

# ELISSA ARTERBURN ADAME, PH.D.

elissa.adame@asu.edu

Home:  
1841 N. 66<sup>th</sup> St.  
Scottsdale, AZ 85257  
(308) 340-1652 (cell)

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## EDUCATION

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*The University of Oklahoma – Department of Communication*

Doctorate of Philosophy (Ph.D.)

May 2015

Dissertation Advisor: Dr. Ryan S. Bisel

“Training Organizational Trainers to Frame Feedback: Mitigating Face Concerns and Suppressing Ego Defensiveness”

*The University of Nebraska – Department of Communication Studies*

Master of Arts (M.A.)

May 2007

Thesis Advisor: Dr. Kathleen Krone

*The University of Nebraska – Department of Communication Studies*

Bachelor of Arts (B.A.)

May 2005

Minors in Spanish and Public Relations

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## HONORS AND AWARDS

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- 2018 Top Paper, National Communication Association, Organizational Communication Division
- 2017 Top Paper, National Communication Association, Training and Development Division
- 2017 Top Paper, National Communication Association, Game Studies Division
- 2017 Top Paper, Western States Communication Association, Health Communication Division
- 2015 Top Paper, National Communication Association, Division of Organizational Communication
- 2014 Provost Certificate of Distinction in Teaching, The University of Oklahoma

- 2014 Top Paper, International Communication Association, Division of Organizational Communication
- 2014 Wayland Cummings Dissertation Award
- 2014 Michael Kramer Scholarship
- 2013 Top Paper Panel, National Communication Association, Division of Training and Development
- 2013 Dan and Mary John O’Hair Outstanding Graduate Student Award
- 2012 Ted Beard Scholarship for Organizational Communication Students
- 2007 Central States Cooper Award for Excellence in Teaching
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## PUBLICATIONS

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Adame, E. A., Posteher, K. A., Veluscek, A. M., Wilson, S., Cecena, F. J. E., Thompson, W., Ralston, R., & Thomas, D. (under review). Serious games and growth mindsets: An experimental investigation of a serious gaming intervention. *Computers in Human Behavior*.

Adame, E. A. (under review). Training teachers to frame feedback: An experimental investigation of a training intervention. *Communication Education*.

Bisel, R. S., & Adame, E. A. (in press). Encouraging upward ethical dissent in organizations: The role of deference to embodied expertise. *Management Communication Quarterly*.

Adame, E. A. (2018). Training trainers growth mindset messaging: The role of implicit person theory on training. In J. D. Wallace & D. Becker (Eds.), *The Handbook of Communication Training*. Routledge.

Adame, E. A., Bisel, R. S., Kosik, E., & Rygaard, J. (2017). Training the Anesthesiologist Trainer: Enhancing the quality of feedback during human patient simulations. *Health Communication*.

Adame, E. A., & Bisel, R. S. (2017). Can perceptions of an individual’s organizational citizenship behavior be influenced via strategic impression management messaging? *International Journal of Business Communication*.

Bisel, R. S., & Adame, E. A. (2017). Post-positivistic/functionalist approaches. In C. R. Scott & L. K. Lewis (Eds.), *ICA international encyclopedia of organizational communication*. New York: Wiley-Blackwell. [10,100 words]

Adame, E. A., & Bisel, R. S. (2017). Quantitative methods. In C. R. Scott & L. K. Lewis (Eds.), *ICA international encyclopedia of organizational communication*. New York: Wiley-Blackwell. [4,000 words]

Zanin, C. A., Bisel, R. S., & Adame, E. A. (2016). Supervisor moral talk contagion and trust-in-supervisor mitigate the workers' moral mum effect. *Management Communication Quarterly*.

Lee, Y. H., Dunbar, N. E., Miller, C. H., Lane, B. L., Jensen, M. L., Bessarabova, E., Burgoon, J. K., Adame, B. J., Valacich, J. S., Adame, E. A., Bostwick, E., Piercy, C. W., Elizondo, J., & Wilson, S. N. (2016; Available online). Training anchoring and representativeness bias mitigation through a digital game. *Simulation & Gaming*. doi:10.1177/1046878116662955.

Bisel, R. S., & Arterburn (Adame), E. N. (2012). Making sense of organizational members' silence: A sensemaking-resource model. *Communication Research Reports*, 29, 217-226.

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#### CONFERENCE PRESENTATIONS

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Bisel, R. S., & Adame, E. A. (2018). Encouraging upward ethical dissent in organizations: The role of deference to embodied expertise. *National Communication Association*. Organizational Communication Division. **Top Paper.**

Town, S., Adame, E. A., Tracy, S. J., Donovan, M. C., Clark, L., Kamrath, J., Pettigrew, J., Razzante, R., Towles, M., Tremblay, R., & Becker, K. (2018). Would they get the job?: Predicting the hireability of transformational leaders. *Western States Communication Association*. Organizational Communication Division.

Adame, E. A. (2018). Training trainers growth mindset messaging: The role of implicit person theory on training. *Western States Communication Association*. Organizational Communication Division.

Adame, E. A., & Bisel, R. S. (2017). Training trainers to frame feedback: An experimental investigation of a training intervention. *National Communication Association*. Training and Development Division. **Top Paper.**

Adame, E. A., Posther, K. A., Veluscek, A. M., Wilson, S., Cecena, F. J. E., Thompson, W., Ralston, R., Thomas, D., Wallace, B. S. (2017). Serious games and growth mindsets: An experimental investigation of a serious gaming intervention. *National Communication Association*. Game Studies Division. **Top Paper.**

Tremblay, R., Kamrath, J. K., Town, S., Towles, M., Razzante, R., Tracy, S. J., Adame, E., Pettigrew, J., & Becker, K. (2017). Tomorrow's leaders: Crafting and assessing transformative pedagogy in leadership. *Aspen Engaged Conference*.

- Adame, E. A., & Wilson, S. (2017). Supporting students in the seventh year: How to build a flexible mindset in freshmen. *National Council for Community and Education Partnerships/GEAR UP Conference*.
- Adame, E. A., Bisel, R. S., Kosik, E. S., & Rygaard, J. A. (2017). Training anesthesiologists to frame feedback: An experimental investigation of feedback in a healthcare setting. **Top Paper**. *Western States Communication Association*.
- Bisel, R. S., Zanin, C. A., Adame, E. A., & Wilson Mumpower, S. (2015). Suppressing the mum effect on supervisors' downward feedback: Incremental intelligence communication climates, supervisor gender, and supervisory experience. **Top Paper**. *National Communication Association Presentation*.
- Bisel, R. S., Adame, E. A., & Wilson Mumpower, S. (2015). Implicit theories of intelligence in organizational communication climates: Associations with organizational learning, voice, and perceptions of high reliability. *National Communication Association Presentation*.
- Bisel, R. S., Zanin, C. A., & Adame, E. A. (2015). Supervisor moral talk contagion and trust-in-supervisor mitigate the workers' moral mum effect. *National Communication Association Presentation*.
- Adame, E. A., DuBois, B., Fondren, W., Faris, J. L., & Golden, K. M. (2015). Panel Presentation: Applying the Science of Successful Learning to the Communication Classroom. *National Communication Association Presentation*.
- Lee, Y.-H., Dunbar, N., Miller, C., Lane, B., Jensen, M., Bessarabova, E., Burgoon, J., Adame, B., Valacich, J., Arterburn, E., Bostwick, E., Piercy, C., King, S., Elizondo, J., & Wilson, S. (2015). Anchoring and representativeness bias mitigation through a digital game: Effectiveness and delivery format. *Annual Conference of the International Communication Association (ICA 2015)*. San Juan, PR.
- Arterburn, E. N., Edwards, M., Lannutti, P. Mallin, I., & Wright, C. N. (2014). Panel Presentation: Lessons learned from my freshman year: Undergraduate student culture and the contemporary communication classroom. *National Communication Association Presentation*.
- Arterburn, E. N., & Bisel, R. S. (2014). Organizational citizenship behaviors as a framing conundrum. **Top Paper**. *International Communication Association Presentation*.
- Bisel, R. S., & Arterburn, E. N. (2013). On the radical similarity of education and training: Communication as constitutive of knowing. **Top Paper**. *National Communication Association Presentation*.

- Arterburn, E. N. (2013). Training organizational trainers to frame feedback: Mitigating face concerns and suppressing ego defensiveness. *Organizational Communication Mini Conference Presentation.*
- Arterburn, E. N. & Keyton, J. K. (2013). Training as a communicative process: Setting a research agenda. *Central States Communication Association Presentation.*
- Arterburn, E. N., Horstman, H. K., Kelley, K. M., & Piercy, C. (2013). Panel presentation: Media in the basic course. *Central States Communication Association Presentation.*
- Arterburn, E. N. (2012). Communicative paradoxes of organizational citizenship behaviors. *NCA Conference Presentation.*
- Bisel, R. S. & Arterburn, E. N. (2012). Making sense of organizational members' silence: A sense-making resource model. *Central States Communication Association Presentation.*
- Thorson, A. M., Gallagher, E. L., Jacobson, L. M., & Arterburn, E. N. (2011). Topics of parental conflict: Differences among conflict frequency, intensity, and resolution. *NCA Conference Presentation.*

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#### GRANTS

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| 2017      | Principle Investigator, Lincoln Center for Applied Ethics Research Fellow for project titled <i>The Leadership Transformation Project: Creating Integrity in Tomorrow's Leaders.</i> (\$4,800) |
| 2015      | Research Consultant, Federal Grant titled <i>Gaining Early Awareness and Readiness of Undergraduate Programs (GEAR UP).</i> (\$40,000)   |
| 2015      | Research Consultant, proposed to Department of Education's First in the World Program. (\$500,000, unfunded)   |
| 2014      | University of Oklahoma, Graduate Student Senate Grant to present research at National Communication Association Conference in Chicago, IL. (\$750)   |
| 2013-2014 | University of Oklahoma, Center for Teaching and Excellence Faculty Fellows Award. (\$10,000)   |
| 2013      | University of Oklahoma, Department of Communication Dissertation Grant. (\$1000)   |
| 2013      | University of Oklahoma, Robberson Creative Endeavors Research Grant. (\$1000)  |

- 2013 University of Oklahoma, College of Arts and Sciences Research Grant. (\$750)
- 2013 University of Oklahoma, Graduate Student Senate Research Grant. (\$750)
- 2013 University of Oklahoma, Graduate Student Senate Grant to present research at National Communication Association Conference in Washington, DC. (\$750)
- 2013 University of Oklahoma, Communication Graduate Student Association Grant to present research at National Communication Association Conference in Washington, DC. (\$500)
- 2013 University of Oklahoma, Graduate Student Senate Grant to present research at Central States Communication Association Conference in Kansas City, MO. (\$750)
- 2012 University of Oklahoma, Graduate Student Senate Grant to present research at Organizational Communication Mini Conference in Champaign, IL. (\$750)
- 2012 University of Oklahoma, Communication Graduate Student Association Grant to present research at National Communication Association Conference in Orlando, FL. (\$700)
- 2012 University of Oklahoma, Graduate Student Senate Grant to present research at Central States Communication Association Conference in Cleveland, OH. (\$750)
- 2012 University of Oklahoma, Communication Graduate Student Association Grant to present research at Central States Communication Association Conference in Cleveland, OH. (\$750)
- 2012 University of Oklahoma, College of Arts and Sciences Research Grant. (\$750)
- 2011 University of Oklahoma, Graduate Student Senate Grant to present research at National Communication Association Conference in New Orleans, LA. (\$750)
- 2011 University of Oklahoma, Communication Graduate Student Association Grant to present research at National Communication Association Conference in New Orleans, LA. (\$450)
- 2011 University of Oklahoma, College of Arts and Sciences Research Grant. (\$750)
- 2010 University of Oklahoma, Graduate Student Senate Grant to present research at National Communication Association Conference in San Francisco, CA. (\$750)
- 2011 University of Oklahoma, Communication Graduate Student Association Grant to present research at National Communication Association Conference in San Francisco, CA. (\$550)

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## ACADEMIC APPOINTMENTS

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### *Arizona State University*

Fall 2016 – present      Assistant Research Professor  
Fall 2014 – Fall 2016      Adjunct Professor

### *The University of Oklahoma*

Spring 2014      Instructor, Honors: Principles of Communication  
Fall 2013      Research Assistant, Credibility Assessment and  
Intelligence Analysis Training in a Serious Game  
Fall 2011 – Spring 2013      Director of the Basic Course, Principles of Communication  
Instructor, Honors: Principles of Communication  
Summers 2012 & 2013      Instructor, Business and Professional Communication  
Fall 2010 – Spring 2011      Teaching Assistant, Principles of Communication

### *The University of Nebraska – Lincoln*

Fall 2005 – Spring 2007      Instructor, Intercultural Comm. – The Global Classroom  
Associate Director, Fundamentals of Human Comm.  
Summer 2006      Teaching Assistant, Small Group Communication  
Instructor, Fundamentals of Human Communication

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## COURSES TAUGHT/ADMINISTERED

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### *Arizona State University*

COM 100 Introduction to Human Communication (Mass Lecture)  
COM 225 Public Speaking  
COM 230 Small Group Communication  
COM 259 Communication Business and the Professions  
COM 312 Communication, Conflict, and Negotiation  
COM 408/508 Quantitative Research Methods  
COM 507 Qualitative Research Methods

*The University of Oklahoma*

Director of the Basic Course  
Comm 1113 Principles of Communication  
Comm 1113 Principles of Communication (Honors Section)  
Comm 2113 Business and Professional Communication

*The University of Nebraska*

Director of the Basic Course  
Comm 109 Fundamentals of Human Communication  
Comm 211 Intercultural Communication  
Comm 311 Small Group Communication

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**PROFESSIONAL EXPERIENCE**

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Fall 2017 – present	Trainer, Office of Entrepreneurship and Innovation, Arizona State University, Tempe, Arizona
Fall 2015	Trainer, Faculty Enrichment for the LEAD (Lead, Explore, Advance, Design) Project, Arizona State University, Tempe, Arizona
Fall 2007 – Fall 2010	Corporate Trainer, Centers for Medicare and Medicaid Services, Phoenix, Arizona
Spring 2002 – Fall 2007	Interviewer and Trainer, The Gallup Organization, Lincoln, Nebraska

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**PROFESSIONAL ACADEMIC ASSOCIATIONS**

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International Communication Association (ICA)  
National Communication Association (NCA)  
Western States Communication Association (WSCA)

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**ACADEMIC SERVICE**

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*Arizona State University*

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|----------------|--|
| 2016 – present | Co-Secretary, Training and Development Division, NCA<br>Secretary, Health Communication Division, WSCA |
| 2015 – present | Paper Reviewer, Panel Respondent, NCA<br>Paper Reviewer, Panel Respondent, WSCA                        |
| 2014 – 2015    | Paper Reviewer, CSCA<br>Panel Chair, NCA   |

*The University of Oklahoma*

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| 2013 – 2014 | Committee Member, Communication Graduate Student Ass.<br>Paper Reviewer, CSCA<br>Panel Chair, NCA  |
| 2012 – 2014 | Co-chair, Communication Graduate Student Association<br>Paper Reviewer, Panel Chair, CSCA  |
| 2011 – 2012 | Treasurer, Communication Graduate Student Association<br>Planning Committee, Organizational Comm. Mini Conference<br>Secretary & Paper Reviewer, Sooner Communication Conference |
| 2010 – 2011 | Planning Committee, Sooner Communication Conference<br>Panel Chair, NCA  |

*The University of Nebraska – Lincoln*

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| 2005 – 2007 | Graduate Sponsor of the Communication Studies Club |
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