

Michael Sollitto

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EDUCATION

Ph.D. **West Virginia University, Department of Communication Studies, 2014**
Primary area: Organizational Communication
Secondary area: Instructional Communication
Dissertation: How and Why Organizational Members Encourage Their Peer Coworkers to Voluntarily Exit the Organization: An Investigation of Peer-Influence Exit Tactics
Advisor: Dr. Rebecca M. Chory
Committee Members: Keith Weber, Christine E. Rittenour, Alan K. Goodboy, and Johny T. Garner

M.S. **Murray State University, Department of Organizational Communication, 2010**

B.S. **Murray State University, Department of Organizational Communication, 2009**

A.S. **West Kentucky Community and Technical College, 2007**

PUBLICATIONS

Webster, C. A., **Sollitto, M.**, & Seiger, L. (2025). Portrayals of wellness and health promotion in Super Bowl commercials: A content analysis study. *International Journal of Sports Marketing and Sponsorship*. Advance online publication. <https://doi.org/10.1108/IJSMS-12-2024-0340>

Morris, M. W., **Sollitto, M.**, & Rodriguez, R. R. (2024). Communicating passion for work: Examining the relationship between passion, self-determination, and communication behaviors. *Communication Quarterly*, 72, 341-360. <https://doi.org/10.1080/01463373.2024.2360454>

Cranmer, G. A., Rey, R. T., Capra, J., Browning, B., **Sollitto, M.** (2024). Task & social determinants of coaches' reports of leader-member exchange. *Communication & Sport*, 12, 835-858. <https://doi.org/10.1177/21674795231155592>

Sollitto, M., & Kelly, S. (2023). “What about me?”: Veteran organizational members’ negative emotional responses to newcomers. *Communication Research Reports*, 40, 193-205. <https://doi.org/10.1080/08824096.2023.2232728>

Sollitto, M. (2022). How did it all go wrong?: A tale of destructive supervisor-subordinate conflict. In A. L. Meluch & H. L. Walter (Eds.), *Casing conflict communication* (pp. 43-52). Kendall-Hunt.

Sollitto, M., & Ruggiero, I. (2022). Using the risk negotiation framework to explore the risky aspects of forgiveness among organizational members. In G. Luurs (Ed.), *Handbook of research on communication strategies for taboo topics* (pp. 67-84). IGI Global.

Sollitto, M., Ruggiero, I., & Loeffler, C. (2022). Am I being watched?: Electronic surveillance and uncertainty management in the supervisor-subordinate relationship. In J. S. Wrench (Ed.), *Casing organizational communication* (Vol. 2., pp. 1-9). Kendall-Hunt.

Fontana, J. L., Cranmer, G. A., & **Sollitto, M.** (2021). “Next person up”: Understanding collegiate student-athletes’ socialization experiences with teammate exit. *Communication & Sport*, 9, 308-329. doi:10.1177/2167479519859864

Sollitto, M. (2020). One organization, two divergent experiences: A tale of two part-time employees’ organizational assimilation. In. R. S. Bisel & M. W. Kramer (Eds.), *Case studies in organizational communication: A life-span approach* (pp. 38-43). Oxford University Press.

Sollitto, M., & Cranmer, G. A. (2019). The relationship between aggressive communication traits and organizational assimilation. *International Journal of Business Communication*, 56, 278-296. doi:10.1177/2329488415613339

Sollitto, M., & Cole, C. I. (2019). Military spouses’ uncertainty management: Navigating academic goals and military needs. In L. H. Hernandez & J. N. Belding (Eds.), *Navigating life with a graduate degree as a military spouse: Interdisciplinary approaches to challenges, lessons learned, and thriving amidst uncertainty* (pp. 125-142). Lexington Books.

Sollitto, M., Brott, J., Cole C., Gil, E., & Selim, H. (2018). Students’ uncertainty management in the college classroom. *Communication Education*, 67, 73-87. doi:10.1080/03634523.2017.1372586

Myers, S. A., Cranmer, G. A., Goldman, Z. W., **Sollitto, M.**, Gillen, H. G., & Ball, H. (2018). Differences in information seeking among organizational peers: Perceptions of appropriateness, importance, and frequency. *International Journal of Business Communication*, 55, 30-43. doi:10.1177/2329488415573928

Sollitto, M. (2017). Communication characteristics in peer coworker relationships: Exploration of affirming communicator style and communication competence. *Texas Speech Communication Journal*, 41, 24-36.

Conrad, C., & **Sollitto, M.** (2017). History of organizational communication. In C. R. Scott & L. Lewis (Eds.), *The international encyclopedia of organizational communication*. Wiley.

Rudick, C. K., **Sollitto, M.**, Claus, C. J., Sanford, A. A., Naimby, K., & Golsan, K. B. (2017). Comparing Hispanic-to-White co-cultural communication at four-year, public Hispanic serving and predominately white institutions. *Communication Reports*, 30, 104-115. doi: 10.1080/08934215.2016.1268638

Goldman, Z. W., Cranmer, G. A., **Sollitto, M.**, LaBelle, S., & Lancaster, A. L. (2017). What do college students want?: A prioritization of instructional behaviors and characteristics. *Communication Education*, 66, 280-298. doi:10.1080/03634523.2016.1265135

Johnson, Z. D., Claus, C. J., Goldman, Z. W., & **Sollitto, M.** (2017). College student misbehaviors: An exploration of instructor perceptions. *Communication Education*, 66, 54-69. doi:10.1080/03634523.2016.1202995

Cranmer, G. A., Anzur, C. K., & **Sollitto, M.** (2017). Memorable messages of social support that former high school athletes received from their head coaches. *Communication & Sport*, 5, 604-621. doi:10.1177/2167479516641934

Sollitto, M., Martin, M. M., Dusic, S., Gibbons, K. E., & Wagenhouser, A. (2016). Assessing the supervisor/subordinate relationship involving part-time employees. *International Journal of Business Communication*, 53, 74-96. doi:10.1177/2329488414525462

Myers, S. A., **Sollitto, M.**, Cranmer, G. A., Goldman, Z. W., Ball, H., & Gillen, H. G. (2015). "It's all about getting the job done:" Information acquisition among restaurant workers. *Journal of the Speech and Theatre Association of Missouri*, 45, 18-31.

Cranmer, G. A., & **Sollitto, M.** (2015). Sport support: received social support as a predictor of athlete satisfaction. *Communication Research Reports*, 32, 253-264.

Sollitto, M., & Myers, S. A. (2015). Peer relationships: Influences on the expression of lateral dissent. *Communication Reports*, 28, 36-47.

Myers, S. A., Goodboy, A. K., & Members of COMM 600. (2014). College student learning, motivation, and satisfaction as a function of effective instructor communication behaviors. *Southern Communication Journal*, 79, 14-26

Sollitto, M., Johnson, Z. D., & Myers, S. A. (2013). Students' perceptions of college classroom connectedness, assimilation, and peer relationships. *Communication Education*, 62, 318-331.

Spinda, J. S. W., Wann, D. L., & **Sollitto, M.** (2012). Cards, dice, and male bonding: A case study examination of Strat-O-Matic Baseball motives. *International Journal of Sport Communication*, 5, 246-264.

Smith, F. L. M., Coffelt, T. A., Rives, A., & **Sollitto, M.** (2012). The voice of victims: Positive response to a natural disaster crisis. *Qualitative Research Reports in Communication, 13*, 53-62.

Coffelt, T. A., Smith, F. L. M., **Sollitto, M.**, & Payne, A. (2010). Crisis and sensemaking: A quantitative analysis of victims' response to the 2009 Western Kentucky ice storm. *Northwest Communication Journal, 39*, 11-35.

CONFERENCE PRESENTATIONS

Spears, S. B., Kong, S., & **Sollitto, M.** (2025, March). How leadership styles in the oil and gas industry influence positive emotional culture and employee advocacy behavior. Paper presented at the Annual Meeting of the International Public Relations Research Conference, Orlando, FL.

Morris, M. W., **Sollitto, M.**, & Rodriquez, S. R. (2024, March). Communicating passion for work: Examining the relationship between passion, self-determination, and communication behaviors. Paper presented to the Organizational Communication Interest Group at the Annual Meeting of the Eastern Communication Association, Cambridge, MA.

Sollitto, M. (2023, November). "What about me?": Veteran organizational members' negative emotional responses to newcomers. Paper presented to the Organizational Communication Division at the Annual Meeting of the National Communication Association, National Harbor, MD.

Sollitto, M., & Loeffler, C. (2023, November). You're an IRB member, now what?: The implementation of comprehensive training for IRB members. Paper presented to the Training and Development Division at the Annual Meeting of the National Communication Association, National Harbor, MD.

Cranmer, G. A., Rey, R. T., Capra, J., Browning, B. W., & **Sollitto, M.** (2023, November). Task & social determinants of coaches' reports of leader-member exchange. Paper presented to the Communication and Sport Division at the Annual Meeting of the National Communication Association, National Harbor, MD.

Sollitto, M., & Loeffler, C. (2023, March). But it's exempt!: Using organizational dissent to push back against the research compliance bureaucracy. Paper presented to the Organizational Communication Interest Group at the Annual Meeting of the Eastern Communication Association, Baltimore, MD.

Loeffler, C., & **Sollitto, M.** (2023, March). Procedural fairness and attitudes toward electronic surveillance as predictors of organizational trust and workplace relationships: Friend or foe? **Top Two Paper** presented to the Organizational Communication Interest Group at the Annual Meeting of the Eastern Communication Association, Baltimore, MD.

Sollitto, M., & Loeffler, C. (2022, November). Implementing and testing peer tutor training to enhance tutor's instructional skillset through communication. Paper presented at the Research in Progress Roundtable at the Annual Meeting of the National Communication Association, New Orleans, LA.

Loeffler, C., & **Sollitto, M.** (2022, March). Enhancing tutors' instructional skillset through communication. Poster presentation delivered at the Annual Meeting of the Association for the Coaching and Tutoring Profession, Tampa, FL.

Loeffler, C., & **Sollitto, M.** (2021, November). Using uncertainty management theory to explore the effects of electronic surveillance on trust in management and workplace deviance. Paper presented at the Research in Progress Roundtable at the Annual Meeting of the National Communication Association, Seattle, WA.

Ruggiero, I., **Sollitto, M.**, & Gurney, D. (2021, November). Practicing positivity: Renewal and transformation of workplace relationships through forgiveness seeking. Paper presented to the Organizational Communication Division at the Annual Meeting of the National Communication Association, Seattle, WA.

Eichner, M. A., & **Sollitto, M.** (2021, November). Framing Major League Baseball's response to the COVID-19 pandemic. Paper presented at the Research in Progress Roundtable at the Annual Meeting of the National Communication Association, Seattle, WA.

Ruggiero, I., & **Sollitto, M.** (2021, March). The positive act of forgiveness: A review of literature. Paper presented to the Organizational Communication Interest Group at the Annual Meeting of the Eastern Communication Association, Cambridge, MA.

Vermaelen, J. & **Sollitto, M.** (2021, March). The role of transformational leadership in the organizational assimilation of autistic newcomers. Paper presented to the Organizational Communication Interest Group at the Annual Meeting of the Eastern Communication Association, Cambridge, MA.

Ruggiero, I., & **Sollitto, M.** (2020a, November). "Can you forgive me?": Exploring forgiveness-seeking in the workplace. Presented at the Research in Progress Roundtable at the Annual Meeting of the National Communication Association, Indianapolis, IN.

Ruggiero, I., & **Sollitto, M.** (2020b, November). "I forgive you": Leaders' roles in communicating forgiveness to followers. Paper presented to the Organizational Communication Division at the Annual Meeting of the National Communication Association, Indianapolis, IN.

Sollitto, M., & Mehrubeoglu, R. (2020, June). Incorporating conflict negotiation training in a senior engineering project management (capstone projects I) course. Paper presented to the Engineering Management Division at the Annual Meeting of the American Society of Electrical Engineers, Montreal, Quebec.

Ruggiero, I., & **Sollitto, M.** (2020a, March). The effect of humor on organizational energy. Paper presented to the Organizational and Professional Communication Interest Group at the Annual Meeting of the Central States Communication Association, Chicago, IL. (Conference canceled).

Ruggiero, I., & **Sollitto, M.** (2020b, March). The impact of the leader in granting forgiveness. Accepted at the Conflict Conference, Austin, TX. (Conference canceled).

Vermaelen, J. & **Sollitto, M.** (2020, March). Using the theory of planned behavior to predict attitudes towards using plastics. Paper presented to the Communication Theory Interest Group at the Annual Meeting of the Central States Communication Association, Chicago, IL. (Conference canceled).

Sollitto, M. (2019, November). Surviving college: The effect of students' information-seeking strategies on their academic outcomes. Paper presented to the Instructional Development Division at the Annual Meeting of the National Communication Association, Baltimore, MD.

Canales, P. & **Sollitto, M.** (2019, November). Surviving in the organization: Motives, development, and maintenance of blended supervisor-subordinate relationships. Paper presented to the Organizational Communication Division at the Annual Meeting of the National Communication Association, Baltimore, MD.

Corbell, M., Rodriquez, S. R., & **Sollitto, M.** (2019, November). Resilience: Surviving and overcoming the negative effects of bullying. Paper presented to the Interpersonal Communication Division at the Annual Meeting of the National Communication Association, Baltimore, MD.

Fontana, J., Cranmer, G. A., & **Sollitto, M.** (2019, November). "Next person up": Understanding collegiate student-athletes' socialization experiences with teammate exit. Paper presented to the Sport Communication Division at the Annual Meeting of the National Communication Association, Baltimore, MD.

Ruggiero, I., & **Sollitto, M.** (2019, November). Surviving the workplace: The effect of humor on organizational energy. Presented at the Research in Progress Roundtable at the Annual Meeting of the National Communication Association, Baltimore, MD.

Zerda, K., & Sollitto, M. (2019a, November). Before we get started: Surviving uncertainty prior to a job interview. Presented at the Research in Progress Roundtable at the Annual Meeting of the National Communication Association, Baltimore, MD.

Zerda, K., & **Sollitto, M.** (2019b, November). Let me tell you about my day: Exploring displaced dissent messages. Paper presented to the Organizational Communication Division at the Annual Meeting of the National Communication Association, Baltimore, MD.

Sollitto, M. (2019, April). Positivity in the face of uncertainty: The relationship between organization-based self-esteem and positive communication. **Top Two Paper** presented to the Organizational Communication Interest Group at the Annual Meeting of the Eastern Communication Association, Providence, RI.

Cole, C., **Sollitto, M.**, & Maresh-Fuehrer, M. (2019, April). Privacy rules and boundary turbulence as predictors of satisfaction and trust in military family support organizations. **Top Three Paper** presented to the Interpersonal Communication Interest Group at the Annual Meeting of the Eastern Communication Association, Providence, RI.

Sollitto, M., & Cole, C. I. (2018, November). Military spouses' uncertainty management about navigating military and academic life. Presented at the Research in Progress Roundtable at the Annual Meeting of the National Communication Association, Salt Lake City, UT.

Selim, H. D., & **Sollitto, M.**, (2018, November). How newcomers affect veteran organizational members' relational maintenance behaviors with their supervisors. Presented at the Research in Progress Roundtable at the Annual Meeting of the National Communication Association, Salt Lake City, UT.

Canales, P., & **Sollitto, M.**, (2018, November). Relationships at play: The playful and professional development of blended supervisor-subordinate relationships. Presented at the Research in Progress Roundtable at the Annual Meeting of the National Communication Association, Salt Lake City, UT.

Sollitto, M., Selim, H., Cole, C., & Teixeira, D. D. O. (2018, April). "Will I still have a job?": The effect that job insecurity has on negative emotions, workplace deviance, and work performance. **Top Four Paper** presented to the Organizational Communication Interest Group at the Annual Meeting of the Eastern Communication Association, Pittsburgh, PA.

Sollitto, M., Brott, J., Cole C., Gil, E., & Selim, H., Fricks, T., & DeLeon, J. (2017, November). Students' uncertainty management in the college classroom. Paper presented to the Instructional Development Division at the Annual Meeting of the National Communication Association, Dallas, TX.

Brott, J., & **Sollitto, M.** (2017, March). Influences of instructional delivery mode on student participation and connectedness. Paper presented at the Texas Distance Learning Association. Galveston, TX.

Sollitto, M., & Chory, R. M. (2016, November). The effects of source, receiver, and organizational Characteristics on the use of peer-influence exit tactics. Paper presented to the Organizational Communication Interest Group at the Annual Meeting of the National Communication Association. Philadelphia, PA.

Sollitto, M. (2016, April). Communication characteristics in peer coworker relationships: Exploration of affirming communicator style and communication competence. Paper

presented to the Communication Traits Interest Group at the Annual Meeting of the Eastern Communication Association, Baltimore, MD.

Cranmer, G. A., Anzur, C. K., & **Sollitto, M.** (2016, April). Memorable messages of social support that former high School athletes received from their head coaches. Paper presented to the Applied Interest Group at the Annual Meeting of the Eastern Communication Association, Baltimore, MD.

Sollitto, M., & Chory, R. M. (2016, April). Why and how organizational members encourage their peer coworkers to voluntarily exit the organization: An investigation of peer-influence exit tactics. Paper presented to the Applied Division at the Annual Meeting of the Southern States Communication Association, Austin, TX.

Sollitto, M., & Cox, S. A. (2015, November). "Who are your kin?" abstract assignment. Paper presented as a Great Idea for Teaching Students at the Annual Meeting of the National Communication Association, Las Vegas, NV.

Johnson, Z., Claus, C. J., Goldman, Z. W., & **Sollitto, M.** (2015, November). College student misbehaviors: An exploration of instructor perceptions. Paper presented to the Instructional Development Division at the Annual Meeting of the National Communication Association, Las Vegas, NV.

Sollitto, M., Claus, C. J., Rudick, C. K., Sanford, A. A., Nainby, K., & Golsan, K. B. (2015, November). Context and Co-Cultural Theory: Comparing Hispanic-to-White Co-Cultural communication at Hispanic serving and predominately white institutions. Paper presented to the Instructional Development Division at the Annual Meeting of the National Communication Association, Las Vegas, NV.

Besonen, M. R., Anders, T. M., Smith, R., **Sollitto, M.**, Simcik, M., & Davis, M. L. (2015, November). TAMUCC islanders in Scotland 2015: A geology-focused, faculty-led, summer study abroad program. Paper presented at the Annual Meeting of the Geological Society of America, Baltimore, MD.

Sollitto, M., Cranmer, G. A. (2015, April). The effect of aggressive communication traits on organizational assimilation. **Top Paper** presented to the Organizational Communication Division at the Annual Meeting of the Eastern Communication Association, Philadelphia, PA.

Goldman, Z. W., Cranmer, G. A., **Sollitto, M.**, Labelle, S., & Lancaster, A., (2014, November). My ideal professor: Examining student preferences for effective teaching behaviors. Paper presented to the Instructional Development Division at the annual meeting of the National Communication Association, Chicago, IL.

Cranmer, G. A., & **Sollitto, M.** (2014, November). Sport support: Coach social support as a predictor of athlete satisfaction. Paper presented to the Group Communication Division at the annual meeting of the National Communication Association, Chicago, IL.

Sollitto, M., Chory, R. M., & Weber, K. (2014, May). Peer-influenced organizational exit: An examination of its relationship with workplace jealousy and envy. Paper presented to the Organizational Communication Division of the International Communication Association at its annual meeting, Seattle, WA.

Sollitto, M., & Myers, S. A. (2014, April). Peer relationships: Influences on use of latent dissent messages. **Top Three Paper** presented to the Organizational Communication Division at the annual meeting of the Eastern Communication Association, Providence, RI.

Sollitto, M., Cranmer, G. A., LaBelle, S., Goldman, Z. W., Martin, M. M., & Thomas, M. (2014, April). The relationships between student self-disclosure, out of class communication and Leader-Member Exchange. **Top Three Paper** presented to the Instructional Communication Division at the annual meeting of the Eastern Communication Association, Providence, RI.

Sollitto, M., Cranmer, G. A., & Martin, M. M. (2014, April). Apprehensive and adaptive communication traits as predictors of organizational assimilation. Paper presented to the Communication Traits Division at the annual meeting of the Eastern Communication Association, Providence, RI.

Myers, S. A., **Sollitto, M.**, Cranmer, G. A., Goldman, Z. W., Ball, H., & Gillen, H. G. (2014, April). "It's all about getting the job done:" Information acquisition among restaurant workers. Paper presented to the Organizational Communication Division at the annual meeting of the Eastern Communication Association, Providence, RI.

Sollitto, M., & Martin, M. M. (2013, November). The relationship between aggressive traits and peer-influenced exit tactics. Paper presented to the Organizational Communication Division of the National Communication Association at their annual meeting, Washington, D.C.

Sollitto, M., & Booth-Butterfield, M. (2013, November). The impact of peer coworkers in part-time employment. **Top Three Paper** to be presented to the Association for Business Communication at the annual meeting of the National Communication Association, Washington, D.C.

Sollitto, M., Weber, K., & Chory, R. M. (2013, June). Communicating organizational exit: The development and validation of the Peer-Influenced Exit Measure. Paper presented to the Organizational Communication Division of the International Communication Association at its annual meeting, London, England.

Sollitto, M., & Martin, M. M. (2013, June). Understanding out-of-class communication and social support received from instructors using Leader-Member Exchange Theory. **Top Four Paper** presented to the Instructional Development Division of the International Communication Association at its annual meeting, London, England.

Sollitto, M., Johnson, Z. D., & Myers, S. A. (2013, April). Students' perceptions of college classroom connectedness, assimilation, and peer relationships. Paper presented to the Instructional Communication Division of the Eastern Communication Association at its annual meeting, Pittsburgh, PA.

Sollitto, M., Martin, M. M., Dusic, S., Gibbons, K. E., & Wagenhouser, A. (2013, April). Assessing the supervisor/subordinate relationship involving part-time employees. **Top Three Paper** presented to the Organizational Communication Division of the Eastern Communication Association at their annual meeting, Pittsburgh, PA.

Sollitto, M., Johnson, Z. D., & Myers, S. A. (2012, November). Peer relationships in the classroom: The classroom as an organization. Paper presented to the Instructional Development Division of the National Communication Association at their annual meeting, Orlando, FL.

Myers, S. A., Goodboy, A. K., Johnson, Z., Vallade, J. I., Vela, L. E., LaBelle, S., Bryand, M., **Sollitto, M.**, Thoma, J. R., Berkebile, T., Gillen, H. G., & Odenweller, K. G. (2012, November). Developing a profile of the effective college instructor: An initial investigation. **Top Paper** presented to the Instructional Development Division of the National Communication Association at their annual meeting, Orlando, FL.

Sollitto, M. (2012, October). Communicating organizational exit: The development and validation of the peer-influenced exit measure. Paper presented at the Organizational Communication Mini-Conference, Norman, OK.

Spinda, J. S. W., Wann, D. L., & **Sollitto, M.** (2011, November). Cards, dice, and male bonding: An examination of Strat-O-Matic baseball motives. Paper presented to the Mass Communication Division of the National Communication Association at their annual meeting, New Orleans, LA.

Smith, F. L. M., Coffelt, T. A., Payne, A. R., & **Sollitto, M.** (2010, November). The voice of experience: Victims' response to a natural disaster crisis. Paper presented to the Applied Communication Division of the National Communication Association at their annual meeting, San Francisco, CA.

Sollitto, M. (2010, October). *Humor in police work: Gaining a rich understanding through ethnography*. Paper presented in the Paper Development Session at The Invitational Masters Student Institute, New Brunswick, NJ.

Sollitto, M., Payne, A., Smith, F. L. M., & Coffelt, T. (2009, November). Crisis communication: Reflections on Western Kentucky's 2009 ice storm. Paper presented at the Roundtables on Research in Progress of the National Communication Association at their annual meeting, Chicago, IL.

Coffelt, T. A., Smith, F. L. M., **Sollitto, M.**, & Payne, A. R. (2009, September). The power to communicate without power. Paper presented at the Kentucky Communication Association, Hardin, KY.

CONFERENCE PANEL PARTICIPATION

“Designing the Undergraduate Organizational Communication Major: Innovation at Work,” Organizational Communication Interest Group, Eastern Communication Association, 2023

“Conflict Communication Case Studies In The Classroom: Honoring Place In The Teaching Of Conflict And Communication,” Peace and Conflict Division, National Communication Association, 2022

“Military Spouse Academics with Advanced Degrees: Surviving and Thriving Amidst Uncertainty,” Women's Caucus, National Communication Association, 2019

TEACHING EXPERIENCE

Texas A&M University- Corpus Christi (2014-2020, Assistant Professor, 2020-Present, Associate Professor)

Assistant Professor and Associate Professor:

- Communication & Conflict Management (COMM 5390)
 - This course focuses on the incompatibilities or perceptions of opposition to goals, aims, and values that occur between two or more interdependent parties. Our concentration is on how communication creates, enflames, and mitigates conflict. This course will include instruction on the construct of conflict, theories of conflict, and conflict in various communication contexts.
- Communication & Uncertainty (COMM 5390)
 - This course focuses on the uncertainty and the role of communication in creating, managing, and reducing uncertainty. This course includes instruction on the construct of uncertainty, theories of uncertainty, and uncertainty in various contexts.
- Small Group Decision Making (COMM 5314)
 - This course focuses on the ways in which groups develop tasks, analyze problems, develop and evaluate solutions, and implement solutions through communication.
- Seminar in Persuasion Theory (COMM 5311)
 - This course includes instruction on various theories, lines of research, and the role that persuasion and social influence play in a variety of contexts.
- Communicating Leadership (COMM 5308)

- This course concentrates on the process of influence that takes place through communication to achieve goals or to produce change from a collective of people. This course will include instruction on the various approaches to leadership, processes of leadership, and the role that leadership plays in a variety of contexts. This course is intended as an overview of contemporary theory and research in leadership.
- Teamwork and Leadership (COMM 5308)
 - This course focuses on the study of small groups. This course includes instruction on various theories of small group communication, research about leader and group member behaviors/roles, and the various outcomes associated with small group communication.
- Communication and Organizations (COMM 5307)
 - This course introduces graduate students to contemporary theory and research in organizational communication with special emphasis placed upon how organizational members help construct and alter their workplaces.
- Instructional Communication (COMM 5306)
 - This course focuses on the study of communication in teaching/training environments. This course includes instruction on various theories of instructional communication, research about teacher and student behaviors, and the various pedagogical implications of the research about instructional communication.
- Research Methods (COMM 5303)
 - This course functions to increase students' knowledge of the research process used in the communication Studies discipline. Specifically, the course will allow students the opportunity to learn the goals of communication research and scrutinize various techniques for creating academic research and assessing academic knowledge, and develop their own communication research proposal.
- Seminar in Communication Theory (COMM 5302)
 - This course provides an overview of the development and application of sets of systematic ideas about the process of communication. Special focus will be placed on application of theory in a variety of contexts including cognition/intrapersonal communication, interpersonal communication, family communication, intercultural communication, instructional communication, organizational communication, and media/mass communication.
- Introduction to Communication Scholarship (COMM 5301)

- This course familiarizes students with the communication discipline. This course is intended as a foundational course emphasizing scholarly insight and skills helpful for academic and professional success.
- Senior Seminar in Communication (COMM 4380)
 - This course serves as the capstone experience to students emphasizing communication studies in their degree program with special emphasis placed on preparing students to apply their communication skillsets beyond the academic setting.
- Research Methods (COMM 4325)
 - The purpose of this course is to increase students' knowledge of the research process used in the Communication Studies discipline. Specifically, the course will allow students the opportunity to learn the goals of communication research and scrutinize various techniques for creating academic research and assessing academic knowledge.
- Organizational Communication (COMM 4350)
 - This course focuses on the complex and continuous process through which organizational members create, maintain, and change their organizations. This course includes instruction on the role that communication plays in constituting and altering organizations with special attention placed upon interaction of organizational members with their organizational environment. This course is an overview of contemporary theory and research in organizational communication.
- Leadership (COMM 3350)
 - This course focuses on the communication of influence that takes place to achieve goals or encourage change. Specific attention will be devoted to a variety of approaches and theories of leadership, characteristics of leaders and followers, and general knowledge of leadership as an academic area of study.
- Persuasion (COMM 3330)
 - This course focuses on the art and science of persuasive communication and includes instruction on various theories, lines of research, and the role that persuasion and social influence play in a variety of contexts that include organizations, classrooms, and everyday interaction.
- Communication Theory (COMM 3310)
 - This course provides students an overview of the development and application of sets of systematic ideas about the process of communication with special focus placed on application of theory in a variety of contexts such as interpersonal relationships, small groups, persuasion, mass communication, instruction, and organizations.

- Introduction to Communication (COMM 1370)
 - This course focuses on familiarizing students to the research, principles, and theories of the Communication discipline and is intended to provide insight into a breadth of topics about the Communication discipline that are examined with greater depth in the Communication curriculum.
- Foundations of Communication (COMM 1311)
 - This course focuses on familiarizing students to the research, principles, and theories of the Communication discipline. This particular course is intended to provide insight into a breadth of topics about the Communication discipline and will focus attention on sharpening students' communication abilities in everyday interaction.

West Virginia University (2011-2014, Graduate Teaching Assistant)

Instructor:

- Public Communication (COMM 104)
 - This course provides students an understanding of one-to-many communication with special attention placed on the role of communication traits, critical thinking, problem solving, and listening in the public communication context.
- Introduction to Mass Media (COMM 105)
 - Students in this course focus on the role of media in the communication process. Media's impact on both how and what is communicated is examined through both discussion and relevant theories.
- Business and Professional Communication (COMM 303, online)
 - Students in this course learn to build their professional identities through assignments designed to provide them insight into communicating within business environments.
- Communication in Organizations/Institutions (COMM 306)
 - The focus of this course is to familiarize students with foundational theories of organizational communication and communication processes that comprise organizations.
- Nonverbal Communication in Human Interaction (COMM 308)
 - The focus of this course is on familiarizing students with the role of nonverbal communication in various contexts. The role of vocalics, proxemics, haptics, oculistics are given special attention about how they affect communication processes.
- Advanced Organizational Communication (COMM 406)

- The focus of the course is to discuss the various theoretical perspectives and types of coworker relationships in the organization. The role of supervisor-subordinate, peer coworker, workplace friendships, and workplace romances are given special attention and how they affect organizational processes.
- Organizational Culture (COMM 426, in-person and online)
 - The focus of this course is to provide students an understanding of the role communication plays in creating and reinforcing organizational cultures. Attention is focused on how values, artifacts, and assumptions guide the behavior of organizational members.

Course Administrator:

- Communication in Organizations/Institutions (COMM 306, Spring 2013)
 - This three-hour course consists of 2-3 sections per semester. Enrollment ranges from 175-250 students per section. Course administrators are responsible for managing various sections of the course. Specific responsibilities include creating syllabi, schedules, policies, and tests.

Murray State University (2011, Adjunct Instructor)

Instructor:

- Introduction to Public Speaking (COM 161)
 - Throughout this course students learn the value of effective public speaking. This course requires student to practice their own skills by delivering informative, persuasive, group, and impromptu presentations.

Murray State University (2009-2010, Graduate Teaching Assistant)

Lab Instructor:

- Introduction to Public Speaking (COM 161)
 - See course description above

THESIS ADVISING AND COMMITTEE MEMBERSHIP

Master's Thesis Chair

- Mark Morris (Communication) "Communicating Passion for Work: Examining the Relationship Between Passion, Self-Determination, and Communication Behaviors"- Completed October 2022
- Cari Loeffler (Communication) "Procedural Fairness and Attitudes Toward Electronic Surveillance as Predictors of Organizational Trust and Workplace Relationships: Friend or Foe?"- Completed April 2022

- Isabella Ruggiero (Communication) "Communicating Forgiveness: How Organizational Members Seek Forgiveness to Benefit Their Workplace" - Completed July 2020
- Pamela Canales (Communication) "How When: The Development and Strategic Maintenance of Supervisor-Subordinate Blended Relationships in The Workplace"- Completed July 2018
- Catherine Cole (Communication) "Loose Lips Sink Relationships: Applying Communication Privacy Management Theory in Military Family Support Organizations"- Completed December 2017

Master's Thesis Committee Membership

- Savannah Spears (Communication) "How Leadership Styles in the Oil and Gas Industry Influence Positive Emotional Culture and Employee Advocacy Behavior" - Completed November 2024
- Dijani Laplace (Environmental Science) "Community Perceptions of Ecosystems in The U.S. Virgin Islands"- Completed November 2024
- Caitlin Bond (Communication) "Transitioning to an Open Relationship Using Relational Turbulence Theory" - Completed April 2020
- Jessica Vermaelen (Communication) "Informal Science Learning Institutions and Social Media Engagement" - Completed April 2020
- Mackenzie Boedeker (Communication) "Resilience: Overcoming Negative Effects of Bullying"- Completed April 2018
- Debora Teixeria (Communication) "I Can't Do This Anymore. What Do I Need to Write on My Two-Weeks' Notice?": Investigating Communication in Decisions About Work-Life Conflict"- Completed December 2017
- Casandra Lorentson (Communication) "Stakeholder Expectations of Base Crisis Response Messages"- Completed March 2016

Coastal and Marine System Science Program Graduate Faculty Representative

- Isabel A. Garcia (Coastal and Marine System Science) "Utilization of a Mobile Lidar System for Rapid Corridor Mapping of Sandy Beaches for Coastal Monitoring and Management of Natural and Built Coastal Zones"- In Progress

Doctor of Nursing Practice Graduate Faculty Representative

- Sabita Sigdel (Nursing) "Implementing an Antibiotic Stewardship Program to Improve Antibiotic Use in Adults in an Outpatient Clinic"- Completed July 2021.

- Jennifer Harper (Nursing) “A Quality Initiative to Improve Primary Care Self-Management Education for Mexican Americans Type 2 Diabetes Patients Using a Culturally-Tailored Protocol”- Completed July 2020.

Undergraduate Honors Thesis Chair

- Alexandra Harrel (English) “Responding to Higher Education Issues Using Social Media Technologies”- Completed December 2016
- Jamie Fink (Communication) “The Effects of Coaching Behaviors on Athletes”- Completed December 2016
- Conner Tichota (Communication) “The Effect of Anonymity on Yik Yak Users' Uncertainty and Telepresence” Completed April 2016

HONORS AND AWARDS

- 2023 Top Paper, Training & Development Division, National Communication Association
- 2023 Top Two Paper, Organizational Communication Division, Eastern Communication Association
- 2022 Digital Innovator of the Year - Student Choice Award Nominee, Digital Learning and Academic Innovations, Texas A&M University-Corpus Christi.
- 2021 Excellence in Research & Scholarly Activity, College of Liberal Arts, Texas A&M University-Corpus Christi.
- 2021 Top Two Paper, Organizational Communication Division, Eastern Communication Association
- 2020 Dean's Coin, College of Liberal Arts, Texas A&M University-Corpus Christi
- 2020 Outstanding Master's Mentor, College of Graduate Studies, Texas A&M University-Corpus Christi
- 2019 Top Three Paper, Interpersonal Communication Division, Eastern Communication Association
- 2019 Top Two Paper, Organizational Communication Division, Eastern Communication Association
- 2018 Top Four Paper, Organizational Communication Division, Eastern Communication Association
- 2015 Top Paper, Organizational Communication Division, Eastern Communication Association

- 2014 Top Four Paper, Instructional Communication Division, Eastern Communication Association
- 2014 Top Three Paper, Organizational Communication Division, Eastern Communication Association
- 2013 Ph. D Student Peer Collegiality Award, Department of Communication Studies, West Virginia University
- 2013 Top Three Paper, Association for Business Communication, National Communication Association
- 2013 Top Four Paper, Instructional Development Division, International Communication Association
- 2013 Top Three Paper, Organizational Communication Division, Eastern Communication Association
- 2012 Top Paper, Instructional Development Interest Group, National Communication Association
- 2010 Participant in Invitational Masters Student Institute at Rutgers, The State University of New Jersey
- 2009 Graduated Magna Cum Laude from Murray State University
- 2007 Graduated with Distinction from West Kentucky Community and Technical College

PROFESSIONAL SERVICE

Editorial Board Member

- Texas Speech Communication Journal, 2018-Present
- Communication Research Reports, 2019-Present
- Communication Quarterly, 2021-Present
- Review of Communication, 2025-Present

Invited Paper Reviewer

- Communication Quarterly, 2019
- Communication Reports, 2016, 2020
- Communication & Sport, 2014, 2019, 2021, 2022
- Communication Studies, 2020
- Journal of Family Communication, 2020
- Journal of Intercultural Communication Research, 2019
- Journal on Efficiency and Responsibility in Education and Science, 2021

- Management Communication Quarterly, 2019, 2021, 2023
- Sage Open, 2015, 2016
- Teaching and Teacher Education, 2023-2025
- The Review of Communication, 2023
- Western Journal of Communication, 2020-2022, 2024

Invited Textbook Reviewer

- Sage, 2014, 2019, 2022
- Pearson, 2023
- Routledge, 2021, 2024

Division Chair

- Organizational Communication Interest Group, Eastern Communication Association, 2015-2016, 2019-2020, 2021-2022

Division Committee Membership

- Nominating Committee, Instructional Development Interest Group, National Communication Association, 2017-2018, 2024-2025.

Conference Panel Chair

- First Year Islander Conference, 2022
- “Meeting the Goals of Students and Instructors Before, During, and After COVID-19,” Instructional Communication Interest Group, Eastern Communication Association, 2021
- “Pedagogical Strategies in the Organizational Communication Classroom,” Organizational Communication Interest Group, Eastern Communication Association, 2016
- “Organizational Communication in Applied Contexts,” Organizational Communication Interest Group, Eastern Communication Association, 2014
- “Modernizing Marriage,” Undergraduate Scholars Conference, Eastern Communication Association, 2013
- “Building COMMunity in Online Education and Learning Environments,” Human Communication and Technology Interest Group, National Communication Association, 2012
- “Exits, Shifts, and Reinterpretations: Transitions in Organizational Processes and Theorizing,” Organizational Communication Interest Group, Eastern Communication Association, 2012

Conference Paper Respondent

- Organizational Communication Interest Group: “Currents of Organizational Communication: Navigating Challenges, Conflict, and Anticipatory Socialization,” Eastern Communication Association, 2024
- Organizational Communication Interest Group: “Top Papers in Organizational Communication,” Eastern Communication Association, 2022

- Organizational Communication Interest Group: “Relating, Connecting, and Leading: Exploring Lived Experiences of Leaders, Customers, and Community Members,” Eastern Communication Association, 2022
- Organizational Communication Interest Group: “Anticipating Organizational Membership: Innovative Studies of Anticipatory Socialization,” Eastern Communication Association, 2020
- Organizational Communication Interest Group: “Darkening the Path Toward Organizational Life: The Effect of Bullying and Negative Workplace Relationships on Employees,” Eastern Communication Association, 2016
- Instructional Development Interest Group: “Culture, Collaboration, and Instruction,” National Communication Association, 2015
- Organizational Communication Interest Group: “Communication: The Key Factor for Organizational Success,” Eastern Communication Association, 2015
- Scholar to Scholar: Business Organizations, Training, and Communication Education in the Public Sphere, Scholar to Scholar, National Communication Association, 2014

Conference Paper Reviewer

- Applied Communication Division, Eastern Communication Association, 2017
- Nonverbal Communication Division, Eastern Communication Association, 2014, 2015
- Organizational Communication Division, Eastern Communication Association, 2012, 2014, 2015, 2016, 2017, 2018, 2019, 2023, 2024
- Undergraduate Scholars Conference, Eastern Communication Association, 2013
- Instructional Communication Division, Eastern Communication Association, 2012, 2015, 2016, 2019, 2020 2021
- Applied Communication Division, Southern States Communication Association, 2017, 2018
- Applied Communication Division, National Communication Association, 2019
- Instructional Development Division, National Communication Association, 2015, 2016, 2017, 2018, 2019, 2020
- Organizational Communication Division, National Communication Association, 2017, 2018, 2019

Conference Volunteer Usher

- National Communication Association, 2010-2013

University Committee Member

- Assistant Vice President of Research Integrity Search Committee Member, 2024-2025
 - Committee that screened applicants, conducted interviews, and made recommendation for hire regarding the AVPRI position to the Executive Vice President of Research & Innovation.
- Research Compliance Task Force Committee Member, 2024
 - Committee that reviewed recommendations from the review that the National Council of University Research Administrators conducted of our Office of Research Compliance, prioritized areas for improvement, and suggested strategies

for implementing those solutions to the Executive Vice President of Research & Innovation.

- Graduate Council, Texas A&M University-Corpus Christi, Fall 2023-Present.
 - Body of faculty who recommend rules and procedures to the Dean of the College of Graduate Studies, review and approve all academic matters relating to graduate education, and send recommendations to the Faculty Senate as part of TAMU-CC's academic policy review and faculty governance.
 - Overarching mission is to support the improvement of graduate education of the highest quality at TAMU-CC through its consultative and faculty governance roles.
- Institutional Review Board, Texas A&M University-Corpus Christi, Spring 2017-Present.
 - Committee that analyzed and offered suggestions to researchers about the humane treatment of research participants.
 - Implemented member training to educate members about regulations and reviews.
 - Advocated for a flexible review process.
 - Appointed Co-Vice-Chair in July 2019.
 - Managed and facilitated meetings and reviewed IRB protocols.
 - Appointed Chair in June 2020.
 - Lead and facilitated meetings and reviewed IRB protocols.
- Research Enhancement Committee, Texas A&M University-Corpus Christi, Fall 2016-Spring 2020.
 - Committee that evaluated, critiqued, and recommended funding for grant proposals.

College Committee Member

- Faculty Teaching Scholarly/Creative Activity Committee, Texas A&M University-Corpus Christi, Fall 2017-Spring 2019.
 - Committee that evaluated, critiqued, and recommended funding for grant proposals and facilitated teaching/research workshops for CLA/SAMC faculty.
 - Served as chairperson during entire term.
 - Planned and facilitated meetings, served as liaison between faculty members and associate dean.
- Curriculum Committee, Texas A&M University-Corpus Christi, Fall 2015-Summer 2017.
 - Committee that evaluated and made recommendations about the inclusion or alterations to courses, programs, and areas of emphasis in all programs of the college.
- College of Liberal Arts Dean Search Committee, Texas A&M University-Corpus Christi, Fall 2015-Spring 2016.

- Committee that worked developed recruiting materials, screened applicants, conducted interviews, and made recommendation for hire regarding the Dean of the College of Liberal Arts.

Department Committee Member

- Assistant Professor of Public Relations Search Committee, Texas A&M University-Corpus Christi, Spring 2019.
 - Committee that developed recruiting materials, screened applicants, conducted interviews, and made recommendation for hire regarding the Assistant Professor of Public Relations in the Department of Communication & Media.
- Graduate Committee, Texas A&M University-Corpus Christi, Spring 2017-present.
 - Committee that assessed, commented on, and recommended acceptance or rejection of prospective graduate students in M.A. in Communication program.
- Visiting Assistant Professor of Media Studies Search Committee, Texas A&M University- Corpus Christi, Fall 2016-Spring 2017.
 - Committee that worked developed recruiting materials, screened applicants, conducted interviews, and made recommendation for hire regarding the Visiting Assistant Professor of Media Studies in the Department of Communication & Media.
- Communication Week Planning Committee, Texas A&M University- Corpus Christi, Fall 2014-Spring 2015.
 - Committee that worked toward creating and facilitating Communication Week in 2015.
- Basic Course Director Search Committee, Texas A&M University- Corpus Christi, Fall 2014-Spring 2015.
 - Chair
 - Committee that worked developed recruiting materials, screened applicants, conducted interviews, and made recommendation for hire regarding the Basic Course Director in the Department of Communication & Media.
- Communication Studies Curriculum Committee, Texas A&M University- Corpus Christi, Fall 2015-Spring 2016.
 - Committee that proposed, created, and developed new courses and a new plan for communication studies majors in the department of Communication & Media.
- Place to Be Committee, Department of Communication Studies, West Virginia University, Spring 2013
 - Committee that worked toward recommending improved department working conditions as part of WVU's 2020 Strategic Plan.
- Student Focused Committee, Department of Communication Studies, West Virginia University, Spring 2013

- Committee that worked toward creating more awareness for students about the appeal of a Communication Studies major as part of WVU's 2020 Strategic Plan.

Book Revising

- *Selling Yourself and Your Ideas: A Guide for Building Presentation Skills*, Murray State University, Spring 2010
 - Worked to help make edits to the public speaking textbook written by department faculty members.

Invited Presentations and Consulting

- “Basics of Institutional Review Board Functioning”
 - A series of presentations delivered throughout 2024 to multiple entities that described the IRB, the IRB committee structure, and the process for submitting and gaining approval.
- “Enhancing Self-Efficacy by Establishing Connections with Faculty Members”
 - Keynote address delivered as part of the inaugural Student Research Innovation Summer Experience (S-RISE), presented in July 2024.
- “McNair Scholars Program Guide to the Basics of Quantitative and Qualitative Research Methods”
 - Training session delivered to McNair Scholar students to help them navigate their data analysis process in their academic manuscripts, presented March 2024.
- “McNair Scholars Program Guide to Developing and Submitting IRB Applications”
 - Training session delivered to McNair Scholar students to help them work through the IRB submission process in preparation for conducting human subjects research, presented February 2024.
- “When Mario Becomes Super Mario: Finding Your Warp Zone to Successful Leadership”
 - Presentation delivered as part of the Islander Leadership Conference, presented February 2024.
- “McNair Scholars Program Guide to the Basics of Quantitative and Qualitative Research Methods”
 - Training session delivered to McNair Scholar students to help them navigate their data analysis process in their academic manuscripts, presented March 2023.
- “McNair Scholars Program Guide to Developing and Submitting IRB Applications”
 - Training session delivered to McNair Scholar students to help them work through the IRB submission process in preparation for conducting human subjects research, presented February 2023.
- “Enhancing your Instructional Skillset Through Communication”
 - Training session delivered as part of the Tutor and SI Leader Professional Development Workshop, delivered October 2021.
- “What is Leadership Without Followers?: Exploring Competent Followership”

- Presentation delivered as part of the University Operations Meeting about how members can develop strong followership abilities, delivered April 2021.
- “Realizing Leadership Potential: Assessing and Developing Students' Leadership Abilities”
 - Presentation delivered as part of the Islander Leadership Conference, delivered November 2019.
- “Leadership Can Follow Anyone: Leading and Following Well”
 - Presentation delivered as part of the Student Engagement and Success Division Staff Development Meeting about how members of the organization can achieve effective followership, delivered January 2019.
- “Developing Leadership Skills at TAMU-CC”
 - Presentation about the basics of leadership and how students can develop their leadership potential through membership in various student organizations on campus delivered to prospective students of TAMUCC and their parents during the “Touch of Class” session of Island Days, November 2018.
- “Negotiating Conflict”
 - Presentation sponsored by the Office of the President & Division of Academic Affairs and delivered to students of MEEN 4240 focusing on identifying, managing, and reaching solutions during interpersonal conflict, delivered October 2018 and November 2019.
- “Managing Student Misbehaviors”
 - Presentation sponsored by the Center for Faculty Excellence about how instructors can identify and manage students’ misbehaviors in the college classroom, delivered October 2018.
- “Managing Student Uncertainty”
 - Presentation sponsored by the Center for Faculty Excellence about how instructors can help their students succeed academically by helping them manage their uncertainty, delivered February 2018.
- “Students and the Information They Need for Success”
 - Presentation about the latest research about the kinds of information that college students need to be successful and the strategies they can use to obtain that information from their fellow classmates delivered to prospective students of TAMUCC and their parents during the “Touch of Class” session of Island Days, February 2017.
- “Friendships in the Classroom: A Key to Student Success at TAMUCC”
 - Presentation about how building relationships in the college classroom can facilitate increased student learning outcomes delivered to prospective students of TAMUCC and their parents during the “Touch of Class” session of Island Days, October 2015.
- “What I Wish I Knew Then”
 - A panel discussion with two other second-year faculty members from the College of Liberal Arts about experiences and challenges faced during the first year of faculty appointment at TAMUCC delivered at the CLA/SAMC New Faculty Orientation Session II, September 2015.

- A panel discussion with two other second-year faculty members from the College of Liberal Arts about experiences and challenges faced during the first year of faculty appointment at TAMUCC delivered at the CLA/SAMC New Faculty Orientation Session II, September 2017.
- “How Department Chairs Can Help New Faculty Navigate New Workplace Experiences at TAMUCC”
 - Presentation about facilitating newcomers into an organization based upon theory and research about organizational assimilation given to department chairs at the monthly Provost Meeting, April 2015.
- “Workplace Assimilation”
 - Presentation about how students can become fully-functioning members of their organizations given to participants at Career Night of Communication Week, April 2015.
- “Discovering How We Communicate”
 - Consultation and communicator style assessment provided to Jeff and Mary Bell Library employees about various ways of communicating in the workplace, December 2014.
- “Discovering Organizations: A Cultural Analysis of TAMUCC”
 - Presentation about the concept of organizational culture and the unique ways in which TAMUCC creates memorable experiences for their employees and students delivered to prospective students of TAMUCC and their parents during the “Touch of Class” session of Island Days, November 2014.

PROFESSIONAL MEMBERSHIPS

- National Communication Association, 2009-Present
- Eastern Communication Association, 2011-Present
- International Communication Association, 2012-Present
- Southern States Communication Association, 2016-Present
- Association for Coaching and Tutoring Professionals, 2022-2023
- Public Responsibility in Medicine and Research, 2023-Present