

KARINA L. WILLES

12420 James Street
Brookfield, WI 53005
Phone: 262.993.1996 Email: klwilles@uwm.edu

EDUCATION

Doctor of Philosophy, Communication, May 2018

University of Wisconsin-Milwaukee, Milwaukee, Wisconsin

Research interests: LGBTQ communication issues, technology, and health communication

Dissertation: *Lesbian Patients Using Online Video Profiles to Find Doctors: How Cues Inform the Decision-Making Process*

Chair: Professor Mike Allen

Master of Business Administration, August 1999

University of Wisconsin-Oshkosh, Oshkosh, Wisconsin

Bachelor of Business Administration, May 1992

Major: International Business and Language Area Studies

Minor: Spanish

Saint Norbert College, De Pere, Wisconsin

AWARDS

2017, Amelia Lucas Trust awardee, monetary award supporting dissertation research, University of Wisconsin – Milwaukee

2017, NCA Student Caucus Travel Grant

2016, Top Student Paper, Communication Ethics, Activism, and Social Justice Interest Group, Central States Communication Association Convention, Grand Rapids, MI

2016, 2015, Communication Department Travel Award

2015, Bill of Rights in Action Award, Constitutional Rights Foundation, Chicago, IL

2015, Wisconsin's Civil Libertarian of the Year, ACLU of Wisconsin

2015, 2013, Graduate Student Travel Award

2014, Lynford Lardner Community Service Award, Foley & Lardner LLP, Milwaukee, WI

2014, Community Champion Award, LGBT Community Center, Milwaukee, WI

PUBLICATIONS

Willes, K. L. (2021). Diversity, Equity, & Inclusion Climate. Survey and Results. International Legal Technology Association. Available at <http://epubs.iltanet.org/digital-white-papers/dei-climate-survey-results>.

- Willes, K. L., Jagiello, K., Allen, M., & Motel, L.** (2019). No matter what: a qualitative analysis of how LGBTQ families and allies define family through an interactive art project. *Journal of Family Communication*, 19(3). 277-289.
<https://doi.org/10.1080/15267431.2019.1632865>
- Willes, K. L.** (2018). Lesbian patients using online video profiles to find doctors: How cues inform the decision-making process (Order No. 10815757). Available from Dissertations & Theses @ University of Wisconsin Milwaukee; ProQuest Dissertations & Theses Global. (2050046703).
- Willes, K. L.** (2017). LGBTQ workplace issues. In M. Allen (Ed.), *Business and Professional Communication (2nd ed.)*. Upper Saddle River, NJ: Pearson Higher Education.
- Willes, K. L.** (2017). Data cleaning. In M. Allen (Sr. Ed.), *Encyclopedia of Communication Research Methods*. Thousand Oaks, CA: Sage.
- Willes, K. L.** (2017). Sampling decisions. In M. Allen (Sr. Ed.), *Encyclopedia of Communication Research Methods*. Thousand Oaks, CA: Sage.
- Willes, K. L.** (2017). Unobtrusive measures. In M. Allen (Sr. Ed.), *Encyclopedia of Communication Research Methods*. Thousand Oaks, CA: Sage.
- Willes, K. L., & Allen, M.** (2014, April). The importance of sexual orientation disclosure to physicians for women who have sex with women. In V. Harvey. & T. Heinz Housel (Eds.), *Health Care Disparities and the LGBT Population*. Lanham, CT: Lexington Books.
- Allen, M., Bourhis, J., Burrell, N., Cole, A., Cramer, E. C., Dilbeck, K. E., England, N., Hawkins, J. L. M., Maier, M., Mullane, R. R., Omachinski, K., Otori, K., DeCloedt-Pincon, D., Victor, A. K., **Willes, K. L.**, & Zmyslinski-Seelig, A. N. (2013). Comparing communication doctoral programs, alumni, and faculty: The use of Google scholar, *Journal of the Association for Communication Administration*, 32(2), 55-68.

RESEARCH IN PROGRESS

- Willes, K. L.**, (In Progress). Online physician videos: how verbal cues affect the impressions formed by lesbians.

PRESENTATIONS

Academic Paper Presentations

- Willes, K. L.** (2020). Lesbian patients using online profile videos to find OBGYNs: the influence of verbal and nonverbal cues. To be presented at the Midwest LGBTQ Health Symposium 2020 in September 16-17.
- Willes, K. L.** (2019). Lesbian patients using online profile videos to find doctors: a qualitative study of the influence of verbal and nonverbal cues in the physician selection process. Presented during the preconference entitled, "Difficult Conversations in Healthcare," at the 69th Annual International Communication Association Conference, Washington, D.C., May 24.
- Willes, K. L., Jagiello, K., Motel, L., & Allen, M.** (2018, April 7). LGBT families: Not different, but equal. Presented at the CSCA Annual Conference.
- Willes, K. L., & Motel, L.** (2017). Online physician video profiles: A thematic analysis of the information family practice physicians disclose. Presented at annual convention of the National Communication Association, Health Communication Division, Dallas, TX, November 16.
- Willes, K. L.** (2017). How patients find doctors: an information integration and uncertainty reduction approach to the effects of online physician profiles. Presented at the CSCA Annual Conference, March 16-18.
- Willes, K. L.** (2017). Suicide and Wisconsin's LGBTQA community: What are the effects? Presented at the CSCA Annual Conference, March 16-18.
- Nicolini, K. M., Victor, A. K., & **Willes, K. L.** (2016). Sustaining HIV Activism: Prioritizing self-care and inspiring innovative solutions. In Messner, B. A. (Chair), Top papers in communication ethics and freedom of expression: Ethical questions within forms of inquiry, activism, and argumentation. Presented at the CSCA Annual Conference on April 14, 2016. **Top Student Paper, Communication Ethics, Activism, and Social Justice Interest Group.**
- Nicolini, K. M., Victor, A. K., & **Willes, K. L.** (2015). Developing an HIV activist identity: A narrative analysis. Paper presented at the OSCLG conference on October 3, 2015.
- Willes, K. L.** (2015, April 16). Assisted conception for lesbian couples: Barriers and progress. In Davidson, R. D. (Chair), Families, friends, lovers and others: Exploring heteronormativity (queer) interpersonal relationships. Paper presented at the CSCA Annual Convention. Madison, WI.
- Willes, K. L., & Allen, M.** (2014, April 3). The importance of sexual orientation disclosure to physicians for women who have sex with women. In Ahmet Atay (Chair), Examining sexual orientation disclosure and gender identity. Paper

presented at the Central States Communication Association Convention, Minneapolis, MN.

Willes, K. L., & Omachinski, K. (2013, November). Connecting colleagues through LGBT training in the workplace. In Zamanou-Erickson, S. (Chair), Innovative techniques for training professionals. Paper presented at the 99th annual convention of the National Communication Association, Communication and Social Cognition Division, Washington, DC.

Kim, S., Allen, M., Ahn, S., Cole, A., Cramer, E. C., Becker, K. A., Choi, C. S., Dilbeck, K. E., Gross, C. M., Hawkins, J. L. M., Jayroe, T. J., Kim, M., Mullane, R. R., Priddis, D. M., Smith, K., Victor, A. K., **Willes, K. L., & Zmyslinski-Seelig, A. N.** (2013, November). Testing the evidence effect of Additive Cues Model (ACM). In Ivanov, B. (Chair), The role of social cognition in message production and processing. Paper presented at the 99th annual convention of the National Communication Association, Communication and Social Cognition Division, Washington, DC.

Priddis, D., **Willes, K. L., & Allen, M.** (2012, July). Does this App Make My Butt Look Big? M2M Smartphone Applications. In *Evolving sexual trends: Online and offline*. Paper presented at the International Association for Relationship Research annual conference.

Roundtable Discussions/Panels Organized and Chaired

Willes, K. L. (2018, April 7). Sexual Orientation and Gender Identity Caucus Research in progress roundtable. Presented at the CSCA Annual Conference.

Willes, K. L., Defenbaugh, N., Harness, L., Manning, J., Morgan, S., Wesp, L. M., & Woods, L. (2016, October 13). In Willes, K. L. (Chair), Communication issues and perceived bias between health care providers and LGBTQ patients. Round table discussion presented at the 2016 OSCLG Annual Conference.

Willes, K. L., Hawkins, J. M., Manning, J., McBride, M. C., Nicolini, K. M., Turner, L. H., & Victor, A. K. (2015). In Willes, K. L. (Chair), The same sex marriage debate: how the Supreme Court ruling affects communication. Round table discussion presented at the OSCLG conference on October 3, 2015.

Panels

Heath Rush, J., Powers, G., & **Willes, K. L.** (2020, June 26). Difficult conversations: remote working makes something hard harder. Part of the ILTA virtual roundtable series, There Are No Experts.

- Willes, K. L.** (2016, October 16). From spouses to parents: The next turn in the LGBT Conversation. In Burrell, N. (Chair), *A lifespan of female conversations: The bitter, the sweet, the happy, and the sad*. Presented at the 2016 OSCLG Annual Conference.
- Dwyer, K., Ristic, I., **Willes, K. L.**, & Young, L. B. (2016). Technology in healthcare: Exploring the effects on communication and care. In Maxwell, L. (Chair), Panel discussion presented at the CSCA Annual Conference on April 16, 2016.
- Burrell, N. A., Priddis, D., Nicolini, K. M., Korn, J., Klein, M. C., Weissman, K., & **Willes, K. L.** (2015). Our Blazing a new path: embracing opportunities on the unconventional PhD journey. In Burrell, N. (Chair), Panel discussion presented at the NCA Annual Convention on November 21, 2015.

Invited Presentations

- Willes, K.L.**, Power, G., & Matha, K. (2021, November 11). DEI Professionals and Technologists Partner Together to Support a New Way of Working. Presented as part of Litera's, "The Changing Lawyer Virtual Summit 2021."
- Willes, K. L.** (2021, June 21). The Journey and the Jam of Legal Tech with Karina Willes. Recorded as part of the series, "LegalTech Ladies Talk Stem." Available at <http://youtube.com/watch?v=H3LXTx0I6NY>.
- Willes, K. L.** (2019, October 18). From alumnus to LGBTQ advocate: one Green Knight's journey in support of marriage and parental equality.
- Willes, K. L.** (2019, June 17). Creating healthy and productive conversations with LGBTQ Patients. Lecture presented during lunch and learn event sponsored by Froedtert's LGBTQ Business Resource Group.
- Tilleman, M., & **Willes, K. L.** (2017, October 18). Diversity – LGBT community. Panel discussion presented at the Wisconsin Chapter of the Association of Legal Administrators Monthly Meeting.
- Willes, K. L.**, & Young, K. L. (2017, February 16). A story about overcoming barriers. Presented at Alverno College's Forum: Barriers to LGBTQ Empowerment: Dialogue to Action.
- Leffin, M., Wolfe, C., Logullo, C., **Willes, K. L.** (2016, October 3). Change enablement for a digital workspace: Webinar with Rightpoint and Foley & Lardner LLP. Presentation can be accessed at: <https://www.slideshare.net/Rightpoint/change-enablement-66690283>.

Willes, K. L. (2006). Implementing and IT governance model. Panel discussion presented at the Technology Executives Club, IT Governance and Project Management. Quoted in article found at <http://wistechnology.com/articles/2857/>.

Willes, K. L. (1999). How the intranet can improve the circulation of information throughout the company. Presented at the Internal Communications Forum, Blue Cross and Blue Shield Association annual conference.

Social Media Presentations

Willes, K. L., & Stuebe, B. A. (2021). Co-host of “Equitable Conversations” podcast series. ILTA’s first-ever DEI podcast series. Available at <https://ilta.podbean.com/>.

TEACHING EXPERIENCE

Adjunct Assistant Professor (August 2019 – Present)

Associate Lecturer (August 2018 – June 2019)

University of Wisconsin – Milwaukee, Department of Communication, Milwaukee, Wisconsin

- Interpersonal Communication Processes (Com 301)
 - Instructor of record, Fall 2018 - Present
 - Responsible for developing syllabus, classroom activities, quizzes, exams, and assignments.

Graduate Teaching Assistant (August 2016 – June 2018)

University of Wisconsin – Milwaukee, Department of Communication, Milwaukee, Wisconsin

- Business and Professional Communication (Com 105)
 - Instructor of record, Fall 2016 - Spring 2018
 - Responsible for developing syllabus, online assignments and discussions.

Adjunct Instructor (January 2016 – May 2016)

Marian University, Fond du Lac, Wisconsin

- Organizational Behavior and Communication (Com321)
 - Instructor of record, Spring 2016
 - Course offered as hybrid with half online and half in-person participation required.

- Course offered by Marian in an exclusive partnership with Holy Redeemer Church, located in Milwaukee, Wisconsin, through the “Trained Pulpit – Trained Pew” program.
- Responsible for course development, syllabus, online assignments and discussions, and in-person lectures and activities.

- Small Group Communication (Com334)
 - Instructor of record, Spring 2016
 - Course offered by Marian in an exclusive partnership with Holy Redeemer Church, located in Milwaukee, Wisconsin, through the “Trained Pulpit – Trained Pew” program.
 - Service-learning course requiring students to work in groups to execute a community service project.
 - Responsible for course development, syllabus, discussions, and lectures and activities.

SERVICE

Fall 2020, Ad Hoc Reviewer, *JMIR Public Health & Surveillance*

Fall 2019, Ad Hoc Reviewer, *Journal of Medical Internet Research*

Spring 2019, Ad Hoc Reviewer, *Social Science & Medicine*

Summer 2019, Ad Hoc Reviewer, *Social Science & Medicine*

2018, Ad Hoc Reviewer, *Journal of Health Communication*

2018, Roundtable Chair, CSCA – Sexual Orientation and Gender Identity Caucus, Research in Progress Roundtables

2015, Panel Chair, CSCA – Converging Our Subdisciplines: Exemplars in Narrative Theory

2011, Volunteer Judge, UWM Public Speaking Showcase

CORPORATE TRAINING EXPERIENCE

2019, How Do I Ally? Created and co-facilitated firm-wide LGBTQ Ally training workshops.

2002 – 2018, Technology Project Management Basics. Part of the Technology Orientation Program at Foley & Lardner LLP. Held with each new employee within the Technology Department.

2008, The Business Value of Story-Telling. Seminar held during Foley & Lardner LLP's Technology Project Management Summit

1998 - 1999, How to Use the Wellmark Web. Multiple sessions of classroom training held for the launch of the Intranet at Wellmark Inc.

INTERVIEWS AND MEDIA EXPOSURE

Sachs, J., & DeLong, K. (2015, August 25). Another victory for same-sex couples in WI: birth certificate issued to couple including both parents. Retrieved from: <http://fox6now.com/2015/08/25/another-big-victory-for-same-sex-couples-in-wisconsin-birth-certificate-issued-to-couple-includes-both-parents/>.

Halsted, G. (2015, August 24). Same-sex parents prevail in birth certificate dispute. Retrieved from <http://www.wpr.org/same-sex-parents-prevail-birth-certificate-dispute>.

Gavino, Y. (2015, June 30). Same-sex couple fights to get both names on daughter's birth certificate. TMJ 4. Retrieved from: <http://www.scrippsmedia.com/tmj4/news/Same-sex-couple-fights-to-get-both-names-on-daughters-birth-certificate-310968641.html>

Henzl, A. E. (2015, April 24). Milwaukee, WI. Wisconsin lesbian couple fights for both names to be on child's birth certificate. WUWM. Retrieved from: <http://wuw.com/post/wisconsin-lesbian-couple-fights-both-names-be-child-s-birth-certificate>.

Slater, T. (2015, April 23). Milwaukee, WI. Gay couple battles to get both names on child's birth certificate. WISN. Retrieved from: <http://www.wisn.com/news/gay-couple-battles-to-get-both-names-on-childs-birth-certificate/32520012>.

The Wisconsin Gazette. (2015, April 21). ACLU goes back to court: wants to guarantee both parents in a same-sex couple must be listed on Wisconsin birth certificates. The Wisconsin Gazette. Retrieved from: <http://www.wisconsin-gazette.com/wisconsin/aclu-goes-back-to-courtbreakwants-to-guarantee-both-parents-in-same-sex-couple-must-be-listed-on-wisconsin-birth-certificates.html>.

Stein, J. (2015, April 20). Milwaukee, WI. Gay parents seek both names on children's birth certificates. Milwaukee Journal Sentinel. Retrieved from: <http://www.jsonline.com/news/statepolitics/gay-parents-seek-both-names-on-childrens-birth-certificates-b99485111z1-300720011.html>

- Wheeler News Service. (2014, October 7). Madison, WI. Same-sex couples believe marriage ruling will ease adoption process. WTAQ. Retrieved from: <http://wtaq.com/news/articles/2014/oct/07/same-sex-couples-believe-marriage-ruling-will-ease-adoption-process/>.
- Murray, T. (2014, October 7). Milwaukee, WI. Same sex couple wants baby's birth certificate changed. TMJ4. Retrieved from: <http://www.jrn.com/tmj4/news/Same-sex-couple-wants-babys-birth-certificate-changed-278452331.html>.
- Murray, T., Associated Press. (2014, October 6). Milwaukee, WI. Supreme Court decision means Wisconsin same-sex marriages may resume. TMJ 4. Retrieved from <http://www.jrn.com/tmj4/news/High-court-denies-gay-marriage-appeal-278229451.html>.
- Stephenson, C. (2014, October 6). Milwaukee, WI. Same-sex couples celebrate Supreme Court decision. Milwaukee Journal Sentinel. Retrieved from <http://www.jsonline.com/news/same-sex-couples-celebrate-supreme-court-decision-b99365939z1-278285441.html>.
- Johnson, S., & Lorenzsonn, E. (2014, September 4). Milwaukee, WI. Federal appeals court upholds ruling striking down same-sex marriage ban. Wisconsin Public Radio. Retrieved from <http://www.wpr.org/federal-appeals-court-upholds-ruling-striking-down-same-sex-marriage-ban>.
- Stein, J. & Marley, P. (2014, September 4). Court rules against Wisconsin's, Indiana's gay marriage bans. Milwaukee Journal Sentinel. Retrieved from <http://www.jsonline.com/news/statepolitics/court-throws-out-wisconsins-and-indianas-gay-marriage-bans-b99344862z1-273993541.html?ipad=y>
- Valliere, T. (2014, September 4). Milwaukee, WI. Appeals court rules Wisconsin same-sex marriage ban unconstitutional: AG J. B. Van Hollen says he will ask U.S. Supreme court to reverse decision. WISN Channel 12. Retrieved from <http://www.wisn.com/politics/appeals-court-rules-samesex-marriage-ban-in-wisconsin-unconstitutional/27882336>
- Johnson, S. (2014, August 27). Plaintiffs in gay marriage ban lawsuit see Tuesday's hearing as 'historic': Same-sex couples travel by bus to Chicago to witness hearings. Wisconsin Public Radio. Retrieved from <http://www.wpr.org/plaintiffs-gay-marriage-ban-lawsuit-see-tuesdays-hearings-historic>.
- The Associated Press. (2014, August 26). Judge takes tough tone at gay marriage hearing. New York Times. Retrieved from http://www.nytimes.com/2014/08/27/us/judges-take-tough-tone-at-gay-marriage-hearing.html?_r=0.

Wainscott, K. (2014, August 26). Judge blast Indiana, Wisconsin gay marriage bans. WISN Channel 12. Retrieved from <http://www.wisn.com/news/wisconsin-indiana-set-to-defend-gay-marriage-bans/27730480>.

Druke, G. (2014, June 13). Milwaukee, WI. In same-sex marriage case, two plaintiffs see progress, challenges ahead. Wisconsin Public Radio. Retrieved from <http://www.wpr.org/same-sex-marriage-case-two-plaintiffs-see-progress-challenges-ahead>.

Gay couples line up to marry after ruling striking down ban.(2014, June 7). Wisconsin State Journal. Retrieved from http://host.madison.com/news/local/govt-and-politics/gay-couples-line-up-to-marry-after-ruling-striking-down/article_d4b76da1-3fc7-5946-9cb2-dc7ea1d81f94.html

Garcia, M. (2014, June 6). Wisconsin: Judge strikes down 2006 marriage ban. The Advocate. Retrieved from <http://www.advocate.com/politics/marriage-equality/2014/06/06/wisconsin-judge-strikes-down-2006-marriage-ban>

CERTIFICATIONS/PROFESSIONAL DESIGNATIONS

2004 - Present, PMP (Project Management Professional), Project Management Institute
2008, Advanced Project Management Certification, University of Wisconsin-Milwaukee
2008, Management Certificate – University of Wisconsin-Milwaukee
2006, Microsoft Project Black Belt, IIL
2003, Project Management Certificate, University of Wisconsin - Milwaukee
2000, Certified Webmaster, Marquette University, Milwaukee, Wisconsin
2000, HIA (Health Insurance Associate), Health Insurance Association of America
1998, MHP (Managed Healthcare Professional), Health Insurance Association of America
1998, Licensed Health and Life Intermediary, State of Wisconsin

PROFESSIONAL EXPERIENCE

Senior Project Manager/Project Manager/Project Leader (2001 to Present)

Foley & Lardner LLP, Milwaukee, Wisconsin

Responsible for mission-critical, highly visible projects, including mergers and acquisitions, web application/site development, third-party software implementations, and infrastructure-related projects.

- Designed LGBTQ Ally training workshop and co-facilitated multiple sessions with over 200 participants to date.

- Led effort to design logo and promotional materials for the firm’s LGBTQA Affinity Group.
- Participated in Microsoft Case Study for this initiative, “Law Firm Improves Project Management Processes, Boosts Productivity.”
- Designed and delivered professional development workshop during an annual project management summit for a seminar entitled, “The Business Value of Story-Telling.”
- Managed the redesign, build and deployment of a new firm-wide intranet, “FOLEY @Work,” on the MS SharePoint platform (approximately 85% custom-developed).
- Managed several projects for human resources department: the design and deployment of a new associate attorney evaluation system, staff evaluation system, work allocation system, applicant tracking systems, career opportunity portal, and learning management system.

Chair/Member (2019 to Present)

International Legal Technology Association (ILTA), Chicago, IL

Responsible for working with the Board and organizational leadership to set strategic direction, leading task force initiatives, and communicating with key stakeholders.

- Currently serving as co-host for ILTA’s podcast series entitled, “Equitable Conversations.”
- Led effort to design ILTA’s first DEI climate survey.
- Led effort to analyze, document, and author the final report of climate survey results for distribution to all membership.
- Co-authored DEI articles for ILTA’s quarterly legal technology journal, *Peer-to-Peer*.

Web Developer/Designer (2000 to 2001)

QUAD/GRAPHICS, INC., Pewaukee, Wisconsin

Responsible for development of Quad’s Internet sites, www.qg.com and www.parceldirect.com, as well as the Intranet, “Inside Quad.” Teamed with business areas to identify requirements and develop different web sites to meet targeted needs.

Internal Communication Specialist (1998 to 2000)

Customer Service Coordinator (1996 to 1998)

Wellmark Blue Cross and Blue Shield of Iowa and South Dakota / WELLMARK INC., Des Moines, Iowa

Responsible for content management and creation for the corporate Intranet, the “Wellmark Web” and providing content for other employee communication vehicles. Worked with and provided leadership for multiple teams to customize and develop a successful Intranet serving over 2,700 users. Identified requirements, created marketing materials, and used extensive communications and teamwork to continuously improve the functionality and increase the utilization rates.

Underwriter/Claims Analyst/Customer Service Representative (1994 to 1996), *AMERICAN MEDICAL SECURITY, Green Bay, Wisconsin*

Accounts Receivable and Special Projects Clerk (1986 to 1993), *CAREW CONCRETE & SUPPLY COMPANY, INC., Appleton, Wisconsin*

Vice President of Marketing/Director of Internal Promotion (1991 to 1992), *DISCOVERIES INTERNATIONAL, INC., De Pere, Wisconsin*

Station Manager/Disc Jockey (1988 to 1992), *WSNC RADIO, St. Norbert College, De Pere, Wisconsin*

VOLUNTEER EXPERIENCE

Business Leadership Academy Participant (2020)
THE WISCONSIN LGBT CHAMBER OF COMMERCE

Diversity & Inclusion Task Force Member (2019 – Present)
THE INTERNATIONAL LEGAL TECHNOLOGY ASSOCIATION (ILTA)

Co-Chair/Member (2017 – 2021)
THE MILWAUKEE TOBACCO-FREE ALLIANCE LGBTQ+ WORK GROUP, Milwaukee, Wisconsin

A group working to address the higher use of tobacco in the LGBTQ+ community and increase health equity through community outreach.

Member (2011 – 2021)
CAREER SATISFACTION INITIATIVE, Foley & Lardner LLP, Milwaukee, Wisconsin
A Committee within the Milwaukee office of Foley & Lardner LLP that works toward improving the working environment and raising the career satisfaction of all employees.

Member (2007 - Present)
LESBIAN, GAY, BISEXUAL, TRANSGENDER, and ALLY AFFINITY GROUP, Foley & Lardner LLP

Board Member / Secretary (July 2016 – August 2018)
MILWAUKEE PRIDE INC., Milwaukee, Wisconsin
A nonprofit organization committed to outreach, support, and educating the general community about the needs and issues related to LGBTQ culture.

- Currently leading the effort to develop a workplace LGBTQ ally/inclusion training program to be offered to our corporate sponsors and the general public.

Volunteer Teacher (May 2014, May 2015, May 2016)
JUNIOR ACHIEVEMENT OF WISCONSIN, Milwaukee, Wisconsin

Taught JA course to third grade class at Wisconsin Conservatory of Lifelong Learning

Volunteer Career Coach (September 2012)

MY LIFE MY PLAN, Wisconsin Conservatory of Lifelong Learning

Participated in workshop to offer coaching to high school students in researching career path and postsecondary educational opportunities.

Volunteer Panel Reviewer (October 2012)

CENTRAL STATES COMMUNICATION ASSOCIATION

Reviewed and scored a selection of panel proposals for consideration for the CSCA conference in 2013.

Founder/Leader (2010-2011)

STEP AWAY FROM SUICIDE

Lead a group to create an interactive LGBT suicide prevention art installation, "Step Away from Suicide."

This installation existed during Pridefest Milwaukee, Milwaukee, WI on June 10 -12, 2011 and Pride Alive, Green Bay, WI on July 9, 2011.

Member (September 2011 – October 2012)

HUNGER TASK FORCE COMMITTEE, Foley & Lardner LLP

A Committee within the Milwaukee office of Foley & Lardner LLP that organized various fundraising events including a silent auction and a gift basket raffle to raise money for the Hunger Task Force.

Volunteer Judge (November 2011)

PUBLIC SPEAKING SHOWCASE, University of Wisconsin - Milwaukee

Board Member-Vice President-Communications (2005)

PROJECT MANAGEMENT INSTITUTE SOUTHEAST WISCONSIN CHAPTER

ACADEMIC CONFERENCES ATTENDED

- International Communication Association Annual Conference 2019
- Central States Communication Association Annual Conference 2018, 2017, 2016, 2015, 2012, 2011
- Organization for the Study of Communication, Language, and Gender Annual Conference 2016, 2015
- National Communication Association Annual Convention 2017, 2015, 2013
- International Association for Relationship Research Annual Conference 2012
- 35th Annual Wisconsin Women's Studies Conference and the 6th Annual UW System LGBTQ Conference, 2011
- Annual Research Conference. Important Issues in Education, UWM School of Education. Milwaukee, WI, March 2010

PROFESSIONAL CONFERENCES ATTENDED

- Lesbians Who Tech + Allies, Virtual Summit, 2020, 2021
- International Legal Technology Association Annual Conference, 2021
- International Legal Technology Association Ascend Conference, 2020
- Wisconsin LGBTQ Summit, Milwaukee, WI, 2019, 2017, 2016
- Annual Wisconsin IT Symposium, EFM Events, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2010, 2009
- Project Management Institute Global Congress, North America, 2017, 2014, 2011, 2007, 2006, 2005
- Professional Development Day, PMI-Southeast Wisconsin Chapter, Milwaukee, WI, 2018, 2016, 2015, 2005
- International Legal Technology Association (ILTA) SharePoint Symposium, Baltimore, MD, 2015
- International Legal Technology Association (ILTA) Annual Convention, Washington, D.C, 2012
- Gilbane - Content Management and Information Technology Conference, 2005, 2007

ACADEMIC AND PROFESSIONAL ORGANIZATION MEMBERSHIPS

International Communication Association (2019 – 2020)
Organization for the Study of Communication, Language and Gender (2015 –2018)
National Communications Association (2012 – 2020)
Central States Communication Association (2011 – 2019)
Project Management Institute (2000 to Present)
Project Management Institute, Southeast Wisconsin Chapter (2000 - Present)
Consortium of Higher Education LGBT Resource Professionals (2013 – 2019)
International Association for Relationship Research (2012)
Milwaukee Software Process Improvement Network (2005 – 2011)
MPUG-Global- Microsoft Project Professional Users Group (2005 – 2011, 2018 - Present)
Association for Information and Image Management (2008 - 2009)
International Association of Business Communicators (1999)