

Kylie Julius, M.S.
Doctoral Student at the University of Tennessee, Knoxville

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EDUCATION:

UNIVERSITY OF TENNESSEE, KNOXVILLE, TN

Ph.D., Communication and Information, Projected Graduation: May 2027

Concentration: Communication Studies

Advisor: Dr. Joan Rentsch

UNIVERSITY OF TENNESSEE, KNOXVILLE, TN

M.S., Communication and Information, 2022

Advisor: Dr. Joan Rentsch

UNIVERSITY OF TENNESSEE, KNOXVILLE, TN

B.A., Communication Studies, Minor in Hotel, Restaurant, Tourism Management, 2018

Advisor: Dr. John Haas

PROFESSIONAL POSITIONS:

Instructor, The University of Tennessee's College of Communication and Information, Communication Studies Department (20 Undergraduate Courses Taught), Knoxville, TN, 08/2019 – Present

- CMST 342 Survey of Organizational Communication Instructor, 01/2024 – Present
 - Courses Instructed: 2
 - Educating students on:
 - Challenges associated with organizational communication;
 - Approaches to organizational communication including classical, human relations, human resources, systems, cultural, constitutive, critical, and feminist approaches to conceptualizing organizational communication;
 - Organizational communication processes including socialization, decision-making, conflict management, organizational change and leadership, emotion in the workplace, organizational diversity, and technological processes;
 - The changing landscape of organizations.
- CMST 240 Business and Professional Communication Instructor, 01/2022 – Present
 - Courses Instructed: 6
 - Helps students achieve essential business and professional communication skills through continual instruction surrounding the following applications: effective

public speaking practices, theoretical concepts encompassing organizational structure, strategic interview preparation and execution, business presentation development, organization, and delivery through language use and nonverbal communication, progression and reinforcement of constructive workplace relationships, intercultural communication, team and group interface, navigation of workplace bullying interactions, and group negotiation, conflict management, and decision-making.

- CMST 210 Public Speaking Instructor, 08/2019 – Present
- Courses Instructed: 12
 - Advances students' oral communication skills by expanding upon the following effective public speaking practices: communication apprehension management, effective construction of visual aids, identification of professional attire, research conduction, utilization of accurate and credible sources, source citation– American Psychological Association (APA) style, speech structure and organization, professional and engaging language and delivery, development of ethical communication and interpersonal communication skills, audience analyses, active listening, and differentiation among informative, persuasive, and entertainment speeches.
- Graduate Teaching Assistant for Intro & Honors Intro to Communication Studies Courses, 08/2018 – 05/2019

RESEARCH:

Publication in Progress (Revise/Resubmit): Julius, K., Rentsch, J. R., Paskewitz, E. (In Progress). Intensity of managerial interventions to mitigate workplace bullying: Experimental tests of an expectancy violation theory approach. *Western Journal of Communication*

Publication: Bernhold, Q. S., Bertram, V., Devereux, S., Blue, J., & **Julius, K.** (2024). Explicating the pathways among memorable message themes about religion and spirituality, positive role models for aging, and successful aging. *Southern Communication Journal*, 1–21.
<https://doi.org/10.1080/1041794X.2024.2370766>

Publication: Bernhold, Q. S., Blue, J., Devereux, S., Bertram, V., & **Julius, K.** (2023). Expanding the boundary conditions of the communicative ecology model of successful aging to include communication about religion. *Communication Research*, 0(0), 1-26.
<https://doi.org/10.1177/00936502231165844>

Publication: Julius, K., Rentsch, J. R., & Bernhold, Q. S. (2023). Barbaric bullies, tormented targets, and muddled managers: An expectancy violations theory framework for predicting managerial intervention to alleviate workplace bullying. *Western Journal of Communication*, 88(1), 147-169. <https://doi.org/10.1080/10570314.2023.2181098>

Thesis: Julius, Kylie T., "Bullies, Browbeaters, and Bulldozers: Expectancy Violation and Management Intervention Processes of Workplace Bullying." Master's Thesis, University of Tennessee, 2022. https://trace.tennessee.edu/utk_gradthes/6501

Conference Papers/Presentations:

Julius, K. (2024, November). *Bullies Beware: Dyadic Power Theory and Navigating Workplace Bullying* [Paper Presentation]. National Communication Association (NCA) Annual Convention, New Orleans, Louisiana.

Julius, K., Rentsch, J. R., & Paskewitz, E. (2024, November). *Bullying in Business Attire: Sources of Expectancies and Their Effects on Managerial Intervention* [Paper Presentation]. National Communication Association (NCA) Annual Convention, New Orleans, Louisiana.

Julius, K., Rentsch, J. R., & Paskewitz, E. (2022, October). *Intensity of Managerial Interventions to Mitigate Workplace Bullying: An Experimental Test of Expectancy Violation Theory Approach* [Paper Presentation]. National Communication Association (NCA) Annual Convention, New Orleans, Louisiana. <https://www.natcom.org/sites/default/files/annual-convention/FINAL%202022%20Program%20PDF.pdf>

Julius, K., Haas, J. W., & Rentsch, J. R. (2021, April). *Bothersome Bullies and Troubled Targets: A Framework for Understanding the Application of Managerial Interventions to Mitigate Workplace Bullying* [Paper Presentation]. Southern States Communication Association (SSCA) Annual Convention, Virtual. <https://ssca.memberclicks.net/assets/docs/2021/Program%20SSCA%20Virtual%202021.pdf>

PROFESSIONAL DEVELOPMENT / TRAINING

- UTK CCI Annual Symposium Judge, Spring 2024
- UTK CCI Ambassador for Incoming Students, Spring 2024
- Aiding UT's Speech and Debate Team, Fall 2023 – Spring 2024
- Served as Guest Lecturer in Dr. Michael Kotowski's Communication Theory 680 Course, Fall 2023
- Provided Quality Assurance (QA) in coding for the University of Tennessee's Dr. Quinten Bernhold and his recently accepted SSCA Conference Paper, "Expanding the Communicative Ecology Model of Successful Aging to Include Communication About Religion", 2022
- Selected by Dr. Harold Conner, UT Alumni Board Member, to serve as Panelist for the University of Tennessee's Nuclear Engineering Department to discuss bias in the work environment, 2020
- Served as Contributor to a Graduate Student Team developing a media production to enlighten and touch on higher education institutions, such as the University of Tennessee, Knoxville (UTK) experiencing bias-based incidents over the years, 2019: <https://krichtel.wixsite.com/callinnotout>
- College of Communication and Information Graduate Student Council, AY2019 - 2020
- Hosted the McClung Annual Public Speaking Contest, 2019
- Provided QA in coding videos for the University of Tennessee's Dr. Jenny Crowley and her research project regarding "Effects of Provider Identity and Locus of Supportive Conversation on Coping with an Identity-threatening Stressor," 2018

- Assisted the Director and Associate Professor in the College of Communication and Information at the University of Tennessee, Dr. John Haas, with Public Speaking Identification Software for future public speaking courses, 2018

HONORS / AWARDS / ACHIEVEMENTS

- Selected as the East Tennessee Economic Council's Postma Young Professional Medal Award Winner, 2023
- Leadership Oak Ridge State of Tennessee Award, 2023
- Selected as Oak Ridge Chamber of Commerce's Young Professional of the Year Award, 2022
- Selected to Receive College of Communication & Information Scholarship of \$500 for High Standards of Excellence and Innovation in Writing and Exhibition of Courage and Conviction in Exploring Leading-Edge Subject Matter, 2020
- Best Graduate Research Certificate for UTK's Annual CCI Symposium Presentation, 2019
- Full Scholarship for the University of Tennessee's College of Communication and Information Master's Program, 2018
- Best Group Project Certificate for Nautical Boat Club Marketing Plan, 2018
- Lambda Pi Theta Honors Society Member, 2018
- University of Tennessee's Communications Club, 2016
- National Society of Leadership and Success Member, 2015-2020

APPLIED EXPERIENCE:

STRATA-G, LLC, KNOXVILLE, TN, 05/2017 – PRESENT

- Communications Manager, 07/2022 – Present
 - Manages, designs, and produces internal and external communications, such as company newsletters; email distribution; social media; recruitment, marketing, and interview literature; business award research and submittal; surveying employees on current roles within the organization; upward and downward communication practices; brown bag communication; and internal and external website updates.
 - Facilitates and integrates team members with Department of Energy (DOE) clientele such as UCOR, Oak Ridge National Laboratory (ORNL), and Y-12 National Security Complex employees.
 - Attends and contributes to:
 - Business development meetings to aid in the federal and commercial environmental, energy, and engineering marketplace and the bid decision and development process;
 - Monthly Energy Technology and Environmental Business Association (ETEBA) meetings and annual conferences in support of their mission;
 - Annual East Tennessee Economic Council (ETEC) conferences in support of their mission;
 - Annual recruiting events; and monthly senior staff member meetings.

- Assists in development, submission and winning of company awards:
 - 2023 Rocky Top Business Award; 2022 Military Friendly Award; 2020, 2021, & 2022 Hire Vets Award; 2019 Dream Big Award.
- Works closely with the Division Manager of Infrastructure Services in proposal development and submission. Developed, submitted, and helped win A/E task order bids under CNS, valued at \$111M.
- Communication Strategist, Waste Management Liaison, 01/2023 – 11/2023
 - Writes articles on behalf of UCOR's waste management and operations team covering environmental cleanup of the ORR, specifically at the Oak Ridge Reservation Landfill (ORRL). Interfaces with UCOR's waste operations team.
- Communications Specialist, 08/2020 – 07/2022
- Recruiting Coordinator, 09/2018 – 12/2022
- Communications Assistant/Intern, 05/2017 – 09/2018

POPULAR PRESS

Published News Article: Julius, K. (2023). *Oak Ridge kicks off landfill expansion project*. Department of Energy Office of Environmental Management.
<https://www.energy.gov/em/articles/oak-ridge-kicks-landfill-expansion-project>