

Megan Kenny Feister, Ph.D.

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Academic Training

Ph.D. Brian Lamb School of Communication. Purdue University. August 2015

Doctor of Philosophy, Organizational Communication

Minor areas: Mixed Research Methods, Public Relations

(Qualitative, ANOVA, Regression, Social Network Analysis)

Committee Members: Dr. Patrice M. Buzzanell (advisor), Dr. Stacey L. Connaughton,
Dr. Seungyoon Lee, Dr. Carla B. Zoltowski,¹ Dr. William Oakes^{1,2}

¹ Director, Engineering Projects in Community Service (EPICS), Purdue University

² Engineering Education, Purdue University

Dissertation title: Exploring the Constitutive and Social Processes of Engineering Ethics
in Multidisciplinary Design Teams

M.A. Department of Communication. University of Cincinnati. June 2011

Focus in organizational and intercultural communication

Minor areas: Public Relations

Committee Members: Dr. Gail T. Fairhurst (advisor), Dr. Heather M. Zoller,
Dr. Suzanne Boys

Master's thesis: "Can I Be Successful Here?" Discursive Construction of Identity and
Identification in an Indian Call Center

B.A. Department of Communication, English. Saint Louis University. May 2009

Major in Communication, English

Minor concentration in Spanish

Cum Laude

Saint Louis University Madrid. Fall 2007

Semester Study Abroad Program

Con conversationally proficient in Spanish

Grants

Purdue Research Foundation Dissertation Grant. Co-PIs: P. M. Buzzanell (advisor) & H. Sypher (faculty sponsor). "Understanding the Constitutive and Social Processes of Engineering Ethics in Diverse Design Teams." Purdue Dissertation PRF: approximately \$18,000. Awarded for 2014-2015 academic year.

NSF Research in Engineering (REE) Grant. Co-PIs: P. M. Buzzanell, W. Oakes, C. Zoltowski. "Understanding the Communicative and Social Processes of Engineering Ethics in Diverse Design Teams." \$300,000, awarded July 2014-October 2016; Funding for and co-written by Communication Doctoral Candidate, **Megan Kenny Feister**.

Publications

Dorrance Hall, E., & **Kenny Feister, M.** (2015). Navigating emerging adulthood with communication technology. In C. Bruess (Ed.), *Family Communication in an Age of Digital and Social Media*. Peter Lang International.

Manuscripts Under Review and In Progress

Dorrance Hall, E., & **Kenny Feister, M.** (under review). Family communication via technology: emerging adults' multiplex media use during the transition to college. *Journal of Communication*.

Kenny Feister, M. (under review). "Welcome to the family": A discursive examination of identity and control in a multinational outsourcing company. *Management Communication Quarterly*.

Kenny Feister, M., Buzzanell, P.M., & Zoltowski, C.B. (under review). Constructions of ethical expertise in engineering design: Structural and discursive organizing around competing design values. *Communication Monographs*.

Kenny Feister, M., Zoltowski, C.B., Buzzanell, P.M., & Oakes, W. C. (under review). Reframing leadership: Negotiating expertise in project-based engineering design contexts. *Journal of Engineering Education*.

Shorter, S., & **Kenny Feister, M.** "Oh, that's *the Republican*": Negotiating multiple conflicting identities as an African American female Republican. To be submitted to *Communication and Critical/Cultural Studies*.

Kenny Feister, M. "Can I be successful here?" Discursive construction of culture and identification in an Indian call center. To be submitted for publication to the *International Journal of Business Communication*.

Kenny Feister, M., & Dorrance Hall, E. Negotiating privacy and managing communication technology during the transition to college. To be submitted for publication to *Journal of Computer-Mediated Communication*.

Zoltowski, C.B., **Kenny Feister, M.**, Buzzanell, P.M., Zhu, Q., & Oakes, W.B. The development of an instrument for assessing individual ethical decision-making in project-based design teams: Integrating Quantitative and Qualitative Methods. To be submitted for publication to the *Journal of Engineering Education*.

Kenny Feister, M., Zoltowski, C. B., Buzzanell, P. M., Oakes, W. C., & Zhu, Q. Discourse of design: Examining students' perceptions of design in multidisciplinary project design teams. To be submitted for publication to *Management Communication Quarterly*.

Torres, D., Zoltowski, C.B., **Kenny Feister, M.**, Buzzanell, P.M., & Oakes, W.C. Using social network theory to elucidate the impact of diversity on the social processes in design. To be submitted for publication to *Journal of Engineering Education*.

Invited Talks and Workshops

Kenny Feister, M. (2016, May). *A communicative approach to exploring the social processes of ethics in multidisciplinary design teams*. Presented to the Flash Center, University of Chicago, IL.

Kenny Feister, M. (2015, November). *Teams in Organizations: Negotiating Ethics and Expertise*. Presented to Organizational Communication seminar, Dr. Elizabeth Dorrance Hall, Communication Studies, Utah State University.

Kenny Feister, M. (2015, April). *Presentational Speaking in Engineering Design Projects*. Skill session offered to engineering students, EPICS, Purdue University.

Kenny Feister, M. (2015, March). *Teamwork and ethical negotiations*. Presented to the Negotiation in Everyday Life seminar (COM 496), Brian Lamb School of Communication, Purdue University.

Zoltowski, C. B., Buzzanell, P. M., & **Kenny Feister, M.** (2014, October). *Defining and assessing engineering ethics in an international context*. Special session, presented to Frontiers in Education, Madrid, Spain.

Kenny Feister, M., & Zhu, Q. (2014, March). Ethics skill session. EPICS workshop presented to engineering students, EPICS, Purdue University, West Lafayette, IN.

Conference Proceedings

Kenny Feister, M., Zoltowski, C.B., Buzzanell, P.N., & Torres, D. (2016, June). *Integrating ethical considerations in design*. To be presented to American Society of Electrical Engineers (ASEE) Annual Conference, New Orleans, LA.

Kenny Feister, M., Buzzanell, & P.M., Zoltowski, C.B. (2015, November). *Understanding the constitutive and social processes of engineering ethics in diverse design teams*. Accepted for presentation to National Communication Association annual convention, Las Vegas, NV.

Kenny Feister, M. (2015, October). *Exploring the constitutive and social processes of engineering ethics in multidisciplinary design teams*. Accepted for presentation to the Organizational Communication Mini-Conference, East Lansing, MI.

Torres, D., Zoltowski, C.B., **Kenny Feister, M.**, Buzzanell, P.M., & Oakes, W.C. (October, 2015). *Using social network theory to elucidate the impact of diversity on the social processes in design*. Accepted for presentation to Frontiers in Education conference, El Paso, TX.

Kenny Feister, M., Zoltowski, C.B., & Buzzanell, P.M. (2015, July). *The everyday ethics of design: A social and communicative approach*. Presented to the Research in Engineering Education Symposium, Dublin, Ireland.

Kenny Feister, M., Zoltowski, C.B., Buzzanell, P.M., Torres, D., & Oakes, W.B. (2015, June). *Exploring the social processes of ethics in student engineering design teams*. Proceedings from American Society of Electrical Engineers (ASEE) Annual Conference, Seattle, WA.

- Kenny Feister, M.** (2014, November). *"Can I be successful here?" Discursive construction of identity and identification in an Indian call center.* Presented to the National Communication Association Annual Conference in Chicago, IL.
- Kenny Feister, M.,** Zoltowski, C. B., Buzzanell, P. M., Oakes, W., & Zhu, Q. (2014, June) *Leadership in multidisciplinary project teams.* Proceedings from ASEE Annual Conference, Indianapolis, IN.
- Kenny Feister, M.** (2014, September). *The ethics of design: Understanding the constitutive and social processes of engineering ethics in diverse design teams.* Dissertation study presented at the Organizational Communication Mini-Conference, West Lafayette, IN.
- Kenny Feister, M.,** Zoltowski, C. B., (2014, June). *The discourse of design: Examining students' perceptions of design in multidisciplinary project teams.* Proceedings from ASEE Annual Conference, Indianapolis, IN.
- Kenny Feister, M.,** Zoltowski, C. B., Buzzanell, P. M., Oakes, W., & Zhu, Q. (2014, June). *Understanding team ethical climate through interview data.* Proceedings from ASEE Annual Conference, Indianapolis, IN.
- Zhu, Q., Zoltowski, C. B., Buzzanell, P. M., **Kenny Feister, M.,** & Oakes, W. (2014, June). *The development of an instrument for assessing individual ethical decision-making in project-based design teams: Integrating Quantitative and Qualitative Methods.* Proceedings from ASEE Annual Conference, Indianapolis, IN.
- Kenny Feister, M.,** Zoltowski, C. B., Buzzanell, P. M., & Zhu, Q., Oakes, W. (2014, May). *Making sense of ethics in engineering education: A discursive examination of students' perceptions of work and ethics on multidisciplinary project teams.* Proceedings from IEEE International Symposium on Ethics in Engineering, Science and Technology, Chicago, IL.
- Zhu, Q., **Kenny Feister, M.,** Zoltowski, C. B., Buzzanell, P. M., & Oakes, W. C. (2014, May). *Students' perceptions of ethics in a project-based team context: Implications for teaching and assessing ethical reasoning in engineering education.* Proceedings from the Forum on Philosophy, Engineering and Technology, Blacksburg, VA.
- Kenny Feister, M.,** Zoltowski, C. B., Buzzanell, P. M., Oakes, W., & Zhu, Q. (2014, October). *Examining the Role of Culture in Assessing Individual Ethical Reasoning on Multidisciplinary Engineering Project Teams.* Presented to Frontiers in Education conference, Madrid, Spain.
- Zhu, Q., Zoltowski, C. B., Buzzanell, P. M., **Kenny Feister, M.,** & Oakes, W. (2014, October). *Institutional Culture and Engineering Ethical Reasoning: A Cross-Institutional Study.* Presented to Frontiers in Education conference, Madrid, Spain.
- Kenny Feister, M.** (2014, September). *Communicating design: Understanding the constitutive and social processes of engineering ethics in diverse design teams.* Presented to the Organizational Communication Mini-Conference, West Lafayette, IN.
- Dorrance Hall, E., & **Kenny, M. W.** (2013, November). *Communication technology and the transition to college: Family relationships, maintenance, and technology choice.* Presented to the National Communication Association annual conference, Washington, D. C.
- Zoltowski, C., Buzzanell, P., Oakes, W., & **Kenny, M.W.** (2013, October). *A qualitative study exploring students' engineering ethical reflections and their use in instrument validation.* Presented to the 2013 IEEE Frontiers in Education Conference, Oklahoma City, OK.

Kenny, M. W. (2013, February). *Organizational identification in the social network*. Presented to the Communication Graduate Student Association annual conference at Purdue University, West Lafayette, IN.

Dorrance Hall, E., & **Kenny, M. W.** (2013, February). *Emergent communication technology use in family relationships: A qualitative exploration*. Presented at the Communication Graduate Student Association annual conference at Purdue University, West Lafayette, IN.

Kenny, M. W., & Shorter, S. (2012, November). *"Oh, That's the Republican": The discursive identity of an African American female Republican*. Presented to the National Communication Association annual conference: Orlando, FL.

Academic Appointments

Postdoctoral Researcher. Engineering Projects in Community Service (EPICS). Purdue University

| 07/2015 - present |

Research project: This study provides a mixed-method longitudinal examination of engineering design teams. Using evolutionary social network theory, in-depth interviews, and extensive observations, we explore how expertise and design values are negotiated and constituted over the course of multiple semesters of several projects.

- Co-wrote funded NSF REE Grant.
- Plan, implement, and direct data collection and analysis over multiple years.
- Extensive discourse analysis of 120+ interviews.
- Work with UCINet and SIENA software for longitudinal social network analysis.
- Dissemination in the form of papers, conference presentations, workshops, and skill sessions geared toward researchers, educators and students.

Graduate Research Assistant. EPICS and Brian Lamb School of Communication. Purdue University.

| 08/2014 - 07/2015 |

Research project: This study examines students' perceptions of ethics in multidisciplinary design team projects, and seeks to examine the social and communicative processes by which ethics and decision-making emerge on such teams.

- Engaged in extensive project management, inception, and research design.
- Conducted extensive data collection and data analysis.
- Co-developed observation and interview protocols, and independently developed Social Network Analysis survey.
- Collection and analysis of extensive longitudinal social network data.
- Dissemination in the form of papers, conference presentations, and workshops.

Graduate Research Assistant. EPICS and Brian Lamb School of Communication. Purdue University.

| 08/2012 - 07/2015 |

Research project: This research project was a collaborative effort between four universities (Purdue University, Illinois Institute of Technology, Michigan Technological University and Lehigh University) to develop and validate instruments and understanding of undergraduate students' ethical reasoning abilities and learning within the context of engineering design teams.

- Conducted extensive data collection and data analysis.
- Co-developed observation and interview protocols.
- Worked with Atlas.ti and NVivo qualitative data analysis software.
- Dissemination in the form of papers, conference presentations, and workshops.

Graduate Teaching Assistant. Brian Lamb School of Communication. Purdue University.

| 08/2011 - 05/2014 |

- Received consistently high evaluations from students, which increased each semester.
- Taught “stand alone” course in which I developed and ran upper level course independently.
- Led a large lecture course when the professor unexpectedly went out for maternity leave.
- Taught Honors courses, adapting materials for a more challenging experience.

Graduate Research Assistant. Office of International Admissions, University of Cincinnati

| 07/2010 - 7/1/2011 |

Director: Jonathan Weller

- Developed, implemented, and managed a new program, “International Ambassadors,” aimed at recruitment, retention and aiding in the admissions process for prospective international students to the university.
- Developed all materials and structure for the program, including hiring and policies, overseeing the 15 Ambassadors directly.
- Facilitated communication with future international students, working closely with university representatives around the world.
- Developed and manage social media campaigns that have contributed to measurably increased applications from key countries.

Research Assistant, University of Cincinnati

| 07/2010 - 5/1/2011 |

Principle Investigator: John Lynch, Ph.D.

Research project: Research Ethics Pilot Grant, funded by the Cincinnati Clinical and Translational Science Award. Paper Title: “Cutting Corners in Presenting Clinical Research”

- Transcribed and conducted coding of focus groups.
- Worked with NVivo, qualitative data analysis software.
- Assisted with project timeline management.
- Assisted with interpretation of data after conducting coding and establishing inter-rater reliability with fellow researchers.

Semester Conversion Coordinator, University of Cincinnati

| 12/2009 - 6/2011 |

Supervisor: Joanna Mitro, Ph.D., Associate Dean for Undergraduate Affairs

- Oversaw and coordinated the conversion of courses and department criteria from a quarter system to semesters.
- Created review and approval system in preparation for the 2010 conversion.
- Facilitated communication with course reviewers, department heads and faculty throughout the College of Arts and Sciences.
- Provided feedback to reviewers to help them meet specific conversion criteria provided by the Associate Dean.

Honors and Professional Associations

International Communication Association (ICA)

National Communication Association (NCA)

American Society for Electrical Engineers (ASEE)

Central States Communication Association (CSCA)

Communication Graduate Student Association (CGSA)

Institute of Electrical and Electronics Engineers (IEEE)

Lambda Pi Eta, National Communication Honor Society

Sigma Tau Delta, International English Honor Society

Dean's List, Saint Louis University

Departmental Service and Engagement

Research mentor for new graduate student. Brian Lamb School of Communication. Purdue University.

| Fall 2014 - Present |

- Oriented and trained a new Ph.D. student for involvement on NSF REE grant.
- Trained in data collection and project management.

Mentor for incoming graduate students. Brian Lamb School of Communication. Purdue University.

| Fall 2011 - Spring 2015 |

- Acted as a mentor to incoming Ph.D. students, answered questions and helped them arrange housing and other planning for their arrival.
- Helped orient new students to the program and integrated them with other graduate students.

Departmental Research Activities. Brian Lamb School of Communication. Purdue University.

| Fall 2011 - Spring 2015 |

- Assisted with pilot study instrument development for grant titled "Military Deployment and Families, Conversations about Seeking Help for Mental Health Symptoms. PI: Dr. Steven R. Wilson.
- Numerous peer-reviews for fellow classmates.

Undergraduate Student Mentoring. Brian Lamb School of Communication. Purdue University.

| Fall 2011 - Spring 2015 |

- Wrote 3 Letters of Recommendation for former students.
- Assisted a group of students in turning a class project into a program funded by the University.

Communication Graduate Student Association, Purdue University, Vice President of Technology

| Fall 2012 - Spring 2013 |

- Facilitated and developed CGSA activities, including professional development workshops, mentorship programs, and fundraising and promotional efforts.
- Managed departmental listserv, publicized CGSA activities and resources to graduate students and faculty, and revived and expanded social media presence of the School.

Teaching Experience

Organizational Communication: COM 324

Professor: Dr. Xuimei Zhu

- Constructed materials for and led first two weeks of lectures while the professor was on maternity leave.
- Conducted recitation sessions that are part of the large lecture class.
- Constructed independent materials and assessments for those recitations.
- Supervised students in conducting an organizational communication audit of a local organization of their choice.

Small Group Communication: COM 320

Supervisor: Dr. Torsten Reimer

- Constructed materials, syllabus, and assessments for this independently taught course.
- Developed creative assignments and activities to give students practical engagement with the material.
- Oversaw groups conceiving and implementing a project independently over the semester.
- Assessed, and taught the students to assess, student performances as part of a small group, both against grading criteria and against small group theories.

Presentational Speaking: COM 114

Supervisor: Jane Natt, MA

- Instructed a stand-alone course for 25 students from a variety of majors.
- Instructed 5 regular sections and 2 weekly night sections.
- Met regularly with students and assessed their performance.
- Had weekly meetings with students with special concerns to work on aspects of presentational speaking.

Presentational Speaking: COM 114 Honors section

Supervisor: Jane Natt, MA

- Offered a more intensive presentational speaking curriculum for honors students.
- Worked with students for submission for service learning grant for \$1,500.

Graduate Coursework

Organizational Communication

Seminar in Interpretive Approaches to Organizational Communication	Dr. Gail T. Fairhurst	University of Cincinnati Department of Communication
Organizational Communication in an Intercultural Context	Dr. Patrice M. Buzzanell	Purdue University Brian Lamb School of Communication
Social Media and Organizing	Dr. Lorraine Kisselburgh	Purdue University Brian Lamb School of Communication

International Business: Managing Across Cultures	Dr. Lawrence M. Gales	University of Cincinnati College of Business
Negotiation in Organizations	Dr. Gary F. Leuchauer	Purdue University Krannert School of Management
Leadership and Organizations	Dr. Lawrence M. Gales	University of Cincinnati College of Business
Organizational Cultures	Dr. Suzanne Boys	University of Cincinnati Department of Communication
Organizational Communication	Dr. Stacey Connaughton	Purdue University Brian Lamb School of Communication
Rhetoric of Science	Dr. John Lynch	University of Cincinnati Department of Communication
Gender in Organizations	Dr. Patrice Buzzanell	Purdue University Brian Lamb School of Communication

Public Relations & Rhetoric

Seminar in Strategic Public Relations Management	Dr. Krishnamurthy Sriramesh	Purdue University Brian Lamb School of Communication
Rhetorical Approaches to Issue Management	Dr. Josh Boyd	Purdue University Brian Lamb School of Communication
Public Relations and Issue Management	Dr. Suzanne Boys	University of Cincinnati Department of Communication
Advanced Rhetorical Theory	Dr. Stephen Depoe	University of Cincinnati Department of Communication
Communication and Presidential Campaigns	Dr. Judith Trent	University of Cincinnati Department of Communication
Rhetoric of Social Movements	Dr. Stephen Depoe	University of Cincinnati Department of Communication
Persuasion Theory	Dr. Judith Trent	University of Cincinnati Department of Communication

Research Methodology

ANOVA & Regression	Dr. Steve Wilson & Dr. Erina MacGeorge	Purdue University Brian Lamb School of Communication
Communication in Social Networks (Advanced)	Dr. Seungyoon Lee	Purdue University Brian Lamb School of Communication
Social Network Analysis	Dr. Seungyoon Lee	Purdue University Brian Lamb School of Communication

Empirical Research Methods	Dr. Stephen Haas	University of Cincinnati Department of Communication
Descriptive and Experimental Research in Communication	Dr. Seungyoon Lee	Purdue University Brian Lamb School of Communication
Rhetorical Research Methods	Dr. John Lynch	University of Cincinnati Department of Communication
Advanced Qualitative Research Methods in Education	Dr. Nadine Dolby	Purdue University College of Education

Related Coursework

Advanced Communication Theory	Dr. Heather M. Zoller	University of Cincinnati Department of Communication
Advanced Interpersonal Communication	Dr. Stephen Haas	University of Cincinnati Department of Communication
Seminar in Mass Communication and Media Theory	Dr. Nancy Jennings	University of Cincinnati Department of Communication
Foundations of Human Inquiry I	Dr. Stacey Connaughton & Dr. Torsten Reimer	Purdue University Brian Lamb School of Communication
Foundations of Human Inquiry II	Dr. Stacey Connaughton	Purdue University Brian Lamb School of Communication
Thesis hours	Dr. Gail Fairhurst	University of Cincinnati Department of Communication
PhD Research hours	Dr. Patrice Buzzanell	Purdue University Brian Lamb School of Communication

Professional Experience

Department Manager, Kings Island, Cincinnati OH | 2002-2010 |

- Tracked business performance and adjusted business model where needed
- Supervised day-to-day department operations, associate and department performance
- Directly managed four Supervisors and over 40 Associates; involved in training employees

VP of Public Relations, International Student Federation, Saint Louis University | 2008-2009 |

- Managed and planned events and assisted programs for international students
- Created and distributed all event publicity; extensive use of Photoshop and photo editors
- Organized meetings and events; increased attendance from approx. 23 in 2007 to approx. 150 in 2008

News Section Editor, The University News, Saint Louis University | 2008-2009 |

- Managed writers; responsible for obtaining, editing, and laying out news stories

- Assisted in weekly production of newspaper
- Generated story ideas and contacts for each issue

Irish Dance Teacher, Saint Louis Irish Arts | 2005-2006 |

- Formerly ranked 52nd in the world in age group
- Taught beginner through championship levels, ages 3-21

References

**Dr. Patrice M. Buzzanell, Distinguished Professor of Communication, Purdue University.
(Dissertation advisor)**

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Dr. Seungyoon Lee, Associate Professor of Communication, Purdue University.

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**Dr. Gail T. Fairhurst, Professor of Communication, University of Cincinnati.
(M.A. advisor)**

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Dr. William C. Oakes, Director of EPICS, Purdue University.

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