

Jaime E. Bochantin

Curriculum Vitae

Rev. 9/2017

Department of Communication
UNC Charlotte
9201 University Circle Blvd.
Charlotte, NC 28223

Office: Colvard 5020
Cell Phone Number: 847.322.3682
Office Phone Number: 704.687.0459
Email: JBochant@uncc.edu

I: ACADEMIC AND PROFESSIONAL BACKGROUND

Educational Background

- Ph.D. Communication, August 2010, Texas A&M University, College Station
Primary Area: Organizational Communication
Secondary Area: Conflict Management and Negotiations
Minor: Management
Chair: Katherine I. Miller
Committee Members: Linda Putnam, Kevin Barge, Ramona Paetzold
- M.A. Corporate and Multicultural Communication Studies, *With Distinction*, June
2006, DePaul University, Chicago, IL
Advisor: Alexandra Murphy
- B.A. Communication Studies; Minor: History, *Magna Cum Laude*, June 2005,
DePaul University, Chicago, IL

Professional and University Experience

Academia

- Summer 2017-Present University of North Carolina, Charlotte
Associate Professor—Department of Communication
Associate Professor—Organizational Science Ph.D. Program
Core Faculty—Health Psychology Ph.D. Program
Graduate Program Director, Communication Studies
- Fall 2014-Spring 2017 University of North Carolina, Charlotte
Assistant Professor—Department of Communication
Assistant Professor—Organizational Science Ph.D. Program
Core Faculty—Health Psychology Ph.D. Program
- Fall 2013-Summer 2014 DePaul University, Chicago, IL
Full-Time Adjunct Professor/Instructor—The College of
Communication
- Fall 2013-Summer 2014 DePaul University, Chicago, IL
Adjunct Faculty—Driehaus College of Business

Spring 2013-Summer 2014	Loyola University, Chicago, IL Adjunct Faculty—Quinlan School of Business
Fall 2010-Summer 2013	Western Illinois University, Macomb, IL Assistant Professor—Department of Communication
Fall 2008-Summer 2010	DePaul University, Chicago, IL Adjunct Faculty—The College of Communication
Fall 2006-Summer 2008	Texas A&M University, College Station, TX Teaching Assistant
Winter 2006-Summer 2006	MacCormac Community College, Chicago, IL Instructor
Fall 2005	DePaul University, Chicago, IL Teaching Assistant

Research Lab

August 2016-present	Lab Leader, H.E.R.O. (H igh-reliability, E motion, and R isk in O rganizations) UNC Charlotte
---------------------	--

Consulting

September 2012-May 2014	Saylor.org Online College Course Content Developer, Consultant, & Instructor
May 2011-February 2013	Tara Trask & Associates, LLC Associate Litigation Consultant

Tutoring

September 2013-May 2014	Educate Online Instructor/Tutor for Writing, English and Math
-------------------------	--

II: SCHOLARLY RESEARCH

Refereed Publications

(* indicates work done with graduate students)

17. Bochantin, J. (2017). “Ambulance thieves, clowns, and naked grandfathers”: Using humor as a way to make sense of the relationship between work and family for public safety employees and their families. *Management Communication Quarterly*.

16. Banks, G., Pollack, J., Bochantin, J., Whelpley, C., O'Boyle, E., & Kirkman, B. (2016). The science-practice gap: Identifying the inherent principal-agent issue, addressing 'collaboration costs' and bridging the divide. *Academy of Management Journal*. **Voted as a top four article in AMJ for 2016.**

15. Bochantin, J. & Cowan, R. (2016). Focusing on emotion and work-family conflict research: An exploration through the paradigms. *Journal of Management Inquiry*.

14. Bochantin, J. (2016). "Tornadoes," "roller coasters," and "escaping Alcatraz:" Examining metaphors used by public safety employees and their families. *Communication Monographs*, 83, 214-238.

13. Bochantin, J. E., & Cowan, R. L. (2014). Acting and reacting: Work/Life accommodation and the blue-collar worker. *The Journal of Business Communication*, 53, 306-325.

12. Bochantin, J. (2014). "Long Live the Mensi-Mob:" Communicating support online with regard to organizational dialectical tensions. *Communication Studies*, 65(3), 260-280.

11. Malphurs, R., Bochantin, J. Drescher, H. & Framer, M. (2013). Too much frivolity, not enough femininity: A study of gender and humor at the U.S. Supreme Court. *Journal of Women, Gender and Law*, 23 (online journal). Retrieved from SSRN: <http://ssrn.com/abstract=2335613> or <http://dx.doi.org/10.2139/ssrn.2335613>. **Listed as a top ten most downloaded article by the Social Science Research Network.**

10. Bochantin, J. (2012). Musings from the deliberation room: The impact of humor on juror decision-making, *The Jury Expert*, 24, 1-5.

9. Pfaffman, T. & Bochantin, J. (2012). Contradictions and paradox in women's constructions of organizational power, *Communication Studies*, 63, 574-592.

8. Horan, S. M., Bochantin, J., & Booth-Butterfield, M. (2012). Humor In high stress relationships: Understanding communication in police officers' romantic relationships, *Communication Studies*, 63, 554-573.

7. Cowan, R. & Bochantin, J. (2011). Opposition, separation, imbalance and tough similarities: Blue-collar employees' work/life metaphors. *Qualitative Research Reports in Communication*, 12, 19-26.

6. Bochantin, J. (2012). Strategies for change: Recasting the professional female's experience with menopause in the workplace. *Human Communication*, 13, 315-335.

5. Bochantin, J., & Cowan, R. (2010). Total motherhood & having it all: Reproduction, maternity, and discourses of choice among female police officers. In L. O'Brien Hallstein & S. Hayden (Eds.), *Contemplating maternity in an era of choice: Explorations into discourses of reproduction*. Lexington Press. **Recipient of the 2011 Outstanding Book Award from the Organization for the Study of Communication, Language and Gender.**

4. Bochantin, J., & Cowan, R. (2010). I'm not an invalid because I have a baby...": a cluster of analysis of female police officers experiences as mothers on the job. *Human Communication, 13*, 319-335.

3. Cowan, R. & Bochantin, J. (2009). Pregnancy and motherhood on the thin blue line: Female police officers experiences as mothers in a highly masculinized work environment. *Women and Language, 32*, 67-88.

2. Putnam, L. & Bochantin, J. (2009). Gendered bodies: Negotiating normalcy and support. *Negotiations and Conflict Management Research, 2*, 57-73.

1. Bochantin, J. & Cowan, R. (2008). On being "One of the Guys:" How female police officers manage tensions and contradictions in their work and their lives. *The Ohio Communication Journal, 46*, 145-170.

Invited Publications

Cowan, R. & Bochantin, J. (in press). "Workplace Bullying." *International Encyclopedia of Organizational Communication*.

Bochantin, J. & Cowan, R. (in press). "Organizational Communication." *Encyclopedia of I/O Psychology*.

Books – Ancillary Material

Rothwell, C. (2016). *In the Company of Others*, New York, NY: Oxford. Prepared all of the Power Point chapters and test bank.

Edwards, C. Edwards, D., Wahl, H. & Myers, S. (2012). *The Communication Age*. Thousand Oaks, CA: Sage Publications. Prepared all of the ancillary material and Instructor Manual.

Under Review

Whelpley, C, Bochantin, J., Banks, J. (Revise and Resubmit). An inductive approach to autism at work: A neurodiverse perspective. *Journal of Business and Psychology*.

*Banks, G., Bochantin, J., Medaugh, M., Stamper, B., Caudill, L., & Scott, C. (Revise and Resubmit). The development of the "collective mind" in high-reliability organizations: A study of extreme teams. *Management Communication Quarterly*.

Salin, D., Cowan, R., Apospori, E., Bochantin, J., et al. (Revise and Resubmit). Workplace bullying across the globe: A cross-cultural comparison of human resource professionals' definitions and perceptions of negative acts. *Journal of Cross-Cultural Psychology*.

Salin, D., Cowan, R., Apospori, E., Bochantin, J. (Under Review). Prevention of and interventions in workplace bullying: A global study of human resource professionals' reflections on best practices. *International Journal of Human Resource Management*.

Salin, D., Cowan, R., Apospori, E., Bochantin, J. (Under Review). Workplace bullying across the globe: An international comparison of human resource professionals' definitions and perceptions of negative acts. *Journal of Cross-Cultural Psychology*.

Research in Progress

*Banks, G., Toth, A., & Bochantin, J. (in progress). The effectiveness of pre-registered research reports. Writing phase. Will submit to a methods journal.

*Bochantin, J., Hilaire, N., Sagui, S., et al. (in progress). Police officer health and well-being over the career length. Data collection process. Will submit to *Journal of Health Psychology, Work and Stress*, or *Journal of Health Communication*.

*Cowan, R., Clayton, E., & Bochantin, J. (in progress). Workplace bullying: The role of human resources management. Writing phase. Invited chapter in Workplace Bullying encyclopedia.

Cowan, R. & Bochantin, J. (in progress). Understanding workplace bullying from two perspectives: The case of the Persian Gulf and the United States. Writing phase. Invited chapter in Workplace Bullying book.

Bochantin, J., Cowan, R., & Smith-Mathis, R. (in progress). A qualitative exploration of emotion in work-family conflicts. Data analysis. Will submit to *Journal of Applied Communication Research* or *Qualitative Research Reports in Communication*.

Bochantin, J., Cowan, R., & Hosek, A. (in progress). When work and family collide: Using SEM to explore the relationship between emotion, conflict types, and outcomes. Awaiting IRB approval to collect data. Model constructed.

Cowan, R., Salin, D., Bochantin, J., et al. (in progress). This multi-phase project looks at workplace bullying in multi-national corporations and includes focus groups and interviews with HR professionals, interviews with managers and employee representatives, and online surveys of employees in countries in Europe, Asia and the Americas. I am a country partner for Bahrain and currently collecting data and conducting focus groups.

Bochantin, J. (in progress). Managing Millennials: A review of millenneials leadership and followership styles in the workplace. Writing phase. Will submit to either *Organization Science* or *Journal of Management*.

Conference Presentations

*Banks, G., Bochantin, J., Medaugh, M., Stamper, B., Caudill, L., & Scott, C. (2017). The development of the "collective mind" in high-reliability organizations: A study of extreme teams.

Paper to be presented at the National Communication Association's annual conference in Dallas, TX.

*Speights, S., Bochantin, J., Cowan, R. (2017). *Conflicted and emotional: A content analysis of work-family conflict*. Paper presented at the Academy of Management annual conference in Atlanta, GA.

*Bochantin, J., Cowan, R., & Speights, S. (2016). *Conflicted and emotional: A content analysis of work-family conflict events*. Paper presented at the Work Family Researchers Network conference in Washington, DC.

*Speights, S., Bochantin, J., & Cowan, R. (2016). *Stuck Between a Rock and a Hard Place: Strategies for Coping with Work-Family Conflict Events*. Paper presented at the Southern Sociological Society annual conference in Atlanta, GA.

Bochantin, J. et al. (November, 2015). *Peter Raposo and the advocacy for servant leadership*. Panel presented for the Religion Communication Division at the 2015 National Communication Association's annual meeting in Las Vegas, NV.

Salin, D., Cowan, R., & Bochantin, J., et al. (August, 2015). *Human Resource Professionals' Perceptions of Workplace Bullying from Across the Globe*. Symposium sponsored by the Human Resources and Organizational Behavior Divisions at the 2015 Academy of Management's annual meeting in Vancouver, British Columbia.

Bochantin, J. (May, 2015). *B.E.S.T.: The Dark Side of Organizations--Paranoia/Paradox, Risk/Disaster, Invisibility, Unemployment, Ostracizing and Beyond*. Respondent for the Organizational Communication Division at the 2015 International Communication Association's annual meeting in San Juan, Puerto Rico.

Cowan, R. & Bochantin, J. (May, 2015). *When Direction and Types Matter: Exploring Emotions and Outcomes in Work-Family Conflicts*. Paper presented for the Organizational Communication Division at the 2015 International Communication Association's annual meeting in San Juan, Puerto Rico.

Bochantin, J. E., & Cowan, R. L. (2014, November). *Emotions and work-family conflict: Directions in Communication Research*. Paper accepted for presentation in the Family Communication Division at the 2014 National Communication Association's annual meeting in Chicago, IL.

Bochantin, J. (June, 2014). "New directions in emotion and work-family conflict research: A paradigmatic approach," Paper presented at the Work and Family Researchers Network meeting, New York City, NY.

Bochantin, J. (November, 2013). "Ambulance thieves, clowns, and naked grandfathers": Using humor as a way to make sense of the relationship between work and family for public safety employees and their families, Paper presented at the National Communication Association meeting, Washington, D.C.

Bochantin, J. (November, 2103). "*Long live the Mensi-Mob:*" *Communicating support online with regard to organizational dialectical tensions*, Paper presented at the National Communication Association meeting, Washington, D.C.

Horan, S., Bochantin, J. & Booth-Butterfield, M. (April, 2012). *Humor in high stress relationships: Understanding communication in police officers' romantic relationships*, Paper presented at the Eastern Communication Association meeting, Cambridge, MA. **Top Paper.**

Bochantin, J. & Cowan, R. (April, 2012). *Acting and reacting: Work/life accommodation and the blue collar worker*, Paper presented at the Southern States Communication Association meeting, San Antonio, TX. **Top Paper Panel.**

Bochantin, J. (November, 2010.) *The relationship between work and family: Examining metaphors used by public safety employees and their families*, Paper presented at the National Communication Association meeting, San Francisco, CA.

Bochantin, J. (August, 2010). *A Meta-analytic review of the antecedents of work-family conflict*, Paper presented at the Academy of Management meeting, Montreal, Canada.

Bochantin, J. (April, 2010). "*If we don't laugh, we'll cry*": *Using humor as a way to make sense of the relationship between work and family for public safety employees and their families*, Paper presented at the Central States Communication Association meeting, Cincinnati, OH.

Bochantin, J & Cowan, R. (April, 2010). *Harmony, opposition, integration/separation, imbalance and tough similarities: Blue-collar employees and work/life metaphors*, Paper presented at the Central States Communication Association meeting, Cincinnati, OH.

Bochantin, J. & Cowan, R. (November, 2009). *Total motherhood & having it all: Reproduction, maternity, and discourses of choice among female police officers*, Paper presented at the National Communication Association meeting, Chicago, IL.

Bochantin, J. (April, 2009). *Avenues for change: Problematizing the conflict between work and family from a feminist perspective*, Paper presented at the Central States Communication Association annual meeting in St. Louis, MO.

Cowan, R. and Bochantin, J. (November, 2008). *Pregnancy and motherhood on the thin blue line: Female police officers experiences as mothers in a highly masculinized work environment*, Paper presented to the National Communication Association meeting, San Diego, CA. **Top Paper Panel.**

Bochantin, J. and Cowan, R. (October, 2008). "*I'm not an invalid because I have a baby...*": *A cluster analysis of female police officers experiences as mothers on the job*, Paper presented to the Organization for the Study of Communication, Language and Gender meeting, Nashville, TN.

Bochantin, J. (March, 2008). "*The mensi-mob:*" *Social support online with regard to organizational dialectical tensions*, Paper presented at Student Research Week, Texas A & M University. **Session Winner.**

Bochantin, J. and Cowan, R. (April, 2008). *On being "one of the guys:" How female police officers manage tensions and contradictions in their work and their lives*, Paper presented to the Central States Communication Association meeting, Madison, WI. **Top Paper.**

Bochantin, J. (April, 2008). *Aging online: Message of support in an online discussion board*, Paper presented to the Central States Communication Association meeting, Madison, WI. **Top Paper Panel and Finalist in the Organization for the Study of Communication, Language and Gender Top Conference Paper Award.**

Bochantin, J. (November, 2007). *Strategies for change: Recasting the professional female's experience with menopause in the workplace*, Paper presented at the National Communication Association meeting, Chicago, IL.

Putnam, L. & Bochantin, J. (November, 2007). *Negotiating during a time of change*, Paper presented at the Gender and Negotiation Conference at the Kennedy School of Government at Harvard University, Cambridge, MA.

Bochantin, J. (January, 2007). *The politics of a masculine organization*, Paper presented at the Humanities International Conference, Honolulu, HI.

Bochantin, J. (November, 2005). *"Staging a coup:" Women and leadership in the modern workplace*, Paper presented at the National Communication Association meeting, Boston, MA.

Bochantin, J. (April, 2005). *Gender politics: Staged covert control and the perpetuation of masculinity in the organization*, Paper presented at the Central States Communication Association meeting, Indianapolis, IN. **Top Student Paper.**

Bochantin, J. (November, 2004). *Performing gender: A communicative examination of the female body at work*, Paper presented at the National Communication Association meeting, Chicago, IL.

Reports

Bochantin, J., et al. (2017). "Turnover and retention initiative at Delhaize America." Report for the Salisbury Food Lion distribution center, Spring 2017.

"Predictive Characteristics for Success in Law Enforcement." White paper for Charlotte-Mecklenburg Police Department, Spring 2016.

"Femininity, Work and Life Balance/Conflict, and Female Police Officers: An Assessment of the Springfield Police Department." Also involved: R. Cowan, Spring/Summer 2007.

Internal Funding

\$4950: Faculty Research Grants, College of Liberal Arts and Sciences, UNC Charlotte. (2014). A Qualitative Exploration of Emotions in Work-Family Conflicts. PI: Jaime Bochantin.

\$300: International travel grant, Office of International Programs, University of North Carolina, Charlotte (2014).

\$3500: Summer research grant, Office of the Provost, Western Illinois University, Macomb, IL, October (2010).

\$800: Dissertation research grant, Department of Communication, Texas A & M University, College Station, TX (2009).

\$1000: Research grant, Department of Communication, Texas A & M University, College Station, TX, May (2008).

\$300: Travel grant, Glasscock, Texas A&M University, College Station, TX (2007).

Internal Funding (Not Funded)

\$74,000: UNC Inter-Institutional Planning Grant, UNC Charlotte (2017). Stress, health, and well-being in police officers across the career length: An inter-university collaboration examining occupational health and relationship satisfaction. PI: Jaime Bochantin

External Funding (Funded)

\$40,000: Sponsored project by the Oregon Department of Transportation to design and implement a supervisor training program on reducing workplace bullying and harassment by supervisors in highway construction. 2016-2017. PI: Jaime Bochantin

\$10,000: Grant awarded by People's Energy and distributed to the Center for Changing Lives, Humboldt Park Social Services, Chicago, IL, 2005. PI: Jaime Bochantin.

External Funding (Not Funded)

\$308,389: Stress, health, and well-being in police officers across the career length: An examination of occupational health and relationship satisfaction. Grant application submitted to the Office of Community Oriented Policing Services. Department of Justice. 2017. PI: Jaime Bochantin

Training and Development, Consulting, Invited Lectures/Presentations, and Media Coverage

Training and Development

Executive Education Program, UNC Charlotte:

Trainer, Open enrollment program: "Getting to the Win-Win: Effective Negotiation Skills," March 2017.

Training module for AAA Charlotte, “Talent management: Job engagement and leading performance,” March 2017.

Trainer, Open enrollment program, “Leveraging your leadership: Maximizing human capital to drive results,” September 2016.

Training module for Siemens Energy (Charlotte, NC), “Developing Executive Leadership Skills,” June 2016.

Training module for TIAA (Charlotte, NC), “Moving from Operational Manager to Strategic Leader: Developing Visionary Leadership Skills,” May 2016.

Training module for the Masters of Real Estate program at UNCC (Charlotte, NC), “Negotiating principles in real estate,” April 2016.

Training module conducted for AAA’s iLead program (Charlotte, NC), “Selection, Retention, and Development of Talent,” April 2016.

Training module for the Masters of Real Estate program at UNCC (Charlotte, NC), “Creating and delivering winning presentations,” March 2016.

Training module conducted for the Emerging Business Leaders program through the Charlotte Chamber of Commerce (Charlotte, NC), “Managing and Motivating Your Workforce,” February 2016.

Trainer, Open enrollment program, “Leveraging your leadership: Maximizing human capital to drive results,” September 2015.

Training module for the Association of Corporate Counsel Mini-MBA program (Charlotte, NC), “Leading with the Head, Hands and Feet: Strategies for Empowerment,” August 2015.

Independent Training and Development

Trainer, Two-Day Continuing Professional Education (CPE) training module at PrimeGlobal Accounting Association (Chicago, IL). *Business Development Bootcamp*, August 2017, 2016.

Trainer, Two-Day Continuing Professional Education (CPE) training module at PrimeGlobal Accounting Association (Chicago, IL) on the topics of business development, effective networking, proposal writing, and negotiation, May 2013.

Assisted in the creation of a Professional Development certificate for The Saylor Foundation. Also developed and consulted on multiple business courses including Organizational Behavior, Conflict Management/Negotiations, Introduction to Business and Public Relations/Social Media.

Trainer, Continuing Legal Education (CLE) training module at Foley & Lardner (Chicago, IL), "Social Media and the Courtroom," December 2012.

Training session at the American Society for Trial Consulting's annual meeting, "Trial Consulting 101: From pre-trial to discovery—everything you need to know," June 2011.

Trainer, Continuing Professional Education (CPE) training module with Kolb + Company Accounting Firm (Brookfield, WI), "Organizational Change," September 2011.

Training module with Milwaukee's Young Professionals Organization, "Generational Differences in the Workplace," December 2010.

Training module with Milwaukee's Young Professional Organization, "Conflict Management and Negotiation," December 2010.

Trainer, Continuing Professional Education (CPE) training module with Kolb + Company Accounting Firm (Brookfield, WI), "Leadership Training," November 2010.

Guest Speaker and Workshop Facilitator, Macomb Police Department Spouse Support Group, "Strategies and coping mechanisms for spouses of police officers," September, 2010.

Trainer, Continuing Professional Education (CPE) training session and presentation to Kolb + Company Accounting Firm (Brookfield, WI), "How to Work a Room: Effective Networking Strategies," August 2010.

Training module with Milwaukee's Young Professionals Organization, "How to Work a Room: Effective Networking Strategies," June 2010.

Training module with Suburban Law Enforcement Academy, "The Influence of a Career in Law Enforcement on Family Life," May 2010.

Consulting and Community Research Projects

\$39,000: Charlotte-Mecklenburg Police Department, Emotional Intelligence Instrument Development and Implementation, January 2016-Present. PI: Jaime Bochantin

\$21,000: Food Lion, Improving Employee Retention in the Third Shift, October 2016-May 2017.

Invited Speeches, Lectures, and Presentations

Invited Speaker, PrimeGlobal IT annual conference, "The Power of Introverts", August 2017, Washington DC.

Invited speaker, PrimeGlobal Emerging Leaders annual conference, "Leveraging Your Behavioral Style: The DiSC Approach," August 2016.

Invited guest scholar, Leadership and Sales business course, UNCC Belk College, “Negotiating to Win: How to Conduct Yourself in a Competitive Business Environment,” June 2016.

Invited speaker, PrimeGlobal Managing Partners annual conference, “The Power of Introverts: Leveraging Different Personalities for Effective Leadership,” June 2016.

Invited webinar speaker, PrimeGlobal Women’s Leadership Series, “SMART Goals: Moving From Proactive to Reactive to Drive Employee Engagement,” May 2016.

Invited guest scholar, Leadership and Sales business course, UNCC Belk College, “Behavioral Selling: Using DiSC to Understand Behavior,” May 2016.

Invited speaker, Bahrain Institute of Banking and Finance, “Principles of Negotiation: Improving Your Effectiveness in a Competitive Business Environment,” May 2016.

Invited speaker, HR Conference for the Bahrain Society of Training and Development, “Creating Collaboration and Well-being in the Workplace,” May 2016.

Invited speaker, HR Conference for the Bahrain Society of Training and Development, “Moving from operational manager to strategic leader: Developing visionary leadership skills,” May 2016.

Invited guest scholar, Criminal Offender course, University of North Carolina-Charlotte, November 2015: “Motivation and Behavioral Styles: Applying the DiSC Assessment in the Law Enforcement Profession.”

Invited guest scholar, Introduction to Communication course, Davidson College, North Carolina, November 2015: “Work-life Negotiation Strategies Among Non-Standard Employees.”

Invited Colloquium Speaker, Health Psychology Ph.D. Program, University of North Carolina-Charlotte, November 2015: “Stress, Burnout, and Emotion Management: Promoting Individual and Organizational Well-Being in the Workplace.”

Invited Keynote Speaker, Students4Giving Social Work Conference, University of North Carolina-Charlotte, January 2015: “Stress, Burnout, and Emotional Labor: Promoting Individual and Organizational Well-Being in Workplace.”

Invited Colloquium Speaker, Organizational Science Current Topics, University of North Carolina-Charlotte, November 2014: “When Work and Family Collide: Issues of Emotion, Pro and Anti-Social Outcomes, and Coping Strategies.”

Guest Lecturer, Juvenile Offender undergraduate course, University of North Carolina-Charlotte, 2015, 2014: “A Social Constructionist Approach to Gender and Delinquency.”

Guest Lecturer, Introduction to Law Enforcement undergraduate course, University of North Carolina-Charlotte, 2015, 2014: “Behind the Badge: Police Officer Culture, Personality and Job Stress.”

Invited Speaker, Presentation on an Introduction to the Field of Communication to the graduating class from Christo Rey High School, Chicago, October 2011.

Invited Speaker, Delta Sigma Pi Business Fraternity, Western Illinois University, Macomb, IL, April 2011: “Netiquette’ for Successful Professional E-Communication.”

Invited Speaker, Delta Sigma Pi Business Fraternity, Western Illinois University, Macomb, IL, January 2011: “Transformational Leadership in the Workplace.”

Invited visiting faculty member, DePaul University-Bahrain, March 2011, June 2012, May 2014, April 2015, May/June 2015. Taught MGT 563-Negotiations to MBA students in Bahrain and MGT 523—Selection and Recruitment to MSHR students.

Invited Speaker, University of Nevada-Las Vegas, February 2011: “Mediation 101: How to Create Co-Construction of Meaning and Mutual Gains in Conflict Scenarios.”

Guest Lecturer, Small Group Communication Processes and Collaboration undergraduate course, Texas A & M University, College Station, TX, March 2008: “Problematizing Work-Family Conflict.” Professor: Kevin Barge.

Guest Lecturer, Rhetorical Criticism undergraduate course, Texas A & M University, College Station, TX, September 2007: “Principles of Feminism.” Instructor: Chris Cudhay.

Guest Lecturer, Intercultural Communication undergraduate course, DePaul University, Chicago, IL, May 2005: “Language and Identity.” Professor: Kimberly Moffitt

Guest Lecturer, Intercultural Communication undergraduate course, DePaul University, Chicago, IL, September 2005: “Identity and Intercultural Communication.” Professor: Lucy Xing Lu

Guest Lecturer, Intercultural Communication undergraduate course, DePaul University, Chicago, IL, October 2005: “Language and Intercultural Communication,” Professor: Lucy Xing Lu

Guest Lecturer, Intercultural Communication undergraduate course, DePaul University, Chicago, IL, October 2005: “Popular and Folk Culture,” Professor: Lucy Xing Lu.

Media Coverage

Bochantin, J. (2016, May 11). Coverage on my work with CMPD on developing an emotional intelligence measure: <http://qcitymetro.com/2016/05/03/putney-arresting-suspect-at-church-was-indefensible/>

Bochantin, J. (2015, September 3). Executive education at UNC Charlotte. *The Live Wire*. Retrieved from <http://livestream.uncc.edu>

Malphurs, R., Bochantin, J., Drescher, H., and Framer, M. (2013, Oct 7). Inquisitive Justices? No argument there! *The New York Times*.

Retrieved from http://www.nytimes.com/2013/10/08/us/inquisitive-justices-no-argument-there.html?ref=adamliptak&_r=0

Horan, S. M., Bochantin, J., Booth-Butterfield, M. (2012, Sept 27). Humor and coping with stress. *The Academic Minute, by Inside Higher Education*. Retrieved from <http://www.insidehighered.com/quicktakes/2012/09/27/academic-minute-humor-and-coping-stress>.

Certificates

Everything DiSC Workplace (40-hour accreditation program)—Trained and certified in the DiSC assessment which uncovers the behavioral styles of employees from the same organization in order to improve employee communication, performance, motivation and productivity.

“Best Practices in Online Teaching,” Certified Online Instructor from the Center for the Innovation of Teaching and Research (CITR), Western Illinois University, 2010.

“Best Practices in Training and Development,” Certified trainer from the Center for the Innovation of Teaching and Research (CITR), Western Illinois University, 2010.

Certified Mediator (40-hour basic course)—Trained in mediation and dispute resolution services for members of the community including family disputes, roommate disputes, student-teacher disputes and organizational conflict.

III: TEACHING

University of North Carolina, Charlotte—Department of Communication Studies

- Organizational Communication
- Conflict Management and Negotiation
- Interpersonal Communication
- Darkside of Organizational Communication (MA)

University of North Carolina, Charlotte—Organizational Science Ph.D. Program

- Advanced Qualitative Research Methods
- Organizational Science Overview course

Loyola University, Chicago, IL—Quinlan School of Business

- Organizational Recruitment, Selection and Socialization
- Conflict Resolution in the Workplace and Alternative Dispute Resolution (MSHR/MBA)
- Employee-Management Relations (MSHR/MBA)
- Organizational Behavior
- Group Process, Leadership and Facilitation (MSHR/MBA)
- Organizational Change and Development (MSHR/MBA)

DePaul University, Chicago, IL—The College of Communication and The Driehaus College of Business

- Organizational Communication
- Organizational Recruitment, Selection and Socialization (MBA, MSHR)
- Principles of Management
- Introduction to Human Communication
- Negotiations and Conflict Management (MBA, MSHR, MA and Undergraduate)
- Organizational Culture and Communication (MA)
- Compensation & Benefits (MSHR)
- Strategic Management of Human Resources (MBA)
- Performance Management (MSHR)

- ONLINE COURSES:
 - o Introduction to Human Communication
 - o Organizational Communication
 - o Negotiations and Conflict Management

Western Illinois University, Macomb, IL—Department of Communication

- Advanced Organizational Communication
- Introduction to Human Communication
- Conflict Management and Negotiation
- Qualitative Research Methods (MA and Undergraduate)
- Organizational Behavior & Communication (MA and Undergraduate)
- Training & Development
- Communication and Leadership

- ONLINE COURSES:
 - o Introduction to Human Communication
 - o Professional and Public Speaking

Texas A & M University, College Station, TX—Mays Business School and The Department of Communication

- Negotiations and Conflict Management
- Small Group Communication
- Public Speaking

MacCormac Community College, Chicago, IL

- Public and Professional Speaking
- Business Writing

IV: SERVICE ACTIVITIES

Community

Faculty mentor to a gifted sophomore high school student from the Horizons program at East Mecklenberg High School in Charlotte. Assisted and advised student's research project on body language and public speaking, Fall, 2014.

Presentation to the Macomb police department spouse support group on strategies and coping mechanisms to handle a partner in law enforcement, September, 2010.

Grant proposal written and submitted on behalf of the Center for Changing Lives, Humboldt Park Social Services, Chicago, IL. Grant proposal accepted and funded for \$10,000 by People's Energy. October, 2005.

Professional

Elected At-Large Member of the Legislative Assembly for the National Communication Association (2017-2020)

Respondent, International Communication Association annual conference, Organizational Communication Division, 2015

Chair, Professional Education Committee, American Society of Trial Consultants (2011-2016)

Chair, Organizational and Professional Communication Division, CSCA (2011-2012)

Vice-Chair, Organizational and Professional Communication Division, CSCA (2010-2011)

International Communication Association Organizational Communication Paper Reviewer, 2016, 2015

Central States Communication Association Organizational and Professional Division Paper Reviewer, 2007, 2008, 2009, 2010, 2012, 2014

National Communication Association Organizational Division Paper Reviewer, 2007, 2008, 2010, 2011, 2012, 2014

National Communication Association Feminist and Women's Studies Division Paper Reviewer, 2008, 2009, 2013

Editorial Work

Associate Editorial Board Member, *Communication Studies*, 2013-2015

Invited Reviewer, *Journal of Applied Communication Research*, Summer 2016

Invited Reviewer, *Human Relations*, Fall 2012-present

Invited Reviewer, *Communication Education*, 2011

Invited Reviewer, *Journal of Computer Mediated Communication*, 2011

Invited Reviewer, *Communication Monographs*, Fall 2010-present

Invited Reviewer, *Journal of Health Communication*, Fall 2009- present

Professional Organizations

American Society of Trial Consultants member since 2011

The Society for Human Resource Management member since 2010

Organization for the Study of Communication, Gender and Language member since 2008

Academy of Management member since 2006

National Communication Association member since 2000

Central States Communication Association member since 2004

University

College of Liberal Arts and Sciences, UNC Charlotte:

Research Advisory Committee, College of Liberal Arts and Sciences, University of North Carolina, Charlotte, 2015-2016

Faculty Council Representative, College of Liberal Arts and Sciences, University of North Carolina, Charlotte, 2015-2017

Department of Communication, UNC Charlotte:

Graduate Program Director, 2017-present

Member, Advisory Committee, 2016-2017

Member, Graduate Admissions Committee, Spring 2016, Spring 2015

Organizational Science Ph.D. Program, UNC Charlotte:

Member, Advisory Committee, 2016-2017

Member, Ph.D. Selection Committee, Spring 2015

Faculty Mentor, Organizational Science Summer Institute, Summer 2015, 2017

Department of Communication, Western Illinois University:

Member, Graduate Admissions Committee, Department of Communication, Western Illinois University, 2011 and 2012

Member, Assessment Committee, Department of Communication, Western Illinois University, 2011

Member, Curriculum Committee, Department of Communication, Western Illinois University, 2010

Thesis and Dissertation Committees

University of North Carolina, Charlotte:

Committee Member, Advisory Committee and Masters Thesis, Meredith Griffin. Health Psychology Ph.D. Student.

Committee Member, Masters Thesis. Alexander Kello. "First Responders, Virtual Communities and Occupational Identity."

Advisor, Pre-doctoral project. Allison Toth. Occupational health study of police officers.

Advisor, Pre-doctoral project. Elizabeth Clayton. Building Resilience: Initial investigation of a resilience building framework

Chair, Masters Directed Project. Meredith Richardson. "Community Mediation" (title is tentative).

Chair, Masters Directed Project, Brittany Little.

Chair, Dissertation. Sabrina Speights. "Work-life balance and sanctions across lower-level employees" (title is tentative).

Committee Member, Dissertation. Daniel Davis. "Proto-institutionalization as a complex social process: The emergence of diversity practices in STEM education."

Committee Member, Dissertation. Leann Caudill. "Shared leadership and teams" (title is tentative).

Committee Member, Dissertation, Mallory Fiery (2016). "Exploring the impacts of self-compassion and psychological flexibility on burnout and engagement among animal shelter staff."

Committee Member, Pre-doctoral thesis proposal. Medaugh, Melissa. "Conflict in the Investor-Founder Relationship," 2015.

Committee Member, Dissertation. Nadia Abusaymeh Najjar. "Group modeling, recommendation and evaluation in collaborative filtering group-based recommender systems," 2015.

Western Illinois University:

Chair. Masters Thesis. Bryant, Jeffery. "Conflict Management in Superior/Subordinate Relationships," 2012.

UNCC Qualifying Exam Committees

2017 Magin Day, Emma Butterworth

2016 Daniel Davis, Nicole Heschong

2015 Leann Caudill, Sabrina Speights

DePaul MA Comprehensive Exam Administration

2013 Lisa Dahm, Shana Jones

2012 Katie Bijak, Kristen Jackson, Elena Manovska, Amanda Parada, Peter Raposo, Laura Steel, Michelle Traverski, Alex Walsh

2011 Kevin Friker, Elizabeth Heese, Victoria New, Sha Sha, Melisa Yunlu

2010 Ashley Czernis, Pragna Dave, Natsuda Opasjaroenkij, Mary Wilmes

V: HONORS AND AWARDS

- Nominated and elected to serve as At-Large Member of the Legislative Assembly for the National Communication Association
- Named by two UNCC students as the one person who has made the most significant contribution to their education, Senior Survey 2014-2015
- Competitively selected by peers to join the Associate Editorial Board of *Communication Studies* journal, 2013-2015
- Competitively selected by peers to join the Editorial Board of *Journal of Health Communication*, 2009-2011
- Book chapter was the recipient of the 2011 Outstanding Book Award from the Organization for the Study of Communication, Language and Gender
- National Communication Association Complimentary Graduate Student Membership, awarded by the graduate board, Department of Communication, DePaul University, Chicago, IL, October 2005
- Dean's List all quarters in attendance, DePaul University
- Phi Theta Kappa Honors Society
- National Scholars Honor Society, 2006-present
- "Top Student Paper," Central States Communication Association, April, 2006
- "Top Paper," Central States Communication Association, April, 2009
- "Top Paper Panel," Central States Communication Association, April, 2008
- "Top Paper Panel," National Communication Association, November 2008
- 3rd Place, Student Research Week, March, 2008