

# Justin A. Walden

North Dakota State University  
Fargo, ND, 58102  
Department of Communication  
338 Minard Hall  
justin.walden@ndsu.edu  
(701) 231-8585

## BIO

Justin A. Walden, PhD is an associate professor of organizational communication and strategic communication and Director of Graduate Studies in the Department of Communication at North Dakota State University. Walden spent eight years as a newspaper reporter and public relations professional before entering academia. He studies employee-organization relationships, work-life boundary navigation, and media use routines in work/professional contexts. His teaching involves a combination of hands-on activities and a consideration of the ethical principles in professional practice.

## ACADEMIC APPOINTMENTS

August 2019-	North Dakota State University Associate professor, Department of Communication  Director of Graduate Studies, June 2023-
Aug. 2015-July 2019	North Dakota State University Assistant professor, Department of Communication
Aug. 2013-May 2015	College at Brockport (SUNY) Assistant professor, Department of Communication

## EDUCATION

Aug. 2009-Aug. 2013	Pennsylvania State University (PSU) <i>PhD in mass communications</i> <ul style="list-style-type: none"><li>▪ Dissertation title: <i>A Networked Work-Life: A Study of Employee Use of Intranet Media and Organizational Communication</i></li><li>▪ Adviser: Dr. Denise Bortree, committee: Drs. Shyam Sundar, Anne Hoag, and Dennis Gouran</li></ul>
Sept. 2003-Aug. 2006	S.I. Newhouse School of Public Communications, Syracuse University <i>Master of Arts in media studies</i> <ul style="list-style-type: none"><li>▪ Thesis title: <i>Anonymous sources in newsgathering- A survey of reporters' behaviors and opinions</i></li><li>▪ Adviser: Dr. Pamela Shoemaker, committee: Dr. Brenda Wrigley and Joel Kaplan</li></ul>

---

## RESEARCH

### Peer Reviewed Articles

1. **Walden, J.** & Zeng, C. (2024). Work in transition: Exploring pandemic-displaced employees' communication. *Journal of Communication Management*.
2. Yue, A.C. & Walden, J. (2022). Guiding employees through the COVID-19 pandemic: An exploration of the impact of transparent communication and change appraisals. *Journal of Contingencies and Crisis Management*, 5. <https://doi.org/10.1111/1468-5973.12430>
3. Yue, C. A., Thelen, P., & Walden, J. (2022). How empathetic leadership communication mitigates employees' turnover intention during COVID-19-related organizational change. *Management Decision*. <https://doi.org/10.1108/MD-01-2022-0011>
4. **Walden, J.**, Vareberg, K., Zeng, C. & Croucher, C. (2021). Speaking up and out: examining the predictors of prohibitive voice among teachers. *Communication Quarterly*, 69 (5), 544-563.
5. Hepworth, A. D., Kropczynski, J., **Walden, J.**, & Smith, R. A. (2019). Exploring patterns of social relationships among food bloggers on Twitter using a social network analysis approach. *Journal of Social Structure*, 20 (4), 1-21.
6. **Walden, J.** (2019). Communicating role expectations in a coworking office. *Journal of Communication Management*, 23 (4), 316-330. <https://doi.org/10.1108/JCOM-09-2018-0097>
7. **Walden, J.** & Westerman, C.Y.K. (2018). Strengthening the tie: Creating relationships that encourage employee advocacy as an organizational citizenship behavior. *Management Communication Quarterly*, 32(3), 593-611. <https://doi.org/10.1177/0893318918783612>
8. **Walden, J.** (2018). Guiding the conversation: A study of PR practitioner expectations for nonnominated employees' social media use. *Corporate Communications- An International Journal*, 23(3), 423-437. doi:<https://doi.org/10.1108/CCIJ-06-2017-0057>
9. **Walden, J.**, Jung, E. & Westerman, C.Y.K. (2017). Employee communication, job engagement, and organizational commitment: A study of members of the Millennial Generation. *Journal of Public Relations Research*, 29(2-3), 73-89. Doi: 10.1080/1062726X.2017.1329737
10. Jung, E., **Walden, J.**, Johnson, A.C., & Sundar, S.S. (2017). Social networking in the aging context: Why older adults use or avoid Facebook. *Telematics & Informatics*, 34(1), 1071-1080. doi:<https://doi.org/10.1016/j.tele.2017.04.015>
11. **Walden, J.** & Parcha, J. (2017). 'This is a stage': A study of public relations practitioners' imagined online audiences. *Public Relations Review*, 43(1), 145-151. doi:<https://doi.org/10.1016/j.pubrev.2016.11.002>
12. **Walden, J.** (2016). Integrating social media into the workplace: A study of shifting technology use repertoires. *Journal of Broadcasting & Electronic Media*, 60(2), 347-63. doi:<https://doi.org/10.1080/08838151.2016.1164163>

13. **Walden, J.,** Bortree, D. & DiStaso, M. (2015). Reconsidering the public relations professional–blogger relationship: A cororientation study. *Public Relations Review*, 41(4), 526-532. doi:<https://doi.org/10.1016/j.pubrev.2015.06.002>
14. **Walden, J.** & Waters, R.D. (2015). Charting fandom through social media communication: A multi-league analysis of professional sports teams' Facebook content. *PRism*, 12(1).
15. **Walden, J.,** Bortree, D. & DiStaso, M. (2015). This blog brought to you by ... Exploring blogger perceptions of a U.S. policy on product testimonials. *Journal of Communication Management*, 19(3), 254-269. doi:<https://doi.org/10.1108/JCOM-08-2013-0065>
16. Jung, E. & **Walden, J.** (2015). Extending the television brand: An examination of why consumers use broadcast network websites. *Journal of Broadcasting & Electronic Media*, 59(1), 94-111. doi:<https://doi.org/10.1080/08838151.2014.998229>
17. **Walden, J.,** Jung, E., Sundar, S.S. & Johnson, A. (2015). Mental models of robots among senior citizens: An interview study of interaction expectations and design implications. *Interaction Studies*, 16(1), 68-88. doi:<https://doi.org/10.1075/is.16.1.04wal>
18. **Walden, J.** (2013). A medical profession in transition: Exploring naturopathic physician blogging behaviors. *Health Communication*, 28(3), 237-247. doi:<https://doi.org/10.1080/10410236.2012.673244>
19. Dou, X., **Walden, J.,** Lee, S., & Lee, J.Y. (2012). Does source matter? Examining source effects in online product reviews. *Computers in Human Behavior*, 28(5), 1555-1563. doi:<https://doi.org/10.1016/j.chb.2012.03.015>
20. **Walden, J.** (2012). Comparing power amid change: Medical authority on physician blogs. *Pennsylvania Communication Association Annual 12*, 39-53.

### Non-peer reviewed publications

1. **Walden, J.** (2021). Enhancing employee well-being through internal communication. In L. R. Men & A. T. Verčič (eds.) *Current trends and issues in internal communication- Theory and practice* (pp. 149-163). Palgrave MacMillan.
2. **Walden, J.** (2020, April 7). A renewed call for telework research. *IPR Blog*. <https://instituteforpr.org/a-renewed-call-for-telework-research>
3. Lou, Z. & **Walden, J.** (2019). Fundamental changes brought about by computer mediated communication. In S. Kelly (ed.) *Computer-Mediated Communication for Business Theory to Practice* (pp. 2-11). Cambridge Scholars.
4. **Walden, J.** (2019, Jan. 22). Supporting employees who are organizational advocates. *IPR Blog*. <https://instituteforpr.org/supporting-frontline-employees-who-are-organizational-advocates/>
5. **Walden, J.** (2016). Structuration and fan communities in sport: A public relations perspective. In A. Hutchins & N.T.J. Tindall (Eds), *Public Relations and Participatory Culture: Fandom, Social media, and Community Engagement* (206-217). Routledge: Park Square, Ox.
6. **Walden, J.** (2014). Holistic Medicine. In T. L. Thompson (Ed.) *Sage Encyclopedia of Health Communication* (pp. 670-673). Thousand Oaks, CA: Sage.
7. **Walden, J.** (2012). Review of “Public Relations, Society, & Culture- Theoretical and Empirical Explorations,” Lee Edwards & Caroline E.M. Hodges (Eds). *Media Culture & Society*, 34(2), 512-513.

8. **Walden, J.** (2012). Review of “Global Advertising, Attitudes and Audiences” by Tony Wilson. *New Media & Society*, 14(5), 886-888.

#### **Conference Papers (refereed, unless otherwise noted)**

1. Seidler, A., Henley, A. & Walden, J. (2024, March). Instructor Perceived Self-Competency and the COVID-19 Pandemic: An Occupational Turning Point. Paper presented at the CSCA annual convention, Grand Rapids, MI. Non-presenting author.
2. Yue, C. & Walden, J. (2022, May). Guiding employees through the COVID-19 pandemic: An exploration of the impact of transparent communication and change appraisals. Paper presented at the ICA annual convention, Paris France. Non-presenting author.
3. Yue, C., Thelen, P. & Walden, J. (2021, November). How Empathetic Leadership Communication Mitigates Employees' Turnover Intention During COVID-19 Related Organizational Change. Paper presented at the NCA annual convention, Seattle, Wash. Non-presenting author.
4. Wilhoit, E. & Walden, J. (2019, November). Navigating membership and rules in coffee shops as constituted spaces. Paper presented at NCA annual convention, Baltimore, MD. Non-presenting author.
5. Westerman, D. & Walden, J. (2019, October). Welcome to the (e-mail) machine: Exploring the relationship between electronic communication delivery and work/home boundaries. Non-peer reviewed study presented at the American Psychological Association's Technology, Mind & Society Conference. Non-presenting author.
6. Beckermann, K. & **Walden, J.** (2018, November). Media Synchronicity Theory and ad hoc groups: An exploration of the Women's March on Washington. Paper presented at NCA annual convention, Salt Lake City, UT. Non-presenting author.
7. **Walden, J.** & Westerman, C.Y.K. (2017, November). Strengthening the tie: Understanding the relationship between commitment and employee communication activities. Presented at the NCA annual convention, Dallas, TX.
8. **Walden, J.** (2017, November). “You’ve got to take advantage of the weird:” A study of role schema in a coworking space. NCA annual convention, Dallas, TX. Poster session.
9. **Walden, J.** & Parcha, J. (2016, November). “This is a stage”: A study of public relations practitioners' imagined online audiences. Presented at the NCA annual convention, Philadelphia PA.
10. **Walden, J.**, Bortree D. & DiStaso, M. (2014, August). You know me well: A coorientation study of public relations professionals' relationship with bloggers. Presented at the AEJMC annual convention, Montreal, QC. Poster session.
11. Jung, E., **Walden, J.**, Johnson, A. & Sundar, S.S. (2013, August). The lure of grandkids and the desire for online privacy: Why retirees use (or avoid) Facebook. Presented by co-author at the AEJMC annual convention, Washington. DC.
12. **Walden, J.**, Bortree, D. & DiStaso, M. (2013, May). This blog brought to you by ... Exploring the impact of a revised United States product endorsement rule on blogger attitudes and behaviors. Presented by co-author at the ICA annual conference, London.
13. **Walden, J.** (2011, August). A medical profession in transition: Exploring naturopathic physician blogging behaviors. Presented at the Pennsylvania Communication Association annual conference, New Wilmington, PA.
14. **Walden, J.** (2011, August). A case for survey-based case studies: Considerations of generalizability and theory. Presented at the AEJMC annual conference, St. Louis, MO.

15. **Walden, J.** (2011, May). "Leading" vs. "Fresh": Medical authority on two physician blogs. Presented at the ICA conference, Boston, MA. Poster session.
16. Dou, X., **Walden, J.**, Lee, S. & Lee, J.Y. (2010, August). Who do you Trust? Source Effects in Online Product Reviews. Paper presented by co-author at AEJMC annual conference, Denver, CO.
17. **Walden, J.** (2010, August). Internet buzzword or theory-grounded concept?, "User-generated content" explicated. Presented at AEJMC annual conference, Denver, CO.
18. **Walden, J.** (2010, August). Reconsidering citizen journalism- An historical analysis. Presented at AEJMC annual conference, Denver, CO.

### **INTERNAL/EXTERNAL GRANT EXPERIENCE**

Oct. 2020	Arthur Page Center (Pennsylvania State University) Legacy Scholars grant of \$2,800 to study teleworker communication.
Dec. 2016	NDSU Research Support Services Award of \$1,000 for study on coworking space communication.
July 2015	Arthur Page Center (Pennsylvania State University) Legacy Scholars grant of \$2,170 to study employee brand advocacy.
April 2014	SUNY College at Brockport Pre-Tenure grant of \$2,000 for research on employee engagement/internal communication.
May 2013	Summer research support from Arthur W. Page Center for Integrity in Public Communication at Penn State University to study organizational communication.
Aug. 2012	Travel grant for 2012 AEJMC conference.
May –Aug. 2011	Research assistantship with associate professor Fuyuan Shen. Co-designed study on the use of narratives in political advertising. Assisted Primary Investigator in grant application to the National Science Foundation.

---

### **TEACHING EXPERIENCE**

#### **North Dakota State University (through spring 2022)**

Comm 315-	Small group communication (x1)
Comm 320-	Communication research methods (x1)
Comm 375-	Principles and practices of strategic communication (x9, including summers)
Comm 450-	Special topics in communication, rhetoric of work (x1)
Comm 470-	Strategic communication research methods (x1)
Comm 472-	Public relations campaigns (x7)
Comm 473-	Case study in public relations (x1)
Comm 484-	Organizational advocacy and issue management (x2)

Comm 494- Guided study (x4)  
Comm 700- Research methods in communication (x3)  
Comm 700/701- Joint section of research methods in communication (x1, including Fall 2019)  
Comm 750- Special topics in communication, public relations theory (x1)  
Comm 750- Special topics in communication, rhetoric of work (x2)

**SUNY College at Brockport** (Aug. 2013-May 2015)

CMC 228- Public relations writing (x2)  
CMC 332- Introduction to public relations (x5)  
CMC 334- Public relations methods and cases (x3)  
CMC 432- Public relations campaigns (x2)

**Pennsylvania State University** (Aug. 2009- Aug. 2013)

COMM 489W- Media and Information Industries (instructor x2)  
COMM 180- Survey of Electronic Media and Telecommunications (co-course instructor x2)  
COMM 180- Survey of Electronic Media and Telecommunications (teaching assistant x4)  
COMM 385- Media Programming Strategies (teaching assistant x1)

**Bloomsburg University** (Jan. 2008- May 2008)

COMM 315- Social Foundations of Mass Media (adjunct instructor).

**Syracuse University** (Jan. 2005- May 2005)

NEW 345- Critical Perspectives on the News (teaching assistant)

---

## SERVICE

### Journal and Conference Referee

*Various conferences* (Hawaiian International Conference on System Sciences, 2019; AEJMC 2015-2018; NCA, 2018, 2019, 2020; Central States Communication Association, 2016; ICA, 2011)

*Cogent Psychology* (2019)

*Communication Monographs* (2019-current)

*Journal of Public Relations Research* (2015- current; joined journal editorial board in 2017)

*Journal of Communication Management* (2016-current)

*International Journal of Human Resource Management* (2019)

*International Journal of Strategic Communication* (2019)

*Management Communication Quarterly* (2019)

*Journal of Applied Communication Research* (2019)

*Social Science Computer Review* (2019)

*Public Relations Review* (2013-2015)

*Communication Theory* (2012)

*Cyberpsychology, Behavior, and Social Networking* (2013-2015)

*New Media & Society* (2011)

*International Journal of Human Computer Studies* (2016)

*International Journal on Media Management* (2013-2015)

*Journal of Computer Mediated Communication* (2013)

**Additional Reviewing**

*Page Center*

Reviewed proposal for Page Legacy Scholars Grant (February 2021).

*Open SUNY*

Reviewed two proposals for open access textbooks on communication (February 2014).

*Oxford University Press*

Proofread textbook supplement; wrote new test bank questions; provided editorial insight to book and supplement; re-wrote chapter of supplemental exam questions (March/May 2013).

*PSU World Campus*

Prepared lessons for new online course on videogame industry; gathered new materials and revised existing material for copyright and APA style guidelines. (Dec. 2011- May 2012).

**Professional service**

Nov. 2013-June 2015

Public Relations Society of America, Rochester, NY

- Attended chapter meetings 2013-2015; presented session on PR education for PRSA Northeast District Conference in Spring 2014. (Ongoing but non-contributing membership in PRSSA Minnesota chapter, 2015-present)

Aug. 2011-Aug. 2013

Communication Theory & Methodology Division, AEJMC

- Graduate student liaison; wrote newsletter articles on how students can be active with division; promoted the division via social media.

**Departmental service**

*North Dakota State University*

Aug. 2015-Present

Co-chair of recruitment committee (2017-2021); faculty search committee (three searches, one as co-chair); past member of curriculum and graduate committees; undergraduate major advising; graduate student committee advising; PRSSA advisor (beginning Fall 2017).

*College at Brockport*

Aug. 2013-May 2015

Adviser to PR Club; chair of department PR and marketing committee; member of department journalism and broadcast curriculum committee; member of hiring committee for new associate provost; undergraduate advising.

Adviser to undergraduate students' independent studies (topics include non-profit PR strategy development; integrated marketing and PR in the videogame industry; and social media adoption by small businesses). Adviser to undergraduate honors project on LGBTQ-focused strategic communication.

*Penn State University*

Communication Graduate Research and Discourse Forum: Organized debates for student-run group; developed and maintained group website, wrote mission statement.

Conversation Partners: Tutored international graduate students in conversational English; prepared language assistance guide.

### **Community Service**

*Fargo, ND*

Aug. 2015- Present

Freelance consulting

Volunteered review of social media and earned media outreach for local company (Proof Distillery, Dec. 2019) and local non-profit organization (Memory Café of the Red River Valley, Dec. 2021)

Service-learning

Facilitate the delivery of free marketing assessments and public relations consulting to community non-profits from students through participation in COMM 472, Public Relations Campaigns. Clients have included Fargo Moorhead Chamber, Cass Clay United Way, Fargo Public Market, North Dakota Professional Communicators, Hope Blooms Fargo, NDSU Extension Center for Community Vitality, Fargo Public Library, and Girls Develop IT Fargo.

### **Invited/Organized Presentations**

1. Invited panelist, "The Waiting Game: I've Submitted My Manuscript. Now What?" AEJMC pre-conference, August 5, 2018.
2. Panel presenter on deciding on graduate school in strategic communications, March 2015, North Dakota State University PRSSA chapter.
3. Building your personal brand, Sept. 2015, North Dakota State University PRSSA chapter.
4. Moderator, College at Brockport Scholars day papers on communication, May 2015.
5. Co-presentation on LGBTQ-related public relations and marketing, College at Brockport Diversity Conference, Oct. 2014.
6. Mornings with the professors, Sept. 2014. Talk to community on technology use and age.
7. Northeast PRSA Regional Conference, Sept. 2014. Organized/moderated roundtable discussion on PR education.



8. Workshop panelist, Rochester Ad Council, May 2014. Talk to 70 non-profit organizations about media pitching and managing press relationships.
9. Panel presenter (twice), PSU College of Communications graduate student open house, Feb. 2013. Talks addressed dissertation and experience as a PhD student at Penn State.
10. Organizer, brown bag discussion on how Penn State graduate student instructors should address the Sandusky/football scandal in class, Aug. 2012.
11. Moderator, refereed paper research session: Theory Development and Revision. Communication Theory & Methodology Division, AEJMC conference, Aug. 2012.
12. Organizer, discussion on maintaining scholarly websites, Penn State University's Graduate Students in Communications, Pennsylvania State University, Nov. 2011.
13. Moderator, refereed paper research session: Hostile Media and Third Person Effects. Communication Theory & Methodology Division, AEJMC conference, Aug. 2011.
14. Organizer and moderator, A look at the current and future states of communications as an academic discipline, Pennsylvania State University, March 2011.
15. Guest discussion about career development, Public Relations Student Society of America, Susquehanna University, April 2010.
16. Participant in panel discussion, Bridging the Gap: Finding Common Ground Between Critical/Cultural and Quantitative Methods, Pennsylvania State University, March 2010.
17. Participant in career-day panel discussion about public relations and journalism, Bloomsburg University, March 2007.
18. Participant in panel discussion, Media response to alcohol abuse and violence on campus at the U.S. Department of Education's 13<sup>th</sup> Annual Meeting on Alcohol, Other Drugs, and Violence Prevention in Higher Education, Syracuse, NY, Nov. 1999.

## **PROFESSIONAL EXPERIENCE**

- |                      |   |
|----------------------|---|
| Ap. 2022- Current    | <p>North Dakota Established Program to Stimulate Competitive Research (EPSCoR)<br/>         Communication lead</p> <ul style="list-style-type: none"> <li>▪ Organizing workshops and panel discussions on communicating science as part of a \$25 million (National Science Foundation+ ND state funded) grant project.</li> <li>▪ Developing earned media and social media communication strategy.</li> <li>▪ Speaking at NSF site visit and program conference events.</li> <li>▪ Organizing research on STEM educator issues.</li> </ul> |
| Aug. 2011-Aug. 2012  | <p>Shooting for the Show<br/> <i>Blogger</i></p> <ul style="list-style-type: none"> <li>▪ Operated blog that examined business of minor league hockey.</li> <li>▪ Posts included computer-assisted reporting piece on travel schedules, homophobia, and analysis of hockey labor relations.</li> <li>▪ Use of Twitter and Facebook to promote site.</li> </ul>  |
| June 2010-Sept. 2010 | <p>Pennsylvania Association for Sustainable Agriculture<br/> <i>Volunteer consultant</i></p>  |

- Provided training for non-profit organization. Topics included introduction to public relations, press release writing, pitching stories, and managing media relations.
- Conducted internal review of group's PR operations and made recommendations for staff work and for hiring PR employee.
- Prepared press release templates and press kit.
- Reviewed and edited staff-produced press releases.

Sept. 2010

Casa Craft architecture firm, Washington DC

*Volunteer consultant*

- Media relations/social media consulting for small business.
- Prepared multi-phase plan to expand business.

Oct. 2006-Sept. 2009

Geisinger Health System, Danville, PA

*Public relations specialist*

- Wrote news releases and story pitches to media outlets; placements include Geisinger-specific cover stories in Pittsburgh Post-Gazette, Philadelphia Inquirer, and Fast Company magazine.
- Facilitated interviews between Geisinger experts and reporters when contacted by news outlets, including CBS News, USA Today, New York Times, Modern Healthcare, and local publications.
- Edited newsletter on Geisinger medical residency programs.
- Other duties included serving as a Geisinger spokesman, taking event photos, writing internal communication articles.

Oct. 2005- Oct. 2006

Daily Press, Newport News, VA

*Newspaper editorial assistant/reporter*

- Managed content for community news publication; created weekly story and photo budgets and assigned stories to freelance writers.
- Took photos and wrote captions and stories.
- Wrote breaking news stories and features.

June 2001- Sept. 2005

Press & Sun-Bulletin, Binghamton, NY

*Newspaper reporter*

- Covered night and day police beats. Reported breaking news, checked police reports, and wrote general assignment stories.
- Wrote in-depth feature stories. Topics included drug abuse, computer-assisted story on voting trends and aftermath of motor vehicle accidents.
- Contributed columns about life as a member of Generation X.

### **Professional Memberships**

1. National Communication Association (2016-current)
2. Public Relations Society of America (2013-current)

3. Association for Education in Journalism and Mass Communication (2009-2016)
4. International Communication Association (2009-2012)
5. Pennsylvania Communication Association (2011-2012)

### **Awards/distinctions**

1. Student's Choice Award for undergraduate instruction in the NDSU Department of Communication, May 2022.
2. Student's Choice Award for undergraduate instruction in the NDSU Department of Communication, May 2019.
3. Top reviewer of 2019, *Journal of Communication Management*.
4. 2017 Top Downloaded Article, *Journal of Public Relations Research*, Aug. 2018.
5. Brockport Club Advisor of the Year, nominated and received, April 2015.
6. Student nomination for Brockport Outstanding Advising Award, March 2015.
7. Discretionary salary award from the College at Brockport based on 2013-14 research productivity, Dec. 2014.
8. Top faculty paper award Communication Technology Division at 2013 AEJMC convention for *The Lure of Grandkids and the Desire for Online Privacy: Why Retirees use (or Avoid) Facebook*.
9. Top student paper award Civic and Citizen Journalism Interest Group at 2010 AEJMC convention for paper, *Reconsidering citizen journalism- An historical analysis*.
10. Merit-based teaching assistantship from Syracuse University, Jan. 2005.
11. Wrote and self-published books about two Italian immigrants, May 2003-Sept. 2005.
12. First place AP writing contest for team coverage of chemical spills in local town, 2004.
13. Editor, Albany Student Press, Albany, NY. Assigned stories, supervised staff, arranged advertisement placements for student newspaper Sept. 1999-May 2000. Wrote news stories, viewpoint pieces and headlines as news editor/reporter.
14. William Rowley Award for University of Albany journalism student, May 1998.

### **Training/Qualifications**

1. Proficiency with SPSS, Nvivo and Minitab for data analysis.
2. Extensive professional journalism and public relations writing experience.
3. Supplemental training in Mental Health First Aid (Spring, 2017); gender discrimination in academia (Spring, 2016); FEMA Hospital Incident Command System (Fall, 2009).