

Robert J. Razzante, PhD

EDUCATION

An interdisciplinary education informs my research, teaching, and community engagement where I study communication and its role in collective organizing and collaborative learning.

PhD (2020)—ARIZONA STATE UNIVERSITY, TEMPE, AZ

Dissertation: Co-constituting pathways of an inclusive workplace: A participant generated methodology

Emphasis: Organizational communication, intercultural communication, applied methodologies

Co-Advisors: Drs. Sarah Tracy and Benjamin Broome

MEd (2016)—OHIO UNIVERSITY, ATHENS, OH

Program: Critical Studies in Educational Foundations

Thesis: Movement intellectuals in popular music

Program: College Student Personnel

Thesis: Fostering critical-thinking skills in first-year seminars

BSC & BA (2014)—OHIO UNIVERSITY, ATHENS, OH

School of Communication Studies

Major: Communication Studies*

*Graduated summa cum laude

Department of Modern Languages

Major: Spanish*

(ALT)ACADEMIC POSITIONS

Due to familial commitments, I have taken on various roles in academia and industry. Consistent across my areas of employment lies researching, teaching, and applying organizational communication such as collective organizing, leadership, and dialogue.

ACADEMIC APPOINTMENTS

2021-2022 1-Yr Visiting Assistant Professor, Western Washington University

2020-2021 1-Yr Visiting Assistant Professor, The College of Wooster

2020-Present Online M.A. Instructor, Arizona State University

2016-2020 Graduate Teaching Associate, Arizona State University

INDUSTRY EMPLOYMENT

2023-Present Leadership & Development Specialist, Falck USA (Global EMS company)

2022-2023 Talent Management Associate, CloudKitchens (Travis Kalanick restaurant-tech startup)

SCHOLARLY ACTIVITY

I am committed to advancing organizational communication scholarship through pragmatic approaches to collective organizing, collaborative learning, and democratic engagement.

JOURNAL ARTICLES (19 published, 1 accepted)

*Award Winning

Razzante, R. (Accepted for publication in 2025). "I can't voice any creative ideas": How students' perceptions toward DEI and their agency change from college to the workforce. Manuscript accepted to *Communication Education's* special issue entitled: Elevating research practices: Longitudinal methods for communication, teaching, and learning. Edited by Dr. Kyle Rudick.

Razzante, R., & Hanna, K. (2024). A double helix of critical inquiry: Methods for pragmatic critical communication researchers. *The Review of Communication*, 24(4), 190-205.. DOI: 10.1080/15358593.2024.2344701

Razzante, R. (2024). Using interactive management research in the organizational communication classroom. *Communication Teacher*, 38(2), 200-217. DOI: 10.1080/17404622.2024.2321295

- Razzante, R.**, Hogan, M., Broome, B., Tracy, S. J., Chawla, D., & Skurzak, D. (2023). Interactive management research in organizational communication. *Management Communication Quarterly*, 37(4), 971-984. DOI: 10.1177/08933189231159386
- Cortés, R., Terminel Iberri, A., Stephenson, M., Reutlinger, C., Rife, T., **Razzante, R.**, Hanna, K., LeMaster, L. (2023). Inner monologues of a newbie CCPer. *Text and Performance Quarterly*, 43(4), 240-247. DOI: 10.1080/10462937.2023.2191682
- Razzante, R.** & Boss, B. (2022). DEI in the legal profession: Identifying foundational factors for meaningful change. *Utah Law Review*, 2022(4), 785-800.
- Mark, L., Rife, T., Linde, J., & **Razzante, R.** (2021). Storycircling the virtual: Creating space in a pandemic with Storyscope. *Storytelling, Self, Society*, 17(1), 44-70.
- Razzante, R.** (2021). Challenging the hegemonic police within: A life-long process of unlearning. *Departures in Critical Qualitative Research*, 10(4), 54-76. DOI: 10.1525/dcqr.2021.10.4.54.
- Razzante, R.**, Boylorn, R., Orbe, M. (2021). Embracing intersectionality in co-cultural and dominant group theorizing: Implications for theory, research, and pedagogy. *Communication Theory*, 31(2). DOI: 10.1093/ct/qtab002
- Pettigrew, J., **Razzante, R.**, Allsup, J. D., Lu, Y., & Ray, C. (2021). Challenging sustainability in school-based prevention in Nicaragua. *Health Education*, 121(4), 356-367. DOI: 10.1108/HE-12-2020-0115
- Adame, E. A., Tracy, S. J., Town, S., Towles, M., **Razzante, R.**, Tietzort, C., Kamrath, J., Clark, L., Tremblay, R., Pettigrew, J., Donovan, M., & Becker, K. (2021). Can we create the ‘being’ of leadership?: A mixed-methods study of two leadership pedagogies. *Journal of Applied Communication Research*, 49(3), 286-304. DOI: 10.1080/00909882.2020.1851040
- Razzante, R.** (2020). Crystallizing whiteness: Engaging white students’ whiteness through dominant group theory. *Whiteness and Education*, 5(1), 17-36. DOI: 10.1080/23793406.2019.1682466.
- Hogan, M., Harney, O., **Razzante, R.** (2020). Responding to the need for online collective facilitation—A framework for systems thinking facilitators. *Systems Research and Behavioral Science*, 1-5. DOI: 10.1002/sres.2752
- Hogan, M., Harney, O., Moroney, M., Hanlon, M., Khoo, S., Hall, T., Pilch, M., Pereira, B., Van Lente, E., Hogan, V., O’Reilly, J., Groarke, J., **Razzante, R.**, Durand, H., Broome, B. (2020). A group dynamics framework for 21st century collective intelligence facilitators. *Systems Research and Behavioral Science*, 38, 572-576. DOI: 10.1002/sres.2688
- *Broome, B., Derk, I., **Razzante, R.**, Steiner, E., Taylor, J. & Zamora, A. (2019). Building an inclusive climate for intercultural dialogue: A participant-generated framework. *Negotiation and Conflict Management Research*, 12(3), 234-255. DOI: 10.1111/ncmr.1215. Outstanding Journal Article, Ralph Cooley Award—International and Intercultural Communication Division, National Communication Association
- Razzante, R.**, & Hanna, K. (2019). Dr. King’s struggle then and now: A look into Black musical artists’ struggle for economic and social justice. *Journal of Contemporary Rhetoric* 9(1), 55-70. ISSN: 2161-539X (online).
- Razzante, R.** (2018). Intersectional agencies: Navigating predominantly White institutions as an administrator of color. *Journal of International and Intercultural Communication*, 11(4), 339-357. DOI: 10.1080/17513057.
- Razzante, R.**, & Orbe, M. (2018). Two sides of the same coin: Conceptualizing dominant group theory in the context of co-cultural theory. *Communication Theory*, 28(3), 354-375. DOI: 10.1093/ct/qtx008.
- Razzante, R.** (2018). Identifying dominant group strategies: A phenomenological study. *Communication Studies*, 69(4), 389-403. DOI: 10.1080/10510974.2018.1472116.

Razzante, R. & Smith, J.W. (2018). Rhetorical re-framing and counter narratives: An ideological critique of the Christian hip-hop artist Lecrae Moore. *Ohio Communication Journal*, 56(1), 59-68.

JOURNAL ARTICLES IN PROGRESS (3 manuscripts under review)

Razzante, R. (Under Review). Interactive management research: Co-constituting pathways of an inclusive workplace. Manuscript submitted to *Journal of Applied Communication Research*.

Razzante, R., Hogan, M., Broome, B., Tracy, S. J. (Under Review). Co-constitution pathways of an inclusive workplace: A participant-generated methodology. Manuscript submitted to *Management Communication Quarterly*.

Bighash, L., Mahari, T., Meluso, J., Raheem, S., & **Razzante, R.** (Under Review). How African open source software community members thrive: The role of communication visibility and community identification. Manuscript submitted to *Journal of Computer-Mediated Communication*.

PEER-REVIEWED BOOK CHAPTERS (15 published, 1 in press)

*Award Winning

Hanna, K., **Razzante, R.**, & Linde, J. (2025). The civil dialogues were dope”: Using Civil Dialogue® as a tool for engaging students in difficult conversations in the classroom. In A. M. McGowan-Kirsch (Ed.), *Encouraging college students’ democratic engagement in an era of political polarization* (pp. 71-88). Lanham, MD: Lexington Books.

Hanna, K., **Razzante, R.** (2024). Intersectionality, inclusion, & diversity in the workplace. In M. Hinner (Ed.), *No business without communication: How communication can shed additional light on specific business contexts* (pp. 477-508). Berlin, Germany: Peter Lang

***Razzante, R.** & Al Balushi, A. W. (2023). Collaborative and inclusive leadership: Co-cultural calls for dominant group action. In B. Van Gilder, J. Austin, & J. B. Bishop (Eds.), *Communication and Organizational Changemaking: Diversity, Equity, & Inclusion* (pp. 294-307). New York, NY: Routledge. Contributor to the 2023-2024 *Outstanding Edited Book* award, Applied Communication Division, National Communication Association.

Nakayama, T., Martin, J., & **Razzante, R.** (2023). Whiteness in intercultural communication research: A review and directions for future scholarship. In B. Calafell & S. Eguchi (Eds.), *The Routledge handbook of ethnicity and race in communication*, (pp. 521-534). New York, NY: Routledge.

Meluso, J., Hébert-Dufresne, L., Bagrow, J. & **Razzante, R.** (2022). Masculinity contest cultures and inclusive cultures: Insights from a network model of organizational socialization and promotion. In E. B. King, Q. M. Roberson, & M. R. Hebl (Eds.), *The future of scholarship on diversity and inclusion in organizations* (pp. 157-198). Charlotte, NC: Information Age Publishing.

Razzante, R. & LeMaster, B. (2021). Roundtable discussions: Contesting ideologies undergirding post-truth discourse with student agency. In A. Atay & D. Kahl Jr. (Eds.), *Pedagogies of post-truth* (pp. 155-174). Lanham, MD: Lexington Books.

Razzante, R. (2021). Torpefieds, intellectualizes, and cynics, oh my!: Complicating performances of whiteness. In C. Wang & L. Chaobenedict (Eds.), *Communicating across differences: An anthology of intercultural communication* (pp. 1-18). San Diego, CA: Cognella.

***Razzante, R.**, Hanna, K., & Linde, J. (2020). Dialogic prudence: Promoting transformative conflict through Civil Dialogue®. In P. Kellett, S. Connaughton, & G. Cheney (Eds.), *Transforming conflict and building peacebuilding: Community engagement strategies for communication scholarship* (pp. 221-242). New York, NY: Peter Lang. Contributor to the 2020-2021 *Distinguished Edited Scholarly Book* award, Applied Communication Division, National Communication Association

*Waldron, V., Kelley, D., Becker, C., Kloeber, D., Kelley, D., Pettigrew, J., **Razzante, R.**, Hanna, K., Magnin, V., Smith, T. (2020). Disrupting cycles of revenge and boosting community resilience: A forgiveness and reconciliation program at Boys and Girls Clubs. In P. Kellett, S. Connaughton, & G. Cheney (Eds.), *Transforming conflict and building*

peacebuilding: Community engagement strategies for communication scholarship (pp. 107-132). New York, NY: Peter Lang. Contributor to the 2020-2021 *Distinguished Edited Scholarly Book* award, Applied Communication Division, National Communication Association

Razzante, R. (2020). Identifying dominant group strategies: A phenomenological study. In A. Atay, & A. Gonzalez (Eds.), *Connections and Inclusions: Intercultural Communication in Communication Studies Scholarship* (pp. 389-403). New York, NY: Routledge. Book chapter reprint with same name as the 2018 article in *Communication Studies*.

*Tracy, S. J., **Razzante, R.**, & Hanna, K. (2020). Creating the being of inclusion in organizations. In M. Doerfel, & J. Gibbs. (Eds.), *Organizing inclusion: Moving diversity from demographics to communication processes* (pp. 113-132). New York, NY: Routledge. Contributor to the 2020-2021 *Outstanding Edited Book* award, Organizational Communication Division, National Communication Association.

Orbe, M., & **Razzante, R.** (2020). Communication is co-cultural. In A. Tyma, & A. Edwards (Eds.). *Communication is...* (pp. 3-12). San Diego, CA: Cognella.

Razzante, R., & Tracy, S. J. (2019). Co-cultural theory: Performing emotional labor from a position of exclusion. In C. Liberman, A. Rancer, & T. Avtgis (Eds.), *Casing communication theory* (pp. 117-130). Dubuque, IA: Kendall Hunt.

Razzante, R., Tracy, S. J., Orbe, M. (2018). How dominant group members can transform workplace bullying. In R. West & C. Beck (Eds.), *The Routledge handbook of communication and bullying* (pp. 46-56). New York, NY: Routledge.

Razzante, R. (2018). Movement intellectuals in popular music: An alternative means of public education. In J. Cabbage (Ed.), *Media Literacy in Higher Education Environments* (pp. 286-304). Hershey, PA: IGI Global.

Orbe, M., **Razzante, R.**, & Orbe, V. (2016). Communicating through prejudice: An innovative critical-cultural autoethnography toward appreciative relationships. In S. K. Camara, D. K. Drummond, & D. M. Hoey (Eds.), *Communicating Prejudice: An Appreciative Inquiry* (pp. 97-119). Hauppauge, NY: Nova Science Publishers Inc.

EXTERNAL RESEARCH GRANTS (6)

2023 Digital Infrastructure Insights Fund
Building Thriving African OSS Communities by Translating Collective Intelligence Methods (2023-2025)
\$100,000 awarded
Role: Co-Principal Investigator

Google Open Source: *Thriving in Open Source* (2023-2024)
\$75,000 awarded
Role: Research Team Member
Principal Investigator: John Meluso, PhD

University of Vermont's ("University" or "UVM") Vermont Complex Systems Center Open-Source Complex Ecosystems and Networks (OCEAN) Award (Spring 2023)
\$6,000 awarded
Role: Research Team Member
Principal Investigator: Leila Bighash-Tracey PhD

Tempe Community Council Connector Award (2019-2020)
\$10,000 awarded
Role: Research Team Member
Principal Investigator: Jennifer Linde

Lincoln Center for Applied Ethics Faculty Fellow Program (2017-2018)
\$20,000 awarded
Role: Research Team Member
Principal Investigator: Drs. Sarah Tracy & Elissa Adame

International Narcotics and Law Enforcement Affairs (U.S. Department of State) (2016-2019)
 \$799,914 awarded
 Role: Research Team Member
 Principal Investigator: Jonathan Pettigrew, PhD

OTHER PUBLICATIONS AND CREATIVE ACTIVITIES (4)

- Beach, E., **Razzante, R.**, Kamrath, J., Scarduzio, J., Eger E., & Tracy, S. J. (2019). Instructor's manual materials for Tracy, S. J. (2019). *Qualitative research methods: Collecting evidence, crafting analysis, and communicating impact*. Hoboken, NJ: Wiley-Blackwell Publishing.
- Razzante, R.** (2018). Making sense of privilege through dominant group theory. *NCA Communication Currents*. Retrieved April 10, 2018 from <https://www.natcom.org/communication-currents/making-sense-privilege-through-dominant-group-theory>
- Razzante, R.** (2017). Rewriting the script through hope. In *PRAXIS the Blog of the Journal of Critical Scholarship on Higher Education and Student Affairs*.
- Razzante, R.** (2007). I am. *Case Orthopaedic Journal*, 4(1), 123. (Poem submission).

SCHOLARLY AWARDS/HONORS

2023	Top Four Faculty Paper—Philosophy of Communication Division, National Communication Association
2022	Outstanding Teaching Award—Organizational Communication Division, National Communication Association
2021	Contributor to the 2020-2021 <i>Distinguished Edited Scholarly Book</i> award, Applied Communication Division, National Communication Association
2021	Contributor to the 2020-2021 <i>Outstanding Edited Book</i> award, Organizational Communication Division, National Communication Association
2020	Outstanding Journal Article—International and Intercultural Communication Division, National Communication Association
2018	Top Faculty Paper—International and Intercultural Communication Division, National Communication Association, Ralph Cooley Award
2018	Top Four Faculty Paper—International and Intercultural Communication Division, National Communication Association
2018	Top Student Paper—Experiential Learning Division, National Communication Association
2017	Top Four Faculty Paper—International and Intercultural Communication Division, National Communication Association
2017	Top Student Paper—Rhetorical Theory and Criticism, Central States Communication Association, Karlyn Kohrs Campbell Award

CONFERENCE PAPERS (30 manuscripts)

*Top Paper

- *Reutlinger, C., & **Razzante, R.** (2023, November). Theorizing a communicative ecology of microaggressive interactions. Paper presented at the annual meeting of the National Communication Association, National Harbor, MD. Philosophy of Communication Division. Top paper.
- Nakayama, T., Martin, J., & **Razzante, R.** (2022). Whiteness in intercultural communication research: A review and direction for future scholarship. Paper presented at the annual meeting of the International Academy of Intercultural Research, Switzerland.
- Razzante, R.** & Al Balushi, A. W. (2021, November). Workplace inclusion: Co-cultural requests for dominant group action. Paper presented at the annual meeting of the National Communication Association, Seattle, WA. International & Intercultural Communication Division.

- Mark, L., Rife, T., Linde, J., & **Razzante, R.** (2021, November). Storycircling the virtual: Creating space in a pandemic with Storyscope. Paper presented at the annual meeting of the National Communication Association, Seattle, WA. Performance Studies Division.
- Meluso, J., Hébert-Dufresne, L., Bagrow, J. & **Razzante, R.** (2021, July). Masculinity contest cultures and inclusive cultures: Insights from an agent-based model. Paper presented at the 81st annual meeting of the Academy of Management.
- Meluso, J., Hébert-Dufresne, L., Bagrow, J. & **Razzante, R.** (2021, July). Masculinity contest cultures and inclusive cultures: Insights from a network model of organizational socialization and promotion. Paper to be presented at the annual meeting of Networks 2021: A Joint Conference of Sunbelt and NetSci.
- Razzante, R.**, Broome, B. J., & Tracy, S. T., Chawla, D., Hogan, M. J. (2020, November). Co-constituting pathways of an inclusive workplace: A participant-generated methodology. Paper to be presented at the annual meeting of the National Communication Association, Indianapolis, IN. Organizational Communication Division.
- Fahey, M., Perez, N., & **Razzante, R.**, (2020, October). Only the brave teach: The experience of emotional burnout and stress in the teaching environment. Paper presented at the annual meeting of the Ohio Communication Association Conference. Virtual presentation.
- Razzante, R.** (2019, November). Crystalizing whiteness: Engaging White students' whiteness through Civil Dialogue®. Paper presented at the annual meeting of the National Communication Association, Baltimore, MD. International and Intercultural Communication Division.
- Razzante, R.**, Hanna, K., & Linde, J. (2019, November). Dialogic prudence: Promoting transformative conflict through Civil Dialogue®. Paper presented at the annual meeting of the National Communication Association, Baltimore, MD. Organizational Communication Division.
- Arterburn Adame, E. A., Tracy, S. J., Towles, M., Town, S., **Razzante, R.**, Tietz, C., Kamrath, J., Clark, L., Tremblay, R., Pettigrew, J., Donovan, M., & Becker, K. (2019, November). Communicating leadership beyond classroom boundaries: An investigation of two leadership pedagogies. Paper presented at the annual meeting of the National Communication Association, Baltimore, MD. Instructional Development Division.
- Razzante, R.** (2019, February). "If all I was was Black": Mavis Staples' interracial and intergenerational advice for contemporary social justice advocates. Paper presented at the annual meeting of the Western States Communication Association, Seattle, WA.
- Razzante, R.**, & Hanna, K. (2019, February). Dr. King's struggle then and now: A look into Black musical artists' struggle for economic and social justice. Paper presented at the annual meeting of the Western States Communication Association, Seattle, WA.
- ***Razzante, R.**, Orbe, M., & Boylorn, R. (2018, November). Embracing intersectionality in co-cultural and dominant group theorizing: Implications for theory, research, and pedagogy. Paper presented at the annual meeting of the National Communication Association, Salt Lake City, UT. International and Intercultural Communication Division. Top Paper.
- *Broome, B., Derk, I., **Razzante, R.**, Steiner, E., Taylor, J. & Zamora, A. (2018, November). Building an inclusive climate for intercultural dialogue: A participant-generated framework. Paper presented at the annual meeting of the National Communication Association, Salt Lake City, UT. International and Intercultural Communication Division. Top Paper, Ralph Cooley Award.
- ***Razzante, R.** (2018, November). Dialogic approximations: Civil Dialogue® as a pedagogical tool to engage whiteness. Paper presented at the annual meeting of the National Communication Association, Salt Lake City, UT. Experiential Learning Division. Top Paper.
- Razzante, R.** (2018, November). A critical-cultural lens to structuration theory: Navigating the tension between agency and socio-material constraints. Paper presented at the annual meeting of the National Communication Association, Salt Lake City, UT. Organizational Communication Division.

- Razzante, R.**, & Tracy, S. J. (2018, November). Co-cultural theory: Performing emotional labor from a position of exclusion. Paper presented at the annual meeting of the National Communication Association, Salt Lake City, UT. Organizational Communication Division.
- Reutlinger, C., **Razzante, R.**, & De la Garza, A. (2018, November). Meta-theorizing microaggressions: A move toward ambiguity in theory. Paper presented at the annual meeting of the National Communication Association, Salt Lake City, UT. International and Intercultural Communication Division.
- Pettigrew, J., **Razzante, R.**, Lu, Y., Allsup, J. D., & Ray, C. (2018, August). Challenging sustainability for school-based prevention in a lower-middle income country. Paper presented at the 1st Conference of the Brazilian Association for Research on Prevention and Health Promotion (BRAPEP), Brasilia, Distrito Federal, Brazil.
- Razzante, R.**, Tracy, S. J., & Orbe, M. (2018, March). How dominant group members can disrupt bullying in the workplace. Paper presented at the Qualitative Research in Management and Organization (QRM) Conference, Albuquerque, NM.
- Adame, E., Tracy, S. J., Town, S., Donovan, M., Clark, L., Kamrath, J., Pettigrew, J., **Razzante, R.**, Towels, M., Tremblay, R. (2018, March). Teaching leadership or transforming students into leaders: A qualitative exploration of the role of transformational leadership pedagogy on student learning orientation. Paper presented at the Qualitative Research in Management and Organization (QRM) Conference, Albuquerque, NM.
- Town, S., Adame, E., Tracy, S. J., Donovan, M., Clark, L., Kamrath, J., Pettigrew, J., **Razzante, R.**, Towels, M., Tremblay, R. (2018, February). Would they get the job?: Predicting the hireability of transformational leaders. Paper presented at the annual meeting of the Western States Communication Association, Santa Clara, CA.
- Razzante, R.** (2017, November). Identifying dominant group strategies: A phenomenological study. Paper presented at the annual meeting of the National Communication Association, Dallas, TX. International and Intercultural Communication Division.
- Razzante, R.** (2017, November). A phenomenological experience of the post-Trump election classroom. Paper presented at the annual meeting of the National Communication Association, Dallas, TX. Ethnography Division.
- ***Razzante, R.**, & Orbe, M. (2017, November). Two sides of the same coin: Conceptualizing dominant group theory in the context of co-cultural theory. Paper presented at the annual meeting of the National Communication Association, Dallas, TX. International and Intercultural Division. Top Paper.
- ***Razzante, R.** & Smith, J.W. (2017, March). Rhetorical re-framing and counter narratives: An ideological critique of the Christian hip-hop artist Lecrae Moore. Paper presented at the annual convention of the Central States Communication Association, Minneapolis, MN. Top Paper, Karlyn Kohrs Campbell Award.
- Razzante, R.** (2016, June). Fostering critical-thinking skills in the first-year seminar course. Paper presented at the bi-annual African Educational Research Network and Beijing International Studies University Summer Symposium and Summit on Global Education Diplomacy, Athens, OH.
- Razzante, R.** (2016, February). Fostering critical-thinking skills in the first-year seminar course. Paper presented at The Annual Conference on The First-Year Experience, Orlando, FL.
- Orbe, M., **Razzante, R.**, & Orbe, V. (2015, November). Communicating through prejudice: An innovative critical-cultural autoethnography of appreciative relationships. Paper presented at the annual meeting of the National Communication Association, Las Vegas, NV.

PANELS & CONFERENCE PARTICIPATION (23)

- Razzante, R.**, Goddy, S., Ikegah, R., & Meluso, J. (2024, July). Building and repairing open source software communities through collective intelligence. Data presented and workshopped at the annual meeting of the Engaged Scholar Conference. Fort Collins, CO.

- Mahari, T., Bigash, L., Reham, S., Meluso, J., & **Razzante, R.** (2023, November). Thriving in African-based open source communities. A research roundtable presentation at the National Communication Association, National Harbor, MD.
- Hanna, K., **Razzante, R.** (2023, November). “The civil dialogues were also pretty dope”: Using Civil Dialogue® to facilitate difficult conversations in the classroom. G.I.F.T.S. presentation at the annual meeting of the National Communication Association, National Harbor, MD.
- Razzante, R.** (2022, November). Celebrating outstanding teaching and mentoring in organizational communication. Panel participation at the annual meeting of the National Communication Association, New Orleans, LA. Organizational Communication Division.
- Razzante, R.** (2021, November). Including their stories: Rethinking, reimagining, and reshaping legal education. Panel presentation for the University of Utah’s S.J. Quinney College of Law.
- Razzante, R.** (2021, July). Using collective intelligence as a method to drive participatory action research. Study presented to the Extended Network at Integrated Work.
- Razzante, R.** (2020, April). Co-constituting pathways of an inclusive workplace: A participant generated methodology. Poster presented at the Institute for Social Science Research Graduate Poster Contest, Tempe, AZ. Top Poster Finalist.
- Tracy, S. J., Arterburn Adame, E., Alberts, J., Broome, B., Cheong, P., Davis, O., de la Garza, A., Ferderer, B., Hanna, K., Hanners, K., Kamrath, J., Kim, H., Lederman, L., Linde, J., Mark, L., Olson, C., Pettigrew, J., **Razzante, R.**, Reutlinger, C., Rife, T., Shin, Y., Tietz, C., Town, S., Truscelli, N., Zanin, A., (2019, November). Conversation as a defining moment for the communication discipline: How human communication can survive and thrive in an age of social media and digital communication. Panel to present at the annual meeting of the National Communication Association, Baltimore, MD. NCA First Vice President Sponsored Panel.
- LeMaster, B., Cortés, R., Hanna, K., Termini Ibarra, A., **Razzante, R.**, Rife, T., Reutlinger, C., Stephenson, M. (2019, November). Inner monologues of a newbie CPer. Panel to perform at the annual meeting of the National Communication Association, Baltimore, MD. Performance Studies Division.
- Razzante, R.** (2019, October). Beyond civility: Co-creating a vision for workplace inclusion. Dissertation research presented at the annual meeting of the Organizational Communication Mini-Conference, Urbana-Champaign, IL.
- Razzante, R.** (2019, March). Beyond civility: Co-creating a vision for workplace inclusion. Dissertation abstract presented at the Graduate and Professional Student Association Research Symposium, Tempe, AZ.
- Razzante, R.** (2018, April). Civil Dialogue® as a pedagogical tool to engage oppressive ideologies. Poster presented at the Institute for Social Science Research Graduate Poster Contest, Tempe, AZ. Top Poster Finalist.
- Razzante, R.** (2018, March). Envisioning dominant group theory as transformative practice. Paper abstract presented at Texas A&M’s Communicating Diversity Conference, College Station, TX.
- Broome, B., Derk, I., **Razzante, R.**, Steiner, E., Taylor, J. & Zamora, A. (2018, February). Building an inclusive climate for intercultural dialogue on a university campus: An innovative methodology for mindful action research examining intercultural issues. Panel presented at the annual meeting of the Western States Communication Association, Santa Clara, CA.
- Razzante, R.** & Hanna, K. (2017, November). Critical Communication Pedagogy’s relevance in 2017 and beyond. 103rd annual meeting of the National Communication Association, Dallas, TX. Scholarship of Teaching and Learning. Co-Chair.
- Razzante, R.** (2017, November). Bullying, conspiracies, and hate speech in the age of social media. 103rd annual meeting of the National Communication Association, Dallas, TX. Learning Critical and Cultural Studies Division. Respondent.

- Hanna, K., & **Razzante, R.** (2017, November). Echoes of the past: Racialized rhetorics of then and now. Panel presented at the 103rd annual meeting of the National Communication Association, Dallas, TX. American Society for the History of Rhetoric.
- Razzante, R.** (2017, July). Identifying dominant group strategies within academia. Abstract presented at the annual meeting of the Aspen Engages Conference, Aspen, CO.
- Broome, B., Derk, I., **Razzante, R.**, Steiner, E., Taylor, J. & Zamora, A. (2017, July). Collective intelligence methodology as a tool for investigating perceptions of key factors in building an inclusive environment for intercultural dialogue. Practicum presented at the 30th Annual Meeting of the International Association for Conflict Management, Berlin, Germany.
- Razzante, R.** (2017, April). Communicative behaviors of dominant group members. Poster presented at the Institute for Social Science Research Graduate Poster Contest, Tempe, AZ. Top Poster Finalist.
- Razzante, R.** (2017, January). The Colin Kaepernick effect: Examining athletes and social activism through teaching and research. Panel presentation at the fifth annual Alabama Program in Sports Communication (APSC) Sports Symposium, Tuscaloosa, AL.
- Kopich, M., **Razzante, R.**, Modayil, M. (2016, October). Collaborations to train the next generation of service-learning leaders. Grant funded project presented at the annual meeting of the Engagement Scholarship Consortium Conference, Omaha, NE.
- Kumfer, K., & **Razzante, R.** (2016, February). Weaving dialogues of diversity into the first-year seminar curriculum. Practicum experience presented at The Annual Conference on The First-Year Experience, Orlando, FL.
- Razzante, R.**, Cooney, M., & Early, S. (2016, January). Ohio Proud! Socialization and mentoring opportunities for aspiring scholars and practitioners. Panel presented at The Ohio College Personnel Association, Columbus, OH.

COURSES TAUGHT (23 Courses)

As a teacher-scholar, I am committed to bridging my research, teaching, and industry experience by facilitating experiential learning for students' development as active contributors to their workplaces and communities.

ORGANIZATIONAL COMMUNICATION (6)

Organizational Communication (20-35 students)
Communication in the Global Workplace (20-60 students)
Communication and the Workplace (20-35 students)
Small Group Communication (20-35 students)
Communication in Bargaining & Negotiation (20-35 students)
Business Communication (20-35 students)

INTERCULTURAL COMMUNICATION (5)

Intercultural Communication (20-35 students)
Communication in Global Contexts (20-60 students)
Communication, Diversity, & Controversy (20-35 students)
Elements of Intercultural Communication (20-35 students)
Identity, Difference & Communication (20-35 students)

THEORY & METHODS (5)

Introduction to Communication Inquiry (20-35 students)
Theories and Models in Communication (20-120 students)
Advanced Critical Methods in Communication (20-35 students)
Communication Research Methodologies (20-35 students)

Communication in the Classroom (20-35 students)

BASIC COURSES (3)

Introduction to Human Communication (20-160 students)

Public Speaking (20-35 students)

Mastering the First-Year Experience (20-35 students)

ADVISING, & TEACHING APPRENTICESHIPS (4)

Undergraduate Academic Advisor (walk in advisor)

Online Master's Capstone Advisor (20-35 students)

Senior Independent Thesis Advisor (4 students)

Teaching Apprenticeship (2 students)

SERVICE

My service reflects my desire to contribute to a learning community among students, faculty, and staff.

HONORS OF RECOGNITION

Fall 2019	The People-Power Underlying Life-Sustaining Education (PULSE) Scholarship
Summer 2019	National Communication Association Doctoral Honors Seminar Participant
Summer 2019	Jeanne Linde Herberger Fellowship in Communication
Spring 2019	Outstanding Graduate Student Research and Creative Activities Award, Arizona State University
Spring 2018	Teaching Excellence Award via the Graduate and Professional Student Association
Fall 2017	2017-2018 CLAS Student Leader (College of Liberal Arts and Science)
Spring 2017	2016-2017 CGSA Outstanding Graduate Service Award
Spring 2016	Outstanding Graduate Assistant for work with the Allen Student Advising Center
Spring 2015	Outstanding Graduate Student for the Critical Studies in Education master's program
Spring 2014	Paul H. Boase Family Scholarship from the Scripps College of Communication

DEPARTMENTAL SERVICE

2018-2020	Assisting Dr. Sarah Tracy in coordinating the visit for Drs. Mohan Dutta, Ryan Bisel, Robin Boylorn, Kevin Barge, and Erin Willer as part of the Transformation Project's, "Transformational Communication Symposium"
Spring 2018	Assisted Dr. Loretta LeMaster in coordinating the visit for Dr. Amber Johnson
Spring 2018	Assisted Dr. Benjamin Broome in coordinating the visit for Dr. Mark Orbe
Fall 2017	Assisted Dr. Heewon Kim in coordinating the visit for Dr. Gail Fairhurst
2017-2018	Transformation Project Graduate Associate Coordinator
March 2017	Coordinated a reading discussion on Dr. Michael Kimmel's <i>Angry white men: American masculinity at the end of an era</i>
March 2017	Assisted Dr. Belle Edson in coordinating the visit for Dr. Nicole Martin
Spring 2017	Hugh Downs School of Human Communication textbook committee member
2016-2017	Communication Graduate Student Association (CGSA) board member

DISCIPLINARY SERVICE

Summer 2020	<i>Book Reviewer</i> . Reviewed eleven chapters and revision proposal plan for <i>Intercultural Communication: A Critical Perspective</i> (Halualani)
Summer 2018	<i>Paper Reviewer</i> . Reviewer for Communication Studies
Summer 2018	<i>Chapter Reviewer</i> . Reviewed two chapters for <i>Empowering Public Speaking</i> (Fasset & Nainby)
2018-2020	<i>NCA Force Representative</i> . Student representative for the NCA Anti-Bullying Task Force
Fall 2017	<i>Paper Reviewer</i> . Reviewer for the Journal of Intercultural Communication Research
Fall 2017	<i>Co-Chair</i> . "Critical Communication Pedagogy's relevance in 2017 and beyond." Division of the Scholarship of Teaching and Learning, 103 rd annual meeting of the National Communication Association, Dallas, TX. Scholarship of Teaching and Learning
Fall 2017	<i>Respondent</i> . "Bullying, conspiracies, and hate speech in the age of social media." Critical and Cultural Studies Division
Spring 2017	<i>Paper Reviewer</i> . Critical and Cultural Studies Division, 103 rd annual meeting of the National Communication Association, Dallas, TX
Spring 2017	<i>Volunteer</i> . International Association for Communication and Sport 10th Summit on Communication and Sport, Tempe, AZ
Fall 2016	<i>Paper Reviewer</i> . Intercultural Communication Interest Group, 2017 Central States Communication Association, Minneapolis, MN
Fall 2016	<i>Volunteer</i> . 102 nd annual meeting of the National Communication Association, Philadelphia, PA

UNIVERSITY-WIDE SERVICE

Spring 2021	Justice Dialogue Facilitator for Wooster's Justice Dialogue Day
2016-2020	Grant Reviewer for the Graduate and Professional Student Association (GPSA)

INVITED GUEST LECTURES (9)

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- Razzante, R.** (2023, October). Qualitative research in practice: An overview of organizational communication research methods. Invited by Dr. Sarah Jones, Ohio University. A Teams meeting with students.
- Razzante, R.** (2023, February). Qualitative research in practice: An overview of how to apply Tracy's seven territories of qualitative research. Invited by Dr. Sarah Jones, Ohio University. A Teams meeting with students.
- Razzante, R.** (2023, February). Critical perspectives on white racial identity. Invited by Dr. Leslie Culver, Esq., University of Utah. A Zoom meeting with students pursuing a JD.
- Razzante, R.** (2022, September). Applied communication research in industry. Invited by Dr. Sarah Jones, Ohio University. A Teams meeting with students.
- Razzante, R.** (2022, February). Foundations of dominant group theory. Invited by Dr. Leslie Culver, Esq., University of Utah. A Zoom meeting with students pursuing a JD.
- Razzante, R.** (2021, February). Critical perspectives on white racial identity. Invited by Dr. Leslie Culver, Esq., University of Utah. A Zoom meeting with students pursuing a JD.

Razzante, R. & Linde, J. (2020, November). Civil Dialogue® as a method of dialogue and deliberation. Invited by Dr. Daniel Schugurensky, Arizona State University. Facilitated a virtual Civil Dialogue® on the topic of federal courts and US elections for MA and PhD students in public policy.

Razzante, R. (2018, April). Dominant group theory: Behind the scenes. Invited by Dr. Angela Hosek, Ohio University. A Skype meeting with PhD students in a communication theory seminar.

Linde, J. & **Razzante, R.** (2017, October). Civil Dialogue® as a method of dialogue and deliberation. Invited by Dr. Daniel Schugurensky, Arizona State University. Facilitated a Civil Dialogue® on the topic of freedom of speech on college campuses for MA and PhD students in public policy.

Razzante, R. (2017, January). Social identity under a critical lens: Negotiating avowal and ascribed social identities in an intercultural interaction. Invited by Dr. Darrin Griffin, University of Alabama. A 200-student lecture/activity.

COMMUNITY ENGAGEMENT

My involvement in local and global communities is what drives my research and teaching.

GLOBAL ENGAGEMENT

Open Source Community Africa (OSCA) | Conducting research with OSCA for building thriving OSS communities
Cloud Kitchens | Built the manager development curriculum for the global company
Mindfulness in Action Workshops | Facilitate 3-day public speaking workshops globally
Dale se Real (Nicaragua) | Conducted interviews and focus groups in Spanish with parents & youth regarding drug abuse

LOCAL ENGAGEMENT

Falck USA | Train Falck USA operations managers in leadership skills
Cleveland Clinic Foundation | Moderated a panel on compassion in the workplace across social difference
Storyscope Story Circles | Facilitate community dialogues geared toward building connection
Institute for Civil Dialogue | Facilitate community dialogues on provocative social issues
The Recovery Communication Project | Facilitated dialogues for those impacted from drug abuse
Boys & Girls Club of Guadalupe | Facilitated The Forgiveness Tree project with youth
Athens High School Service Learning | Co-facilitated a school-wide service learning project with high schoolers

CURRENT ASSOCIATION MEMBERSHIPS

National Communication Association
 Western States Communication Association