

SEAN EDDINGTON

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EDUCATION

Ph.D., Purdue University, Brian Lamb School of Communication

Expected December 2018

Major: Organizational Communication
Minors: Career Issues
Research Design (Qualitative Methods, Social Network Analysis, Computational Methods, Content Analysis, Quantitative Methods)
Advisor: Patrice M. Buzzanell, Distinguished Professor Emerita, Purdue University; Professor and Chair, Department of Communication, University of South Florida
Committee: Stacey Connaughton, Natalie Lambert, Seungyoon Lee, Kevin Stainback (Sociology).
Dissertation: *Networks of Outrage and Identity: Organizing and Identification within r/TheRedPill*

M.S., Northwest Missouri State University, Department of Educational Studies

Major: Higher Education Leadership
Advisor: Maxwell Fridell, Director of Academic Affairs, Kansas Board of Regents
Committee: Sam Jennings II, Phill Messner
Thesis: *Student Leadership: A Cross-Campus Study of Leadership and Identity Development*

B.A., Purdue University, Department of History

Major: History
Minors: Anthropology, Political Science, Sociology

AWARDS & HONORS

- 2018 Alan H. Monroe Graduate Scholar Award (paperwork submitted; awaiting decision)
- 2018 American Society of Engineering Educators' Action on Diversity – Best Diversity Paper Finalist
- 2018 Student Organization Advisor of the Year Award, competitively selected as the recipient of the award and nominated by undergraduate members of Beta Theta Pi
- 2018 Electrical and Computer Engineering Outstanding Research Assistant Award
- 2018 Graduate Mentoring Award Nominee– nominated for strong mentoring and teaching service at Purdue University
- 2017 and 2018 Bruce Kendall Teaching Award Nominee – nominated for exemplar teaching and service within the Brian Lamb School of Communication (awaiting decision for 2018 award)
- 2017 House Director/Advisor of the Year – Beta Theta Pi, competitively selected as the recipient of the award and nominated by undergraduate members of Beta Theta Pi
- 2017 Wayne State University Doctoral Seminar on “Resilience in Career” – competitively selected as one of 17 other doctoral students to attend
- 2016 Purdue Interfraternity Council Father Phil Bowers Outstanding Chapter Advisor – Beta Theta Pi
- 2014 Nominee for Learning Community Advocate of the Year
- 2013 Advisor of the Year, Purdue University Residence Hall Association

SCHOLARSHIP

Journals and Proceedings

Published

1. Eddington, S. M. (2018). The Communicative Constitution of Hate Organizations Online: A Semantic Network Analysis of “Make America Great Again.” *Social Media + Society*. Advance online publication. doi: 10.1177/2056305118790763

2. **Eddington, S. M.**, Zoltowski, C. B., Brightman, A. O., Joshi, R. Buzzanell, P. M., & Torres, D. (2018). Diversity and Inclusion in Engineering: Students Perceptions of Learning and Engaging with Difference. *Proceedings of the 2018 ASEE Annual Conference*, Salt Lake City, UT, June 2018. (**Top 5 Finalist – Best Diversity Paper**)
3. Joshi, R., Zoltowski, C. B., Brightman, A. O., **Eddington, S.**, Buzzanell, P. M., & Torres, D. (2018). Evaluating the Impact of Design Sessions on Participants' Perceptions of Diversity and Inclusion in the Professional Formation of Biomedical Engineers. *Proceedings of the 2018 ASEE Annual Conference*, Salt Lake City, UT, June 2018.
4. Zoltowski, C. B., **Eddington, S. M.**, Brightman, A. O., Buzzanell, P. M., & Joshi, R. (2018). Exploring Diversity and Inclusion in the Professional Formation of Engineers through Design Sessions. To appear in *Proceedings of the 2018 Frontiers in Education Conference*, San Jose, CA, October 2018.
5. Long, Z., Pauly, J., **Eddington, S.**, Hughes-Kirchubel, L., Buzzanell, P. M., & Kokini, K. (2016). Understanding the Participation, Perceptions, and Impacts of Engineering Faculty Learning Communities: A Mixed Method Approach. *Proceedings of the 2016 ASEE Annual Conference*, New Orleans, LA, June 2016.

Handbook Chapters

1. **Eddington, S.**, & Buzzanell, P.M. (2018). Tensions within bullying and career resilience in higher education. In R. West & C. Beck (Eds.), *Routledge Handbook of Bullying and Communication*. New York, NY: Routledge.
2. **Eddington, S.**, & Buzzanell, P.M., (forthcoming). Gender and Conflict Management Strategies in Organizational Settings. In M.C. Goins, J.F. McAlister, & B.K. Alexander (Eds.), *The Routledge Handbook of Communication and Gender*. New York, NY: Routledge

Book Chapters

1. **Eddington, S.**, Hughes-Kirchubel, L, & Buzzanell, P.M. (2018). Millennial organizing for help and support: hashtag work-life balance. In M. Z. Ashlock & A. Atay (Eds.), *From theory to practice: Examining millennials reshaping organizational cultures*. Lanham, MD: Lexington Books.
2. **Eddington, S.**, & Pauly, J.A. (forthcoming). Big shoes to fill: organizational culture, mentorship, and networks during career change. In M.W. Kramer & R.S. Bisel (Eds.), *Case Studies in Organizational Communication: A Lifespan Approach*. New York, NY: Oxford University Press.

Under Review

1. Eddington, S. (Under Review) Alpha males, strong frames, & taking the red pill: A semantic network investigation of the online organizational identity of r/theredpill. Submitted to *Communication Monographs*.
2. Hughes-Kirchubel, L., **Eddington, S.** (Under Review) Tweeting, resisting and imagining: An analysis of the communicative enactment of global resistance, resilience and social change. Submitted to *Communication Research*.

Manuscripts in Progress

1. Eddington, S. #Agenda-Building: Investigating the Legitimacy of the 2017 Women's March as a Social Movement. Currently analyzing data to submit to the *Communication Theory*.
2. Eddington, S. Failing forward: An exploration of career resilience in student affairs. Currently revising for submission to *Journal of Applied Communication Research*.
3. **Eddington, S.**, Pauly, J., Long, Z., Hughes-Kirchubel, L., Buzzanell, P. M., Kokini, K. "There is no box": Ambiguity and contradiction of faculty of practice's embedded teams. Currently revising for submission to *The Learning Organization*.
4. **Eddington, S.**, Zoltowski, C. B., Brightman, A. O., Joshi, R. Buzzanell, P. M., & Torres, D. (2018). Diversity and Inclusion in Engineering: Students Perceptions of Learning and Engaging with Difference. Currently revising for submission to the *Journal of Engineering Education*.
5. Pauly, J. A., Long, Z., **Eddington, S.**, Hughes-Kirchubel, L., Buzzanell, P. M., Kokini, K. The communicative constitution of faculty learning communities: A four flows approach to new faculty organizing. Currently revising for submission to *Management Communication Quarterly*.

Conference Papers & Panels

1. Eddington, S. (2018, November). *Failing forward: An exploration of career resilience in student affairs*. Paper to be presented to the Applied Communication Division at the annual conference of the National Communication Association, conference held in Salt Lake City, UT
2. Hughes-Kirchubel, L., & **Eddington, S.** (2018, November) *Tweeting, resisting and imagining: An analysis of the communicative enactment of global resistance, resilience and social change*. Paper to be presented to Human Communication and Technology Division at the annual conference of the National Communication Association, conference held in Salt Lake City, UT
3. Eddington, S. (2018, November). "Playing" with ethics in organizational research: *Communicating the embodied dilemmas of early career scholars*. Competitively selected panel to be presented at Organizational Communication Division at the annual conference of the National Communication Association, conference held in Salt Lake City, UT
4. Eddington, S., (2018, November). *Resilience at play: communicative approaches to understanding, researching, and extending resilience research*. Competitively selected panel to be presented at the Applied Communication Division at the annual conference of the National Communication Association, conference held in Salt Lake City, UT
5. Eddington, S., (2018, November). *The Importance of Communication Research for Scholarly and Public Conversations about Bullying: Introducing the Routledge Handbook of Communication and Bullying*. Competitively selected panel to be presented at the Applied Communication Division at the annual conference of the National Communication Association, conference held in Salt Lake City, UT
6. **Eddington, S.**, Zoltowski, C., Brightman, A., Joshi, R., Buzzanell, P. M., Torres, D (2018). *Diversity and inclusion in engineering: Students' perceptions of learning and engaging with difference*. Paper presented at the annual conference of American Society of Engineering Education, conference held in Salt Lake City, UT.
7. Joshi, R., Brightman, A., Zoltowski, C., Torres, D., **Eddington, S.**, Buzzanell, P.M. (2018). *Assessing design thinking as a tool for shaping a more diverse and inclusionary culture within engineering disciplines*. Paper presented at the annual conference of the American Society of Engineering Education, conference held in Salt Lake City, UT.
8. Eddington S. (2017, November). *#TrumpThatBitch: The communicative constitution of hate organizations on #makeamericagreatagain*. Paper presented to the Organizational Communication Division at the annual conference of the of the National Communication Association, conference held in Dallas, TX.
9. Eddington, S. (2017, November). *Alpha males, warlords, boring fucks, and red pillers: A semantic network approach to online organizational identification of r/theredpill*. Paper presented to the Organizational Communication Division at the annual conference of the National Communication Association, conference held in Dallas, TX.
10. Eddington, S. (2017, November). *Outsiders-within: Contradictions and standpoints of men working in women's centers*. Paper presented to the Student Division at the annual conference of the National Communication Association, conference held in Dallas, TX.
11. Hughes-Kirchubel, L., **Eddington, S.** (2017, November). *Nasty Women Unite! Buzzanell's theory of the communicative constitution of resilience in the digital domain*. Presented to the Research-in- Progress Division at the annual conference of the National Communication Association, conference held in Dallas, TX.
12. Eddington S., (2017, October). *Networks of outrage and identity: Organizing and identification within /r/theredpill*. Competitively selected panel presentation to the annual Organizational Communication Mini Conference, Athens, OH.
13. Pauly, J. A., Long, Z., **Eddington, S.**, Hughes-Kirchubel, L., Buzzanell, P. M., Kokini, K. (2017, May). *The communicative constitution of faculty learning communities: A four flows approach to new faculty organizing*. Paper presented at Organizational Communication Division at the annual conference of the International Communication Association, conference held in San Diego, CA.
14. Eddington, S. (2016, November). *Career stories: An introduction to identity and interviewing*. Activity presented to the Great Ideas for Teaching Division at the annual conference of the National Communication Association, conference held in Philadelphia, PA.
15. Eddington, S. (2016, October). *Theorizing transgressive social change among intersectional identities, spaces, and places*. Competitively selected panel presentation to the annual conference of the Organization for the Study of

Communication, Language, and Gender, conference held in Oak Park, IL.

16. Long, Z., Pauly, J., **Eddington, S.**, Hughes-Kirchubel, L., Buzzanell, P. M., & Kokini, K. (2016, June). *Understanding the participation, perceptions, and impacts of engineering faculty learning communities: A mixed method approach*. Paper presented at the annual conference of the American Society for Engineering Education, conference held in New Orleans, LA.
17. Eddington, S. (2015, November) *'Hollaback!': Responding to gender-based harassment in online and offline contexts*. Competitively selected panel presented at Feminist and Women's Studies Division at the annual conference of the National Communication Association, conference held in Las Vegas, NV.
18. Eddington, S. (2015, October). *It's Messy: Navigating and negotiating everyday life as a male-identified feminist*. Paper presented at the annual conference of Organization for the Study of Communication, Language, and Gender held in Bowling Green, KY.
19. Eddington, S., (2015, October). *(Un)Contested Feminist Ideological Terrains*. 2015, Organization for the Study of Communication, Language, and Gender. Competitively selected panel presentation to the annual conference of the Organization for the Study of Communication, Language, and Gender, conference held in Bowling Green, KY.
20. Eddington, S. (2015, April) *Converging on career: Career development activities and strategies for the communication classroom*. Competitively selected panel presented at the annual conference of the Central States Communication Association, Madison, WI.

Industry Publications

1. Eddington, S., Series Editor, *Men in Student Affairs: Stories from 13 Student Affairs Professionals*, Student Affairs Collective
2. Endersby, L., & **Eddington, S.** (2014). *Failing Fast and Forward*. Case Study and Discussion Guide for the "5 Habits of Innovative Educators" online professional development course.

RESEARCH

1. ***"Understanding the Professional Formation of Engineers through the Lens of Design Thinking: Unpacking the Wicked Problem of Diversity and Inclusion"*** ***(Funded by the National Science Foundation; Spring 2017 – present)***

Project Supervisors: Dr. Carla Zoltowski (Assistant Professor of Engineering Practice of Electrical and Computer Engineering), Dr. Patrice M. Buzzanell, Dr. Andrew Brightman (Assistant Head of the Weldon School of Biomedical Engineering and Associate Professor of Engineering Practice)

- *Co-designed interview protocol, collected data via observation, interview, and survey.*
- *Developed design curriculum geared toward understanding engineering curriculum and college culture.*
- *Analyzed and created reports related to findings.*
- *Worked on a grant with input on progress, creating NSF reports, and meeting with external evaluators for the grant.*

2. ***"Information-Seeking Process and Online Breast Cancer Narratives"*** ***(Spring 2017 – present)***

Project Supervisors: Dr. Natalie J. Lambert & Dr. Evan Perrault

- *Implemented text scraping applications to collect narrative data online.*
- *Designed coding scheme for narratives related to breast cancer patients.*
- *Mentored research team on data collection methods.*
- *Collaborated with software developers for text mining service.*

3. ***"New Faculty Orientation, College of Engineering, Purdue University"*** ***(Fall 2014 – Spring 2017)***

Project Supervisors: Dr. Klod Kokini (Associate Dean for Academic Affairs in the College of Engineering and Professor of Mechanical Engineering), and Dr. Patrice M. Buzzanell

- *Co-designed survey and interview protocols designed to understand new faculty's orientation to the College of Engineering.*

4. *“Navigating the Feminist Landscape as a Male Feminist,” Brian Lamb School of Communication, Purdue University (Spring 2015)*

Project Supervisor: Dr. Patrice M. Buzzanell

- *Designed interview protocol intended to understand the tensions and everyday identity negotiations of male college educators who espouse feminist beliefs and praxis.*

ACADEMIC APPOINTMENTS

INSTRUCTOR

Brian Lamb School of Communication | Purdue University, West Lafayette, IN

COM 411 – COMMUNICATION AND SOCIAL NETWORKS

Spring 2018, Fall 2018

Instructor of record for Communication and Social Networks course; developed standalone syllabus, lecture, and pedagogy designed to provide undergraduate students opportunities to understand, design, and implement research projects using social network methodologies.

COM 325 – PRINCIPLES OF INTERVIEWING

Summer 2018

Instructor of record for Principles of Interviewing course; developed syllabus, lectures, and pedagogy designed to provide students opportunities to understand interview processes, design and implement interview protocols, and practice effective communication skills in employment, motivational, and journalistic interview processes.

COM 324 – ORGANIZATIONAL COMMUNICATION

Fall 2017

Instructor of record for Introduction to Organizational Communication course; developed syllabus, lecture, and pedagogy designed to provide undergraduate students opportunities to engage and apply organizational communication theories and topics

COM 320 – SMALL GROUPS COMMUNICATION

Summer 2017

Instructor of record for small groups theory class; developed syllabus, lectures, and course content for summer session of 24 students.

COM 114 – FUNDAMENTALS OF PRESENTATIONAL SPEAKING

Fall 2016 – Spring 2017

Instructor of Record for BASIC Presentational Speaking course to undergraduate classroom of 25 students per section; developed interactive activities and lessons that helped students understand presentational speaking including elevator pitches, interviews, and research presentations.

INSTRUCTOR

Department of Educational Psychology | Purdue University, West Lafayette, IN

EDPS 105 – ACADEMIC AND CAREER PLANNING

Fall 2014 – Spring 2016

Instructor of record for three-credit hour major/career exploration course that connects personality, academic majors, and the world of work to decision-making processes

SERVICE

Departmental Service

COMMUNICATION GRADUATE STUDENT ASSOCIATION: Mentor to 1st Year PhD Student

2017-2018

COMMUNICATION GRADUATE STUDENT ASSOCIATION: Panelist,

Managing Time and Work-Life Balance as a Graduate Student

September 2017

COMMUNICATION GRADUATE STUDENT ASSOCIATION: Annual Conference

2015 – 2018

Respondent, Pedagogy/ Practical Communication

February 2018

Lunch host for Keynote, Rahul Mitra

March 2017

Reviewer for the Communication Graduate Student Conference

2015 – 2017

Professional Service**JOURNAL REVIEWER (AD HOC)**

<i>Western Journal of Communication</i>	2018
<i>Social Media and Society</i>	2018
<i>New Media + Society</i>	2018

NATIONAL COMMUNICATION ASSOCIATION

Reviewer Human Communication and Technology Division	2017, 2018
Reviewer Student Section	2017

AMERICAN COLLEGE PERSONNEL ASSOCIATION – COALITION ON MEN AND MASCULINITIES

Vice Chair for Scholarship and Research	March 2015 – March 2016
Vice Chair for Convention Programming	January 2013-March 2015

GRANTS**2016 PURDUE COMMUNITY SERVICE/SERVICE-LEARNING STUDENT GRANT PROGRAM (Total \$1,500)**

The Purdue Community Service/Service-Learning Student Grant collaborated with the Tippecanoe Arts Federation to provide support for art supplies and reception for local art students at Jefferson High School development and coordination of an outdoor mural in downtown Lafayette, IN.

2014 APSAC PROFESSIONAL DEVELOPMENT TRAVEL GRANT (\$750)

The APSAC Professional Travel Grant is competitively selected and is available only to Administrative Professionals at Purdue University. The grant supports professional development travel for conferences and workshops.

PROFESSIONAL & INDUSTRY EXPERIENCE**RESEARCH ASSISTANT – ELECTRICAL AND COMPUTER ENGINEERING** Purdue University, January 2017 – present

- Developed design curriculum geared toward understanding engineering curriculum and college culture
- Co-designed interview protocol to understand organizational cultures of engineering programs, and to understand the impact of design curriculum
- Collected data via observation, interview, and survey, and analyzed and created reports related to findings to university and industry stakeholders
- Worked on a National Science Foundation grant with input on progress, collaboration, and production of annual reports on project

GRADUATE TEACHING MENTOR - LAMB SCHOOL OF COMMUNICATION Purdue University, 2017 – 2018

- Mentored first-time graduate student instructor for BASIC Course in Presentational Speaking.
- Supported instructor through bi-weekly coaching meetings and regular teaching observations.
- Assisted in goal-setting, classroom management, grading issues, and cultivation of a pedagogical philosophy.
- Provided monthly documentation to Course Director about topics and goals discussed with instructor.

GRADUATE ASSISTANT - SUSAN BULKELEY BUTLER CENTER FOR LEADERSHIP EXCELLENCE

Purdue University, June 2016 - May 2017

- Designed and coordinated marketing materials for program events throughout the year.
- Organized and managed Twitter and Facebook platforms for program events throughout the year.
- Reviewed fellowship and award submissions by faculty, students and staff.
- Wrote and edited content for redevelopment of the Center's website.
- Assisted Director in various tasks, meetings, and projects.

ACADEMIC ADVISOR – EXPLORATORY STUDIES

Purdue University, May 2014 – August 2016

- Advised and mentored 150 exploratory, undecided, undergraduate students exploring major and career options prior to selecting a college/school or major.
- Facilitated interpretations of students' personality and career test results; including, Myers-Briggs Type Indicator, Strong Interest Inventory, Five Factor Inventory, Self-Directed Search, Strengthsquest, and Forced Choice Values.
- Served on EDPS 105 Curriculum working group, which redesigned EDPS 105 curriculum and lesson plans.

RESIDENCE EDUCATION COORDINATOR

Purdue University, June 2012 – May 2014

- Supervised and supported 12 Resident Assistants that facilitated community building, educational opportunities and social programming to meet their community's needs in a residence hall of 1200 students.
- Served in an on-call rotation for an on-campus zone population of over 2000 students.
- Coordinated and facilitated training for 280 Resident Assistants and Staff Residents to prepare and empower them in their residential leadership roles.
- Collaborated with cross-campus partners including Intercollegiate Athletics, Counseling and Psychological Services, Purdue Rec Sports, and the Office of the Dean of Students in programming efforts garnered toward student success.
- Collaborated with peers to create departmental assessments opportunities surveying departmental perceptions of social justice and inclusion efforts. Implemented student wellness initiatives devoted to men's development and resilience, which allowed students to learn and engage in opportunities to find ways of thriving in their personal lives.
- Facilitated and co-led a weekly residential leadership seminar for 30 prospective Resident Assistants

STUDENT LIFE COUNSELOR

Ball State University, July 2011 – May 2012

- Mentored and advised wing community of 22 male junior and senior gifted and talented high school students (ages 16-18) in a residential environment. Enforced Indiana Academy and Ball State University Residential Life policies within a residence hall of 300 students.
- Implemented and responsible for innovative educational programming for gifted and talented students in a diverse living-learning community.
- Collaborated with parents as the Indiana Academy staff liaison to the Indiana Academy Parents Organization, and worked to successfully create renewed fundraising efforts that benefitted the Indiana Academy community

RESIDENTIAL COUNSELOR

Northwest Missouri State University, August 2008 – May 2011

- Mentored and supported a community of 35 high-achieving male first-year and second-year college students (ages 16-18) and helped students to become successful during their first two years of college.
- Coordinated and implemented a cultural transition program, which acclimated 22 first-year international students from Korea, China, and Panama into the US college system.
- Enforced Missouri Academy and Northwest Missouri State University Residential Life policies within a residence hall of 170 students.

PROFESSIONAL & TEACHING WORKSHOPS

1. Eddington, S. (2016). Balancing expectations: Lessons from the tightrope on losses, leadership, and life. Indiana Greek Student Leadership Conference, Purdue University.
2. Barnes, B., **Eddington, S.** (2016). He with we. 2016 Presentation to Purdue University Greek Community
3. Endersby, L., Tormey, T., Defresne, T.D., **Eddington, S.**, Hyman, K., Kovaleski, B. (2016). NASPA open book: Discussing current literature in student affairs and higher education. 2016 National Association of Student Personnel Administrators, National Convention, Indianapolis, IN.
4. Kerr, K., Gasser, H.S., Hart-Steffes, J., Pearson-Wharton, S., Perillo, P., Eddington, S., Payne-Kirchmeier, J. (2016). Feminist leadership: Power, principles, politics, & practice. 2016 American College Personnel Association, National Convention, Montreal, QB, Canada.
5. **Eddington, S.**, Endersby, L., Potts, C. (2015). The other f-word: Practicing failure in higher education. 2015 American College Personnel Association, National Convention, Tampa, FL.
6. Eddington, S. (2014). Modeling the way: values matter! First-year leadership series. Purdue University, West Lafayette, IN.
7. Eddington, S. (2014) Embracing vulnerability: Developing thriving cultures in all-male environments. 2014 American College Personnel, National Convention, Indianapolis, IN.
8. **Eddington, S.** & Robertson, M. (2013). From connecting to connection. 2013 Resident Assistant Training. Purdue University, West Lafayette, IN.
9. Christian, K. & **Eddington, S.** (2013) Student leadership development. 2013 Resident Assistant Training. Purdue University, West Lafayette, IN.
10. Eddington, S. (2013) Thriving college men. 2013 National Association of Student Personnel Administrators Region 6 Men and Masculinities Drive-In Conference. University of Redlands, Redlands, CA.
11. Eddington, S. (2012) SJI and You. 2012 Resident Assistant Training. Purdue University, West Lafayette, IN.
12. Eddington, S. (2011) Leadership identities: Know your role. 2011 Bearcat Leadership Training. Northwest Missouri State University, Maryville, MO.

PROFESSIONAL AFFILIATIONS

- National Communication Association (2015 – present)
- Academy of Management (2018 – present)
- International Communication Association (2015 – present)
- Association of Internet Researchers (2017 – present)
- Central States Communication Association (2015 – present)
- Organization for the Study of Communication, Language, and Gender (2015-2016)
- American College Personnel Association (2012 – 2016)
- National Association of Student Personnel Administrators (2012 – 2016)

REFERENCES

DR. PATRICE M. BUZZANELL

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DR. JOSH SCACCO

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