

PAVITRA KAVYA, PH.D.

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EDUCATION

- Ph.D. Organizational Communication– University of Oklahoma July 2020**
Expertise: Organizational Communication; Leadership; Training & Development
Dissertation: *Meta Advice: Training Organizational Members to Practice Advice Seeking with their Immediate Supervisor*
- M.S. Industrial/Organizational Psychology – University of Texas May 2012**
Expertise: Leadership; Organizational Culture; Selection & Assessment
- B.A. Liberal Arts – Soka University of America Dec 2009**
Concentration: Social & Behavioral Sciences
Study Abroad: Hokusei Gakuen, Sapporo, Japan
Senior Project: A Cross-Cultural Investigation of the Preference of Leaders' Attribution Style Between the United States and India

ACADEMIC APPOINTMENTS

2024-Present Assistant Professor of Clinical Business Communication
Marshall School of Business, University of Southern California, Los Angeles

Courses Taught:

BUAD 302: Communication Strategy in Business
GSBA 542: Communication for Management – for the MS Program in Finance
WRIT 340: Advanced Writing for Business
BUCO 637: Communication for Doctoral Students: Succeeding as a Teacher

2020-2024 Assistant Professor of Organizational Communication
Communication Department, California State Polytechnic University, Pomona

Courses Taught:

COM 4460: Leadership Communication
COM 4440: Communication Training & Development
COM 3327: Intercultural Communication
COM 3314: Organizational Communication Theory
COM 3321: Advanced Organizational Communication Theory

2016-2020 Graduate Teaching Assistant
Department of Communication, University of Oklahoma

Courses Taught:

COMM 3023: Communication Research Methods, 2019
COMM 2713: Communication Theory, 2016, 2017
COMM 2613: Public Speaking, 2017, 2018, 2019
COMM 2513: Introduction to Statistics, 2018, 2019
COMM 2003: Communication in Non-Western Cultures, 2016, 2017
COMM 1113: Principles of Human Communication, 2017, 2018, 2019

Additional Teaching Experience:

2019-2020 **First-Year Diversity Experience (FDE) Trainer**
University Community, University of Oklahoma
Intercultural Awareness & Sensitivity; Decreasing Stereotype Threat

2017-2020 **Professional Development Seminars**
Center for Teaching Excellence (CTE) & English Training and Certification
Services (ETCS), University of Oklahoma
Communication and Delivering Feedback

2017-2018 **Instructor: Creativity & Leadership Development**
Mini College – Precollegiate Programs, University of Oklahoma

2013-Current **Crucial Conversations Workshop**
VitalSmarts

HONORS AND AWARDS

2025 Ross Brinkert Rising Star Award, Training and Development Division, National
Communication Association, Annual Meeting, Denver, CO., November 2025

2025 Top Panel Award, Training and Development Division, National Communication
Association, Annual Meeting, Denver, CO., November 2025

2025 Externship Grant, Marshall School of Business, May 2025

2024 Top Reviewer Award, Training and Development Division, National Communication
Association, Annual Meeting, New Orleans, LA., November 2024

2022 Outstanding Teaching Award (Tenure-Track Instructor Category) from the National
Communication Association's Organizational Communication Division, National
Communication Association, Annual Meeting, New Orleans, LA., November 2022

Top Dissertation Award, Training and Development Division, National Communication Association, Annual Meeting, New Orleans, LA., November 2022

Top Panel Award, Training and Development Division, National Communication Association, Annual Meeting, Seattle, WA, November 2021

Top Paper Award, Scholarship on Teaching and Learning Division, National Communication Association, Annual Meeting, Indianapolis, IN, November 2020

Wayland Cummings Quantitative Dissertation Proposal Award 2020 (Award given since 2004), University of Oklahoma

Provost's Certificate of Distinction in Teaching for Outstanding Graduate Assistant, University of Oklahoma Fall 2019

Ralph Cooley Memorial Intercultural Award for Excellence in Cross Cultural Research 2018 (Award given since 1991), University of Oklahoma

Wayne State University Annual Summer Seminar, 2017 (Chosen as one of the 16 graduate students nationwide (out of 40 applications) to research and study resilience with Dr. Patrice Buzzanell)

University of Oklahoma Graduate Student Senate Research Grant 2018-2019

University of Oklahoma College of Arts and Sciences Travel Grant 2019

University of Oklahoma Graduate Student Senate Travel Grant 2017-2019

University of Oklahoma Department of Communication Travel Grant 2017-2019

CORPORATE EXPERIENCE

Infosys Leadership Institute | Bangalore, India

2013-2016

Senior Associate – Leadership & Organization Development

- Accountable for the architecture, execution, and deployment of leadership solutions (including formal courses, action learning, experiential learning, job aides and management of online learning systems) for both individual and group leader development in collaboration with key client accounts at senior levels.
- Designed contextual role-plays, case studies and experiential activities to supplement classroom learning (based on individual leader needs).
- Trusted to train and mentor more than a thousand professionals including over 100 senior leaders in programs that included difficult communication topics such as Crucial Conversations.

Center for Online Development | Dallas, Texas

2011-2012

HR Coordinator and Project Manager

- Partnered with C-level to develop, coordinate and professionalize the organizational HR function and increase organizational capacity.
- Created competency models, conducted job analysis, and supported recruitment.
- Developed policy and procedure guidelines.
- Worked in collaboration with team members to enhance and develop orientation and new employee assimilation and entry engagements.

RESEARCH AND PUBLICATIONS

- Cionea, I. A., Gilmore, B. N., Machette, A. T., & **Kavya, P.** (2023). How students respond to critical feedback from teaching assistants: The effect of instructor and feedback characteristics on perceptions of credibility, efficacy, affect, and self-esteem. *Western Journal of Communication*, 87(4), 578-600.
<https://doi.org/10.1080/10570314.2022.2135386>
- Lee, S.K., **Kavya, P.**, & Lasser, S. C. (2021). Social interactions and relationships with a communicative AI-agent. *International Journal of Human-Computer Studies*, 150, 1-12.
<https://doi.org/10.1016/j.ijhcs.2021.102608>
- Cionea, I. A., **Kavya, P.**, & Wyant, M. (2020) Dialogue orientations in workplace meetings. *Management Communication Quarterly*, 35(2), 315-331.
<https://doi.org/10.1177/0893318920970542>
- Bisel, R. S., **Kavya, P.**, & Tracy, S. J. (2020). Positive deviance case selection as a method for organizational communication: A rationale, how-to, and illustration. *Management Communication Quarterly*, 34(2), 1–18. <https://doi.org/10.1177/0893318919897060>

BOOK CHAPTERS

- Keyton, J., & **Kavya, P.** (2023). Teaching communication research methods. In J. P. Mazer (Eds.), *Teaching communication: Volume II, communication studies* (pp 54-79).
- Kavya, P.**, & Kramer, M. (2019). The impact of maternity-leave advice within the academy on work-life balance of female faculty and administrators. In J. Cabbage (Ed), *Developing women leaders in the academy through enhanced communication strategies* (pp.). Lanham, MD: Lexington Books.

CONSULTING, TRAINING, AND SPEAKING EXPERIENCE

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| 2024 | Lecture on Navigating HR
Soka University of America |
| 2022-23 | Lecture on Growth Mindset
Soka University of America |

2021	Lecture & Brainstorming Sessions with Student Teams for the Graduate Seminar on Qualitative Methods Texas State University
2020	Lecture on Leadership for the Undergraduate Seminar III Soka University of Japan
2020	Lecture on Positive Deviance for the Graduate Seminar on Diversity & Inclusion Texas State University
2020	Panelist on building and maintaining an inclusive workplace culture Holmes Leadership Symposium, Hosted by the College of Engineering, University of Oklahoma
2020	Center for Faculty Excellence, University of Oklahoma Topic: Application of Growth Mindset in the Classroom
2019	Alpha Phi Omega & Phi Sigma Pi Leadership Formal, University of Oklahoma Topic: Servant Leadership
2019	Society of Hispanic Professional Engineers, Society for Advancement of Chicanos and Native Americans in Science, and Latinx Association for Science and Health General Body Meeting, University of Oklahoma Topic: Growth Mindset
2019	Oklahoma Office of Workforce Development
2018-19	English Training and Certification Services, University of Oklahoma Topics: Argumentation Skills for Providing Feedback, Public Speaking & Giving Feedback
2019	Gallogly College of Engineering, University of Oklahoma: Mentor Training for Upperclassmen Topic: Growth Mindset
2019	Center for Teaching Excellence, Development for International Teaching Assistants, University of Oklahoma Topic: Teaching & Working with Faculty in U.S. American Settings
2018-19	Women in Engineering Program: First-Year Interest Groups, University of Oklahoma Topics: Growth Mindset & Understanding Generational Differences
2017-18	Center for Teaching Excellence, University of Oklahoma Topic: Using Humor in the Classroom; Teaching and Working with American Faculty

2012	Weatherford Job Analysis
2012	Lone Star Park Creation of a New Hire Orientation Program
2011	Personnel Board of Jefferson County Assessment Center Evaluator
2011	City of Dallas Employee Attitude Assessor

CONFERENCE AND CONVENTION PRESENTATIONS

Kavya, P. (November 2023). *Leadership Is a Muscle: A High-Density Round-Table Discussion of Current and Upcoming Trends in Leadership Communication Training*. Panelist at the annual meeting of the National Communication Association, National Harbor, MD.

Kavya, P. (November 2023). *Freedom (?) from Organizational Learning Barriers: Strategies for Improving Training from Organizational, Instructional, and Training Communication Specialists*. Panelist at the annual meeting of the National Communication Association, National Harbor, MD.

Kavya, P. (November 2022). *Developing a Relationship with Siri: An Exploration of User Interactional Experiences*. Panelist at the annual meeting of the National Communication Association, New Orleans, LA.

Kavya, P. (November 2021). *Renewing and transforming the student-teacher interpersonal relationship in the Era of COVID-19*. Panelist at the annual meeting of the National Communication Association, Seattle, WA.

Kavya, P. (November 2021). *Transforming “soft Skills” into marketable skills: Navigating the realms of academia and industry through training and development*. Panelist at the annual meeting of the National Communication Association, Seattle, WA.

Keyton, J., Bradley, B., Marr, C., Bisel, R. S., & **Kavya, P.** (July-August 2021). *Meta synthesis of the qualitative team literature*. Paper presented at the annual meeting of the Academy of Management, virtual.

Cionea, I., Gilmore, B. N., Machette, A. T., & **Kavya, P.** (November 2020).. ***Top Paper Award** from the Scholarship of Teaching and Learning Interest Group, presented the annual meeting of the National Communication Association, Indianapolis, IN.

Kavya, P. (November 2020). *Women in the academy communicating leadership*. Panelist at the annual meeting of the National Communication Association, Indianapolis, IN.

- Lee, S.K., **Kavya, P.**, & Lasser, S. C. (November 2020). *Social interactions and relationships with a communicative AI-agent*. Paper presented at the annual meeting of the National Communication Association, Indianapolis, IN.
- Keyton, J., Marr, C., **Kavya, P.**, Bradley, B., Bisel, R., & Ford, D. (2019). *Meta-synthesis of Qualitative Research on Organizational Groups and Teams: Part I*, Paper presented at the annual meeting of the INGRoup Conference, Lisbon, Portugal.
- Kavya, P.**, Bi, D., & Lee, S. K. (May, 2019). *Trusting Siri: Effects of gender and task on human-robot communication*. Paper presented at the annual meeting of the International Communication Association, Washington, DC.
- Kavya, P.** (May, 2019). *“Wounded in the house of a friend”: Or, teaching from the margins as graduate students of color*. Panelist at the annual meeting of the International Communication Association, Washington, DC.
- Kavya, P.** (February, 2019). *Procedural fairness perceptions: Unpacking key factors that impact organizational minority members – An inductive approach*. Paper presented at the annual meeting of the Western States Communication Association, Seattle, WA.
- Bisel, R. S., **Kavya, P.**, & Tracy, S. (November, 2018). *Making room for positive deviance in organizational communication*. Paper presented at the annual meeting of the National Communication Association, Salt Lake, UT.
- Cionea, I., **Kavya, P.**, & Wyant, M. (November, 2018) *Dialogue orientations in workplace meetings*. Paper presented at the annual meeting of the National Communication Association, Salt Lake, UT.
- Kavya, P.** (November, 2018). *Resilience at play: Communicative approaches to understanding, researching, and extending resilience research*. Panelist at the annual meeting of the National Communication Association, Salt Lake, UT.
- Kavya, P.** (November, 2018). *Intercultural pedagogy: Bridging the gap for international students in the public speaking course*. Panelist at the annual meeting of the National Communication Association, Salt Lake, UT.
- Kavya, P.** (April, 2018). *The impact of goal orientation in predicting the effectiveness of mentor-protégé relationship*. Paper presented at the annual meeting of the Central States Communication Association, Milwaukee, WI.
- Kavya, P.** (April, 2018). *Why is your teaching style so different? International teaching assistants and pop culture references*. Panelist at the annual meeting of the Central States Communication Association, Milwaukee, WI.
- Kavya, P.**, & Takaku, S. (November, 2017). *A Cross-Cultural Investigation of the Preference of*

Leaders' Attribution Styles Between the United States and India. Paper presented at the annual meeting of the National Communication Association at Dallas, TX.

Kavya, P. (November, 2017). *The 'Right' Maternity Leave Policy: A Transformative Intervention, Opening the Doors for Future Leaders*. Panelist at the annual meeting of the National Communication Association at Dallas, TX.

SERVICE

Undergraduate Research Mentorship

Zane Landin, Honors Research Capstone, Fall 2021, *Establishing Disability Cultural Centers (DCC) on university campuses*

Disciplinary Service:

Academic Journal Reviewer for *Journal of Applied Communication Research (JACR)*, *Special Issue on Race Matters*, March & September 2021

Respondent for Session Titled *Renewing Research on Cybersecurity Training and Developing Adaptive Organizational Cultures* at the annual meeting of the National Communication Association, Seattle, WA (Training & Development Division), November 2021

Chair for Session Titled *Group Identity and Identity in Groups* at the annual meeting of the National Communication Association, New Orleans, LA (Group Communication Division), November 2022

Others:

Guest Lecturer at the Price College of Business, University of Oklahoma, April 2020:
Leadership

Guest Lecturer at the Department of Communication, University of Oklahoma, 2017-18:
Communication in Non-Western Cultures
Communication Theory

Guest Lecturer at the Department of Communication, University of Oklahoma, November 2017:
Psychology of Leadership

Center for Teaching Excellence (CTE), University of Oklahoma, Teaching Assistants Orientation (TAO) – Orientation Leader 2018

Center for Teaching Excellence (CTE), Development for International Teaching Assistants (DITA), University of Oklahoma – Orientation Leader 2017

Teacher Training, Experienced International Teaching Assistant Panel for Graduate College,

University of Oklahoma, March, June, October 2019

Communication Graduate Student Association, University of Oklahoma, – Treasurer 2018-19

Communication Graduate Student Association, University of Oklahoma, Co-Chair 2017-18

Communication Graduate Student Association, University of Oklahoma, – Brown Bag
Committee, Co-Chair 2016-17

PROFESSIONAL MEMBERSHIPS

National Communication Association

- Donald P. Cushman Memorial Award for Student Scholarship Committee (2020-23)
- Annual Conference Volunteer (2018, 2019)

Women's Caucus Member
Organizational Communication Division
Training and Development Division

- Co-Chair (2023-24)
- Co-Program Planner (2022-23)
- Co-Secretary (2021-22)

Group Communication Division:

- Award Committee Chair (2022-23)
- Award Committee Member (2021-22)

International Communication Association

Organizational Communication Division
Communication and Applied Technology Division

Association of Talent Development

FUNDING HISTORY

Grant Writer for: Communication Department Dissertation Grant, Spring 2020, \$1000

Grant Writer for: Graduate Student Senate Research Grant, Spring 2019, \$337.90

Grant Writer for: Graduate Student Senate Research Grant, Spring 2018, \$600