

# JENNIFER A. CUMMINGS

University of Utah  
David Eccles School of Business  
Department of Management  
1655 East Campus Center Drive, Room 4163  
Salt Lake City, Utah 84112  
(801) 556-1585  
jennifer.cummings@eccles.utah.edu

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## EDUCATION

- Ph.D. Interpersonal and Family Communication, 2012  
University of Utah, Salt Lake City  
Dissertation: Relational Communication in Mother-Adolescent Daughter Interaction. Successfully defended, August 24, 2011.  
Chair: Dr. Mark Bergstrom  
Directed by: Dr. L. Edna Rogers
- M.A., Interpersonal Communication, Communication Education, 2001  
University of Utah, Salt Lake City
- B.A., Speech Communication, 1995  
University of Utah, Salt Lake City

## ACADEMIC APPOINTMENTS

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|----------------------------|--|
| 2017-Present               | Associate Professor/Lecturer, Management Department, University of Utah  |
| 2014-2017                  | Assistant Professor/Lecturer, Management Department, University of Utah  |
| 2013-2014                  | Visiting Assistant Professor, Dept. of Communication, University of Utah   |
| 2012                       | Research Assistant to the Dean of Humanities, Dean Robert Newman, University of Utah   |
| 2012                       | Postdoctoral Research Assistant, Dept. of Communication, University of Utah and Huntsman Cancer Institute<br>Lead Researcher, Dr. Heather Canary |
| 2012                       | Auxiliary Faculty, Dept. of Communication, University of Utah  |
| 2004-2010<br>and 1998-2001 | Graduate Teaching Fellow, Dept. of Communication, University of Utah   |
| 2004-2005                  | Online Instructor, University of Phoenix   |
| 2003                       | Adjunct Instructor, Salt Lake Community College  |

## **CERTIFICATIONS**

Mediation Certification, Ken Cloke & Joan Goldsmith, 2020.

Emotional Intelligence/EQ-i 2.0 Assessment Certification, Multi-Health Systems, 2016.

Conflict Resolution and Mediation Certificate, University of Utah, 2004.

## **TEACHING**

### **Courses Taught at the University of Utah**

MGT 6050: Team Foundations, Professional MBA Program, 2019-present

MGT 6151: Team Effectiveness, Executive MBA Program, 2017-present

ENTP 6201: Communication Workshop, MBC (Business Creation) Program, 2020-present

MGT 6155: Communication and Interpersonal Effectiveness, Executive MBA Program, 2015-present

MGT 6850: Managing Conflict, MBA Online Program, 2020-present

MGT 6052: Business Communication, Professional MBA Program, 2015-present

MGT 4860: Managing Organizational Conflict, 2015-present

MGT 3810: Business and Professional Communication, 2014-2022

MGT 3815: Business and Professional Communication, Business Scholars Program, 2015-2020

MGT 6054: Management Communication, MBA Program, 2016-2018

ACCTG 6910: Accounting Communication, 2015-2018 (Team-taught)

COMM 3120: Family Communication, 2010, 2012, 2013, 2014

COMM 3040: Communication and Relationships, 2007-2010, 2012, 2013, 2014

COMM 3060: Transfer Interest Group, (U/SLCC collaboration), 2014

COMM 3180: Communication and Social Reality, 2013

COMM 3910: Independent Study: Personal & Family Relationships, 2013

COMM 3000: Communication & Work-Family Balance, 2009

COMM 3110: Interpersonal Communication (Theory and Research), 2007-2008

COMM 2110: Introduction to Interpersonal Communication

(T.A. discussion facilitator and lecturer), 2008, 2006-2004, 1999-2000, 2013-2014

HONORS 3400: Constructions of Knowledge (T.A.), 2007

COMM 1270: Analysis of Argument, 2007

COMM 1200: Principles of Public Speaking, 2001

COMM 1010: Elements of Speech Communication, 1998-2001

### **Additional Courses Taught at the University of Utah**

Women in Leadership Program, 2017-ongoing

Executive Education, Conflict Management & Resolution, High-Performing Teams, 2017-ongoing

Health Sciences Leadership Development Program, 2019-ongoing

EMBA Midpoint Team Workshop, 2019-ongoing

MBAO Residency - Effective Teams, 2018-ongoing

Executive Education Custom Courses, 2017-ongoing

Business Scholars Interactive Learning Sessions, Team Conflict, 2017-2018

**Courses Taught at University of Phoenix**

COMM 215: Essentials of College Writing (online course), 2004-2005

**Courses Taught at Salt Lake Community College**

COMM 1010: Principles of Effective Communication, 2003

**RESEARCH**

**Publications**

Cummings, J. A. (2018). Drafting Your Personal Ethics Code. *Business and Professional Communication Quarterly*, 81(3), 368-390.

Rogers, L. E., & Cummings, J. A. (2016). *Relational Communication Control*. In C. A. Van Lear & D. J. Canary (Eds.) *Researching Interactive Communication Behavior: A Sourcebook of Methods and Measures*. Thousand Oaks: Sage.

Canary, H. E., Bullis, C., Cummings, J. A., & Kinney, A. (2015). Structuring Health in Colorectal Cancer Screening Conversations: An Analysis of Intersecting Activity Systems. *Southern Communication Journal special issue: Family Communication and Health*, 80(5), 416-432.

**Conference Papers and Presentations**

Cañas, K., Cummings, J. A., Rausch, G. (2023, February). Strengthening Leadership Programs for Women: Challenges and Strategies. Presented at the Association for Business Communication Conference. Laie, Hawaii.

Cummings, J. A., (2021, October). Testing the Power of Positivity. Presented at the Association for Business Communication Conference. Online.

Cummings, J. A., Canas, K., & Phillips, A. (2020, October). Voices of Leadership: CEO Discourse as Embodied and Enacted. Accepted at the Association for Business Communication Conference. Online.

Cummings, J. A., (2020, October). Driving Team Innovation. Accepted at the Association for Business Communication Conference. Online.

Cummings, J. A. (2019, October). *The Brain at Work: Insights from Neuroscience for Business Communication*. Presented at the Association for Business Communication International Conference, Detroit, Michigan.

Cummings, J. A. (2018, April). *Teaching the Art of Planning and Navigating Difficult Conversations*. Presented at the Association for Business Communication Conference, Cincinnati, Ohio.

Cummings, J. A. (2017, October). *Drafting Your Personal Code of Ethics*. Presented at the Association for Business Communication International Conference, Dublin, Ireland.

- Cummings, J. A.**, Canas, K., & Phillips, A. (2017, March). *Developing and Re-envisioning the Online and Hybrid Classroom*. Presented at the Association for Business Communication International Conference, Orem, UT.
- Cummings, J. A.** (2016, October). *Video Case Study Methodological Approach to Managing Organizational Conflict*. Presented at the Association for Business Communication International Conference, Albuquerque, NM.
- Cummings, J. A.** (2016, October). *Mediation Videotape Simulation*. Presented at the Association for Business Communication International Conference, Albuquerque, NM.
- Cummings, J. A.** (2016, May). *Transforming Team Troubles into Triumphs*. Presented at the Association for Business Communication Western Region Conference, Denver, CO.
- Canas, K., **Cummings, J. A.**, & Rausch, G. (2015, October). *Triumphs and Challenges of Teaching Accounting Communication: An Examination and Presentation of Pedagogical Best Practices*. Paper presented at the Association for Business Communication International Conference, Seattle, WA.
- Holmes, C., **Cummings, J. A.**, & Rausch, G. (2015, October). *Technology in the Business Communication Classroom: A Paradoxical Double-Edged Sword*. Paper presented at the Association for Business Communication International Conference, Seattle, WA.
- Cummings, J. A.** (2015, May). *Building Conflict Management Skills in Tomorrow's Leaders*. Paper presented at the Association for Business Communication Western Region Conference, USC Marshall School of Business, Los Angeles, CA.
- Cummings, J. A.** (2014, February). *Complementarity and Satisfaction: An Investigation of Mother-Adolescent Daughter Interaction*. Paper presented at the Western States Communication Association, Anaheim, CA.
- Canary, H. E., Bullis, C. A., **Cummings, J. A.**, Kinney, A. Y. (2014, February). *The Resource-Based Interaction Coding System (R-BICS): Development and Application in a Colorectal Cancer Screening Intervention Program*. Presented in the **Top Paper Panel** of the Health Communication Interest Group at the annual meeting of the Western States Communication Association, Anaheim, CA.
- Canary, H. E., **Cummings, J. A.**, Bullis, C. A. (2013, November). *Counselor-Client Conversations in a Colorectal Cancer Screening Intervention: An Analysis of Intersecting Activity Systems*. Presented in the **Top Paper Panel** of the Health Communication Division at the annual meeting of the National Communication Association, Washington, DC.
- Cummings, J. A.** (2013, February). *Conflict at Home: A Qualitative Case Comparison of Conflict Interaction in Mother-Adolescent Daughter Relationships*. Presented as the **Top Paper** in the Interpersonal Communication Interest Group at the annual meeting of the Western States Communication Association, Reno, NV.

- Cummings, J. A.** (2012, February). *Relational Communication and Mother-Adolescent Daughter Relationships*. Presented as the **Top Paper** in the Interpersonal Communication Interest Group at the annual meeting of the Western States Communication Association, Albuquerque, NM.
- Cummings, J. A.** (2008, February). "Seventeen" *Girls without Family: A Content Analysis of the Abdication of Family in Teenage Magazines*. Paper presented at the annual meeting of the Western States Communication Association, Boulder, CO.
- Cummings, J. A.** (2008, February). Panelist on "Advisor Advising: Sharing Resources for Advising Graduate Students." Panel discussion at the annual meeting of the Western States Communication Association, Boulder, CO.
- Osmond, A. K. & **Cummings, J. A.** (2007, November). *Identifying Verbal and Nonverbal Communication Cues in Sociopathy: A Narrative Analysis*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Cummings, J. A.** (2007, February). Panelist on "Are We 'Engaged', or Are We 'Complicit'?" *Conceptualizing a Socially-just, Critically-informed Interpersonal Communication*." Panel discussion at the annual meeting of the Western States Communication Association, Seattle, WA.
- Cummings, J. A.** (2006, November). *Work-Family Balance in the Lives of Children: Giving Voice to a Silenced Population*. Paper presented at the annual meeting of the National Communication Association, San Antonio, TX.
- Witker-Cummings, J. A.** (2006, February). *How Support Happens: An Ethnographic Investigation of Supportive Interactions Among Preschool Children, Peers, and Teachers*. Presented as the **Top Debut Paper** in the Interpersonal Communication Interest Group at the annual meeting of the Western States Communication Association, Palm Springs, CA.

### Invited Presentations

- Public Health Employees Program (PEHP) Statewide Wellness Conference, Keynote Speaker, "Better Together: Creating Social Wellbeing." June 9, 2022.
- Science and Technology Department, University of Utah, Invited Talk, "Leading in Tech with Emotional Intelligence" May 14, 2022.
- Association of University Professors of Ophthalmology Conference, Keynote Speaker, "Building Resilience in Tough Times." January 29, 2021.
- Elevate U, Invited Talk, "Growth in Challenging Times." April 29, 2020.
- School of Dentistry White Coat Ceremony, Keynote Speaker, University of Utah, August 9, 2019.
- Executive MBA Alumni Roundtable, "Thriving Through Change." Keynote Speaker, March 1, 2019.

Alumni Women's Workshop, "Speaking Up and Being Heard on a Team." University of Utah, January 25, 2019.

SelectHealth Leadership Summit, "Thriving Through Change." Keynote Speaker, May 22, 2018.

IHC Cardiovascular Symposium Keynote Speaker, "The Positivity Advantage." April 20, 2018.

Elevate U Women's Symposium, "Communicating Your Brand with Confidence and Authenticity." University of Utah, March 2018.

Bard Access Systems, "Healthy Talk, Healthy Teams." Salt Lake City, Utah, February 22, 2017.

Weber State University, "Relational Patterns of Control and Influence." April 6, 2016.

*She's Classy* Women in Leadership Workshop, "Leveling Up Your Relationships." Park City, Utah, February 25, 2016.

LDS Business College, "Relational Patterns of Conflict and Harmony." November 14, 2014; March 6, 2015; February 12, 2016.

LDS Business College, "Healing Emotional Trauma through Communication." November 5, 2014.

University of Utah Health Communication Course, "Stage Zero: Qualitative Interaction Analysis of Motivational Interviews and Colonoscopy Screening." October 25, 2012.

Salt Lake Community College Civil Engineering Design, "Engineering Relationships: Relational Systems at Work." October 15, 2012.

University of Utah/Salt Lake Community College Transfer Student Interest Group, "Relational Communication: Applications and Directions." April 13, 2012.

Weber State University, "Relationships in Conversation." March 21, 2012.

Salt Lake Community College, "Patterns and Paradox in Conversation." March 29, 2011.

University of Utah/Salt Lake Community College Transfer Student Interest Group, "Directions in Interpersonal Research." February 26, 2010.

The Summit: Young Single Adult Conference, "Understanding Gender in Relationships," University of Utah Institute of Religion. August, 2009.

The Summit: Young Single Adult Conference, "Getting (and Giving) What You Most Want in Relationships." University of Utah Institute of Religion, August, 2010.

**Teaching Honors and Awards**

- 2021 Professional MBA Distinguished Teaching Award, David Eccles School of Business
- 2020 Executive MBA Distinguished Teaching Award, David Eccles School of Business
- 2019 Faculty Career Mentor Award, David Eccles School of Business, Business Career Services
- 2018 Daniels Fund Leadership in Ethics Education Award
- 2017 Professional MBA Distinguished Teaching Award, David Eccles School of Business
- 2017 Brady Faculty Superior Teaching Award, University of Utah
- 2016 Faculty Recognition Award Nomination, University of Utah Career Services
- 2008 Ramona W. Cannon Award for Graduate Student Teaching Excellence in the Humanities, University of Utah College of Humanities
- 2008 International Communication Association Graduate Teaching Award, Instructional and Development Division
- 2004-2008 Graduate Teaching Fellowship, Dept. of Communication, University of Utah and 1998-2001

**Research Honors and Awards**

- Top Four Paper Award, Western States Communication Association, Health Communication Interest Group, 2014
- Top Papers Award, National Communication Association, Health Communication Interest Group, 2013
- Top Paper Award, Western States Communication Association, Interpersonal Communication Interest Group, 2013
- Top Paper Award, Western States Communication Association, Interpersonal Communication Interest Group, 2012
- Top Debut Paper Award, Western States Communication Association, Interpersonal Communication Interest Group, 2006

## **SERVICE**

### **Service to the Discipline**

Committee Member, MBA Special Interest Group, Association for Business Communication, 2016-Present

Committee Member, Consulting Special Interest Group, Association for Business Communication, 2016-Present

Committee Member, Neuroscience and Business Communication Special Interest Group, Association for Business Communication, 2018-Present

Paper Reviewer, Western States Communication Association, Interpersonal Communication Interest Group, 2013-2016

Paper Reviewer, *Western Journal of Communication*, 2014-2015

Subject Matter Expert Consultant, Interpersonal Communication Curriculum, LDS Business College, 2014

Subject Matter Expert Consultant and Reviewer, Bill and Melinda Gates Grant to develop Interpersonal Communication Curriculum, Spokane Falls Community College, 2011-2012

Paper Reviewer, *Rocky Mountain Communication Review*, 2005 – 2009

### **Administrative Service**

Executive MBA Curriculum Committee, 2017-present

Executive Education Curriculum Committee, 2017-present

Executive Education Advisory Board Faculty Liaison, 2018-present

Accounting Communication Curriculum Committee, 2015-2019

Business Communication Curriculum Committee (Undergraduate), 2015-present

Business Scholars Curriculum Committee, 2015-present

Management Communication Curriculum Committee (Graduate), 2015-present

Online & Hybrid Business Communication Curriculum Development Committee, 2015-present

Management Strategic Planning and Advisory Committee (Graduate/Undergraduate), 2016-17

Full-Time MBA Admissions Committee, 2016

Professional MBA Admissions Committee, 2016



**Graduate and Undergraduate Student Mentoring**

Masters Committee Member, Chris Pasko, Science and Technology Department, University of Utah, 2022.

MBA Team Mediation and Consultation, EMBA and PMBA Cohorts, 2017-present.

Doctoral Committee Member, Kristal May, Department of Communication, University of Utah, 2015-2018.

Dissertation Content and Research Advisor, Noelle Taylor, Primary Care DNP-FNP Program, College of Nursing, University of Utah, 2017-2018.

Emotional Intelligence (EQ-i) assessment and debriefing with MBA students, 2016-2019.

Public speaking and anxiety management coaching for undergraduate and graduate students and teams, 2015-2020.

Coach for student team competing in Daniels Fund Competition, April 2017.

**Service to the Department and Institution**

Executive Education Advisory Board, 2019-present.

Women's Leadership Program Curriculum Developer, 2020-present.

Invited Speaker, Business Management Club, University of Utah, November 13, 2019.

Facilitator, Executive MBA Gender Roundtable, University of Utah, February 1, 2019.

Faculty Advisor, *Business Management Club*, David Eccles School of Business, 2017-2019.

Presentation to Business Leaders Incorporated (BLinc), University of Utah, October 3, 2018.

Keynote Speaker/Trainer, Executive Education Staff Retreat, January 28, 2018.

Instructor/Facilitator, PMBA Orientation for incoming class, January 4, 2018.

Presentation on Executive Education Program to David Eccles School of Business National Advisory Board, October 6, 2017.

TA Training and Supervising for undergraduate and graduate level courses, 2015-2018.

Workshop Facilitator, "Collaborating Effectively in Teams," Professional MBA Orientation, University of Utah, December 15, 2016.

Co-facilitator (with Cole Holmes), "Emotional Intelligence in the Accounting Profession," MACC Orientation, Week Zero, University of Utah, August 16, 2016.

Workshop Facilitator, "Working in Teams," Online MBA Residency Session, University of Utah, August 13, 2016.

Colloquium Panel Presenter, Department of Communication, University of Utah. "Navigating the R1/Alternative Academic Career." December 10, 2014.

Guest Lecturer, Freshman Interest Group, Department of Communication, 2009.

Workshop Presenter, Graduate Teaching Assistant Orientation and Training. Department of Communication, University of Utah, August 2005, 2006.

T.A. Training Consultant. Mathematics Department Teaching Assistant Training Workshop in coordination with the Center for Teaching & Learning Excellence (CTLE). Department of Mathematics, University of Utah, August 2000, 2001.

Skills Session Facilitator: "Dynamic Lecturing." Campus-Wide TA Orientation and Workshop. Center for Teaching & Learning Excellence (CTLE), University of Utah, August, 2000, 2001.

Skills Session Facilitator: "Classroom Management." Campus-Wide TA Orientation and Workshop. Center for Teaching & Learning Excellence (CTLE), University of Utah, August 2000, 2001.

Facilitator, Experiences in Graduate Education: Implications for TA Training. Third Annual Spring Meeting: Symposium on TA Training. Center for Teaching & Learning Excellence, University of Utah, April 2001.

### **Service to the Community**

Deliver trainings and workshops to church groups. Ongoing.

Contributor, "Studio 5 with Brooke Walker," KSL Television. Salt Lake City, Utah, 2016-ongoing.

Team Training, University Medical Billing, August, 2019.

Women's Endowment Board & Department Chair, Festival of Trees, Primary Children's Medical Center, Salt Lake City, Utah, 2003-2013. Alumni Board Member, 2014-Present.

Presenter and Curriculum Developer, Junior Achievement and Great Composers Series, Ensign Elementary, Salt Lake City School District, Salt Lake City, Utah, 2007-2014.

Co-coordinator, Thanksgiving Delivery Outreach Project, in cooperation with Utah Food Bank, Salt Lake City, Utah, 2006-2010, 2012.

## PROFESSIONAL DEVELOPMENT

*CTLE Training Series*, intermittent sessions, 2021-present.

*Harvard Law School, Program on Negotiation Webinars*, intermittent sessions, 2020-present.

*HBR Education Webinars*, intermittent sessions, 2020-present.

*Reimagine Teaching Technology Professional Learning Program for Utah Educators*, 4-part series, September – December 2020.

*Getting to Yes in Challenging Times*, William Ury, Harvard Business School Webinar Series, October 27, 2020.

*Inclusion, Diversity & Belonging*, Steve L. Robbins, Ph.D. Gail Miller Women's Leadership Group event, October 20, 2020.

*The People Code Presentation*, Dr. Taylor Hartman, February 16, 2019.

Women in Business Panel and PMBA Lecture, Nicole Torres, HBR Senior Associate Editor, February 5, 2019.

*Beauty Redefined Presentation*, Lexi Kite, Ph.D. and Lindsay Kite, Ph.D., November 7, 2018.

*Leadership Development Using Emotional Intelligence and Personality Assessments*, MHS Assessments, March 21, 2018.

*Elevate U*, University of Utah, March 2018.

*Trainings on Visual Presentations* (Barb Smith, Executive Communications Director, Office of the President) and *Making a Difference in Multiple Spaces Across Higher Education* (Mary Anne Berzins, AVP, Human Resources). Utah Women in Higher Education Network University of Utah Chapter Professional Development Event, December 6, 2017.

*Women in Business Event* (Patricia W. Jones, CEO of Women's Leadership Institute), October 25, 2017.

*Crucial Conversations: Strengthening the Impact of Women* (Dr. Emily Hoffman, Vital Smarts Vice President). Utah Women's Leadership Speaker & Dialogue Series, Utah Valley University March 7, 2017.

*Emotional Intelligence and Women's Leadership*, MHS Assessments, March 8, 2017.

*Negotiation Strategies Workshop*, Executive Education, David Eccles School of Business, University of Utah, February 21-22, 2017

*Using Emotional Intelligence for Successful Communication*, MHS Assessments, December 14, 2016.

*The Neuroscience of Emotional Intelligence*, MHS Assessments, October 13, 2016.

*The Alan Alda Center for Communicating Science Open Plenary Session, October 5, 2016.*

*'Illuminate' Women Leadership Summit, Corporate Alliance, August 25, 2016.*

*Theorizing at the Intersection of Communication and Organization, Department of Communication, University of Utah, February 4, 2016.*

## **RELEVANT PROFESSIONAL EXPERIENCE**

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| 2011      | Editor/Ghostwriter, Media Sourced Books, San Clemente, California   |
| 2003-2011 | Workshop Trainer, Utah Foster Care Foundation   |
| 2006      | Process Facilitator, Dept. of Environmental Quality, Great Salt Lake Mercury Workgroup  |
| 2004-2005 | Process Facilitator, Dept. of Environmental Quality, Great Salt Lake Selenium Science Panel   |
| 1995-2005 | Case Manager, Department of Workforce Services, and Outreach Case Manager with F.A.C.T. (Families-Agencies-Community-Together) and Project HOPE collaboration with Salt Lake City School District, Salt Lake City, Utah |

## **PROFESSIONAL ASSOCIATION MEMBERSHIPS**

Association for Business Communication  
Western States Communication Association