antismoking web sites. *MS. Communication Association Conference*, Hattiesburg, MS.



## Student Directed Research

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Futrell, E. (2017). Curriculum innovation through international immersion: Exploration and development of global workforce competencies in graduate business and leadership curriculum.

Resnik, V., & Jackson, D. (2016). Overcoming organizational dysfunction: Toward business outcome optimization.

Resnik, V., & Jackson, D. (2015). Paraprofessional development opportunities for non-traditional adult learners.

Erickson, B. (2013). Developing a comprehensive servant leadership program for non-traditional adult graduate students.

Glass, R. & Witry, S. (2013). Entrepreneurial approaches to applied research in a business and leadership graduate school program for non-traditional adult learners.

Presher, L. (2012). "Nurses eat their young": An exploration of organizational bullying among nurses in various healthcare contexts.

Presher, L. (2012). We want your time, service, and unwavering support, please: Assessing the role of communication in volunteer acquisition and retention in non-profit organizations.

Presher, L. (2011). Playing nice in the organizational sandbox: Exploring the role of social identity theory as an explanatory construct in understanding negative organizational behavior.

Fields, B. J. (2010). Boundary management in the workplace: Negotiating personal and professional lives in times of personal crisis.

Saulsbury, S. (2010). *Gender M.I.A.: An exploration of gender role construction of single parents of opposite sex children.*  
**Undergraduate Honors Thesis.**

- Swala, K. (2010). Quantitative assessment of customer satisfaction in academic contexts: Consideration of students as the Department's consumer.
- Swala, K. (2010). Friends with benefits? A quantitative and qualitative examination of adults' relational types.
- Albee, E. P. (2009). Culture clash? A qualitative analysis of Asian and European international students' social assimilation in a U.S. collegiate host environment. **Undergraduate Honors Thesis.**
- Butler, T. (2009). Exploring smoker identity and smoker motivation among non-student populations.
- Corbin, A. G. (2009). Applying principles of integrated marketing communication to an applied service learning project: A case study of the Carolinas Communication Association 2009 conference.
- Holliday, B. (2009). Cleavage and on-line impression management: Examining the role of breast size and amount revealed on social networking websites.
- Averett, E. A. (2008). Self-imposed ostracism: Examining the dissolution of the mother-daughter relationship.
- Ragin, A. (2008). Interracial dating preferences: An exploration of undergraduate perceptions of interracial dating.
- Richards, C. E. (2008). Friends, dating, or friends with benefits? Exploring emergent relational constructs and measures.
- Daniel, E. S. (2007). Questioning the validity of Chapman's *Five Love Languages*: An empirical investigation.
- Daniel, E. S. (2006). The role of outcome valence in the theory of planned behavior: A theoretical extension.

Mims, B. (2006). Exploring smoker motivation and smoker identity among college students. Research completed as part of a larger research project.

## Contracts and Grants

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<i>Organizational Culture and Strategic Business Development</i> Business Client   Charlotte, North Carolina	2019
<i>Intergenerational Approaches to Older Adult Isolation</i> Academic Institution   Albemarle, North Carolina	2017
<i>Decoding the language of financial fraud for non-native English speakers</i> Executive Client   Charlotte, North Carolina	2015
<i>Creative approaches to holistic employee professional development in healthcare contexts</i> Healthcare Organization   Charlotte, North Carolina	2014
<i>Organizational communication audit and risk assessment</i> Non-Profit Organization   Gastonia, North Carolina	2014
<i>Team development assessment and change management across healthcare contexts</i> Healthcare Organization   Charlotte, North Carolina	2013
<i>State Accreditation Technical Assistance Development – Robert Wood Johnson Foundation Grant</i> North Carolina Institute of Public Health   University of North Carolina	2008
<i>Risk communication needs assessment</i> Public Health Department   State of Georgia	2004-05
<i>Teens and exposure to HIV risk on the web</i> National Institute of Mental Health Grant   Emory University and The University of Georgia	2003-04

<i>Engaged Teaching Fellows</i>	2008
University of North Carolina Wilmington	
<i>Instructional Media Development</i>	2001
Office of Technology Resources   University of Southern Mississippi	
<i>Women's Leadership Development</i>	2001
Committee for Services and Resources for Women   University of Southern Mississippi	
<i>Key Arts Community Grant</i>	1998
Mississippi Arts Commission   State of Mississippi	

## Service

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### *University Committees*

Academic Realignment	ACBSP Accreditation
Budget Advisory Council	Curriculum Development
Distance Learning	Employee Assessment
Enterprise Strategy	Faculty and Staff Search
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Faculty Conference	Faculty Senate Ad-hoc
Graduate Council	Graduate Curriculum
Graduate Student Engagement	Grants and External Funding
Institutional Review Board	Internship Program
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New Faculty Mentoring	Professional Development
Public Relations	SASCOCS Accreditation
Scholarships and Awards	Undergraduate Research

### *Professional Associations*

National Communication Association  
Southern States Communication Association  
Carolinas Communication Association

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### *Community*

#### *Asfalis*

Board of Advisors and Consultant  
*Association for Corporate Health Risk Management (ACHRM)*  
Strategic Board of Advisors and Subject Matter Expert  
*Montford Park Partners*  
*The Sheperd's Center*  
*University of Georgia Alumni Board – Charlotte Chapter*

## Honors and Awards

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*Delta Mu Delta Business Honor Society* 2018

Summer Faculty Fellow Program 2014  
*Pfeiffer University*

*Phi Delta Sigma Honor Society* 2012

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*Discere Aude Award* 2009

*University of North Carolina Wilmington*

Chancellor's faculty award for outstanding undergraduate student mentoring

Research Education Series 2006-07

*Appalachian State University*

Ray Camp Top Research Paper Panel 2006; 2002

*Carolinas Communication Association*

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Graduate Dean's Research Award 2005

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*University of Georgia*

Top Four Student Paper Panel <i>International Communication Association, Interpersonal Division</i>	2005
Top Paper Panel <i>National Communication Association, Asian and Pacific American Studies Division</i>	2004
Robert N. Bostrom Young Scholar Award <i>Southern States Communication Association</i>	2004; 2003
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Outstanding Graduate Teaching Assistant Award <i>Southern States Communication Association</i>	2004
Top Student Paper <i>Southern States Communication Association, Interpersonal Division</i>	2004
Leaders for a New Century Area Development Partnership   Hattiesburg, Mississippi	1998-99