

# Jamie McDonald, Ph.D.

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## EDUCATION

- Ph.D.** Organizational Communication, 2013  
Graduate Certificate in Women and Gender Studies  
Graduate Teaching Certificate  
University of Colorado Boulder  
Advisor: Karen Lee Ashcraft  
Dissertation Title: *Rethinking difference in “computing and I.T.” work: Queering occupational (de)segregation research and practice*
- M.Sc.** Organizational Communication, 2008  
Université de Montréal  
Advisor: Chantal Benoit-Barné  
Thesis: *The constitutive power of the rhetorical strategies used by participants in a socio-technical controversy*  
(Le pouvoir constitutif des stratégies rhétoriques des participants à une controverse socio-technique)
- B.Sc.** Communication and Political Science, 2006  
Université de Montréal  
Academic excellence mention (“Mention d’excellence”)

## ACADEMIC EMPLOYMENT

### University of Texas at San Antonio

Associate Professor, 2019–Present  
Assistant Professor, 2013–2019

### University of Colorado Boulder

Graduate Part-Time Instructor, 2010–2013  
Teaching Assistant, 2009–2010

### University of Utah

Graduate Teaching Fellow, 2008–2009

### Université de Montréal

Research and Teaching Assistant, 2005–2008

## RESEARCH PUBLICATIONS

### Books

McDonald, J. & Mitra, R. (Eds.) (2019). *Movements in organizational communication research: Current issues and future directions*. Routledge.

### Peer-Reviewed Journal Publications

Cruz, J. M., McDonald, J., Broadfoot, K., Chuang, A. K.-C., & Ganesh, S. (2020). “Aliens” in the United States: A collaborative autoethnography of foreign-born faculty. *Journal of Management Inquiry*, 29(3), 272–285. <https://doi.org/10.1177/1056492618796561>

McDonald, J., Harris, K. L., & Ramirez, J. (2020). Revealing and concealing difference: A critical approach to disclosure and an intersectional theory of 'closeting'. *Communication Theory*, 30(1), 84–104. <https://doi.org/10.1093/ct/qtz017>

McDonald, J. (2017). Queering methodologies and organizational research: Disrupting, critiquing, and exploring. *Qualitative Research in Organizations and Management*, 12(2), 130–148. <https://doi.org/10.1108/QROM-06-2016-1388>

McDonald, J. (2016). Expanding queer reflexivity: The closet as a guiding metaphor for reflexive practice. *Management Learning*, 47(4), 391–406. <https://doi.org/10.1177/1350507615610029>

McDonald, J. (2016). Occupational segregation research: Queering the conversation. *Gender, Work & Organization*, 23(1), 19–35. <https://doi.org/10.1111/gwao.12100>

McDonald, J., & Kuhn, T. R. (2016). Occupational branding for diversity: Managing discursive contradictions. *Journal of Applied Communication Research*, 44(2), 101–117. <https://doi.org/10.1080/00909882.2016.1155725>

McDonald, J. (2015). Organizational communication meets queer theory: Theorizing relations of “difference” differently. *Communication Theory*, 25(3), 310–329. <https://doi.org/10.1111/comt.12060>

Koschmann, M. A., & McDonald, J. (2015). Organizational rituals, communication, and the question of agency. *Management Communication Quarterly*, 29(2), 229–256. <https://doi.org/10.1177/0893318915572386>

Wells, C. C., Gill, R., & McDonald, J. (2015). “Us foreigners”: Intersectionality in a scientific organization. *Equality, Diversity and Inclusion*, 34(6), 539–553. <https://doi.org/10.1108/EDI-12-2014-0086>

- McDonald, J. (2013). Coming out in the field: A queer reflexive account of shifting researcher identity. *Management Learning*, 44(2), 127–143.  
<https://doi.org/10.1177/1350507612473711>  
\*Voted best paper of 2013 in *Management Learning*  
\*Awarded the “Management Learning Most-Thought Provoking PhD Paper Award” at the 2012 Qualitative Research in Management and Organization conference
- McDonald, J. (2013). Conforming to and resisting dominant gender norms: How male and female nursing students do and undo gender. *Gender, Work & Organization*, 20(5), 561–579.  
<https://doi.org/10.1111/j.1468-0432.2012.00604.x>
- Benoit-Barné, C., & McDonald, J. (2011). L'évolution des pratiques rhétoriques de la délibération publique par la controverse : le cas du Suroît et l'essor éolien au Québec (The evolution of rhetorical practices through public deliberation during a controversy: The case of the Suroît and the wind energy boom in Québec). *Communication*, 28(2).  
<https://doi.org/10.4000/communication.1676>  
\*Published in French
- McDonald, J. (2010). Exercising agency in an international socioscientific controversy: The use of human and material agents to assert Canada's sovereignty in the Arctic. *Canadian Journal of Communication*, 35(1), 129–147. <http://doi.org/10.22230/cjc.2010v35n1a2248>
- McDonald, J. (2007). Les controverses socio-techniques et les conflits environnementaux intraitables: deux littératures complémentaires (Socio-technical controversies and intractable environmental conflicts: Two complementary literatures). *COMMposite*. 2007(1), 130–150. <http://www.composite.org/index.php/revue/article/view/90>  
\*Published in French
- Book Chapters**
- McDonald, J. & Eger, E. K. (in press). Queer approaches to qualitative organizational communication research. In B. H. J. M. Brummans, B. C. Taylor, & A. Sivunen (Eds.), *The SAGE handbook of qualitative research in organizational communication*. Sage.
- McDonald, J. & Kenney, S. C. (in press). Queer theory and communication ethics: Deconstructing and reimagining dominant norms. In A. Pinchevski, P. M. Buzzanell, & J. Hannan (Eds.), *The handbook of communication ethics (2<sup>nd</sup> edition)*. Routledge.
- McDonald, J. (2022). Queering CCO scholarship: Examining communication as constitutive of (hetero)normative organizations and organizing. In J. Basque, N. Bencherki, & T. R. Kuhn (Eds.), *The Routledge handbook of the communicative constitution of organization* (pp. 180-193). Routledge.
- McDonald, J., & DeTurk, S. (2022). Social justice organizing through the closet metaphor. In S. J. Blithe & J. C. Bauer (Eds.), *Badass feminist politics: Exploring radical edges of feminist theory, communication, and activism* (pp. 241-255). Rutgers University Press.

McDonald, J. & Rumens, N. (2020). Queering organizational research through autoethnography. In A. F. Herrmann (Ed.), *Routledge international handbook of organizational autoethnography* (pp. 69–85) Routledge.

\*Book awarded the Best Book Award by the National Communication Association's Ethnography Division, 2021

\*Book awarded the Distinguished Book Award by the Association for Business Communication, 2021

McDonald, J. (2019). Difference and intersectionality. In A. Nicotera (Ed.), *Origins and traditions of Organizational Communication: A comprehensive introduction to the field* (pp. 270–287). Routledge.

Parker, P. & McDonald, J. (2019). Difference, diversity, and inclusion. In J. McDonald & R. Mitra (Eds.), *Movements in organizational communication research: Current issues and future directions* (pp. 135–154). Routledge.

Taylor, B. C., McDonald, J., & Fortney, J. M. (2013). O estado corrente da “cultura organizacional” nos estudos da comunicação organizacional (The current status of “organizational culture” in organizational communication studies). In M. Marchiori (Ed.), *Perspectivas metateóricas da cultura e da comunicação (Metatheoretical perspectives on culture and communication)* (pp. 125–152). Difusão Editora.

\*Published in Portuguese

McDonald, J. (2012). I agree, but...: Finding alternatives to controversial projects through public deliberation. In C. Kock & L. Villadsen (Eds.), *Rhetorical citizenship and public deliberation* (pp. 199–217). Pennsylvania State Press.

### **Encyclopedia Entries**

McDonald, J. (2021). Difference, intersectionality, and organizing. In J. F. Nussbaum (Ed.), *Oxford Research Encyclopedia of Communication*. Oxford University Press.  
[https://doi.org/10.1093/acrefore/9780190228613.013.ORE\\_COM-01277.R1](https://doi.org/10.1093/acrefore/9780190228613.013.ORE_COM-01277.R1)

McDonald, J. & Kenney, S. C. (2021). Queer studies and organizational communication. In I. L. West (Ed.), *Oxford Encyclopedia of Queer Studies and Communication*. Oxford University Press. <https://doi.org/10.1093/acrefore/9780190228613.013.1289>

McDonald, J. (2017). Critical methods. In J. Matthes (Ed.), *International Encyclopedia of Communication Research Methods*. John Wiley & Sons.  
<https://doi.org/10.1002/9781118901731.iecrm0053>

McDonald, J. (2017). Branding. In L. K. Lewis & C. R. Scott (Eds.), *International Encyclopedia of Organizational Communication*. John Wiley & Sons.  
<https://doi.org/10.1002/9781118955567.wbieoc013>

\*Encyclopedia awarded the Outstanding Edited Book Award by the National Communication Association's Organizational Communication Division, 2017

### **Invited Essays and Non Peer-Reviewed Journal Publications**

Pal, M., Kim, H., Harris, K. L., Long, Z., Linabary, J., Wilhoit Larson, E., Jensen, P. R., Gist-Mackey, A. N., McDonald, J., Nieto-Fernandez, B., Jiang, J., Misra, S., & Dempsey, S. E. (2022). Decolonizing organizational communication. *Management Communication Quarterly*, 36(3), 547-577. <https://doi.org/10.1177/08933189221090255>

Linabary, J. R., Cruz, J. M., Allen, B. J., Chalupa, J. A., Dempsey, S. E., Glenn, C. L., Harris, K. L., Long, Z., McDonald, J., Musleh, S., Oktaviani, F. H., Parker, P. S., & Sobande, F. (2021). Envisioning more equitable and just futures: Feminist organizational communication in theory and praxis. *Management Communication Quarterly*, 35(1), 142–168. <https://doi.org/10.1177/0893318920973598>

McDonald, J. (2019). What *Management Learning* means to me: Celebrating 50 years of critical reflective scholarship on organisation and learning. *Management Learning*. Retrieved from <https://journals.sagepub.com/topic/collections-mlq/mlq-1-what-management-learning-means-to-me/mlq?fbclid=IwAR0TT475das4uWEUQ7ftwwQeua4QqyYNJIyp03LSCG9LicnBkRtotfE9tu8>

Harris, K. L., & McDonald, J. (2018). Introduction: Queering the “closet” at work. *Management Communication Quarterly*, 32(2), 265-270. <https://doi.org/10.1177/0893318917742517>

McDonald, J. (2018). Negotiating the “closet” in U.S. academia: Foreign scholars on the job market. *Management Communication Quarterly*, 32(2), 287-291. <https://doi.org/10.1177/0893318917740428>

McDonald, J., & Harris, K. L. (2016). Identity and difference in *Management Learning*: Introduction to the Virtual Special Issue. *Management Learning*. Retrieved from <https://journals.sagepub.com/page/mlq/collections/virtual-special-issues/identity-difference>

### **Book Review**

McDonald, J. (2011). Book review of Ruth Simpson’s ‘*Men in caring occupations: Doing gender differently*’. *Organization Studies*, 32(1), 133–137. <https://doi.org/10.1177/0170840610387246>

### **AWARDS & HONORS**

Outstanding Master’s Graduate Advisor of Record Award, UTSA Graduate School, University of Texas at San Antonio, 2021.

Top 4 Paper, Organizational Communication Division, National Communication Association, 2021.

Top 4 Paper, Ethnography Division, National Communication Association, 2018.

Outstanding Faculty Award by Graduate Student Vote, Department of Communication, University of Texas at San Antonio, 2016.

Best Paper of 2013, *Management Learning*, 2013.

Graduate Student Teaching Impact Award, Department of Communication, University of Colorado Boulder, 2013.

Management Learning Most Thought-Provoking Ph.D. Paper Award, Qualitative Research in Management and Organization Conference, 2012.

Top 3 Student Paper, Organizational Communication Division, International Communication Association, 2012.

National Communication Association Doctoral Honors Seminar, Participant, University of Utah, 2010.

Top Student Paper, Language and Social Interaction Division, International Communication Association, 2008.

## **GRANTS & FELLOWSHIPS**

### **Funded Research Grants and Fellowships**

INTRA Seed Grant Program Award, 2019–2020, \$5,000 USD, UTSA Office of the Vice President for Research, Economic Development, and Knowledge Enterprise.

Project title: “Organizing Support for DREAMers on College Campuses: A Multi-Sited Ethnography of Resource Centers for Undocumented Students”

INTRA Seed Grant Program Award, 2015–2016, \$5,000 USD, UTSA Office of the Vice President for Research.

Project title: “The Experiences of International Faculty in U.S. Academia”

Doctoral Research Fellowship, 2008–2012, \$80,000 CAD, Social Sciences and Humanities Research Council of Canada (SSHRC).

Doctoral Research Fellowship, 2008–2011, \$60,000 CAD, Fonds québécois de recherche sur la société et la culture (FQRSC). *Fellowship declined because non-cumulative with 2008–2012 SSHRC Doctoral Research Fellowship.*

Summer Research Fellowship, 2012, \$3,800 USD, Department of Communication, University of Colorado Boulder.

Graduate Student Research Grant, 2011–2012, \$1,200 USD, Department of Communication, University of Colorado Boulder.

Master’s Research Fellowship, 2007–2008, \$15,000 CAD, Fonds québécois de recherche sur la société et la culture (FQRSC).

Master's Research Fellowship, 2006–2007, \$17,500 CAD, Social Sciences and Humanities Council of Canada (SSHRC).

Doctoral Admission Fellowship, \$2,000 CAD, Université de Montréal, 2008 (fellowship declined due to decline of admission offer).

Henri-Audet / FES Fellowship, \$2,500 CAD, Department of Communication, Université de Montréal, 2007.

Arsène-David Fellowship, \$3,500 CAD, Faculty of Graduate and Post-doctoral Studies, Université de Montréal, 2007.

Master's Admission Fellowship, \$3,500 CAD, Department of Communication, Université de Montréal, 2006.

Student Mobility Fellowship, \$4,000 CAD, Université de Montréal, 2005.

Jacqueline-Blouin Fellowship, \$1,000 CAD, Department of Communication, Université de Montréal, 2003.

Excellence Fellowship, \$4,000 CAD, Canada Millennium Scholarship Foundation, 2002–2003.

Bachelor's Admission Fellowship, \$2,000 CAD, Université de Montréal, 2002.

### **Selected Non-Funded Research Grants and Fellowships**

Andrew Carnegie Fellows Program, \$200,000 requested for 2019–2021.

\*University of Texas at San Antonio's Sole Junior Scholar Nominee

Project title: "Organizing Support for DREAMers on College Campuses: A Multi-Sited Ethnography of Resource Centers for Undocumented Students"

### **CONFERENCE PAPERS AND PRESENTATIONS**

#### **Invited Presentations**

Invited presentation entitled "Difference and intersectionality as constitutive features of organizing: Expanding the boundaries of Organizational Communication" to the Organizational Communication Mini-Conference, University of South Florida, September 2020 (delivered online).

Invited presentation entitled "Queering difference research in organizational communication: A new paradigm to analyze and critique organizational life" to the by the University of Texas at Austin Communication Studies Graduate Community, April 2014.

Invited respondent to a plenary lecture by Dr. Celeste Wells entitled "Uncivil citizenship: Problematic communicative experiences faced by highly-skilled foreign born workers" at the Civic Dialogue and Leadership Conference, Texas A&M University, April 2014.

## Refereed Conference Papers and Presentations

McDonald, J. & Kenney, S. C. (2023). *Queer theory and communication ethics: Deconstructing and reimagining dominant norms*. Paper accepted for presentation at the 109<sup>th</sup> Annual Convention of the National Communication Association, National Harbor, MD, November 2023.

\*Top 4 Paper in Communication Ethics Division

Eger, E. K. & McDonald, J. (2023). *Queer approaches to qualitative organizational communication research*. Paper presented virtually at the annual convention of the International Communication Association, Toronto, ON, Canada, May 2023

McDonald, J. & Ruiz-Mesa, K. (2023). *Lessons from fieldwork at Undocumented Student Resource Centers: Best practices for supporting undocumented students in college-level teaching*. Paper presented at the Qualitative Research in Management and Organization Conference, Albuquerque, NM, April 2023

McDonald, J. & Ruiz-Mesa, K. (2022). *“I hate being called a Dreamer”: Managing discursive tensions at Undocumented Student Resource Centers*. Paper presented at the 108<sup>th</sup> Annual Convention of the National Communication Association, New Orleans, LA, November 2022.

McDonald, J. (2021). *Towards queering CCO scholarship: Examining communication as constitutive of (hetero)normative organizing*. Paper presented at the 107<sup>th</sup> Annual Convention of the National Communication Association, Seattle, WA, November 2021.

\*Top 4 Paper in Organizational Communication Division

McDonald, J. & Kenney, S. C. (2021). *Queering organizational communication research: Current trends and future directions*. Paper presented at the 107<sup>th</sup> Annual Convention of the National Communication Association, Seattle, WA, November 2021.

McDonald, J. & Ruiz-Mesa, K. (2020). *Conducting fieldwork in a time of uncertainty: Reflections on interviews and focus groups with Dreamers*. Paper accepted for presentation at the Qualitative Research in Management and Organization Conference, Albuquerque, NM, April 2020 (Conference postponed until 2022 due to COVID-19).

McDonald, J. & DeTurk, S. (2019). *Building critical coalitions through the closet metaphor*. Paper presented at the 105<sup>th</sup> Annual Convention of the National Communication Association, Baltimore, MD, November 2019.

Cruz, J. M., McDonald, J., Broadfoot, K. J., Chuang, A., & Ganesh, S. (2018). *“Aliens” in the academy: A collaborative autoethnography of foreign-born faculty*. Paper presented at the 104<sup>th</sup> Annual Convention of the National Communication Association, Salt Lake City, UT, November 2018.

\*Top 4 Paper in Ethnography Division



- McDonald, J., Harris, K. L., & Ramirez, J. (2018). *Revealing and concealing difference: A critical approach to disclosure and an intersectional theory of the “closet”*. Paper presented at the 104<sup>th</sup> Annual Convention of the National Communication Association, Salt Lake City, UT, November 2018.
- McDonald, J. & DeTurk, S. (2018). *Building intersectional alliances through the closet metaphor*. Paper presented at the Annual Conference of the Organization for the Study of Communication, Language, and Gender, South Lake Tahoe, CA, October 2018.
- McDonald, J. (2018). *Autoethnography in organizational communication: A reflexive and performative approach to organizational inquiry*. Paper presented at the Qualitative Research in Management and Organization Conference, Albuquerque, NM, March 2018.
- McDonald, J., Harris, K.L., & Ramirez, J. (2017). *The revealing and concealing of difference: Theorizing and expanding the “closet” metaphor*. Paper presented at the 103<sup>rd</sup> Annual Convention of the National Communication Association, Dallas, TX, November 2017.
- McDonald, J. (2017). *“Nobody has a clue”: The standpoint of international scholars in the U.S.* Paper presented at the 67<sup>th</sup> Annual Convention of the International Communication Association, San Diego, CA, May 2017.
- McDonald, J. (2016). *Negotiating the “closet” in U.S. academia: The experiences of international scholars on the job market*. Paper presented at the 102<sup>nd</sup> Annual Convention of the National Communication Association, Philadelphia, PA, November 2016.
- McDonald, J. (2016). *Queer methodologies in qualitative organizational research: Disrupting, critiquing, and exploring*. Paper presented at the Qualitative Research in Management and Organization Conference, Albuquerque, NM, March 2016.
- McDonald, J. & Kuhn, T. R. (2015). *Occupational branding for diversity: Managing discursive contradictions*. Paper presented at the 101<sup>st</sup> Annual Convention of the National Communication Association, Las Vegas, NV, November 2015.
- McDonald, J. (2014). *Building alliances at the margins: Rethinking organizational communication through postcolonial and queer theories*. Paper presented at the 100<sup>th</sup> Annual Convention of the National Communication Association, Chicago, IL, November 2014.
- McDonald, J. (2014). *Deconstructing foreignness: When a foreign worker is also quintessentially American*. Paper presented at the 100<sup>th</sup> Annual Convention of the National Communication Association, Chicago, IL, November 2014.
- McDonald, J. (2014). *Moving beyond body counting and the “embarrassed etc.”: Exposing and escaping a paradox of inclusivity in occupational rebranding efforts*. Paper presented at the 100<sup>th</sup> Annual Convention of the National Communication Association, Chicago, IL, November 2014.

- McDonald, J. (2014). *Queering difference research in organizational communication: A new paradigm to analyze and critique organizational life*. Paper presented at the 64<sup>th</sup> Annual Convention of the International Communication Association, Seattle, WA, May 2014.
- McDonald, J. (2014). *Expanding queer reflexivity: Shifting social identities, shifting meta-theoretical commitments*. Paper presented at the Qualitative Research in Management and Organization Conference, Albuquerque, NM, April 2014.
- McDonald, J. (2013). *What is an “occupation”? The constitutive force of occupational branding*. Paper presented at the 99<sup>th</sup> Annual Convention of the National Communication Association, Washington D.C., November 2013.
- McDonald, J. (2013). *The critical ethnographer’s dilemma: Tensions between maintaining positive connections with research participants and adopting a critical and feminist lens on their practices*. Paper presented at the 99<sup>th</sup> Annual Convention of the National Communication Association, Washington D.C., November 2013.
- McDonald, J. (2012). *Bringing an organizational communication perspective to work and occupations research: Theorizing occupational de-segregation through branding efforts*. Paper presented at the 98<sup>th</sup> Annual Convention of the National Communication Association, Orlando, FL, November 2012.
- McDonald, J. (2012). *Guidelines for communication-inspired occupational segregation research: Bridging culture and identity perspectives*. Paper presented at the 98<sup>th</sup> Annual Convention of the National Communication Association, Orlando, FL, November 2012.
- Koschmann, M. A, & McDonald, J. (2012). *Organizational authority, ritual, and communicative constitution*. Paper presented at the 98<sup>th</sup> Annual Convention of the National Communication Association, Orlando, FL, November 2012.
- McDonald, J. (2012). *Deploying strategic essentialism in a quest for diversity in IT: Crafting and marketing the identity of ‘technical women’*. Paper presented at the 62<sup>nd</sup> Annual Convention of the International Communication Association, Phoenix, AZ, May 2012. (Top 3 Student Paper in the Organizational Communication Division).
- McDonald, J. (2012). *Producing patriarchal heterosexual relationships through U.S. immigration law: The voices of legislated “housewives, babymakers, and sex partners” on H-4 dependent spouse visas*. Paper presented at the 62<sup>nd</sup> Annual Convention of the International Communication Association, Phoenix, AZ, May 2012.
- McDonald, J. (2012). *Reflexivity in the field: Queering the conversation*. Paper presented at the Qualitative Research in Management and Organization Conference, Albuquerque, NM, April 2012. (Paper awarded the “Management Learning Most-Thought Provoking Paper”).
- McDonald, J. (2011). *Conceptualizing occupations as communicatively constituted: Examining the relationship between organizations, work, and identities*. Paper presented at the 97<sup>th</sup> Annual Convention of the National Communication Association, New Orleans, LA, November 2011.

- McDonald, J. (2011). *A framework for examining the branding of organizational cultures: Implications for power, control, and identity*. Paper presented at the Annual Convention of the Western States Communication Association, Monterey, CA, February 2011.
- McDonald, J., & Fortney, J. M. (2010). *Men in gendered occupations: Towards a differences/similarities dialectic*. Paper presented at the 96<sup>th</sup> Annual Convention of the National Communication Association, San Francisco, CA, November 2010.
- Fortney, J. M., & McDonald, J. (2010). *Intercorporeal ethnography: How bodies matter in feminist research*. Paper presented at the 2010 Conference of the National Women's Studies Association, Denver, CO, November 2010.
- McDonald, J. (2010). *Gender identity negotiation during occupational training in a female-dominated field: The case of male and female nursing students*. Paper presented in the "Health Care: Professions & Provision – Reframing Gender" stream of the 6<sup>th</sup> International Conference on Gender, Work and Organization, Staffordshire, UK, June 2010.
- McDonald, J. (2010). *The implications of the communicative constitution of occupations on performances of identity in the workplace*. Paper presented at the Annual Conference of the Canadian Association of Communication, Montréal, QC, Canada, June 2010.
- McDonald, J. (2010). *Bringing feminist theory into qualitative organizational methods: The contributions of feminist organizational ethnography*. Paper presented at the Qualitative Research in Management and Organization Conference, Albuquerque, NM, April 2010.
- McDonald, J. (2009). *The evolution of dominant discourses of sexual harassment in a male-dominated and masculine gendered organization: A narrative analysis of one woman's experiences*. Paper presented at the 95<sup>th</sup> Annual Convention of the National Communication Association, Chicago, IL, November 2009.
- McDonald, J. (2008). *I agree, but...: Finding alternatives to controversial projects through public deliberation*. Paper presented at the International Conference on Rhetorical Citizenship and Public Deliberation, Copenhagen, Denmark, October 2008.
- McDonald, J. (2008). *The generative power of issue framing in a socio-technical controversy: How framing practices contributed to Hydro-Québec's new green energy policy*. Paper presented at the 58<sup>th</sup> Annual Convention of the International Communication Association, Montréal, QC, Canada, May 2008. (Top student paper in the Language and Social Interaction Division).
- McDonald, J. (2008). *Human and material agency in an international socio-technical controversy: Using material entities to debate the territorial dispute in the Arctic*. Paper included in the conference proceedings of the International Communication Association Preconference: What is an organization? Materiality, agency, discourse, Montréal, QC, Canada, May 2008.

McDonald, J. (2008). The reframing of energy efficiency during the Suroît controversy: A constitutive perspective (*Le recadrage de l'efficacité énergétique durant la controverse entourant le Suroît : une perspective constitutive*). Presented at the 76<sup>th</sup> Convention of the Association francophone pour le savoir, Québec City, QC, Canada, May 2008.

Benoit-Barné, C. & McDonald, J. (2007). *Socio-technical controversy about the creation of a natural-gas-fired electrical plant in Québec: Creating a context of opportunity for wind energy*. Article presented at the 93rd Annual Convention of the National Communication Association, Chicago, IL, November 2007.

McDonald, J. (2007). Public consultations as a space for public deliberation: The case of the Suroît (*Les audiences publiques comme lieu de délibération publique: le cas du Suroît*). Presented at the 75th Convention of the Association francophone pour le savoir, Trois-Rivières, QC, Canada, May 2007.

### **Refereed Conference Panels and Discussions**

Andrade, L. M., Cornejo, M., Guzman, S., Kam, J. A., McDonald, J., & Ruiz-Mesa, K. (2022). *Honoring PLACE: Advocating for undocumented students through communication research*. Discussion held at the 108th Annual Convention of the National Communication Association, New Orleans, LA, November 2022.

Kenny, S. C., Leslie, K. J., McDonald, J., Branton, S. E., Compton, C. A., & Dixon, J. (2020). *Queer(ing) organizational communication*. Discussion held at the 106th Annual Convention of the National Communication Association, Online, November 2020.

Leslie, K. J., Hanchey, J. N., Ashcraft, K. L., Ganesh, S., Cruz, J. M., Tarin, C. A., McDonald, J., & Eger, E. K. (2018). *Time's up on White, Western heteronormativity: Teasing out the future of organizational communication*. Discussion held at the 104<sup>th</sup> Annual Convention of the National Communication Association, Salt Lake City, UT, November 2018.

Mitra, R., McDonald, J., Kuhn, T. R., Kopczynski, J., Kramer, M. W., Dailey, S., Tracy, S. J., Malvini Redden, S., Jian, G., Fairhurst, G. T., Buzzanell, P. M., Pauly, J. A., Cheney, G., Sullivan, K., May, S., Fyke, J. P., & Miller, K. (2018). *Using LEGO playgroups to address current issues and future directions in organizational communication: Meta-theoretical, conceptual and intergenerational play*. Discussion held at the 104<sup>th</sup> Annual Convention of the National Communication Association, Salt Lake City, UT, November 2018.

Mitra, R., Putnam, L. L., Alberts, J., Barley, W., Buzzanell, P., D'Enbeau, S., Durso, S., Keyton, J., Kuhn, T., Leonardi, P., May, S., McDonald, J., & Scott, C. (2014). *The presence of our future(s): Reflections and suggestions on negotiating the academic job market*. Discussion held at the 100<sup>th</sup> Annual Convention of the National Communication Association, Chicago, IL, November 2014.

Taylor, B. C., Ashcraft, K. L., Barge, J. K., Broadfoot, K., Buzzannell, P., Cooren, F., Fortney, J. M., Keyton, J., Koschmann, M. A., Kuhn, T., McDonald, J., & Putnam, L. L. (2011). *But fade away? The current status of 'organizational culture' in organizational communication studies*. Discussion held at the 97<sup>th</sup> Annual Convention of the National Communication Association, New Orleans, LA, November 2011.

### **Non-Refereed Presentations**

McDonald, J. (2020). Decolonizing through language: Challenging the hegemony of English in organizational communication. Presented at the Decolonizing and Unconferencing: Social Justice in Organizational Communication pre-conference, National Communication Association, Online, November 2020.

McDonald, J. (2015). Occupational branding for diversity: Managing discursive contradictions. Presentation at Research Colloquium Series Nine, Department of Communication, University of Texas at San Antonio.

McDonald, J. (2012). Changing the “face” of computing and I.T. work: Re-branding occupational identities for gender diversity. Presented as a Research Lunch, Department of Communication, University of Colorado Boulder.

Koschmann, M. A., & McDonald, J. (2010). Communicative constitution and organizational inclusiveness. Presented as a Research Lunch, Department of Communication, University of Colorado Boulder.

McDonald, J. (2008). Framing and reframing practices of participants in a socio-technical controversy: problematization, methodology, and pre-analysis (*Les pratiques de cadrage et de recadrage des participants à une controverse socio-technique : problématisation, méthodologie et pré-analyse*). Presented at the Ouvroir de recherches potentielles en communication (The Workroom for Potential Research in Communication), Université de Montréal, Canada.

McDonald, J. (2007). The controversy surrounding the Suroît thermal plant: A deliberative approach (*La controverse entourant la centrale thermique du Suroît : une approche délibérative*). Presented at the Ouvroir de recherches potentielles en communication (The Workroom for Potential Research in Communication), Université de Montréal, Canada.

## **TEACHING EXPERIENCE**

### **Graduate Instruction**

University of Texas at San Antonio

COM 5003 Introduction to Graduate Studies in Communication  
Fall 2019 (hybrid course)  
Fall 2020 (online hybrid course)  
Fall 2021 (hybrid course)  
Fall 2022 (hybrid course)

- COM 5013    Communication Theory  
                    Fall 2016 (in-person course)  
                    Fall 2017 (in-person course)  
                    Fall 2018 (in-person course)
- COM 5033    Qualitative Research Methods; Fall 2018 (in-person course)
- COM 5103    Theory and Applications of Organizational Communication  
                    Spring 2015 (in-person course)  
                    Spring 2020 (switched online midway through semester)
- COM 5403    Organizational Communication  
                    Fall 2023 (hybrid course)
- COM 5413    Seminar in Organizations: Identity and Difference at Work  
                    Fall 2014 (in-person course)  
                    Spring 2018 (in-person course)  
                    Spring 2023 (hybrid course)
- COM 6933    Directed Readings  
                    Summer 2019 (in-person course)  
                    Summer 2020 (online asynchronous course)  
                    Summer 2021 (online asynchronous course)  
                    Summer 2022 (online asynchronous course)  
                    Summer 2023 (online asynchronous course)

### **Undergraduate Instruction**

University of Texas at San Antonio

- COM 3070    Conduct of Communication Inquiry  
                    In-person course  
                            Spring 2015; Fall 2015; Spring 2016; Spring 2017  
                    Hybrid course  
                            Fall 2023
- COM 3083    Language and Communication Theory (in-person course)  
                    In-person course  
                            Spring 2014
- COM 3893 /    Organizational Communication  
MGT 3123    In-person course  
                            Fall 2013; Spring 2014; Fall 2014; Summer 2015; Fall 2015;  
                            Summer 2016; Fall 2016; Summer 2017; Fall 2017; Summer  
                            2018; Fall 2018; Fall 2019  
                    Online hybrid course  
                            Fall 2020; Spring 2021  
                    Hybrid course  
                            Fall 2021
- COM 4813    Special Topics: Difference Matters at Work  
                    Hybrid course  
                            Fall 2022
- COM 4813    Special Topics: Communication and Gender  
                    In-person course  
                            Spring 2016; Spring 2017

University of Colorado Boulder (all courses taught in-person)

- COMM 2600 Organizational Communication  
Fall 2010; Spring 2011; Spring 2013
- COMM 3000 Careers in the Multicultural Workplace  
Spring 2013
- COMM 3210 Human Communication Theory  
Summer 2013
- COMM 3410 Intercultural Communication  
Spring 2011; Fall 2011; Spring 2012
- COMM 3740 Qualitative Communication Research Methods  
Fall 2012

University of Utah (all courses taught in-person)

- COMM 1020 Public Speaking  
Fall 2008
- COMM 3070 Communication and Gender  
Fall 2008; Spring 2009; Summer 2009
- COMM 3190 Intercultural Communication  
Spring 2009

**Teaching Assistant**

University of Colorado Boulder

- COMM 1020 Perspectives on Human Communication  
Fall 2009; Spring 2010

Université de Montréal

- CEP 3000 Rhetoric and Politics (*Rhétorique et politique*)  
Fall 2007
- COM 1500 Organizational Communication (*Communication et organisation*)  
Fall 2007; Winter 2008

**Invited Classroom Presentations and Discussions**

“Autoethnography and Reflexivity in Communication Research”

- Participation via Zoom in Dr. Lynsey Romo’s COM 342 (Qualitative Research Methods in Communication) undergraduate course  
North Carolina State University; March 2021, October 2021

“Developing an Intersectional Theory of Closeting”

- Participation via Zoom in Dr. Lynsey Romo’s COM 561 (Communication Theory) graduate course  
North Carolina State University; September 2020

“Queer Theory and Organizational Communication”

- Participation via Zoom in Dr. Kristina Ruiz-Mesa’s COMS 5800 (Humanities Theories in Communication) graduate course  
California State University, Los Angeles; April 2020

“Autoethnography in Communication Research”

Participant via Skype in Dr. Tiffany Wang’s COMS 200 (Introduction to Communication Research Methods) undergraduate course  
University of Montevallo; October 2019

“Queer Theory and the ‘Closet’ in Organizational Communication”

Participation via Skype in Dr. Kate Harris’ COMM 5441 (Communication in Human Organizations: Connection, Conflict, and Change) joint graduate and undergraduate Course  
University of Minnesota; February 2018, April 2019

“Sensitive Topics and Autoethnography in Qualitative Communication Research”

Participation via Skype in Dr. Lynsey Romo’s COM 542 (Qualitative Research Methods) graduate course  
North Carolina State University; March 2017, February 2019

“Queer Theory in Communication Studies”

Participation via Skype in Dr. Jenna Hanchey’s COM 740 (Communication Theory) graduate course  
University of Nevada at Reno; April 2018, November 2018

“Identity, Difference, and the ‘Closet’ in Organizational Communication”

Participation via Skype in Dr. Jane Jorgenson’s SPC 6934 (Work, Identity, and Organization) graduate course  
University of South Florida; October 2017

“Queering Organizational Communication Research”

Participation via Skype in Dr. Shinsuke Eguchi’s CJ 500 (Foundations of Communication Theory) graduate course  
University of New Mexico; November 2016

“Reflexive Practice in Fieldwork”

Presentation given via Skype to two sections of Dr. Renee Cowan’s COM 111 (Qualitative Research Methods) course  
Santa Clara University; October 2016, April 2017, October 2017, April 2018, April 2019

“Negotiating the Closet”

Presentation given to Dr. Viviana Rojas’ COM 4813 (Theory and Applications of Communication) course  
University of Texas at San Antonio; February 2016

“Communicating Social Identities at Work”

Presentation given to Dr. Rebecca Gill’s COMM 320 (Organizational Communication) Course  
Texas A&M University; March 2014



“Queer Reflexivity in Qualitative Research”

Participation via Skype in Dr. Sarah Tracy’s COM 609 (Advanced Qualitative Research Methods in Communication) course

Arizona State University; January 2013

“Communicatively Constructing National Identity in Québec”

Lecture given to two sections of Dr. Susana Martinez’s COMM 3410 (Intercultural Communication) course

University of Colorado Boulder; September 2010

**Teaching Activities**

Professional Development

Course in Effective Teaching Practices, Association of College and University Educators (ACUE),  
Fall 2023–Spring 2023

Strategies for Inclusive Teaching Institute, University of Texas at San Antonio, Summer 2022

Microcredential Course in Inclusive Teaching for Equitable Learning, Association of College and  
University Educators (ACUE), Spring 2022

Adobe Institute, University of Texas at San Antonio, Spring 2022

Innovation Academy Participant, University of Texas at San Antonio, Summer 2021

Ally Pilot Participant, University of Texas at San Antonio, Summer 2021

Applying the Quality Matters Rubric Workshop Participant, Spring 2020

Master’s Advisor

*Current:*

Alan Contreras	Projected Graduation: Fall 2023
Grace Garrett	Projected Graduation: Fall 2023
Claire Barrera	Projected Graduation: Spring 2024
JoeLynn Mulari	Projected Graduation: Spring 2024
Victoria Riojas	Projected Graduation: Spring 2024
Tron Walker	Projected Graduation: Spring 2024
Brandie Yale	Projected Graduation: Spring 2025

*Past:*

Chel Gonzales	Graduation: Spring 2023
Alejandra Morales	Graduation: Spring 2023
Kyra Pham	Graduation: Spring 2022
Saadia Abdi	Graduation: Fall 2021
Andrea Alejandro	Graduation: Fall 2021
Karina Coronel Mielke	Graduation: Fall 2021

Cindy Castellanos	Graduation: Spring 2021
Sara Norelius	Graduation: Spring 2021
Niana Pallatt (co-advisor)	Graduation: Spring 2021
Julia Aguillon	Graduation: Spring 2020
Joaquin Herrera	Graduation: Spring 2020
Lynette Guillory	Graduation: Fall 2021
Samantha Mendoza	Graduation: Spring 2020 Thesis title: <i>Kids in cages: A media analysis of Fox News coverage on family separation at the border</i>
Grant Pustelnik	Graduation: Spring 2020 Thesis title: <i>Dark charade: A qualitative study of cybervetting and identity management</i>
Gabriela Rodriguez	Graduation: Spring 2020 Thesis title: <i>Dare to dance: Exploring dance, vulnerability, anxiety, and communication</i>
Alisha Calderon	Graduation: Fall 2019
David Cortez	Graduation: Fall 2019
Mariana Dominguez (co-advisor)	Graduation: Fall 2019
John Fleming (co-advisor)	Graduation: Spring 2019
Andrea Lopez	Graduation: Spring 2019
Amanda Sanchez	Graduation: Spring 2019
Alicia Fawcett	Graduation: Fall 2018
Quentin Hemphill	Graduation: Fall 2018
Brandi McCarns	Graduation: Fall 2018
Jessica Ramirez	Graduation: Spring 2018 Project title: <i>Conflicting identities and acceptance in religious communities</i>
Jayne Simpson	Graduation: Summer 2017 Thesis title: <i>Bigger than football: Corporate social responsibility, domestic violence, and the National Football League</i>
Abril Villarreal	Graduation: Spring 2017

External Doctoral Committee Member

Jayne Simpson	University of Colorado Boulder Dissertation title: <i>Decision-making on the defensive line: A CCO-analysis of decision-making, authority, and ventriloquism</i> Graduation: Spring 2023
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External Master's Committee Member

Chelsy Albertson	Purdue University Thesis title: <i>Cru'd: Lesbian identity tension in campus crusade for Christ</i> Graduation: Fall 2021
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Vinicius Galante De Souza FGV-Sao Paulo School of Business Administration (Brazil)  
Thesis title: *Living old new lives, living new possibilities:  
The experiences of LGBTQ in organizations  
with diversity and inclusion policies*  
Graduation: Spring 2021

Internal Master’s Committee Member

*Current:*

Amber Sutherland Projected Graduation: Spring 2024

*Past:*

Brianna Gonzales Graduation: Spring 2023

Tessa Gregory Graduation: Spring 2023

María José Holguin Cruz Graduation: Spring 2023

Carolina Valdez Graduation: Spring 2023

Naessiamba Eab-Aggrey Graduation: Summer 2022

Thesis title: *Exploring the role of online pharmacies in  
Ghana*

Emma Lucero Graduation: Spring 2022

Cassandra Bryant Graduation: Fall 2021

Farrin Montero Graduation: Fall 2021

Leonardo Gamboa Graduation: Spring 2021

Thesis title: *Exploring the experiences and communication  
of living with bipolar disorder among Latinx  
college students in the United States*

Tia Mason Graduation: Spring 2021

Juan Price Graduation: Spring 2021

David Tharp Graduation: Spring 2020

Pauline Fields Graduation: Spring 2019

Julian Flores Graduation: Spring 2019

Ross Roach Graduation: Spring 2019

Michele Sleight Graduation: Fall 2016

Thesis title: *“Kicking the can down the road”:  
Understanding the discourse of Texas’  
school finance inequities*

Angelo Sano Graduation: Fall 2015

Master’s Independent Study Supervision

Summer 2020

Karina Coronel Mielke, “Organizational Communication at Dreamer Resource Centers”

Summer 2018

Alicia Fawcett, Quentin Hemphill, Andrea Lopez, and Brandi McCarns, “Personalized Readings in Area of Specialty”

Fall 2016 & Spring 2017

Jessica Ramirez, “Communication and the ‘Closet’”

Undergraduate Honor’s Thesis Committee Member

Elvia Valdes

Graduation: Spring 2015

Thesis title: *How are information and communication technologies (ICTs) used to initiate, maintain, and dissolve workplace romances?*

Taylor Waits

Graduation: Spring 2019

Thesis title: *University mission statements and whiteness*

Undergraduate Honors Contract Supervision in a Non-Honors Course

Samantha Casas      Fall 2017  
Natalie Crider      Fall 2016  
Jennifer Woods      Fall 2013

Undergraduate Independent Study Supervision

Fall 2014

Amanda McDonald and Elvia Valdes, “Communicating Gender and Difference”

**SERVICE**

**University Service**

University of Texas at San Antonio

Advising and Administration

Graduate Advisor of Record (2018–2022)

Committee Work

College of Liberal and Fine Arts Faculty Review Advisory Committee (2021–present)

Department of Communication Graduate Program Committee (2014–present)

Department of Communication Faculty Advisory Committee (2013–2017 and 2022–present; Chair 2015–2017)

Department of Communication Faculty Review Advisory Committee (2019–present)

Graduate Council Representative (2021–2023)

College of Liberal and Fine Arts Tenure and Promotion Guidelines Committee (2022)

Dreamers Resource Center Assistant Director Search Committee (2020–2021)

College of Liberal and Fine Arts Student Scholarship Committee (2020–2022)

Organizational Communication Search Committee, Chair (2015)

Communication Week Committee (2014–2016; Co-Chair 2014–2015)

Library Liaison

Department of Communication (2020–2022)

## University of Colorado Boulder

### Committee Work

Graduate Student Representative on the Department of Communication Graduate Program Committee (2011–2012)

### Graduate Student Governance

Communication Graduate Students Association, Diversity and Outreach Co-Chair (2010–2012)

### International Student and Scholar Services

Panelist answering social questions about academic and social life on U.S. campuses for new international students (2010)

## **Editorial Positions**

### Associate Editor

*Management Learning*, 2015–2020

### Virtual Special Issue Editor

*Management Learning*, 2016 (co-editor), 2019

### Editorial Board Member

*Academy of Management Learning and Education*, 2020–present

*Communication Monographs*, 2022–present

*Journal of International and Intercultural Communication*, 2023–present

*Management Communication Quarterly*, 2021–present

*Management Learning*, 2020–present

*Texas Speech Communication Journal*, 2018–2019; 2020–2021

### Editorial Assistant

*Journal of Applied Communication Research*, 2011

## **Journal Article Reviewer**

*Annals of the International Communication Association*, 2021

*Communication Monographs*, 2021; 2022

*Communication Research and Practice*, 2016

*Communication Studies*, 2017; 2018

*Equality, Diversity, and Inclusion*, 2021

*Gender Work and Organization*, 2012; 2014; 2015; 2019

*Journal of Applied Communication Research*, 2015; 2018

*Journal of Autoethnography*, 2019; 2020; 2022

*Journal of Communication*, 2017

*Journal of Men's Studies*, 2016

*Journal of Homosexuality*, 2013, 2022

*Journal of Organizational Ethnography*, 2018

*Management Communication Quarterly*, 2015; 2016; 2018; 2019; 2020; 2021; 2022; 2023

*Management Learning*, 2021; 2022; 2023

*Organization Studies*, 2016; 2019; 2020  
*Qualitative Research in Organizations and Management*, 2014; 2015; 2017; 2019  
*Qualitative Sociology*, 2015  
*Texas Speech Communication Journal*, 2018, 2021, 2022  
*Women's Studies in Communication*, 2016

### **Encyclopedia Article Reviewer**

*Oxford Research Encyclopedia of Communication*, 2016

### **Book and Book Proposal Reviewer**

Bristol University Press, 2019  
Palgrave Macmillan, 2021  
Routledge, 2020, 2022, 2023

### **Academic Convention Papers Reviewer**

International Communication Association  
Organizational Communication Division, 2016, 2017

National Communication Association  
Critical/Cultural Studies Division, 2015  
Gay, Lesbian, Bisexual, Transgender, and Queer Communication Studies Division, 2017  
Intercultural Communication Division, 2015  
Organizational Communication Division, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021,  
2022, 2023

### **External Reviewer for Tenure Case**

Undisclosed University, 2020  
Undisclosed University, 2022

### **Curriculum Development**

Associate Editor, *Organizational Communication in the News*, 2013–present

### **Professional Association Service**

#### Committee Member

Nomination Committee for the International Liaison, Organizational Communication  
Division, International Communication Association, 2023  
Organizational Communication Division Awards Committee, National Communication  
Association, 2020, 2021, 2022  
Best Critical Dissertation Competition, Critical Management Studies Division, Academy of  
Management, 2019  
Ethnography Division Awards Committee, National Communication Association, 2016

**Panel Chair**

Feminist and Women Studies Division, National Communication Association, 2019  
Organizational Communication Division, National Communication Association, 2013

**Respondent**

Organizational Communication Division, National Communication Association, 2015,  
2017  
Gay, Lesbian, Bisexual, Transgender, and Queer Communication Studies Division, 2017

**Reviewer**

Critical Management Studies Best Dissertation Award, Academy of Management, 2019

**Invited Presentations to the Community**

Invited by the UTSA Small Business Development Center to participate in a panel at the Second Annual American Business Women's Day Conference, "Women's Equity, Entrepreneurship, and Public Policy," 2018.

Invited by the University of Texas at Austin Communication Studies Graduate Community to participate in a panel on navigating the academic job search, 2014.

Invited speaker to discuss gender stereotypes at Sigma Feud event, Phi Beta Sigma Fraternity, University of Texas at San Antonio, 2013.

**LANGUAGES**

English: Fluent

French: Fluent

Spanish: Intermediate reading, writing, and speaking