

## COURTNEY WONG DAVIS, Ph.D.

Department of Communication Studies  
Azusa Pacific University  
901 E. Alosta Avenue | Azusa, CA 91702  
626.815.6108

### ACADEMIC AND RESEARCH APPOINTMENTS

Associate Professor of Communication Program Director, Communication Management major/program Interim Department Chair Azusa Pacific University	August 2019 – present August 2017 – present August 2022 – August 2023
Assistant Professor of Communication Azusa Pacific University	August 2015 – July 2019
Lecturer of Organizational and Small Group Communication University of California, Santa Barbara	July 2013 – July 2015
Adjunct Professor of Communication Westmont College	August 2010 – May 2015
Teaching Assistant / Associate University of California, Santa Barbara	September 2007- June 2013

### EDUCATION

Ph.D.	Communication (Emphasis: Organizational Communication) University of California, Santa Barbara
M.A.	Communication (Emphasis: Organizational Communication) University of California, Santa Barbara
B.A.	Communication, Annenberg School for Communication
B.A.	Political Science, Dana and David Dornsife College of Letters, Arts and Science University of Southern California, Los Angeles, California (Magna Cum Laude)

### RESEARCH

#### Areas of Interest

My research centers on communication in, by, and as constitutive of organizations, with a focus on organizational socialization, membership negotiation, intergenerational communication, and leadership. More specifically, I am interested in how members join, participate in, and leave organizations, the extent to which members identify with organizations and their willingness to do so, given past organizational memberships, as it relates to resocialization, and church membership processes.

## Publications

- Myers, K. K., Davis, C. W., & Seibold, D. R. (in press). Emotion and humor in leadership communication. *Routledge Handbook of Leadership Communication*.
- Hartwig, R. T., **Davis, C. W.** & Sniff, J. (2020). *Leading small groups that thrive: Five shifts to take your group to the next level*. Zondervan: Grand Rapids, MI.
- Davis, C. W.**, & Myers, K. K. (2019). Past work experience and organizational assimilation in nonprofit organizations. *Nonprofit Management & Leadership*, 29(4), 569-588. <https://doi.org/10.1002/nml.21348>
- Gailliard, B. & **Davis, C. W.** (2017). To be known, accepted and involved: Investigating organizational assimilation in Christian churches. *Southern Communication Journal*, 82(3), 117-128. <https://doi.org/10.1080/1041794X.2017.1315451>
- Myers, K. K., **Davis, C. W.**, Richardson, E. J., & Seibold, D. S. (2016). Organizational identification: A mixed-methods case study exploring students' attachment to their university. *Communication Quarterly*, 64(2), 210-231. <https://doi.org/10.1080/01463373.2015.1103285>
- Davis, C. W.**, & Myers, K. K. (2012). Communication and member disengagement in planned organizational exit. *Western Journal of Communication*, 76(2), 194-216. <https://doi.org/10.1080/10570314.2011.651250>
- Myers, K. K., & **Davis, C. W.** (2012). Communication between the generations. In H. Giles (Ed.), *The handbooks of intergroup communication* (pp. 237-249). New York: Routledge.

## Works in Progress

- Davis, C. W.** Dialectical tensions in planned organizational exit.
- Davis, C. W.** Taking organizational identification out of the container: The role of organizational identification with previous organizations on current organizational identification.

## CERTIFICATIONS AND TRAININGS

- Associate Certified Coach Certification (in progress)  
International Coach Federation, [coachfederation.org](http://coachfederation.org)
- Faculty Athletics Representative (FAR) Fellows Program (2023)  
National Collegiate Athletics Association (NCAA), Indianapolis, IN
- Certification in Strengths Approaches to Higher Education Leadership and Student Success (2017)  
Noel Strengths Academy, Azusa Pacific University, Azusa, CA
- A Lived Theology of Work, graduate theology training (2017)  
Regent College, Vancouver, British Columbia

## AWARDS, HONORS, AND RECOGNITION

NCAA Faculty Athletics Representative (FAR) Division II Newcomer of the Year Award (2023)  
Presented to 1 of 300+ FARs in Division II institutions

Alice V. Watkins Imago Dei Ethos Award, Azusa Pacific University (2021)  
Presented to one faculty member each year, as selected by Academic Administration

APU Faculty Member of the Year, Student Government Association, Azusa Pacific University (2019)  
Presented to one faculty member each year, as selected by graduating seniors

Nominee, Academic Senate, Distinguished Teaching Award, University of California, Santa Barbara (2014)

Top Student Paper, Organizational Communication Division, National Communication Association (2012)

Betty B. and James B. Lambert Scholarship Winner, Kappa Alpha Theta Foundation - \$1,500 (2011)

Hazel Baird Lease Scholarship Winner, Kappa Alpha Theta Foundation - \$1,050 (2011)

Honored Teaching Assistant, Gamma Phi Beta Sorority, University of California, Santa Barbara (2011)

Edwin Schoell Award for Excellence in Teaching (Awarded annually to one teaching assistant in the department),  
UCSB Department of Communication (2010)

Nominee, Academic Senate Outstanding Teaching Assistant, University of California, Santa Barbara (2010)

Honored Teaching Assistant, Gamma Phi Beta Sorority, University of California, Santa Barbara (2009)

Kappa Alpha Theta Foundation Scholarship Winner - \$2,000 (2008)

Honored Teaching Assistant, Kappa Kappa Gamma Sorority, University of California, Santa Barbara (2008)

## CONFERENCE PAPERS AND GRANTS

### Conference Papers / Presentations

**Davis, C. W.** & Rougely, K. (2019, March). Reimagining vocational education: A model for serving undeclared and interdisciplinary students. Presented to the Network for Vocational Undergraduate Education (NetVUE), Council of Independent Colleges, Louisville, KY.

Gailliard, B. & **Davis, C. W.** (2016, November). To be known, accepted, and involved: Investigating organizational assimilation in Christian churches. Paper presented to the Organizational Communication Division of the National Communication Association, Philadelphia, PA.

**Davis, C. W.** (2013, November). *Organizational assimilation in non-profit organizations: What about the paid employees?* Paper presented to the Organizational Communication Division of the National Communication Association, Washington, DC. **Top student paper.**

Bator, M. J. & **Davis, C. W.** (2013, November). *Exploring organizational disengagement and exit in an online professional network*. Paper to be presented to the Organizational Communication Division of the National Communication Association, Washington, DC.

**Davis, C. W.** (2012, May). *Exploring the role of past work experience and organizational identification in neophyte and veteran newcomer assimilation processes*. Paper presented to the Organizational Communication Division of the International Communication Association, Phoenix, AZ.

Myers, K. K. & **Davis, C. W.** (2012, May). *Communication between the generations*. Paper presented to the Intergroup Communication Division of the International Communication Association, Phoenix, AZ.

**Davis, C. W.** (2011, November). *Group dialectical tensions in organizational exit*. Paper presented to the Organizational Communication Division of the National Communication Association, New Orleans, LA.

Myers, K. K., **Davis, C. W.**, & Richardson, E. J. (2011, November). *Organizational identification: Exploring students' attachment to their university*. Paper presented to the Organizational Communication Division of the National Communication Association, New Orleans, LA.

**Davis, C. W.** (2011, October). *Neophyte and veteran newcomer socialization and organizational identification*. Paper presented to graduate students and faculty members at the Organizational Communication Mini-Conference, Columbia, MO.

**Davis, C. W.** & Myers, K. K. (2010, November). *Organizational identification and planned organizational exit: Exploring the disengagement process*. Paper presented to the Organizational Communication Division of the National Communication Association, San Francisco, CA.

**Davis, C. W.** (2009, November). *Organizational identification and planned organizational departure: Why the emergence of millennial workers contributes to the need for research*. Paper presented to the Organizational Communication Division of the National Communication Association, Chicago, IL.

**Wong, C. L.** (2009, February). *Organizational socialization and the new workforce: An examination of person-job fit and person-organization fit and Generations X and Y and the Millennial Generation*. Paper presented to the Organizational Communication Division of the Western States Communication Association, Mesa, AZ.

**Wong, C. L.** (2008, October). *Organizational disengagement and exit*. Paper presented at the Invitational Master's Student Institute (IMSI), Rutgers University, New Brunswick, NJ.

Rudy, R., Sim, E., Stoltzfus, K., **Wong, C.**, & Gailliard, B. (2008, July). *Using the Bible to explore theory in four different areas of communication*. Paper presented to the Communication Division of the National Faculty Leadership Conference, Washington, DC.

### **Awards, Grants, and Fellowships**

Scholar-Teacher Award (3 Credit Hour Release), College of the Arts, Azusa Pacific University (2019-2020)

Scholar-Teacher Award (3 Credit Hour Release), College of Liberal Arts and Sciences, Azusa Pacific University (2017-2019)

Early Career Faculty Writer's Retreat, Office of Research and Grands, Azusa Pacific University (2018)

Faculty Research Grant, Azusa Pacific University - \$3,000 (2018)

Graduate Dean's Advancement Fellowship, UC Santa Barbara Graduate Division - \$6,000 plus payment of fees and health insurance) (2012)

Graduate Research Award for Social Science Surveys (GRASSS), UC Santa Barbara Institute for Social, Behavioral, and Economic Research (ISBER) - \$1,700 (2012)

Betty B. and James B. Lambert Scholarship, Kappa Alpha Theta Foundation - \$1,500 (2011)

Hazel Baird Lease Scholarship, Kappa Alpha Theta Foundation - \$1,050 (2011)

Research Assistantship with DigitalOcean Project, Bren School of Environmental Science and Management, University of California Santa Barbara (2008)

UCSB Teaching Assistant Instructional Development Grant - \$1,500 (2008)

Shirley Shields Smith Scholarship, Kappa Alpha Theta Foundation - \$2,000 (2008)

## **SELECTED INVITED PRESENTATIONS, LECTURES, KEYNOTES ADDRESSES, & SPEAKING ENGAGEMENTS**

**Davis, C. W.** (2024). How to Disagree Honorably. APU Honors College, Azusa, CA.

**Davis, C. W.** (2022). Building Groups on Purpose. Small Group Leader Training. Foothill Church, Glendora, CA.

**Davis, C. W.** (2022). Cultivating Groups that Matter. Azusa Pacific University Student Discipleship Group Leader Training, Azusa, CA.

**Davis, C. W.** (2021). From Consumer to Participant: Engaging your Congregation with Courtney Davis. Free Methodist Church Conference in Southern California.

**Davis, C. W.** (2021). Leading Small Groups that Thrive. LeaderImpact Global Summit.

**Davis, C. W.** (2021). Building Teams and Community with Purpose in Mind. Staff Enrichment Retreat, The Rock Church, San Diego, CA.

**Davis, C. W.** (2020). The Doctrines of Creation and Fall. Keynote at Foothill Women's Gathering, Glendora, CA.

**Davis, C. W.** (2019). *Calling and Vision* Q&A. Facilitator, Center for Faith and Work LA Annual Conference, Los Angeles, CA.

**Davis, C. W.** (2019). *Vision Setting and Team Development*. Invited workshop at CRU Pomona Valley, Pomona, CA.

**Davis, C. W.** & Hartwig, R. T. (2019). *Difficult Conversations: Setting Them Up and Facilitating Them Well*. Invited workshop at Foothill Church, Glendora, CA.

**Davis, C. W.** (2018). *Faithfulness in the Big, Life-Changing Moments and the Very Ordinary Days that Often Follow*. Invited Baccalaureate speaker at Azusa Pacific University 2018 Commencement, Azusa, CA.

**Davis, C. W.** (2018). *The Art and Science of Discussion Facilitation*. Invited workshop for small group leaders at Foothill Church, Glendora, CA.

**Davis, C. W.** (2018). *God's Creation and Your Work*. Invited speaker at APU Academic Convocation, Azusa, CA.

**Davis, C. W.** (2018). *The Good Work to which He Has Called You*. Invited presentation at USC CRU, Los Angeles, CA.

**Davis, C. W.** (2017). *God's Good Work*. Invited presentation at APU chapel programs, Azusa, CA.

- Davis, C. W.** (2017). *Sent into Exile*. Invited presentation at APU NEXT event for graduating seniors, Azusa, CA.
- Davis, C. W.** (2016). *Living in Light of Eternity*. Invited presentation at CRU Crossroads Conference, Westlake Village, CA.
- Davis, C. W.** (2016). *Castling Vision and Defining Purpose*. Invited presentation at APU Office of Alumni and Parent Programs Retreat, Azusa, CA.
- Davis, C. W.** (2016). *Tips for Engaging Students in a Secular Classroom*. Invited presentation at CRU Faculty Commons Conference, San Luis Obispo, CA.
- Davis, C. W.** (2014). *What Recruitment Means for You*. Keynote address presented at the UCSB College Panhellenic Council All-Sorority Gathering, Santa Barbara, CA.
- Davis, C. W.** (2009). *Facilitating Leadership Transitions*. Keynote address presented at the UCSB Kappa Alpha Theta chapter reorganization meeting, Santa Barbara.
- Davis, C. W.** (2009). *The Recruitment Process and The Critical Role You Play*. Keynote address presented at the UCSB College Panhellenic Council All-Sorority Gathering, Santa Barbara.
- Davis, C. W.** (2009). *Organizational Identification and the UCSB Alumni Association*. Invited presentation to undergraduate students, University of California, Santa Barbara.

## TEACHING

Course	Institution(s)
Organizational Communication	Azusa Pacific University (APU), University of California, Santa Barbara (UCSB)
Organizational Membership	UCSB
Small Group Communication / Managing Diverse Groups and Teams	APU, UCSB, Westmont College
Professional Communication / Interviewing: Theory and Practice	APU, UCSB
Communication Capstone: Biblical Worldview Ethics and Communication	APU
Introduction to Communication Studies	APU
Communication Research Methods	Westmont College
Persuasion and Propaganda	Westmont College
Public Speaking	Westmont College

## SERVICE

### Azusa Pacific University

Co-Chair, President's Commission for Women in Christian Higher Education	2023-present
Faculty Athletic Representative, Office of the President	2021-present
Department Co-Chair	2022-2023
Program Director, Communication Management program	2017-2022
Member, Executive Chapel Committee	2017-2021
Member, Faculty Athletic Advisory Committee	2018-2021
Member, APU Strategic Planning Leadership Team	2019-2020
Member, Vice President of Student Life Search Committee	2017-2018
Chair, David C. Bicker Communication IMPACT Conference	2016-2018

Member, Department Faculty Search Committee	2016-2018
Facilitator, APU NEXT Small Groups for Graduating Seniors	2016-2017
Member, Accounting Faculty Search Committee	2017
Member, Office of Alumni and Parent Programs Search Committee	2016
Member, Center for Career and Calling Search Committee	2015

### **University of California, Santa Barbara**

Coordinator, Department Social Media	2013-2014
All-Grad Representative, Graduate Student Advisory Committee to the Chair	2011-2012
Department Representative, Faculty and TA Panel at UCSB Freshman Orientations	2010-2011
Department Representative, UCSB Spring Insight for Potential New Students	2010
Volunteer Coordinator, Department of Communication Prospective Grad Recruitment weekend	2008-2009

### **Coaching / Consulting / Professional Service**

*Founding Advisory Board Member, Center for Faith and Work Los Angeles (2018-2023).* Provide guidance and oversight to the Executive Director of the organization, including the Framework Fellows Program and City Partners Program.

*Consultant, Foothill Church Growth Groups Ministry (2019).* Contributed to small group discussion question development, facilitated two workshops for small group leaders, and coached small group leaders.

*Consultant, Eastview Christian Church (2017).* Facilitated conversation about church assimilation and helped develop survey instrument with quantitative methodology for church member integration, working in conjunction with the Executive Pastor for Ministry Development.

*Consultant, APU Office of Alumni and Parent Programs (2016).* Conducted workshops and facilitated team building and vision casting for future of office programming.

*Consultant, UCSB Alumni Association (2008-2010).* Met with George Thurlow (Alumni Association, Executive Director) and Susan Goodale (Programs Director) to plan and survey UCSB seniors about their use of and planned future use of the Alumni Association's events and workshops, their identification with the university, and their anticipated future involvement with UCSB.

*Consultant, National Society of Black Engineers- Alumni Extension (2011-2012).* Investigating membership retention within the organization as collegiate members graduate into the Alumni Extension / Technical Professional membership. Working with national board of directors to meet needs of organization. Conducted focus group research at annual convention in Pittsburgh, PA.

*Reviewer and member, UCSB Graduate Student Association Excellence in Teaching Awards Committee (2009-2010).* Reviewed over 30 applications, scored, and met with committee to select three graduate students across disciplines.

*Panel Chair, Organizational Communication Division, National Communication Association (2009-present).* Introduced speakers on various organizational communication division panels at annual conventions.

### **Community Service**

*Class Instructor, Foothill Church Institute (2024-present).* Teach a course at the intersection of faith and work to working professionals in the church congregation, walking through the Story of Scripture and a robust theology of work.

*Growth Group Leader, Foothill Church (2016-2023).* Facilitate and co-lead a growth group of 12 members, navigating issues of faith and post-college life.

*Girls' Discipleship Leader, Calvary Chapel Santa Barbara, High School Youth Group (2007-2013).* Attend youth group activities at least two days a week in addition to leading and facilitating a weekly small group of six to eight high school girls; provide mentorship and biblical leadership; oversee six other high school girls' small groups; meet weekly with three students one-on-one; liaise between pastoral staff and other girl leaders; and help organize events.

*Membership and Recruitment Advisor, Kappa Alpha Theta National Fraternity  
Omicron/USC chapter (2005-2011)  
Gamma Rho / UCSB chapter (2012-present)*

Advise the Executive Recruitment Board, including the collegiate Vice-President Membership and Recruitment Chair; work with collegiate Panhellenic Council on recruitment rules; oversee six-day recruitment process, working with other chapter advisors and alumnae members, over 150 active chapter members, regional Fraternity officers and university personnel.

*Mentor, University of Southern California (USC) Asian Pacific American Student Services (2007-2010).* Served as a mentor to two Asian Pacific American students enrolled at USC; shared professional wisdom and guidance with regard to their career aspirations; and encouraged them in their collegiate academic and extracurricular pursuits.

## **PROFESSIONAL MEMBERSHIPS**

International Communication Association

National Communication Association

Western States Communication Association

## **ADDITIONAL PROFESSIONAL EXPERIENCE**

Partner, Crossroads Consulting Group, [www.crossroadsconsulting.group](http://www.crossroadsconsulting.group)