DR. JASMINE TERRELL AUSTIN

Contact Information:
Jtaustin02@gmail.com

EDUCATION

PHD, University of Oklahoma Norman Campus, 2019.
Major: Organizational Communication
Certification: Women and Gender Studies

MA, University of Wyoming, 2015.
Major: Communication

BA, University of Mary Hardin-Baylor, 2013.
Major: Communication
Minor: Organizational Management

PROFESSIONAL POSITIONS

Assistant Professor of Communication Studies, Texas State University. (January 2020 - Present).

Lead Diversity Trainer, University of Oklahoma. (August 2017 - May 2019).

Graduate Teaching Assistant, Communication Studies, University of Oklahoma (August 2016 - December 2019)

Adjunct Instructor, African American and Diaspora Studies, University of Wyoming. (August 2014- May 2018)

Graduate Teaching Assistant, Communication Studies, University of Wyoming (August 2013 - May 2015)

AWARDS AND HONORS (10 TOTAL)

NATIONAL AWARDS

Outstanding Book Chapter Award, National Communication Association's African American and Culture Division. (November 2025).

Presidential Citation Award, National Communication Association. (November 2024).

Awujo Oluranlowo Award: Distinguished Dedication to Community Uplift, National Communication Association's African American and Culture Division. (November 2024).

Distinguished Edited Book Award for Communicating and Organizational Changemaking for Diversity, Equity, and Inclusion: A Case Studies Approach, National Communication Association's Applied Communication Division. (November 2024).

ACLS Intentions Foundry Fellow, American Council of Learned Societies. (2023).

Marsha Houston Award, National Communication Association. (2023).

UNIVERSITY AWARDS

Presidential Distinction Award for Excellence in Teaching, Texas State University. (February 2024).

Outstanding Graduate Teaching Assistant Award, University of Oklahoma (2018)

Provost's Certificate of Distinction in Teaching, University of Oklahoma (2018)

Provost's Certificate of Distinction in Teaching, University of Oklahoma (2017)

CONTRACT, GRANTS AND SPONSORED RESEARCH (8 TOTALING $64,940.65)

EXTERNAL (4)

Austin, J. T. (Principal), Winfield, A. S. (Supporting), "Qualitative Methods for Justice: Supporting New Orleans Children and Youth Planning Board for Social Change," Sponsored by Foundation for Louisiana, Private / Foundation / Corporate, **$19,500.00**. (November 2024).

Austin, J. T. (Principal), Winfield, A. S. (Co-Principle), "Forging a blueprint: Developing sustainable relationships with communities in convention cities," Sponsored by National Communication Association, Private / Foundation / Corporate, **$8,456.65**. (December 2024).

Austin, J. T. (Co-Principal), Owens, A. (Supporting), Wong, N. (Principal), "#MeToo: How a lack of communicated expectations can perpetuate the oppression of survivors.," Sponsored by University of Oklahoma, Institutional (Higher Ed), **$1,000.00**. (2021).

Austin, J. T., (Principal),"The rhetorical absence of Black women's identities during realistic organizational previews.," Sponsored by Organization for Research on Women and Communication, **$2,489.00.** (2018).

INTERNAL (4)

Brown, A. M. (Principal), **Austin, J. T**. (Co-Principal), "Casting for Change: Reconstructing Policies for Inclusive Musical Theatre Programs," Sponsored by Texas State Research Enhancement Program, Institutional (Higher Ed), **$16,000.00.** (February 2025 - Present).

Austin, J. T. (Principal), “Intercultural Storytelling in the Caribbean: Laying the Groundwork for Inclusive Teaching, Outreach, and Study Abroad,” Sponsored by Center for International Studies, Texas State University, **$500.00**. (May 2025 - Present).

Austin, J. T. (Principal), Eger, E. K. (Co-Principal), "Examining Leadership Communication of Texas Small Businesses in a Global Pandemic," Sponsored by REP, Texas State University, **$16,000.00**. (January 2021 - 2024).

Austin, J. T., (Principal),"Dissertation Grant from the Department of Communication at the University of Oklahoma," Institutional (Higher Ed), **$995.00.** (2019).

PUBLICATIONS (27 TOTAL)

BOOKS (2)

Van Gilder, B. J., **Austin, J. T**., & Bishop, J. S. (Eds.). (2023). *Communication and Organizational Changemaking for Diversity, Equity, and Inclusion: A Case Studies Approach* (B. J. Van Gilder, J. T. Austin, & J. S. Bishop, Eds.; 1st ed.). Routledge. https://www.routledge.com/Communication-and-Organizational-Changemaking-for-Diversity-Equity-and/Van-Gilder-Austin-Bruscella/p/book/9781032367774

Austin, J. T., Orbe, M. P., & Sims, J. D. (2022). *Communication Theory: Racially Diverse and Inclusive Perspectives* (1st ed.). Cognella. https://www.amazon.com/Communication-Theory-Racially-Inclusive-Perspectives/dp/1793542007/ref=sr_1_5?crid=2RRB9DITGOQ5H&keywords=communication+theory%3

A+diverse+and+inclusive+perspectives&qid=1641935789&sprefix=communication+theory+diverse+and+inclusive+perspectives%2Caps%2C74&sr=8-5#detailBullets_feature_div

JOURNAL SPECIAL ISSUE EDITOR (1)

Orbe, M., **Austin**, **J. T.,** & Allen, B. J. (Eds.), (2022) "Race matters" in Applied Communication Research. *Journal of Applied Communication Research: Vol. 50* (3 (2022)th ed.). https://doi.org/10.1080/00909882.2022.2085890

JOURNAL ARTICLES (15)

Austin, J. T., Thrasher, B., Brown, A., Ezigbo-Dessesaure, L., & Williams, M. (2026). *Survival of the Thickest* as discursive resistance: rewriting the fat narrative in media. *Critical Studies in Media Communication*, 1-15. https://doi.org/10.1080/15295036.2026.2655243

Austin, J. T., Austin, J. T., & Austin, J. A., (2024). Word to Live By. *Women, Gender, and Families of Color. 12* (1-2), 80-88. https://doi.org/10.5406/23260947.12.1-2.12

Thomson, G., & **Austin, J. T**. (2024). Food deserts: How "bringing home the bacon" varies across neighborhoods. *Communication Teacher*, *38*(2), 119–125. https://doi.org/10.1080/17404622.2023.2281924

Alston, A. D., & **Austin, J. T**. (2023). #BlackCommunicationMatters: Creating Equitable Spaces for Black Communication and Language through a Womanist Rhetorical Lens. *Communication Teacher*, *37*(4), 255–259. https://doi.org/10.1080/17404622.2023.2236687

McCleskey, G. & **Austin, J. T.** (2023). Teaching Critical Media Effects through Classic Horror Films. *Communication Teacher*, *38*(1), 53–58. https://doi.org/10.1080/17404622.2023.2263516

Austin, J. T., Wong, N., & Owens, A. C. L. (2023). The hashtag heard around the world: social media users' perceptions and responses to the #MeToo hashtag. *Atlantic Journal of Communication*, *31*(5), 389–403. https://doi.org/10.1080/15456870.2022.2083136

Austin, J. T., & Bisel, R. (2023). The Influence of Colorblind and Race-Acknowledged Realistic Organizational Previews (ROPs) on Organizational and Individual Outcomes. *International Journal of Business Communication*, *60*(3), 892–911. https://doi.org/10.1177/23294884221118909

Austin, J. T., Orbe, M., & Allen, B. J. (2022). 'Race matters' in applied communication research: past, present, and future. *Journal of Applied Communication Research*, *50*(3), 229–235. https://doi.org/10.1080/00909882.2022.2083407

Edy, J. A., & **Austin, J. T.** (2022). Generating more inclusive media memory: The limits and possibilities of news archives. *Media, Culture, & Society*, *44*(4), 1–18. https://doi.org/10.1177/01634437211065700

Austin, J. T., & Edy, J. (2022). Narrating the past on fairer terms: Approaches to building multicultural public memory. *Critical Studies in Media Communication*, *39*(4), 276–290. https://doi.org/10.1080/15295036.2022.2049616

Austin, J. T., & Cobb, T. L. (2022). Red Table Talk: Discussions on social marginality. *Communication Teacher*, *36*(3), 181–186. https://doi.org/10.1080/17404622.2021.1983188

Cobb, T., **Austin, J. T**., & Williams, G. M. (2021). Are You Listening? Consciousness raising on the failures of neoliberalism. *Communication Teacher*, *35*(3), 191–196. https://doi.org/10.1080/17404622.2021.1930084

Kramer, M., **Austin, J. T.,** & Hansen, G. (2021). Toward a Model of the Influence of Motivation and Communication on Volunteering: Expanding Self-Determination Theory. *Management Communication Quarterly*, *35*(4), 572–601. https://doi.org/10.1177/08933189211023993

Austin, J. T. (2020). "Fighting Mr. Sleepy": A metaphor for Black graduate student experiences. *Health Communication*, 1–3. https://doi.org/10.1080/10410236.2020.1813951

Austin, J. T., Wallace, B. S., Gilmore, B. N., & Bisel, R. S. (2020). The Micro-skills of Collective Communication Design Work: An Academic Team's Development of Sensebreaking Messages. *Communication Studies*, *71*(2). https://doi.org/10.1080/10510974.2020.1722720

BOOK CHAPTERS (7)

Austin, J. T., & Cobb, T. L. (2024). Intersectionality and Critical Race Theory Approaches to Qualitative Organizational Communication Research. In *The SAGE Handbook of Qualitative Research in Organizational Communication* (pp. 142–160). SAGE. https://masters.ecampus.com/sage-handbook-qualitativeresearch/bk/9781529676327

Austin, J. T., & Bohonos, J. W. (2024). *Workplace socialization: Reproducing racism? Or Challenging Discriminatory Standards?* (pp. 167–186). Palgrave. https://www.researchgate.net/publication/383601329_Workplace_Socialization_Reproducing_Racism_Or_Challenging_Discriminatory_Standards

Van Gilder, B., **Austin, J. T.,** & Bruscella, J. (2023). Introduction: Communication and Organizational Changemaking for Diversity, Equity, & Inclusion. In *Communication and Organizational Changemaking for Diversity, Equity, and Inclusion A Case Studies Approach* (1st ed., pp. 1–9). Routledge. https://www.routledge.com/Communication-and-Organizational-Changemaking-for-Diversity-Equity-and/Van-Gilder-Austin-Bruscella/p/book/9781032367774

Austin, J. T., & Goins, M. N. (2023). Toward Theorizing about Black Women. In *The Routledge Handbook of Ethnicity and Race in Communication*. Routledge. https://www.routledge.com/The-Routledge-Handbook-of-Ethnicity-and-Race-in-Communication/Calafell-Eguchi/p/book/9780367740702?srsltid=AfmBOoqrH8A9mWIp5SQJTayQLw0uzH0SpGDJiCpI1V1ZXwesnpLk8oSu

Murray, S., Yanas, E. C., **Austin, J. T**., & Eger, E. K. (2023). "It's a safe space, right?": The complexities of communicating LGBTQ+ inclusion via artifacts. In B. Van Gilder, J. T. Austin, & J. Bishop (Eds.), *Communication and organizational changemaking: Diversity, equity, and inclusion* (pp. 261–276). https://doi.org/10.4324/9781003333746-20

Goins, M. N. & **Austin, J. T**., (2022). Black Feminist Thought. In *Communication Theory: Diverse and Inclusive Perspectives* (1st ed., pp. 27–33). Cognella. https://www.amazon.com/Communication-Theory-Racially-Inclusive-Perspectives/dp/1793542007/ref=sr_1_5?crid=2RRB9DITGOQ5H&keywords=communication+theory%3A+diverse+and+inclusive+perspectives&qid=1641935789&sprefix=communication+theory+diverse+and+inclusive+perspectives%2Caps%2C74&sr=8-5#detailBullets_feature_div

Byrd, M. Y., & **Austin, J. T.** (2020). Microaggressions, Stereotypes, and Social Stigmatization in the Lived Experiences of Socially Marginalized Patients/Clients: A Social Justice Perspective. In *Prejudice, Stigma, Privilege, and Oppression: A Behavioral Health Handbook*. (pp. 201–214). Stinger. https://doi.org/10.1007/978-3-030-35517-3

OTHER WORKS IN PRINT (2)

Austin, J. T. (2024). Endorsement of the Qualitative Inquiry for Social Justice. *Qualitative Inquiry for Social Justice*. Published. Routledge. www.routledge.com/9780367567651 (Book Review on Back Cover)

Austin, J. T. (2018). Self-care techniques while adjusting to graduate school. In *Counselor Self-Care.* (1st ed.). John Wiley & Sons. Retrieved from https://www.amazon.com/Counselor-Self-Care-Gerald-Michelle-Muratori/dp/1556203799 (Autoethnographic Narrative)

OTHER WORKS IN PROGRESS (12)

McMahan, D**., Austin, J. T**., & Duck, S. (Submitted / Under Review). Introduction to Communication Studies.

Vasallo, J. A., & **Austin, J. T**. (Submitted / Under Review). Get Dragged: The Socialization and Autoethnography of Drag Performance.

Chukwuemeka, P. O., & **Austin, J. T**. (Submitted / Under Review). Echoes of Speech: A Journey through the Transformative Cycle of Stuttering.

Brown, A. M., & **Austin, J. T.** (In Preparation; Not Yet Submitted). Casting for Change: Reconstructing Policies for Inclusive Musical Theatre Programs.

Austin, J. T. & Nagatsuka, K (In Preparation; Not Yet Submitted). Bi-racial identity salience: Socialization Messages following racial awakening experiences.

Nagatsuka, K., & **Austin, J. T**. (In Preparation; Not Yet Submitted). Bi-racial identity salience: Impacts on familial conversations about racial injustice.

Austin, J. T., Edwin, M. N. L., & Owens, A. C. L. (In Preparation; Not Yet Submitted). Encouraging narrative empathy: An activity of understanding lived experiences.

Austin, J. T., Gilmore, B., & Long, W. (In Preparation; Not Yet Submitted). Familial Communication: Racialized socialization messages for collegiate success.

Austin, J. T., & Cobb, T. L. (In Preparation; Not Yet Submitted). Leader Member Exchange: Focusing on the Outgroup.

Austin, J. T., & Chung, M. K. (In Preparation; Not Yet Submitted). Rhetorical Absence and Weaponized Silence: Socialization Experiences of graduate students of Color.

Austin, J. T., Owens, A. C. L., & Edwin, M. N. L. (In Preparation; Not Yet Submitted). They said what?: Understanding and Decoding Microaggressions.

CONFERENCE PAPER PRESENTATIONS (12)

Austin, J. T. (Co-Presenter), Williams, M. (Co-Presenter), The Society for the Study of Multi-Ethnic Literature of the United States, "Survival of the Thickest: Communicating Larger-than-Life Stereotypes, Weight Bias and Hyper(in)visibility," Southern Methodist University, Dallas, TX, United States. (April 2024).

Austin, J. T. (Presenter), Gist-Mackey, A. (Presenter), Dixon, M. (Presenter), Allen, B. J. (Honoree), National Communication Association Conference, "(Re)Learning the Ropes: Place, Race, and Organizational Socialization Honoring Brenda J. Allen," National Communication Association, New Orleans Marriott, New Orleans, LA. (2022).

Austin, J. T. (Presenter), "Communication, Inquiry, Activism: A Purposeful Conversation Between Activism and Social Justice Division Scholars and NonProfit Organizations in New Orleans," National Communication Association, New Orleans Marriott, New Orleans, LA. (November 2022).

Austin, J. T. (Presenter), Wong, N. (Presenter), Owens, A. C. (Presenter), National Communication Association, "The Hashtag Heard Around the World: Social Media Users' Perceptions and Responses to the #MeToo Hashtag," Activism and Social Justice Division, Seattle, WA. (November 2021).

Owens, A. C. L. (Presenter), **Austin, J. T**. (Presenter), Edwin, M. (Presenter), National Communication Association, "They Said What? Understanding and Decoding Microaggressions," Great Ideas For Teaching Students, Seattle, WA. (November 2021).

Austin, J. T. (Presenter), Acheme, D. (Presenter), Biwa, V. (Presenter), Shpeer, M. (Presenter), International Communication Association Conference, ""Enhancing Care: An Understanding of Identity Processes in

Interethnic, Intercultural, Organizational and Computer- Mediated Communication," Virtual via Zoom. (May 2021).

Austin, J. T. (Presenter), National Communication Association Conference, "Realistic organizational previews: A comparison of candidate responses to absent, explicit, and implicit race-related recruitment messaging.," Virtual via Zoom. (2020).

Austin, J. T. (Presenter), Edy, J. A. (Presenter), International Communication Association Conference, "Status versus presence: How news source hierarchies shape collective memory of the Los Angeles Riots.," Virtual via Zoom. (2020).

Austin, J. T. (Presenter), Central States Communication Association, "Bait and Switch: Realistic organizational previews for newcomers.," Milwaukee, WI, United States. (2018).

Austin, J. T. (Presenter), Kramer, M. (Presenter), Hansen, G. (Presenter), National Communication Association Conference, "Motivation, communication, and one-day volunteering: Expanding self-determination theory.," Salt Lake City, UT, United States. (2018).

Austin, J. T. (Presenter), Central States Communication Association, "Small group narratives: Creating empathy through storytelling.," Milwaukee, WI, United States. (2018).

Austin, J. T. (Presenter), Cionea, I. (Presenter), Gilmore, B. (Presenter), National Communication Association Conference, "Uncertainty in serial arguments.," Salt Lake City, UT, United States. (2018).

INVITED KEYNOTES, LECTURES, WORKSHOPS, AND PRESENTATIONS (29)

INTERNAL TO TEXAS STATE UNIVERSITY

Workshop. Texas State Leadership Academy Certificate Program, "Building followership as a mindful leader," Texas State University Office of Human Resources. (2024).

Workshop. Webster, T. (Co-Presenter), "Preparing Bobcat Athletes for Classroom Expectations," Texas State University Athletics Department. (September 2024).

Workshop. Texas State Leadership Academy Certificate Program, "Communicating as a Leader," Texas State University Office of Human Resources. (2023).

Workshop. Student Academic Support Programs (SASP) Conference, "Exploring below the surface as a conflict negotiation strategy," Texas State University. (2023).

Workshop. "Socializing Bobcat Athletes to Classroom Expectations," Texas State University Athletics. (2023).

Workshop. Student-Athlete Development Speaker Series, "Communication strategies for navigating intercultural and interpersonal conflict as student-athletes," Texas State University Athletics, (2022).

Guest Lecture, COMM 5319: Organizational Communication, Dr. Elizabeth Eger. (2022).

Guest Lecture, COMM 5329: Work, Identity, & Difference, Dr. Elizabeth Eger. (2022).

Guest Lecture, COMM 5309 Pro Seminar, Dr. Lindsay Timmerman. (2021).

Guest Lecture, COMM 3326 Family Communication, Dr. Tricia Burke. (2020).

Guest Lecture, COMM 5309 Pro Seminar, Dr. Maureen Keeley (2020).

Guest Lecture, COMM 5319: Organizational Communication, Dr. Elizabeth Eger. (2020).

EXTERNAL TO TEXAS STATE UNIVERSITY

Keynote Speaker. College of Education and Human Development (CEHD) Graduate Student Research Symposium, "Have the audacity: Bold moves to craft your own path," Texas A&M University. (February 25, 2025).

Chair. National Communication Association, "Scholar To Scholar," New Orleans, LA, United States. (November 21, 22, & 23, 2024).

Chair. The Society for the Study of Multi-Ethnic Literature of the United States, "Environmental Injustice: Narratives of Race, Place, and Pollution in the Global Context," Southern Methodist University, Dallas, TX. (April 14, 2024).

Guest Lecture. Critical Qualitative Data Collection Strategies, Baruch College. New York, NY. (2024).

Guest Lecture. Socialization strategies for organizational recruitment, Texas Christian University. Fort Worth, TX. (2024).

Guest Lecture, Socialization Strategies for Organizational Recruitment, University of Southern California. Los Angeles, CA. (2024).

Guest Lecture, Critical Qualitative Research Methods, George Mason University. Fairfax, VA. (2023).

Chair. National Communication Association, "Scholar To Scholar," National Harbor, MD. (2023).

Guest Lecture. "Merging Social Justice Work and Qualitative Research Methods," Cuny: Baruch College. (April 2023).

Guest Lecture, Invited guest lecture for alumna Emily Pollard, University of New Mexico. Albuquerque, NM. (2022).

Workshop. Graduate Student Committee of the ASJD Speaker Series Panel, "Preparing Activist Graduate Students for NCA," Activism and Social Justice Division of NCA. (2022).

Presenter. National Communication Association Conference, "Projects, Portfolios, and Papers: Alternatives to the MA Thesis," National Communication Association, New Orleans Marriott, New Orleans, LA. (2022).

Presenter. Western States Communication Association, "The State of the Communication Association for the Black Academic," WSCA Presidential Panel, Portland, OR. (February 2022).

Keynote Speaker. Black Student Association Graduation, University of Mary-Hardin Baylor. (December 2020).

Presenter., Blinne, K. (Presenter), National Communication Association Conference, "Activism & Social Justice “Pedagogy Party”." (2020).

Presenter. National Conference on Race and Ethnicity, "Spoken Word Performances: The Black student experience with PWIs (Privilege, Whiteness, and Identity)," New Orleans, LA. (2018).

Presenter. "I wish I knew... Navigating the first year: A graduate panel discussion.," Norman, OK. (2017).

COURSES TAUGHT AT TEXAS STATE UNIVERSITY

UNDERGRADUATE

COMM 3310 - COMMUNICATION THEORY
COMM 3316E - DIVERSITY AND INCLUSION
COMM 3336 - DIVERSITY AND COMMUNICATION
COMM 4336 - DIVERSITY TRAINING

GRADUATE

COMM 5303 - QUALITATIVE METHODS IN COMMUNICATION
COMM 5309 - METHODS PROSEMINAR (INTRODUCTION TO GRADUATE STUDIES)
COMM 5315 - DIRECTED RESEARCH IN COMMUNICATION STUDIES
COMM 5325 – SEMINAR IN HUMAN COMMUNICATION THEORY
COMM 5329L - COMMUNICATING DIVERSITY
COMM 5399A - THESIS
COMM 5399B – THESIS

DIRECTED STUDENT LEARNING

In the following chart, I have included mentorship projects that expanded multiple semesters in each semester that I worked on the project. For example, if I had a thesis advisee in the fall and spring, then I marked both those semesters. An asterisk (*) denotes a student outside of the Communication Studies department.

Semester/ year	**Thesis (Advisor)**	**Thesis (Committee)**	**MAPPs (Advisor)**	**MAPPs (Committee)**	**Dissertation (Committee)**	**Independent Study (Advisor)**
Total	**3**	**4**	**8**	**12**	**2**	**1**
Spring 20		Emily C				
Summer 20		Emily C				
Fall 20		Emily C	Andronica O Deon E	Leela S Sidney M Morgan L		
Spring 21		Emily C	Andronica O Deon E Morgan C	Leela S Sidney M Morgan L	Abbie S*	
Summer 21			Morgan C		Abbie S*	
Fall 21	Terrianna S		Morgan C Tyshee S	Gabrielle G	Abbie S*	
Spring 22	Terrianna S Kirara N	Grace M*	Tyshee S	Gabrielle G	Abbie S*	
Summer 22	Terrianna S Kirara N	Grace M*				
Fall 22	Terrianna S Kirara N	Grace M*	Mya T Amber A			
Spring 23	Kirara N Johnny V	Grace M* Rocio C* Hector M	Mya T Amber A	Katelyn J Sierra K Rupinder K		
Summer 23	Johnny V	Rocio C* Hector M		Katelyn J Sierra K Rupinder K		
Fall 23	Johnny V	Rocio C* Hector M	Ololade O	Katelyn J Sierra K		

				Rupinder K Milena W Prisca C		
Spring 24	Johnny V	Rocio C* Hector M	Ololade O	Milena W Anca T Miracle L Prisca C		
Summer 24		Rocio C*		Anca T Miracle L		Prisca C
Fall 24		Rocio C*	Jordan G	Anca T Miracle L Caroline W		
Spring 25		Rocio C*	Jordan G	Caroline W	Jonafa B*	
Fall 25			Alexander W	Suraya A	Jonafa B*	
Spring 26			Alexander W	Suraya A	Jonafa B*	Suraya A

TEACHING PROFESSIONAL DEVELOPMENT ACTIVITIES ATTENDED

Workshop, " Building Next-Level Learning: Creating Hands-On, Real-World Opportunities," Texas State Faculty Development. (April 2025).

Workshop, "Supporting Neurodivergent Students in the Classroom," Texas State Faculty Development. (February 2025).

Workshop, “Research GPS: Charting Your Course Through Submitting Proposals,” Texas State Faculty Development. (January 2025).

Workshop, "Course Design Consultation," Texas State University Online and Extended Programs. (August 2024).

Additional Comments: Met With Instructional Designer, Mark Farris, for a one-on-one session about making my hybrid courses for the 2024 AY interactive, engaging, and compliant with TXST Policy.

Workshop, "Instructional Design Consultation," Texas State University Online and Extended Programs. (August 2024).

Additional Comments: Met with Dr. Eryn Berger, Director of Instructional Design Services for a one-on-one session about making my hybrid courses for the 2024 AY interactive, engaging, and compliant with TXST Hybrid Policy.

Workshop, "Financial Awareness Week," Texas State Faculty Development. (January 2023).

Workshop, "Wait! Shouldn't students know that already?," Texas State Faculty Development. (January 2023).

Workshop, "Successfully Supervising Graduate Students’ Theses and Dissertations," Texas State Faculty Development. (March 2022).

Workshop, "Summer 2020 - Faculty Focus Presents: "Study in America"," Texas State Faculty Development. (August 2020).

Workshop, "Teaching Online @ TxState - Online Teaching Certification (Self-paced course)," Texas State Faculty Development. (August 2020).

Workshop, "Helping Graduate Students Dealing with Procrastination, Perfectionism and

Mental Health Issues," Texas State Faculty Development. (February 2020).

SERVICE

DEPARTMENT

1. **Co-chair of the Socialization and Mentor Committee (2024-2025)**, fostering a welcoming environment by developing materials that explicitly communicated expectations for new faculty and graduate students.
2. **Co-chair of the Research Assistant Policy Group (2022-2023),** developing best practices for mentoring research assistants and ensuring graduate student tasks and time commitments are equitable across roles.
3. **Member of the Student + Alumni Spotlights Subgroup (2024-2025)**, goal of broadcasting the achievements of our current students and alumni by identifying several current and previous graduate students to interview, record, and post a video to our graduate program website and departmental social media pages.
4. **Member of the Hybrid Teaching Committee (2025),** tasked with collating Distance and Learning policies for hybrid teaching and departmental expectations for rigor and developing a best practices policy for faculty teaching hybrid formatted courses.
5. **Member of the Department Scholarship, Awards, and Recognition Committee (2020-2021, 2024-2025)**, ensuring that outstanding students receive the recognition they deserve by reviewing applications and rewarding top students.
6. **Graduate Advisor for the Communication Studies Graduate Association (2022-2025)**, mentoring and supporting graduate students in their academic and professional development and pursuits. I also provide tangible support for departmental events that serve to connect our graduate students and faculty outside of the classroom.
7. **Search Committee Member (2024)** contributing to the selection of Dr. Nikki Hodgson, a scholar aligned with our department's vision. I also attended dinners, teaching presentations, and research presentations for candidates of **three** additional departmental searches.
8. Along with Drs. Kristen Farris and Joshua Miller developed and presented the 3 I's of Privilege as part of our department's **Diversity, Equity, and Inclusion Programming of 2020**.
9. Served as a **Bobcat Day Presenter** and backup presenter 3 times on behalf of my department, introducing prospective students and their families to our program offerings.
10. Actively supported departmental initiatives such as **attending guest speaker presentations** and **TEDx Programming.**

UNIVERSITY

1. Was appointed to the **Run to R1 Presidential Advisory Task Force (2023-2025)**, where I advocate for our department's positioning within the university's evolving research landscape. In this role, I have been instrumental in promoting our recently approved doctoral program, ensuring that Communication Studies is represented in high-level strategic planning.
2. Served as the **Creator and Director of the Faculty Research and Productivity (FRAP) Network (2020-2024),** sponsored by the Translational Health Research Center at TXST**.** FRAP is a university-wide initiative aimed at supporting faculty research productivity, particularly among scholars from underrepresented backgrounds. This program has successfully fostered interdisciplinary collaborations and increased research output.
3. Served as the **Lead Organizer for the Tunnel of Oppression (2020-2021)** through the Department of Housing and Residential Life of TXST. This experience furthered my commitment to diversity, equity, and inclusion on campus by allowing me to mentor and share opportunities with **26 communication studies students** to develop the programming for this university-wide and public event. An immersive educational experience that engaged students in discussions about systemic inequalities.
4. Was voted to serve as the **Department Representative for a university white Diversity, Equity, and Inclusion committee (2022-2023).** This role advanced our departmental reach across campus.

5. Presented on multiple university invited lectures and talks, such as for **Student Learning Assistance Center (SLAC)** and **New Faculty Orientation**.
6. Enthusiastically served as moderator in both 2022 and 2023 for the **TXST's Pathways to Graduate School event** where a panel of 4 former graduate students and professionals discuss best practices for succeeding in graduate school.
7. Due to my sustained efforts in working with our Bobcat athletes, I was selected as the **Honorary Coach** for the homecoming football game in 2023.

PROFESSION

1. I was the **Primary Organizer for the African American Communication & Culture (AACC) #ScholarStike Virtual Conference** presented on September 8, 2020**.** By every account, this was a phenomenally successful event with over 6,000 communication scholars in attendance for the synchronous and asynchronous presentations. These efforts are featured in a **2020 article in "Inside Higher Ed"** where the conference was described as "an all-day, livestreamed strike conference. Panels ranged from those on understanding the Black Lives Matter movement to infusing diversity in the classroom and curriculum. The premise of the latter panel was that diversity is too often an afterthought on most syllabi and should instead be centered in many courses from the start."
2. **Member**, **Presidential Address Inquiry Committee** for the National Communication Association. (January 2024 - April 2024), where I investigated the events of NCA 2024.
3. **Chair** (2023-2025), **Vice-Chair Elect** (2021-2023), **Secretary** (2019-2021), **Awards Selection Committee Co-Chair** (2019-2021), and **Chair of Officer Election Committee** (2023-2025) **for the Activism and Social Justice Division (ASJD) of NCA**. This division, of almost 1000 members, elected me in 3 officer positions to oversee initiatives that advance research and advocacy in communication studies. I will continue to serve the ASJD in my next position as **Immediate Past Chair** in 2025-2026**.**
4. **Secretary, African American Communication and Culture Division of NCA** (2021-2023), where I facilitated division operations and supported scholar engagement.
5. **Sole Coordinator/Organizer for the NCA New Orleans Outreach Program** (2022-2026), a long-term initiative dedicated to fostering community engagement and bridging academia with social impact efforts made by non-profit organizations in New Orleans, LA. This service role has the explicit goal of developing a program of outreach that can be replicated by communication scholars and community members in future convention cities.
6. **Sole Coordinator/Organizer for NCA's Scholar to Scholar program (2023-2024)** allows me to facilitate the professional development of emerging scholars by coordinating the presentation of 93 poster sessions at the national convention. I am once again organizing the scholar-to-scholar program, but this time I have a co planner for the **2024-2025** term.
7. **Co-coordinator of NCA Pre-Conferences (2022-2023)** allowed me to select and organize learning opportunities on a variety of communication related topics for convention goers on the day prior to the start of the convention.
8. **Representative of NCA for the American Council of Learned Societies' Intention Foundry (2023-2025)**, This service role explores innovative practices of equity, inclusion, and structural change in the academy. Thanks to a generous $2 million grant from the Mellon Foundation, IF equips representatives to advance equity through collaboration among their ecosystem's triangular network of constituencies of 79 member societies, thoughtful leaders in higher education; and scholars of color. In this service role I attended monthly virtual council meetings from May of 2023- May of 2024 and attended a ACLS Consortium in Atlanta, GA. As a representative for NCA, I brought forth NCA initiatives to build partnership across the 78 other member societies. This service role afforded me the opportunity to collaborate with scholars across disciplines to promote equity and structural change in academia.
9. **Editorial Review Board Member**, Journal Committed to Social Change on Race and Ethnicity (JCSCORE). (2019).

10. **Coordinator of Volunteers**, National Conference on Race and Ethnicity (NCORE), New Orleans, LA. (2018).

11. I have served as **Respondent, Chair, and Reviewer** for the following divisions of
    a. National Communication Association
        i. Organizational Communication
        ii. Activism and Social Justice
        iii. African American Communication and Culture
        iv. Caribbean Communication Caucus

    b. Central States Communication Association.
        i. Organizational Communication
        ii. Activism and Social Justice

12. I have served as **a reviewer for scholarly journals**, including
    1) *Journal of Communication & Democracy*
    2) *Journal of Applied Communication Research*
    3) *Journal of Human Communication*
    4) *Feminist Pedagogy*
    5) *Academy of Human Resource Development*
    6) *Communication Monographs.*
    7) *Journalism Studies*

COMMUNITY

1. **Speaker,** Gaining Grant Funding for Minority Small Businesses in Texas. (2023). Community event to help Black owned small businesses apply for grant funding
2. **Moderator,** More Than A Protest: VIPLA. (October 2020). Financial Literacy in the Black community
3. **Moderator,** More Than A Protest: VIPLA. (September 2020). Voter Suppression in the Black community
4. **Moderator,** More Than A Protest: VIPLA. (August 2020). Racial Socialization in the Black community
5. **Moderator,** More Than A Protest: VIPLA. (July 2020). Health Care & COVID in the Black community

ORGANIZATIONAL CONSULTING

Foundation for Louisiana, New Orleans, LA (November 2023-present).

WeWork Inc, Austin, TX (March 2024)

Whirlpool Corporation, MI. (September 2023).

Leadership Academy of Texas State University, San Marcos, TX (January 2022-present).

New Orleans Children and Youth Planning Board, New Orleans, LA (November 2023-present).

University of Oklahoma, Norman, Ok. (August 2017 - May 2019).

Representative Works

Austin, J. T., & Cobb, T. L. (2024). Critical Race Theory and Intersectional Approaches to Qualitative Organizational Communication Research. In *The SAGE Handbook of Qualitative Research in Organizational Communication* (pp. 142–160). SAGE. https://us.sagepub.com/en-us/nam/the-sage-handbook-of-qualitative-research-in-organizational-communication/book280914#contents

Austin, J. T., & Bisel, R. (2023). The Influence of Colorblind and Race-Acknowledged Realistic Organizational Previews (ROPs) on Organizational and Individual Outcomes. *International Journal of Business Communication*, *60*(3), 892–911. https://doi.org/10.1177/23294884221118909

Austin, J. T., & Goins, M. N. (2023). Toward Theorizing about Black Women. In *The Routledge Handbook of Ethnicity and Race in Communication*. Routledge. https://www.taylorfrancis.com/chapters/

Austin, J. T., & Edy, J. (2022). Narrating the past on fairer terms: Approaches to building multicultural public memory. *Critical Studies in Media Communication*, *39*(4), 276–290. https://doi.org/10.1080/15295036.2022.2049616

Austin, J. T. (2020). "Fighting Mr. Sleepy": A metaphor for Black graduate student experiences. *Health Communication*, *36*(14) 1–3. https://doi.org/10.1080/10410236.2020.1813951