

*Vita***Astrid M. Villamil**

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Education

- Ph.D. Communication Studies, University of Kansas** **2011**
Major Emphases: Intercultural Communication & Organizational Communication
Dissertation Title: Hispanics in the workplace: Examining discourses of identity negotiation. *Awarded Honors.*
Dissertation Advisers: Drs. Yan Bing Zhang & Suzy D'Enbeau
- M.A. Communication Studies, University of Kansas** **2007**
Emphasis: Organizational Communication
Thesis Title: Perceptions of diversity management and organizational attractiveness: Exploring the effects of gender, ethnicity, and type of recruitment advertisement
Thesis Adviser: Dr. Yan Bing Zhang
- B.A. Mass Communication, Universidad Externado de Colombia** **2002**
Emphasis: Organizational Communication & Communication for Social Development
Thesis Title: Teenage sexual exploitation in Bogotá: A thematic analysis of print media coverage.

Appointments**University of Missouri****Department of Communication**

Assistant Professor 2020 - present

Division of Inclusion, Diversity, & Equity

Associate Director of Professional Development 2018 - 2020

MU System, Senior Learning Consultant 2018 - 2020

Department of Communication

Post-Doctoral Fellow 2017 – 2018

Assistant Teaching Professor 2013 – 2017

Director of Undergraduate Studies 2013 – 2017

Director of Internships 2013 – 2017

Visiting Assistant Professor 2011 – 2013

University of Kansas

Department of Communication Studies

Graduate Teaching Assistant 2005 – 2011

Honors & Awards

- 2022 Faculty Member of the Year -- MU Association of Communication Graduate Students.
- 2021 Fulbright Specialist with three-year tenure. Matched with Universidad Minuto de Dios for 2021 project collaboration.
- 2020 National Communication Association's Ethnography Division. Best Article Award for Pushing beyond positionalities and through "failures" in qualitative organizational communication: Experiences and lessons on identities in ethnographic praxis. Published in *Management Communication Quarterly*.
- 2019 Chamber of Commerce Leadership Columbia 2019 cohort.
- 2018 National Communication Association's Michael Pfau Outstanding Article Award for Reducing affective polarization through intrapersonal communication: A test of imagined political intergroup contact. Published in *Communication Monographs*.
- 2017 Teacher of the Year – MU Association of Communication Graduate Students.
- 2016 Outstanding Faculty Member, Intercollegiate Communication Organization of Mizzou.
- 2014 LGBTQ Catalyst Award nominee.
- 2014 Outstanding Faculty Member, Intercollegiate Communication Organization of Mizzou.
- 2013 MU Faculty Achievement Award in Diversity.
- 2013 Teacher of the Year – MU Association of Communication Graduate Students.
- 2013 MU Global Scholars program (one of eleven university-wide participants traveling to China).
- 2012 Excellence in Education Honor Mention. The University of Missouri.
- 2012 Outstanding Faculty Member, Intercollegiate Communication Organization of Mizzou.
- 2012 Lambda Pi Eta (Communication Honors Society). Honorary Inductee.

Grants

- Villamil, A. (PI), Behm-Morawitz, L., & Dougherty, D. (Co-Is). Assessing the effectiveness of implicit bias jury instruction messages on potential Missouri jurors, \$9,600.
- Mendoza, P. (PI) & Fredy Cardenas (PI). Understanding Students' Identities to Foster Equity, Diversity, and Inclusion in Colombian Higher Education. US State Department (through the US Embassy in Colombia). \$19,906, 2019-2020.
Role: *Co-Investigator*
- Banwart, M. (PI). Study of the U.S. Institutes for Student Leaders. Award to host a summer Women's Leadership Institute, sponsored by the U.S. State Department. \$240,000
Role: *Program Consultant*

Research

Publications

- Villamil, A.**, Branton, S., & Meisenbach, R. M. (in press). Piecing Together Inclusion: A Critical Overview of Organizational Inclusion Research and Praxis. In V. Miller & S. Poole (Eds.), *Handbook of Organizational Communication Theory and Research*.
- Villamil, A.**, & D'Enbeau, S. (2021). Essential work in the U.S. during COVID-19: Navigating vulnerability-sustainability tensions. *Sustainability*, 13(19), 10665; <https://doi.org/10.3390/su131910665>
- Malfatti, G., & **Villamil, A.** (2021). Problematizing the language of Internationalization in higher education. In G. Malfatti (Ed.), *People-Centered Approaches Towards the Internationalization of Higher Education*.
- Villamil, A.**, & D'Enbeau, S. (2021). Communication, gender, and career in MENA countries: Navigating the push and pull of empowerment and exclusion. In M. N. Goins, J. F. McAlister, & B. K. Alexander (Eds.), *The Routledge Handbook of Communication and Gender*.
- Jensen, P. R., Cruz, J., Eger, E. K., Hanchey, J. N., Gist-Mackey, A. N., Ruiz-Mesa, K., & **Villamil, A.** (2020). Pushing beyond positionalities and through "failures" in qualitative organizational communication: Experiences and lessons on identities in ethnographic praxis. *Management Communication Quarterly*. DOI: 10.1177/0893318919885654
- Behm-Morawitz, E., & **Villamil, A.** (2019). The roles of ingroup identification and implicit bias in assessing the effectiveness of an online diversity education program. *Journal of Applied Communication Research*. DOI: 10.1080/00909882.2019.1678761
- Warner, B. W., & **Villamil, A.** (2017). Reducing affective polarization through intrapersonal communication: A test of imagined political intergroup contact. *Communication Monographs*, 84, 447-465.

Zhang, Y. B., Chong, X., & **Villamil, A.** (2017). European Americans' cultural orientations and conflict management styles with peers and older adults: The indirect effects through filial obligations. In G-M. Chen & X-D. Dai (Eds), *Conflict management and intercultural communication: The art of intercultural harmony* (pp. 194-209). Routledge.

D'Enbeau, S., **Villamil, A.**, & Helens-Hart, R. (2015). Women and work in the MENA region and India: A transnational feminist analysis of career discourses. *Women's Studies in Communication*, 38, 273-294.

Manuscripts under Review

Villamil, A. Hispanic faculty in higher education: Towards a theory of communicative constitution of inclusive organization.

Villamil, A. Mapping Diversity, Equity, and Inclusion Work from the Global South: Understanding the Tensions and Opportunities of Dialogue and Reflection-based Programming.

Conference Presentations

Villamil, A., & Malfatti, G. (October, 2018). Embracing the Tikkun Olam: Repairing the World. Presented at the Anne Frank Project Social Justice Festival, Buffalo, NY.

Behm-Morawitz, E., & **Villamil, A.** (November, 2017). The roles of ingroup identification and implicit bias in assessing the effectiveness of a virtual diversity education program. Presented at the National Communication Association Annual Convention, Dallas, TX. (*Top four paper panel in the Group Communication Division*)

Warner, B. R., & **Villamil, A.** (May 2017). Effects of intergroup contact on affective polarization, attribution of malevolence, and acceptance of political violence. Presented at the International Communication Association Annual Convention, San Diego, CA.

Malfatti, G., Crawford-Rossi, E., **Villamil, A.**, & Albright, G. (April, 2017). Blazing Global Trails: Exploring Changing Identities and Practices in Higher Education. Presented at the Society for Applied Anthropology Annual Convention, Santa Fe, NM.

Warner, B. R., & **Villamil, A.** (November 2016). Reducing affective polarization through intrapersonal communication: A test of imagined political intergroup contact. Presented at the National Communication Association Annual Convention, Philadelphia, PA.

D'Enbeau., S., **Villamil, A.**, Helens-Hart, R. (2014, November). Transcending work-life tensions: A transnational feminist analysis of work and gender in the Middle East,

- North Africa, and India. Paper to be presented at the National Communication Association Convention, Chicago, IL. (*Top four paper panel in the Organizational Communication*).
- Villamil, A.** (2014, April). Elevating the Classroom through Experiential Learning: Explorations of Case-in-Point as a Pedagogical Resource. Panel discussion presented at the Central States Communication Association Convention, Minneapolis, MN.
- Villamil, A., D'Enbeau, & Zhang, Y. B.** (2013, November). (Dis) Connections in the Ivory Tower: The Hardships of Hispanic Faculty in U.S. Academia. Paper to be presented at the National Communication Association Convention, Washington, D.C.
- Villamil, A.** (2013, April). Exploring Possibilities within the Intercultural Communication Classroom. Panel discussion presented at the Central States Communication Association Convention, Kansas City, MO.
- Villamil, A.** (2012, November). Coloring the Ivory Tower: Systemic and Community Challenges Facing Hispanic Faculty in U.S. Higher Education. Paper presented at the National Communication Association Convention, Orlando, FL.
- Villamil, A.** (2012, May). Community Barriers in the Ivory Tower: The Hardships of Hispanic Faculty in U.S. Academia. Poster presented at the International Communication Association Annual Convention, Phoenix, AZ.
- Villamil, A.** (2011, October). Latinas in Academia: Performing Gender and Ethnic Identity in U.S. Higher Education. Paper presented to the Organization for the Study of Communication, Language, and Gender, Chicago, IL.
- D'Enbeau, S., & **Villamil, A.** (2011, October). Gender, Empowerment, and Piety: An Exploration of how Young Women from the MENA Region Negotiate Equity, Career, and Identity within Patriarchy. Paper presented to the Organization for the Study of Communication, Language, and Gender, Chicago, IL.
- Villamil, A. Guthrie, J.** (2010, November). The dark Side of Networking: The Role of Minorities in Social Capital. Presented at the National Communication Association Annual Convention, San Francisco CA.
- Villamil, A.** (2010, November). G.I.F.T.S., Teaching Systems Theory One Cube at a Time. Presented at the National Communication Association Annual Convention, San Francisco, CA.
- Villamil, A.** (2010, October). Hispanics in the Workplace: Examining Discourses of Identity Negotiation. Presented at the Organizational Communication Mini Conference at Rutgers, New Brunswick, NJ.
- Villamil, A.** (2007, November). Perceptions of Diversity Management and

Organizational Attractiveness: Exploring the Effects of Gender, Ethnicity, and Type of Recruitment Advertisement. Presented at the National Communication Association Annual Convention, Chicago, IL.

Russo, T.C., Beck, S., Asbury, M.E., Faimon, S., Beach, S., Carver, L., Mank, R., Markward, L., Spain, A., **Villamil, A.**, & Osborn, K. (2007, November). Organizational Attachment: A Multi-Disciplinary Comparison of Operationalizations. Presented at the National Communication Association Annual Convention, Chicago, IL.

Teaching Experience

University of Missouri. Assistant Teaching Professor. Department of Communication. Columbia, MO (2011-2017). Teaching load 3x3.

Courses Taught

COMMUN 3470: *Culture and Communication*
 COMMUN 3460: *Organizational Advocacy*
 COMMUN 3525: *Conflict and Communication*
 COMMUN 4476: *Organizational Communication*

Curriculum Development

Cultivating Inclusive Classrooms at Mizzou (Currently in development with the Teaching for Learning Center, expected launch in Spring 2020).

This three-session curriculum is designed to unpack central concepts around inclusive classroom and to examine pedagogical strategies to advance inclusive and equitable teaching and learning at Mizzou.

Summer Institute on Communication and Culture: A First Look at Organizational Communication. (Leading faculty, Summer, 2013)

This two-week immersion program hosted 18 undergraduate students from Shanghai Normal University at the University of Missouri. I was in charge of developing and teaching the academic component of the program that consisted of an introduction to the study of organizational communication.

Virtual Diversity Education (VDE) Program. (Co-developer, 2014-Present)

This set of online modules were created to provide entry level college students with knowledge about diversity in multiple contexts. My role in this project included: conception and planning of the program (along with Dr. Lissa Behm-Morawitz) and developing content for two of the six online modules.

Other Teaching Activity

Study of the United States Institutes for Student Leaders. (Faculty and programming

Staff. Summer 2011-2017).

Awarded by the U.S. State Department to host a Women's Leadership Institute that provides undergraduate women from North Africa and South and Central Asia an introduction to the study of adaptive leadership. The program design includes a 6-week residential component and follow-up program.

University of Kansas. Graduate Teaching Assistant. Department of Communication Studies. Lawrence, KS (2005-2011)

Training and Professional Development

Developed and facilitated educational and professional development sessions for various units on and off campus. Some sessions

- Implicit Bias
- Micro-Aggressions
- Cultural Humility
- Inclusion and Belonging
- Inclusive Language
- Imposter Syndrome
- Upstanding and Allyship
- IDE Core Concepts series
- IDE Inclusion and Belonging series
- IDE Communicating Across Differences series
- IDE Diverse Innovations Series

National Conference for Community and Justice of Metropolitan St. Louis

Facilitator Certification Program, Inclusion Institute
A six-month training certification, over 100 hours of training, to deliver inclusive training that meets the programming standards of NCCJ-STL.

Internal & External Consulting

Center for the Integration of Research, Teaching and Learning (CIRTL). *Inclusive Teaching and Diversity Statements Webinar Workshop*. Co-facilitator.

Supporting Marginalized Students in the Academy. Panel hosted by the Graduate Scholars of Excellence. Panelist. September 6, 2019.

University of Missouri System Manuel T. Pacheco Leadership Development Program (LDP). Facilitator, 2019-2020.

International Education Week. Facilitator for the screening of *The Boy*. MU International Center, November, 17th 2014.

International Education Week. Facilitator for the screening of *The Dialogue*. MU International Center, November, 11th 2013.

Service

Department of Communication, University of Missouri

- 2017 Mediated Communication hiring committee
- 2013 – 2017 Director of Undergraduate Studies
- 2013 – 2017 Director of Internships
- 2013 – 2017 Comm Week planning chair
- 2013 – 2017 Undergraduate Committee

Campus

- 2019 Women of Color, Honor, and Ambition, mentor.
- 2018 TRiO Program, Mentor.
- 2016 – 2017 A&S Diversity Intensive Requirement Committee
- 2012 Project United faculty advisor. Student organization dedicated to promote intergroup communication.
- 2013 – 2017 Curriculum, Instruction, and Advising Committee

Discipline

- 2018 - present Ad hoc reviewer, *Management Communication Quarterly*
- 2018 Ad hoc reviewer, *Journal of Applied Communication Research*
- 2018 Ad hoc reviewer, *Organization and Culture*
- 2014 La Raza Caucus/Latino/a NCA division. Paper and panel reviewer.
- 2013 La Raza Caucus/Latino/a NCA division. Paper and panel reviewer.
- 2013 Organizational Communication NCA division. Paper and panel reviewer.
- 2012 Organizational Communication NCA Division. Article and Book of the year nominating committee.

Community Service

- 2021 – present City of Columbia Commission on Human Rights Board member
- 2014 – 2017 Columbia Community Montessori Advisory Board member.
- 2010- 2011 Volunteer Advocate. **The Willow Domestic Violence Center.** Work with resident in shelter. Conduct individual meetings with domestic violence victims and survivors in community settings. Answer crisis line.
- 2010 Volunteer. **Take Back the Night.** Help with set-up and take-down. Oversee clothesline project.

Academic Memberships

- 2004-present** National Communication Association, Member
- 2009-present** Central States Communication Association, Member

Language Proficiencies

Spanish: Native
English: Fluent