



Saturday, October 23



When & Where? Time & Virtual Location	What? Description	Who? Presenters
7:00-7:15am PT 8:00-8:15am MT 9:00-9:15am CT 10:00-10:15am ET (15 minutes) Location: Main Stage	Welcome & Opening Remarks	Angie Pastorek, Ph.D. Program Director of the Organizational Communication Graduate Programs & Assistant Teaching Professor at the School of Professional Studies, University of Kansas-Edwards Campus
7:15-8:15am PT 8:15-9:15am MT 9:15-10:15am CT 10:15-11:15am ET (60 minutes) Location: Main Stage	Panel #1: Power, Disruption & Organizing Chair: Michelle Wilson	Timothy Betts, University of South Florida - <i>Organizing Economies: Narrative Sensemaking and Communicative Resilience During Economic Crisis</i> Abigail Kingsford, University of Kansas - <i>Advising Advisees: A phenomenological inquiry of face threatening communication and academic identity within mentoring relationship</i> Leanna Hartsough, University of Kentucky – <i>Communicating individual and collective mindfulness at work through listening and making sense of change</i> Arden Roeder, University of Oklahoma – <i>Communicating for resilience: A longitudinal study of processes and principles for managing organizational disruptions</i>
8:15-8:25am PT 9:15-9:25am MT 10:15-10:25am CT 11:15-11:25am ET (10-minute break)	Break & Migrate	Attendees should take a quick break and then move to the Q&A and Posters area of AccelEvents to engage in Q&A for Panel #1
8:25-8:45am PT 9:25-9:45am MT 10:25-10:45am CT 11:25-11:45am ET (20 minutes) Location: Discussion and Networking Rooms	Q&A for Panel #1 Chair: Michelle Wilson	Timothy Betts, University of South Abigail Kingsford, University of Kansas Leanna Hartsough, University of Kentucky Arden Roeder, University of Oklahoma



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8:45-9:00am PT 9:45-10:00am MT 10:45-11:00am CT 11:45-12:00pm ET (15-minute break)	Break & Migrate	Attendees should take a quick break and then move to the Main Stage area of AccelEvents to listen to Panel #2
9:00-10:00am PT 10:00-11:00am MT 11:00-12:00pm CT 12:00-1:00pm ET (60 minutes) Location: Main Stage	Panel #2: Co-constructing meaning inside and outside the organization Chair: Greta Underhill	Amy Braselton, University of Kansas - <i>Making sense of adaptive leadership: How sensemaking and sensegiving help students learn leadership</i> Luisa Ruge-Jones, University of Illinois Urbana-Champaign - <i>Examining cross-boundary tensions and barriers to inter-organizational collaboration</i> Sierra Bray, University of Southern California - <i>A Seat at the (Conference) Table: Analyzing Intersectionality, Bias, and Employee Wellbeing in Work Meeting Communication</i> Laura V. Martinez, Arizona State University - <i>Circus Hurts: Exploring the Discursive and Embodied Constructions of Pain and Resilience of Aerial Acrobats</i>
10:00-10:10am PT 11:00-11:10am MT 12:00-12:10pm CT 1:00-1:10pm ET (10-minute break)	Break & Migrate	Attendees should take a quick break and then move to the Q & A and Posters area of AccelEvents to listen to Q&A for Panel #2
10:10-10:30am PT 11:10-11:30am MT 12:10-12:30pm CT 1:10 - 1:30pm ET (20 minutes) Location: Discussion and Networking Rooms	Q&A Panel #2 Chair: Greta Underhill	Amy Braselton, University of Kansas Luisa Ruge-Jones, University of Illinois Urbana-Champaign Sierra Bray, University of Southern California Laura V. Martinez, Arizona State University

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10:30-10:35am PT 11:30-11:35am MT 12:30-12:35pm CT 1:30-1:35pm ET Location: Discussion and Networking Rooms	Announcements	Instructions for Poster Plenary and Networking Events Cameron Piercy, Ph.D.
10:35-11:45am PT 11:35-12:45pm MT 12:35-1:45pm CT 1:35 – 2:45pm ET (70 minutes) Location: Discussion and Networking Rooms	Poster Plenary 1-2 minute videos followed by Q&A Wandering Scholars Room 1: Dr. Kevin Barge Dr. Heather Zoller Room 2: Dr. Joshua Barbour Dr. Seungyoon Lee	ROOM #1 <ol style="list-style-type: none"> Casey Stratton: <i>Communicatively Constructing the Phenomenon of Training Transfer: Issues of Epistemology and Methodology</i> Jully Tamayo: <i>“Un paso atrás, dos adelante” (One step back, two steps forward): Reporting the experiences of Spanish speakers in Canadian workplaces</i> Keisa Gunby: <i>The Impact of Black Male Superintendents' Race and Gender in Organizational Change</i> Myleah Brewer: <i>Strong Black Woman Archetype in Organizational Life</i> Sidney Murray: <i>Work in-queery: How displaying queer artifacts in the workplace impacts identification</i> Ke Huang-Isherwood: <i>Intersection of Ethnicity and Gender: Computationally Testing Social and Economic Capital of Diverse New York Lawyers</i> Jalen Blue: <i>Southern Diversity Leaders: Role and Socialization</i> Renee Mitson: <i>The Organizational Control and Organizational Identification of App-Based Gig Workers During the Covid-19 Pandemic</i> Da Bi: <i>Unsought Work: Funeral Directors' Occupational Stigma Management</i> Emeline Ojeda-Hecht: <i>Organizational socialization using social media: An analysis of three career moves</i> ROOM #2 <ol style="list-style-type: none"> Jordan Duran: <i>Platform-mediated content creation: The role of monetization features in relational and identity work</i> Tori Bertam: <i>Member validation: Memorable message effects on newcomer social integration and organizational socialization</i> Mary Kiura: <i>Understanding and Cultivating Constructive Employee Voice</i> Claire Estagnasié: <i>Towards a better understanding of the material and symbolic roots of remote work</i> Rebecca Todd: <i>Power in Numbers: A Fight for Employee Voices to be Heard during COVID-19</i> Sharma, Treem, & Kenny Fiester: <i>It's all about the laser: How access to complex technologies organizes scientific work</i> Ryan Goke: <i>It's not my fault: The effects of faultlines and group identity on employee voice</i> Michael Coker: <i>Organizing Sensemaking and Compassion Communication Among Disenfranchised Bereaved Individuals in an Online Community</i> Rebecca Leach: <i>Combating Burnout with Organizational Compassion in Healthcare Organizations</i> Karis Wilson & Chantell Wilson: <i>Non-profit organization mission statement success among stakeholder groups: Assessing communicative practice and its impact on organizational goals.</i>



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11:45-12:00pm PT 12:45-1:00pm MT 1:45-2:00pm CT 2:45-3:00pm ET (15-minute break)	Break & Migrate	Attendees should take a quick break and then relocate to the Discussion and Networking Rooms in AccelEvents for Networking.
12:00-12:45pm PT 1:00-1:45pm MT 2:00-2:45pm CT 3:00-3:45pm ET (45 minutes) Location: Discussion and Networking Rooms	Networking Over Lunch Faculty Facilitators Vary	Attendees may select a networking tables for a topic of their choosing: 1. Network-Building for Your Research Agenda facilitated by Drs. Ryan Bisel & Keri Stephens 2. Differences in Teaching Across Institutions (R1, R2, Private, Community College) facilitated by Drs. Patrice Buzzanell, Abby Heller, & Anna Valiavska 3. Alt-Ac Career Alternatives facilitated by Drs. Jonathan Wickert, Elizabeth Goins, Nicole Laster 4. Navigating Grad School as the “Only One” facilitated by Drs. Yannick Atouba & Jamie McDonald
12:45-1:00pm PT 1:45-2:00pm MT 2:45-3:00pm CT 3:45-4:00pm ET (15-minute break)	Break & Migrate	Attendees should take a quick break and then relocate to the Discussion and Networking Rooms in AccelEvents for Networking.
1:00-1:45pm PT 2:00-2:45pm MT 3:00-3:45pm CT 4:00-4:45pm ET (45 minutes) Location: Discussion and Networking Rooms	Discussion Panel Chair: Julien Sperling	Reflection on Past, Present, and Future Career Pathways <i>Shaun Anderson, Ph.D., Loyola Marymount University</i> <i>Danielle De La Mare, Ph.D., Self-Compassionate Professor LLC</i> <i>Shavonne Shorter, Ph.D., Bloomington University</i> <i>Stacey Wieland, Ph.D., The Colossian Forum</i>



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1:45-2:00pm PT 2:45-3:00pm MT 3:45-4:00pm CT 4:45-5:00pm ET (15-minute break)	Break & Migrate	Attendees should take a quick break and then relocate to the Main Stage in AccelEvents for Panel #3
2:00-3:10pm PT 3:00-4:10pm MT 4:00-5:10pm CT 5:00-6:10pm ET (70 minutes) Location: Main Stage	Panel #3: Organizing as collaboration in networks Chair: Myleah Brewer	Scott Shank, Michigan State University – <i>Mitigating the disadvantage?: Examination of social capital access and proactive behaviors on newcomers' role learning, social acceptance and promotability.</i> Delaney Harness, University of Texas, Austin – <i>Rethinking Governance-by-Disclosure: Negotiating Transparency in Environmental Corporate Governance</i> Minkyung Kim, Rutgers University – <i>Brokering resilience for the refugee community: Mission-driven organizing and interorganizational networks in the United States and South Korea during the COVID-19 pandemic</i> Nathan TeBlunthuis, University of Washington – <i>Ecology of Online Communities</i> Brennan Antone, Northwestern University - <i>Collaboration in Isolation: Supporting Work Networks in Space and Beyond</i>
3:10-3:15pm PT 4:10-4:15pm MT 5:10-5:15pm CT 6:10-6:15pm ET (5-minute break)	Break & Migrate	Attendees should take a quick break and then move to the Q & A and Posters area of AccelEvents to listen to Q&A for Panel #3
3:15-3:40pm PT 4:15-4:40pm MT 5:15-5:40pm CT 6:15-6:40pm ET (25 minutes) Location: Discussion and Networking Rooms	Q&A Panel #3 Chair: Myleah Brewer	Scott Shank, Michigan State University Delaney Harness, University of Texas, Austin Minkyung Kim, Rutgers University Nathan TeBlunthuis, University of Washington Brennan Antone, Northwestern University



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3:40-3:45pm PT 4:40-4:45pm MT 5:40-5:45pm CT 6:40-6:45pm ET (5 minutes) Location: Discussion and Networking Rooms	End of Day Announcements	Angela Gist-Mackey, Ph.D., Associate Professor, Communication Studies, University of Kansas Director, Multicultural Scholars Program, Humanities
3:45-4:45pm PT 4:45-5:45pm MT 5:45-6:45pm CT 6:45-7:45pm ET (60 minutes) Location: Social Events (links to Zoom—links will also be emailed)	Social Hour	Please move to Zoom for each activity. Feel free to select from the two social activities below: <ol style="list-style-type: none">1. Trivia Night (Under “Social Events” links to Zoom)2. Scavenger Hunt (Under “Social Events” links to Zoom)3. Hallway Hangout (use “Hallway” link)



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7:00 - 7:10am PT 8:00 - 8:10am MT 9:00 - 9:10am CT 10:00-10:10am ET (10 minutes) Location: Main Stage	Opening Remarks & Announcements	Cameron Piercy, Ph.D. Assistant Professor, Communication Studies, University of Kansas Founding Director, Human-Machine Communication Lab
7:10 - 8:10am PT 8:10 - 9:10am MT 9:10-10:10am CT 10:10-11:10am ET (60 minutes) Location: Main Stage	Panel #4: Working differently and inclusively Chair: Abigail Kingsford	Anastazja Harris, University of Texas at Austin – <i>Striving to Impress AI: Applicant Reactions to AI Job Interview Evaluations</i> Greta Underhill, University of Kansas – <i>Working with autism: A grounded theory analysis of disclosure and negotiation for disability-related accommodations at work</i> Liz B. Marquis, University of Michigan – <i>The Professionalization of Influencing: Leveraging platform affordances to communicate credibility</i> Scotti Branton, University of Missouri – <i>An Affective (Dis) Ordering of Difference: An ethnographic study of diversity, equity, and inclusion practices in veterinary medicine</i>
8:10-8:20am PT 9:10-9:20am MT 10:10-10:20am CT 11:10-11:20am ET (10 minutes)	Break & Migrate	Attendees should take a quick break and then move to the Q & A and Posters area of AccelEvents to listen to Q&A for Panel #4
8:20-8:40am PT 9:20-9:40am MT 10:20-10:40am CT 11:20-11:40am ET (20 minutes) Location: Discussion and Networking Rooms	Q&A Panel #4 Chair: Abigail Kingsford	Anastazja Harris, University of Texas at Austin Greta Underhill, University of Kansas Liz B. Marquis, University of Michigan Scotti Branton, University of Missouri



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8:40-8:50am PT 9:40-9:50am MT 10:40-10:50am CT 11:40-11:50am ET (10 minutes) Location: Discussion and Networking Rooms	Announcements	Angela Gist-Mackey, Ph.D., Associate Professor, Communication Studies, University of Kansas Director, Multicultural Scholars Program, Humanities
8:50-9:00am PT 9:50-10:00am MT 10:50-11:00am CT 11:50-12:00pm ET (10 minutes)	Break & Migrate	Attendees should take a quick break and then relocate to the virtual Discussion and Networking Rooms in AccelEvents for Networking.
9:00-9:45am PT 10:00-10:45am MT 11:00-11:45am CT 12:00-12:45pm ET (45 minutes) Location: Discussion and Networking Rooms	Networking Over Coffee Faculty Facilitators Vary	Attendees may select a networking tables for a topic of their choosing: 1. Job Search in Turbulent Times facilitated by Drs. Sophia Fu & Rebecca Rice 2. Self-Care During Thesis and Dissertation facilitated by Drs. Carissa Hoelscher & Danielle De La Mare 3. Emerging Trends - Qualitative Methods facilitated by Drs. Camille Endacott & Alaina Zanin 4. Emerging Trends - Quantitative Methods facilitated by Drs. Leila Bighash & Andy Pilny
9:45-9:50am PT 10:45-10:50am MT 11:45-11:50am CT 12:45-12:50pm ET (5 minutes)	Break & Migrate	Attendees should take a quick break and then relocate to the Q & A and Posters area in AccelEvents to attend the 2 nd Poster Plenary.



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9:50-10:30am PT 10:50-11:30am MT 11:50-12:30pm CT 12:50-1:30pm ET (40 minutes) Location: Discussion and Networking Rooms	Poster Plenary 1-2 minute videos followed by Q&A Wandering Scholars Room 1: Dr. Will Barley Dr. Stacey Connaughton Room 2: Dr. Casey Pierce Dr. Sarah Riforgiate	<div>ROOM 1:</div> <ol style="list-style-type: none"> Kelly Errera: <i>Philosophies of Organizational Communication</i> Naomi Levine: <i>A Community-based Empathetic Scholarship Model</i> Maya Blitch: <i>The shame game: How shame, stigma, and fear impact COVID-19 exposure in organizations</i> Tamanda Chabvuta: <i>The organizing practice of community gardens during COVID-19: Onie Mae's community garden</i> Mackenzie Schnell: <i>Communicative Processes of Traceability: A Case Study of Organic Cotton Value Chains in South India</i> Pooja Ichplani: <i>Globalization-from-below: Grassroots organization to combat climate change in India</i> Samantha James: <i>A/Shamed to be a Fan: Collective Organizing & Technology in Global K-pop Fandom</i> <div>ROOM 2:</div> <ol style="list-style-type: none"> Ekaterina Malova: <i>The impact of built and social environment on diabetes self-management in the higher education system: Organizing students' health and well-being.</i> Kyle Hanners: <i>Knowledge (Re)Productivity and Organizing: LEGO® SERIOUS PLAY® as Critical Consciousness-Raising and Organizational Praxis</i> Hayden C. Barber: <i>Virtual Assistants and Organization Members' Attributions of Virtual Assistants' Emotional Displays</i> Y. Jasmine Wu: <i>Stepping into the next normal: Network broadening and deepening in an organization during a crisis</i> Katherine Bunsold & Chandler Macswain: <i>Higher Education Social Media Communication and COVID-19: A Case Study</i> Beth Ann Labadorf: <i>A pipeline of consequences: How Colonial Pipeline failed to mitigate the flow of blame after a ransomware attack</i>
10:30-10:45am PT 11:30-11:45am MT 12:30-12:45pm CT 1:30-1:45pm ET (15 minutes)	Break & Migrate	Attendees should take a quick break and then relocate to the Main Stage area in AccelEvents for Panel #5



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10:45-11:55am PT 11:45-12:55pm MT 12:45-1:55pm CT 1:45-2:55pm ET (60 minutes) Location: Main Stage	Panel #5: Communication in Groups & Teams Chair: Amy Braselton	Julien A. Sperling, University of Kansas - <i>Hear our voices: A critical case study on the Indigenous perspective of the Kansas City Chiefs' Cultural Misappropriation</i> Caitlin Williams, Texas A&M University – <i>Ban(ning) Together: An exploration of bodies, borders, and gender policies in sport</i> Jeonghyun Oh, Purdue University – <i>The effects of Prior Experience on Group Decision-Making</i> Amber Lynn Scott, University of Southern California – <i>Forty years of High Reliability Organization (HRO) Theory: Exploring HRO boundaries and transferability through a case study of California Department of Forestry and Fire Protection (CAL FIRE)</i>
11:55-12:00pm PT 12:55-1:00pm MT 1:55-2:00pm CT 2:55-3:00pm ET (5 minutes)	Break & Migrate	Attendees should take a quick break and then relocate to the Break Out area in AccelEvents for Q&A for Panel #5
12:00-12:20pm PT 1:00-1:20pm MT 2:00-2:20pm CT 3:00-3:20pm ET (20 minutes) Location: Discussion and Networking Rooms	Q&A Panel #5 Chair: Amy Braselton	Julien A. Sperling University of Kansas Caitlin Williams, Texas A&M University Jeonghyun Oh, Purdue University Amber Lynn Scott, University of Southern California
12:20-12:30pm PT 1:20-1:30pm MT 2:20-2:30pm CT 3:20-3:30pm ET (10 minutes) Location: Discussion and Networking Rooms	Closing Remarks & Open Announcements	Angela Gist-Mackey, Ph.D. Associate Professor, Communication Studies, University of Kansas Director, Multicultural Scholars Program for Humanities