

ALAINA C. ZANIN

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Arizona State University
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EDUCATION

- Ph.D.** **Communication Studies—University of Oklahoma** **May 2015**
 Expertise: Organizational Communication
 Dissertation: *The power of the player: Theorizing concertive resistance*
 Advisor: Ryan S. Bisel, Ph.D.
 GPA: 3.83
- M.S.** **Organizational Communication—Murray State University** **May 2009**
 Area: Organizational Communication
 Advisor: David Gesler, Ph.D.
 GPA: 4.00
- B.A.** **Journalism—Murray State University** **May 2008**
 Area: Print Media
 Minor: Spanish
 GPA: 3.81

ACADEMIC APPOINTMENTS

- 2017-Current Assistant Professor, Hugh Downs School of Human Communication,
 Arizona State University
- 2015-2017 Assistant Professor, Department of Management,
 University of Central Missouri
- 2014-2015 Graduate Research Assistant, Ryan S. Bisel, Ph.D.
 Department of Communication, University of Oklahoma
- 2013-2015 Adjunct Instructor
 College of Arts and Science, Oklahoma State University (OKC)
- 2012-2013 Graduate Research Assistant, Elaine Hsieh, Ph.D.
 Department of Communication & Health Sciences Center,
 University of Oklahoma
- 2011-2014 Graduate Teaching Assistant
 Department of Communication, University of Oklahoma

Courses Taught:

- COM 507: Qualitative Research Methods in Communication, 2019
 COM 690: Graduate Independent Study, 2018, 2019
 COM 312: Communication, Conflict, and Negotiation, 2018
 COM 250: Communication and the Workplace, 2018, 2019

COM 230: Small Group Communication, 2017
 MGT 5325: (Graduate) Managerial Communication, 2016, 2017
 MGT 4325: Management Communication, 2015, 2016, 2017
 MGT 3325: Business Communication, 2015, 2016, 2017
 COMM 2213: Interpersonal Communication, 2014
 SPCH 1113: Public Speaking, 2013, 2014, 2015
 COMM 2613: Public Speaking, 2012, 2013, 2014
 COMM 1113: Principles of Human Communication, 2011, 2012

Additional Teaching Experience:

- 2013-2014 **Professional Development Seminars**
 Center for Teaching Excellence, University of Oklahoma
 Formative Assessment & Mastering Feedback
- 2012-2013 **Graduate Teaching Seminar**
 University of Oklahoma
 College Teaching Certificate
- 2011-2012 **Instructor: Conflict Resolution**
 Osher Life Long Learning Institute, University of Oklahoma

RESEARCH AND PUBLICATIONS

- (13) **Zanin, A.,**** Kamrath, J. K.* & Corman, S. (In Press). Agentic denial: How athletic teams sustain divergent structures during concussion events. *Small Group Research*. [**Impact Factor: 1.345**]
- (12) **Zanin, A.,** Preston, S.* & Adame, E. (2019). Athletic identity transformation: A qualitative drawing analysis of implicit constructions of athletes, girls, and the self. *Communication and Sport*. (Advanced Online Publication) [**Impact Factor: 1.220**]
- (11) **Zanin, A.,** Kamrath, J. K.* Ruston, S. Posteher, K. A.,* & Corman, S. (2019). Labeling avoidance in healthcare decision-making: How stakeholders make sense of concussion events through sport narratives. *Health Communication*. [**Impact Factor: 1.710**]
- (10) **Zanin, A. & Bisel, R.** (2019). Concertive resistance: How teams can resist in the absence of resistance leadership. *Culture & Organization*. [**SJR indicator: 0.607**]
- (9) **Zanin, A. & Piercy, C.** (2018). The structuration of community-based mental healthcare: A duality analysis of a volunteer group's local agency. *Qualitative Health Research*. [**Impact Factor: 2.181**]
- (8) Ruston, S., Kamrath, J. K.,* **Zanin, A.,** Posteher, K. A.,* & Corman, S. (2018). Performance vs. safety: Understanding the logics of cultural narratives influencing concussion reporting behaviors. *Communication and Sport*. [**Impact Factor: 1.220**]
- (7) **Zanin, A.** (2018). Structuring bodywork: Control and agency in athlete injury discourse. *Journal of Applied Communication Research*. [**Lead Article, Impact Factor: 1.00**]

- (6) **Zanin, A., & Bisel, R. S.** (2018). Discursive positioning and collective resistance: How managers can unwittingly co-create team resistance. *Management Communication Quarterly*. **[Impact Factor: 2.085]**
- (5) **Zanin, A., Hoelscher, C., & Kramer, M.** (2016). Extending symbolic convergence theory: A shared identity perspective of a team's culture. *Small Group Research*. **[Impact Factor: 1.345]**
- (4) **Zanin, A., Bisel, R. S., & Adame, E. A.,** (2016). Supervisor moral talk contagion and trust-in-supervisor: Mitigating the workplace moral mum effect. *Management Communication Quarterly*. **[Lead Article; Impact Factor: 2.085]**
- (3) Bisel, R. S., **Zanin, A.,** Rozzell, B., Baird, E., & Rygaard, J. (2016). Identity work in a prestigious occupation: Academic physicians' local social constructions of distributive justice. *Western Journal of Communication*. **[Impact Factor: 0.54]**
- (2) Hoelscher, C., **Zanin, A., & Kramer, M.** (2016). Identifying with values: Examining organizational culture in farmers markets. *Western Journal of Communication*. **[Impact Factor: 0.54]**
- (1) Hsieh, E., Bruscella, J. S., **Zanin, A.,** Kramer, E. M. (2015). "It's not like you need to live 10 or 20 years": Challenges to patient-centered contextualization in gynecologic oncologist-patient interactions. *Qualitative Health Research*. **[Impact Factor: 2.181]**

INVITED PUBLICATIONS

- (1) **Zanin, A.** (2019). Resisting corporeal boundaries in body work and knowledge work. *Health Communication, Defining Moments* (Invited Publication). **[Impact Factor: 1.710]**

BOOK CHAPTERS

- (6) Piercy, C. & **Zanin, A.** (In Press). Community-based mental healthcare: A network analysis of identification and involvement in an advocacy group. In L. Lippert (Ed.) *Communicating Mental Health: History, Concepts, & Perspectives*. Lexington Books.
- (5) **Zanin, A.** (2019). House of pain: A case of power and resistance within collegiate football culture. In *Case Studies in Organizational Communication: A Life-Span Approach*: Oxford Press.
- (4) **Zanin, A.** (2018). Metaphors in leadership and leadership as metaphor. In Heath, R. L. and Johansen, W. (Eds.), *The international encyclopedia of strategic communication*. Wiley Blackwell.
- (3) **Zanin, A.** (2016). Playing the blame game: Negotiating loyalty tensions among teammates. In J. Wrench & D. Tucker (Eds.), *Casing Sport Communication*. Kendall-Hunt.
- (2) **Zanin, A.** (2015). Oklahoma tornado case study: Really helping? In M. W. Kramer & J. M. Smith (Eds.), *Case Studies in Volunteering and NGO's*. Peter Lang.
- (1) Bisel, R. S., & **Zanin A.** (2015). Moral dissent in healthcare organizations. In E. A. Williams & T. Harrison (Eds.), *Organizations, Communication, and Health*. Routledge.

Under Review

Zanin, A., Martinez, L.*, & Shearer, E.*, (Re-submitted 9.13.19). (Re)conceptualizing nested identities through oppositional identity discourses in girls youth sport. *Communication Monographs*.

Adame, B., **Zanin, A.,** Adame, E., Martinez, L.,* Corman, S. (Submitted 4.22.19). Surviving high concussion-risk collegiate sports: Organizational influences on athletes' attitudes toward concussion risks and concussion reporting. *Journal of Applied Communication*.

Zanin, A., Hanna, K.,* & Martinez, L.* (Submitted 8.27.19) (Re)structuring empowerment: Volunteer barriers and agency to gender disparities in female youth sport contexts. *Nonprofit and Voluntary Sector Quarterly*.

CONFERENCE AND CONVENTION PRESENTATIONS

Zanin, A., Martinez, L.* & Hanna, K.* (2019) *(Re)Structuring Empowerment: Volunteer Barriers and Agency to Gender Disparities in Female Youth Sport Contexts*. To be presented at the 2019 National Communication Association Conference (Group Communication Division, **Top Paper Panel**)

Adame, B., **Zanin, A.,** Adame, E., Martinez, L.,* & Corman, S. (2019). *Surviving High Concussion-Risk Collegiate Sports: Organizational Influences on Athletes' Attitudes Toward Concussion Risks and Concussion Reporting*. Submitted to NCA 2019 Conference (Health Communication Division)

Zanin, A., Martinez, L.*, & Shearer, E.*, (2019). *(Re)Conceptualizing Nested Identities Through Oppositional Identity Discourses in Girls Youth Sport*. Presented at the 2019 International Communication Association Conference (Organizational Communication Division)

Zanin, A. & Preston, S*. (2019). *Athletic identity transformation: A qualitative drawing analysis of implicit constructions of athletes, girls, and the self*. Presented Western Communication Conference 2019 (Health Comm. Division)

Zanin, A. *Negotiating empowered feminine identities through volunteering*. Panel presentation entitled: Positive Organizational Communication: Playing with Axiology. NCA 2018 Conference (Organizational Communication Division)

Zanin, A., Kamrath, J. K.*, Ruston, S. Posteher, K. A.*, & Corman, S. (2018). *Athletic Team Concussion Sensemaking and Cultural Sport Narratives*. Presented at NCA 2018 (Health Communication Division).

Zanin, A., Kamrath, J. K.*, & Corman, S. (2018). *A Bona Fide Group perspective of athletic healthcare teams and concussion reporting*. Presented at NCA 2018 (Small Group Division. **Top Paper Panel**).

Ruston, S., Kamrath, J. K.*, **Zanin, A.,** Posteher, K. A.,* Liu, Y* & Corman, S. (2018). *The role of cultural narratives in Division I student-athlete concussion reporting behaviors*. Presented at NCA 2018 (Communication and Sport Division)

- Zanin, A.** & Piercy, C. (2018). Structuring Community Healthcare: Volunteer Agency in a Mental Illness Advocacy Group. Presented at the ICA 2018 Conference (Health Communication Division)
- Zanin, A.** & Sabnis, N.* (2018). Locating Resistance Leadership: Ethical Climate, Injustice Perceptions and Resistant Influence Behavior. Presented at the ICA 2018 Conference (Organizational Communication Division)
- Zanin, A.** (2017). *Structuring body work: Agency and control in an athletic healthcare organization*. Presented at the NCA 2017 Conference (Applied Communication Division)
- Zanin, A.** & Bisel, R. (2016). *Triggering a Team's Collective Resistance: The Managerial Inquisition*. Presented at the National Communication Association Convention 2016, Philadelphia, PA. (Group Communication Division, **Top Paper Panel**)
- Zanin, A.** & Bisel, R. (2016). *Concertive resistance: How teams can resist in the absence of resistance leadership*. Presented at the International Communication Association Convention 2016, Fukuoka, Japan.
- Zanin, A.** & Hoelscher, C. (2016). *The function of the leader apology in an all-female organization*. Presented at the International Communication Association Convention 2016, Fukuoka, Japan.
- Hsieh, E., Bruscella, J. & **Zanin, A.** (2015). *Functions of uncertainty creation in provider-patient interaction*. Presented at the National Communication Association Convention 2015, Las Vegas, NV. (Health Communication Division, **Top Paper Panel**)
- Bisel, R. S., **Zanin, A.**, Arterburn, E. A., & Wilson Mumpower, S. (2015). *Suppressing the mum effect on supervisors' downward feedback: Incremental intelligence communication climates, supervisor gender, and supervisory experience*. Presented at the National Communication Association Convention 2015, Las Vegas, NV. (Business Communication Division, **Top Paper Panel**)
- Zanin, A.**, Bisel, R. S., & Arterburn, E. A., (2015) *Moral talk contagion: The influence of morality discourse on the moral mum effect*. Presented at the National Communication Association Convention 2015, Las Vegas, NV.
- Zanin, A.** & Hoelscher, C. (2014). *Fantasy themes and shared identity: A symbolic convergence perspective of a voluntary team's culture*. Full paper presented at the 64th International Communication Association Convention, Seattle, WA.
- Zanin, A.** (2014). *The power of players: Theorizing concertive resistance*. Paper presented at the 27th Organizational Communication Mini Conference, West Lafayette, IN.
- Zanin, A.** & Hoelscher, C. (2014). *Fantasy themes and shared identity: A symbolic convergence perspective of a voluntary team's culture*. Proposal presented at the 64th International Communication Association Convention, Seattle, WA.
- Hsieh, E. & **Zanin, A.** (2013). *Functions of uncertainty creation in provider-patient interaction*. Paper presented at the 99th National Communication Association Convention, Washington DC.

- Bisel, R., & **Zanin, A.** (2013). *Social contusion: An organizational case study on verbal aggression and workplace turnover*. Paper accepted to the 99th National Communication Association Convention, Washington, DC.
- Zanin, A.** & Hoelscher, C. (2013). *Masculine assertions of power in female organizations*. Paper presented at the 99th National Communication Association Convention, Washington DC.
- Hoelscher, C., **Zanin, A.**, & Kramer, M. (2012). *The role of values in alternative organizations: Examining organizational identification in farmers markets*. Presented at the International Communication Association Convention, London, England.
- Zanin, A.** & Tornes, M. (2011). *Loyalty tensions in friendships: A new perspective on dialectics*. Paper Presented at the 98th National Communication Association Convention, Orlando, FL.

*Indicates that author was a graduate student at the time of publication submission.

**First authorship indicates that the author contributed 50% or more to the conceptualization and writing of the manuscript or publication

HONORS AND AWARDS

- NCA Conference, Group Communication Division, Top Paper Panel, Fall 2019
- NCA Conference, Group Communication Division, Top Paper Award, Fall 2018
- NCA Conference, Group Communication Division, Top Paper Panel, Fall 2016
- NCA Conference, Health Communication Division, Top Paper Panel, Fall 2015
- NCA Conference, Business Communication Division, Top Paper Panel, Fall 2015
- Ragen, Kramer, Weider Dissertation Proposal Award, May 2015
- University of Oklahoma Graduate College Student Fellowship, Academic Year 2014 – 2015
- Ted Baird Graduate Student Award, May 2014
- Michael Pfau Graduate Student Award- Excellence in Research May 2013
- Kentucky Press Association 2009 Excellence in Newspaper Writing (1st Place “Best Editorial”)
- Kentucky Press Association 2008 Excellence in Newspaper Writing (3rd Place “Best Column”)
- USAA Collegiate All-American Scholar Athlete 2007, 2008
- Winner of the Olympic Sports Academic Scholarship 2007
- Winner of the L.J. Hortin Scholarship 2007
- Winner of the Breazeale Scholarship, 2007
- Ohio Valley Conference Commissioner’s Honor Roll 2005, 2006, 2007, 2008, 2009
- Full Women’s Track and Field Scholarship Athlete 2005, 2006, 2007, 2008, 2009

FUNDING AWARDS

ASU Swette Center Seed Grant

Co-PI Grant Proposal: *Pilot study: Urban Agriculture as an Integrated Socio-Environmental System*, Spring, 2019, \$5,000. Invited by Dr. Carola Grebitus to serve as a co-investigator with qualitative expertise.

ASU Global Sport Institute, Race and Sport Around the World

PI on GSI Grant Proposal: *Negotiating Feminine Athlete Identities Through Resistant Youth Sport Interventions, Phase II*. Earned \$15,250 seed grant to spend in 2019.

ASU Global Sport Institute, Sport 2036 Grant

PI on GSI Grant Proposal: *Cultivating empowered feminine identities through youth sport programs*. Earned \$18,000 seed grant to spend in 2018.

FUNDING SUBMISSION HISTORY

William T. Grant Foundation Early Scholars Program Grant Submission

PI Grant Proposal: *Galvanizing Fractured Community Networks to Increase Girls Youth Sport Participation: A Multilevel Strategic Network Analysis Intervention*, Summer 2019, \$350,000.00. Selected by The College of Liberal Arts and Sciences to represent the division in a limited submission to the early scholars program that supports faculty in reducing inequality in youth populations through innovative research.

NSF Urban Farming Grant Submission

Co-PI Grant Proposal: *A Data-Driven Study of Urban Agriculture as Integrated Socio-Environmental System*, Spring, 2019, \$1,599,918. Invited by Dr. Carola Grebitus to serve as a co-investigator with qualitative expertise and to help write the grant proposal.

USDA Urban Farming Grant Submission

Co-PI Grant Proposal: *Impact of Urban Agriculture on Economic, Societal, and Environmental Health*, Fall 2018, \$499,997. Invited by Dr. Carola Grebitus to serve as a co-investigator with qualitative expertise and to help write the grant proposal. The proposal received positive reviews, but was ultimately not funded.

CDC Youth Concussion Grant Submission

Co-PI Grant Proposal: *Youth Athletics and Concussion Reporting*, Spring 2017, \$3,000,000. Invited by Dr. Steve Corman to serve as a co-investigator with qualitative expertise and to help write the grant proposal. The proposal received positive reviews, but was ultimately not funded.

RESEARCH ACTIVITIES

ASU Global Sport Institute Faculty Affiliate: 2018-2019

Invited presenter to GSI Faculty Luncheon on Sport & the Body, Fall 2019
Invited panelist to annual Global Sport Institute conference, Spring 2019
Invited presenter to GSI Faculty Cross-talk Luncheon, Fall 2018

ASU School of Sustainability Faculty Affiliate: 2018-2019

Co-PI on external grants supported through the ASU School of Sustainability

Center for Strategic Communication Core Faculty: 2017-2019

Collaborator on NCAA Concussion Reporting Grant

Attended NCAA Mind Matters Consortium Workshop to advise NCAA and the US Department of Defense on strategic communication interventions to increase concussion reporting and treatment compliance, Summer 2018

CLAS Philanthropic Funding Workshop: 2017-2018

PI in competitive workshop to produce a proposal for a large philanthropic grant. Earned \$1,000 seed grant toward project.

APPLIED RESEARCH & COMMUNITY SERVICE

Adidas | She Breaks Barriers Workshop, Spring 2019

Invited research consultant to Adidas Philanthropy Workgroup on research-based, strategic initiatives aimed at reducing gender disparities in youth sport participation.

Girls on the Run | Community Coach, Spring 2018

Started two new sites of a youth sport program Tempe and Scottsdale with three graduate students. Coach athletes bi-weekly for a 10-week season.

DEPARTMENTAL SERVICE

Doctoral Committee Advising

Co-Advisor for Laura Martinez (Ph.D., expected graduation: 2022)

Committee Member for Ashley Wheeler (Ph.D. expected graduation: 2020)

Barrett Honors College Capstone Project

Co-Advisor for Hannah Hamby and Brionna Raum, 2019-2020

Advisor for Marley Fischer, 2018-2019

Co-Advisor for Marcene Hoover-Bennett, 2017-2018

HDSHC Barrett Honors Program Committee:

Attended in-person meetings and collaborated on revisions to honors credit criteria and process model for honors faculty and students, Spring 2019

Graduate Independent Study Advisor | COM 690

Critical Organizational Communication | Kat Hanna | Summer 2018

Social Identity and the Body | Emilee Shearer | Summer 2018

Critical Organizational Communication | Rob Razzante | Fall 2018

Temporal Qualitative Research | Laura Martinez | Spring 2019

HDSHC Personnel Committee:

Attended in-person and virtual meetings and collaborated on sabbatical requests and fixed term promotions, Fall 2018

HDSHC Graduate Faculty in Communication:

Ad Hoc Comprehensive Exam Committee to review graduate comprehensive exam procedures. Attended several in-person meetings (i.e., in total more than 10 hours) to coordinate revisions in graduate student curriculum and comprehensive exam processes in Spring 2017 and Fall 2018

Health Communication Initiative Participant: 2017-2019

Attended monthly research meetings presentations
Presented health research in-progress, Fall 2018 and Spring 2019

Transformation Project Faculty Advisor:

Symposium Planning Committee Member, Spring and Fall, 2019
Reviewed graduate student scholarship awards, Spring 2019
Coordinator for Faculty-Graduate Walk & Talk Office Hours, Spring 2019
Participated in Faculty-Graduate Student Book Club Fall 2017, Fall 2018
Aided in planning Faculty-Graduate Student Writing Retreat, Fall 2017

Guest Speaker Friday Forum:

Shared and presented materials from my job search process to current ASU graduate students on the job market. Created a checklist and tip handout for students.
Reviewed cover letters and curriculum vitae and met with graduate students, Fall 2018

Guest Speaker Organization Communication Graduate Seminar:

Presented work from my dissertation on power and concertive control in Fall 2017

CLAS New Faculty Workshop Participant,

Attended five professional development workshops for new ASU faculty, 2017-2018

HDSHC Cornucopia Participant, Fall 2017

DISCIPLINARY SERVICE

Academic Journal Reviewer

Reviewer for *Management Communication Quarterly*, 2019
Reviewer for *PLOS 1*, 2019
Reviewer for *Communication Monographs*, 2019
Reviewer for *Human Relations*, 2018
Reviewer for *Small Group Research*, 2018

Conference Reviewer

Reviewer for the NCA, Health Communication Division, 2015, 2016, 2017, 2018, 2019
Reviewer for the NCA, Small Group Division, 2019
Reviewer for NCA, Organizational Communication Division, 2016, 2017, 2018
Panel Chair for NCA, Organizational Communication Division, 2016
Reviewer for ICA, Organizational Communication Division, 2016, 2018
Reviewer for ICA, Health Communication Division, 2016, 2018

UCM Association to Advance Collegiate Schools of Business (AACSB) Committee, 2016- 2017
UCM Collegiate Distributive Education Clubs of America (DECA) Faculty Advisor, 2015-2017
UCM Management Department, New Faculty Search Committee Chair, 2016

PROFESSIONAL MEMBERSHIPS

National Communication Association

Organizational Communication Division
Group Communication Division

Health Communication Division

Women's Caucus Member

International Communication Association

Organizational Communication Division

- Invited to Mentor ICA Organizational Communication Research Escalator, May 2019

Health Communication Division

Western States Communication Association

Organizational Communication Division

Health Communication Interest Group

- Elected and currently serving as a Legislative Assembly Delegate, 2019-2021
- Elected and currently serving as chair for Health Communication Interest Group, by planning and coordinating the 2020 WSCA conference in Denver