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## **Lacy G. McNamee, Ph.D.**

Associate Professor  
Department of Communication  
Baylor University, Waco, Texas

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### **EDUCATION**

The University of Texas Austin, TX   2010	Ph.D., Communication Studies (Organizational Communication) Dissertation: <i>Organizing the Immaterial: Examining the Communicative Constitution of a Congregationalist Church</i> Directed by Larry D. Browning
Baylor University Waco, TX   2006	M.A., Communication Studies (Organizational Communication) Thesis: <i>In Young Company: Supervisor-Subordinate Age Differences, Conflict, and Organizational Culture</i> Directed by Dr. David W. Schlueter
Baylor University Waco, TX   2004	B.A., Journalism (emphasis in Public Relations)

### **ACADEMIC APPOINTMENTS**

#### **Baylor University | Waco, Texas | Department of Communication**

*Graduate Program Director* (2019-present)

*Program Director, BA/MA in Communication* (2017-present)

*Associate Professor* (2016-present), *Assistant Professor* (2010-2016), *Lecturer* (2008-2010)

#### **Texas A&M University | College Station, Texas | Department of Communication**

*Visiting Assistant Professor* (2012)

#### **University of Texas | Austin, Texas | Department of Communication Studies**

*Assistant Instructor* (2006-2008)

#### **Baylor University | Waco, Texas | Department of Communication Studies**

*Graduate Teaching Assistant* (2004-2006)

### **RELATED PROFESSIONAL WORK**

*Executive Communication Coach and Workshop Facilitator*

*Nonprofit Leadership Consultant and Trainer*

## SCHOLARSHIP

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I study how members of organizations develop their roles and influence through interactions with one another. I focus specifically on relationships between members of different status or rank in nonprofit and faith-based organizations such as paid staff and volunteers or pastors and lay leaders. With this focus, I work to develop research-informed knowledge on topics including organizational mentoring, leadership, workplace relationships, and member development and engagement.

### CURRENT PROJECTS

**McNamee, L.** The managerial enigma of the “super volunteer.”

Rush, K.A., **McNamee, L.**, & Garner, J. Organizational support, volunteer coping, and resilience.

Peterson, B., & **McNamee, L.** God and community: The discursive dynamics of spiritual organizational control.

### PEER-REVIEWED JOURNAL PUBLICATIONS

**McNamee, L.**, & Peterson, B. (accepted). Communication dynamics of nonprofits and voluntary organizations. Co-editor of special journal issue of *Management Communication Quarterly*, 34 (3).

Rush, K. A., & **McNamee, L.** (accepted). Family identity and short-term organizational memberships. *Qualitative Research Reports in Communication*, XX, XX-XX.

Peterson, B., & **McNamee, L.** (2020). Reclaiming the native in organizational communication research. *Ohio Journal of Communication*, 58, 120-131.

**McNamee, L.**, & Gould, K. (2019). Sensemaking after the mission: Totalistic yet terminal roles, identity, and exit. *Journal of Communication and Religion*, 42 (4). 56-73.

Peterson, B., & **McNamee, L.** (2017). The communicative construction of involuntary membership. *Communication Quarterly*, 65, 192-213.

Givens, K., & **McNamee, L.** (2016). Understanding what happens on the other side of the door: Emotional labor, coworker communication, and motivation in door-to-door sales. *Journal of Ethnographic and Qualitative Research*, 10, 165-179.

**McNamee, L.**, & Peterson, B. (2016). High-stakes volunteer commitment: A qualitative analysis. *Nonprofit and Voluntary Sector Quarterly*, 45(2), 275-294.

Reno, J., & **McNamee, L.** (2015). Do sororities promote members' health? A study of memorable messages regarding weight and appearance. *Health Communication*, 30(4), 385-397.

**McNamee, L., & Peterson, B. (2014).** Reconciling “third space/place:” Toward a complementary dialectical understanding of volunteer management. *Management Communication Quarterly*, 28, 214-243.

Browning, B., & **McNamee, L. (2012).** Considering the temporary leader in temporary work arrangements: Sensemaking processes of internal interim leaders. *Human Relations*, 65, 729-752.

**McNamee, L. (2011).** Faith-based organizational communication and its implications for member identity. *Journal of Applied Communication Research*, 39(4), 422-440.

**McNamee, L., Peterson, B., & Peña, J. (2010).** A call to educate, participate, invoke, and indict: Understanding the communication of online hate groups. *Communication Monographs*, 77, 288-311.

### **BOOK CHAPTERS**

**McNamee, L., & Graham, S. (under contract).** Shaping identities through embodied practice and evolving relationships. Invited book chapter in planning stages for *Imagining new normal: Brave space-making through storytelling (2<sup>nd</sup> edition)*.

**McNamee, L. (2018).** Volunteer management, role expectations, and (dis)empowerment. In R. S. Bisel & M. W. Kramer (Eds.), *Cases in organizational communication: A lifespan approach*. New York: Oxford University Press.

**McNamee, L. (2017).** Spirituality. In C. R. Scott & L. K. Lewis (Eds.), *International encyclopedia of organizational communication*. Chichester, UK: Wiley-Blackwell.

**McNamee, L. (2017).** Frame/framing. In C. R. Scott & L. K. Lewis (Eds.), *International encyclopedia of organizational communication*. Chichester, UK: Wiley-Blackwell.

**McNamee, L., Peterson, B., & Gould, K. (2015).** How was your “trip?” Long-term international volunteering and the discourses of meaningful/less work. In M. W. Kramer, L. M. Gossett, & L. K. Lewis (Eds.), *Volunteering and communication, volume II: Studies in international and intercultural contexts* (pp. 153-172). New York: Peter Lang.

Peterson, B., & **McNamee, L. (2015).** Challenges in volunteer management: Does it really have to be this hard? In J. M. Smith & M. W. Kramer (Eds.), *Case studies in volunteering and NGOs*. New York: Peter Lang.

**McNamee, L. (2014).** Who’s calling the shots? Balancing donor relations and nonprofit branding. In J. Wrench, D. Flayhan, & J. Schuman (Eds.), *Casing public relations* (Ch. 25). Dubuque, IA: Kendall Hunt.

### **LAY PUBLICATIONS**

**McNamee, L., Peterson, B., & Peña, J. (2010, June).** Sophisticated subversion in hate group websites. *Communication Currents*, 5 (3). Accessible at [www.communicationcurrents.com](http://www.communicationcurrents.com)

## **CONFERENCE PRESENTATIONS**

**McNamee, L.** (2019, November). The role socialization and negotiation of “backbone” volunteers. Research roundtable presented at the annual meeting of the National Communication Association, Baltimore, MD.

Rush, K. A., & **McNamee, L.** (2018, November). The family metaphor in short-term organizational experiences. Paper presented at the annual meeting of the National Communication Association, Salt Lake City, UT.

**McNamee, L.** (2018, July). The membership negotiation, self-structuring, and activity coordination tensions concerning “super volunteers.” Paper presented at the Aspen Engaged Conference, Aspen, CO.

**McNamee, L.** (2016, November). *Interpretive approach to identity and power negotiation in religious organizations*. Panel discussion presented at the annual meeting of the Religious Communication Association, Philadelphia, PA.

Gould, K. & **McNamee, L.** (2016, April). *International missionary sense-making during organizational exit*. Paper presented at the annual meeting of the Southern States Communication Association, Austin, TX.

Givens, K. & **McNamee, L.** (2015, November). *Understanding what happens on the other side of the door: Emotional labor and motivation in direct sales*. Paper presented at the annual meeting of the National Communication Association, Las Vegas, NV.

**McNamee, L.** (2015, November). *Embracing opportunities to explore nonprofit contexts in and out of the classroom*. Panel discussion participant in thematic panel at the annual meeting of the National Communication Association, Las Vegas, NV.

**McNamee, L.** (2014, November). *Religion, faith, and spirituality in organizational communication studies*. Paper presented at annual meeting of the National Communication Association, Chicago, IL.

**McNamee, L.,** & Peterson, B. (2014, November). *Committing time and self: Examining “high-stakes” volunteers*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL. **\*Top Paper Award (Applied Communication Division).**

**McNamee, L.,** & Peterson, B. (2013, November). *Toward a tension-centered understanding of volunteer management*. Paper presented at the annual meeting of the National Communication Association, Washington, D.C. **\*Top Paper Award (Organizational Communication Division).**

Peterson, & **McNamee, L.** (2013, November). *Exploring the position of “being native” versus “going native” in communication research*. Paper presented at the annual meeting of the National Communication Association, Washington, D.C.

**McNamee, L.** (2013, November). *Intradisciplinary connections: Exploring the construct of "membership" across communication scholarship*. Panel discussion participant in thematic panel at the annual meeting of the National Communication Association, Washington, D. C.

**McNamee, L.** (2013, July). *Engaging volunteerism: Guiding thoughts for organizational sustainability*. Invited presentation at annual Aspen Conference on Engaged Communication Scholarship, Aspen, CO.

**McNamee, L.** (2011, November). *Exploring the notion of God's agency in organizational decision-making*. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.

**McNamee, L.** (2009, November). *When Holy Spirit meets corporate practice: Discursive tensions in the American "mega-church"*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Browning, B., Macobin, T., & **McNamee, L.** (2009, November). *Faith, masculinity, and work: An analysis of Christian stay-at-home-dads*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Peterson, B., **McNamee, L.**, Heller, A., Ishak, A., & Mudliar, P. (2009, November). *Webless workers: Implications for media use and information reception*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

**McNamee, L.** (2008, November). *(In)voluntarily enmeshed: Reexamining voluntary membership through the lens of total institution*. Paper presented at the annual meeting of the National Communication Association, San Diego, CA.

**McNamee, L.** (2008, November). *And I quote: Achieving turn-adjacency in asynchronous online communication*. Paper presented at the annual meeting of the National Communication Association, San Diego, CA.

**McNamee, L.**, Peterson, B., & Pena, J. (2008, November). *Fairy tales or fighting words? Analyzing hate group communication online*. Paper presented at the annual meeting of the National Communication Association, San Diego, CA.

Pena, J., Peterson, B., & **McNamee, L.** (2008, November). *A social identity analysis of the webpages of U.S. extremist groups*. Paper presented at the annual meeting of the National Communication Association, San Diego, CA.

**McNamee, L.** (2008, April). *Heavenly sights for blame research: Investigating inter-organizational blame in faith-based organizations*. Competitive paper presented at the annual meeting of the Central States Communication Association, Madison, WI.

Koschmann, M., Urbantke [**McNamee**], L., Peterson, B., & Green, E. (2007, April). *Talking the walk: A Christian perspective on communication scholarship and research*. Panel presentation at the Christian Scholars Forum, University of Texas at Austin.

## **SCHOLARLY AWARDS & GRANTS**

**Arts & Humanities Faculty Research Grant (\$2000)**, Baylor University (2014)

**Top Four Paper Award**, National Communication Association, Applied Comm. Division (2014)

**Top Four Paper Award**, National Communication Association, Organizational Comm. Division (2013)

**Best Special Issue Award (nominee)**, National Communication Association (2012, special issue on religion and spirituality, *Journal of Applied Communication Research*, 39, 4).

**Summer Sabbatical**, Baylor University College of Arts and Sciences (2012, 2016)

**Summer Faculty Institute Fellow**, Baylor Academy for Teaching and Learning (2011)

## **DIRECTED PROJECTS**

### **Undergraduate Students**

McKenna Koy, B.A. University Scholars | Thesis Director (2019-)

Katherine Ann Rush, B.A. Communication, Honors | Thesis Director (2017)

Scott Truitt, B.B.A., Business Fellows | Thesis Director (2012)

### **Thesis Director, Master of Arts in Communication**

Heather Gerber, 2020 | *Critical analysis of Catholic church's response to scandal*

Becca Broadus, 2016 | *Stakeholder sensemaking of organizational change*

Kelly Gould, 2015 | *International missionaries' sensemaking during organizational exit*

Emilly Martinez, 2015 | *College women's perception of role in the workforce & the wage gap*

Kayde Givens, 2015 | *Motivational discourse among employees and managers*

Ashley Trimble, 2013 | *Communication expectations between younger superiors & older subordinates*

Brianna Bowman, 2013 | *Positive deviance as dissent: Throwing the rule book out the window*

Jenna E. Reno, 2011 | *My sisters, myself: Influences on sorority members' body image and identities*

## **PROFESSIONAL ASSOCIATIONS**

National Communication Association, Organizational & Spiritual Communication Divisions

International Communication Association, Organizational Communication Division

## TEACHING

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### **COURSES TAUGHT**

#### ***Graduate Courses:***

CSS 5351, Methods of Graduate Study  
CSS 5316, Seminar in Organizational Communication  
CSS 53V6, Organizational Socialization and Identification  
CSS 5335, Volunteerism & Nonprofit Communication (special topics seminar)  
(cross-taught as COM 460, Volunteerism & Non-Profit Communication, Texas A&M)

#### ***Undergraduate Courses:***

CSS 1302, Speech for Business and Professional Students (traditional & online)  
CSS 3304, Small Group Communication  
CSS 3310, Communication Theory (traditional & online)  
CSS 4301, Organizational Communication  
CSS 4305, Nonprofit Organizational Communication  
CMS 306M, Professional Communication Skills (UT Austin)  
CMS 310K, Team-Based Communication (UT Austin)

#### ***Graduate Teaching Assistant:***

CSS 1301, Fundamentals of Public Speaking  
CSS 1302, Speech for Business/Professional Students

### **TEACHING AWARDS & HONORS**

Pi Beta Phi, Baylor Chapter | Honored at Teacher Book Dedication Ceremony (2010-2019)  
Chi Omega, Baylor Chapter | Honored Professor at Annual Chili-Cook Off Event (2017-2019)  
Alpha Chi Omega, Baylor Chapter | Honored Professor at Annual Ceremony (2013)  
Kappa Alpha Theta, Baylor Chapter | Honored Professor at Annual Reception (2010, 2012)  
Mortar Board, Baylor Chapter | Outstanding Professor (2009-2011)  
Office of Student Athlete Services, Baylor | "Guidestone Co-Captain of the Game" (2010)  
Phi Kappa Chi, Baylor | "Light the World" Banquet Honoree (2010).

### **INVITED LECTURES & TALKS**

"Healthy Peer Communication," LDS 1301: Introduction to Leadership, Baylor (2015-present)  
"Best Practices in Communicating with Prospective Members," Kappa Alpha Theta, Baylor (2019)  
"Membership Transitions and Exit," Pi Beta Phi Leading with Values Seminar, Baylor (2019)

“Peer Leadership and Professional Communication” Panhellenic Council, Baylor (2017)  
“Discourse Analysis & Ethnography” Doctoral Research Seminar, Ohio University (2012, 2016)  
“Extemporaneous Speaking & Small Group Communication,” PSC 3375: Model UN, Baylor (2013)  
“Prioritizing Academic Success,” Baylor Bound Training, Baylor New Student Programs (2011-2015)  
“Qualitative Methods and Grounded Theory”, CSS 5351: Methods of Graduate Study, Baylor (2010)  
“Introduction to Organizational Communication”, CSS 1305: Intro. to Communication, Baylor (2009-)  
“Majoring in Communication Studies,” Student Athlete Services Recruitment Event, Baylor (2009)  
“Strategies for Interviewing Research Participants”, CMS 386N: Qualitative Research, UT Austin (2009)

## **SERVICE**

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### **SERVICE AWARDS & HONORS**

**Outstanding Faculty Partner Award**, Division of Student Life, Baylor University (2019)  
**Advisor of the Year (nominee)**, Department of Student Activities, Baylor University (2011-2019)  
**Volunteer of the Year (nominee)**, Texas CASA (Court Appointed Special Advocates, 2011)

### **UNIVERSITY COMMITTEES**

Robert Foster Cherry Award for Great Teaching, Baylor University (2019-)  
Student Life and Services University Committee, Baylor University (Chair 2018-; Member 2015-)  
Graduate Curriculum Committee, Baylor University (2018-)  
Experiential Learning Committee, Baylor University (2019-)  
College of Arts & Sciences Research Resources Committee, Baylor University (2018)  
President’s Informed Engagement Committee, Baylor University (2013)

### **SERVICE TO NON-ACADEMIC DEPARTMENTS**

#### *Office of Admission Services, Baylor University*

Faculty Mock Lecturer, “Know Where You’re Going Day” recruitment event (2019)  
Keynote Speaker, “Know Where You’re Going Day” recruitment event (2016)  
Speaking Skills Trainer, Admissions Counselling Staff (2013)  
Faculty Representative, “Invitation to Excellence” recruitment event (2011-)

#### *Office of Career and Professional Development, Baylor University*

Panel Moderator, Liberal Arts Career Summit (2019)



*Division of Student Life, Baylor University*

Panhellenic Expansion Committee (2019)

Search Committee Member, Associate Director for Orientation (2017)

Speaking Consultant, Orientation Welcome Session, Department of New Student Programs (2013)

Search Committee Member, Associate Director for Campus Programs (2012)

Faculty Leader, University 1000 New Student Retention Program (2009, 2010, 2011)

Search Committee Member, Director of New Student Programs (2010)

Faculty Panelist, Baylor Line Camp (2010, 2011)

**DEPARTMENTAL SERVICE**

BA/MA in Communication Practicum Director (2018-)

Five-Year Strategic Plan Working Group (2018)

Alumni Spotlight Panel Organizer (2017-2018)

Search Committee Member for Assistant Professor (2017)

Communication Week Committee (2010)

Undergraduate Student Advising (2010-)

**STUDENT PROGRAM & ORGANIZATION ADVISING**

McNair Scholars Program Faculty Mentor, Baylor University (2019-)

Pi Beta Phi Women's Fraternity Faculty Advisor, Baylor Chapter (2009-)

Brooks College Faculty Partner, Baylor University (2013-2014)

Collegiate Entrepreneurs' Organization (CEO) Faculty Mentor, Baylor University (2011-2013)

**ACADEMY SERVICE**

Conference Planning Committee, *Aspen Conference for Engaged Scholarship* (2016-)

Legislative Assembly, *National Communication Association* (2015-2016)

Journal Reviewer, *Management Communication Quarterly* (2014-)

Journal Reviewer, *Western Journal of Communication* (2016-)

Journal Reviewer, *Communication Quarterly* (2017-)

Journal Reviewer, *Journal of Applied Communication Research* (2014-)

Journal Reviewer, *Corporate Communications* (2017)

Journal Reviewer, *Nonprofit and Voluntary Sector Quarterly* (2017-)

Journal Reviewer, *Communication Theory* (2012)

Conference Reviewer, *National Communication Association*

Organizational Communication Division (2011-), Spiritual Communication Division (2014-2015)

Conference Reviewer, *International Communication Association*, Organizational Division (2013)

Conference Reviewer, *Central States Communication Association*, Organizational Division (2009)

## **CIVIC & CHURCH INVOLVEMENT**

### *CASA of McLennan County, Waco, TX*

Fundraising Chair (2017-19) and “Forever Home” Capital Project Co-Chair (2018-19)  
Advisory Board (2017-18)  
Board President (2014-16), Director (2012-17)  
Court Appointed Special Advocate (2008-13)

### *McLennan Co. Dispute Resolution Center, Waco, TX*

Board President (2013-14), Secretary (2012-13)  
Board Director (2011-17)

### *Renew Church, Waco, TX (2019-)*

### *Pi Beta Phi Alumnae Club, Waco, TX (2017-)*

### *McLennan County Nonprofit Network, Waco, TX (2015-)*

### *Hillcrest Ambassadors, Baylor Scott & White Medical Center–Hillcrest, Waco, TX (2014-)*

### *University Baptist Church, Waco, TX | HR Committee (2012-14), Leadership Team (2005-06)*

### *Cen-Tex Fellowship of Christian Athletes, Waco, TX | Victory Bowl Host Home (2011-18)*

### *Young Lives (a ministry of Young Life), Waco TX | Club Volunteer (2015-16)*

### *Caesar Chavez Middle School, Waco, TX | After School Tutor (2015)*

### *Austin Avenue Neighborhood Association, Waco, TX | Vice President (2012-13)*