

**Camille G. Endacott**  
Curriculum Vitae – Updated September 2021

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University of North Carolina at Charlotte | Department of Communication Studies  
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**Education**

- PhD           University of California, Santa Barbara, 2017-2021  
Communication  
Emphasis in Information, Technology, & Society  
Doctoral Committee: Karen Myers (Co-Chair), Paul Leonardi (Co-Chair), Ronald E. Rice, Linda Putnam  
Dissertation title: *The Work of Identity Construction in the Age of Intelligent Machines*
- MA            University of California, Santa Barbara, 2015-2017  
Communication  
Thesis Committee: Karen Myers (Chair), Norah Dunbar, Linda Putnam  
Thesis Title: *Expertise Recognition as a Centripetal Force: Membership Negotiation in Non-profit Organizations*
- BA            Azusa Pacific University, 2011-2015  
Major: Communication Studies (Interpersonal/Organizational Emphasis)  
Minor: Journalism  
Summa Cum Laude

**Appointments**

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| Assistant Professor<br>University of North Carolina, Charlotte<br>Department of Communication Studies<br>Organizational Science Doctoral Program | August 2021-         |
| Graduate Student Researcher<br>University of California, Santa Barbara<br>Technology Management Program  | July 2017- June 2021 |
| Adjunct Faculty<br>Azusa Pacific University<br>Department of Communication Studies   | January-May 2020     |

Graduate Teaching Associate  
University of California, Santa Barbara  
Department of Communication

June - August 2019

Graduate Teaching Assistant  
University of California, Santa Barbara  
Department of Communication

September 2016 - June 2017

## Research

### Research Interests

I am interested in how people construct their identities at work, especially around emerging technologies, and with what consequences for organizing.

### Research Appointments

*Graduate Student Researcher* (September 2019 – Present). National Science Foundation Grant: Outsourcing Attention Management to Artificial and Human Agents in Organizations. Responsibilities include writing the grant proposal, collaborating on study design, gaining access to research sites, and conducting all data collection on the project.  
PI: Paul Leonardi, University of California Santa Barbara

*Graduate Student Researcher* (July 2017 – June 2019). Research assistant for a project examining the social organization of occupations that provide domestic support for wealthy individuals.  
PIs: Stephen Barley and Paul Leonardi, University of California Santa Barbara

*Research Assistant* (June 2016– January 2019). Research assistant for a Templeton-funded project that examined changes in religiosity and spirituality in older adulthood and the nature of older adults' membership in religious and non-religious organizations.  
PI: Vern L. Bengtson, University of Southern California

### Publications

Bengtson, V. L., **Endacott, C. G.**, Kang, S. L. C., & Gonzales, G. G. (2021). "Nones" in later life: Expressions of spirituality in religious and nonreligious individuals. In J. Stets & J. L. Heft (Eds.), *Empty Churches: Non-Affiliation in America*. Oxford University Press.

**Endacott, C. G.**, & Leonardi, P. M. (2020). Keep them apart or join them together? How identification processes shape orientations to network brokerage. *Communication Research*.

McClelland-Cohen, A., & **Endacott, C. G.** (2020). The signs of our discontent: Framing collective identity at the Women's March on Washington. *Communication Studies*.

- Endacott, C. G., & Myers, K. K.** (2019). Extending the membership negotiation model: Previous work experience and the reproduction and transformation of structures. *Management Communication Quarterly*.
- Nabi, R., Walter, N., Oshidary, N., **Endacott, C. G.**, Aune, A., Lew, Z., & Love-Nichols, J. (2019). Can emotions capture the elusive gain/loss framing effect? A meta-analysis. *Communication Research*.
- Kang, S. L. C., **Endacott, C. G.**, Gonzales, G. G., & Bengtson, V. L. (2019). Capitalizing and compensating: Older adults' religious and spiritual uses of technology. *Anthropology and Aging*, 40, 14-31.
- Bengtson, V. L., Kang, S. L. C., **Endacott, C. G.**, Gonzales, G. G., & Silverstein, M. (2018). Emerging developments in spirituality, religion, and aging. In V. L. Bengtson & M. Silverstein (Eds.), *New Dimensions in Spirituality, Religion, and Aging* (pp. 11-36). Routledge.
- Bengtson, V. L., **Endacott, C. G.**, & Kang, S. L. (2017). Older adults in churches: Differences in perceptions of clergy and older members. *Journal of Religion, Spirituality, & Aging*, 30, 154-178.
- Endacott, C. G.**, Hartwig, R. T., & Yu, C. H. (2017). An exploratory study of communication practices affecting church leadership team performance. *Southern Journal of Communication*, 82, 129-139.

#### **Conference Papers (Refereed)**

- Endacott, C. G. & Leonardi, P. M.** (2021, November). *Constructing identity with artificially intelligent agents*. Presented to the Human Communication and Technology division of the National Communication Association, Seattle, WA.
- Endacott, C. G.** (2021, November). *How AI technologies enable and constrain the enactment of multiple identities*. Presented to the Organizational Communication division of the National Communication Association., Seattle, WA.
- Endacott, C. G., & Leonardi, P. M.** (2021, July, virtual presentation). *Identity-based motivations for training machine learning algorithms: Exploring the unpaid labor that makes artificially intelligent technologies work*. Presented to the Communication and Technology division of the Academy of Management. **(Best Student-Led Paper Award in Organizational Communication and Information Systems Division)**
- Endacott, C. G., & Leonardi, P. M.** (2021, May, virtual presentation). *Identity-based motivations for training machine learning algorithms: Exploring the unpaid labor that makes artificially intelligent technologies work*. Presented to the Organizational Communication division of the International Communication Association.

- Endacott, C. G.,** Woo, D., & Myers, K.K. (2021, May, virtual presentation) *Navigating water cooler talks without the water cooler: Information seeking during remote socialization.* Presented to the Organizational Communication division of the International Communication Association.
- Endacott, C. G.** (2020, November, virtual presentation). *Designing the perfect work day: The work of organizing with artificially intelligent scheduling technologies.* Presented to the Organizational Communication division of the National Communication Association.
- Endacott, C. G.** (2020, August, virtual presentation). *Making houses talk: How the material gets organized to perform.* Presented to the Organizational Communication and Information Systems division of the Academy of Management.
- Endacott, C. G.** (2019, November). *Using Grounded Theory to theorize work practices.* Presented to the Organizational Communication division of the National Communication Association, Baltimore, MD.
- Endacott, C. G.,** & McClelland-Cohen, A. (2019, November). *Surviving fieldwork: Vulnerability in ethnographic research as challenge, data, and story.* Presented to the Ethnography division of the National Communication Association, Baltimore, MD.
- Endacott, C. G.** & Leonardi, P. M. (2019, November). *Making houses talk: Case studies in the organization of performativity.* Presented in the Scholar to Scholar session (Organizational Communication division) of the National Communication Association, Baltimore, MD.
- Endacott, C. G.** (2019, May). *Dimensions of socialization for contract workers.* Presented to the Organizational Communication division of the International Communication Association, Washington, D. C. (**Best Presentation, B.E.S.T. Session on Workplace Relationships**)
- Nabi, R., Walter, N., Oshidary, N., **Endacott, C. G.,** Aune, A., Lew, Z., & Love-Nichols, J. (2019, May). *Can emotions capture the elusive gain/loss framing effect? A meta-analysis.* Presented to the Information Systems division of the International Communication Association, Washington, D. C.
- Endacott, C. G.** (2019, February). *Work in the (online) smile factory: Future directions for the research of on-demand emotional expression in computer-mediated service work.* Presented to the Organizational Communication division of the Western States Communication Association, Seattle, WA.
- Endacott, C. G.** (2018, November). *The relationship between brokers' targets of identification and their tertius gaudens and tertius iungens orientation.* Presented to the Organizational Communication division of the National Communication Association, Salt Lake City, UT.

**Endacott, C. G.** (2018, November). *Communicating corporate social responsibility for contract workers*. Presented to the Organizational Communication division of the National Communication Association, Salt Lake City, UT. (**Top Student Paper, Top Four Student Paper Award in Organizational Communication Division**)

**Endacott, C. G., & Myers, K. K.** (2018, November). *Extending the membership negotiation model: Modalities of work experience and the reproduction and transformation of structures*. Presented to the Organizational Communication division of the National Communication Association, Salt Lake City, UT.

**Endacott, C. G.** (2018, February). *Drawing large and startling figures: Contriving occasions for mindfulness in organizations*. Presented to the Organizational Communication division of the Western States Communication Association, Santa Clara, CA. (**Top Four Paper Award in Organizational Communication Division, Top Student Paper Award in Organizational Communication Division**).

**Endacott, C. G.** (2017, November). *The recognition of expertise and membership negotiation in non-profit organizations*. Presented to the Organizational Communication division of the National Communication Association, Dallas, TX.

McClelland-Cohen, A. & **Endacott, C. G.** (2017, November). *Signs of discontent: Message framing at the women's march on Washington*. Presented to the Organizational Communication division of the National Communication Association, Dallas, TX.

**Endacott, C. G.** (2017, May). *Communication of past work experience as resource and repertoire for membership negotiation*. Presented to the Organizational Communication division of the International Communication Association, San Diego, CA.

Bengtson, V. L., **Endacott, C. G.**, & Kang, S. L. (2016, October). *The graying of churches: Perspectives of clergy and older congregation members*. Presented to the American Sociology Association, Atlanta, GA.

Hartwig, R. T., **Endacott, C. G.**, Yu, C. H. (2014, November). *Church leadership teams: Communication differences that make a difference*. Presented to the Group Communication division of the National Communication Association, Chicago, IL.

### **Conference Panels and Presentations**

**Endacott, C. G.** (2021, November). *Individuation versus optimization: Competing logics of administrative work between the men who automate it and the women who perform it*. Presented as part of the panel "Encoded erasure: The effects of gender and racial inequities in work arrangements and culture" to the Feminist and Gender Studies division of the National Communication Association, Seattle, WA.

**Endacott, C. G.** (2020, September, virtual presentation). *Managing identities with artificially intelligent technologies*. Organizational Communication Mini-Conference.

**Endacott, C. G.** (POSTPONED). *Putting work into words: Occasions for articulation in organizational practice and research.* To be presented at the International Qualitative Research in Management and Organization Conference. Albuquerque, NM.

**Endacott, C. G.** (2019, November). *The consequences of artificially intelligent scheduling in organizations.* Presented to the National Communication Association Pre-Conference, 'Theorizing the Future of Work: Communication, Technology, and Automation', Baltimore, MD.

**Endacott, C. G.** (2019, November). *Outsourcing attention management to human and artificial agents in organizations.* Presented to the Research-in-Progress Roundtable session at the National Communication Association Convention, Baltimore, MD.

**Endacott, C. G.** (2019, July). *Membership as consubstantiation in domestic organizations.* Presented at the 2019 Aspen Engaged Conference in Aspen, CO.

**Endacott, C. G.** (2018, October). *The outsourcing of time and attention and its implications for structures.* Presented at the Organizational Communication Mini-Conference (poster session) at Rutgers University in New Brunswick, NJ.

**Endacott, C. G.** (2018, May). *Socialization into independent contract work.* Presented to the Organizational Communication division of the International Communication Association, Prague, Czech Republic at the Research Escalator session.

**Endacott, C. G.** (2016, November). *Religious identities and membership negotiation in the workplace.* Paper presented as part of referred panel session to the Organizational Communication division of the National Communication Association, Philadelphia, PA.

### **Participation in Training and Professional Development**

August 2020. Competitively selected to participate in the 2020 doctoral consortium for the Organizational Communication and Information Systems division of the Academy of Management.

May 2019. "The Practice of Studying Communication Practice." Doctoral Consortium, Organizational Communication Division, International Communication Association, Washington D. C.

February 2019. "Qualitative data analysis: The backstage steps of crafting qualitative evidence." Pre-conference, Organizational Communication Division, Western States Communication Association Convention, Seattle, WA.

July 2018, 2019. Aspen Engaged Conference, Aspen, CO.

### **Honors and Awards**

Best Student-Led Paper Award Academy of Management Organizational Communication and Information Systems Division	2021
Best Presentation, B.E.S.T. Session on Workplace Relationships International Communication Association, Organizational Communication Division	2019
Continuing Fellowship University of California Santa Barbara, Graduate Division	2019
Finalist University of California Santa Barbara Grad Slam (Speed Research Presentation Competition)	2019
Top Student Paper Award, Top Four Student Paper Award National Communication Association, Organizational Communication Division	2018
Top Four Paper Award, Top Student Paper Award Western States Communication Association, Organizational Communication Division	2017
University of California Regents Fellowship	2015
Ronald Award Recipient (Highest university award given to one graduating senior) Azusa Pacific University	2015
Trustees' Scholar (Four year full tuition academic scholarship) Azusa Pacific University	2011

### **Teaching**

#### **Assistant Professor, University of North Carolina Charlotte**

*Advanced Organizational Communication* (COMM 4141). Fall 2021, Spring 2022.

*Communication Research Methods* (COMM 6100). Spring 2022.

#### **Adjunct Faculty, Azusa Pacific University**

*Professional Communication* (COMM 211). Spring 2020.

#### **Teaching Associate, University of California Santa Barbara**

*Communication and Organizational Membership* (COMM 152). Summer 2019.

#### **Teacher's Assistant, University of California Santa Barbara**

*Introduction to Communication* (COMM1). Winter 2016, Fall 2016, Winter 2017.

*Communication and Organizational Membership* (COMM152). Winter 2019.

*Marketing Communication* (COMM166). Spring 2017.

*The Dark Side of Interpersonal Communication* (COMM178). Summer 2018.

### **Reader, University of California Santa Barbara**

*Corporate Social Responsibility* (COMM108). Winter 2018.

*The Legal Community and the Courtroom* (COMM177). Spring 2019.

*Communication in Everyday Life* (COMM182). Fall 2018.

### **Certificates and Training**

*Summer Teaching Associate Institute* (STIA) Certificate. Summer 2019.

### **Additional Academic Experience**

*Editorial Assistant, Communication Research* (June 2018 – June 2021). Editorial assistant for Dr. Jennifer Gibbs.

*Contributor* (January-March 2019), Project on Understanding and Addressing Online Hate, Center for Information, Technology, and Society at University of California Santa Barbara. Advised by Dr. Joseph Walther.

*Editorial Assistant, Introduction to Statistics for the Social Sciences* (June - November 2016). Assistant for the revision and digitization of an Introduction to Statistics textbook for Dr. Miriam Metzger.

### **Presentations and Invited Talks**

*Emerging qualitative methods*. Invited topic group facilitator for the 2021 Organizational Communication Mini Conference. October 2021.

*Studying technologies in organizations*. Invited guest lecture, graduate seminar on organizational communication (Taught by Dr. Cliff Scott, UNC Charlotte). October 2021.

*Communication approaches to organizational science*. Invited guest lecture, graduate seminar on introduction to organizational science (Taught by Dr. Linda Shanock, UNC Charlotte). September 2021.

*Using Practice Theory to Study Technology in Use*. Invited guest lecture, graduate seminar on Practice Theory (taught by Dr. Samantha Shorey, UT Austin). April 2021.



*What You Wish You Had Known About Graduate School* (invited panelist). University of California, Santa Barbara, Lambda Pi Eta Honor Society. December 2020.

*Identity-based motivations for training machine learning algorithms: Exploring the unpaid labor that makes artificially intelligent technologies work.* Research Center for Work, Technology, and Organization at emlyon business school, France. December 2020.

*Qualitative Methods.* Presented virtually at the Multidisciplinary Research on Covid-19 and its Impacts Collaborative Symposium. University of California Santa Barbara. November 2020.

*Interdisciplinary research spotlight: Virtual Onboarding.* Invited radio appearance on California State University Channel Island's radio show, "About Education." August 2020.

*Automating Aspiration in AI Scheduling.* Department of Communication Grad Slam Colloquium, University of California Santa Barbara. March 2020.

*Engaged Research with Organizations.* Individualized Professional Skills Program Meet & Eat, University of California Santa Barbara. October 2019.

*Time Management.* Invited workshop, Transfer Student Orientation, Department of Communication, University of California Santa Barbara. September 2019.

*Wasted Time at Work.* Invited presentation, Graduate Division Lunch & Learn, University of California Santa Barbara. September 2019.

*Bringing Past Identities to Work.* Invited guest lecture, Intergroup Communication (COMM128). University of California Santa Barbara. August 2019.

*When Artificial Intelligence Makes Your Day.* Invited presentation, Yardi Systems. July 2019.

*When Artificial Intelligence Makes Your Day.* UCSB Grad Slam (preliminary, semi-final, and final rounds). University of California, Santa Barbara. April 2019.

*Workplace Flexibility: Balancing Work and Life.* Guest lecture, Communication and Organizational Membership (COMM152). University of California, Santa Barbara. March 2019.

*An Identity-Based View of Brokerage.* Presented to the Organizational Communication and Technology Research group at University of California, Santa Barbara, January 2019.

*Identities at Work.* Guest lecture, Organizational Communication (COMM122). University of California, Santa Barbara. November 2018.

*Career Networking Session* (invited alumni panelist). Azusa Pacific University, David C. Bicker  
Communication Ethics Impact Conference. February 2018.

*Applying to Graduate School* (invited panelist). University of California, Santa Barbara, Lambda  
Pi Eta Honor Society. December 2017.

*Raising Strong Women in STEM*. University of California, Santa Barbara, Tech Savvy  
Conference for young women and their parents. With Deeksha Dangwal, doctoral  
candidate in Computer Science. May 2017, March 2018.

### Grants

Conference Registration Fee Remission for highly ranked paper (\$150) International Communication Association Organizational Communication Division	2021
UCSB Graduate Division Minigrant on Covid-19 and its Impacts (\$2500) Project: "Understanding Organizational Assimilation in Remote Work Arrangements" Collaborators: DJ Woo, Karen Myers	2020
Doctoral Consortium Conference Grant (\$100) Organizational Communication and Information Systems Division, Academy of Management	2020
Qualitative Research in Management and Organization Convention Bursary (\$280)	2020
National Communication Association Student Caucus Travel Grant (\$170)	2019
Graduate Student Association Travel Grant (\$200) Graduate Division, University of California, Santa Barbara	2019
Fall Dissertation Write-In Fellowship (\$400) Graduate Division, University of California, Santa Barbara	2019
Individualized Professional Skills Grant (\$975) Skill: Organizational Consulting and Engaged Organizational Research Graduate Division, University of California, Santa Barbara	2019
Graduate Student Research Grant (\$500) Project: "Outsourcing Scheduling Decisions to Human and Artificial Agents" Department of Communication, University of California, Santa Barbara	2019
Academic Senate Doctoral Student Travel Grant (\$900) University of California, Santa Barbara	2019
Center for Information, Technology, and Society Student Travel Grant (\$500) University of California, Santa Barbara	2019

National Communication Association Student Caucus Travel Grant (\$145)	2018
Graduate Student Association Travel Grant (\$200) University of California, Santa Barbara	2018
Graduate Student Association Travel Grant (\$200) University of California, Santa Barbara	2017
National Communication Association Student Caucus Travel Grant (\$345)	2017
Graduate Student Association Travel Grant (\$200) University of California, Santa Barbara	2016

### **Service**

#### **Departmental Service**

*Virtual Meeting Room Host, Recruitment Weekend.* February 2021.

*ABD Student Representative, Graduate Student Advisory Committee to the Chair (GSACC).*  
January-December 2019; November 2020-Present.

*Graduate Buddy, Recruitment Weekend.* February 2016, 2017, 2018, 2019, 2020.

*Housing Tour Guide, Graduate Open House,* February 2019, 2020.

*Panelist, COMM500: Teaching College Communication.* October 2019, 2020.

*Content Editor, Department of Communication Newsletter.* September 2019.

*Workshop Host, Orientation for Incoming Transfer Students.* September 2019, October 2020.

*Volunteer, National Communication Association Graduate School Fair.* November 2015, 2016,  
2017, 2018, and 2019.

*Volunteer, Communication Career Day.* April 2016 and 2017.

*Master's Level Student Representative, Graduate Student Advisory Committee to the Chair  
(GSACC).* January-December 2017.

*First Year Student Representative, Graduate Student Advisory Committee to the Chair (GSACC).*  
January-December 2016.

#### **University Service**

*Mentor, Graduate Scholars Program.* September 2019-present. Mentored six new graduate students from underrepresented groups.

*Committee Member, Graduate Student Engagement Committee.* October 2015-June 2016.

**Service to the Discipline**

*Reviewer.* Western States Communication Association Convention, Organizational Communication Division. October 2018, 2019, 2021.

*Reviewer.* Academy of Management Annual Meeting, Organizational Communication and Information Systems division. January 2020, 2021.

*Panel Chair.* National Communication Association Convention, Organizational Communication Division. November 2019.

*Panel Chair.* Western States Communication Association Convention, Organizational Communication Division. February 2019.

*Registration Volunteer.* International Communication Association Convention. May 2018.

**Association Memberships**

Academy of Management	2020-
International Communication Association	2015-
National Communication Association	2014-
Western States Communication Association	2017-2020