

BRENDA J. ALLEN, PH.D.

Professor Emerita

EDUCATION

1989 Ph.D., Organizational Communication; Howard University
1976 M.A., Organizational Communication; Howard University
1972 B.A., Speech Pathology; Case Western Reserve University

ACADEMIC EMPLOYMENT

University of Colorado Denver | Anschutz Medical Campus

Vice Chancellor of Diversity & Inclusion January 2016 - April 2019
Associate Vice Chancellor of Diversity & Inclusion August 2012 - December 2015

University of Colorado Denver

Associate Dean, College of Liberal Arts and Sciences August 2007 - July 2012
Chair, Department of Communication August 2003 - July 2007
Professor August 2004 -
Associate Professor August 2001 - July 2004

University of North Carolina at Charlotte

Visiting Professor, Department of Communication Spring 2008

University of Colorado Boulder

Associate Chair, Department of Communication August 1996 - July 2001
Associate Professor August 1995 - July 2001
Assistant Professor August 1989 - July 1995

Howard University (Washington, DC)

Visiting Professor, Department of Communication AY 2000-01

PUBLICATIONS

Allen, B.J. (2017). Women as inclusive leaders. In: C. Cunningham, H. Crandall, & A. Dare (Eds.) *Gender, Communication, and the Leadership Gap* (pp. 13-23). Charlotte, NC: Information Age Publishing

Allen, B.J. (2017). Diversity. *The International Encyclopedia of Organizational Communication*. Craig R. Scott and Laurie Lewis (General Editors), Jim Barker, Joann Keyton, Tim Kuhn, and Paaige Turner Associate Editors). © 2017 John Wiley & Sons, Inc. Published 2017 by John Wiley & Sons Inc.

Allen, B.J. (2017). Standpoint Theory. *The International Encyclopedia of Intercultural Communication*. © 2017 John Wiley & Sons, Inc. Published 2017 by John Wiley & Sons Inc.

Allen, B.J. (2016). Optimizing technology's promise. *EDUCAUSE REVIEW* magazine, 29-42.

Allen, B.J. (2016). Difference matters. *SPECTRA Magazine*, 52(1), 8-16.

- Allen, B.J. (2015). (When and how) do I tell?: Disclosing social identity in personal relationships *Casing interpersonal communication: Case studies in personal and social relationships*. 2nd edition (Kendall Hunt).
- Allen, B.J. (2012). Resisting power to survive and thrive in academia. Book chapter in: V. Jenkins-Monroe and H. Curtis-Boles (Eds.), *Making our voices heard: Women of color in academia*, NOVA Publishers.
- Allen, B. J. (2011). *Difference matters: Communicating social identity*. Long Grove, IL: Waveland Press (2nd Ed.).
- Allen, B.J. (2011). A proposal for concerted collaboration between critical scholars of intercultural and organizational communication. In: T. K. Nakayama and R. Halualani (Eds.) *Blackwell Handbook of Critical Intercultural Communication* (pp. 585-592). Hoboken, NJ: Wiley-Blackwell.
- Allen, B.J. (2011). (When and how) do I tell?: Disclosing social identity in personal relationships. In: D. Braithwaite and J. Wood (Eds.). *Casing interpersonal communication: Case studies in personal and social relationships* (pp. 173-179). Dubuque, IA. Kendall/Hunt.
- Allen, B. J. (2010). Critical communication pedagogy as a framework for teaching difference. In: D. Mumby (Ed.) *Organizing difference: Pedagogy, research, and practice*. (pp. 103-126). Thousand Oaks, CA. Sage Publications.
- Allen, B.J. (2010). Social constructions of a black woman's hair: Critical reflections of a graying sistah. In: R. Spellers and K. Moffitt (Eds.). *Blackberries and redbones: critical articulations of Black hair/body politics* (pp. 66-77). Cresskill, NJ: Hampton Press.
- Allen, B.J. (2009). Racial harassment in the workplace. In: P. Lutgen-Sandvik and Beverly Davenport (Eds.). *The destructive side of organizational communication: Processes, consequences and constructive ways of organizing* (pp. 164-183). London and New York: Routledge.
- Allen, B.J. (2009). "With you we got a twofer: Challenging the Affirmative Action hire stereotype. In: E. Kirby and C. McBride (Eds.) *Gender Actualized: Cases in Communicatively Constructing Realities* (pp. 139-40). Hampton Press.
- Allen, B.J. (2009). Racial formation theory. In: S.W. Littlejohn and K.A. Foss (Eds.) *Encyclopedia of Communication Theory*. Thousand Oaks, CA: Sage Publications.
- Allen, B.J. (2009). *Black feminist standpoint epistemology*, *Encyclopedia of Communication Theory* . In: S.W. Littlejohn and K.A. Foss (Eds.) *Encyclopedia of Communication Theory* (p.75-77). Thousand Oaks, CA: Sage Publications.
- Allen, B.J. (2008). "Diversity in the Workplace," 1392-1396. *The International Encyclopedia of Communication* (Ed., Donsbach), Volume IV. Wiley-Blackwell (Oxford, UK and Malden, MA).
- Allen, B.J. (2007). Theorizing communication and race. *Communication Monographs* 74, 259-274.
- Allen, B.J. (2007). Diversity in the workplace. *International Encyclopedia of Communication*, Wiley Blackwell Publishers/International Communication Association.
- Allen, B.J. (2006). Communicating race at WeighCo. In J.T. Wood and S. Duck (Eds.) *Composing relationships: Communication in everyday life* (pp. 146-154). Belmont, CA: Wadsworth.
- Allen, B.J. Social constructionism. (2005). In: S. May and D. Mumby (Eds.). *Engaging organizational communication theory and research: Multiple perspectives* (pp. 35-53). Thousand Oaks, CA: Sage Publications.
- Allen, B. J. (2004). *Difference matters: Communicating social identity*. Prospect Heights, IL: Waveland Press.
- Allen, B. J. (2004). "Diversity" and organizational communication . In: R.L. Jackson (Ed.). *African American communication and identities: Essential readings*. Thousand Oaks, CA: Sage.
- Allen, B. J. (2004). Sapphire and Sappho: Allies in authenticity. In: A. Gonzales, M., Houston, & V. Chen

- (Eds.): *Our voices: Essays in culture, ethnicity, and communication* (4th Edition) (pp. 198-202). Los Angeles: Roxbury Publishing Co.
- Allen, B. J. (2003). It's more than "Skin Deep": Using video to teach race and critical thinking. In: L. Hirabayashi (Ed.). *Reversing the lens: Ethnicity, race, gender, and sexuality through film*. Boulder, CO: University of Colorado Press.
- Allen, B.J. (2002). Translating organizational communication scholarship into practice: Start where we are. *Management Communication Quarterly*, 16(1), 101-105.
- Allen, B.J. (2002). Goals for emancipatory communication research on Black women. In M. Houston & O. Davis (Eds.): *Centering ourselves: African American feminist and womanist studies of discourse* (pp. 21-34). Creskill, NJ: Hampton Press.
- Allen, B. J. (2002). [Review of the book *Further to Fly: Black Women and the Politics of Empowerment*]. *The Review of Communication*, 2(2).
- Allen, B.J. (2001). Gender, race, and communication in professional environments. In: L. P. Arliss and D. Borisoff (Eds.). *Women and men communicating: Challenges and changes* (pp. 212-231). Prospect Heights, IL: Waveland Press, Inc.
- Allen, B.J. (2000). "Learning the ropes": A Black feminist critique. In: P. Buzzanell (Ed.) *Rethinking organizational & managerial communication from feminist perspectives* (pp. 177-208). Thousand Oaks, CA: Sage.
- Allen, B.J. (2000). Sapphire and Sappho: Allies in authenticity. In A. Gonzales, M., Houston, and V. Chen (Eds.): *Our voices: Essays in culture, ethnicity, and communication* (3rd Edition). Los Angeles: Roxbury Publishing Co.
- Allen, B.J. (1998). Black womanhood and feminist standpoints. *Management Communication Quarterly*, 11, 575-586.
- Allen, B.J. (1998). [Review of the book *Changing the subject: Women in higher education*]. *Journal of Language and Social Psychology*, 12, 250-256.
- Allen, B.J. (1996) Feminism and organizational communication: A Black woman's (re)view of organizational socialization, *Communication Studies*, 47, 257-271.
- Allen, B.J. (1995). "Diversity" and organizational communication. *Journal of Applied Communication Research*, 23(2), 143-155.
- Allen, B.J. (1995). Gender and computer-mediated communication. *Sex Roles*, 32, 557-563.

Co-Authored Publications

- Allen, B.J., & Garg, K. (2016). Diversity matters in radiology: Acknowledging and addressing unconscious bias. *Journal of the American College of Radiology*, 13:1426-1432.
- Allen, B.J., Baglia, J., & Zediker, K. (2009). Constructing a division. In W. Leeds-Hurwitz & G. Galanes (Eds.), *Socially constructing communication: Catching ourselves in the act, The 2006 NCA Summer Institute*. Mahwah, NJ: Hampton Press.
- Allen, B.J., Broome, B., Jones, T., Chen, V., & Collier, M.J. (2002). Intercultural alliances: A cyberdialogue among scholar/practitioners. In: M.J. Collier (Ed.) *Intercultural alliances; International and Intercultural Communication Annual, Volume XXV*. Newbury Park, CA: Sage.
- Allen, B.J., Orbe, M., & Olivas, M.O. (1999). The complexity of our tears: Dis/enchantment and (in)difference in the academy, *Communication Theory*, 9, 402-430.
- Allen, B.J., & Tompkins, P.K. (1997). Vocabularies of motives in a crisis of academic leadership: "Hell hath no fury." In B. Davenport-Sypher (Ed.), *Case Studies in Organizational Communication 2: Perspectives on Contemporary Work Life*.
- Allen, B.J., Tompkins, P.K., & Busemeyer, S. (1996). Organizational communication. In: M. Salwen & D.

- Stacks (Eds.) *Integrating Theory and Research in Communication*. Lawrence Erlbaum Associates.
- Allen, B.J., & Tompkins, P.K. (1996). Vocabularies of motives in a crisis of academic leadership. *Southern Journal of Communication*, 61(4), 322-331.
- Ashcraft, K.L., & Allen, B.J. (2009). Politics even closer to home: Repositioning CME from the standpoint of communication studies. *Management Learning*, 40(1), 11-30.
- Ashcraft, K. L., & Allen, B. J. (2003). The racial foundation of organizational communication. *Communication Theory*, 13(1), 5-33.
- Orbe, M., & Allen, B. J. (2008). Race matters in applied communication research. *Howard Journal of Communications*, 19, 1-20.
- Shapiro, E. J. & Allen, B. J. (2001). Why fight on the Net?: Conflict on E-mail. *Journal of the Northwest Communication Association*. 30 (Spring), 40-61.
- Simpson, J., & Allen, B. J. (2006). Engaging difference matters in the classroom. In: J. Simpson and P. Shockley (Eds.) *Engaging communication, transforming organizations: Scholarship of engagement in action*. Cresskill, NJ: Hampton Press.

Edited Volumes

- 2009 (Utley, E., & Allen, B.J. (Eds.) Special Issue: Hip Hop's Languages of Love. *Women & Language*.
- 2009 Flores, L., Orbe, M.P., & Allen, B.J. (Eds.) Intercultural Communication in a Transnational World, *International and Intercultural Communication Annual, XXXI*, Washington, D.C., National Communication Association 6
- 2007 Allen, B.J., Flores, L., & Orbe, M. P. (Eds.). Communicating within/across organizational contexts. *International and Communication Annual, XXX*. Washington, D.C. National Communication Association.
- 2007 Walkosz, B. & Allen, B.J. (Eds). *Business and Professional Speaking*. McGraw-Hill Publishing, New York, NY.
- 2006 Orbe, M., Allen, B.J., & Flores, L. (Eds.) Different, but the same. *International and Communication Annual, XXIX*. Washington, D.C. National Communication Association.

CURRENT GRANTS

Howard Hughes Medical Institute *CU Denver Equity and Excellence in Science* \$1,000,00.00.
Role: Core Leadership Team Member, 9/1/17 – 8/31/22.

National Science Foundation, Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (INCLUDES): Building a network for education and employment in environmental stewardship of indigenous lands (co-PI), \$298,484, 2018-2019.

RECOGNITIONS, HONORS, AWARDS

- Excellence in Leadership Award, CU System Faculty Council, 2017
- Appointed as Equity Champion for the Colorado Department of Higher Education Complete College America State Team, 2017
- Leadership in Public Higher Education Award, University of Colorado System Faculty Council, 2016
- Outstanding Ally Award, Auraria Campus LTBTQ Student Resource Center, 2016
- Elizabeth Gee Award, University of Colorado System, 2013

Feminist Teacher/Mentor Award, Organization for the Study of Communication, Language and Gender, 2012

Carroll C. Arnold Distinguished Lecturer; National Communication Association, 2011

First Annual Award for Excellence in Mentoring, University of Colorado Denver, 2011

Paul Boase Prize for Outstanding Scholarship in Communication, Ohio University, 2011

Diversity and Excellence Grant (with Abby Ferber, UCCS), 2009

Master Teacher Award, Western States Communication Association, 2008

Selected to be the Master Mentor for the Tenure Track Mentoring Program at the University of Colorado Denver, 2006

First Annual Award for Outstanding Achievement for Commitment to Diversity at the University of Colorado Denver, 2006

Nominated and selected to be the Faculty Representative from UCDHSC for the Academic Management Institute's Class of 2005-2006

Nominated and selected to be a member of the Emerging Leaders Program (CU System) 2006-2007

Francine Merritt Award for Outstanding Contributions to the Lives of Women in Communication, Women's Caucus of the National Communication Association, 2004

Faculty Ally of the Year Award, Gay Lesbian Bisexual Transgender Program, Auraria Campus, Denver, 2002

First Annual Ally of the Year Award, Gay Lesbian Bisexual Transgender Alliance, University of Colorado, Boulder, 2000

Teacher Recognition Award, Student Organization of Alumni Relations, University of Colorado, Boulder, 1997

Elected (by graduating seniors) Keynote Speaker, 1992, 1994, 1995, 1996, 1997, 1999, 2000, Convocation, Department of Communication, University of Colorado, Boulder.

Most Influential Professor, Department of Communication, University of Colorado, Boulder, 1995

Catalyst for Change, University of Colorado Heritage Center, 1993

Outstanding Faculty Member, Black Student Association, University of Colorado, Boulder, 1993

Member of the Advisory Committee for Instructional Technology in the Faculty Teaching Excellence Program (1995 to 2000)

Faculty Associate in the Faculty Teaching Excellence Program (1990 to 2000)

Member of the University Outreach Committee (1990 to 1997)

Member of the Woodruff Memorial Scholarship Committee (1996)

Member of the search committee for an Assistant Professor position in the School of Telecommunications (1994)

Member of the Chancellor's Advisory Committee on Minority Affairs (1990 to 1994)

Member of the President's Committee on Women in Intercollegiate Athletics (1993-94)

Member of the Alumni Association Board of Directors (1991 to 1994; Chair of the Communications Committee (1992 to 1994)

Member of the Telecommunications Interdisciplinary Curriculum Development Committee (1992 to 1993)

Member of the Semester at Sea Scholarship Committee (1992 to 1994)

Member of the African American History Month Program Committee (1991, 1992)

Member of the African Americans in the West Conference Committee (1994)

References Available Upon Request