

Jennifer S. Linvill, Ph.D.

11728 S. Springboro Road • Brookston, Indiana 47923 • 765-543-9063 • jlinvill@purdue.edu

EDUCATION

Purdue University, West Lafayette, IN

Ph.D. Organizational Communication

Aug 2018

Dissertation Title: “I Just Don’t Feel Like I am the Authentic Me: Navigating Identity and Organizational Identification Through Experiences of Workplace Incivility”

Committee Members: Stacey L. Connaughton (Chair), Patrice M. Buzzanell, Seungyoon Lee, Christie Sennott

M.A. Organizational Communication with minor in Research Methods

Dec 2008

Thesis Title: “Surviving Workplace Incivility: The Use of Supportive Networks as a Coping Strategy”

Committee Members: Stacey L. Connaughton (Chair), Patrice M. Buzzanell, Beverly D. Sypher

B.A. Law and Society with minor in Organizational Leadership and Supervision

Dec 1999

TEACHING EXPERIENCE

Visiting Assistant Professor

July 2021-May 2022

Organizational Behavior and Human Resources

Purdue University, Krannert School of Management

- Deliver instruction regarding key concepts, provide examples for practically applying key concepts to real life business scenarios, and facilitate activities and simulations that allow students to develop crucial skills.
 - Introduction to Organizational Behavior (OBHR 33000)
 - Negotiation and Decision Making (MGMT 44690)
 - Leadership (MGMT 65420 – Weekend MBA)

Course Coordinator and Instructor

Spring 2019

Business Principles for Organizational Leadership (TLI 152)

Purdue University, Polytechnic Institute, Technology Leadership & Innovation

- Overall Instructor rating 4.4 of 5 (45% Response Rating of 78 Total Students)
- Coordinated course sections and curriculum in large lecture course format.
- Provided students with a comprehensive introduction to business principles for organizational leadership in the context of organizational functions, structures, and operations in global, working organizations.
- Delivered instruction regarding key concepts related to business practices and provided examples for practically applying those concepts to real life business scenarios, allowing for the development of crucial skills for the workplace.
- Challenged students to consider difficulties faced by organizational leaders and how successful leaders tackle those challenges using leadership, technology, and other innovative strategies.

Graduate Teaching Assistant

Aug 2007 & Aug 2011

Fundamentals of Speech Communication (Com 114)

Purdue University, Brian Lamb School of Communication

- Engaged students in the study of communication theories as applied to speech in a small course format.
- Utilized practical communicative experiences ranging from interpersonal communication and small group processes to informative and persuasive speaking in standard speaker-audience situations.

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Organizational Training

Destructive Workplace Behaviors: An Awareness Training

Feb 2019, Feb 2020, March 2021

Tippecanoe School Corporation, Department of Career & Technical Education, Interdisciplinary Cooperative Education, McCutcheon High School

- Developed and taught an awareness training for the high school work-based learning program.

Curriculum Development

Conflict Management (OLS 477)

Summer 2019

Purdue University, Polytechnic Institute, Organizational Leadership Program

- Developed course curriculum that engages key theories and concepts.
- Created relevant learning outcomes, novel assignments and class activities, and methods of evaluation.

SCHOLARSHIP

Peer Reviewed Journal Article

Linvill, J. S. (2021). *I just feel like I can't connect: A communicative framework of destructive workplace behaviors, organizational disidentification, and organizational reidentification*. Manuscript submitted for publication.

Peer Reviewed Book Chapters

Linvill, J. S., & Connaughton, S. L. (2018). *Coping with workplace incivility: A qualitative study of the strategies targets utilize*. In R. West & C. S. Beck (Eds.), *Routledge Handbook of Communication and Bullying* (pp. 116-126). Routledge, Taylor, & Francis Group.

Connaughton, S. L., Williams, E. A., **Linvill, J. S.**, O'Connor, E. J., & Hayes, T. (2010). Temporary virtual teams: An empirical examination of team development. In S. D. Long (Ed.), *Communication, relationships, and practices in virtual work* (pp. 123-145). Hershey, PA: IGI Global.

Conference Proceeding

Connaughton, S. L., Williams, E. A., **Linvill, J. S.**, & O'Connor, E. J. (2009). *E-work and e-research: Findings from a study on temporary virtual teams and reflections on conducting research across geographic and temporal boundaries*. Proceedings from e-Society Conference at Shanghai Jiaotong University in Shanghai, China.

Conference Papers

Linvill, J. S. (2021, November). *I just feel like I can't connect: A communicative framework of organizational identification, discourse, and destructive workplace behaviors*. Accepted for presentation as part of a competitively selected panel at the National Communication Association annual convention, Seattle, WA.

Linvill, J. S. (2020, November). *A Communicative Framework of Identity*. Presented as part of a competitively selected panel at the National Communication Association annual convention, Indianapolis, IN.

Linvill, J. S. (2016, November). *An Examination of workplace incivility and emotion in organizations: "It's just the way it is" and you just get through the day*. Presented as part of a competitively selected panel at the National Communication Association annual convention, Philadelphia, PA.

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Linville, J. S., Williams, E. A., Connaughton, & O'Connor, E. J. (2011, November). *Refined trust: Team members give their voice to examining trust in temporary virtual teams*. Presented as part of a competitively selected panel at the National Communication Association annual convention, New Orleans, LA.

Linville, J. S. (2010, November). *Building bridges in communication theory: From common ground to multiperspectivalism*. Presented as part of a competitively selected panel at the National Communication Association annual convention, San Francisco, CA.

Connaughton, S. L., Williams, E. A., **Linville, J. S.**, O'Connor, E. J., & Hayes, T. (2010, November). *Temporary virtual teams: An empirical examination of team development*. Paper accepted as part of a panel presentation on *Communication, relationships, and practices in virtual work* (S.D. Long, Ed.). Presented at the National Communication Association annual convention, San Francisco, CA.

Berkelaar, B., **Linville, J. S.**, Williams, E. A. (2009, November). *An empirical examination of the impact of leader/ship development experiences on recommendations for a leadership center*. Presented at the National Communication Association Conference in Chicago, IL.

Connaughton, S. L., Williams, E. A., **Linville, J. S.**, & O'Connor, E. J. (2009, October). *E-work and e-research: Findings from a study on temporary virtual teams and reflections on conducting research across geographic and temporal boundaries*. Presented at the e-Society Conference at Shanghai Jiaotong University in Shanghai, China.

Linville, J. S. & Connaughton, S. L. (2009, November). *Coping with workplace incivility: Strategies targets utilize while staying in the organization*. Presented at the National Communication Association annual convention, Chicago, IL.

Berkelaar, B., Williams, E., & **Linville, J. S.** (2009, May). *Leaders define leadership: Discourses of leadership within an academic leadership development center*. Presented at the International Communication Association annual convention, Chicago, IL.

Connaughton, S. L., Williams, E., & **Linville, J. S.** (2008, November). *Distributed team development: Relationships among communication, leadership, and trust*. Invited paper presented at the National Communication Association annual convention, San Diego, CA.

Connaughton, S. L., Williams, E., & **Linville, J. S.** (2008, November). *Leading across time and space: Communication and trust in shared leadership contexts*. Invited paper presented at the International Leadership Association annual convention, Los Angeles, CA.

Shenoy, S., Williams, E., & **Linville, J. S.** (2008, May). *Anticipatory socialization in family businesses: (Co)Constructions of career and choice among successors*. Presented at the International Communication Association annual convention, Montreal, Quebec, Canada.

Linville, J. S. & Connaughton, S. L. (2007, November). *Disconnectedness at work: Perceived relationships among incivility, organizational identification, and intent to leave*. Presented at the National Communication Association annual convention, Chicago, IL.

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Conference Panels

Linville, J. S. (2019, July). *Navigating identity and organizational identification through experiences of destructive workplace behaviors*. Competitively selected “Research Spotlight” panel presented at the Aspen Conference on Engaged Communication Scholarship: Building Bridges in Polarized Times, Aspen, CO.

Linville, J. S. (2018, November). The Importance of Communication Research for Scholarly and Public Conversations About Bullying: Introducing the Routledge Handbook of Communication and Bullying. Panel presented at the National Communication Association Annual Convention, Salt Lake City, UT.

Williams, E., Vasby Anderson, K., Berkelaar, B., Jones-Bodie, A., **Linville, J. S.**, Munz, E., Pal, M., & Gill Rosier, J. (2013, November). *Exploring the case of Adrienne Pine: Making connections between career, professionalism, family, and the rhetoric surrounding the professor-mother*. Panel presented at the National Communication Association Annual Convention, Washington, DC.

Professional Publications

Linville, J. S. (July, 2019). What is the difference between privacy, confidentiality, and anonymity? Available at <https://www.irb.purdue.edu/docs/Privacy-Confid-Anon-Infographic---final.pdf>.

Holland, H. M. & **Linville, J. S.** (2019, July-August). Important considerations for protecting human research participants. *Dimensions of Discovery*. Available at <https://www.purdue.edu/research/dimensions/important-considerations-for-protecting-human-research-participants/>.

Professional Presentations

Linville, J. S., Love, S., Meyers, A., Whisnant, M., & Johnson B. L. (2019, August) *Informed consent, concise consent lessons learned*. Panel presented at the Indiana IRB Best Practices Symposium, Indianapolis, IN.

Ballard, R. & **Linville, J. S.** (2019, August). *NIH single IRB policy considerations*. Presented at the Indiana IRB Best Practices Symposium, Indianapolis, IN.

Linville, J. S. & Doyle, M. (2013). *Where H-1Bs and J-1s collide*. Presented at the Indiana State NAFSA Meeting, West Lafayette, IN.

Linville, J. S. & Doyle, M. (2013). *Collision: Where Fs, Js, and H-1Bs intersect*. Presented at the NAFSA Bi-Regional Conference, Indianapolis, IN.

Papers in Progress

Linville, J. S. (In progress—data collected). *Destructive workplace behaviors: Extending scholarship to provide a nuanced understanding towards meaningful solutions*.

Linville, J. S. (In progress—data collected). *Productively disrupting destructive workplace behaviors: Fostering connection, understanding, and mutual respect*.

Linville, J. S. (In progress—data collected). *Blame, guilt, and shame: Discourses surrounding destructive workplace behaviors*.

Linville, J. S. (In progress—data collected). *Courageous vulnerability: Constructively framing experiences of destructive workplace behaviors through discourse*.

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HONORS AND AWARDS

Purdue University, Office of the Vice President for Research and Partnerships, Above and Beyond Award, December 2016.

Midwestern Association of Graduate Schools 2010 Distinguished Master's Thesis Award Nominee, November 2009.

College of Liberal Arts Distinguished Master's Thesis Award Recipient, Purdue University, June 2009.

GRANTS

Purdue University Administrative & Professional Staff Advisory Committee (APSAC), Professional Development Grant, \$750 (Spring 2017).

Purdue University, College of Liberal Arts, Promoting Research Opportunities to Maximize Innovation and Scholarly Excellence (PROMISE) Award, \$750 (Spring 2016).

Purdue University Administrative & Professional Staff Advisory Committee (APSAC), Professional Development Grant, \$750 (Fall 2009).

Purdue University Administrative & Professional Staff Advisory Committee (APSAC), Professional Development Grant, \$500 (Spring 2006).

SERVICE

Mentor, USAID Liberia Strategic Analysis Program Summer, 2020
Mentored an early-career Liberian woman on leadership and communication skills, professional development, and network. Mentorship covered the following core topics: building and leading effective teams, gender and leadership, advocacy and upward influence, performance evaluations and giving feedback, followership, conflict resolution and negotiation, cultural differences and effectively connecting with others, professional writing, presenting ideas, utilizing social media and other forms of communication to lead.

Member, Advisory Committee on Equity April 2017 - Present
Purdue University, Office of the Vice President for Ethics and Compliance

Reviewer

Invited Reviewer, *National Communication Association*, Organizational Communication Division, 2021 Annual Conference, Individual Papers.

Invited Reviewer, *National Communication Association*, Communication as Social Construction Division, 2019 Annual Conference, Individual Papers.

Invited Reviewer, *Organizational Case Study Project (SPCM 433)*, Colorado State University, Spring 2016.

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PROFESSIONAL EXPERIENCE

IRB Administrator

Nov 2017 – July 2021

Purdue University, Human Research Protection Program, Institutional Review Board (IRB)

- Serves as the key contact and resource for IRB review of all research involving human subjects.
- Responsible for ensuring that all research at Purdue that involves human subjects is conducted in accordance with relevant federal guidelines and in an ethical manner that promotes the protection of the rights and welfare of the participants.
- Using review time metrics, continues to streamline and improve IRB submission and review processes.
- Provides training and guidance to the campus community regarding IRB regulations, submission, and review processes. (Average, approximate = 25-30 classroom trainings/workshops per semester)
- Supervises IRB Administrative/Professional staff, managing day-to-day workflow, processes, and procedures.
- Voting member of the IRB.

Senior Immigration Counselor and Liaison Collaboration Leader

Sept 2004 – Nov 2017

Purdue University, Office of International Students & Scholars

- Collaboratively worked with international faculty, staff, and students to prepare and file immigration paperwork for nonimmigrant work visa and greencard applications, while maintaining intercultural awareness of the experiences of these culturally diverse individuals.
- Developed and delivered presentations, trainings, and resources to Purdue stakeholders to assure compliance with federal regulations.
- Hired, trained, supervised, evaluated, and mentored student employees in complex tasks; trained, mentored, and coached junior ISS staff.
- Conveyed appropriate reporting, audit, and other sensitive information to government entities (i.e., Department of Homeland Security, Department of Labor, Department of State, Indiana Bureau of Motor Vehicles).
- Served as Liaison Collaboration Leader by preparing agendas and materials for ISS Advisory Board meetings, clearly articulating the ISS mission and goals to ISS partners, and ensuring that ISS business processes align with the business needs of these areas.

Immigration Paralegal

Mar 2000 – Aug 2004

Ford & Harrison LLP, Atlanta, GA

- Supervised legal secretary and entry-level paralegal positions.
- Prepared and filed U.S. business immigration cases.
- Researched U.S. case law and U.S. Federal Regulations to formulate strategies for cases.

CONSULTING

Consultant, Virtual (“Tiger”) Team Evaluation

2008

Ingersoll Rand, Carmel, IN

- Conducted a longitudinal study of this security technologies company’s special project that utilized virtual (“Tiger”) teams.
- Provided three written reports and presented findings to client and teams.

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Consultant, Training Plan and Program

Jan – May 2008

Jurinex Consulting, Inc., Dallas, TX

- Prepared a training and development program for new jury consultants focused on a general overview of trial consulting, preparing and conducting focus groups, and witness preparation.
- Utilized PowerPoint presentations published in Adobe Presenter for easy online access. This program provided all reading materials with corresponding quizzes and report writing activities to measure participants' comprehension of each section.