

# STEPHEN A. SPATES

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## EDUCATION

- Ph.D.** Communication & Information **University of Tennessee** (2017)  
**Major Areas of Study:** Organizational Identity, Health Communication, Cultural Communication, Online Community Behaviors, Team Dynamics, and Peer Feedback Messages.  
**Cognate:** Public Health & Advocacy  
**Advisor:** Michelle Violanti, Ph.D.
- M.A.** Communication Studies **Western Michigan University** (2012)  
**Major Areas of Study:** Crisis Communication, Communication and Identity, Communication Theory, and Training and Development.  
**Advisor:** Patric Spence, Ph.D.
- B.A.** Communication Arts – Honors, Cum Laude **Oakwood University – HBCU** (2009)  
**Major Areas of Study:** Professional Writing, Media and Production, Public Relations, and Graphic Design.  
**Minor:** Management  
**Advisor:** Rachel Williams-Smith, Ed.D.

## EMPLOYMENT HISTORY

### Administrative Appointments

**Missouri State University** (Springfield, MO)

*Department of Communication*

Interim Department Head

July 2022 – June 2023

*State of Missouri (Missouri State University)*

Director, Missouri Fine Arts Academy

March 2022 – July 2023

**Academic Appointments**

<b>Michigan State University</b> (East Lansing, MI) <i>Department of Communication</i> Assistant Professor, Communication.	Fall 2023 – Present
<b>Missouri State University</b> (Springfield, MO) <i>School of Communication Studies</i> Associate Professor, Communication. Associate Professor, Communication. <i>Tenure Received: Spring 2022</i>	Fall 2022 – Summer 2023 Fall 2016 – Summer 2022
<b>University of Tennessee</b> (Knoxville, TN) <i>Communication Studies</i> Graduate Teaching Associate	Fall 2013 – Summer 2016
<i>Graduate College</i> Graduate Diversity Fellow	Fall 2012 – Spring 2013
<b>King University</b> (Knoxville, TN) <i>Department Communication Studies</i> Lecturer/Interim Director, Communication	Summer 2013 – 2016
<b>Western Michigan University</b> (Kalamazoo, MI) <i>Graduate College</i> Thurgood Marshall Fellow	Fall 2010 – Spring 2012
<i>School of Communication</i> Graduate Teaching Assistant	Fall 2010 – Spring 2012
<i>School of Communication</i> Graduate Teaching Assistant – Mentor	Fall 2011 – Spring 2012
<i>School of Communication</i> Research Assistant – Dr. Jennifer Machiorlatti	May – June 2011
<b>Lakeland Healthcare-Now Corewell Health</b> (St. Joseph, MI) <i>Marketing Associate</i> Previously a Marketing Intern	Fall 2009 – Summer 2010 Summer 2008/2009

### Awards and Honors

Global Partnership Scholar, Alliance for African Partnership	2026 – 2027
Collaboration in Online International Learning (COIL) Faculty Fellow	2025 – 2026
Central States Communication Association – <i>Top Paper</i> (COM Ed)	Spring 2025
Time-Sharing Experiences for the Social Sciences (TESS)	Fall 2024
Central States Communication Association – <i>Top Paper</i> (Pol COM)	Spring 2024
CSCA Carolyn Calloway-Thomas Inclusivity Fellow Award	Spring 2024
Central States Communication Association – <i>Top Paper</i> (Applied COM)	Spring 2023
Central States Communication Association – <i>Top Paper</i> (COM Theory)	Spring 2023
Dean’s Champion Award (Reynolds College of Arts & Letters)	Spring 2023
Board of Governors Faculty Excellence in Public Affairs Award (\$1500)	Spring 2022
Pearson and Nelson Outstanding New Teacher Award (CSCA)	Spring 2022
Recognition, Facilitator – Students in Diversity Leadership Program	Spring 2021
National Communication Association– <i>Top Paper</i> (Instructional Division)	Fall 2021
Alpha Delta Pi – Teacher of the Month (November)	Fall 2019
Student Advisory Council Bridge Builder Award Nominee	Fall 2019
RESPOND (Mental Health) Training Certificate	Spring 2019
Proactive Advisor Service Recognition	2017 – 2019
National Communication Association Recognition-Legislative Assembly	2018/2019
Summer Research Grant Recipient (Missouri State University)	Summer 2017
Special Alumni Recognition – 120 Faces of Oakwood University	Spring 2017
Missouri State University Peer Mentoring Workshop	Spring 2017
Bernard King College-Wide Scholarship (University of Tennessee)	Spring 2015
Courage to Climb Leadership Award (University of Tennessee)	Spring 2014
ESPN Award of Excellence in Scholarship (University of Tennessee)	Spring 2013
Recipient, University of Tennessee Graduate Student Senate Travel Grant	Spring 2013
All-University Graduate Research and Creative Scholar Award	Spring 2012
School of Communication Excellence in Research Award	Spring 2012
Recognition, Teaching Assistant Mentor (Western Mich University)	Spring 2012
National Communication Association Caucus Student Travel Grant	Fall 2011 & 2015
Graduate Appreciation Recognition, Graduate Student Advisory Council	Fall 2011
D. W. Baker Excellence in Communication Arts (Oakwood University)	Spring 2007 & 2008

## RESEARCH AND SCHOLARSHIP

### Manuscripts Under Peer Review

7. Spates, S. A. (under review). *More than a prayer: Hospital chaplain communication as organizational ministry*. Under review at *Journal of Health Care Chaplaincy*.
6. Spates, S. A., Spence, P. R., Lachlan, K. A., & Jin, X. (under review). *Vivid Risks, Stable Selves: Exemplification, Question Order, and Perceived Susceptibility*. Under review at *International Journal of Crisis and Risk*.

4. Bergan, D. & **Spates, S. A.** (*Revise & Resubmit*). Evidence about racial discrimination and White republicans' beliefs and attitudes: A replication. Under review at *Ethnic and Racial Studies*.
3. **Spates, S. A.** & Johnson, A. B. (*Revise & Resubmit*). We're a married couple...of caregivers: Social support communication in marriage and family dynamics. Under review at *Communication Studies* (Special Issue: *Narratives of Family Caregiving in Later Life*).
2. **Spates, S. A.**, Jenkins, E. W., & Allen, J. (under review). Using feedback to disrupt perceptions of performance: Testing the effects of feedback, expectancy, and instrumentality. Under review at *European Journal of Work and Organizational Psychology*.
1. Turner, M. M., **Spates, S. A.**, Lewin, K. M., Molina, M., Meshi, D., & Pant, I. (under review). Seeing what we want to see: Confirmation bias, toxicity perception, and political engagement on social media Under review at *Communication Monographs*.

### **Refereed Publications**

20. Jeon, M., Lim, S., Lapinski, M. K., **Spates, S. A.**, Bente, G., & Schmälzle, R. (2026). Visual attention and retention effects of a design element in culturally targeted messages: introducing the virtual billboard paradigm. *Communication Quarterly*, 1-31. <https://doi.org/10.1080/01463373.2026.2629568>
19. Spence, P. R., Lachlan, K. A., Lin, X., & **Spates, S. A.** (2026). Keeping risk in proportion? How exemplars amplify risk perceptions in low-risk audiences. *Southern Communication Journal*. <https://doi.org/10.1080/1041794X.2026.2633103>.
18. Lin, X., Lachlan, K. A., **Spates, S. A.**, Spence, P. R., Kaufmann, R., & Jung, B. (2025). Revisiting Identity Cues and Helpfulness Heuristics in Online Learning: Does Knowing Who Helps Matter? *Communication Studies*, 1–24. <https://doi.org/10.1080/10510974.2025.2558959>
17. Bergan, D., **Spates, S. A.**, Teinowitz, L., and Gonzalez, C. (2025). Political effects of exposure to evidence about racial discrimination. *Political Communication*. <https://doi.org/10.1080/10584609.2024.2397674>
16. Spence, P. R., Kaufmann, R., Lachlan, K. A., Lin, X., & **Spates, S. A.** (2024). Examining perceptions and outcomes of AI versus human course assistant discussions in the online classroom. *Communication Education*, 73(2)121-142. <https://doi.org/10.1080/03634523.2024.2308832>
15. Spence, P. R., Kaufmann, R., Lachlan, K. A., Lin, X., & **Spates, S. A.** (2023). Extending the understanding of online discussions: a replication of online students' perceptions of identity and helper heuristics. *Communication Education*, 367-381. <https://doi.org/10.1080/03634523.2023.2169315>

14. **Spates, S. A.**, Kingsley Westerman, C. Y., Laam, L., & Goke, R. (2022). Exploring the Relationship Between Perceptions of Safety Culture and Patient Safety Events in Inpatient Clinical Teams. *Journal of Patient Safety & Quality Improvement*, 10(3), 83-95. 10.22038/PSJ.2022.62858.1348
13. Lin, X., Kaufmann, R., **Spates, S. A.**, Lachlan, K. A., & Spence, P. R. (2021). Exploring students' perceptions of identity and helper heuristics in the online classroom discussion board. *Communication Education*, 1-17. <https://doi.org/10.1080/03634523.2021.1957138>
12. **Spates, S. A.** (2021) The Bear Cave: Using gamification to teach organizational communication. *Communication Teacher*, 3, 1-6. <https://doi.org/10.1080/17404622.2021.1937665>
11. **Spates, S. A.**, Westerman, C.Y.K., Laam, L., & Goke, R. (2020). Exploring challenges of hospital chaplains in transdisciplinary teams. *Frontiers in Communication*, 5, 1-4. <https://doi.org/10.3389/fcomm.2020.582626>
10. **Spates, S. A.**, Kaufmann, R., Lin, X., Lachlan, K. A., Spence, P. R. (2020). I don't care about who you are, but what are you doing for me? Examining perceptions of helpful comments and identity in user-generated content. *Southern Communication Journal*, 85(3), 155-165. <https://doi.org/10.1080/1041794X.2020.1770319>
9. Lee, H. E., Westerman, C. Y. K., Hashi, E., Heuett, K. B., **Spates, S. A.**, Reno-Rich, K. M., & Jenkins, E. W. (2020). Effects of taboo conversation topics on impression formation and task performance evaluation. *Social Behavior and Personality: An International Journal*, 48(8), e8322. <https://doi.org/10.2224/sbp.8322>
8. Westerman, C. Y. K., Reno-Rich, K. M., Heuett, K. B., **Spates, S. A.**, & Westerman, D. K. (2019). Sender preferences for delivering feedback: channels, privacy, and synchronicity. *Communication Research Reports*, 36(4), 287-297. <https://doi.org/10.1080/08824096.2019.1646638>
7. Simmons, J., Wahl, S.T., & **Spates, S. A.** (2017). Focusing on diversity and civic callings: A graduate teaching assistant training. *Texas Speech Communication Journal*, 41, 26-30. <https://www.etsca.com/tscjonline/1217-diversity/>
6. Westerman, C. Y. K., **Spates, S. A.**, Reno, K. M., Jenkins, E. W., & Lee, H.E. (2017). . *Ewha Journal of Social Sciences*, 33(1), 181-223. <https://ssrn.com/abstract=3051104>
5. Westerman, C. Y. K., Miller, L., Reno, K.M., & **Spates, S. A.** (2015). Personal health information sharing: What is appropriate and expected in organizations? *Communication Studies*, 66(3), 378-397. <https://doi.org/10.1080/10510974.2015.1019157>
4. Spence, P. R., Lachlan, K. A., Westerman, D., & **Spates, S. A.** (2013). Where the Gates Matter Less: Ethnicity and Perceived Source Credibility in Social Media Health

Messages. *Howard Journal of Communications*, 24(1), 1-16.  
<https://doi.org/10.1080/10646175.2013.748593>

3. Spence, P.R., Lachlan, K. A., **Spates, S. A.**, Lin, X. (2013). Intercultural differences in responses to health messages on social media from spokespeople with varying levels of ethnic identity. *Computers in Human Behavior*, 29(3), 1255-1259.  
<https://doi.org/10.1016/j.chb.2012.12.013>
2. Spence, P.R., Lachlan, K. A., **Spates, S. A.**, Shelton, A. K., Lin, X., Gentile, C. J. (2013). Exploring the impact of ethnic identity through other-generated cues on perceptions of spokesperson credibility. *Special Issue of Computers in Human Behavior*, 29(5), A3-A11. <https://doi.org/10.1016/j.chb.2012.12.026>
1. **Spates, S. A.** & Tyler, J.M. (2012). Leadership communication as a barrier to organizational learning. Published in the Spring, 2012 edition of Western Michigan's *Hilltop Review*, 5(2), 74-84. <https://scholarworks.wmich.edu/hilltopreview/vol5/iss2/11>

#### **Authored and Edited Books**

4. **Spates, S. A.** and Lana, D. (forthcoming). *Communication and Identity*. Kendall Hunt.
3. Aldridge, A., Golsan, K., Scharp, K., and **Spates, S. A.** Editors. (2026). *Reconciliation: The final stage in achieving nonviolent social change*. Cognella Publishing.
2. **Spates, S. A.** & Avtgis, T. A., Wahl, S. T., and Rancer, A. S. (2023). *Organizational communication: Strategies for success*. Kendall Hunt.
1. Hoelscher, C. S., **Spates, S. A.**, Adams, K. L., & Galanes, G. (2023). *Effective Group Discussion*. McGraw Hill.

#### **Refereed Book Chapters**

4. **Spates, S. A.** & Wahl, S. T. (2025) Teaching Business and Professional Communication. In Mazer, J (Ed.), *Teaching Communication: Volume II*. Cognella Publishing.
3. **Spates, S. A.** & Wahl, S. T. (2023) Organizational: Current Trends and Future Directions. In Strawser, M. (Ed.), *Instructional Communication in Professional Contexts*. Cognella Publishing.
2. **Spates, S. A.** & Wahl, S. T. (2023) Organizational: Background. In Strawser, M. (Ed.), *Instructional Communication in Professional Contexts*. Cognella Publishing.
1. **Spates, S. A.** & Wahl, S. T. (2022) Casing nonverbal communication on screen: A leadership story. In Wrench, J. & Liberman, C. (Eds.), *Casing Nonverbal Communication*. Kendall Hunt.

### **Refereed Encyclopedia Published Entries**

2. Spates, S. A. (2023). Source Credibility. In Ho, E. Y., Bylund, C. L., van Weert, J. C. M., Basnyat, I., Bol, N., Dean, M. (Eds). *The International Encyclopedia of Health Communication*. Wiley Publishing. <https://doi.org/10.1002/9781119678816.iehc0766>
1. Spates, S. A. (2022). Chaplaincy. In Ho, E. Y., Bylund, C. L., van Weert, J. C. M., Basnyat, I., Bol, N., Dean, M. (Eds). *The International Encyclopedia of Health Communication*. Wiley Publishing. <https://doi.org/10.1002/9781119678816.iehc0542>

### **Invited Encyclopedia Published Entries**

3. Spence, P. R., & Spates, S. A. (2013). Uncertainty, *Encyclopedia of crisis management*. Thousand Oaks, CA: Sage Publications.
2. Spates, S. A., & Spence, P.R. (2011). Saudi Arabia. *Encyclopedia of social networking*. Thousand Oaks, CA: Sage Publications.
1. Spates, S. A., & Spence, P.R. (2011). Tennessee. *Encyclopedia of social networking*. Thousand Oaks, CA: Sage Publications.

### **External Grant Funding**

9. Spates, S. A. (under review). CAREER: Designing Adaptive Embodied Conversational Agents for Human Communication Workplace Development at National Science Foundation (NSF). **Estimated Funds Requested: \$1,200,000.**
8. Spates, S. A. (under review). Fuse: Spark Conversation. Office for Institutional Diversity and Inclusion (IDI) at Michigan State University. **Estimated Funds Requested: \$7,500.**
7. Spates, S. A. (*Funded* 2026). Intelligence Across Cultures: Education, Careers, Subjectivity, and Social Futures in the Age of AI. Global Partnership Scholars-Alliance for African Partnership (MSU). **Estimated Funds Requested: \$10,000.**
6. Turner, M., Poole, A., & Spates, S. A. (*Funded* 2025). A Campus Social Norms Campaign Designed to Motivate Civil Discourse. Arthur Vining Davis Foundation. **Estimated Funds Requested: \$30,000.**
5. Choti, J., Spates, S. A., Koosaletse-Mswela, P., & Awuor, Q. E. (under review). Intelligence Across Cultures: Education, Careers, Subjectivity, and Social Futures in the Age of AI. Carnegie Mellon Foundation Higher Learning Program. **Estimated Funds Requested: \$500,000.**

4. **Spates, S. A.**, Bergan, D., Turner, S., & Turner, M. (2025, *Scored but Review Paused due to Executive Orders of the Presidential Administration*) Spartan's Spark Conversation. An education-based campaign aimed as a resource for information on topics related to extremism, discrimination, and bias. Sponsored by the Department of Homeland Security's Targeted Violence and Terrorism Prevention Program. **Estimated Funds Requested: \$880,000.**
3. Turner, M., Poole, A., & **Spates, S. A.** (*Funded 2025*) Bridging the Perception Gap: Reducing Political Outgroup Misperceptions and Improving Policy Dialogue in Michigan. Reviewed for funding by the Michigan Applied Public Policy Research. **Estimated Funds Rewarded: \$30,000.**
2. **Spates, S. A.**, Bergan, D., Turner, S., & Turner, M. (2024, *Not Funded*) Spartan's Spark Conversation. An education-based campaign aimed as a resource for information on topics related to extremism, discrimination, and bias. Sponsored by the Department of Homeland Security's Targeted Violence and Terrorism Prevention Program. **Estimated Funds Requested: \$880,000.**
1. **Spates, S. A.**, Francka, S., Johnson, A. B. (*Funded 2021-2023*) Fuse: Spark Connection. A campaign aimed towards encouraging conversations on difficult topics, to reduce bias and discrimination. Sponsored by the Department of Homeland Security's Targeted Violence and Terrorism Prevention Program. **Funds Awarded: \$645,775.00.**

### **Grants Proposed**

4. **Spates, S. A. & Lim, J. I.** (2025, *Not Funded*) How structured self-disclosure enhances workplace conflict management self-efficacy: Cognitive, affective, and behavioral mechanisms. Under review with the Central States Communication Association **Estimated Funds Requested: \$5,000**
3. **Strait, J. & Spates, S. A.** (2025, *Not Funded*) Fuse: Spark Conversation as a community-based forum for civil engagement and connection. Reviewed with the JMK Foundation **Estimated Funds Requested: \$35,000**
2. **Spates, S. A.** (2025, *Not Funded*) Navigating Tough Conversations: Using Gaming Innovations to Enhance Civil Discourse. Under review for the Catalyst Innovation Grant. **Estimated Funds Requested: \$3,400**
1. **Spates, S. A.** (2025, *Not Funded*) Fuse: Spark Connection. An education-based campaign aimed as a resource for information on topics related to extremism, discrimination, and bias. Reviewed for funding by the Office of Institutional Diversity and Inclusion. **Estimated Funds Requested: \$15,000**

### **Invited Presentations**

6. **Spates, S. A.** (October 2024). Managing Difficult Conversations in the Classroom. Special Lunch & Learn session for the Department of Communication at Michigan State University.
5. **Spates, S. A.** (August 2024). Preparing for the 2024 Election Season and Campus Conflict. Special Lunch and Learn speaker for the campus-wide marketing/PR teams at Michigan State University.
4. **Spates, S. A.** (April 2024). *Buyer's Remorse: The incoherent state of DEI in higher education.* Presented at the Carolyn Calloway-Thomas Inclusivity Speaker Series by the Central States Communication Association in Grand Rapids, MI. (Keynote)
3. **Spates, S. A.** (February 2023). *The Fuse Campaign: Managing difficult conversations in today's society.* Presented at featured colloquium for the University of Central Florida in Orlando, FL.
2. **Spates, S. A.** (March 2023). We Have Diversity. Now What Do We Do With It? A series of presentations given for a featured DEI program at College of Lake County in Grayslake, IL.
1. **Spates, S. A.** (October 2023). How to Have Difficult Conversations In & Out of the Classroom. Three presentations given for a DEI Speaker Series at Utah State University in Logan, UT.

### **Conference Presentations**

52. **Spates, S. A.,** Spence, P. R., Lachlan, K. A., & Jin, X. (2026, November). *Vivid Risks, Stable Selves: Exemplification, Question Order, and Perceived Susceptibility.* Paper submitted to the National Communication Association's 112th Annual Conference, New Orleans, LA.
51. **Spates, S. A.,** Payne, O., Cortés Vázquez, K. (2026, November). *Using feedback to disrupt perceptions of performance: Testing the effects of feedback, expectancy, and instrumentality.* Paper In-Progress submitted to the National Communication Association's 112th Annual Conference, New Orleans, LA.
50. **Spates, S. A.,** Jenkins, E. W., Wrench, J., & Allen, J. (2026, November). *Using feedback to disrupt perceptions of performance: Testing the effects of feedback, expectancy, and instrumentality.* Paper submitted to the National Communication Association's 112th Annual Conference, New Orleans, LA.
49. **Spates, S. & Lana, D.** (2026, November). *Moving From Desegregation to DEI Retrenchment: Structural Parallels in the Marginalization of Black Educators in U.S.*

*Educational Institutions*. Paper submitted to the National Communication Association's 112th Annual Conference, New Orleans, LA.

48. Zhang, Y., Wolfe, B. H., Hu, J. M., Dominguez, J., Lim, J. I., Cui, X., **Spates, S.**, & Holmstrom, A. J. (2026, November). *Does similarity make content less important? Gender, race, and processing of esteem support messages*. Paper submitted to the National Communication Association's 112th Annual Conference, New Orleans, LA.
47. **Spates, S. A.**, Jin, X., Cheng, A. C., & Yamazaki, K. (2026, July). *From Theory to Practice: Implementing Intercultural Communication in Course Design and Teaching Practices*. Panel submitted to the International Association for Intercultural Communication Studies' 24<sup>th</sup> Annual Conference, Toledo, OH.
46. **Spates, S. A.** along with various scholars (2026, April). Career mentorship for teaching, promotion, and job application materials. Professional Panel accepted for presentation at annual convention of the *Central States Communication Association* (Next Leaders Network) in Minneapolis, MN.
45. **Spates, S. A.** along with various scholars (2025, November). More than expected: Impact of extremists' persuasive tactics on information seeking. To be presented as a part of the Advancing risk communication for public health and safety. Paper Panel accepted for presentation at annual convention of the *National Communication Association* (Applied Communication Division) in Denver, CO.
44. Spence, P. R., Lachlan, K. A., Lin, X., & **Spates, S. A.** (2025, November). It can't hurt me but I'm going to avoid it: Examining the influence of exemplars on responses to low probability risks. Accepted for presentation at the annual conference of the *National Communication Association* (Applied Communication Interest Group) in Denver, CO.
43. Lin, X., Lachlan, K. A., Spence, P. R., **Spates, S. A.**, Kaufmann, R., & Bumju, J. (2025-*Top Paper, April*). Does it matter who you are as long as you are being helpful? The answer is complicated: Revisiting identity and helpfulness in the online classroom. Paper accepted for presentation at the annual conference of the *Central States Communication Association* (Communication Education Interest Group) in Cincinnati, OH.
42. **Spates, S. A.** along with various scholars (2025, April). Preconference Featured Panel. Translating what we know to the public. Preconference Panel accepted for presentation at annual convention of the *Central States Communication Association* in Cincinnati, OH.
41. Beregan, D., **Spates, S. A.**, Teinowitz, L., and Gonzalez, C. (**2024-Top Paper**). Political effects of exposure to evidence about racial discrimination. Paper accepted for presentation at the annual convention of the *Central States Communication Association* (Political Communication Interest Group) in Grand Rapids, MI.
40. Spence, P. R., Kaufmann, R., Lachlan, K. A., Lin, X., & **Spates, S. A.** (**2023-Top Paper**). Examining perceptions and outcomes of AI versus human course assistant discussions in

- the online classroom. Accepted for presentation at the annual conference of the *Central States Communication Association* (Applied Communication Interest Group) in Grand Rapids, MI.
39. **Spates, S. A.** along with various scholars (**2024-Top Panel**). Freedom and Responsibility: Considering climate, culture, and connection in online communication classrooms. Panel accepted for presentation at annual convention of the *Central States Communication Association* (Undergraduate Education Interest Group) in Grand Rapids, MI.
  38. **Spates, S. A.** along with various scholars (2023). Freedom and Responsibility: Considering climate, culture, and connection in online communication classrooms. Panel accepted for presentation at annual convention of the *National Communication Association* (Instructional Communication Division) in National Harbor, MD.
  37. Spence, P. R., Kaufmann, R., Lachlan, K. A., Lin, X., & **Spates, S. A.** (**2023-Top Paper**). Extending the understanding of online discussions: a replication of online students' perceptions of identity and helper heuristics. Accepted for presentation at the annual conference of the *Central States Communication Association* (Communication Theory Interest Group) in St. Louis, MO.
  36. **Spates, S. A.** along with various scholars (**2023-Top Panel**). Silos, Silence, and Success: Navigating the Unwritten Rules of Higher Education. Top Panel accepted for presentation at annual convention of the *Central States Communication Association* (Organizational Communication Interest Group) in St. Louis, MO.
  35. **Spates, S. A.** along with various scholars (**2023-Spotlight Panel**). Dissemination as Key to Addressing Health Inequities: Discussing the Intersections of Health Communication Research, Practice and Public Engagement. Panel accepted for presentation at annual convention of the *Central States Communication Association* (Health Communication Interest Group) in St. Louis, MO.
  34. **Spates, S. A.** along with various scholars (2023). Creating Intersections and New Frontiers in Organizational Communication Research. Panel accepted for presentation at the annual convention of the *Central States Communication Association* (Undergraduate Education and Administration/ERIC Caucus) in St. Louis, MO.
  33. Spence, P. R., Kaufmann, R., Lachlan, K. A., Lin, X., **Spates, S. A.** (**2021-Top Paper**). I don't care about who you are, but what are you doing for me? Examining perceptions of helpful comments and identity in user-generated content. Accepted for presentation at the annual conference of the *National Communication Association* (Instructional Development Division) in Seattle, WA.
  32. **Spates, S. A.** along with various scholars (2022). Decolonizing assessment: Exploring "place" of grades in the communication classroom. Panel accepted for presentation at the 108<sup>th</sup> annual Convention of the National Communication Association (NCA Teaching and Learning Council) in New Orleans, LA.

31. Keith, M., Hoelscher, C., **Spates, S. A.** (2022). Creating a culture of consent: Unlearning the old and enacting the new. Accepted paper for presentation at the 108<sup>th</sup> annual Convention of the *National Communication Association* (Roundtables on Research in Progress) in New Orleans, LA.
30. Lin, X., Kaufmann, R., **Spates, S. A.**, Lachlan, K. A., Spence, P. R. (**2021-Top Paper**). I don't care about who you are, but what are you doing for me? Examining perceptions of helpful comments and identity in user-generated content. Accepted for presentation at the annual conference of the *National Communication Association* (Instructional Development Division) in Seattle, WA.
29. **Spates, S. A.**, Westerman, C.Y.K., Laam, L., & Goke, R. (2021). Exploring the relationship between perceptions of safety culture and patient safety events in inpatient clinical teams. Accepted to the annual conference of the *International Communication Association* (virtual conference).
28. Sellnow, D. with Calloway-Thomas, C., Child, J. T., **Spates, S. A.**, Sanford, A. A., Sellnow-Richmond, D., Sellnow-Richmond, S. and Lana, D. (**2021-Top Panel**). Transforming communication classroom experiences through inspirational readings, assignments, and pedagogies that promote diversity, equity, and inclusion. Presented to the annual conference of the *Central States Communication Association* (virtual conference).
27. Sellnow, T. R. with Edwards, A., **Spates, S. A.**, Sellnow-Richmond, D., and Sellnow-Richmond, S. (2021). The Uncertainties of a pandemic crisis: Strategic communication and the unknown following a country's failure to respond. Presented to the annual conference of the *Central States Communication Association* (virtual conference).
26. **Spates, S. A.**, Kaufmann, R., Lin, X., Lachlan, K. A., Spence, P. R. (**2020-Top Paper**). I don't care about who you are, but what are you doing for me? Examining perceptions of helpful comments and identity in user-generated content. Accepted to the annual conference of the *Central States Communication Association*.
25. **Spates, S. A.** & Starnes, K. L. (2019). Surviving the workforce: Exploring generational differences in the workplace. Presented at the annual conference of the *National Communication Association* in Baltimore, MD.
24. Bauman, I. & **Spates, S. A.** (2019). Interpersonal factors in mental health. Presented at the annual conference of the *Central States Communication Association* in Omaha, NE.
23. Westerman, C. Y. K., Heuett, K. B., Reno, K. M., **Spates, S. A.**, & Parcha, J. M. How senders deliver feedback: Feedback features and sender attributes. Accepted for presentation at the annual conference of the *National Communication Association*, Salt Lake City, UT.
22. Bauman, I. & **Spates, S. A.** (2018). The mental health communication model. Presented at the annual conference of the *National Communication Association* in Salt Lake City, UT.

21. **Spates, S. A.**, Green, D., Mmbaga, B. M. (2018). Black, #Trending, and proud: Gatewatchers civic engagement in online communities. Presented at the annual conference of the *National Communication Association* in Salt Lake City, UT.
20. **Spates, S. A.** & Classen, C. (2018). Playing with credibility: Accommodation in health messages. Presented at the annual conference of the *National Communication Association* in Salt Lake City, UT.
19. **Spates, S. A.** with Becker, K., Priddis, D., Anderson, L. B., Choi, C. W., & Giencke, S. (2017). Millennials to Boomers: Understanding and Improving Intergenerational Communication in the Workplace. Accepted panel for presentation at the annual conference of the *National Communication Association* in Dallas, TX.
18. **Spates, S. A.** with Gent, W., Hampsten, K., Moore, J., Ribarsky, E., & Tye-Williams, S. (2017). Creating a Buzz: Translating Research for Public Consumption. Accepted panel for presentation at the annual conference of the *Central States Communication Association* in Minneapolis, MN.
17. **Spates, S. A.** (2015). Organizational identity of liaisons with multiple role expectations. Presented at the annual *Organizational Communication Mini-Conference* at Michigan State University in East Lansing, MI.
16. **Spates, S. A.** with Bock, M.A., Choi, C. W., Craig, R., Eaves, M., Gibson, S., Javonovic, S., & Morelli, D. E. (2015). Conversations in courage: Embracing opportunities for difficult conversation in the classroom and in the community. Accepted panel for presentation at the annual conference of the *National Communication Association* in Las Vegas, NV.
15. Westerman, C.Y.K., Reno, K.M., Heuett, K.B., **Spates, S. A.**, & Westerman, D.K. (2015). Sender preferences for feedback delivery: channels, privacy, and synchronicity. Accepted for presentation at the annual conference of the *Central States Communication Association* in Madison, WI.
14. **Spates, S. A.** (2015). The impact of effective leadership communication. Presented at the annual conference of the *Southern States Communication Association* in Tampa, FL.
13. **Spates, S. A.** (2014). Exploring communication accommodation theory as a contributor to source credibility in health messages within the Black community. Presented at the annual conference of the *National Communication Association* in Chicago, IL.
12. **Spates, S. A.** (2014). Exploring communication accommodation theory as a contributor to source credibility in health messages within the Black community. Presented at the Annual Research Symposium of the College of Communication and Information in Knoxville, TN.

11. **Spates, S. A.**, Reno, K. M. (2014). The Twitter assignment: Social media as a learning tool. G.I.F.T. Presented at the 84<sup>th</sup> annual meeting of the *Southern States Communication Association*, New Orleans, LA.
10. Westerman, C. Y. K., **Spates, S. A.**, Reno, K. M., & Jenkins, E. W. (2013, November). Voice and silence responses to inequity in workplace friendships. Presented at the annual conference of the *National Communication Association* in Washington, DC.
9. **Spates, S. A.** (2013). I look to you: Religious leaders as social support in the management of uncertainty within the African American community. Presented at the Annual Research Symposium of the College of Communication and Information in Knoxville, TN.
8. Spence, P.R., Lachlan, K. A., Lin, X., **Spates, S. A.**, Gentile, C. J., Reno, K. M. (2013). Exploring the impact of ethnic identity through other generated cues on perceptions of spokesperson credibility among Caucasian and African American audiences. Accepted to the 63<sup>rd</sup> annual meeting of the *International Communication Association* in London, U. K.
7. **Spates, S. A.**, (2013). Follow the leader: Using social information processing theory to explore communication of opinion leaders in the Black community. Presented at the 81<sup>st</sup> annual meeting of the *Central States Communication Association*, Kansas City, KS.
6. **Spates, S. A.**, Reno, K. M. (2013). The Twitter assignment: Using social media as lesson application. G.I.F.T. Presented at the 81<sup>st</sup> annual meeting of the *Central States Communication Association*, Kansas City, KS.
5. Spence, P.R., Lachlan, K. A., Lin, X., **Spates, S. A.**, (2013). Intercultural differences in responses to health messages on social media from spokespeople with varying levels of ethnic identity. Presented at the 81<sup>st</sup> annual meeting of the *Central States Communication Association*, Kansas City, KS.
4. Spence, P. R., Lachlan, K. A., **Spates, S. A.**, & Westerman, D. (2012). Where the gates matter less: Examining social media and credibility in health-related content. Paper presented at the 80<sup>th</sup> annual meeting of the *Central States Communication Association*, Cleveland, OH.
3. Beck, A. N., Gentile, C. J., & **Spates, S. A.** (2012). Building #ClassroomCommunity through @Twitter. G.I.F.T. presented to the 80<sup>th</sup> annual meeting of the *Central States Communication Association*, Cleveland, OH.
2. **Spates, S. A.** (2012). The *Law and Order* of identity: An investigation of African Americans in television dramas. Paper presented to the 118<sup>th</sup> annual meeting of the *Michigan Academy of Science, Arts, & Letters*, Alma, MI.
1. McIntyre, J.J., Lachlan, K.A., & Spence, P.R., & **Spates, S. A.** (2011). Responding to a campus emergency: The impact of alert sources on message speed, learning processes,

and perceptions of campus safety. Paper accepted to the 97<sup>th</sup> annual meeting of the *National Communication Association*, New Orleans, LA.

### **Professional Memberships and Affiliations**

International Association for Intercultural Communication Studies	2026 – Present
Phi Beta Sigma Fraternity, Inc. (Rho Sigma Sigma Chapter)	2021 – Present
International Communication Association	2012 – Present
National Communication Association	2011 – Present
Central States Communication Association	2010 – Present
Alpha Chi Honor Society (Lifetime Membership)	2007
Southern States Communication Association	2014 – 2017

### **University Affiliations**

#### **Michigan State University**

Center for Gender in Global Context, Affiliate Faculty	2025 – Present
African Studies Center, COIL Faculty Fellow	2024 – Present
Health & Risk Communication Center, Affiliate Faculty	2023 – Present
Diversity Research Network	2023 – Present
MSU Black Faculty, Staff, & Administrators Association (BFSAA)	2023 – Present
Master of Arts in Strategic Communication, Affiliate Faculty	2023 – Present

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## **TEACHING CREDENTIALS**

### **Instructional Positions**

#### **Michigan State University**

CAS 826 – Health Communication for Diverse Populations Professor (graduate, n=12)	Spring 2026
CAS 833 – Crisis Communication. Professor (graduate, n=12)	Summer 2023 – Present
COM 320 – Diversity and Communication. Professor (n=30)	Fall 2023 – Present
COM 340 – Leadership and Small Group Communication. Professor (n=50)	Spring 2023 – Present

#### **Missouri State University**

COM 315 – Advanced Public Speaking. Professor (n=30)	Fall 2016 – Spring 2017
COM 336 – Communication in Organizations Professor (n=30)	Fall 2016 – Present Summer 2018-2021 ( <b>Online</b> )
COM 338 – Communication Strategies for Recruitment in Organizations Professor (n=30)	Fall 2016 – Present Spring 2020 ( <b>Blended</b> )
COM 617 – Comm. & Diversity in the Workplace Professor (n=15)	Spring 2019 - Present Spring 2020 (Online) Summer 2020/2021
COM 597 – Communication in Healthcare Organizations <i>Special Topics in Communication Course</i> Professor (n=30)	Fall 2018
COM 702 – Theory and Research in Communication Professor (n=15)	Spring 2020
COM 712 – Quantitative Analysis in Communication Professor (n=20)	Fall 2018 – 2019
COM 712 – Quantitative Analysis in Communication Professor ( <b>n=20, Online Course</b> )	Fall 2017 – Spring 2018
COM 736 – Concepts and Analysis of Communication in Organizations ( <b>MPS Designation</b> ) Professor (n=20)	Spring 2018 – 2021
COM 206 – Intro to Health Communication Professor (n=30)	Fall 2017 Summer 2018-23 ( <b>Online</b> )
COM 507/604 – Health Communication and Culture Professor (n=30)	Fall 2016
COM 508/608 – Patient Provider Communication Professor (n=30)	Spring 2017 & 2019
<b>The University of Tennessee</b>	
CMST 240 – Business and Professional Communication Instructor of Record (n=30)	Fall 2013 – Spring 2014
CMST 312 – Interpersonal Communication	Summer 2014 – Spring 2015

Instructor of Record (n=30)	
CMST 342 – Organizational Communication	Summer 2015, 2016
Instructor of Record (n=30)	
CMST 354 – Research Methods (Lab)	Fall 2015 – Spring 2016
Lab Instructor (n=30)	
CMST 446 – Leadership	Spring 2016
Instructor of Record (n=30)	

**Western Michigan University**

COM 1040 – Public Speaking-Spring 2012	1 section
Instructor of Record (n=25)	

**King University**

COM 1040 – Advanced Speech Communication – Summer 2013	1 section
Instructor of Record (n=20)	
COM 3600 – Organizational Communication – Fall 2014	1 section
Instructor of Record (n=20)	
COM 3600 – Organizational Communication-Summer 2015	1 section
Instructor of Record (n=20) – <i>Online Course</i>	
COM 3200 – Interpersonal Communication – Fall 2015	1 section
Instructor of Record (n=20) – <i>Online Course</i>	
COM 2600 – Intro to Media Communication - Fall 2015	1 section
Instructor of Record (n=20)	
COM 1040 – Advanced Speech Communication – Spring 2016	1 section
Instructor of Record (n=20)	
COM 3600 – Organizational Communication – Spring 2016	1 section
Instructor of Record (n=20)	

**Assisted Sections****Western Michigan University**

COM 1000 – Communication and Civic Engagement
Fall 2010, Spring 2011, Fall 2011
Assisting Dr. Chad Edwards (n=25)

**Instructional Development****Michigan State University**

New Educator Connect (Teaching Series)	Fall 2023
Emphasis: Strategies and Opportunities for Success in the Classroom	

**Missouri State University**

Attended Instructional Training for Faculty – MSU	Fall, 2020
Emphasis: <i>Inclusive and Responsive Practices in the Classroom</i>	

Attended Annual Showcase on Teaching – MSU 2016 – 2022  
 Emphasis: *Various areas of teaching presented*

Attended RESPOND Training with Students – MSU Spring, 2019  
 Emphasis: *Mental Health and Suicide in College Students*

### **The University of Tennessee**

Certificate of Completion – Best Practices in Teaching Program Spring, 2015

### **UT – Best Practices in Teaching Seminar**

Speaker, Experienced Graduate Teaching Associate Panel Fall, 2015

### **Andrews University**

COMM 510 – Foundations of Communication Theory Fall, 2015 – Spring 2016  
 Visiting Co-Instructor (Full Semester)

### **Student Committees**

#### **Chair, Master's Committee**

##### ***Michigan State University***

Karla Cortes, MA in COM (Fall 2025 – Present)  
 Kennedy Walters, HRCMA (Spring 2025 – Spring 2026), Degree Awarded

##### ***Missouri State University***

Corey May, M. A. (Fall 2022 – Spring 2023) Degree Awarded  
 Trisha Leong, M. A. (Fall 2022 – Spring 2023) Degree Awarded  
 Jenna Pleimann, M. A. (Fall 2022 – Spring 2023) Degree Awarded  
 Taylor Corlee, M. A. (Fall 2021 – Spring 2022) Degree Awarded  
 Aliyah McBride, M. A. (Fall 2021 – Spring 2022) Degree Awarded  
 Ally Richardson, M. A. (Fall 2021 – Spring 2022) Degree Awarded  
 Desmond Warren, M. A. (Fall 2021 – Spring 2022) Degree Awarded  
 Robbyn Rose, M. A. (Fall 2021 – Spring 2021) Degree Awarded  
 Casey Stratton, M. A. – Online (Fall 2018 – Spring 2019) Degree Awarded  
 Intisar Faulkner, M. A. (Fall 2018 – Spring 2019) Degree Awarded  
 Jack Roberts, M. A. (Fall 2018 – Spring 2019) Degree Awarded  
 Tina Pham, M. A. (Fall 2018 – Spring 2019) Degree Awarded  
 Austin Reedy, M. A. (Fall 2018 – Spring 2019) Degree Awarded

#### **Member, Doctoral Committee**

***Missouri State University (Honorary Faculty Member, University of Central Florida)***

Darius Lana (2021-2023), Degree Awarded.

**Member, Master's Committee*****Michigan State University***

Casmiera Thorman (2026-2027), In Progress.  
 Andrea Zacarias Hernandez, (2026-2027), In Progress.  
 Catherine Baffloe (2026-2027), In Progress.  
 Griffin Shoener (2025-2026), Degree Awarded.  
 Joshua Weinzapfel (2025-2026), Degree Awarded.  
 Megan Mallie, MA/Linked Student (2025-2026), Degree Awarded.

***Missouri State University***

Michaela Plummer, M. A. (Fall 2022 – Spring 2023), Degree Awarded.  
 David Dooling, M. A. (Fall 2020 – Spring 2021), Degree Awarded.  
 Demetria McKinney – Taylor (Fall 2018 – Spring 2019), Degree Awarded

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**SERVICE ACTIVITIES****Michigan State University****Discipline**

*Member-at-Large, Central States Communication Association E-Board* (Spring 2026-2028)  
 Grant Reviewer – *National Science Foundation* (Fall 2024)  
 Officer – *Communication Theory Interest Group* (Spring 2023 – Spring 2025)  
 Consulting Board Member – *Journal of Communication Pedagogy* (Spring 2023 – Present)  
 Editorial Board Member – *Communication Research Reports* (Fall 2023 – Present)  
 Editorial Board Member – *Communication Studies* (Fall 2021 – Spring 2025)

**Community**

Communication & A/V Director – *Bethel Community SDA Church* (Spring 2024 – Present)

**University**

Member – Center for Gender in Global Context (Fall 2025 – Present)  
 Member – *Black Faculty, Staff, & Administrators Association/BFSAA* (Fall 2023 – Present)  
 Member – Diversity Research Network (Fall 2023 – Present)

**College**

Member – College of *Communication Arts & Sciences Access & Opportunities Committee* (Fall 2023 – Present)

**Department**

Community Engagement Director – *Department of Communication* (Fall 2024 – Present)  
 Faculty Advisor – *Undergraduate Communication Association* (Fall 2023 – Present)

## Missouri State University

### Discipline

*Editorial Board Member – Journal of Communication Pedagogy*

*Editorial Board Member – Communication Studies*

*Reviewer – Communication Studies (2017-2019).*

*Reviewer – Western Journal of Communication (2020-2022).*

*Newsletter Editor – Central States Communication Association (2018 – 2020)*

*Chair, Copper Award Committee – Central States Communication Association*

*Officer – Communication Theory Interest Group (2018-2020; 2021-2023)*

*Reviewer – Organizational & Communication Theory Interest Groups, Central States Communication Association (October, 2017).*

*Reviewer – Organizational & Health Communication Division, National Communication Association (April 2017).*

*Reviewer – Communication Theory Interest Group, Central States Communication Association (December 2016-2021).*

*Reviewer – Health Security (December, 2016-2018).*

### Community

*Presenter–Speaking Up to Bias (sponsored by the Center for Dispute Resolution (Spring, 2020 & 2021)*

*Guest Presenter – Victim Interview Program with Center for Dispute Resolution (2018 – 2021)*

*Guest Presenter, Proactive Advising–Missouri State University Radio Program (April 2, 2018)*

### University

*Member – Search Committee (Fall 2019; Spring 2020; Summer, 2021)*

*Presenter–Reframing Your Course: Inclusive Strategies for Syllabus Development (Fall, 2020)*

*Campus Advisor – Phi Beta Sigma Fraternity, & Zeta Phi Beta Sorority, Inc. (2019-2023)*

*Member – Inclusive Admissions Committee (Fall, 2020-Spring 2022)*

*Volunteer Facilitator/Mentor – Youth Empowerment Summit (October 2018)*

*Trained Facilitator– Tough Talks Program (Fall, 2016)*

*Presenter – Bullying in the Workplace (Fall, 2016/Spring, 2018)*

*Certificate of Completion – Master Advising Workshop (Fall, 2016)*

### College

*Proactive Advisor – Department of Communication (2017-2023)*

### Department

*Faculty Advisor – COM Graduate Student Organization (2018-2019)*

*Course Developer & Director – Communicating with Cultural Competence (Fall, 2019)*

*Presenter – Becoming a Health Communicator (Fall, 2016-2019)*

*Judge – Vicki Stanton Public Speaking Showcase (Fall, 2016)*

## **The University of Tennessee**

### **Discipline**

*Reviewer – Eastern Communication Association*

*Reviewer – Southeast Colloquium of the Association for Education in Journalism and Mass Communication (AEJMC)*

*Convention Usher – Volunteer, Annual Conference of National Communication Association.*

### **Community**

*Director, Music Ministry – Trinity SDA Church (2014-2016).*

*Director, Community Backpack Giveaway – Trinity SDA Church (2014, 2015, 2016)*

### **University**

*Graduate Presenter – Best Practices in Teaching Program (Fall, 2015).*

*Presenter – Experienced Graduate Teaching Associate Panel, University-Wide Orientation.*

### **College**

*Graduate Student Representative, Search Committee – CCI Associate Dean.*

*Vice President, Communication Studies – Graduate Student Association (2014 – 2015).*

*President – College of Communication and Information Graduate Student Association (2013)*

*College of Communication and Information – Dean’s Graduate Student Advisory Committee (2013 & 2014)*

### **Department**

*Graduate Assistant Administrator–Research Participation Pool*

*Graduate Student Association Rep., New Graduate Student Orientation (2013 – 2016)*

*Chair, Outreach Committee – Graduate Student Association (2013).*

## **Western Michigan University**

### **Discipline**

*Editorial Assistant, Academic Exchange Quarterly (Summer, 2012 Edition)*

*Convention Usher – Volunteer, 97<sup>th</sup> National Communication Association.*

*Reviewer – Central States Communication Association (Comm. Theory Interest Group)*

### **Community**

*Director, Music Ministry – All Nations SDA Church (2010/2011)*

*AmeriCorps VISTA 8<sup>th</sup> Grade Coach – Think Summer Program-Kalamazoo Area Schools (Summer 2012)*

### **University**

*Member – Graduate Financial Allocation Committee (2012)*

*Member – Graduate Student Advisory Council (2011)*

*Steward Representative – Graduate Teaching Assistants Union (2011)*

**College**

*Graduate Student Search Committee (2012)*

**Department**

*Graduate Financial Allocation Committee*

*Treasurer of Communique, School of Communication Graduate Student Organization.*

**Oakwood University**

**University**

*Public Relations Advisor – United Student Movement (2008-2009)*

*Vice President – Alpha Chi Honor Society (2008-2009; Member, 2007-Present)*

**Community**

*Member, Dynamic Praise Gospel Choir (2005-2009)*

**Department**

*President – Communication Club (2007-2008; Member, 2005-2009)*