

## RALPH A. GIGLIOTTI, PH.D.

Director, [Rutgers Center for Organizational Leadership](#)  
Part-Time Lecturer, [Department of Communication](#)  
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### EDUCATION

- Rutgers University, New Brunswick, NJ** 2012-2017  
*Ph.D. – Communication*  
*Graduate Fellow, Rutgers Center for Organizational Leadership*  
*Graduate Fellow, PreDoctoral Leadership Development Institute*
- **Dissertation:** The Social Construction of Crisis in Higher Education: Implications for Crisis Leadership Theory and Practice
- Villanova University, Villanova, PA** 2010-2011  
*M.P.A. – Public Administration*  
*M.A. – Strategic Communication* 2007-2010
- **Graduate Thesis:** University Crises: Sensemaking and Discursive Leadership in Moments of Uncertainty
- Duquesne University, Pittsburgh, PA** 2003-2007  
*B.S.Ed. - Secondary Education, magna cum laude*  
*B.A. - English & Integrated Marketing Communication, magna cum laude*
- **Honors:** Lambda Pi Eta, Mortar Board, Omicron Delta Kappa, Sigma Tau Delta, Pi Lambda Theta, Kappa Delta Epsilon, Golden Key

### PUBLICATIONS

#### Books:

- Gigliotti, R. A., & Goldthwaite, C. (forthcoming). *Leadership in academic health centers: Core concepts and critical cases*. Dubuque, IA: Kendall Hunt.
- Gigliotti, R. A. (2019). *Crisis leadership in higher education: Theory and practice*. New Brunswick, NJ: Rutgers University Press.
- Ruben, B. D. & Gigliotti, R. A. (2019). *Leadership, communication, and social influence: A theory of resonance, activation, and cultivation*. Bingley, UK: Emerald.
- Gigliotti, R. A., Ruben, B. D., & Goldthwaite, C. (2017). *Leadership: Communication and social influence in personal and professional settings*. Dubuque, IA: Kendall Hunt.
- Ruben, B. D., De Lisi, R., & Gigliotti, R. A. (2017). *A guide for leaders in higher education: Core concepts, competencies, and tools*. Sterling, VA: Stylus.

#### Edited Books:

- Levy Shankman, M. & Gigliotti, R. A. (in progress). *Using inventories and assessments to enhance leadership development*. New Directions for Student Leadership. Hoboken, NJ: Wiley.

- Gigliotti, R. A. (2019). *Competencies for effective leadership: A framework for assessment, education, and research*. Bingley, UK: Emerald.

**Refereed Journal Articles:**

- Gigliotti, R. A., Ruben, B. D., Goldthwaite, C., & Strom, B. L. (under review). The collaborative design of a leadership education and development program for an academic health center: Implications for leadership education practice.
- Ruben, B. D. & Gigliotti, R. A. (under review). Resonance theory: A macro-theory for understanding the interdependence of leadership and followership.
- Gigliotti, R. A. (forthcoming). The perception of crisis, the existence of crisis: Navigating the social construction of crisis. *Journal of Applied Communication Research*.
- Gigliotti, R. A., Dwyer, M., Brescia, S. A., Gergus, M., & Stefanelli, J. (2020). Learning leadership in higher education: Implications for graduate education. *Atlantic Journal of Communication*.
- Ruben, B. D. & Gigliotti, R. A. (2019). The Excellence in Higher Education model: A Baldrige-based tool for organizational assessment and improvement for colleges and universities. *Global Business and Organizational Excellence*, 38(4), 26-37.
- Fortunato, J. & Gigliotti, R. A. (2019). Non-causality crisis response and organizational reputation: The response of CVS to the opioid epidemic. *Journal of Brand Strategy*, 8(1), 86-99.
- Fortunato, J., Gigliotti, R. A., & Ruben, B. D. (2018). Analyzing the dynamics of crisis leadership in higher education: A study of racial incidents at the University of Missouri. *Journal of Contingencies and Crisis Management*, 26(4), 510-518.
- Ruben, B. D., De Lisi, R., & Gigliotti, R. A. (2018). Academic leadership development programs: Conceptual foundations, structural and pedagogical components, and operational considerations. *Journal of Leadership Education*, 17(3), 241-254.
- Ruben, B. D. & Gigliotti, R. A. (2017). Are higher education institutions and their leadership needs unique? Vertical and horizontal perspectives. *Higher Education Review*, 49(3), 27-52.
- Fortunato, J. A., Gigliotti, R. A., & Ruben, B. D. (2017). Racial incidents at the University of Missouri: The value of leadership communication and stakeholder relationships. *International Journal of Business Communication*, 54(2), 199-209.
- Gigliotti, R. A. (2017). An exploratory study of academic leadership education within the Association of American Universities. *Journal of Applied Research in Higher Education*, 9(2), 196-210.
- Ruben, B. D. & Gigliotti, R. A. (2017). Communication: Sine qua non of organizational leadership theory and practice. *International Journal of Business Communication*, 54(1), 12-30.

- Gigliotti, R. A. & Ruben, B. D. (2017). Preparing higher education leaders: A conceptual, strategic, and operational approach. *Journal of Leadership Education*, 16(1), 96-114.
- Ruben, B. D. & Gigliotti, R. A. (2016). Leadership as social influence: An expanded view of leadership communication theory and practice. *Journal of Leadership and Organizational Studies*, 23(4), 467-479.
- Gigliotti, R. A. (2016). Leader as performer; leader as human: A post-crisis discursive construction of leadership. *Atlantic Journal of Communication*, 24(4), 185-200.
- Gigliotti, R. A. (2016). Institutional identification and sense of community: An analysis of a new online graduate public administration program. *Journal of Public Affairs Education*, 22(3), 399-414.
- Gigliotti, R. A. & Dwyer, B. (2016). Cultivating dialogue: A central imperative for servant leadership. *Journal of Servant Leadership: Theory and Practice*, 3(1), 69-88.
- Immordino, K. M., Gigliotti, R. A., Ruben, B. D., & Tromp, S. (2016). Evaluating the impact of strategic planning in higher education. *Educational Planning*, 23(1), 35-47.
- Gigliotti, R. A. (2015). Cultivating alumni engagement in undergraduate leadership education: The Villanova University Student Leadership Forum. *Journal of Leadership Education*, 14(3), 152-158.
- Gigliotti, R. A. (2015). "Streams of influence" in student affairs: A renewed emphasis on leadership education. *Journal of Student Affairs Research and Practice*, 52(4), 427-439.
- Gigliotti, R. A. (2015). Discursive shifts and 360-degree feedback: Applied managerial movements towards human capital leadership. *Journal of Leadership, Ethics, and Accountability*, 12(2), 41-49.
- Miltenberger, L., Gigliotti, R. A., & Middlebrooks, T. (Under Review). Connecting nonprofits, human capital, and mission: A model for enhancing leadership.

**Book Chapters:**

- Gigliotti, R. A. & Ruben, B. D. (2018). The role of communication theory in leadership training and development. In J. D. Wallace & D. Becker (Eds.), *The Handbook of Communication Training* (pp. 238-252). New York: Routledge.
- Dwyer, B. & Gigliotti, R. A. (2017). From institutional diversity and inclusion to societal equity and justice: Higher education as a leadership training ground for the public good. In Boitano, A. & Schockman, H. E. (Eds.), *Breaking the zero-sum game: Transforming societies through inclusive leadership* (pp. 285-304). Bingley, UK: Emerald.
- Gigliotti, R. A., Dwyer, B., & Ruiz-Mesa, K. (2017). Campus unrest in American higher education: Challenges and opportunities for strategic diversity leadership. In Chin, J. L., Trimble, J. E., & Garcia, J. E. (Eds.), *Global and culturally diverse leaders and leadership: New dimensions, opportunities and challenges for business, industry, education and society* (211-231). Bingley, UK: Emerald.

- Gigliotti, R. A. (2016). The role of leadership education: Benefits and challenges for at-risk students. In L. Wood & Y. Breyer (Eds.), *Success in higher education: Transitions to, within and from University* (pp. 189-202). New York: Springer Publishing House.
- Gigliotti, R. A., Agnew, B., Goldthwaite, C., Sahay, S., Dwyer, M., & Ruben, B. D. (2016). Scholar in training; leader in training: The Rutgers University PreDoctoral Leadership Development Institute. In P. Blessinger & D. Stockley (Eds.), *Emerging directions in doctoral education* (pp. 39-59). Bingley, UK: Emerald.
- Aakhus, M., Dadlani, P., Gigliotti, R. A., Goldthwaithe, C., Kosterich, A., & Sahay, S. (2016). Communication expertise as organizational practice: Competing ideas about communication in the market for solutions. In J. Treem & P. Leonardi (Eds.), *Expertise, communication, and organizing*. Oxford, UK: Oxford University Press.
- Dwyer, B., Gigliotti, R. A., & Lee, H. H. (2014). *Intergroup dialogue: Mindfulness and leadership development for social change*. In K. G. Schuyler, J. E. Baugher, K. Jironet, & L. Lid-Falkman (Eds.), *Leading with spirit, presence, & authenticity*. San Francisco: Jossey-Bass.

**Book Review:**

- Gigliotti, R. A. (2013). [Review of Ronald C. Arnett's *Communication ethics in dark times: Hannah Arendt's rhetoric of warning and hope*], *International Journal of Communication*, 7, 1576-1577.
- Arnett, R., Fritz, J., & Bell, L. (2008). *Communication ethics literacy: Dialogue & difference*. Thousand Oaks, CA: Sage Publications, Inc.

**Book Contributions:**

- Ruben, B. D. & Gigliotti, R. A. (2020). Organizational Communication. In *The SAGE encyclopedia of higher education*. Thousand Oaks, CA: SAGE Publications.
- Miltenberger, L. & Gigliotti, R. A. (2019). Human capital management and leadership: Investing in your human resources. In A. Middlebrooks, et al., *Discovering leadership: Designing your success*. Thousand Oaks, CA: SAGE Publications.
- Christie, E. & Gigliotti, R. A. (2017). Contingent workforce. In C. R. Scott & L. K. Lewis (Eds.), *International encyclopedia of organizational communication*. Hoboken, NJ: Wiley.
- Gigliotti, R. A. (2014). Organizational leadership. In B. Ruben & L. Stewart, *Communication and human behavior*. (5th ed.) New York: Pearson.

**Editorial Assistant:**

- Scott, C. R. & Lewis, L. K. (Eds.), (2017). *International encyclopedia of organizational communication*. New York: Wiley.

**Benchmark Studies:**

- Gigliotti, R. A. & Ruben, B. D. (2018). *Snapshots of Academic and Senior Administrator Leadership Programs at Big Ten Academic Alliance (BTAA) Universities* (4th ed.). New Brunswick, NJ: Center for Organizational Leadership, Rutgers University.

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- Gigliotti, R. A., Ruben, B. D. & Wade, J. (2017). *Snapshots of Academic and Senior Administrator Leadership Programs at Big Ten Academic Alliance (BTAA) Universities* (3rd ed.). New Brunswick, NJ: Center for Organizational Development and Leadership, Rutgers University. Presented to BTAA Academic Leadership Liaisons in February 2017.
- Gigliotti, R. A. & Ruben, B. D. (2015). *Snapshots of Academic and Senior Administrator Leadership Programs at Committee on Institutional Cooperation (CIC) Universities* (2nd ed.). New Brunswick, NJ: Center for Organizational Development and Leadership, Rutgers University.
- Ruben, B. D. & Gigliotti, R. A. (2014). *Snapshots of Academic and Senior Administrator Leadership Programs at Committee on Institutional Cooperation (CIC) Universities*. New Brunswick, NJ: Center for Organizational Development and Leadership, Rutgers University. Presented to CIC Academic Leadership Liaisons in July 2014.
- Gigliotti, R. A. (2013). Academic Leadership Development Matrix. Prepared for the *Office of Organizational Development & Leadership, Rutgers University*.

### **News Articles, Online Essays, and Invited Blog Contributions:**

- Gigliotti, R. A. Looking beyond COVID-19: Crisis leadership implications for chairs. (2020, July). *The Department Chair*.
- Ruben, B. D., Gigliotti, R. A., Immordino, K. M., Goldthwaite, C., & Blank Shavelsky, M. (2020, May 31). [The Botswana-Rutgers Leadership Summit: An application of leadership in the public sector framework.](#) *public administration times*. *Public Administration Times*.
- Gigliotti, R. A. (2020, March 18). [Crisis leadership: Understanding, navigating, and leading in the complexity of crisis.](#) *ACUI Bulletin*.
- Gigliotti, R. A. (2020, March 17). [Crisis leadership and the higher education response to the COVID-19 outbreak.](#) *The EvoLLLution*.
- Gigliotti, R. A. & Scott, K. (2019, June 20). [Advancing quality and excellence in higher education.](#) *eCampus News*.
- Gigliotti, R. A. (2019, May 28). [Leadership competencies: A framework for leadership assessment, education and research.](#) *The EvoLLLution*.
- Gigliotti, R. A. & Qadri, M. J. (2017, September 12). [Doctoral students as academic leaders.](#) *Inside Higher Ed*.
- Gigliotti, R. A. (2017, May 23). [6 critical components of effective crisis leadership.](#) *International City County Management Association Leadership Reimagined Blog*.
- Gigliotti, R. A. (2017, February 6). [5 critical competencies for public administration leadership.](#) *International City County Management Association Leadership Reimagined Blog*.
- Ruben, B. D. & Gigliotti, R. A. (2016, April 14). [An honest look into what it takes to “manage change”.](#) *eCampus News*.

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### **Published Interviews:**

- Zamudio-Suaréz, F., & Brown, S. (2020, May 8). [The quandary: How can I represent my department in a season of budget cuts?](#) *Chronicle of Higher Education*.
- Musselwhite, R. (2020, April 27). [Learning at a distance](#). *Community Health*.
- Gigliotti, R. A. (2019, November 1). [The best way to prepare for disaster: Crisis leadership and higher education](#). *The EvoLLLution*.

## PRESENTATIONS

### **Conference/Seminar Papers, Panels, and Colloquia:**

- Gigliotti, R. A. Crisis leadership in higher education: Central research themes and reflections. (*Rutgers School of Communication and Information Ph.D. Colloquium, New Brunswick, NJ, February 2020*)
- **Top Panel Award, Training & Development Division**  
Gigliotti, R. A., et al. Surviving scrutiny: Incorporating research and practice into training and development programs.  
(*National Communication Association Annual Convention, Baltimore, MD, November 2019*)
- Gigliotti, R. A. The perception of crisis, the existence of crisis: Navigating the social construction of crisis in higher education.  
(*National Communication Association Annual Convention, Baltimore, MD, November 2019*)
- Ruben, B. D. & Gigliotti, R. A. Reconceptualizing the relationship between leadership, communication and social influence: Resonance, activation, and cultivation.  
(*International Leadership Association Global Conference, Ottawa, Canada, October 2019*)
- Gigliotti, R. A. Current approaches to academic and administrative leadership development at NCCI member institutions.  
(*Network for Change and Continuous Innovation in Higher Education, Denver, CO, July 2019*)
- Dwyer, M., Gigliotti, R. A., et al. Engaging students in an in-person, hybrid, and online public speaking course.  
(*New Jersey Communication Association, Montclair State University, Montclair, NJ, April 2019*)
- Gigliotti, R. A. Understanding crisis and crisis leadership in the context of higher education.  
(*International Crisis and Risk Communication Conference, Orlando, FL, March 2019*)
- Gigliotti, R. A., et al. Learning leadership in higher education: Implications for graduate education.  
(*National Communication Association Annual Convention, Salt Lake City, UT, November 2018*)
- Gigliotti, R. A. Guided by core values: Adopting principles of leadership communication in large group situations.  
(*National Communication Association Annual Convention, Salt Lake City, UT, November 2018*)
- Gigliotti, R. A. Crisis leadership in higher education: Current trends and concepts.

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*(International Leadership Association Global Conference, West Palm Beach, FL, October 2018)*

- Gigliotti, R. A. & Ruben, B. D. Developing future leaders in higher education: The Rutgers PreDoctoral Leadership Development Academy.  
*(International Leadership Association Global Conference, West Palm Beach, FL, October 2018)*
- Gigliotti, R. A., et al. Organizational communication Master's Degree pre-conference.  
*(Organizational Communication Mini Conference, New Brunswick, NJ, October 2018)*
- Ruben, B. D., De Lisi, R., & Gigliotti, R. A. The Rutgers University Leadership Academy.  
*(Higher Education Leadership Forum 2018, Sheffield, United Kingdom, September 2018)*
- Gigliotti, R. A. Understanding and navigating crisis in higher education.  
*(Society for Applied Anthropology Annual Meeting, Philadelphia, PA, April 2018)*
- Gigliotti, R. A., et al. Contemporary leadership and conflict management: An integration of research and practice in training and development.  
*(National Communication Association Annual Convention, Dallas, TX, November 2017)*
- Gigliotti, R. A. Crisis leadership in higher education: Considerations and implications for training and development.  
*(National Communication Association Annual Convention, Dallas, TX, November 2017)*
- Gigliotti, R. A. Excellence in Higher Education: A model for assessment, planning, and improvement.  
*(Leadership in Higher Education Conference, Baltimore, MD, October 2017)*
- **Pre-Conference Organizer and Facilitator:** Gigliotti, R. A., et al. Leading with impact in higher education: Strategies for current and aspiring leaders.  
*(International Leadership Association Global Conference, Brussels, Belgium, October 2017)*
- Gigliotti, R. A. Preparing higher education leaders: A conceptual, strategic, and operational approach.  
*(International Leadership Association Global Conference, Brussels, Belgium, October 2017)*
- Gigliotti, R. A. & Ruben, B. D. Preparing higher education leaders: A conceptual, strategic, and operational approach.  
*(Network for Change and Continuous Innovation in Higher Education, Minneapolis, MN, August 2017)*
- Miltenberger, L., Gigliotti, R. A., Middlebrooks, T. Human capital management and transformational leadership: A model for nonprofit leaders to address issues of employee engagement.  
*(American Society for Public Administration, Atlanta, GA, March 2017)*
- Gigliotti, R. A., et al. Hybrid and online approaches to teaching communication courses in a civic-minded academy: Strengths, weaknesses, opportunities, and threats.  
*(National Communication Association Annual Convention, Philadelphia, PA, November 2016)*
- Gigliotti, R. A., et al. Using performance and dialogue to advance student leadership.

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*(National Communication Association Annual Convention, Philadelphia, PA, November 2016)*

- Gigliotti, R. A. Academic leadership development: Perspectives from deans and associate deans.  
*(International Leadership Association Global Conference, Atlanta, GA, November 2016)*
- Gigliotti, R. A. Faculty and staff leadership development in higher education: An overview of the Rutgers Leadership Academy.  
*(Poster presented at the International Leadership Association Global Conference, Atlanta, GA, November 2016)*
- Ruben, B. D. & Gigliotti, R. A. Excellence in higher education: A model for assessment, planning, and improvement within administrative and business units.  
*(Eastern Association of College and University Business Officers Annual Meeting, Washington, DC, October 2016)*
- Gigliotti, R. A. Faculty and staff leadership education: An overview of the Rutgers Leadership Academy.  
*(Leadership in Higher Education Conference, Atlanta, GA, October 2016)*
- Ruben, B. D. & Gigliotti, R. A. Campus cultures and intercultural tensions: The leader as organizational ethnographer and cross-cultural communicator.  
*(Eastern Communication Association Convention, Baltimore, MD, April 2016)*
- Ruben, B. D. & Gigliotti, R. A. Leadership and social influence: A promising area for organizational communication scholarship.  
*(Organizational Communication Traditions, Transitions, and Transformations Conference, Austin, TX, February 2016)*
- **Top Four Paper Award, Training & Development Division**  
Gigliotti, R. A. A communicative exploration of academic leadership development initiatives within the Association of American Universities (AAU).  
*(National Communication Association Annual Convention, Las Vegas, NV, November 2015)*
- Dwyer, B., Gigliotti, R. A., & Lee, H. Nurturing mindfulness and authentic leadership through intergroup relations.  
*(Northeastern IGR Conference, Saratoga Springs, NY, June 2015)*
- Gigliotti, R. A. Cultivating alumni engagement in undergraduate leadership education.  
*(National Association of Student Personnel Administrators Region II Conference, Washington, DC, June 2015)*
- Sahay, S., Dwyer, M., Gigliotti, R. A., Goldthwaite, C., & Agnew, B. Scholar-in-training, leader-in-training: The Rutgers University Predoctoral Leadership Development Institute.  
*(International Communication Association Conference, San Juan, Puerto Rico, May 2015)*
- Dwyer, M., Gigliotti, R. A., Goldthwaite, C., Sahay, S., & Agnew, B. Theory and practice in doctoral leadership training.  
*(International Communication Association Conference, San Juan, Puerto Rico, May 2015)*



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- Gigliotti, R. A. Academic leadership development within the Association of American Universities (AAU): A communicative approach.  
*(Poster presented at the International Communication Association Conference, San Juan, Puerto Rico, May 2015)*
- Gigliotti, R. A., et al. Public speaking can be taught effectively online with a little help from your friends.  
*(Eastern Communication Association Convention, Philadelphia, PA, April 2015)*
- Kreiger, D. & Gigliotti, R. A. Cultivating community leadership through technology-mediated instruction and a robust course design.  
*(Poster presented at the New Jersey Research & Education Network Faculty Showcase, Jersey City, NJ, March 2015)*
- Arapis, T., Gigliotti, R. A., & Nissen, S. Creating community in an online classroom: Lessons learned and strategies for success.  
*(Drexel University E-Learning Conference: Technology use in Teaching and Learning, Philadelphia, PA, March 2015)*
- Gigliotti, R. A., et al. Awkward: Living, learning, and teaching across the lines of difference.  
*(Villanova University Freedom School Conference, Villanova, PA, January 2015)*
- Immordino, K., Gigliotti, R. A., Ruben, B. D., & Tromp, S. Evaluating the impact of strategic planning in higher education.  
*(National Communication Association Annual Convention, Chicago, IL, November 2014).*
- Gigliotti, R. A. Discursive shifts: Applied managerial movements towards human capital leadership.  
*(National Communication Association Annual Convention, Chicago, IL, November 2014)*
- Arapis, T., Gigliotti, R. A., & Nissen, S. Creating community through the use of technology: A look at Villanova's online MPA program.  
*(Northeast E-Learning Consortium Conference, Villanova, PA, November 2014)*
- Gigliotti, R. A., et al. Leading with spirit, presence, & authenticity. The workshop was co-facilitated by authors from the ILA Building Leadership Bridges publication with this title.  
*(International Leadership Association Global Conference, San Diego, CA, November 2014)*
- Gigliotti, R. A. Lessons from crisis leadership: A communication framework for leadership education.  
*(Poster presented at International Leadership Association Global Conference, San Diego, CA, November 2014)*
- Gigliotti, R. A. Discursive shifts and human capital leadership.  
*(International Leadership Association Conference, San Diego, CA, October 2014)*
- Kreiger, D. & Gigliotti, R. A. A hybrid course design model that promotes student success.  
*(Online Learning Consortium's International Conference, Orlando, FL, October 2014)*

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- Gigliotti, R. A. & Blake, L. "Streams of influence" in student affairs: The development of a new center for student leadership.  
*(Association of Student Affairs for Catholic Colleges & Universities Conference, San Antonio, TX, July 2014)*
- Gigliotti, R. A., Graziano, K., Davis, N., & Malone, E. Student development & academic affairs: Bridging leadership education through an interdisciplinary partnership.  
*(National Association of Student Personnel Administrators Region II Conference, Galloway, NJ, June 2014)*
- Donlan, T., Gigliotti, R, & Frank, M. "Is it the same as in the classroom: Can public speaking be taught effectively online?"  
*(Eastern Communication Association Convention, Providence, RI, April 2014)*
- Kreiger, D. & Gigliotti, R. A. Facilitating independent learning and engaged students - A unique approach to hybrid course design.  
*(New Jersey Research & Education Network Faculty Showcase, Lincroft, NJ, March 2014)*
- Gigliotti, R. A. & Ruiz-Mesa, K. Intergroup dialogue: A tool for cultivating mindfulness & authentic leadership development.  
*(National Association of Student Personnel Administrators Multicultural Institute, Las Vegas, NV, December 2013)*
- Gigliotti, R. A., et al. Walking the talk of social justice: Connecting students through dialogue.  
*(National Communication Association Conference, Washington, D.C., November 2013)*
- Gigliotti, R. A. University crises: Improvisational leadership during moments of uncertainty.  
*(New York State Communication Association Annual Conference, Ellenville, NY, October 2013)*
- Gigliotti, R. A., Graziano, K., & Webb, A. Student development & academic affairs: Bridging leadership education through an interdisciplinary partnership.  
*(National Association of Student Personnel Administrators Region II Conference, New York City, NY, June 2013)*
- **Top Graduate Paper Award**  
Gigliotti, R. A. Leader as performer; leader as human: A post-crisis discursive construction of leadership.  
*(New Jersey Communication Association Annual Conference, Teaneck, NJ, April 2013)*
- Gigliotti, R. A. Discursive leadership in moments of crisis: A qualitative study of university presidents. *(Poster presented at the Eastern Communication Association Annual Meeting, Pittsburgh, PA, April 2013)*
- Gigliotti, R. A. Leadership in moments of crisis: A communication framework for leadership education.  
*(Poster presented at the Annual Conference of the American College Personnel Association, Las Vegas, NV, February 2013)*
- Gigliotti, R. A., et al. Awkward: Living, learning, and teaching across the lines of difference.  
*(Villanova University Freedom School Conference, Villanova, PA, January 2013)*

- Gigliotti, R. A. & Brown, J. Igniting your journey within Catholic higher education: Informed by the past; transforming the future.  
*(Association of Student Affairs for Catholic Colleges & Universities Conference, South Bend, IN, July 2012)*
- Gigliotti, R. A., et al. Collaboration: A key to systemic, creative, and sustainable change in student affairs.  
*(National Association of Student Personnel Administrators Conference, Phoenix, AZ, March 2012)*
- Gigliotti, R. A., Italiano, J. & Jamrozik, R. Advancing the fraternal movement at Catholic and mission-driven universities.  
*(Association for Fraternity Advisors Annual Meeting, Phoenix, AZ, December 2010)*
- Gigliotti, R. A. University crises: Sensemaking and discursive leadership in moments of uncertainty.  
*(National Communication Association Conference, San Francisco, CA, November 2010)*
- Gigliotti, R. A., et al. It's more than a network: Advancing city wide Greek Life in Philadelphia.  
*(Association for Fraternity Advisors Annual Meeting, Jacksonville, FL, December 2009)*
- Gigliotti, R. A. The "Hokie Spirit": Rhetorically exposing the culture of Virginia Tech in a moment of crisis through an organizational lens.  
*(National Communication Association Conference, Chicago, IL, November 2009)*
- Gigliotti, R. A. Just one of the guys? An analysis of Hillary Clinton's liminal performance of the presidential male.  
*(Eastern Communication Association Conference, Pittsburgh, PA, May 2008)*
- Gigliotti, R. A. An ethical look at Victor Hugo's *The Hunchback of Notre Dame*.  
*(Pennsylvania Communication Association Conference, Beaver, PA, October 2006)*
- Gigliotti, R. A. The role of the novel in a Communication Ethics classroom.  
*(Pennsylvania Communication Association Conference, Beaver, PA, October 2006)*

***International & National Webinars:***

- Gigliotti, R. A. Crisis leadership considerations. *(Villanova University Department of Public Administration, June 2020).*
- Gigliotti, R. A. Crisis leadership. *(Rutgers Business School, June 2020).*
- Gigliotti, R. A. [Leading in crisis](#). *(Furlough Network Webcast, May 2020).*
- Gigliotti, R. A. [Crisis leadership](#). *(Florida State University Division of Student Affairs, May 2020).*
- Gigliotti, R. A. [Leading effectively through crisis](#). *(RMIT University, Australia, April 2020).*

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- Gigliotti, R. A. [Crisis leadership in higher education](#). (*International Leadership Association, April 2020*).
- Gigliotti, R. A. [Addressing crisis leadership in leadership development initiatives](#). (*International Leadership Association Pause for Pedagogy*).
- Gigliotti, R. A. Servant leadership and authentic dialogue: Why and how can you cultivate dialogic skills as a servant leader? (*Vitality EQ Conference, March 2015*).
- Gigliotti, R. A. An introduction to servant leadership for Student Affairs practitioners. (*National Association of Student Personnel Administrators, September 2011*).

### TEACHING

#### **Graduate Courses:**

- Crisis Leadership in Higher Education: Theory, Research, Practice, *Rutgers University, Ph.D Program in Higher Education*
- Leadership in Higher Education: Theory, Research, Practice, *Rutgers University, Ph.D Program in Higher Education*
- Organizational Leadership (online and in-person sections), *Rutgers University, Communication*
- Strategic Planning for Managers (online), *Villanova University, Public Administration*
- Public Personnel Management (online), *Villanova University, Public Administration*
- Human Capital Management (online), *Villanova University, Public Administration*
- Analysis & Research (online), *Villanova University, Public Administration*

#### **Undergraduate Courses:**

- Public Speaking (online, hybrid, and in-person sections), *Rutgers University, Communication*
- Approaches to Leadership, *Rutgers University, Communication*
- Exploring Leadership (Leadership Learning Community), *Rutgers University, Communication*
- Building Habits for Effective Leadership (online), *Villanova University, College of Professional Studies*
- Leadership Symposium, *Villanova University, College of Professional Studies*
- Professional Communication for Effective Leadership, *Villanova University, Professional Development, School of Arts and Sciences*
- The Leadership Experience, *Villanova University, Learning Community*
- Honors Culture & Leadership Workshop, *Villanova University, Learning Community*
- Interpersonal Communication Seminar, *Villanova University, Psychology*
- Leadership Seminar, *Villanova University, Psychology*
- Public Speaking (online), *Montgomery County Community College, Speech*
- Communication in Organizations (online), *Montgomery County Community College, Speech*
- Theories of Organizational Communication, *Villanova University, Communication*
- Introduction to Speech Communication, *Montgomery County Community College, Speech*
- Business and Professional Communication, *Villanova University, Communication*
- Intergroup Dialogue, *Villanova University, Communication*
- Public Speaking, *Villanova University, Communication*

#### **High School Courses:**

- Honors English 11, *Franklin Regional Senior High School*

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- Honors English 09, *Franklin Regional Senior High School*
- Academic English 09, *Franklin Regional Senior High School*

### **Teaching Accomplishments:**

- Recognized in the top quartile of departmental and college faculty on student evaluations at Rutgers University, Villanova University, and Montgomery County Community College
- Recognized as a top instructor of Public Speaking at Rutgers University based on student evaluations
- Promoted to tier of Part-Time Lecturer 2 based on comprehensive evaluation of teaching accomplishments at Rutgers University
- Partnered with university stakeholders and outside groups in the design of a dynamic and highly rated Leadership Symposium for the Villanova University College of Professional Studies
- Led redesign of courses in the Leadership in Organizations and Community Specialization for Rutgers University Department of Communication
- Led redesign of online section of Public Speaking, the first online course at Rutgers University to receive Quality Matters certification

## PROFESSIONAL EXPERIENCE

### **Rutgers University, New Brunswick, NJ**

#### **Director (promoted January 2020)**

January 2020-present

#### **Director of Leadership Development and Research**

September 2015-January 2020

#### **Rutgers Center for Organizational Leadership**

- Reporting to the Senior Vice President for Academic Affairs, provided executive leadership for the overall planning, delivery, and assessment of signature programs and services, and engaged with academic and administrative leaders in strengthening the Center's role as a hub for leadership development research and initiatives.
- Designed curriculum and facilitated over 200 sessions for senior administrators, deans, department chairs, faculty, staff, graduate students, and medical students involved in our portfolio of leadership education programs, along with units requesting customized programs (full list of units/departments available upon request)
- Developed and coordinated new leadership development programs for mid-career faculty and staff (Rutgers Leadership Academy), chairs and institute directors in Rutgers Biomedical and Health Sciences (Academic Leadership Program-RBHS), university-wide doctoral students (PreDoctoral Leadership Development Academy), medical students in Robert Wood Johnson Medical School (Distinction in Leadership in Academic Healthcare)
- Coached and consulted with units and their leaders from across Rutgers University on topics related to leadership, communication, change, culture, planning, crisis, assessment, and organizational excellence
- Led the coordination, design, and facilitation of a series of residential and virtual leadership development initiatives for senior government officials, public administrators, and representatives from the Public Service College representing The Republic of Botswana, Africa, in collaboration with colleagues from the President's Office and Rutgers Global Division, along with additional global leadership in higher education partnerships
- In response to the COVID-19 pandemic, established a virtual Academic Leadership Hub for engaging colleagues across the institution on salient leadership topics, consulted with academic and administrative leaders on themes of crisis leadership and

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unit/department/organizational renewal and reinvention, and participated in various university-wide COVID-19 working groups

- Consulted with leaders and departments across the institution in the design of robust and theory-informed leadership education initiatives, including the Rutgers Business School, Department of Anesthesiology and Perioperative Medicine, Rutgers University Libraries, Honors College, Rutgers Global, Residence Life, and Department of Leadership and Experiential Learning
- Developed models, tools, and concepts on leadership, communication, and training and development in higher education, and shared this work at national and international conferences
- Formed partnerships, facilitated in-person workshops, led virtual webinars, and conducted research projects and benchmark studies with national and international professional associations, including the Big Ten Academic Alliance (BTAA), Network for Change and Continuous Innovation in Higher Education (NCCI), National Communication Association (NCA), International Leadership Association (ILA), and University Professional and Continuing Education Association (UPCEA)
- Led and conducted numerous research projects on the topics of leadership, communication, crisis, training and development, planning, and organizational excellence in higher education
- Formed an interdisciplinary research team for graduate students with an interest in higher education leadership, and led collaborative research initiatives with members of this team
- Taught graduate and undergraduate courses in leadership, communication, higher education, and public administration
- Administrative duties include supervision of five full-time and part-time employees, involvement in office planning, hiring, and job analysis processes, and oversight of budget for the Center's leadership education and research portfolio

**Rutgers University, New Brunswick, NJ**

May 2014-September 2015

**Graduate Fellow**

**Rutgers Center for Organizational Leadership**

- Conducted a comprehensive review of academic leadership development programs at Association of American Universities (AAU) member institutions and Big Ten Academic Alliance (BTAA) institution websites, which resulted in published reports
- Co-designed preliminary curriculum for the Rutgers Leadership Academy, a new faculty and staff leadership development program
- Re-designed two undergraduate leadership courses, Approaches to Leadership and Leadership in Groups and Organizations, as part of the new leadership specialization in the Department of Communication

**Villanova University, Villanova, PA**

July 2011-August 2015

**Assistant/Associate Director of Student Development for Leadership Programs**

**Office of Student Development**

- Built a comprehensive portfolio of new leadership development programs and initiatives for undergraduate students, and designed leadership curricula and facilitated sessions for all related programs
- Offered nearly 200 co-curricular and curricular workshops on leadership, communication, ethics, and organizational excellence for undergraduate and graduate students
- Mentored hundreds of aspiring and active undergraduate and graduate student leaders from across disciplines

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- Administrative duties include supervision of administrative assistant and part-time student workers, involvement in office planning, hiring, and job analysis processes, and oversight of budget for the leadership programs portfolio

**Villanova University, Villanova, PA** May 2008-July 2011  
**Fraternity & Sorority Advisor**

**Villanova University, Villanova, PA** August 2007-May 2008  
**Graduate Assistant**

**Duquesne University, Pittsburgh, PA** August 2006-May 2007  
**Teaching Assistant**

**Franklin Regional Senior High School, Murrysville, PA** January 2007-April 2007  
**Student Teacher**

**Greensburg Central Catholic High School, Greensburg, PA** August 2003-May 2004  
**Substitute Teacher**

### LEADERSHIP COACHING, CONSULTING, & INVITED LECTURES/FACILITATIONS

- Villanova University Graduate Business Programs 2015-2021  
*Villanova University, Villanova, PA*
- Villanova University College of Professional Studies 2019-2021  
*Villanova University, Villanova, PA*
- University Continuing and Professional Education Association (UPCEA) 2020-2021  
 Developed and facilitated pre-conference program and coordinated emerging leadership initiative for professional, continuing, and online higher education professionals at virtual regional conferences
- Radiological Society of North America 2020  
*Board of Directors Retreat Facilitation, Noord, Aruba*
- ERT, Clinical Trial Technology Solutions 2020  
*Global Quality Management Team Retreat Design and Facilitation, Philadelphia, PA*
- University Continuing and Professional Education Association (UPCEA) 2020  
 Developed and facilitated virtual Board of Directors retreat on crisis leadership in higher education and implications for professional, continuing, and online education
- Rutgers Institute for Pharmaceutical Industry Fellowships 2020  
 Developed and facilitated in-person and virtual workshops on strengths-based leadership, crisis leadership, and leading from a growth perspective for nearly 400 industry fellows
- The College of New Jersey, Department of Communication Studies 2019-2020  
 Design and delivery of multi-phased strategic planning consultation

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*Ewing, NJ*

- Mandela Washington Fellowship for Young African Leaders 2019  
*New Brunswick, NJ*
- Effective Mentor-Mentee Relationships: Cultivating Leadership, Growth, and Engagement 2019  
*Keynote Speaker, Rutgers Biomedical and Health Sciences (RBHS) Mentor Symposium  
New Brunswick, NJ*
- University Continuing and Professional Education Association (UPCEA) 2019  
Developed and facilitated pre-conference program and coordinated emerging leadership initiative for professional, continuing, and online higher education professionals at regional conferences in *Pittsburgh, PA; Orlando, FL; and Denver, CO*
- University Continuing and Professional Education Association (UPCEA) 2018  
Developed and facilitated pre-conference program and coordinated emerging leadership initiative for professional, continuing, and online higher education professionals at regional conferences in *St. Louis, MO; Bethesda, MD; Long Beach, CA; and Providence, RI* and annual conference in *Seattle, WA*
- Congreso de Latinos Unidos 2019  
*Philadelphia, PA*
- New Jersey Municipal Clerks, Rutgers Center for Government Services 2018-2019  
*New Brunswick, NJ*
- Syracuse University, University College Division 2018  
*Syracuse, NY*
- TD Bank, Regional Leadership Team 2018  
*Mt. Laurel, NJ*
- University of Oklahoma, Department of Athletics 2018  
*Norman, OK*
- Agilent Technologies, Enterprise Team 2018  
*Wilmington, DE*
- Vanguard, Institutional Division 2018  
*Malvern, PA*
- Vanguard, Institutional Investor Services Sub-Division 2018  
*Malvern, PA*
- IKEA, Multichannel Logistics Division 2017  
*Ambler, PA*
- Temple University, University College Division 2017  
*Philadelphia, PA*



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- University Continuing and Professional Education Association (UPCEA) 2017  
*Mid-Atlantic Regional Division, New Brunswick, NJ*
- Strategic leadership: A rubric for leadership communication 2017  
*Information Science and Technology Study Group, Defense Advanced Research  
Projects Agency (DARPA)  
Communicating Intent for Autonomy Workshop, Arlington, VA*
- Anticipating and responding to campus crisis (with R. Kaler, University of Illinois) 2017  
*Big Ten Academic Alliance Academic Leadership Program, New Brunswick, NJ*
- Advice and Insights for new doctoral students in higher education 2016  
*Rutgers University PhD Program in Higher Education, New Brunswick, NJ*
- Dealing with rejection & disappointment: An opportunity for leadership growth 2015  
*Villanova University VSB Week, Villanova, PA*
- Organizational communication and leadership connections 2015  
*Rutgers University, School of Communication & Information, New Brunswick, NJ*
- Leadership theory in a community leadership context 2015  
*Rutgers University, School of Communication & Information, New Brunswick, NJ*
- Effective Presentations: An Interactive Workshop 2014-2015  
*William Penn Charter School, Philadelphia, PA*
- Virtual community & institutional identification: Implications on the 2014  
online Public Administration program  
*Villanova University Public Administration Faculty, Villanova, PA*
- Male identity & leadership 2012-2014  
*Villanova University Center for Multicultural Affairs, Villanova, PA*
- Servant leadership: A workshop for mission trip leaders 2011-2014  
*Villanova University Center for Campus Ministry, Villanova, PA*
- 3-day women and leadership program for Philadelphia high school students 2012-2014  
*Villanova University Center for Multicultural Affairs, Villanova, PA*
- Teamwork for engineering success 2007, 2010-2014  
*Villanova University College of Engineering, Villanova, PA*
- Writing and delivering an effective presentation workshop 2013  
*Haverford College Office of Academic Resources, Lower Merion, PA*
- Introduction to servant leadership 2013  
*Drexel University Division of Student Affairs, Philadelphia, PA*
- Alex Lemonade Stand Leadership Academy 2012-2013

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*Alex Lemonade Stand, Villanova, PA*

- High school leadership development workshop 2011-2012  
*Archmere Academy, Claymont, DE*
- Risk management and leadership 2010  
*Widener University, Philadelphia, PA*
- Small group communication and leadership 2010  
*Villanova University Communication Department, Villanova, PA*
- Define U: An inner-city leadership workshop 2010  
*Learning to Lead, Philadelphia, PA*
- Effective teamwork: A workshop for Resident Assistants 2010  
*Philadelphia University, Philadelphia, PA*
- Advanced leadership for emerging leaders 2010  
*Villanova University Community Leadership Series, Villanova, PA*
- Small group communication and leadership 2009  
*Villanova University Communication Department, Villanova, PA*
- Introduction to leadership 2008  
*Villanova University Community Leadership Series, Villanova, PA*
- Leadership and goal setting: Achieving success at Loch Raven 2008  
*Loch Raven High School, Baltimore, MD*

### PROFESSIONAL ORGANIZATION INVOLVEMENT & SERVICE

#### ***Professional Membership:***

- Network for Change and Continuous Innovation in Higher Education 2016-2020
- International Communication Association 2015-2020
- International Leadership Association 2014-2020
- National Communication Association 2006-2020
- Eastern Communication Association 2006-2017
- National Clearinghouse for Leadership Programs 2010-2015
- Student Affairs Administrators in Higher Education (NASPA) 2010-2015
- Association for Student Affairs at Catholic Colleges and Universities 2008-2015
- New Jersey Communication Association 2013-2014
- New York Communication Association 2013-2014
- American College Personnel Association 2012-2014
- Association for Fraternity and Sorority Advisors 2008-2011
- National Association for Campus Activities 2007-2010
- Pennsylvania Communication Association 2006-2009

#### ***Disciplinary Service:***

##### **Editorial Board**

- *Atlantic Journal of Communication*

2017-Current

**Panel Respondent**

- Applied Research in Risk and Crisis Communication.  
National Communication Association Annual Convention, Philadelphia, PA  
Applied Communication Division  
November 2016

**Panel Chair**

- Applied Communication Division Top Student Paper Panel  
National Communication Association Annual Convention, Salt Lake City, UT  
Applied Communication Division  
November 2018
- Staying Ahead of the Game: Leadership, Membership, and Organizational Planning  
National Communication Association Annual Convention, Salt Lake City, UT  
Applied Communication Division  
November 2018
- New Directions, Places, and Approaches for Studying Organizational Communication  
National Communication Association Annual Convention, Las Vegas, NV  
Organizational Communication Division  
November 2015

**Journal Reviewer**

- *International Journal of Leadership in Higher Education*  
2020
- *Journal of Education Human Resources*  
2019
- *Sage Open*  
2019
- *Compensation and Benefits*  
2019
- *Journal of Crisis and Contingencies and Crisis Management*  
2018
- *Oxford Research Encyclopedia of Psychology*  
2018
- *International Journal of Business Communication*  
2018
- *Journal of College and University Law*  
2018
- *Atlantic Journal of Communication*

2017-2019

- *Journal of Applied Research in Higher Education*  
2017-2019
- *Group and Organization Review*  
2017

**Conference Reviewer**

- Organizational Communication Division, International Communication Association  
2017-2020
- Organizational Communication Division, National Communication Association  
2017-2020
- Training and Development Division, National Communication Association  
2017-2020
- Applied Communication Division, National Communication Association  
2015-2019
- Leadership Scholarship Interest Group, International Leadership Association  
2017-2018
- Leadership Education Interest Group, International Leadership Association  
2016-2018
- Applied Communication Division, Eastern Communication Association  
2015-2017

***Conference/Seminar Activity:***

- Co-designed the call for papers and program schedule for the Training and Development Division of the National Communication Association  
*Indianapolis, IN*  
2020
- Moderated keynote presidential panel with the presidents of Georgia State University, Georgia Institute of Technology, and Texas A&M University – San Antonio for the Network Change and Continuous Innovation in Higher Education virtual conference  
2020
- In response to the COVID-19 pandemic, directed, coordinated, and presented a Virtual Seminar Series on the topic of Leading Through Times of Turbulence in Higher Education for the Network Change and Continuous Innovation in Higher Education, which was recognized as the most well-attended program in the association's history  
2020
- Participated in virtual conference steering committee for the Network Change and Continuous Innovation in Higher Education  
2020

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- Served on the Conference Leadership Team for the Higher Education Leadership Forum  
2019-2020
- Selected from a competitive pool to participate in training and serve on the Board of Examiners for the Malcolm Baldrige Performance Excellence Program, the nation's highest honor for organizational innovation and performance excellence.  
*United States Department of Commerce, National Institute of Standards and Technology  
Gaithersburg, MD*  
2019
- Served on the Conference Planning Committee for the 2018 Network for Change and Continuous Innovation in Higher Education Conference  
*Long Beach, CA*  
2017-2018
- Served as one of two Rutgers University liaisons for the Big Ten Leadership Educators Networking Summit  
*University of Illinois, Champaign, IL*  
2017
- Completed Gallup Accelerated Strengths Coaching Course  
*Gallup, Philadelphia, PA*  
2017
- Presented and supported the Big Ten Academic Alliance Academic Leadership Program  
*Rutgers University, New Brunswick, NJ*  
2017
- Participated in Academic Leadership Academy  
*Penn State University, State College, PA*  
2016
- Organized and led seminars for undergraduate students on leadership development through Community Leadership Series and Villanova Leadership Academy  
*Villanova University, Villanova, PA*  
2007-2015
- Participated in Diversity Through Dialogue: Living Diversity, Communicating Justice Workshop  
*Villanova Conference Center, Villanova, PA*  
2014
- Completed certification training for *The Seven Habits of Highly Effective People 4.0*  
*Franklin Covey, Philadelphia, PA*  
2014
- Participated in Sociomateriality & Communication Theory Reading Groups  
Rutgers University, New Brunswick, NJ  
2014

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- Participated in inaugural week-long Mission Integration Institute  
*University of San Diego, San Diego, CA*  
2013
- Completed Syllabus Ideas & Exchange Faculty Development Workshop, Core Curriculum Faculty Development Workshop, and Academic Integrity Workshop  
*Rutgers University, New Brunswick, NJ*  
2013
- Participated in semester-long online teacher certification program  
*Montgomery County Community College, Blue Bell, PA*  
2012
- Participated in diversity and leadership training seminar  
*Drexel University, Philadelphia, PA*  
2011
- Completed a week-long Catholic Social Teaching Curriculum Development Seminar  
*Villanova University, Villanova, PA*  
2011
- Participated in diversity and inclusion training workshops with Dr. Frances Kendall, Dr. Allen Johnson, Dr. Maura Cullen, and Dr. Kenji Yoshino  
*Villanova University, Villanova, PA*  
2011-2013
- Attended faculty/staff training sessions on “Diversity Conversations in the Classroom” and Intergroup Dialogue  
*Villanova University, Villanova, PA*  
2009-2010
- Received funding to present on the Philadelphia-wide Greek Advisors consortium  
*Association for Fraternity Advisors Annual Meeting, Jacksonville, FL*  
2009
- Received funding to participate in week-long Interfraternity Institute  
*Indiana University, Bloomington, IN*  
2009
- Supervised undergraduate student volunteers  
*Eastern Communication Association Conference, Philadelphia, PA*  
2009

### GRADUATE STUDENT ADVISING

- Amir St. Clair  
Dissertation Committee, Ph.D. in Organizational Leadership, Eastern University  
2020

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- Jay Stefanelli  
Qualifying Exam Committee, Ph.D. in Higher Education Program, Rutgers University  
2019
- Stephanie Brescia  
Qualifying Exam Committee, Ph.D. in Higher Education Program, Rutgers University  
2018

<b>SERVICE</b>
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|---|--------------|
| ▪ National Examiner, Malcolm Baldrige Performance Excellence Program<br><i>United States Department of Commerce, National Institute of Standards and Technology</i> | 2019-Present |
| ▪ Leadership Team, Training and Development Division<br><i>National Communication Association</i>   | 2018-Present |
| ▪ Member, Board of Directors, <i>Network for Change and Continuous Innovation in Higher Education (NCCI)</i>  | 2018-Present |
| ▪ Membership and Outreach Committee, <i>Network for Change and Continuous Innovation in Higher Education (NCCI)</i>   | 2018-Present |
| ▪ Ex-officio member, Communications and Marketing Committee,<br>Alumni Board of Governors, <i>Duquesne University</i>   | 2018-Present |
| ▪ Advisory Committee, <i>John Cardinal Foley Chair of Homiletics &amp; Social Communications</i> , Archdiocese of Philadelphia                                      | 2018-Present |
| ▪ Chairperson, Philadelphia Alumni Chapter, <i>Duquesne University</i>  | 2011-Present |
| ▪ Judge, Public Speaking Competition, <i>Rutgers University</i>   | 2020         |
| ▪ Member, Alumni Board of Governors, <i>Duquesne University</i>   | 2012-2018    |
| ▪ Panel Participant, Villanovans in Public Service Event, <i>Villanova University</i>   | 2016-2017    |
| ▪ Member, State of Alcohol Implementation Team, <i>Villanova University</i>   | 2014-2015    |
| ▪ Member, Sexual Assault Resource Committee, <i>Villanova University</i>  | 2014-2015    |
| ▪ Member, Carnegie Classification Committee, <i>Villanova University</i>  | 2013-2014    |
| ▪ Member, International Leadership Team, <i>Villanova University</i>  | 2013-2014    |
| ▪ Research Chat Coordinator, Doctoral Student Association, <i>Rutgers University</i>  | 2013         |
| ▪ Alumni Reunion Planning Chairperson, <i>Seton-La Salle High School</i>  | 2013         |
| ▪ Participated in activities for Villanova University's Day of Service  | 2007-2012    |
| ▪ Advised mission trip to Orphanage Outreach in MonteCristi, Dominican Republic   | 2009         |
| ▪ Advised week-long Habitat for Humanity trip in Lexington, Kentucky  | 2008         |
| ▪ Program Evaluator, Special Olympics Fall Festival, <i>Villanova University</i>  | 2008         |
| ▪ Member, Graduate Student Council, <i>Villanova University</i>   | 2007-2009    |
| ▪ Salvation Army Christmas Dinner Volunteer, Pittsburgh, PA   | 2007-2008    |
| ▪ Integrated Marketing Communication Professor Search Committee, <i>Duquesne U.</i>   | 2007         |
| ▪ Judge, Public Speaking Competition, <i>Duquesne University</i>  | 2006-2007    |
| ▪ Staff Coordinator, Freshman Orientation, <i>Duquesne University</i>   | 2006-2007    |
| ▪ Campus Security Review Committee, <i>Duquesne University</i>  | 2006-2007    |
| ▪ Middle States Commission Steering Committee, <i>Duquesne University</i>   | 2005-2007    |
| ▪ President, Student Government Association, <i>Duquesne University</i>   | 2006-2007    |
| ▪ Vice-President of Communication, Student Government Association, <i>Duquesne</i>  | 2005-2006    |
| ▪ President's Advisory Council on Diversity, <i>Duquesne University</i>   | 2005-2006    |
| ▪ Urban Service Plunge, Pittsburgh, PA  | 2005-2006    |

**AWARD AND HONORS**

- Recipient, Rising Star Award  
*Training and Development Division, National Communication Association*  
2019
- Sue DeWine Distinguished Scholarly Book Award  
Ruben, B. D., De Lisi, R., & Gigliotti, R. A. (2017). *A guide for leaders in higher education: Core concepts, competencies, and tools*. Sterling, VA: Stylus.  
*Applied Communication Division, National Communication Association*  
2018
- Top Reviewer Award  
*Training and Development Division, National Communication Association*  
2018
- Nominee, Rising Star Award  
*Training and Development Division, National Communication Association*  
2018
- Best Edited Book  
Editorial Assistant - Scott, C. R. & Lewis, L. K. (Eds.), (2017). *International encyclopedia of organizational communication*. New York: Wiley.  
*Organizational Communication Division, National Communication Association*  
2017
- Finalist, Fredric M. Jablin Doctoral Dissertation Award  
*International Leadership Association*  
2017
- Nominee, K. Patricia Cross Future Leaders Award  
*Association of American Colleges and Universities*  
2017
- Class of 2016 Emerging Leader for Bucks and Montgomery County, PA  
*The Intelligencer, Bucks County Courier Times, & Central Bucks Family YMCA*  
2016
- Top Four Paper Award, Training & Development Division  
“A communicative exploration of academic leadership development initiatives within the Association of American Universities (AAU)”  
*National Communication Association Annual Convention, Las Vegas, NV*  
2015
- Recipient, Outstanding Continuing Doctoral Student  
*Rutgers University School of Communication & Information*  
2015



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- Nominee, Outstanding Continuing Doctoral Student  
*Rutgers University School of Communication & Information*  
2014
- Top Graduate Paper Award  
“Leader as performer; leader as human: A post-crisis discursive construction of leadership”  
*New Jersey Communication Association Annual Conference*  
2013
- Distinguished Service Award  
*BRIDGE Society, Villanova University*  
2012
- Honorary Membership Recognition  
*The National Society of Collegiate Scholars*  
2010
- Recipient, National Scholarship to attend Annual Meeting for Association for Fraternity Advisors in Jacksonville, FL  
*Order of Omega National Honor Society*  
2009
- Recipient, National Scholarship to attend Interfraternity Institute in Indianapolis, IN  
*Order of Omega National Honor Society*  
2009
- Beard Award for Ethical Leadership  
*Duquesne University*  
2007
- Pennsylvania College Communicator of the Year  
*Pennsylvania Communication Association*  
2007
- Student Commencement Speaker  
School of Education, *Duquesne University*  
2007
- Greek Man of the Year  
*Duquesne University*  
2006
- Multicultural Affairs Leadership Award  
*Duquesne University*  
2006