

GEORGI ANN RAUSCH  
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David Eccles School of Business  
Department of Management  
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Doctor of Philosophy; Organizational Communication

University of Utah, Salt Lake City, UT

Dissertation Title: “The Structuration of Campus-Community Partnership: Activities, Contradictions, and Organizational Change.”

Committee Members: Ann Darling (Chair), Connie Bullis, Heather Canary, Rosemarie Hunter, Shiv Ganesh, and Karen Paisley

Master of Arts; Organizational Communication

University of Montana, Missoula, MT

Committee Members: Shiv Ganesh (Chair), Gregory Larson, Andrea Vernon

Bachelor of Arts; Communication Studies and English Literature

University of North Carolina, Chapel Hill, NC

### ACADEMIC APPOINTMENTS

#### Current Academic Appointment

Associate Professor/Lecturer: University of Utah Department of Management, 8/12 to present  
Business and Professional Communication emphasis, serving undergraduates, Masters of Business Administration, and doctoral students

#### Past Academic Appointments

Assistant Professor/Lecturer: University of Utah Department of Management, 8/12 to 5/16  
Business and Professional Communication emphasis, serving undergraduates and Masters of Business Administration students

Graduate Teaching Fellow: Department of Communication, University of Utah 8/07-5/11

Communication, Leadership, Ethics and Research (CLEAR) Instructor: University of Utah 8/07-5/09  
Taught “communication across the curriculum” for two years of my Ph.D. fellowship along with interdisciplinary teams in the College of Engineering

Adjunct Instructor: University of Montana and University of Montana College of Technology 8/05- 8/07

Program Instructor: Residential Enrichment Activities for Careers in Healthcare 6/05-7/05  
Paid position preparing low socioeconomic status first generation college students for success at the University of Montana School of Pharmacy

Graduate Instructor and Teaching Assistant: University of Montana 8/03 – 5/05

## TEACHING EXPERIENCE

University of Utah – Department of Management

- MGT 7300 Effective Teaching (PHD)
- MGT 6052 Management Communication (MBA)
- MGT 5880 Management Internship
- MGT 5850 Special Topics: Mindful Managing and Workplace Wellness
- MGT 5600 Business and Professional Ethics
- MGT 3810 Business and Professional Communication (including ESL special section)

University of Utah – courses taught as a team in the Executive Education program:

- Women’s Leadership Initiative: Effective Public Speaking
- Women’s Leadership Initiative: Mindfulness and Interpersonal Effectiveness
- Women’s Leadership Initiative Part 2: Mindfulness and Interpersonal Effectiveness

University of Utah – courses taught as a team in the Masters of Accounting program:

- ACCTG 6910 Accounting Communication

University of Utah – courses taught as a team in the Masters of Business Administration program:

- MGT 6053 Advanced Writing for Business
- MGT 6054 Advanced Speaking for Business

University of Utah – Department of Communication

- COMM 2110 Introduction to Interpersonal Communication
- COMM 2120 Group Decision Making
- COMM 3170 Introduction to Organizational Communication
- COMM 3190 Intercultural Communication
- COMM 3330 Negotiating and Interviewing

University of Utah – courses taught as part of an interdisciplinary team in Civil and Environmental Engineering (CVEEN):

- CVEEN 1000 Introduction to Civil and Environmental Engineering  
*My role: Introductory public speaking and team building*
- CVEEN 3100 Technical Communication for Engineers  
*My role: Intermediate public speaking, team building, and conflict communication*
- CVEEN 4910 Professional Practice and Design  
*My role: Advanced public speaking, team building, and leadership*

University of Montana –Department of Communication

- COMM111 Introduction to Public Speaking
- COM 150S Interpersonal Communication, College of Technology
- COM 160A Oral Communication, College of Technology

University of Montana – courses as a teaching assistant:

- COMM 110 Introduction to Interpersonal Communication  
With Dr. Melanie Trost  
With Dr. Christina Yoshimura
- COMM 420 Advanced Organizational Communication: Nonprofit Organizations  
With Dr. Shiv Ganesh – taught as service learning

### Teaching Honors and Awards

Brady Teaching Award for Excellence in Teaching: College-wide teaching award recognizing outstanding teaching in the Eccles School of Business. 2023

Marvin J. Ashton Teaching Excellence Award: College-wide teaching award recognizing outstanding undergraduate teaching in the Eccles School of Business. 2017

Ethics Club "Being a Difference Award" (decided on by students) for teaching and service to students in the Eccles School of Business. 2017

Brady Teaching Award for Excellence in Teaching: College-wide teaching award recognizing outstanding teaching in the Eccles School of Business. 2016

Award for teaching assistance with the Ethics Case Competition. Daniels Fund Ethics Initiative. 2014

Daniels Fund Leadership in Ethics Education Award, University of Utah. 2012  
A team award for incorporating ethics into the Management Communication curriculum

Instructional and Developmental Division Award for Outstanding Teaching by a Graduate Student, International Communication Association, New York, NY. 2005

### RESEARCH EXPERIENCE

#### Publications

Canas, K. & Rausch, G. (2023). Courageous Leadership and Equity, Diversity, and Inclusion: Selections from the ABC 2022 Conference, My Favorite Assignment - A Storm Surge of Teaching Innovations. *Business and Professional Communication Quarterly*. 86(1). Published February 2023

Rausch, G & Canas, K. (2022). Opening Up to Ethics: Selections from the ABC 2021 Annual Conference, Placing Another Log on ABC's My Favorite Assignment's Cool Fire. *Business and Professional Communication Quarterly*. 85 (2) Published March 2022

Canas, K. & Rausch, G. (2021). From Z to X and Beyond: How Understanding the Five Generations in Today's Workplace Impacts Communication Strategy. *Business and Professional Communication Quarterly*. Published February 2021

Rausch, G. & Canas, K. (2020). Creating an Ethics Acronym to Respond to Inflection Points. *Business and Professional Communication Quarterly*. Published February 2020

Canas, K. & Rausch, G. (2019). The Diversity Communication Consultant Team. *Business and Professional Communication Quarterly*. Published September 2019

Rausch, G. & Canas, K. (2018). Heightening Self-Awareness via Enlightened Introspection. *Business and Professional Communication Quarterly*. Published June 2018

Rausch, G. & Canas, K. (2015). Coaching the Candidate: Using Peer Mentoring Groups to Teach Interviewing Skills. *Business and Professional Communication Quarterly*. Published June 2016

Rausch, G., Canas, K. & Holmes, C. (2014). Pitch, Congratulate, Tweet: Communicating to Multiple Audiences From Business Pitch to Boardroom to Social Media. *Business and Professional Communication Quarterly*. Published June 2014

Larson, G., Wright, V., Spaulding, C., Rossetto, K., Rausch, G., Richards, A. & Durnford, S. (2007). Using social science to understand and improve wildland fire organizations: an annotated reading list. Gen. Tech. Rep. RMRS-GTR-201, Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain Research Station. 82 p.

#### Competitive Conference Papers

(2020) "Using Validation to Soothe Ethical Dilemmas." Western States Business Communication Association, California Cruise, CA

(2018) "Paying Attention and Giving Positive Recognition." Management Communication Association, Los Angeles, CA

(2012) "Striving for Social Change through Methodological Change: Expanding the Research Agenda for Communication Education." Western States Communication Association, Albuquerque, NM

(2011) "The Structuration of Campus-Community Partnership: How Partnership Participants Structure Their Work" National Communication Association, New Orleans, LA

(2011) "Structuration theory and organizational communication: Where have we been and can we get engaged?" Western States Communication Association, Monterey, CA

(2010) "Trickle Down Dialogics: A Little Less Conversation, A Little More Action" Western States Communication Association, Anchorage, AK

(2008) "Doctors Without Specifics: Negotiating the tension between neutrality and vocality in a global NGO" National Communication Association, San Diego, CA

(2008) "Sustainability in Context: Practitioner Definitions in U.S. Nonprofit Arts Organizations" Western States Communication Association, Broomfield, CO

(2005) "Beating the Competition: The Benefits of Nonprofit Coalition Building" Western States Communication Association, San Francisco, CA

(2004) "Competing for Democracy: Free Market Monopolization of the U.S. Media and the Struggle for Freedom" National Communication Association, Chicago, IL

(2004) "'We're Working Together': An Examination of Coalition Building and Identity in Nonprofit Organizations" Southwest "Nuevo Dia" Organizational Communication Conference, Austin, TX

#### Coauthored Competitive Conference Papers

Rausch, G., & Canas, K. (2023). "Lessons From Failure." Association for Business Communication, Denver, CO

- Canas, K. & Rausch, G. (2022) "Courageous Leadership and Diversity, Equity, and Inclusion." Association for Business Communication, Tampa, FL
- Rausch, G., & Canas, K. (2021). "Opening Up to Ethics." Association for Business Communication Online Convention (Due to COVID 19)
- Canas, K. & Rausch, G. (2020). "From Z to X and Beyond: How Understanding the Five Generations in Today's Workplace Impacts Communication Strategy." Association for Business Communication Online Convention (Due to COVID 19)
- Rausch, G., & Canas, K. (2019). "Ethics Acronym Activity." Association for Business Communication Annual Convention, Detroit, MI
- Rausch, G., & Canas, K. (2019). "Lessons Learned from the Women's Leadership Initiative at the Eccles School of Business." Management Communication Association, Nashville, TN
- Rausch, G., & Canas, K. (2017). "Mindfulness Practices for Leaders When Speaking for Special Occasions." Association for Business Communication Western Regional Convention, Orem, UT
- Rausch, G., & Canas, K. (2017). "Heightening Self-Awareness via Enlightened Introspection." Association for Business Communication Annual Convention, Dublin, Ireland
- Rausch, G., & Canas, K. (2016). "Interview Speed Dating: Fast-Paced Preparation to Meet Your Ideal Career-mate." Association for Business Communication Annual Convention, Albuquerque, NM
- Rausch, G., & Canas, K. (2014). "Coaching the Candidate: Using peer mentoring groups to teach interviewing skills" Association for Business Communication Annual Convention, Philadelphia, PA
- Rausch, G., & Canas, K. (2013). "Pitch, Congratulate, Tweet: Communicating to Multiple Audiences From Business Pitch to Boardroom to Social Media" Association for Business Communication Annual Convention, New Orleans, LA
- Canas, K. & Rausch, G. (2017). "A Moment of Mastery or Defeat for Organizational Leaders: Creating and Delivering the Speech of Apology/Remorse." Association for Business Communication Annual Convention, Dublin, Ireland.
- Canas, K. & Rausch, G. (2016) "Ceremonial Speaking: A Critical Leadership Tool." Association for Business Communication Annual Convention, Albuquerque, NM
- Canas, K. & Rausch, G. (2016) "Storytelling and Metaphor in Special Occasion Speeches Given by Business Leaders" Association for Business Communication Western States Convention, Denver, CO
- Canas, K., Cummings, J. & Rausch, G. (2015). "Triumphs and Challenges of Teaching Accounting Communication: An Examination and Presentation of Pedagogical Best Practices." Association for Business Communication Annual Convention, Seattle, WA
- Canas, K. & Rausch, G. (2015). "Conceptualizing Ceremonial Speaking as a Critical Leadership Skill." Association for Business Communication Western Regional Convention, Los Angeles, CA
- Ganesh, S. & Rausch, G. (2006) "Coalitions and collaboration: Understanding the communicative dimensions of collective action amongst Civil Society Organisations" National Communication Association Annual Convention, San Antonio, TX

(2004) He, C. & Rausch, G.: "Talk to Us: Classical Music Performers Strategic use of Language to Establish Audience Rapport" National Communication Association, Chicago, IL

#### Panel Discussion Participation

(2023) Strengthening Leadership Programs for Women: Challenges and Strategies. Western Association for Business Communication. Laie, HI

(2017) "How Do You Teach Diversity?" Association for Business Communication, Dublin, Ireland

(2016) "How Do You Teach Diversity?" Association for Business Communication, Albuquerque, NM

(2015) "Technology in the Business Communication Classroom: A Paradoxical Double-Edged Sword." Association for Business Communication, Seattle, WA

(2014) "Igniting Your Curriculum: Diversity and Community Engagement as Vehicles to Create a Relevant and Socially Impactful Business Communication Course." Association for Business Communication, Philadelphia, PA

(2008) "Engaging in services across the curriculum: "Paying the Rent" through team teaching" Western States Communication Association, Broomfield, CO

#### Competitive Fellowships

Lowell Bennion Community Service Center Faculty Fellowship: University of Utah 8/14-6/15  
A university-wide competitive fellowship of \$500 for community engagement

Marriner S. Eccles Research Fellowship: University of Utah 8/11-5/12  
A university-wide competitive fellowship of \$15,000 plus full tuition for the academic year

Dean's Fellowship: University of Utah 8/07-5/11  
A competitive recruitment fellowship of \$4,000 additional funding per year for four years to the standard departmental graduate teaching fellowship

#### Research Appointments

Research Assistant: University of Utah 8/09 – 5/10  
Paid position assisting Dr. Ann Darling and Dr. Mary Burbank with their grant work on white student teachers in ethnically diverse classrooms

Research Assistant: University of Montana 1/05- 12/05  
Paid position with Dr. Gregory Larson writing and editing annotations of organizational communication literature for the USDA Forest Service

#### Research Honors and Awards

University of Utah's Lowell Bennion Community Service Faculty Fellow 2014-2015

University of Utah's Marriner S. Eccles Doctoral Research Fellowship 2011-2012

University of Utah Dean's Fellowship 2007-2011

University of Utah Graduate Student Research Travel Award: Spring 2010, Spring 2011

Invited and funded to participate in the Utah Campus Compact Conference on Civic Engagement in Salt Lake City, UT, February 2010

Invited and funded to participate in the National Communication Association's 2009 Doctoral Honors Seminar at West Virginia State University, June 2009

Communication, Leadership, Ethics and Research (CLEAR) Research Grant, Summer 2008  
\$2,000 award for research on teamwork and technology to assist my pedagogy

Western States Communication Association, San Francisco, CA, Spring 2005  
Top Four Paper in Organizational Communication - "Beating the Competition: The Benefits of Nonprofit Coalition Building"  
Top Debut Paper (for same title)  
Top Student Paper (for same title)

## SERVICE EXPERIENCE

### Service Honors

Eccles Career Services honor and recognition for facilitating student career development, University of Utah Career Services. 2016

Certificate of Appreciation from the University of Montana Department of Communication for Outstanding Service to the department, presented at graduation, 2005

### Elected

Eccles School Dean Search Committee 2023-2024

University of Utah Academic Senate 2018-2021

School of Business College Council 2017-2019

University of Utah Graduate Student Representative, 2008-2009

University of Montana Graduate Student Representative 2004-2005

### Volunteer

Peer reviewer for Business and Professional Communication Quarterly, 2020-present

Organizational Communication Division Reviewer for Western States Communication Association Conference, 2012, 2013

Panel Chair at Western States Communication Association Conference in Reno, NV, 2013

Conference Volunteer at “Organizational Communication at Alta Revisited,” Snowbird, UT, 2008

Research Volunteer with Dr. James Anderson consulting the University of Utah’s pediatric crisis teams –  
I participated in role playing crisis scenarios and gave feedback about teamwork and team building during roleplay debriefing sessions

Research Volunteer with Dr. Ann Darling taking notes during initial meetings with activist public school teachers

### Invited Talks

Speaker for public Executive Education event: “Navigating Your Career Path: Empower Yourself to Move Forward,” Winter 2023

Speaker for public Executive Education event: “Mindful Presence In Networking,” Spring 2021

Speaker for public Executive Education event: “Growth From Trauma: Outlook on Your New Horizon,” Spring 2021

Speaker for Women’s MBA Association, Fall 2021

Speaker for public Executive Education event: “The Power of Self-Care: Mindful Self-Care for Leaders,” Spring 2020

Speaker at Women’s MBA Online Webinar, Fall 2020

Speaker at PMBA Orientation, Fall 2020 & Spring 2021

Speaker at Elevate U: Elevating Women in Business, Spring 2019

Speaker at Women’s MBA Association Event, Fall 2019

Speaker at Business Leaders INC Event, Fall 2019

Speaker at Alumni Outreach Event in Phoenix, AZ, Fall 2017

Speaker at Women in Business event, Spring 2017

Speaker at Staff State of the Union, Eccles School, Spring 2017

Speaker at Elevate U: Elevating Women in Business, Spring 2016

Speaker at World Learning Group Forum, University of Utah, Fall 2015

Member of University of Utah Career Line Learning Committee, 2014-present

Member of University of Utah Community Engaged Learning Committee, 2013-present



Member of Dissertation Committee for J. Gibbs, Department of English, 2013-2015

Coach for University of Utah Undergraduate Eccles Case Competition, 2013-2014

Speaker at University of Utah Artsforce Conference, Fall 2013

Mentor for Jonathan Williams, a University of Utah Business and Communication major  
for COMM 5060: Teaching Mentorship, Spring 2013

Speaker at University Neighborhood Partners Board meeting, Fall 2012

Mentor for Cameron Vakilian, a University of Utah Service Learning Scholar, 2010-2011

Liaison for 2010 National Communication Association Doctoral Honors Conference held at the  
University of Utah - assisted all presenters and faculty.

Member of the University of Utah Faculty Selection Committee chaired by Connie Bullis, for our Fall  
2009 search for a new Organizational Communication faculty member. I took all candidates out  
for breakfast and discussed the graduate student climate at Utah.

University of Utah Faculty Evaluation Committee (wrote reports that were considered in retention,  
promotion and tenure procedures) 2008-2009

University of Montana Faculty Evaluation Committee (wrote reports that were considered in retention,  
promotion and tenure procedures) 2003-2004, 2004-2005

Invited mentor for Deidre Haggerty, a University of Montana undergraduate research assistant, 2005

## RELEVANT PROFESSIONAL EXPERIENCE

Eccles School Executive Education Instructor and Keynote Speaker 2016-present

Develop curriculum for professional women in leadership

Teach professional practice workshops

Give keynote presentations for large events and business development conferences

California Academy of Sciences - Development Coordinator 2002-2003

Coordinated Annual Fund fundraising team with \$500M Capital Campaign fundraising team

Edited team grant writing and researched strategic donor relationships

Pacific Vascular Research Foundation - Executive Development Assistant 2001-2002

Coordinated all public information campaigns and managed and edited monthly newsletter

Managed donor tracking, donor research, and edited grant proposals

J. Walter Thompson San Francisco - Assistant Media Planner 1999-2001

Performed consumer research for multi million dollar clients such as \$6M Chevron Public Affairs

Created strategic advertising plans and negotiated premium advertising placements