

## **BRENDA J. ALLEN, PH.D.**

### **EDUCATION**

1989	Ph.D., Organizational Communication; Howard University
1976	M.A., Organizational Communication; Howard University
1972	B.A., Speech Pathology; Case Western Reserve University

### **ACADEMIC EMPLOYMENT**

#### **University of Colorado Denver | Anschutz Medical Campus**

Professor Emerita – Communication Department	May 2019 -
Vice Chancellor of Diversity & Inclusion	January 2016 - April 2019
Associate Vice Chancellor of Diversity & Inclusion	August 2012 - December 2015

#### **University of Colorado Denver**

Associate Dean, College of Liberal Arts and Sciences	August 2007 - July 2012
Chair, Department of Communication	August 2003 - July 2007
Professor	August 2004 -
Associate Professor	August 2001 - July 2004

#### **University of North Carolina at Charlotte**

Visiting Professor, Department of Communication	Spring 2008
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#### **University of Colorado Boulder**

Associate Chair, Department of Communication	August 1996 - July 2001
Associate Professor	August 1995 - July 2001
Assistant Professor	August 1989 - July 1995

#### **Howard University (Washington, DC)**

Visiting Professor, Department of Communication	AY 2000-01
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### **PUBLICATIONS**

Allen, B.J. (2017). Women as inclusive leaders. In: C. Cunningham, H. Crandall, & A. Dare (Eds.) *Gender, Communication, and the Leadership Gap* (pp. 13-23). Charlotte, NC: Information Age Publishing

Allen, B.J. (2017). Diversity. *The International Encyclopedia of Organizational Communication*. Craig R. Scott and Laurie Lewis (General Editors), Jim Barker, Joann Keyton, Tim Kuhn, and Paaige Turner Associate Editors). © 2017 John Wiley & Sons, Inc. Published 2017 by John Wiley & Sons Inc.

Allen, B.J. (2017). Standpoint Theory. *The International Encyclopedia of Intercultural Communication*. © 2017 John Wiley & Sons, Inc. Published 2017 by John Wiley & Sons Inc.

Allen, B.J. (2016). Optimizing technology's promise. *EDUCAUSE REVIEW* magazine, 29-42.

Allen, B.J. (2016). Difference matters. *SPECTRA Magazine*, 52(1), 8-16.

Allen, B.J. (2015). (When and how) do I tell?: Disclosing social identity in personal

- relationships *Casing interpersonal communication: Case studies in personal and social relationships*. 2<sup>nd</sup> edition (Kendall Hunt).
- Allen, B.J. (2012). Resisting power to survive and thrive in academia. Book chapter in: V. Jenkins-Monroe and H. Curtis-Boles (Eds.), *Making our voices heard: Women of color in academia*, NOVA Publishers.
- Allen, B. J. (2011). *Difference matters: Communicating social identity*. Long Grove, IL: Waveland Press (2nd Ed.).
- Allen, B.J. (2011). A proposal for concerted collaboration between critical scholars of intercultural and organizational communication. In: T. K. Nakayama and R. Halualani (Eds.) *Blackwell Handbook of Critical Intercultural Communication* (pp. 585-592). Hoboken, NJ: Wiley-Blackwell.
- Allen, B.J. (2011). (When and how) do I tell?: Disclosing social identity in personal relationships. In: D. Braithwaite and J. Wood (Eds.). *Casing interpersonal communication: Case studies in personal and social relationships* (pp. 173-179). Dubuque, IA. Kendall/Hunt.
- Allen, B. J. (2011). Reflections on personal benefits of feminist research. *Women and Language*, 34(2), 125-129.
- Allen, B. J. (2010). Critical communication pedagogy as a framework for teaching difference. In: D. Mumby (Ed.) *Organizing difference: Pedagogy, research, and practice*. (pp. 103-126). Thousand Oaks, CA. Sage Publications.
- Allen, B.J. (2010). Social constructions of a black woman's hair: Critical reflections of a graying sistah. In: R. Spellers and K. Moffitt (Eds.). *Blackberries and redbones: critical articulations of Black hair/body politics* (pp. 66-77). Cresskill, NJ: Hampton Press.
- Allen, B.J. (2009). Racial harassment in the workplace. In: P. Lutgen-Sandvik and Beverly Davenport (Eds.). *The destructive side of organizational communication: Processes, consequences and constructive ways of organizing* (pp. 164-183). London and New York: Routledge.
- Allen, B.J. (2009). "With you we got a twofer: Challenging the Affirmative Action hire stereotype. In: E. Kirby and C. McBride (Eds.) *Gender Actualized: Cases in Communicatively Constructing Realities* (pp. 139-40). Hampton Press.
- Allen, B.J. (2009). Racial formation theory. In: S.W. Littlejohn and K.A. Foss (Eds.) *Encyclopedia of Communication Theory*. Thousand Oaks, CA: Sage Publications.
- Allen, B.J. (2009). *Black feminist standpoint epistemology*, *Encyclopedia of Communication Theory*. In: S.W. Littlejohn and K.A. Foss (Eds.) *Encyclopedia of Communication Theory* (p.75-77). Thousand Oaks, CA: Sage Publications.
- Allen, B.J. (2008). "Diversity in the Workplace," 1392-1396. *The International Encyclopedia of Communication* (Ed., Donsbach), Volume IV. Wiley-Blackwell (Oxford, UK and Malden, MA).
- Allen, B.J. (2007). Theorizing communication and race. *Communication Monographs* 74, 259-274.
- Allen, B.J. (2007). Diversity in the workplace. *International Encyclopedia of Communication*, Wiley Blackwell Publishers/International Communication Association.
- Allen, B.J. (2006). Communicating race at WeighCo. In J.T. Wood and S. Duck (Eds.) *Composing relationships: Communication in everyday life* (pp. 146-154). Belmont, CA: Wadsworth.
- Allen, B.J. Social constructionism. (2005). In: S. May and D. Mumby (Eds.). *Engaging organizational communication theory and research: Multiple perspectives* (pp. 35-53). Thousand Oaks, CA: Sage Publications.
- Allen, B. J. (2004). *Difference matters: Communicating social identity*. Prospect Heights, IL: Waveland Press.
- Allen, B. J. (2004). "Diversity" and organizational communication . In: R.L. Jackson (Ed.). *African American communication and identities: Essential readings*. Thousand Oaks, CA: Sage.
- Allen, B. J. (2015). Sapphire and Sappho: Allies in authenticity. In: A. Gonzales, M., & Y. Chen(Eds.): *Our voices: Essays in culture, ethnicity, and communication* (6th Edition). Los Angeles: Roxbury Publishing Co.

- Allen, B. J. (2003). It's more than "Skin Deep": Using video to teach race and critical thinking. In: L. Hirabayashi (Ed.). *Reversing the lens: Ethnicity, race, gender, and sexuality through film*. Boulder, CO: University of Colorado Press.
- Allen, B.J. (2002). Translating organizational communication scholarship into practice: Start where we are. *Management Communication Quarterly*, 16(1), 101-105.
- Allen, B.J. (2002). Goals for emancipatory communication research on Black women. In M. Houston & O. Davis (Eds.): *Centering ourselves: African American feminist and womanist studies of discourse* (pp. 21-34). Creskill, NJ: Hampton Press.
- Allen, B. J. (2002). [Review of the book *Further to Fly: Black Women and the Politics of Empowerment*]. *The Review of Communication*, 2(2).
- Allen, B.J. (2001). Gender, race, and communication in professional environments. In: L. P. Arliss and D. Borisoff (Eds.). *Women and men communicating: Challenges and changes* (pp. 212-231). Prospect Heights, IL: Waveland Press, Inc.
- Allen, B.J. (2000). "Learning the ropes": A Black feminist critique. In: P. Buzzanell (Ed.) *Rethinking organizational & managerial communication from feminist perspectives* (pp. 177-208). Thousands Oaks, CA: Sage.
- Allen, B.J. (2000). Sapphire and Sappho: Allies in authenticity. In A. Gonzales, M., Houston, and V. Chen (Eds.): *Our voices: Essays in culture, ethnicity, and communication* (3rd Edition). Los Angeles: Roxbury Publishing Co.
- Allen, B.J. (1998). Black womanhood and feminist standpoints. *Management Communication Quarterly*, 11, 575-586.
- Allen, B.J. (1998). [Review of the book *Changing the subject: Women in higher education*]. *Journal of Language and Social Psychology*, 12, 250-256.
- Allen, B.J. (1996) Feminism and organizational communication: A Black woman's (re)view of organizational socialization, *Communication Studies*, 47, 257-271.
- Allen, B.J. (1995). "Diversity" and organizational communication. *Journal of Applied Communication Research*, 23(2), 143-155.
- Allen, B.J. (1995). Twice blessed, doubly oppressed: Women of color in academe. ERIC #ED392077
- Allen, B.J. (1995). Gender and computer-mediated communication. *Sex Roles*, 32, 557-563.

### Co-Authored Publications

- Allen, B.J., & Garg, K. (2016). Diversity matters in radiology: Acknowledging and addressing unconscious bias. *Journal of the American College of Radiology*, 13:1426-1432.
- Allen, B.J., Baglia, J., & Zediker, K. (2009). Constructing a division. In W. Leeds-Hurwitz & G. Galanes (Eds.), *Socially constructing communication: Catching ourselves in the act, The 2006 NCA Summer Institute*. Mahwah, NJ: Hampton Press.
- Allen, B.J., Broome, B., Jones, T., Chen, V., & Collier, M.J. (2002). Intercultural alliances: A cyberdialogue among scholar/practitioners. In: M.J. Collier (Ed.) *Intercultural alliances; International and Intercultural Communication Annual, Volume XXV*. Newbury Park, CA: Sage.
- Allen, B.J., Orbe, M., & Olivas, M.O. (1999). The complexity of our tears: Dis/enchantment and (in)difference in the academy, *Communication Theory*, 9, 402-430.
- Allen, B.J., & Tompkins, P.K. (1997). Vocabularies of motives in a crisis of academic leadership: "Hell hath no fury." In B. Davenport-Sypher (Ed.), *Case Studies in Organizational Communication 2: Perspectives on Contemporary Work Life*.
- Allen, B.J., Tompkins, P.K., & Busemeyer, S. (1996). Organizational communication. In: M. Salwen & D. Stacks (Eds.) *Integrating Theory and Research in Communication*. Lawrence Erlbaum Associates.

- Allen, B.J., & Tompkins, P.K. (1996). Vocabularies of motives in a crisis of academic leadership. *Southern Journal of Communication*, 61(4), 322-331.
- Ashcraft, K.L., & Allen, B.J. (2009). Politics even closer to home: Repositioning CME from the standpoint of communication studies. *Management Learning*, 40(1), 11-30.
- Ashcraft, K. L., & Allen, B. J. (2003). The racial foundation of organizational communication. *Communication Theory*, 13(1), 5-33.
- Ballard, D., Allen, B., Ashcraft, K., Ganesh, S., McLeod, P., & Zoller, H. (2020). When words do not matter: Identifying actions to effect diversity, equity, and inclusion in the academy. *Management Communication Quarterly*, 34(4), 590–616.
- Beach, W. A., Dozier, D. M., Allen, B. J., Chapman, C., & Gutzmer, K. (2020;2019;). A white family's oral storytelling about cancer generates more favorable evaluations from black american audiences. *Health Communication*, 35(12), 1520-1530
- Linabary, J. R., Cruz, J. M., Allen, B. J., Chalupa, J. A., Dempsey, S. E., Glenn, C. L., Harris, K. L., Long, Z., McDonald, J., Musleh, S., Oktaviani, F. H., Parker, P. S., & Sobande, F. (2021). Envisioning more equitable and just futures: Feminist organizational communication in theory and praxis. *Management Communication Quarterly*, 35(1), 142–168.
- Orbe, M. P., Austin, J. T., & Allen, B. J. (2022). 'race matters' in applied communication research: Past, present, and future. *Journal of Applied Communication Research: "Race Matters" in Applied Communication Research*, 50(3), 229-235
- Orbe, M., & Allen, B. J. (2008). Race matters in applied communication research. *Howard Journal of Communications*, 19, 1-20.
- Shapiro, E. J. & Allen, B. J. (2001). Why fight on the Net?: Conflict on E-mail. *Journal of the Northwest Communication Association*. 30 (Spring), 40-61.
- Simpson, J., & Allen, B. J. (2006). Engaging difference matters in the classroom. In: J. Simpson and P. Shockley (Eds.) *Engaging communication, transforming organizations: Scholarship of engagement in action*. Cresskill, NJ: Hampton Press.

### **Edited Volumes**

- 2009 (Utley, E., & Allen, B.J. (Eds.) Special Issue: Hip Hop's Languages of Love. *Women & Language*.
- 2009 Flores, L., Orbe, M.P., & Allen, B.J. (Eds.) Intercultural Communication in a Transnational World, *International and Intercultural Communication Annual*, XXXI, Washington, D.C., National Communication Association 6
- 2007 Allen, B.J., Flores, L., & Orbe, M. P. (Eds.). Communicating within/across organizational contexts. *International and Communication Annual*, XXX. Washington, D.C. National Communication Association.
- 2007 Walkosz, B. & Allen, B.J. (Eds). *Business and Professional Speaking*. McGraw-Hill Publishing, New York, NY.
- 2006 Orbe, M., Allen, B.J., & Flores, L. (Eds.) Different, but the same. *International and Communication Annual*, XXIX. Washington, D.C. National Communication Association.

### **RECOGNITIONS, HONORS, AWARDS**

- Presidential Citation of Service, National Communication Association, 2022
- Fredric M. Jablin Award for Outstanding Contributions to Organizational Communication, International Communication Association, 2022
- #DREAMBIG Award, Denver Juneteenth Musical Festival, 2019
- Excellence in Leadership Award, University of Colorado System, 2017
- Equity Champion, Colorado Department of Higher Education Complete College America Team, 2017
- Leadership in Public Higher Education Award (Colorado), University of Colorado Faculty Council, 2016

Outstanding Ally Award, Auraria Campus LTBTQ Student Resource Center, 2016

Women in Leadership and Management Award, Mountain Region Economic Summit, 2013  
 Elizabeth Gee Award, University of Colorado System, 2013  
 Feminist Teacher/Mentor Award, Organization for the Study of Communication, Language and Gender, 2012  
 Carroll C. Arnold Distinguished Lecturer; National Communication Association, 2011  
 First Annual Award for Excellence in Mentoring, University of Colorado Denver, 2011  
 Paul Boase Prize for Outstanding Scholarship in Communication, Ohio University, 2011  
 Diversity and Excellence Grant (with Abby Ferber, UCCS), 2009  
 Master Teacher Award, Western States Communication Association, 2008  
 Master Mentor for the Tenure Track Mentoring Program at the University of Colorado Denver, 2006 - 2008  
 First Annual Award for Outstanding Achievement for Commitment to Diversity at the University of Colorado Denver, 2006  
 Faculty Representative from UCDHSC for the Academic Management Institute's Class of 2005-2006  
 Emerging Leaders Program (CU System) 2006-2007  
 Francine Merritt Award for Outstanding Contributions to the Lives of Women in Communication, Women's Caucus of the National Communication Association, 2004  
 Faculty Ally of the Year Award, Gay Lesbian Bisexual Transgender Program, Auraria Campus, Denver, 2002  
 First Annual Ally of the Year Award, Gay Lesbian Bisexual Transgender Alliance, University of Colorado, Boulder, 2000  
 Teacher Recognition Award, Student Organization of Alumni Relations, University of Colorado, Boulder, 1997  
 Elected (by graduating seniors) Keynote Speaker, 1992, 1994, 1995, 1996, 1997, 1999, 2000, Convocation, Department of Communication, University of Colorado, Boulder.  
 Most Influential Professor, Department of Communication, University of Colorado, Boulder, 1995  
 Catalyst for Change, University of Colorado Heritage Center, 1993  
 Outstanding Faculty Member, Black Student Association, University of Colorado, Boulder, 1993