

## DAWNA I. BALLARD

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University of Texas at Austin  
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### EDUCATION

- 2002 Ph.D., Communication (*Organizational Communication emphasis*)  
University of California, Santa Barbara  
*The Communicative Construction of Time: Explication and Partial Test of a Meso Organizational Model*; Directed by David Seibold (chair), Howard Giles, John Lammers, and John Mohr
- 1997 M.A., Communication (*Organizational Communication emphasis*)  
University of California, Santa Barbara  
*Monochronic-Polychronic Time Orientations: Development and Validation of a Scale to Measure Hall's M-Time and P-Time*; Directed by David Seibold (chair), Howard Giles, John Lammers
- 1994 B.A., Human Communication Studies (*with a Psychology minor*)  
Howard University  
*Summa Cum Laude (GPA 3.9)*

### ACADEMIC APPOINTMENTS

#### **Mayo Clinic, Rochester, Minnesota**

##### **Knowledge & Evaluation Research (KER) Unit**

Research Collaborator

2021 – present

#### **University of Texas, Austin**

##### **Moody College of Communication**

Professor, Organizational Communication & Technology

2026 – present

Area Head, Organizational Communication & Technology

2016 – 2019

Associate Professor, Organizational Communication & Technology

2007 – 2026

Assistant Professor, Organizational Communication & Technology

2001 – 2007

Faculty Area Supervisor, CMS 310K: Team-Based Communication

2006 – 2026

Faculty Area Supervisor, CMS 313M: Organizational Communication

2006 – 2015

Faculty Advisory Committee, Communication and Leadership Degree

2015 – present

##### **School of Information**

Graduate Studies Faculty, Center for Identity,

Master of Science in Identity Management & Security

2014 – present

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

Teaching Associate, Department of Communication

2000

Teaching Assistant, Department of Communication

1995 – 2001

## **PROFESSIONAL FELLOWSHIPS & AFFILIATIONS**

Faculty Affiliate, Center for Health Communication, University of Texas at Austin	2014 – present
Fellow, Public Voices, University of Texas at Austin	2014 – present
Faculty Affiliate, Center for Identity, University of Texas at Austin	2012 – present
Fellow, Provost’s Authors	2020 – 2021
Fellow, Texas Program in Sports and Media, Moody College	2011 – 2017

## **PROFESSIONAL MEMBERSHIPS**

National Communication Association (NCA), **Past Chair of Group Communication Division**  
International Society for the Study of Time (ISST), **Past Council Member**  
International Communication Association (ICA)  
Interdisciplinary Network for Group Research (INGRoup)

## **GRANTS AWARDED**

2015 – 2017	<i>A Comprehensive Communication-Based Study of the Multidisciplinary Team (MDT) Model and Evaluation of the MDT Enhancement Program.</i> Principal Investigator (PI) with Matt McGlone (Co-PI). Funding Source: Children’s Advocacy Centers of Texas Award Amount: \$468,000
2015 – 2016	<i>The Identity Map Project: Mapping 'Something You Do' Onto Convenience Behaviors.</i> (Co-PI) with Matt McGlone (Co-PI). Funding Source: Center for Identity, UT Austin Award Amount: \$104,519
2014 – 2015	<i>Mobile Wallet Use and Identity Literacy Scale Development.</i> (Co-PI) with Matt McGlone (Co-PI) and Brenda Berkelaar (Co-PI). Funding Source: Center for Identity, UT Austin Award Amount: \$100,000
2010 – 2011	New Agendas in Communication Conference Series. Co-chair with Matt McGlone, UT Austin. Funding Source: Moody College of Communication, UT Austin Award Amount: \$15,000
2010 – 2011	<i>Time in the Football Career: Professional, Personal, and Public Times in the Life of a Player.</i> (PI). Funding Source: Texas Program in Sports and Media, UT Austin Award Amount: \$4,000

- 2010 – 2011 *Exploring Multiple Temporalities in the Football Career: Institutional, Social, and Personal Times in the Life of a Player.* (PI).  
Undergraduate Mentor Fellowship.  
Funding Source: Moody College of Communication, UT Austin.  
Award Amount: \$7,500
- 2010 – 2011 *Exploring Multiple Temporalities in the Football Career*  
Grant Preparation Award. (PI).  
Funding Source: Moody College of Communication, UT Austin,  
Award Amount: \$6,000.
- 2008 – 2009 *The Social Construction of Time Management in the Lives of Small Business Owners.* (PI).  
Funding Source: City of Austin, Small Business Development Program. Award Amount: \$120,000.
- 2008 *Connecting through Smartphones and Open Doors: A Spatiotemporal Perspective on Communication Technologies at Work* (PI). Undergraduate Mentor Fellowship.  
Funding Source: Moody College of Communication, UT Austin  
Award Amount: \$6,000.
- 2006 – 2007 *Temporality over time: A longitudinal test of entrainment* (PI).  
Funding Source: Office of the Vice President for Research, UT Austin  
Award Amount: \$6,000.
- 2006 – 2007 *Big picture leadership: Communication and systems thinking at a high-technology organization* (PI). Undergraduate Mentor Fellowship.  
Funding Source: Moody College of Communication, UT Austin  
Award Amount: \$6,000.
- 2004 *The experience of time at work: Mechanisms, outcomes, and moderators* Summer Research Assignment (PI).  
Funding Source: UT Austin  
Award Amount: \$11,500.
- 2004 FAST Tex grant recipient (had website interface developed to manage data collection captured on personal digital assistants [PDAs] using Experience Sampling Program [ESP] technology).  
Funding Source: Center for Instructional Technologies, UT Austin  
Award Amount: \$1,000.
- 2003 Communication Learning Equipment Fee (CLEF) grant recipient (PI): Purchased 70 PDAs to assist data collection using ESP software as part of a research project on social entrainment processes.  
Funding Source: Moody College of Communication, UT Austin  
Award Amount: \$26,149.

1995                      *Surgical teams as bona fide groups* (Co-PI) with John Lammers (PI). As part of Summer Academic Research Internship (SARI), I negotiated access and collected data at multiple Los Angeles-based hospitals to understand the group dynamics in surgical teams.  
Funding Source: UC Santa Barbara, Graduate Division  
Award Amount: \$2,500.

## RECOGNITION & AWARDS

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### RESEARCH HONORS, AWARDS & COMPETITIVE FELLOWSHIPS

David Meyers Research Award "Unhurried Conversations in Health Care Are More Important Than Ever: Identifying Key Communication Practices for Careful and Kind Care." Primary Care Collaborative, June 2025.

Outstanding Article Award, "When words do not matter: Identifying actions to effect diversity, equity, and inclusion in the academy." Organizational Communication Division, National Communication Association, November 2021.

Contributed Chapters Award, "Organizing inclusion." Organizational Communication Division, National Communication Association, November 2021.

Provost's Authors Fellowship, 2020-2021. University of Texas at Austin.

Top Paper Award, "All Action and No Talk: A Multimethod Investigation of Routinized Adaptation in Interprofessional Critical Teams," Group Communication Division, National Communication Association, 2020.

Top Paper Award, "Exploring the Recursive Relationship Between Unplanned Conversations and Spatiotemporal Organizational Structures," Nonverbal Communication Division, National Communication Association, 2019.

Faculty Research Assignment, Moody College of Communication, Spring 2019.

Contributor to the *International Encyclopedia of Organizational Communication*, one of two winners of Outstanding Edited Book Award from the Organizational Communication Division of the National Communication Association, 2017.

Mark Knapp Fellowship, Department of Communication Studies, Spring 2016.

Contributor to *Journal of Applied Communication Research* special issue on Communication as Design, winner of the Distinguished Award for a Special Journal Issue, Applied Communication Division, National Communication Association, 2015.

Top Interactive Display in Organizational Communication Division, International Communication Association, 2014.

Finalist, *Small Group Research*, Article of the Year Award, 2012.

Dean's Fellowship, College of Communication, University of Texas at Austin, Spring 2010, Spring 2004.

Visiting Scholar. Department of Communication. Michigan State University. September 2000.

National Doctoral Honors Seminar Participant, National Communication Association, 1999.

Ford Foundation Doctoral Fellowship Honorable Mention, 1994.

Jacob K. Javits Fellowship, Alternate, 1994.

Golden Key National Honor Society, 1992-present.

## **TEACHING HONORS & AWARDS**

- Recipient. *President's Associates Graduate Teaching Excellence Award*. UT Austin. 2023-2024.
- Recipient. *William David Blunk Memorial Professorship*. UT Austin. 2022-2023.
- Invited Faculty and Keynote. *Terry Scholars Banquet*. UT Austin. 2016.
- Invited Faculty Speaker. *Undergraduate Business Council*. University of Texas at Austin. 2016.
- Invited Faculty Speaker. *Women Communicators of Austin*. UT Austin, College of Communication. 2016.
- Invited Faculty. *Tejas Club, 35th Annual Texas Independence Day Breakfast*, Spring 2014. Guest Speaker and Faculty Honoree.
- Invited Faculty and Keynote. *Delta Delta Delta Professor Dinner*. Spring 2010.
- Faculty Honoree/Invitee. *Orange Jackets "Professor Tea."* Honors the favorite and most influential professors of Orange Jacket members, an exemplary honor and service organization. (2009, 2023, 2025)
- Faculty Invitee. *Tips From Great Teachers*. Invited (based on student nominations) to talk with students in the graduate teaching seminar (CMS 398) in communication studies about pedagogical issues. UT Austin, 2002-2014.
- Finalist. *Teaching Excellence Award*. UT Austin, College of Communication. 2006, 2007.
- Academic Innovation Award grant recipient (\$20,000). UT Austin, RGK Center for Philanthropy and Community Service, 2005. Developed new course, "*Models, Contexts, and Practices of Group Communication*," in order to augment current offerings in the Portfolio Program in Nonprofit and Philanthropic Studies on the subject of Volunteerism. Course offers a comparative examination of group communication models developed in traditionally-studied contexts alongside new models of group communication that address the unique group dynamics found in volunteer contexts.
- Faculty Honoree. *Chi Omega's Annual Scholarship Recognition Program*, 2005.
- Faculty Honoree. *Chi Omega's Appreciation Fiesta Dinner*, 2005.
- Instructional Development grant recipient (editing services), UT Austin, College of Communication, 2002-2003.
- Invited Discussant, *Communication Council Faculty Discussion Dinner*, UT Austin, May 2002.
- Faculty Honoree. Panhellenic Scholarship Dinner. UT Austin, 2002.
- Faculty Honoree. Faculty Appreciation Banquet. UT Austin, Communication Council, 2001-2002, 2002-2003.
- Edwin R Schoell Award for Excellence in Teaching, UC Santa Barbara, Department of Communication, 2000.
- Favorite Faculty, UC Santa Barbara, Office of Residence Life, 1997-1998.

## **SERVICE HONORS AND AWARDS**

- Instructional Mentorship Award, Department of Communication Studies, Communication Studies Graduate Council (CommSGC), Spring 2025.
- Service Engagement Award, Organizational Communication Division, National Communication Association, 2020.
- Faculty Area Supervisor for the 2016-2017 and 2013-2014 Best Service Learning Course Award, received by the Team Communication course, University of Texas at Austin.
- Invited Keynote Speaker and Faculty Inductee, Order of Omega Honor Society. Spring 2011 Induction Ceremony
- Faculty Honoree. Services for Students with Disabilities Faculty Awards, UT Austin, 2005-2006.
- University Service Award, University of California, Santa Barbara, 2000-2001.

## SCHOLARLY PUBLICATIONS

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### BOOKS, PEER REVIEWED

**Ballard, D. I.** (2025). *Time by design: How communicating slow allows us to go fast*. Massachusetts: MIT Press.

**Ballard, D. I., & McGlone, M.** (Eds.) (2017). *Work pressures: New agendas in communication*. New York: Routledge.

### ARTICLES IN JOURNALS AND SERIAL PUBLICATIONS, PEER REVIEWED

(GRADUATE STUDENT CO-AUTHORS IN ITALICS, ILLUSTRATING STUDENT MENTORING)

Jacome, C. S., Suarez, N. R. E., Golembiewski, E. H., Gravholt, D., Crowley, A., Urtecho, M., Montserrat L. G., Mandhana, D. M., **Ballard, D. I.**, Kunneman, M., Prokop, L., & Montori, V. M. (2025). Instruments evaluating the duration and pace of clinical encounters: A scoping review. *Patient Education and Counseling*, 131, 108591. <https://doi.org/10.1016/j.pec.2024.108591>

**Ballard, D. I.**, Mandhana, D.M., Jacome, C. S., *Tesfai, Y.*, Johnson, S. B., Gionfriddo, M. R., Espinoza Suarez, N. R., *Algarin Perneth, S.*, Su, L., & Montori, V. (2024). Unhurried conversations in healthcare are more important than ever: Identifying key communication practices for careful and kind care. *The Annals of Family Medicine*, 22(6), 533-538. <https://doi.org/10.1370/afm.3177>

- **David Meyers Research Award, Primary Care Collaborative**

Mandhana, D.M. & **Ballard, D. I.** (2024). Navigating the clock and the corridor: How time and space influence unplanned conversations. *Corporate Communications: An International Journal*, 29(5), 753-768. <https://doi.org/10.1108/CCIJ-06-2023-0089>

Mandhana, D.M., Jacome, C.S., **Ballard, D. I.**, *Tesfai, Y.*, Johnson, S. B., Gionfriddo, M. R., Espinoza Suarez, N. R., *Algarin Perneth, S.*, Su, L., & Montori, V. (2024). Developing and validating the Unhurried Conversations Assessment Tool (UCAT). *Patient Education and Counselling*, 123, 108237. <https://doi.org/10.1016/j.pec.2024.108237>

Nguyen, M. T., Honcharov, V., **Ballard, D. I.**, Satterwhite, S., McDermott, A. M., & Sarkar, U. (2024). Primary care physicians' experiences and adaptations to time constraints: A qualitative analysis. *JAMA Network Open*, 7(4), e248827: (11 pages; OA) doi:10.1001/jamanetworkopen.2024.8827

**Ballard, D. I.** (2022). Transdisciplinarity demands time. *Time & Society*, 31(1), 14-16. DOI: 10.1177/0961463X211073566

Kalman, Y. M., **Ballard, D. I.**, & *Aguilar, A. M.* (2021). Chronemic urgency in everyday digital communication. *Time & Society*, 30(2), 153-175. <https://doi.org/10.1177/0961463X20987721>

**Ballard, D.I.,** Allen, B. J., Ashcraft, K. L., Ganesh, S., McLeod, P. L., & Zoller, H. M. (2020). When words do not matter: Identifying actions to effect diversity, equity, and inclusion in the academy. *Management Communication Quarterly*, 34(4), 590-616. DOI: 10.1177/0893318920951643.

- **Outstanding Article Award, Organizational Communication Division, National Communication Association**

Barbour, J. B., **Ballard, D. I.**, Barge, J. K., & Gill, R. (2017). Making time/making temporality for engaged scholarship. *Journal of Applied Communication Research*, 45(4), 365-380. doi: 10.1080/00909882.2017.1355556

**Ballard, D. I.,** & McVey, T. (2014). Measure twice, cut once: The temporality of communication design. *Journal of Applied Communication Research*, 42(2), 190-207. doi: 10.1080/00909882.2013.874571

- **Distinguished Publication Award for a Special Journal Issue, Applied Communication Division of the National Communication Association**

Gómez, L. F. & **Ballard, D. I.** (2013). Communication for the long-term: Information allocation and collective reflexivity as dynamic capabilities. *Journal of Business Communication*, 50 (2), 208-220. doi: 10.1177/0021943612474992

Ishak, A. W. & **Ballard, D. I.** (2012). Time to re-group: A typology and nested phase model for action teams. *Small Group Research*, 43(1), 3-29. doi:10.1177/1046496411425250

- **Finalist, Article of the Year Award 2012, Small Group Research**

Stephens, K. K., Cho, J. K., & **Ballard, D. I.** (2012). Simultaneity, sequentiality, and speed: Organizational messages about multiple task completion. *Human Communication Research*, 38(1), 23-47. doi:10.1111/j.1468-2958.2011.01420.x

Aakhus, M., **Ballard, D. I.**, Flanagin, A. J., Kuhn, T., Leonardi, P., Mease, J., & Miller, K. (2011). Communication and Materiality: A Conversation from the CM Café. *Communication Monographs*, 78, 557-568. doi:10.1080/03637751.2011.618358

Gómez, L. F. & **Ballard, D. I.** (2011). Communication for change: Transactive memory systems as dynamic capabilities. In A. B. Shani, R. Woodman & W. A. Pasmore (Eds.), *Research in Organizational Change and Development* (Vol. 19, pp. 91-115). Bingley, UK: Emerald.

**Ballard, D. I.,** & Webster, S. P. (2009). Time and time again: The search for meaning/fulness through popular discourse on the time and timing of work. *KronoScope: Journal for the Study of Time*, 8, 131-145.

**Ballard, D. I.,** Waller, M. J., & Tschan, F. (2008). All in the timing: Considering time at multiple stages of group research. *Small Group Communication*, 39, 328-351.

- Ballard, D. I., & Gossett, L. M.** (2007). Alternative times: The temporal perceptions, processes, and practices defining the non-standard work arrangement. In C. Beck (Ed.), *Communication Yearbook, 31*(pp. 269-316). Mahwah, NJ: Lawrence Erlbaum Associates.
- Ballard, D. I., & Gomez, L. F.** (2006). Time to meet: Meetings as sites of organizational memory. In J. Parker, M. Crawford, & P. Harris (Eds.), *Study of time XII: Time and memory* (pp. 301-312). Boston, MA: Brill.
- Ballard, D. I., & Seibold, D. R.** (2006). The experience of time at work: Relationship to communication load, job satisfaction, and interdepartmental communication. *Communication Studies, 57*, 317-340.
- Ballard, D. I., & Seibold, D. R.** (2004). Organizational members' communication and temporal experience: Scale development and validation. *Communication Research, 31*, 135-172. LEAD ARTICLE

**This instrument is also featured in:**

**Rubin, R. B., Rubin, A. M., Graham, E. E., Perse, E. M., & Seibold, D. R. (2010).**  
**Communication research measures: A sourcebook. Volume II. New York: Routledge.**

- Ballard, D. I., & Seibold, D. R.** (2004). Communication-related organizational structures and work group members' temporal experience: The effects of interdependence, type of technology, and feedback cycle on members' views and enactments of time. *Communication Monographs, 71*, 1-27. LEAD ARTICLE
- Ballard, D. I., & Seibold, D. R.** (2003). Communicating and organizing in time: A meso level model of organizational temporality. *Management Communication Quarterly, 16*, 380-415.
- Giles, H., **Ballard, D. I., & McCann, R. M.** (2002). Perceptions of intergenerational communication across cultures: An Italian case. *Perceptual and Motor Ability, 95*, 583-591.
- Ballard, D. I., & Seibold, D. R.** (2000). Time orientation and temporal variation across work groups: Implications for group and organizational communication. *Western Journal of Communication, 64*, 218-242.

**PUBLISHED PROCEEDINGS, PEER REVIEWED**

**(GRADUATE STUDENT CO-AUTHORS IN ITALICS, ILLUSTRATING STUDENT MENTORING)**

- Kalman, Y. M., *Aguilar, A. M.*, & **Ballard, D. I.** (2018). The role of chronemic agency in the processing of a multitude of mediated conversation threads. *51st Proceedings of HICSS (Hawaii International Conference on System Sciences)*.
- Ballard, D. I.,** *McGlone, M., & Stephens, K. K.* (2012, May). Affecting sustainable living by incorporating an understanding of time in the lives of digital natives. *Simple, Sustainable Living Workshop at CHI (Computer Human Interaction), Austin, TX.*

## **INVITED HANDBOOK CHAPTERS, ENCYCLOPEDIA ENTRIES & EDITED VOLUMES**

(GRADUATE STUDENT CO-AUTHORS IN ITALICS, ILLUSTRATING STUDENT MENTORING)

**Ballard, D. I.**, Mandhana, D. M., & Tesfai, Y. (2025). Groups, teams, and decision making. In A. M. Nicotera (Ed.), *Origins, Traditions, and Trends of Organizational Communication: A Comprehensive Introduction to the Field*. (pp. 293-313). Routledge.

**Ballard, D. I.**, Mandhana, D.M., Liu, Y., Butterbaugh, N. (2025). A trauma-informed approach to theorizing resilience. In M. Doerfyl, J. Theiss, M. Venetis, & K. Scharp (Eds.), *The Routledge Handbook of Communication and Resilience* (pp. 320–333). New York: Routledge. DOI: 10.4324/9781003495697-26

Chewning, L., Doerfyl, M., **Ballard, D. I.**, & Harrison, T. (2024). Crisis response and resilience. In V. Miller & M. S. Poole (Eds.), *The Handbook of Organizational Communication* (Vol.8) (pp. 605-623). Boston: Walter de Gruyter GmbH & Co KG. <https://doi.org/10.1515/9783110718508-031>

**Ballard, D. I.** & Aguilar, A. (2024). Physicians' heroism during COVID-19. In S. T. Allison, J. K. Beggan, and G. R. Goethals (Eds.), *Encyclopedia of Heroism Studies* (pp. 1564-1571). New York: Springer. [https://doi.org/10.1007/978-3-031-17125-3\\_368-1](https://doi.org/10.1007/978-3-031-17125-3_368-1)

Webster, S. & **Ballard, D. I.** (2023). "Work-Life balance? That's just for managers": Time policies and practices in blue-collar and white-collar work. In B.J. Van Gilder, J.T. Austin, and J.S. Bruscella (Eds.), *Communication and Organizational Changemaking for Diversity, Equity, and Inclusion* (pp. 131-146). New York: Routledge. DOI: 10.4324/9781003333746-11

- **2024 Distinguished Edited Book Award, Applied Communication Division of the National Communication Association**

Aguilar, A. & **Ballard, D. I.** (2022). Even heroes need help: The impact of COVID-19 on physicians already at risk for burnout. In L. Browning, Sørnes, J.O., Svenkerud, P. J. (Eds.), *Organizational communication in the time of Coronavirus: Ethnographies and the future of work* (pp. 327-344). London: Palgrave Macmillan. [https://doi.org/10.1007/978-3-030-94814-6\\_17](https://doi.org/10.1007/978-3-030-94814-6_17)

**Ballard, D. I.** & Mandhana, D. R. (2022). Time and temporality in groups. In S. Beck, M.S. Poole & J. Keyton (Eds.), *The Emerald Handbook of Group and Team Communication* (pp. 323-336). New York: Emerald.

**Ballard, D. I.** & Aguilar, A. (2020). When pacing is a privilege: The time scale of exclusion. In M. L. Doerfyl & J. L. Gibbs (Eds.), *Building inclusiveness in organizations, institutions, and communities: Communication theory perspectives*. (pp. 90-112). New York: Routledge.

- **Contributed Chapters Award, Organizational Communication Division, National Communication Association**

**Ballard, D. I.** & Mandhana, D. R. (2019). Groups, teams, and decision making. In A. M. Nicotera (Ed.), *Origins and traditions of organizational communication: A comprehensive introduction to the field*. (pp. 288-306). New York: Routledge.

**Ballard, D. I.** (2017). Time. In C. R. Scott and L. K. Lewis (Eds.), *International Encyclopedia of Organizational Communication*. (pp. 1-11). New York: Wiley.

- **Outstanding Edited Book Award, Organizational Communication Division, National Communication Association**

**Ballard, D. I., Ramgolam, D. I., & Solomon Gray, E.** (2017). Modern times, modern spaces: Interaction genres and multiminding in network-based work. In D. I. Ballard and M. S. McGlone (Eds.), *Work pressures: New agendas in communication*. (pp. 91-108). New York: Routledge.

**Barrett, A. & Ballard, D. I.** (2014). The Norwegian workplace hustle: Shifting socio-cultural dynamics and a crisis of national identity. In L. Browning and J. O. Soernes (Eds.), *Stories of the High North*. (pp. 156-165). London: Routledge.

**Ballard, D. I.** (2009). Organizational temporality over time: Activity cycles as sources of entrainment. In R. Roe, M.J. Waller, & S. Clegg (Eds.), *Time in organizational research* (pp. 204-219). London: Routledge.

Seibold, D. R., Lemus, D. R., **Ballard, D. I.**, & Myers, K. K. (2009). Organizational communication and applied communication research: Parallels, intersections, integration, and engagement. In L. R. Frey & K. N. Cissna (Eds.), *Handbook of applied communication* (pp. 843-866). Mahwah, NJ: Lawrence Erlbaum Associates.

**Ballard, D. I.** (2008). The experience of time at work. In L. K. Guerrero & M. L. Hecht (Eds.), *The nonverbal communication reader: Classic and contemporary readings (3rd ed.)* (pp. 258-269). Prospect Heights, IL: Waveland Press.

**Ballard, D. I.** (2007). Chronemics at work: Using socio-historical accounts to illuminate contemporary workplace temporality. In B. Rubin (Ed.), *Research in the sociology of work: Vol. 17 Workplace temporalities* (pp. 29-54). Cambridge, MA: Elsevier.

#### **OP-EDS (PUBLISHED DURING PUBLIC VOICES FELLOWSHIP)**

**Ballard, D. I., & Webster, S.** (2015, March 31). Why women 'having it all' is an empty concept. *Womensenews*.

**Ballard, D. I.** (2015, February 21). How mindfulness can transform movements for racial justice and equality. *The American Prospect*.

**Ballard, D. I.** (2014, December 29). Holiday stress, like holiday magic, is home made. *Womensenews*.

**Ballard, D. I.** (2014, November 2). Work-life balance? We don't have time for that. *Huffington Post*.

## KEYNOTES AND INVITED RESEARCH TALKS

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### SCHOLARLY GROUPS & SYMPOSIA

- Keynote. *Aspen Conference on Engaged Communication Scholarship*. "When Engaged Research is Traumatic: Managing Vicarious Trauma Once Removed." July 2021.
- Invited discussant. *The Pediatric Cardiac Intensive Care Society (PCICS) Podcast*. Episodes 41 and 42: #TakeBackTime Part 1 and Part 2. July 2021.
- Invited speaker. *Mayo Clinic Knowledge and Evaluation Research (KER) Unit*. "How We Create Time Through Communication: Fast and Slow Communication Design Logics." April 2021.
- Invited roundtable speaker. *Aspen Institute*. "Building Resilience for the Digital Workforce: Mitigation Strategies and Interventions." November 2020.
- Invited Talk. "Modern Times, Modern Spaces: Multiminding in Network-Based Work." *Mmindd Labs Symposium*. San Francisco, CA. December 2014.
- NSF (National Science Foundation) Symposium. *Slow Down, You Move Too Fast: Rethinking the Culture of Busyness and IT*. May 2011.
- It's about time! Increasing the temporal focus in organizational research* symposium hosted by the Department of Organization & Strategy, University of Maastricht in June 2006. Organized by Robert Roe, Mary Waller, and Stewart Clegg.

### UNIVERSITY DEPARTMENTS, COLLEGE/SCHOOLS AND CENTERS

- Invited Talk. Scheidel Lecture: *University of Washington, Department of Communication*. "How We Create Time through Communication." April 2023.
- Invited Talk. *Cornell University, Department of Communication*. "Taking Time to Communicate: A Multimethod Investigation of Continuous Adaptation in Extreme Teams." September 2020.
- Invited Talk. *University of Miami, School of Communication*. "How We Create Time through Communication: Critical Teams and Temporal Transmutation." February 2020.
- Invited Talk. *San Diego State University, Department of Communication Studies*: Visiting Scholar Lecture. "The Nonlinearity of Time: A Chronemic Analysis of Team Resilience, Case Outcomes, and Member Burnout." February 2019.
- Invited Talk. *EMPAC (Experimental Media and Performing Arts Center) at Rennselaer Polytechnic Institute*. "Creating Time Through Design." September 2018.
- Invited Talk. *UCSF School of Medicine. Center for Vulnerable Populations Lunch Series*. September 2016.
- Invited Talk. "The Untethered Professional." Department of Communication, Rutgers University. November 2010. *Chair's Distinguished Speaker Series on Mobile Communication*.

### PUBLIC GROUPS

- SXSW Interactive*. "It's Time: Find Alignment & Abandon Work-Life Balance." March 2018.
- SXSW Interactive*. "Talk About Time: Why We Fail at Work-Life Balance." March 2016.
- Creative Mornings* lecture series. "Time." Austin, TX. December 2015.

## MEDIA REPORTS ON WORK (SELECTED)

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### International Coverage:

*National Geographic*. Some people are always late. Science can explain why. (Austin, D. [2025, November 24]).

*Canadian Broadcasting Corporation (CBC) Radio Online: The Current*. Are you polychronic or monochronic? Struggling to manage your time could be due to your 'time personality.' (Zhu, C. [2025, October 11]).

*New York Times*. How to make the most of your 'time personality'. (Laber-Warren, E. [2025, July]).

*Wall Street Journal*. The formula to get more time off using your vacation days. (Fuhrmans, V. [2024, January 1])

*Self*. How to stop worrying about work on vacation. (Ryu, J. [2023, June 23]).

*Time Magazine*. There's no such thing as getting ahead. (Stauffer, R. [2023, June 7])

*Fortune*. 2023 is 'the year of efficiency.' Here's how to drive productivity with leaner teams (Hint: Ignore conventional advice). (MacLellan, L. [2023, March]).

*Fortune*. Managers are feeling pressure to perform after mass layoffs. Here's how employers can better support them. (Burton, A. & Confino, P. [2023, March]).

*New York Times*. The 9-to-5 schedule should be the next pillar of work to fall. (Laber-Warren, E. [2022, March]).

*Fortune*. Say goodbye to 9-to-5: More and more, corporate America is letting people work whenever they want. (Adamczyk, A. [2022, March]).

*The Atlantic*. How hobbies infiltrated American life. (Beck, J. [2022, January 4]).

*Apartment Therapy*. What To Do If You Feel Like This Year Is Going By Too Quickly. (Stauffer, R. [2021, July]).

*Quartz*. What a year of COVID has done to work. (2021, April).

*Quartz at Work*. How work has changed a year into the pandemic. (MacLellan, L. & Cheng, M. [2021, April 4]).

*Men's Health Magazine*. How a shorter workweek could make you more productive. (Ferry, D. [2020, September 30]).

*HuffPost*. We all deserve shorter, more flexible workweeks, especially amid COVID-19. (Torres, M. [2020, May 11]).

*Quartz*. Why you're experiencing time as fast and slow. (MacLellan, L. [2020, April 24]).

*Quartz*. The Memo from Quartz at Work: As time goes by. (MacLellan, L. [2020, April 22]).

*Quartz*. What the workplace stands to gain and lose in a post-coronavirus world. (MacLellan, L. [2020, March 29]).

*NBC News*. Why it's so hard to come back from vacation—and how to do it better. (DiGiulio, S. [2020, January 22]).

*Forge*. Fridays are the new Mondays. (Zabell, S. [2019, November 15]).

*Inc.* This company's secret to tripling profits? No Work Wednesdays. (Stillman, J. [2019, May 22]).

*Inc.* Elon Musk Sent an Email at 1:20 in the Morning. Here's Why You Shouldn't. (Bariso, J. [2019, May 13]).

*Quartz*. The risk of thinking of your job as a higher calling. (MacLellan, L. [2019, January 19]).

*Reader's Digest*. The best day to take off work. (McCaffery, J. [2019]).

*Reader's Digest Asia*. This is the best day to take off work—and it's not Friday.

*AsiaOne*. Wednesday is the best day to take a day off: Experts. (2018, December 3).

*Inc.* This is the best day of the week to take off from work. (DiScala, J. [2018, November 28]).

*Best Health Magazine Canada*. This is the Best Day to Take Off Work (It's Not Friday!). McCaffery, J. (2018, August 23).

*Inc.* What's better than summer Fridays off? Summer Wednesdays off. (Stillman, J. [2018, August 10]).

*MSN (Microsoft News)*. This is the best day to take off work—and it's not Friday.

*The Jakarta Post*. Wednesday is the best day to take a day off: Experts.

*Quartz*. For maximum recharge, take a Wednesday off. (Griffin, A. [2018, July 30]).

*Forbes*. Why this professor of time argues achieving "Work-Life Balance" is impossible. (Hervey, J. C. [2018, July 12]).

*Quartz*. Time is a strong but rarely recognized power construct in the workplace. (MacLellan, L. [2017, October 10]).

*Quartz*. "Reclaiming my time": Strategies from a scholar of chronemics, the study of time. (MacLellan, L. [2017, August 5]).

#### Radio Interviews:

*Radio New Zealand*. Feature Interview: What is your time personality? *Afternoons with Jesse Mulligan*. February 18, 2026

*Mornings with Simi on 730 CKNW (Vancouver, Canada)*. Why you are always late. December 2, 2025.

*Afternoon Show on 880 CHED (Edmonton, Canada)*. Time personalities. (Wisker, Brad [October 15, 2025]).

*Canadian Broadcasting Corporation (CBC) Radio One*. What is your time personality? *The Current with Matt Galloway*. September 25, 2025.

*CBS News Radio*. The power of Wednesdays off. (Kaufman, Stephan [September 15, 2025]).

*CFRB NEWSTALK1010 Toronto: Canada's largest talk station*. Has time seemed to slow down or speed up during lockdown? (Towkey, G. M. [2020, May 3]).

*ATTN: Why time is flying by in the pandemic*. (Guthmann, L. [2020, May]).

*NPR affiliate, Texas Standard: The National Daily News Show of Texas*. The case for taking Wednesday off. (2018, August 29).

#### Podcast Interviews:

*Leadership Bootcamp*. Dr. Dawna Ballard, author of *Time by Design*. December 2025.

*Mike Vardy: The Art of TimeCrafting*. *Time by Design: A Conversation with Dawna Ballard*. December 2025.

*You're in Black Women's Business*. Dr. Dawna Ballard. December 2025.

*Shaping Freedom Podcast with Lisane Basquiat*. Slow Down to Go Fast: Redesigning Your Relationship with Time. November 2025.

*The Pediatric Cardiac Intensive Care Society (PCICS) Podcast*. Episode 143: Best of PCICS Podcast. October 2025.

*In Good Company: A Lunch and Learn Series*: Time, rest, and grind culture. The People's Institute for the Common Good. June 2025.

*SheSpeaks Podcast*. Mastering Time Management. Episode 138. July 2023.

*The Pediatric Cardiac Intensive Care Society (PCICS) Podcast*. Episodes 41 and 42: #TakeBackTime Part 1 and Part 2. July 2021.

*Indeed.com Podcast*. The Science Behind Our Time and Productivity at Work. May 2021.

*Christian Science Monitor*. It's about time. On the clock: How the clock became king. March 2021.

*MineSpace Over Coffee*. Keeping time with Dawna Ballard. February 8, 2018.

*We Grow Media*. The Creative Clarity Summit: Fearless Work. January 2016.  
*2Time Labs*. Interview with Dawna Ballard. March 23, 2015.  
*PBS Media Shift*. Finding Work-Life Balance with Technology in the 'New Slow City.' Mediatwits #139: (2014, December 5). Time.  
*Resilience on Radio*. Sustainable Lens. July 2012.  
*People On The Go*. It's About Time: State of the Art on Multitasking. October 7, 2010.

#### *National and Specialized Coverage:*

*KIRO News Seattle*. Coronavirus: Why time feels like it's speeding up, slowing down right now. (2020, April 24).  
*The Clarion Ledger*. Wednesdays off might be the best recharge. (2018, August 27).  
*KX News North Dakota*. The best day to take off from work: Wednesday. (2018, August 7).  
*Consumer Affairs*. Why Wednesday is the best day to take off. (2018, August 1).  
*Fairygodboss*. This Is the Best Day to Take A Mini-Vacation, According to Experts.  
*Girlboss*. Wednesday is the Best Day to Take a Mini Vacation, According to Experts. (2018, November 8).  
*XoNecole*. Work-Life Balance Might Be Unrealistic So Try This Instead. (2018, December 26).

#### *Campus Coverage at UT Austin:*

*Moody College Marketing Communications*. Time is precious: Healthfully rethinking the utility of time. (2020, March).  
*The Daily Texan*. Gain control of your time: You don't have to do everything today, says communication studies professor. (2019, March 6).  
*The Daily Texan*. Psychology explains difficulty behind keeping New Year's resolutions. (2019, January 24).  
*The Daily Texan*. Distractions in lecture lead to D-grades in class. (2015, March 5).

## **CONFERENCE PARTICIPATION**

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### **COMPETITIVELY-SELECTED CONFERENCE PAPERS**

Liu, Y., Mandhana, D.M., Ballard, D.I. (2025, June). Navigating Temporal Demands: Enhancing Resilience in Social Services Work Through Work Autonomy and Social Support. Paper to be presented at the annual meeting of the International Communication Association, Denver, CO.

Tesfai, Y., Shorey, S., Ballard, D. I., & Mandhana, D. M. (2025, June). Timelining: Enhancing qualitative inquiry in communication studies. Paper to be presented at the annual meeting of the International Communication Association, Denver, CO.

Ballard, D. I., Mandhana, D., Tesfai, Y., Soto Jacome, C., Johnson, S.B., Gionfriddo, M.R., Espinoza Suarez, N.R., Algarin Perneth, S., Su, L., Montori, V. (2024, June). *The Chronemic Dimension of Healthcare Interactions: Developing and Validating the Unhurried Conversations Assessment Tool (UCAT)*. Paper presented at the annual meeting of the International Communication Association, Gold Coast, Australia.

- Nguyen, M. T., Honcharov, V., Ballard, D., Satterwhite, S., McDermott, A. M., & Sarkar, U. (2023, June). *Primary Care Time Scarcity, the Changing Practice of Medicine, & Physician Burnout: A Qualitative Study*. Poster presented at Academy Health Annual Research Meeting in Seattle, WA.
- Nguyen, M. T., Honcharov, V., Ballard, D., Satterwhite, S., McDermott, A. M., & Sarkar, U. (2023, May). *Primary Care Time Scarcity, the Changing Practice of Medicine, & Physician Burnout: A Qualitative Study*. Poster presented at Society of General Internal Medicine's Annual Meeting in Aurora, CO.
- Ballard, D. I., Mandhana, D., Waller, M. J., McGlone, M., Aguilar, A., & Ramgolam, D. I. (2020, November). *All action and no talk: A multimethod investigation of routinized adaptation in interprofessional critical teams*. Paper presented online at the annual meeting of the National Communication Association. **Top Paper Panel, Group Communication Division, NCA.**
- Mandhana, D., & Ballard, D. I. (2019, November). *Exploring the recursive relationship between unplanned conversations and spatiotemporal organizational structures*. Paper presented at the annual meeting of the National Communication Association, Baltimore, MD.
- Ballard, D. I., Duggan, A., & Shaughnessy, A. (2019, May). *Residency time: Epochal and fungible temporality among family medicine residents*. Paper presented at the annual meeting of the International Communication Association, Washington, DC.
- Mandhana, D., & Ballard, D. I. (2019, May). *The interstitial in organizing: Unplanned conversations as constituent features of spatiotemporal organizational structures*. Paper presented at the annual meeting of the International Communication Association, Washington, DC.
- Aguilar, A., Kalman, Y., & Ballard, D. I. (2018, May). *Chronemic agency: The power of urgency in everyday digital communication*. Paper presented at the annual meeting of the International Communication Association, Prague, Czech Republic.
- Barbour, J. B., Ballard, D. I., Barge, J. K., & Gill, R. (2017, November). *Making time/making temporality for engaged scholarship*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.
- Adams, P., Ford-Davis, T., & Ballard, D. I. (2017, November). *Space, time, and the master narrative of convenience*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.
- Aguilar, A., Kalman, Y., & Ballard, D. I. (2017, November). *Chronemic agency and media selection: How group membership impacts which media are prioritized*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.
- Webster, S. O., & Ballard, D. I., & Kirby, E. (2016, November). *"Work-life balance? That's just for managers": Using a temporal lens to understand class-based constructions of work-life*. Paper presented at the annual meeting of the National Communication Association, Philadelphia, PA.
- Ballard, D. I., (2016, August). *Finding time: How a hidden mythology shapes our lives*. Paper presented at the Take Back Your Time Conference, Seattle, WA.

Ballard, D. I., Browning, L. D., Hamel, S. A., & Stein, K. (2016, July). *Making sense of how kairotic time matters: On the relativity of materiality as revealed through dis(organization) in the Valley Fire Crisis*. Paper presented at the annual meeting of the European Group for Organizational Studies, Naples, Italy.

Webster, S. O., & Ballard, D. I. (2015, November). *It's about time: Using a temporal approach to highlight gender and socioeconomic inequalities embedded in "Work-Life Balance" discourse*. Paper presented at the annual meeting of the National Communication Association, Las Vegas, NV.

Ballard, D. I., McGlone, M. S., Berkelaar, B., Baryshevtsev, & Brown, L. (2015, April). *A spatiotemporal perspective on mobile wallet use*. Paper presented at the annual ID-360 meeting for the Center for Identity, University of Texas, Austin, TX.

Ballard, D. I. & Solomon Gray, E. (2014, November). *Modern times, modern spaces: Interaction genres and multiminding in network-based work*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

McGlone, M., & Ballard, D. I. (2014, September). *Framing identity: Communication in consumer privacy decisions*. Paper presented at the Global Identity Summit, Tampa, FL.

Ballard, D. I., McVey, T. (2014, May). *Measure twice, cut once: The temporality of communication design*. Poster presented at the annual meeting of the International Communication Association, Seattle, Washington.

#### **Top Interactive Display, Organizational Communication Division**

Barrett, A., & Ballard, D. I. (2012, November). *Chronemics in health communication: Considering the intersection of fungible and epochal times in the health care setting*. Paper presented at the annual meeting of the National Communication Association, Orlando, FL.

Ballard, D. I., McGlone, M., & Stephens, K. K. (2012, May). *Affecting sustainable living by incorporating an understanding of time in the lives of Digital Natives*. Paper presented at the annual meeting of Computer Human Interaction, Austin, TX.

Ishak, A., & Ballard, D.I. (2011, November). *Time to re-group: A typology and nested phase model for action teams*. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.

Ballard, D. I., & Waller, M.J. (2010, November). *Communication overhead: The relational costs of multitasking in organizations*. Paper presented at the annual meeting of the National Communication Association, San Francisco, CA.

Ballard, D. I., Cho, J. K., & Hyder, S. (2009, November). *Twittering away: Human temporality and communication motives in the micro-blogging community*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Ballard, D. I., & Ramgolam, D. I. (2009, November). *Connecting through Smartphones and open doors: A spatiotemporal framework of communication technologies at work*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

- Ballard, D. I., & Ramgolam, D. I. (2008, May). *Communication, connection, and connectivity: Mobile communication and human temporality*. Paper presented at the annual meeting of the International Communication Association, Montreal, Canada.
- Ballard, D. I., & Webster, S. (2007, November). *It's a matter of time: The search for meaning/fulness through popular discourses of temporal commodification, construction, and compression*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Gomez, F. G., & Ballard, D. I. (2007, November). *Use your time and save it too: Are a group's present and future a continuum or a duality?* Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Ramgolam, D. I., & Ballard, D. I. (2007, November). *The meanings and meaningfulness of virtual work practices*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Ballard, D. I. (2007, July). *Expanding organizational temporality: The limits and constraints of temporal commodification, construction, and compression*. Paper presented at the triennial meeting of the International Society for the Study of Time, Monterey, CA.
- Ballard, D. I. (2005, November). *Alternative times*. Paper presented at the annual meeting of the National Communication Association, Boston, MA.
- Ballard, D. I. (2005, May). *Cyclicity and entrainment in organizational temporality: A communication-based typology of activity cycles*. Paper presented at the annual meeting of the International Communication Association, New York, NY.
- Ballard, D. I., Lammers, J. C., & McCann, R. M. (2004, November). *The speed of service: A two-study examination of pace across work groups in the service industry: Intra-organizational and cross-national comparisons*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Ballard, D. I., & Gomez, F. G. (2004, July). *Time to meet: Meetings as sites of organizational memory*. Paper presented at the triennial meeting of the International Society for the Study of Time, Cambridge, UK.
- Ballard, D. I., & Seibold, D. R. (2003, May). *Communication-related organizational structures and work group members' temporal experience: The effects of interdependence, type of technology, and feedback cycle on members' construals and enactments of time*. Paper presented at the annual meeting of the International Communication Association, San Diego, CA.
- Ballard, D. I., & Seibold, D. R. (2002, November). *Talk about time at work: Relationship to communication load, job satisfaction, and interdepartmental communication*. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.

Ballard, D. I., & Seibold, D. R. (2001, November). *The experience of time at work: The role of organizational communication structures*. Paper presented at the annual meeting of the National Communication Association, Atlanta, GA.

Ballard, D. I., & Seibold, D. R. (2001, May). *Time and communication and in social theory: Toward a communication-based theory of time*. Paper presented at the annual meeting of the International Communication Association, Washington, DC.

Ballard, D. I., & Seibold, D. R. (2000, November). *Communication practices and the organizational construction of time*. Paper presented at the annual meeting of the National Communication Association, Seattle, WA.

Ballard, D. I., & Seibold, D. R. (2000, September). *The communicative construction of time: A meso organizational model*. Paper presented at the annual Organizational Communication Mini-Conference, Michigan State University, East Lansing, MI.

Ballard, D. I., & Seibold, D. R. (1999, November). *A test of the dimensionality of time: Implications for group communication research*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Ballard, D. I., & Lammers, J. C. (1999, May). *Is there a missing chronemic dimension of organizational climate?* Paper presented at the annual meeting of the International Communication Association, San Francisco, CA.

Ballard, D. I. (1996, November). *Monochronic-polychronic time orientation: Scale development and validation*. Paper presented at the annual meeting of the National Communication Association, San Diego, CA.

Lammers, J. C., Krikorian, D., & Ballard, D. I. (1996, May). *Surgical teams as bona-fide groups: Operationalization and exploration of a construct*. Paper presented at the annual meeting of the International Communication Association, Chicago, Illinois.

## **CONFERENCE PANELS, PRECONFERENCES, AND WORKSHOPS**

Presenter, Panel Session. (2025, November). Elevating our Field to New Heights: Honoring and Highlighting Brenda J. Allen's Contributions to the Communication Discipline. Panel to be held at the annual meeting of the National Communication Association, Denver, CO.

Presenter, Panel Session. (2025, October). Best of PCICS Podcast. Panel held at the annual meeting of the Pediatric Cardiac Intensive Care Society, Austin, TX.

Presenter, Panel Session. (2023, November). Engaged Scholarship as a Path to Freedom: Co-Drafting Communication's Commitments. Panel held at the annual meeting of the National Communication Association, New Harbor, MD.

Co-author, Panel Session. (2022, November). Contemporary Theorizing and Research on Nonverbal Synchrony. Elements of Synchrony and Accommodation in Unhurried Conversations. Panel held at the annual meeting of the National Communication Association, New Orleans, LA.

Co-author, Panel Session. (2022, November). (Re)Learning the Ropes: Place, Race, and Organizational Socialization Honoring Brenda J. Allen. Panel held at the annual meeting of the National Communication Association, New Orleans, LA.

Presenter, Panel Session. (2021, November). Renewal and Transformation in Group and Team Communication. *Time to Move Forward in Group Research: Taking Time and Communication Seriously*. Panel held at the annual meeting of the National Communication Association, Seattle, WA.

Presenter, Panel Session. (2020, December). The CICU Isn't Run by Robots: Understanding our Humanness. *The Perception of Time Across Cultures and How This Affects Burnout*. Panel held at the annual meeting of the Pediatric Cardiac Intensive Care Society (PCICS). Virtual due to COVID-19.

Presenter, Panel Session. (2019, November). *Surviving Misconceptions About Organizational Communication*. Organizational Communication Division Panel to be held at the annual meeting of the National Communication Association, Baltimore, MD.

Chair, Panel Session. (2018, November). *Transforming Work-Life Issues through Communication Approaches in Applied Contexts*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, Salt Lake City, UT.

Presenter, Panel Session. (2018, October). *Strategic Communication on the Job Market*. Organizational Communication Mini Conference. Rutgers University, NJ.

Presenter, Preconference. (2017, November). *Our Legacy, Our Relevance: Breaking Down Privilege Using Communication Theory to Build Frameworks that Support Inclusion*. Organizational Communication Division Preconference held at the annual meeting of the National Communication Association, Dallas, TX.

Presenter, Panel Session. (2016, August). *Teaching about Time*. Panel held at the Take Back Your Time Conference, Seattle, WA.

Presenter, Preconference. (2015, November). *Organizing In/Equality in the New Economy*. Organizational Communication Division Preconference held at the annual meeting of the National Communication Association, Las Vegas, NV.

Chair, Roundtable Session. (2013, June). *A Roundtable Discussion on Work Pressures and Organizational Communication*. Organizational Communication Division Panel held at the annual meeting of the International Communication Association, London UK.

Presenter, Panel Session. (2011, November). *Theoretical and Practical Approaches to Cyberinfrastructure, Virtual Research Environment, and Virtual Organizing for E-science, E-social science, and Digital*

*Humanities*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, New Orleans, LA.

Presenter, Panel Session. (2011, August). *Research in Organization Change and Development: A Conversation with Volume 19 Authors*. Organization Change and Development Panel held at the annual meeting of the Academy of Management, San Antonio, TX.

Organizer and Panelist, Panel Session. (2010, November). *The Push and Pull of Technologically-Mediated Multitasking: Considering Communication and Cause and Consequence*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, San Francisco, CA.

Presenter, Professional Development Workshop. (2008, August). *Tools and Methods for Studying Temporal Aspects of Organizational Behavior*. Organizational Behavior Division Professional Development Workshop to be held at the annual meeting of the Academy of Management, Anaheim, CA.

Organizer and Panelist, Symposia. (2007, July). *Taking Time to Measure Team Temporality: Methodological and Theoretical Approaches*. Symposia held at the annual meeting of the Interdisciplinary Network for Group Research, Lansing, MI.

Panelist, Professional Development Panel, *Nuevo Dia Organizational Communication Conference*, Arizona State University, 2005.

Panelist, Panel Session. (2004, November). *Moving Forward/Looking Back: Critique, Discussion, and Response to the Work Time Literature from a Communication Perspective*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, Chicago, IL.

Panelist, Panel Session. (2003, November). *It's About Time: Organizational Communication Scholarship Reaching Out and Reaching In the Discipline to Shape Chronemics Research*. Organizational Communication Division Panel held at the annual meeting of the National Communication Association, Miami, FL.

## TEACHING EXPERIENCE

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### *Undergraduate Courses:*

Communication Studies 367/372T: Time Matters

Communication Studies 370K: Internship in Communication Studies

Communication Studies 367/360W: Work360

Communication Studies 313M: Organizational Communication

Communication Studies 367: Zen and the Art of Managing Chaos & Complexity

Communication Studies 372K: Advanced Organizational Communication

Communication 370: Time Matters (Senior Honors Course)

Undergraduate Studies 302: Time Matters (Freshman Signature Course)

*Graduate Seminars:*

Communication Studies 390S: On Time, Temporality, and Theory Building  
Communication Studies 390/386L: Communicating in Groups, Teams, and Communities  
Communication Studies 386: Measurement Workshop: Designing Effective Surveys  
Communication Studies 386N: Quantitative Methods  
Communication Studies 390S: Seminar in Organizational Communication  
Communication Studies 390S: Theoretical Perspectives for Studying Social Systems  
Communication Studies 081: Introduction to Graduate Studies in Human Communication  
Identity Management and Security 384: Identity Communication

*Teaching Assistant/Associate:*

Communication 1 (with Mullin/Wilson/Donnerstein): Introduction to Communication  
Communication 88 (with Mullin): Communication Research Methods  
Communication 89 (with Jansma): Introduction to Communication Theory  
Communication 120 (with Seibold): Interviewing Theory and Practice  
Communication 121 (with Jansma): Communication and Conflict  
Communication 122A (with Seibold and with Lammers): Micro-Organizational Communication  
Communication 122B (with Lammers): Macro-Organizational Communication  
Communication 126 (with Mulac): Gender and Communication  
Communication 152 (with Lammers): Health Communication  
Internship Coordinator (with Lammers): *Graduate Program in Management Practice*, UC Santa Barbara

## **GRADUATE ADVISING**

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### **DOCTORAL DISSERTATIONS (DIRECTED OR CO-DIRECTED)**

1. Jessica Jourdan, Ph.D. completed Spring 2006 (co-advisor with Craig Scott)
2. Felipe Gomez, Ph.D. completed Spring 2007
3. Matthew Isbell, Ph.D. completed Fall 2009 (co-advisor with Laurie Lewis)
4. Sunshine Webster, Ph.D. completed Fall 2009
5. Jaehee Cho, Ph.D. completed Spring 2011
6. Dina Inman, Ph.D. completed Summer 2012
7. Michael Moode, Ph.D. completed Fall 2015
8. Tasha Ford Davis, Ph.D. completed Fall 2017
9. Thomas McVey, Ph.D. completed Spring 2018
10. Dron Mandhana, Ph.D. completed Summer 2018
11. Brad Haggadone, Ph.D. completed Spring 2020
12. Emily Cicchini, Ph.D. completed Summer 2020
13. Ana Aguilar, Ph.D. completed Fall 2024
14. Yohanna Tesfai, continuing doctoral student
15. Yixuan Liu, continuing doctoral student
16. Nicole Butterbaugh, continuing doctoral student (co-advisor with Michael Butterworth)
17. Tianyang Fu, continuing doctoral student

## **MASTER'S THESES AND REPORTS (DIRECTED OR CO-DIRECTED)**

1. Jaime Long, M.A. completed Spring 2004 (co-advisor with Rajiv Rimal)
2. Noppawan Sripinich, M.A. completed Fall 2004
3. Dina Inman, M.A. completed Spring 2007
4. Elizabeth Crecente, M.A. completed Spring 2008
5. Shama Hyder, M.A. completed Spring 2008
6. Ashley Wilson, M.A. completed Summer 2011
7. Sarah Rogers, M.A. completed Spring 2012
8. Nicolette Alekajbaf, M.A. completed Spring 2014
9. Emily Ford, M.A. completed Spring 2015
10. Ana Aguilar, M.A. completed Spring 2016
11. Amber Clift, M.S.I.M.S. completed Fall 2017
12. Kaliya Young, M.S.I.M.S. completed Fall 2017

## **SERVICE ON MA, PHD, AND COMPREHENSIVE EXAM COMMITTEES**

1. Rick Webb, Ph.D., Spring 2003
2. Senem Guney, Ph.D., Spring 2004
3. April Juarez, M.A., Spring 2005
4. Steven Rains, Ph.D., Spring 2005
5. Amy Schmisser, Ph.D., Spring 2005
6. Keri Stephens, Ph.D., Spring 2005
7. Jaehee Cho, M.A., Spring 2006
8. Audra Diers, Ph.D., Spring 2006
9. Jason Turner, Ph.D., Fall 2006
10. Ashley McDonald, M.A., Spring 2007
11. Nicole Laster, Ph.D., Spring 2008
12. Amy Schmitz Weiss, Ph.D., Spring 2008
13. Stephanie Dailey, M.A., Spring 2009
14. Jennifer Davis, Ph.D., Fall 2010
15. Kerk Kee, Ph.D., Spring 2010
16. Brittany Peterson, Ph.D., Spring 2010
17. Carmen Romo De Vivar, Ph.D., Fall 2010
18. Lacy Urbantke, Ph.D., Spring 2010
19. Abigail Heller, Ph.D., Spring 2011
20. Andrew Ishak, Ph.D., Summer 2012
21. Preeti Mudliar, Ph.D., Spring 2013
22. Stephanie Dailey, Ph.D., Spring 2013
23. Katie Pritchett, School of Education, Ph.D., Spring 2014
24. Ji Hyun Park, Ph.D., School of Information, Spring 2014
25. John Thompson, Ph.D., Fall 2014
26. Ashley Barrett, Ph.D., Spring 2015
27. Jessica Knapp, Ph.D., Spring 2015
28. Chih-Hao Chen, M.A., Spring 2015
29. Melissa Dalton, M.A., Fall 2015
30. Jason Flowers, Ph.D., Fall 2015, Advertising

31. Lamiyah Bahrainwala, Ph.D., Summer 2016
32. Max Wartel, Ph.D., Spring 2017
33. Amy Papermaster, Ph.D., Fall 2019
34. Erin O'Connor, Ph.D., Fall 2022
35. Courtney Powers, Ph.D., Spring 2023
36. Joy Melody Woods Bennett, Ph.D., Spring 2023
37. Jared Jensen, Ph.D., Spring 2024
38. Cassidy Sonnier Doucet, Spring 2024
39. Shenell Wood, Ph.D., Fall 2024, School of Nursing
40. Stephanie Menhardt, comprehensive doctoral exams, Spring 2023
41. Anastazja Harris, Ph.D., Spring 2025
42. Jiayu Sun, Ph.D., Spring 2024
43. Nancy Carlson, continuing doctoral student
44. Mir Md Fazla Rabby, continuing doctoral student
45. Sha Sun, continuing doctoral student (co-advisor with Shiv Ganesh)
46. Emily Economy, continuing doctoral student
47. Xiaotong Liu, continuing doctoral student
48. Jovana Andelkovic, continuing doctoral student

## **SERVICE & PROFESSIONAL ACTIVITIES**

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### **EDITORIAL SERVICE AND REVIEWS**

Associate Editor, *Management Communication Quarterly*. 2019-2023.

Editorial board member, *Journal of Applied Communication Research*

Editorial board member, *Management Communication Quarterly*

Guest Editorial Board Member, Special Issue of *Journal of Applied Communication Research: Decision Making, Time, and Change in Groups and Organizations: Papers in Honor of (and by) David R. Seibold*

Past Editorial board member, *Communication Yearbook* and *Communication Research Reports*.

Ad Hoc Reviewer 1999-present.

*Academy of Management Review*

*Journal of Communication*

*Communication Theory*

*Communication Monographs*

*Communication Yearbook*

*Journal of Applied Communication Research*

*Management Communication Quarterly*

*Small Group Research*

*Organization Science*

*Kronoscope: Journal for the Study of Time*

*Organization Studies*

*Communication Reports*

*Human Relations*

*Group & Organization Management*

*Gender, Work & Organization*

*Journal of Computer-Mediated Communication*  
*Patient Education and Counseling*  
*Western Journal of Communication*  
*Organizational Behavior and Human Decision Processes*

## **MAJOR DISCIPLINARY LEADERSHIP ROLES**

Chair, Group Communication Division, *National Communication Association*, 2009-2010.  
External Reviewer, Graduate Advising and Mentoring Plan, *Department of Communication at Pennsylvania State University*. 2010.  
Vice Chair/Program Planner, Group Communication Division, *National Communication Association*, 2008-2009.  
Council Member, *International Society for the Study of Time*, 2007-2010.  
Advisor, *National Communication Association Student Club*, UT Austin Chapter, 2003-2007.

## **DISCIPLINARY SERVICE, SELECTED**

Member, Nominating Committee, Organizational Communication Division, *National Communication Association*, 2025.  
Mentor, Research Escalator Session, Organizational Communication Division, *National Communication Association*, New Orleans, Louisiana, 2024.  
Mentor, Doctoral Honors Seminar, *National Communication Association*, 2022, George Mason University.  
Mentor, Research Escalator Session, Organizational Communication Division, *International Communication Association*, Seattle, Washington, 2014.  
Member, Nominating Committee, *National Communication Association*, 2011, 2012.  
Chair, Division Nominating Committee, Group Communication Division, *National Communication Association*, 2011.  
Reader for Organizational Communication Division, *International Communication Association*, Boston, Massachusetts, 2011.  
Member, Awards Nominating Committee, Organizational Communication Division, *National Communication Association*, 2009-2010.  
Respondent for Organizational Communication Division, *National Communication Association*, San Diego, California, 2008.  
Reader for Group Communication Division, *National Communication Association*, San Diego, California, 2008.  
Reader for Organizational Communication Division, *National Communication Association*, San Diego, California, 2008.  
Member, Awards Nomination Committee, Organizational Communication Division, *National Communication Association*, 2007-2008.  
Faculty Organizer, Professional Development Center, *Nuevo Dia Organizational Communication Conference*, Texas A&M, College Station, 2006.  
Reader for Organizational Communication Division, *National Communication Association*, Boston, Massachusetts, 2005.  
Member, Awards Committee, Group Communication Division, *National Communication Association*, 2004-2005, 2005-2006.  
Reader for Organizational Communication Division, *International Communication Association*, New Orleans, Louisiana, 2004.

Reader for Organizational Communication Division, *National Communication Association*, Miami Beach, Florida, 2003.

Member, Nominating Committee, Group Communication Division, *National Communication Association*, 2002-2003.

Reader for Group Communication Division, *National Communication Association*, New Orleans, Louisiana, 2002.

Reader for Organizational Communication Division, *International Communication Association*, Seoul, Korea, 2002.

Administrative Assistant, Organizational Communication Division, *International Communication Association*, 1998-2000.

### **DEPARTMENTAL LEADERSHIP AND SERVICE, SELECTED**

Member, *Organizational Communication and Technology Faculty Search Committee*, UT Austin, Dept of Communication Studies (2024-2025, 2023-2024, 2011-2012, 2010-2011, 2008-2009, 2006-2007, 2005-2006, 2002-2003)

Member. *Awards Committee*, UT Austin, Dept of Communication Studies (2024-2025)

Member. *Department of Communication's 125th Anniversary Planning Committee* (2023-2024)

Member. *Fellowship Committee*, UT Austin, Dept of Communication Studies (2023-2024)

Member, *Organizational Communication and Technology Faculty Search Committee*, UT Austin, Dept of Communication Studies (2023-2024)

Member, *Colloquium Committee*, UT Austin, Dept of Communication Studies (2021-2023)

Member, *Director of IE (Individual Events) Faculty Search Committee*, UT Austin, Dept of Communication Studies (2023)

Presenter. *Communication Studies Week*. Spring 2023.

Chair, *Organizational Communication and Technology Faculty Search Committee*, UT Austin, Dept of Communication Studies (2013-2014, 2014-2015, 2017-2018)

Member, *Rhetoric and Language Faculty Search Committee*, UT Austin, Dept of Communication Studies (2017-2018)

Member, *Corporate Communication Lecturer Search Committee*, UT Austin, Dept of Communication Studies (2016-2017)

Member, *Communication and Leadership Lecturer Search Committee*, UT Austin, Dept of Communication Studies (2015-2016)

Member, *Diversity Fellowship Committee*, UT Austin, Dept of Communication Studies (2011-2012).

Member, *Organizational Communication and Technology Faculty Search Committee*, UT Austin, Dept of Communication Studies (2011-2012, 2010-2011, 2008-2009, 2006-2007, 2005-2006, 2002-2003)

Member, *Communication and Humanities Faculty Search Committee*, UT Austin, Dept of Communication Studies (2008-2009)

Member, *Interpersonal Faculty Search Committee*, UT Austin, Dept of Communication Studies (2008-2009, 2007-2008, 2006-2007, 2004-2005, 2003-2004)

Faculty Representative, *Budget Council*, UT Austin, Dept of Communication Studies (2004-2005, 2008-2009)

Faculty Area Supervisor, *CMS 313M: Introduction to Organizational Communication* (prepared students to assume teaching responsibilities for 313M; created course syllabus and shared all lectures, exams, teaching stimuli [videos, DVDs, readings, and various clippings and materials used with document camera during lecture])

Faculty Area Supervisor, *CMS 310K: Team Communication* (prepared students to assume teaching responsibilities for 310K; created course syllabus and met with students weekly to (re)develop exercises and course content)

Presenter, Publisher's Parish graduate student writing group colloquium, *Getting Ready to Write*. Department of Communication Studies, UT Austin, April 2008.

Chair, *Undergraduate Curriculum Committee*, UT Austin, Dept of Communication Studies (2007)

Member, *Curriculum Committee*, UT Austin, Dept of Communication Studies (2006)

Co-Organizer and Head of Housing and Transportation Committee for the inaugural *Nuevo Dia Organizational Communication Conference*, 2003-2004.

Panelist, *Parent's Day Departmental Presentation*, UT Austin, Department of Communication Studies (2001, 2002, 2005)

Member, *Space Committee*, UC Santa Barbara, Department of Communication (2000-2001)

Member, *Curriculum and Scheduling Committee*, UC Santa Barbara, Dept of Communication (1999-2000)

Member, *Colloquium Scheduling Committee*, UC Santa Barbara, Dept of Communication (1998-1999)

Member, *Student-Faculty Grievance Process Committee*, UC Santa Barbara, Dept of Communication (1994-1995)

### **COLLEGE SERVICE, SELECTED**

Presenter, Texas Teach-Up sponsored by the Moody College Center for Advancing Teaching Excellence. Campus-wide event where participants observe nominees teaching process and engaged in reflective discussion afterward. Spring 2023.

Interviewee, The Center for Advancing Teaching Excellence (CATE) at Moody College Teacher Award Video Series, Fall 2022

Member, *Dean's Faculty Engagement Committee*, advised Dean Bernhardt on faculty-related issues and share ideas and feedback on College plans to build and strengthen our community and culture, (2022-2023).

Mentor (for two junior faculty), Moody Faculty Mentorship Program, 2021-present.

Participant, Moody College TikTok: Inside the Room. An exploration of *Time Matters* Spring 2023.

Participant, Moody College TikTok to celebrate Women's History Month 2022.

Participant, Moody College TikTok to promote Fall 2021 registration.

Presenter, COM 301E: Introduction to Communication Foundations Spotlight Segment, *Time and Burnout* (Fall 2020)

Member, *Communication Studies Chair Search Committee*, UT Austin, Moody College of Communication (2019-2020)

Member, *Advertising Faculty Search Committee*, UT Austin, Moody College of Communication, Stan Richards School of Advertising and Public Relations (2017-2018)

Member, *Communication Studies Consultative Chair Review Committee*, UT Austin, Moody College of Communication (2016-2017)

Member, *Sports & Media Center Director Search Committee*, UT Austin, Moody College of Communication (2016-2017)

Faculty Marshall, *College of Communication Commencement*, UT Austin, 2004, 2007, 2015.

Member, *Technology Committee*, UT Austin (2003-2004)

Workshop presenter. National Communication Student Club. UT Austin, College of Communication (Fall 2005)

Judge, *Annette Strauss Institute's Speak Up! Speak Out! Civic Dialogue* (March 2003, December 2003, May 2006)

Group Facilitator, *National Communication Association Student Club (NCASC)*, Interview and Resume Workshop, UT Austin, Feb 2002.

### **UNIVERSITY SERVICE, SELECTED**

Member. *Experiential Learning Working Group*. Center for Teaching and Learning. Spring 2023.  
Invited Panelist. Staff Sustainability Lunch. *Sustainability and the Future of Work*. UT Staff Council's Sustainability Committee and the Office of Sustainability. May 2022.  
Invited Talk. *Health Communication Leadership Institute*. University of Texas at Austin. "Time, Pace of Life, and Organizational Vitality." June 2018.  
Invited Talk. *University Health Services*. University of Texas at Austin. "It's Time: How to Find Alignment and Abandon Balance." January 2018.  
Invited Talk. *Department of Athletics*. University of Texas at Austin. "Pace Yourself: How to Find Alignment and Abandon Balance." May 2018.  
Invited Talk. *Senior Administrators Leadership Team (SALT)*. UT Austin, Division of Student Affairs. "Moving Forward: From Industrial Mythology to Chronemic Literacy." April 2017.  
Invited Talk. *Senior Administrators Leadership Team (SALT)*. UT Austin, Division of Student Affairs. "Finding Time: How a Hidden Mythology Shapes Our Lives." February 2017.  
Member/Alternate, *Student Conduct Board*, UT Austin (2013-2014).  
Interviewee, *Time in the Football Career*, Rhetoric & Writing Student Project (October 2011)  
Judge, *Unity Talent Show*, UT Austin, Omega Phi Gamma, Fall 2010.  
Grant Proposal Reviewer, Research Grant (RG) Proposals, *Office of the Vice President for Research*, UT Austin, 2007.  
Faculty Presenter, *Accounting Careers Awareness Program*, UT Austin (July 2003)  
Participant, *Equal Opportunity in Engineering Program*, Orientation Video "Engineering Diversity," College of Engineering (filmed June 2003)  
Member, *Danielson Committee*, UT Austin (2001-2002)  
Member, *Student Fee Advisory Committee*, UC Santa Barbara (1997-2000)  
Departmental Representative, *Graduate Student Association*, UC Santa Barbara (1995-1996)

### **UNDERGRADUATE MENTORING, SELECTED**

Bridging Disciplines Program Faculty Mentor. (2007, 2009, 2012, 2013 [two students in 2013], 2025).  
Faculty Mentor, *Intellectual Entrepreneurship Program*, UT Austin (2004-2018).  
Advised 29 undergraduates in independent study, UT Austin (2002-2024).

### **BOARD MEMBERSHIPS AND PRO BONO CONSULTING**

Board of Directors. *Children's Advocacy Centers of Texas*. 2023-present.  
Advisory Board Member. *Take Back Your Time*.  
Advisory Board Member. *Mmind Labs*.  
Reviewer for United Way's Culture Connection *Report on Volunteerism in the Greater Austin African-American community*. Provided feedback on report to assist the Culture Connection initiative compete for future funding. Austin, Texas, Fall 2006.

Pro-bono consulting for People's Choice, Incorporated, a non-profit community-based organization concerned with creating healthy families. Includes organizational development needs and grant proposal preparation, research, and editing. San Bernardino, California, 2000-2005.

Pro-bono consulting for Chestnut Addition Neighborhood Association, a non-profit neighborhood organization. Studied group dynamics, organizational/neighborhood history, and assessed future challenges for continued growth. Austin, Texas, 2004.

## **LECTURES FOR PROFESSIONAL GROUPS AND UNIVERSITY COURSES**

Guest Lecture. "Time by Design." Graduate seminar in Organizational Communication. College of Communication, Sogang University. November 2023.

Invited Talk. The European House—Ambrosetti (global think tank). Meetings on time and attention management held May 2023 in Verona and Rome, Italy: "Take back your time": Rendre il tempo un alleato e migliorare il time management di leader e team.

Keynote. Faculty Well-Being Workshop. "Overworked and Overwhelmed: How to Thrive When Work-Life Balance is Broken." Texas Lutheran University. May 2022.

Invited Talk. K-Scholars Retreat: *University of California, San Francisco, School of Medicine*. "Pace Yourself: Research on How to Find Alignment and Abandon Balance." August 2020.

*Quartz at Work Workshop*. Panelist, "The Lives of Working Parents Now." March 2020.

Forbes8 E-Summit on Business Resiliency. "Time for Resilience." March 2020.

Keynote. *Vermont Worksite Wellness Conference*. "It's About Time: Finding Focus Amidst Distraction." March 2019.

Breakout Session. *Vermont Worksite Wellness Conference*. "Time Strategy and Work Design." March 2019.

Guest Lecture, Dr. Marya Doerfel's M.A. Seminar in Organizational Communication. *Rutgers University*, 2018.

Invited Talk. *Waggener Edstrom Communications*. "On Time: The 3 Worst Questions To Ask About Your Work." Austin, TX. June 2017.

Invited Talk. *Hospitalists Society of Hospital Medicine (SHM) Annual Meeting*. "Why We Fail at Work-Life Balance." Las Vegas, NV. May 2017.

Invited Talk. *Austin Travis County Integrative Care Conference*. "Talk About Time: Why We Fail at Work-Life Balance." April 2016.

Invited Talk. *Committee on the Status of Women. University of California, San Francisco School of Medicine*. "Talk About Time: Why We Fail at Work-Life Balance." September 2016.

Keynote. *Electronic Resources & Libraries Conference*. Austin, TX. April 2016.

Keynote. *Children's Advocacy Centers of Texas (CACTX) Leadership Summit*. Hyatt Lost Pines Resort, Bastrop, TX. February 2016.

Invited Talk. "Finding Balance in an Age of Always on Business: The Time-Space Mixtape." *Collabosphere: The Ultimate Collaboration Conference*, Austin, TX. September 2015.

Invited Talk. "Chronemics and Mmindding." Design Charette for *Mmindd Labs* at California College of Art, San Francisco, CA. June 2013.

Invited Panelist. "The Research Front." Opening Panel (with Victoria Belioti) at Information Overload Research Group: *Overloaded 2013*, San Francisco, CA. February 2013.

Invited Talk. "The Untethered Professional: Work, Time, and Space." Information Overload Research Group: *Overloaded 2012*, San Francisco, CA. February 2012.

Invited Talk. "Time Matters at Work." International Association of Business Communicators, Tulsa, Oklahoma. January 2004.

Guest Lecture, Dr. John Lammers' Seminar in Macro Organizational Communication. *University of Illinois at Urbana-Champaign*, 2003.

Invited Talk. "Timeless Tips." Professional Development Workshop. Career and Counseling Services, University of California, Santa Barbara, June 2000.

Invited Talk. "Timeless Tips." Professional Development Workshop. Division of Student Affairs, University of California, Santa Barbara, March 2000.

Invited Talk. "Timeless Tips." Chapter Retreat. Alpha Kappa Alpha Sorority, Incorporated. Nu Nu Chapter. University of California, Santa Barbara, September 1999.

Invited Talk. "(An)other Look at Time Effectiveness." Kelly Cable Corporation Annual Management Conference. Vail, CO. May 1997.