

# Nathalie Desrayaud

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## EDUCATION:

- Ph.D.                   **Purdue University**, May 2013  
Communication, with emphasis in organizational and interpersonal  
Advisors: Steve Wilson, Ph.D. & Stacey Connaughton, Ph.D.  
Dissertation: *This is how we fight: Developing a measure of perceived conflict cultures*
- M.A.                   **SUNY Buffalo**, August 2008  
Communication  
Advisor: Frank Tutzauer, Ph.D.  
Master's Thesis: *Effects of gender on conflict management style in high and low stakes situations*
- B.A.                   **SUNY Buffalo**, May 2005  
Communication & Psychology, graduated *cum laude*

## ACADEMIC POSITIONS:

- Assistant Professor           **Florida International University**, Fall 2016 – Present  
Department of Communication
- Visiting Instructor           **Florida International University**, Fall 2013 – Spring 2016  
Department of Communication Arts
- Adjunct Faculty              **Missouri State University**, Fall 2012 – Spring 2013  
School of Communication Studies
- Graduate Lecturer           **Purdue University**, Spring 2011 – Spring 2012  
Brian Lamb School of Communication
- Teaching Assistant           **Purdue University**, Fall 2009 – Fall 2010  
Brian Lamb School of Communication
- Research Assistant           **Purdue University**, Fall 2009 – Spring 2010  
Department of Communication  
Project: *International conflict resolution*. Research and discovery of theories linking international conflict episodes. [PI: T. Harrison]
- Teaching Assistant           **SUNY Buffalo**, Fall 2006 – Summer 2008  
Department of Communication

## PUBLICATIONS

- Desrayaud, N.** (Accepted). Perceived and ideal conflict cultures in academe: Creating the conflict cultures survey. *Conflict Resolution Quarterly*.
- Desrayaud, N.,** Martin, G. R. & Olano-Vazquez, F. (Forthcoming). Conflict management, ambivalent sexism, and Latin gender roles. In S. Roy (Ed.), *Handbook of Conflict and Peace Communication*. Hoken, NJ: Wiley Blackwell.
- Murray, M. A. & **Desrayaud, N.** (2021). Female fashion as leisure and labor on Reddit. *Journal of Communication Inquiry*, 45(4), 301-318. doi: [10.1177/0196859920977122](https://doi.org/10.1177/0196859920977122)
- Desrayaud, N.,** Dickson, F. C. & Webb, L. M. (2018). The Theory of Bullying Conflict Cultures. In R. West & C. S. Beck (Eds.), *Routledge Handbook of Communication and Bullying*. New York: Routledge. [Winner of the 2020 NCA Applied Communication Division Edited Book Award]
- Desrayaud, N.** (2017). Panel Presentations and Discussion. In M. Allen (Ed.), *The SAGE Encyclopedia of Communication Research Methods*. Thousand Oaks, CA: Sage Publications.
- Hopeck, P., **Desrayaud, N.,** Harrison, T., Imboden, K. (2014). Deciding to use organizational grievance processes: Does conflict style matter? *Management Communication Quarterly*, 28, 561-584. doi: [10.1177/0893318914549811](https://doi.org/10.1177/0893318914549811)
- Harrison, T., Hopeck, P., **Desrayaud, N.,** Imboden, K. (2013) The relationship between conflict, anticipatory procedural justice, and design with intentions to use ombudsman processes. *International Journal of Conflict Management*, 24, 56-72. doi: [10.1108/10444061311296134](https://doi.org/10.1108/10444061311296134)
- Tyler, J. M., Connaughton S. L., **Desrayaud, N.,** & Fedesco, H. N. (2012). Organizational Impression Management: Utilizing Anticipatory Tactics. *Basic and Applied Social Psychology*, 34, 336-348. doi: [10.1080/01973533.2012.693449](https://doi.org/10.1080/01973533.2012.693449)

## CONFERENCE PRESENTATIONS:

- Desrayaud, N.,** Martin, G. R. & Olano-Vazquez, F. (November, 2020). Conflict management, ambivalent sexism, and Latin gender roles. Paper presented virtually at the 106<sup>th</sup> annual convention for the National Communication Association, Indianapolis, IN. [Presented in top paper panel.]
- Desrayaud, N. &** Boulos, E. (October, 2019). Toxic masculinity: An explication built from YouTube comments. Paper presented at the 42<sup>nd</sup> annual convention for the Organization for the Study of Communication, Language, and Gender, Cincinnati, OH.
- Desrayaud, N., &** Murray, M. A. (October, 2019). Female fashion advice: A feminist space on Reddit. Paper presented at the 42<sup>nd</sup> annual convention for the Organization for the Study of Communication, Language, and Gender, Cincinnati, OH.

- Desrayaud, N.,** Li, K. & Boulos, E. (October, 2018). Explication of toxic masculinity: Analyzing Twitter. Paper presented at the 41<sup>st</sup> annual conference for the Organization for the Study of Communication, Language, and Gender, Lake Tahoe, NV.
- Hernandez, G. & **Desrayaud, N.** (March, 2017). Pretty shouldn't hurt: A campaign for workplace discrimination against physical attractiveness. Paper presented at the 5<sup>th</sup> biennial Women, Gender, & Sexuality Studies conference, Vermillion, SD.
- Desrayaud, N.** (June, 2016). GIFTS for traveling abroad: The international travel fair. Paper presented at the 66<sup>th</sup> annual convention for the International Communication Association, Fukuoka, Japan.
- Desrayaud, N.** & Hurley, C. (November, 2015). Conflict cultures across cultures. Paper presented at the 101<sup>st</sup> annual convention for the National Communication Association, Las Vegas, NV.
- Desrayaud, N.** (November, 2013). Measuring perceived and ideal conflict cultures in academe Paper presented at the 99<sup>th</sup> annual convention for the National Communication Association, Washington, DC.
- Desrayaud, N.** (November, 2012). Developing theory and measurement for perceived and ideal conflict cultures. Paper presented at the 98<sup>th</sup> annual convention for the National Communication Association, Orlando, FL.
- Hopeck, P., **Desrayaud, N.,** Harrison, T., & Imboden, K. (November, 2011). Student conflict styles preferences, the voice effect and intentions to use university ombuds processes. Paper presented at the 97<sup>th</sup> annual convention for the National Communication Association, New Orleans, LA.
- Desrayaud, N.** (October, 2011). This is how we fight: A mixed methods approach to conflict cultures and cultural lenses. Paper presented at the Organizational Communication Mini Conference, Columbia, MO.
- Tyler, J., Connaughton, S., **Desrayaud, N.,** & Fedesco, H. (November, 2010). Organizational Impression Management: Utilizing Anticipatory Tactics. Paper presented at the 96<sup>th</sup> annual convention for the National Communication Association, San Francisco, CA.
- Harrison, T., Hopeck, P., **Desrayaud, N.,** Imboden, K. (November, 2010). The relationship between conflict, anticipatory procedural justice, and the design of ombuds systems with student intentions to use ombuds processes. Paper presented at the 96<sup>th</sup> annual convention for the National Communication Association, San Francisco, CA.
- Desrayaud, N.** (October, 2010). Effects of sex and gender on conflict management. Paper presented at the 33<sup>rd</sup> annual convention for the Organization for the Study of Communication, Language, and Gender, Tampa, FL.

**Desrayaud, N.** (November, 2009). The effects of stakes on conflict management strategies in friendship relationships: A communication competence approach. Paper presented at the 95<sup>th</sup> annual convention for the National Communication Association, Chicago, IL.

Kozey, R., Lackaff, D., Hurley, C., Aragona, D., & **Desrayaud N.** (April, 2008). Effects of coaching on ministry team development: A case study exploration of employee attrition using an agent based model. Paper presented at the 2008 annual convention for Central States Communication Association, Madison, WI.

#### REFEREED PANNEL PRESENTATIONS:

**Desrayaud, N.**, Hanasono, L. K., McKinley, J., Shorter, S. & Thomas, E. M. (2021, November). Renewing and transforming boundaries: Strategies to support the success of women academics in the communication discipline. Panel presented at the 107<sup>th</sup> annual convention for the National Communication Association, Seattle, WA.

Hanasono, L. K., Shorter, S., McKinley, J., **Desrayaud, N.**, Thomas, E. M. (2020, November). Should I stay or should I go? Communication careers at the crossroads. Panel presented virtually at the 106<sup>th</sup> annual convention for the National Communication Association, Indianapolis, IN.

McKinley, J., Hanasono, L. K., **Desrayaud, N.**, Shorter, S. (2019, November). Moving from “Survive” to “Thrive”: Professional development for women faculty in the communication discipline. Panel presented at the 105<sup>th</sup> annual convention for the National Communication Association, Baltimore, MD.

Beck, C. S., Buzzanell, P., Denker, K. J., **Desrayaud, N.**, Hanasono, L. K., Howley, H., & McCauliff, K. (2018, November). Professional development at play: Opportunities and initiatives that support the leadership development of women faculty in the communication discipline. Panel presented at the 104<sup>th</sup> annual convention for the National Communication Association, Salt Lake City, UT.

Berry, K., Buzzanell, P., Danielson, C. M., **Desrayaud, N.**, Eddington, S. M., Fritz, J. H., Luurs, G., Youngvorst, L. J. (2018, November). The importance of communication research for scholarly and public conversations about bullying: Introducing the Routledge handbook of communication and bullying. Panel presented at 104<sup>th</sup> the annual convention for the National Communication Association, Salt Lake City, UT.

Blaeuer, D., Bilge, N., **Desrayaud, N.**, Temple, N. & Webb, L. M. (October, 2014). Teaching the Blended Course: using Online Padagogy to Augment the Classroom Learning Environment. Panel presented at the 84<sup>th</sup> annual meeting of the Florida Communication Association, Orlando, FL.

#### MANUSCRIPTS IN PROGRESS:

**Desrayaud, N.** & Martin, G. (under review). Complex Caballerismo: Connecting Ambivalent Sexism with Latin Gender Roles and Cognitive Complexity. *Communication Studies*.

**Desrayaud, N. & Hurley, C.** (Completed Draft). Conflict cultures across cultures.

**Desrayaud, N.** (Data Collected). Gendered expectations in conflict management: A potential self-fulfilling prophecy.

**Desrayaud, N. & Hess, W.** (Data being collected). Attorney attire: Bias in judgements of nonverbal communication.

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#### TEACHING EXPERIENCE:

##### **Florida International University**

Organizational Communication (COM3120)  
Conflict Management (COM4462)  
Gender and Communication (SPC3711)  
Interviewing, Principles and Practices (COM4346)  
Small Group Communication (SPC3425)  
Organizational Change (COM4124)  
Intercultural Communication (COM3461)  
Presentation Skills for Architects (SPC5066)

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

Applied Communication Methods (COM 718)  
Small Group Communication (COM 332)  
Gender and Communication (COM 307)  
Interpersonal Communication (COM 205)

##### **Purdue University**

Interviewing, Principles and Practices (COM 325)  
Introduction to Organizational Communication (COM 324)  
Small Group Communication (COM 320)  
Quantitative Methods for Communication Research (COM 304)  
Interpersonal Communication (COM 212)  
Fundamentals of Speech Communication (COM 114)

##### **State University at Buffalo**

Communication Theory (COM 337)  
Interpersonal Communication (COM 225)  
Principles of Communication (COM 101)

#### SERVICE:

2020-2021 Co-chair for College of Communication Architecture and the Arts Curriculum Committee  
2013-2020 Representative for Communication Department in College of Communication Architecture and the Arts Curriculum Committee  
2020 Developed and presented job interviewing workshop for Lotus House, Miami FL

2020	Reviewer for Conference for Undergraduate Research at FIU
2018-2019	Chair for Peace and Conflict Division, National Communication Association
2017-2018	Vice chair for Peace and Conflict Division, National Communication Association
2016-2017	Vice chair elect for Peace and Conflict Division, National Communication Association
2016	Delivered lecture on Millennials in the workplace for Coral Gables Chamber of Commerce
2016	Developed and presented an intercultural communication competence workshop for Multicultural Greek Committee, Florida International University
2015-2016	Secretary for Peace and Conflict Division, National Communication Association
2015	Submissions reviewer, Southern States Communication Association Convention, Applied Communication Division
2014	Promotion reviewer, Senior Instructor, University of Florida
2012	Developed and presented a communication skills workshop for nursing students working with vulnerable and at-risk populations, Missouri State University
2010-2011	Purdue Graduate Student Conference for Communication Research Committee Member
2010-2011	Vice President of Research and Fundraising, Communication Graduate Student Association
2010	Reviewer for the International Journal of Conflict Management
2009	Panel Respondent, National Communication Association Convention, Peace and Conflict Division
2008	Submissions reviewer, National Communication Association Convention, Peace and Conflict Division

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#### AWARDS & HONORS:

2013	Citizenship and Service-Learning Faculty Award
2010	Top Paper Award in Peace and Conflict at 96 <sup>th</sup> annual NCA convention
2008-2009	Purdue University Ross Fellowship Ross Fellowship recruits outstanding doctoral students to graduate programs
2005	SUNY Buffalo Academic Excellence for Undergraduate Research

#### PEDAGOGY/ PROFESSIONAL DEVELOPMENT WORKSHOPS:

Summer 2020	FIU Remote Teaching Readiness Course FIU Academic Continuity Team
Fall 2018	Consulting Preconference Sponsored by the Organizational Communication Division of the National Communication Association.
Fall 2018	Hybrid Teaching Certification Workshop Sponsored by FIU Provost office and Center for the Advancement of Teaching
Fall 2015	Collaborative Learning Techniques Faculty Working Group Sponsored by the FIU Center for the Advancement of Teaching and the Office of Global Learning
Spring 2014	Team Based Learning Faculty Working Group Sponsored by the FIU Center for the Advancement of Teaching

- Fall 2013 Global Learning Instruction Workshop  
Offered by the FIU Office of Global Learning Initiatives
- Spring 2013 Civil and Family Mediation Training  
Offered by the Center for Dispute Resolution in Springfield, MO
- Summer 2012 Embedding service-learning into online and seated course curriculum.  
Sponsored by Missouri State Faculty Center for Teaching and Learning
- Summer 2012 Hybrid vigor: Integrating the best of classroom and online learning  
Sponsored by Missouri State Faculty Center for Teaching and Learning
- Summer 2012 Interactive learning approaches  
Sponsored by Missouri State Faculty Center for Teaching and Learning
- Summer 2012 Recipe for success: Creating a successful learning environment  
Sponsored by Missouri State Faculty Center for Teaching and Learning
- Fall 2011 Case studies in service learning: Challenges and solutions  
Sponsored by the Purdue Center for Instructional Excellence
- Summer 2011 Are your students cheating in class? Identification, prevention, and response  
Sponsored by the Purdue Center for Instructional Excellence
- Summer 2011 Creating the engaged classroom: Discussion techniques  
Sponsored by the Purdue Center for Instructional Excellence
- Spring 2011 Preparing Future Faculty  
Course organized and offered by the Purdue Graduate School  
Explored faculty roles, responsibilities, and development opportunities at different types of higher education institutions
- Spring 2011 Micro-teaching  
Sponsored by the Purdue Center for Instructional Excellence  
Taught a brief lesson to peers and instructional staff, received feedback, and watched video of my performance with instructional staff member
- Spring 2011 Responsible conduct of research workshop  
Sponsored by the Purdue Graduate School, led by Dr. Ralph Webb
- Spring 2011 Designing a course from scratch  
Sponsored by the Purdue Center for Instructional Excellence
- Spring 2011 Student-Teacher Relationships: Building Rapport with Your Students  
Sponsored by the Purdue Center for Instructional Excellence
- Spring 2010 Conference networking workshop  
Sponsored by the Purdue Graduate School
- Spring 2009 Grant/proposal writing workshop  
Sponsored by the Purdue Graduate School
- Spring 2008 Developing a student centered learning syllabus  
Sponsored by the Purdue Center for Instructional Excellence
- Fall 2007 Clickers in the Classroom: Introductory workshop  
Sponsored by SUNY Buffalo Teaching Excellence

#### PROFESSIONAL MEMBERSHIPS:

National Communication Association  
*Peace and Conflict Division*  
*Organizational Communication Division*  
*Interpersonal Communication Division*  
 International Communication Association

