

Kyungwon (Katie) Kang

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Education

Ph. D., Communication

October 2019

Rutgers, The State University of New Jersey

Dissertation title: (De)Constituting Alcoholics Anonymous: The four-flows of anonymous organizational communication

Dissertation Committee: Dr. Craig R. Scott (Chair)

Dr. Marya Doerfel, Dr. Jeffrey Lane, and Dr. Kevin R. Wright (George Mason University)

Research interest area: Organizational/Group Communication, Anonymous Communication & Social Support

M. A., Communication

Spring 2011

California State University, Northridge (CSUN)

Northridge, California

Thesis title: Uncertainty management during retirement planning: The social cost of information seeking in online vs. off-line.

Thesis Committee: Dr. Daisy R. Lemus (Chair)

Dr. Sakile K. Camara and Dr. Hee Sun Park (Michigan State University)

B. A., English Language and Literature

Fall 2006

Sungshin Women's University (SSWU)

Seoul, South Korea

Minor: Political Science and Diplomacy

Current Position

Assistant Professor

Fall 2019 -

Department of Communication Studies

West Virginia University

Publications

Scott, C. R., & Kang, K. K. (accepted). Hidden groups: A multiple-level perspective.

In S. J. Beck, J. Keyton, & M. Scott Poole (Eds.), *the Emerald Handbook of Group and Team Communication Research*. Bradford, United Kingdom: Emerald Group Publishing.

Kang, K. K., & Scott, C. R. (2020). Anonymous relationships: AA and Mediated Communication. In C. Liberman & K. Wright (Eds.), *Casing Mediated Communication*. Dubuque, IA: Kendall Hunt Publishing.

Kang, K. K. (2019). Managing the second 'A' in Alcoholics Anonymous. *Journal of Organizational Ethnography*, 9(1), 80-93.

Kang, K. K. (2017). Anonymity and interaction in an online breast cancer social support group. *Communication Studies*, 68(4), 403-421.

Scott, C. R., & **Kang, K. K.** (2017). Invisible domains and unexplored terrains: A multi-level view of (in)appropriately hidden organizations. In P. Salem & E. Timmerman (Eds.), *Transformative Practices and Research in Organizational Communication*. Hershey, PA: IGI Global.

Scott, C. R., Haseki, M., & **Kang, K. K.** (2017). Anonymous organizational Communication. In C. R. Scott & L. Lewis (Eds.), *International Encyclopedia of Organizational Communication* (pp.86-95). New York, NY: Wiley Publication.

Manuscript Under Review

Kang, K. K. (under review). De(Constituting) Alcoholics Anonymous: The four-flows of anonymous organizational communication.

Kang, K. K., Park, H. S., & Lemus, D. (under review). Uncertainty management during retirement planning: The role of social costs in face-to-face and online contexts.

Kang, K. K., Lane, J., & Shin, I. Y. (under review). Entrepreneurship as organizing visibility: Opportunities and challenges of socially mediated visibility for women entrepreneurs.

Scott, C. R. & **Kang, K. K.** (under review). Shells, fronts, astroturf, and beyond: Examining the emergence and concealment strategies of proxy organizations.

Purtell, R., & **Kang, K. K.** (under review). The corporate social responsibility of Fortune 500 companies to Black Lives Matter: Strategic responses on Instagram.

Works in Progress

Kang, K. K. (in progress). Uncovering the (de)constituting force of anonymity: The four flows model and quantitative approach.

Conference Presentations

Kang, K. K., Lane, J., & Shin, I. Y. (accepted). *Entrepreneurship as organizing visibility: Opportunities and challenges of socially mediated visibility for women entrepreneurs*. The paper will be presented at the annual meeting of the National Communication Association, Seattle, WA.

Purtell, R., & **Kang, K. K.** (accepted). *The corporate social responsibility of Fortune 500 companies to Black Lives Matter: Strategic responses on Instagram*. The paper will be presented at the annual meeting of the National Communication Association, Seattle, WA.

Kang, K. K. (2021). *Researching dangerous and/or difficult to access settings: Insights from communication experts in the field*. Panel was virtually presented at the annual meeting of the International Communication Association.

Kang, K. K., & Scott, C. R. (2020). *Anonymous relationships: AA and Mediated Communication*. Panel was virtually presented at the annual meeting of the National Communication Association.

Kang, K. K. (2020). *Uncovering the (de)constituting force of anonymity: The four flows model and quantitative approach*. Paper was virtually presented to the annual meeting of the International Communication Association.

Scott, C. R. & **Kang, K. K.** (2020). *Shells, fronts, astroturf, and beyond: Examining media coverage and concealment strategies of proxy organizations*. Paper was presented at the annual meeting of the Western Communication Association, Denver, CO.
(* Top Paper)

* **Kang, K. K.** (2019). *Managing the second 'A' in Alcoholics Anonymous*. Paper was presented at the annual meeting of the National Communication Association, Baltimore, MD.

* **Kang, K. K.** (2018). *Practicing anonymity in Alcoholics Anonymous: Applying the bona fide group theory*. Paper was accepted at the annual meeting of the National Communication Association, Salt Lake City, UT.

* **Kang, K. K.** (2018). *De(Constituting) Alcoholics Anonymous: The four-flows of anonymous organizational communication*. Paper was presented at the Doctoral Honors Seminar of the National Communication Association, Nashville, TN.

* **Kang, K. K.** (2018). *De(Constituting) Alcoholics Anonymous: The four-flows of organizational communication*. Paper was presented at the annual meeting of the International Communication Association, Prague, Czech Republic.

* **Kang, K. K.** (2017). *The opportunities and challenges of communication technology for group communication scholarship*. Panel was presented at the annual meeting of the National Communication Association, Dallas, TX.

* **Kang, K. K.** (2017). *De(Constituting) Alcoholics Anonymous: The four-flows of anonymous communication*. Paper was presented at the annual meeting of Organizational Communication Mini Conference, Athens, OH.

* **Kang, K. K.** (2017). *Anonymously organizing: Managing the dialectical tension of concealment-revelation*. Paper was presented at the annual meeting of the International Communication Association, San Diego, CA.

* **Kang, K. K.** (2016). *A SWOT analysis of hybrid teaching of communication courses: Reflections on strengths, weaknesses, opportunities, and threats of hybrid courses for teaching skills necessary in contemporary workplace and collaborating within universities on revamping communication and media curriculum*. Panel was presented at the annual meeting of the National Communication Association, Philadelphia, PA.

- * Scott, C. R. & **Kang, K. K.** (2016). *Identity and invisibility in hidden groups: A multi-level perspective*. Paper was presented at the annual meeting of the National Communication Association, Philadelphia, PA.
- * **Kang, K. K.** (2016). *Constituting Alcoholics Anonymous: The four-flows of anonymous communication*. Poster was presented at the annual meeting of Organizational Communication Mini Conference, Evanston, IL.
- * **Kang, K. K.** (2016). *Organizations anonymous: Managing (in)visibility at the Alcoholics Anonymous International Convention*. Paper was presented at the annual meeting of the International Communication Association, Fukuoka, Japan.
- * **Kang, K. K.** (2016). *How do changes in the contemporary workplace environment impact college education? Case study of hybrid teaching/learning in Digital Communication, Information, and Media Minor (School of Communication and Information, Rutgers University)*. Panel was presented at the annual meeting of New Jersey Communication Association, Caldwell, NJ. (* **Top Graduate Students Paper**)
- * Scott, C. R. & **Kang, K. K.** (2016). *Appropriately anonymous organizations in an age of transparency*. Paper was presented at the annual meeting of the Western States Communication Association, San Diego, CA.
- * Scott, C. R. & **Kang, K. K.** (2016). *Invisible domains and unexplored terrains: A multi-level view of hidden organizations*. Paper was presented at the Organizational Communication Traditions, Transitions, and Transformations Conference, Austin, TX.
- * **Kang, K. K.** (2015). *Catch us if you can: Anonymous communication during the world convention of Alcoholics Anonymous*. Poster was presented at the annual meeting of Organizational Communication Mini Conference, East Lansing, MI.
- * **Kang, K. K.** (2015). *Anonymous organizational communication and identification in Alcoholics Anonymous and the other 12-step groups*. Paper was presented at the PhD consortium of the International Network for Group Research, Pittsburgh, PA.
- * **Kang, K. K.** (2015). *Anonymity and interaction in an online breast cancer support group*. Paper was presented at the annual meeting of the International Communication Association, San Juan, Puerto Rico.
- * **Kang, K. K.** (2012). *Golden age?: Examining the marital relationship during the post-retirement*. Paper was presented at the annual meeting of the International Association for Relationship Research, Chicago, IL.
- * **Kang, K. K.**, Lemus, D., & Park, H. S. (2012). *Uncertainty management during retirement planning: The role of social cost in face-to-face and in computer-mediated communication*. Paper was presented at the annual meeting of the International Communication Association, Tempe, AZ.
- * **Kang, K. K.** (2010). *Retirement planning in computer-mediated communication. The role of social cost*. Paper was presented at the annual meeting of the National Communication Association, San Francisco, California.

* **Kang, K. K.** (2009, October). *If I am going to die tomorrow*. Performed at the annual meeting of Organization for the Study of Communication, Language, and Gender, Los Angeles, California.

* = Competitively Selected

Research Experience

“Strategic Plan to Address Stakeholder Stigma and Misunderstanding Surrounding Harm Reduction Program” Summer 2020 -

Primary investigator: **Dr. Katie K. Kang**

Research Sponsored by Eberly College and School of Public Health West Virginia University (\$15,728)

Duties: writing proposal, data collection, organizing interdisciplinary research team

“Psychological Interventions for Gynecological Cancer” 2015 Summer - 2016 Summer

Primary investigator: Dr. Sharon L. Manne (Cancer Institute of New Jersey at Rutgers, the State University of New Jersey)

Research Sponsored by the National Cancer Institute

Duties: coding social support interventions for ovarian cancer patients

“Working with Internet Archives for Research” Summer 2014

Primary investigator: Dr. Matthew Weber (SC&I, Rutgers)

Research Sponsored by the National Science Foundation

Duties: organizing workshops, summarizing the meetings of workshops

“Anonymous Agencies, Backstreet Businesses, and Covert Collectives: Rethinking Organizations in the 21st Century” Summer 2012

Primary investigator: Dr. Craig R. Scott (SC&I, Rutgers)

Duties: literature reviews, organizing references

“The Theory of Motivated Information Management (TMIM) & Emotion” Fall 2012

Primary investigator: Dr. Walid A. Afifi (Department of Communication Studies at University of California, Santa Barbara)

Duties: literature reviews, experimental designs, creating tools for emotional manipulation

“Retirement Planning: Information Management in the Workplace” Spring 2010

Primary investigator: Dr. Daisy Lemus (Department of Communication at CSUN)

Research sponsored by the Office of the Provost and Vice President of Academic Affairs (CSUN)

Duties: literature reviews, creating survey questionnaires and instruments for experiment, and data collection

“Korean Adoptee Study” Summer 2009 - Fall 2009

Primary investigator: Dr. Janet Oh (Department of Psychology at CSUN)

Research sponsored by the National Science Foundation

Duties: creating instruments for language perception experiments, monitoring language perception testing, coding language background of participants, entering data, and running SPSS

***“Building Language Capacity: Dual Language Development
in Korean and Mexican Immigrant Children”***

Summer 2009 - Fall 2009

Primary investigators: Dr. Jin Sook Lee (Gevirtz School of Education at University of California, Santa Barbara) & Dr. Janet Oh (Department of Psychology at CSUN)

Duties: transcribing interviews of focal children, teachers, and parents in English and Korean, making field notes from home-visit and school-visit, interviewing parents of focal children, entering data, and running SPSS

Reviewer

Organizational Communication Division at International Communication Association, 2020

Organizational Communication Division at National Communication Association (NCA), 2020

Human Communication and Technology Division at NCA, 2017, 2018, 2019, 2020

Group Communication Division at NCA, 2017, 2020

The American Public Health Association (APHA), 2017

Teaching Experience

Instructor

COMM 606 Organizational Communication (Master’s level)	Spring 2020 / Fall 2020
COMM 426 Organizational Culture	Spring 2020 / Summer 2020 / Fall 2020
COMM 406 Advanced Organizational Communication	Fall 2019
COMM 151 Virtual Team Dynamics (“Organizational Communication Dynamics”)	Spring 2014 – Fall 2017
COMM 200 Communication Theory	Summer 2016 / 2017 / 2018
COMM 400 Capstone Projects	Spring 2016
COMM 356 Group Communication	Summer 2015

Instructional Assistant

COMM 512 Mediated Communication (Master’s Level)	Spring 2015
COMM 357 Organizational Communication	Fall 2013 / Spring 2014
COMM 356 Group Communication	Fall 2012 - Fall 2013
COMM 355 Interpersonal Communication	Spring 2013
COMM 200 Communication Theory	Fall 2012

Teaching Assistant

COMM 546 Social Media (Master’s level) cross listed with COMM 628 (Doctoral level)	Fall 2018
COMM 512 Mediated Communication Course (Master’s level)	Fall 2018
COMM 359 Persuasive Communication	Spring 2018
COMS 450 Communication Research Methods	Fall 2010
COMS 323 Group Communication	Fall 2010
COMS 351 Communication Theory	Summer 2010

Awards

Outstanding Graduating Graduate Student Award

Spring 2019

By the committee of the Ph.D. faculty, SC&I, Rutgers

Communication Department Dissertation Support Award Department of Communication, SC&I, Rutgers \$1000	Summer 2017
Outstanding Continuing Graduate Student Award By the committee of the Ph.D. faculty, SC&I, Rutgers	Spring 2017
Outstanding Graduate Student Award on Instructional Support By the faculty members at Department of Communication, SC&I, Rutgers	Spring 2017
Associate Vice President's Award in the Thesis Support Program Graduate Studies, Research, and International Programs, CSUN \$400	Fall 2010
Dean's Award for Outstanding Graduate Student Mike Curb College of Arts, Media, and Communication, CSUN \$500	Spring 2010
Kent Joel Snyder Scholarship Department of Communication Studies, CSUN \$250	Spring 2010

Grants/Funding

Eberly Collaborative Seed Grant West Virginia University, WV, \$15,728	Spring 2020
NCA Doctoral Honors Seminar Travel Grant Vanderbilt University, TN, \$500	Summer 2018
The Ph.D. Program Dissertation Grant SC&I, Rutgers, \$1000	Spring 2018
Conference Travel Grant, ICA Prague, CZ, \$1100 (From SC&I)	Spring 2018
Conference Travel Grant, NCA Dallas, TX, \$500 (From SC&I)	Fall 2017
Conference Travel Grant, OCMC Athens, OH, \$500 (From SC&I)	Fall 2017
Conference Travel Grant, ICA San Diego, CA, \$900 (From SC&I)	Spring 2017
Conference Travel Grant, NCA Philadelphia, PA, \$500 (From SC&I)	Fall 2016
Conference Travel Grant, OCMC Evanston, IL, \$500 (From SC&I)	Fall 2016
Conference Travel Grant, ICA Fukuoka, Japan, \$900 (From SC&I)	Spring 2016

Conference Travel Grant, Austin Conference Austin, TX, \$500 (From SC&I)	Spring 2016
Conference Travel Grant, OCMC East Lansing, MI, \$500 (From SC&I)	Fall 2015
Summer Research Funding from Dean's Office 15th Qualitative Research Workshop Chapel Hill, NC, \$1920 (From SC&I)	Summer 2015
INGroup Doctoral Consortium Funding Pittsburg, PA, \$500 (From NSF)	Summer 2015
Conference Travel Grant, INGroup Conference Pittsburg, PA, \$400 (From SC&I)	Summer 2015
Conference Travel Grant, ICA San Juan, Puerto Rico, \$600 (From SC&I)	Summer 2015
Conference Travel Grant, ICA Phoenix, AZ, \$500 (From SC&I)	Summer 2012
Conference Travel Grant, NCA San Francisco, CA, \$500 (From Dept. of Communication Studies)	Fall 2010
Academic Related Fund for Student Travel, NCA San Francisco, CA \$400 (From Associated Students, CSUN)	Fall 2010
Graduated Student Travel Grant, NCA San Francisco, CA \$400 (From Graduate Studies, Research, and International Programs)	Fall 2010
Conference Travel Grant, NCA Chicago, IL, \$500 (From Dept. of Communication Studies)	Fall 2009

Certifications

Certificate of Clinical Research "Health Insurance Portability and Accountability Act (HIPAA) of 1996" web-based training course Sponsored by The Office of Compliance and Corporate Integrity at Rutgers University	Summer 2015
Certification on Research Procedures & Ethics "Social/ Behavioral / Epidemiologic Research Investigators – Basic Course" Sponsored by the Collaborative Institutional Training Initiative (CITI)	Fall 2017
Certification on Research Ethics "Protecting Human Research Participants" web-based training course Sponsored by the National Institutes of Health (NIH) Office of Extramural Research	Fall 2009

Service

Graduate Studies Committee Fall 2020
Department of Communication Studies
West Virginia University
Duties: assess/examine our current Ph.D. comprehensive exam process and revise it

Group Communication Nominating Committee Fall 2019
Group Communication Division, NCA
Duties: soliciting nominees and participating decision making process

2018 Organizational Communication Mini-Conference in Rutgers Summer 2018 – Fall 2018
– Student Organizer in the OCMC Planning Committee
Duties: organizing programs & reception, managing the website, and supporting logistics

The Department of Communication in Rutgers – Program Assistant Fall 2016 -
Duties: organizing department picnics & receptions in NCA & ICA, assisting the faculty search committee, and supporting faculty research visibility project – 10 hrs a week during the semesters

Doctoral Student Association at SC&I in Rutgers – Graduate Student Volunteer Fall 2011 -
Duties: assisting programs for graduate school recruitment day and orientation
The 12th Aresty Center's Undergraduate Research Symposium in Rutgers – Judge Spring 2016
Duties: judging showcase posters from over 500 undergraduate researchers working on projects from across schools, institutes, and departments at Rutgers.

Aronstam Library- Monitor Spring 2009 - Fall 2009
Duties: monitoring library facilities and patrons - 3 hrs a week during the semesters

Freshman Orientation in the English Department at SSWU Spring 2004 - Fall 2006
Duties: organizing programs for orientation – 20 hrs a week from January to March

Student Association in English Department at SSWU - President Spring 2004 - Fall 2006
Duties: managing annual department festival, leading monthly meeting of student association and fundraising for school event – 10 hrs a week during the semesters

Activities

Performance Ensemble- Prop master / Performer Summer 2008 – Spring 2009
Duties: participating group meeting and preparing props for performance - 3 hrs a week during the semesters
Performance: “Survival moments,” “15cents,” and “If I am going to die tomorrow”

“English Language and Literature in SSWU” - Editor Spring 2004 – Fall 2006
Duties: editing the magazine and organizing meetings for contents development – 6 hrs a week during the semesters

The 12th International the Disabled Marathon – Language volunteer Spring 2006
Duties: interpreting English for players from Africa and assisting the disabled audiences – 12 hrs a week from March to July

Language Proficiencies

English & Korean

Professional Memberships

International Communication Association
Interdisciplinary Network for Group Research
National Communication Association