

Kyle B. Heuett, Ph.D.

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 Department of Communication Studies
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Employment & Experience

August 2015 – Present	Assistant Professor; Graduate Faculty <i>Ball State University; Department of Communication Studies</i>
August 2011 – May 2015	Graduate Teaching Associate <i>University of Tennessee; School of Communication Studies</i>
August 2009 – May 2011	Graduate Teaching Associate <i>Southern Utah University; Department of Communication</i>

Education

Ph.D.	Communication & Information – <i>University of Tennessee</i> Concentration: Organizational Communication, Quantitative Research	2015
M.A.	Professional Communication – <i>Southern Utah University</i> Concentration: Project Teams; Strategic Communication	2011
B.S.	Communication Studies – <i>Southern Utah University</i>	2009

Areas of Interest

Organizational Communication	Brainstorming/Ideation	Group Decision-Making
Quantitative Analysis	Scientific Research Methods	Organizational Image

-- RESEARCH --

Peer-Reviewed Publications

Lower-Hoppe, L. M., Heuett, K. B., Newman, T. J., & Brgoch, S. M. (Revise & Resubmit).
 Communication and team performance: A case study of Division I football captains.
International Journal of Sport Communication.

Westerman, C. Y. K., Reno, K. M., Heuett, K. B., Spates, S. A., & Westerman, D. K. (In Press).
 Sender preferences for feedback delivery: Channels, privacy, and synchronicity.
Communication Research Reports.

Lee, H. E., Westerman, C. Y. K., Hashi, E., Heuett, K. B., Spates, S. A., Reno, K. M., & Jenkins, E. W. (In Press). An experimental study of taboo topics on impression formation and task evaluation. *Social Behavior and Personality*.

Heuett, K. B. (2018). NBC's "The Office" and working with new employees: A lesson in organizational socialization. In J. S. Seiter, J. Peeples & M. L. Sanders (Eds.), *Communication in the Classroom: A Collection of G.I.F.T.S.* (pp. 275-278). Boston, MA: Bedford/St. Martin's.

Denker, K. J., Manning J., Heuett, K. B., & Summers, M. E. (2018). Twitter in the classroom: Modeling online communication attitudes and student motivations to connect. *Computers in Human Behavior*, 79, 1-8.

Westerman, C. Y. K., Reno, K. M., & Heuett, K. B. (2018). Delivering feedback: Supervisors' source credibility and communication competence. *International Journal of Business Communication*, 55, 526-546.

Levine, K. J., Heuett, K. B., & Reno, K. M. (2017). Re-operationalizing established groups in brainstorming: Validating Osborn's claims. *Journal of Creative Behavior*, 51, 252-262.

Heuett, K. B. (2017). Customer Service. In C. R. Scott, L. Lewis, J. Barker, J. Keyton, T. Kuhn, & P. Turner (Eds.), *International Encyclopedia of Organizational Communication* (pp. 618-623). Chichester, UK: Wiley Blackwell.

Heuett, K. B., & Westerman, C. Y. K. (2014). Reducing negative affect about intercultural interactions through inoculation. *Journal of International Communication*, 20, 42-51.

Westerman, C. Y. K., Heuett, K. B., Reno, K. M., & Curry, R. (2014). What makes performance feedback seem fair? Synchronicity, channel, and valence effects on perceptions of organizational justice in feedback delivery. *Management Communication Quarterly*, 28, 244-263.

Heuett, B. L., & Heuett, K. B. (2011). Virtual reality therapy: A means of reducing public speaking anxiety. *International Journal of Humanities and Social Science*, 1, 1-6.

Manuscripts in Preparation

Westerman, C. Y. K., Heuett, K. B., Reno, K. M., Spates, S. A., & Parcha, J. M. (Under Review). Sender face concerns, self-efficacy and reluctance during feedback delivery. *Communication Studies*.

Heuett, K. B. Testing for procedural differences in the decision-making requirements of Hirokawa's functional theory.

Gebka, A. C., & Heuett, K. B. Living the good life: How social support impacts uncertainty regarding retirement.

Denker, K. J., Heuett, K.B., & Parson, M. Political beliefs and political ideology in the public speaking classroom: Do instructor beliefs impact students' success and engagement in the basic course?

Conference Papers & Presentations (* Indicates Top Paper Award)

Heuett, K. B., Williams, E. C. & Binion, C. T. (2019, November). Revitalizing group communication 25 years later: An analysis of the 1994 special issue of Communication Studies. Paper accepted for presentation at the annual meeting of the National Communication Association, Baltimore, MD.

Heuett, K. B., & Levine, K. J. (2018, November). I have an idea! A review of brainstorming practices and research. Paper accepted for presentation at the annual meeting of the National Communication Association, Salt Lake City, UT.

Westerman, C. Y. K., Heuett, K. B., Reno, K. M., Spates, S. A., & Parcha, J. M. (2018, November). How Senders Deliver Feedback: Feedback Features and Sender Attributes. Paper accepted for presentation at the annual meeting of the National Communication Association, Salt Lake City, UT.

Lower, L. M., & Heuett, K. B. (2018, June). Leader social network and team performance: A study of division I football captains. Paper accepted for presentation at the annual meeting of the North American Society for Sport Management (NASSM), Halifax, Nova Scotia.

Gebka, A. C., & Heuett, K. B. (2018, April). Living the good life: How social support impacts uncertainty regarding retirement. Paper accepted for presentation at the annual meeting of the Central States Communication Association, Milwaukee, WI.

Heuett, K. B. (2018, April). Helping our students move forward: Using minority mentoring programs like PhD Pathways as a way to create a more inclusive academia. Panel Chair: J. Ratel-Khan. Panel accepted for presentation at the annual meeting of the Central States Communication Association, Milwaukee, WI.

Heuett, K. B. (2017, November). Testing Hirokawa's argument: Procedural ordering for the task requirements of the functional theory of group decision-making. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.

Parson, M., Denker, K. J., & Heuett, K.B. (2017, November). Political beliefs and political ideology in the public speaking classroom: Do instructor beliefs impact students' success and engagement in the basic course? Paper presented at the annual meeting of the National Communication Association, Dallas, TX.

- Parson, M., Heuett, K.B., & Denker, K. J. (2017, November). Examining the impact of immersive public speaking sections on the community and students. In leveraging community partnerships to create a legacy of change through relevant research and teaching. Panel presented at the annual meeting of the National Communication Association, Dallas, TX.
- Heuett, K. B., & Makeni, J. M. (2017, March). Expectations for landing a "real job": Using structuration theory to move beyond the colloquialism. Paper presented at the annual meeting of the Central States Communication Association, Minneapolis, MN.
- Heuett, K. B., Lower, L. M., & Pollard, W. S. (2016, November). Message dissemination in sports networks: A pilot study of football team captains. Paper presented at the annual meeting of the National Communication Association, Philadelphia, PA.
- Heuett, K. B. (2016, April). NBC's "The Office" and working with new employees: A lesson in organizational socialization. Paper presented at the annual meeting of the Southern State Communication Association, Austin, TX.
- Heuett, K. B. (2016, April). Predicting group ideation performance inhibitors: The case for privacy management. Paper presented at the annual meeting of the Southern States Communication Association, Austin, TX.
- Heuett, K. B. (2015, April). Updating and re-conceptualizing the three-component measure of organizational commitment. Paper presented at the annual meeting of the Southern States Communication Association, Tampa, FL.
- Westerman, C.Y.K., Reno, K.M., Heuett, K.B., Spates, S.A., & Westerman, D.K. (2015, April). Sender preferences for feedback delivery: Channels, privacy, and synchronicity. Paper presented at the annual conference of the Central States Communication Association, Madison, WI.
- Heuett, K. B. (2014, September). Organizational ideation: Applying the functional theory of group decision-making to brainstorming practices. Paper presented at the annual Organizational Communication Mini-Conference, West Lafayette, IN.
- Heuett, K. B. (2014, November). Barriers to group brainstorming performance: A function of privacy management. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Levine, K. J., Heuett, K. B., & Reno, K. M. (2014, May). Re-operationalizing history groups in brainstorming: Validating Osborn's claims. Paper presented at the annual meeting of the International Communication Association, Seattle, WA.
- *Heuett, K. B., & Westerman, C. Y. K. (2014, April). Reducing negative affect about intercultural interactions through inoculation. Paper presented at the annual meeting of the Southern States Communication Association, New Orleans, LA.

- Heuett, K. B. (2014, April). "Brainstorming doesn't work!": Communication privacy management theory and idea generation techniques. Paper presented at the annual meeting of the Southern States Communication Association, New Orleans, LA.
- Heuett, K. B., Levine, K. J., & Reno, K. M. (2014, April). A different approach to brainstorming: Increasing cohesion through topic involvement. Paper presented at the annual meeting of the Southern States Communication Association, New Orleans, LA.
- Kotowski, M. R., Kelly, S. E., & Heuett, K. B. (2014, April). Defining communication. Paper presented at the annual meeting of the Southern States Communication Association, New Orleans, LA.
- Westerman, C. Y. K., Reno, K. M., & Heuett, K. B. (2014, April). Delivering feedback: Supervisors' source credibility and communication competence. Paper presented at the annual conference of Central States Communication Association, Minneapolis, MN.
- Heuett, K. B., & Levine, K. J. (2013, November). Identification of antecedents: Person-organization fit as a mediator of affective "side-bets" and organizational commitment. Paper presented at the annual meeting of the National Communication Association, Washington D. C.
- Levine, K. J., Heuett, K. B., & Reno, K. M. (2013, November). Cohesion, involvement, group type and priming: Do these variables impact idea quality in brainstorming? Paper presented at the annual meeting of the National Communication Association, Washington D. C.
- Olmstead, S. B., Conrad, K. A., & Heuett, K. B. (2013, November). Sex on campus: Promoting the sexual health of college freshman. Paper presented at the annual meeting of the National Child and Family Association, San Antonio, TX.
- *D'Arcy, D. D., Heuett, K. B., & Reno, K. M. (2013, August). "Oh man! Am I a woman!?!": Analysis of ESPN.com user comments on the presence of Danica Patrick in NASCAR. Paper presented at the annual meeting of the Association for Education in Journalism and Mass Communication, Washington D. C.
- Heuett, K. B. (2012, November). Group leadership and psychological domain: Examining relationships in the pre-formation stage of groups. Paper presented at the annual meeting of the National Communication Association, Orlando, FL.
- Heuett, K. B., & Van Kelegom, M. J. (2012, November). The impact of relationship importance, task importance, and deception-efficacy on perceived deceit during group tasks. Paper presented at the annual meeting of the National Communication Association, Orlando, FL.

- Westerman, C.Y. K., Heuett, K. B., Reno, K. M., & Curry, R. (2012, November). What makes performance feedback seem fair? Synchronicity, channel, and valence effects on perceptions of organizational justice in feedback delivery. Paper presented at the annual meeting of the National Communication Association, Orlando, FL.
- Levine, K. J., Reno, K. M., & Heuett, K. B. (2012, November). The impact of cohesion on brainstorming: Following the rules and generating higher quality ideas. Paper presented at the annual meeting of the National Communication Association, Orlando, FL.
- Heuett, K. B. (2012, October). Recruiter's organizational status as a means to achieving organizational attraction. Paper presented at the Organizational Communication Mini-Conference, Norman, OK.
- *Heuett, K. B. (2012, April). Reducing burnout and apprehension through the event of final exams. Paper presented at the annual meeting of the Southern States Communication Association, San Antonio, TX.
- Husselbee, L. P., & Heuett, K. B. (2011, August). Antapologia on steroids: How newspapers covered Andy Pettitte's apology and Roger Clemens' denial, 2007-2008. Paper presented at the annual meeting of the Association for Education in Journalism and Mass Communication Conference, St. Louis, MO.
- Heuett, E. K, Fullmer, J. & Heuett, K. B. (2011, April). Denial, mortification, and responsibility: How the media frames public apology. Paper presented at the annual meeting of the Western Social Science Association, Salt Lake City, UT.
- Heuett, K. B. (2011, March). Once a villain, always a villain: Evolution of persuasive attack. Paper presented at the annual Sooner Communication Conference, The University of Oklahoma, Norman, OK.
- Heuett, K. B. (2011, February). "Anything you can do I can do better": Men's and Women's cover images on Sports Illustrated. Paper presented at the annual meeting of the Western States Communication Association, Monterey, CA.

Grants

2016 – College of Communication, Information, & Media Micro-Grant; Ball State University. (Funded; \$775). This grant was used to bring two guest speakers to campus during the Spring 2017 semester. These guest speakers workshopped and spoke to students, faculty and staff in Communication Studies, Journalism, Sports Link, Sports Administration, and the BSU Athletics department. Their topic of discussion was centered on decision-making related to visual communication, social media, and strategic communication campaigns undertaken by organizations.

2015 – ASPiRE New Faculty Start-Up Grant; Ball State University, (Unfunded, \$2,940). Grant awarded to faculty to aid in research start-up by provided funding for equipment, travel, and resources needed to develop or continue a program of research.

2013-- University of Tennessee Grant Writing Institute, (\$1,200). Graduate Research Fellow; Increasing HPV Vaccination in Rural Appalachia through Health Campaigns.

2011--ESPN Doctoral Student Research Grant, (\$2,500). Grant awarded to aid in the start-up of research projects for incoming doctoral students. Grant was received Fall semester of 2011 while attending the University of Tennessee.

2010--Travel and Presentation Grant, (\$900). Department of Communication; Southern Utah University, grant offered yearly to graduate students presenting research at regional and national conferences.

--AWARDS & NOMINATIONS --

2018	Most Valuable Faculty – Awarded by BSU Women's Soccer Team
2016	Distinguished Researcher – BSU College of Communication, Information, & Media
2016	Outstanding Faculty Award – BSU Department of Communication Studies
2014	Top Paper Award – Southern States Communication Association; Intercultural Communication Division
2014	Outstanding Doctoral Student (Nomination) – University of Tennessee; College of Communication & Information
2013	Moeller Student Paper Award – AEJMC; Mass Media Division
2013	Outstanding Graduate Researcher (Nomination) – University of Tennessee; College of Communication & Information
2012	Top Paper Award – Southern States Communication Association; Instructional Communication Division
2001	Eagle Scout Award – Boy Scouts of America

-- TEACHING --

Courses Taught

Ball State University

Undergraduate Courses

COMM 210	Fundamentals of Public Speaking*
COMM 330	Small Group Communication*
COMM 340	Leadership Communication
COMM 351	Organizational Communication*
COMM 465	Communication Research Methods
COMM 496	Independent Study

Graduate Courses

COMM 690	Special Topics: Group Communication
COMM 696	Directed Study in Communication - Leadership Communication - Quantitative Research & Manuscript Preparation

*Indicates course was taught online and on campus

University of Tennessee*Instructor of Record*

COMM 442	Advanced Organizational Communication Processes
COMM 354	Communication Research Methods Lab
COMM 342	Survey of Organizational Communication
COMM 250	Advanced Public Speaking
COMM 201	Introduction to Communication Studies

Teaching Assistant

COMM 356	Communication Research Methods
COMM 201	Introduction to Communication Studies

Southern Utah University*Instructor of Record*

COMM 2120	Teamwork, Decision-Making, & Leadership
COMM 1010	Introduction to Communication

Immersive Learning Projects/Partnerships

2019 Fall	COMM 330 – During the renovation/construction project to the Yorktown Public Library the library found it necessary to shut down for a six week period. This period ranges from mid-November to the second week of January 2020. Students were able to design a communication strategy for the library to maintain communication with patrons during this six week closure.
2018 Fall 2019 Spring	COMM 330 – Yorktown Library received approval from the Town Council to proceed with a 3,000 sq. ft. renovation and addition to the current library. Students engaged with the library to create a communication plan using multiple platforms to help the library send information to patrons about construction timeline and their desire to remain open as much as possible during the project.
2018 Spring 2017 Fall	COMM 330 – Yorktown Public Library is seeking to expand its current space by 3,000 sq. ft. While still in the early stages of approval students were able to visit the Yorktown library, talk with staff and patrons and help develop a communication campaign that would increase public backing. Students also were able to design possible extensions to the library with accompany persuasive appeals directed at the Yorktown City Council (body for final approval).

- 2016 Spring COMM 330 – Generous alumni David Letterman donated a majority of his Late Night Show memorabilia to BSU. Students were able to work with the College of Communication and Information's Dean's office to develop a proposal for placement of the items donated.
- 2016 Spring COMM 330 – Students partnered with the Indiana Department of Natural Resources to help develop a better tracking system for how many people visit Indiana state parks each year, and specifically which areas of state parks are most frequented. Students developed ideas and proposals for Turkey Run State Park, and Hoosier National Forest.
- 2016 Fall COMM 330 – In Fall 2016 Ball State University purchased the Anthony Administration Building from Muncie Community Schools. After meetings with Muncie Schools, BSU Facilities and Planning, and reviewing the Muncie City master plan students developed and shared proposals for how the new building might be used to strengthen the relationships between all parties (Muncie Schools, Muncie City, and BSU).

Professional Development

- 2019 Ball State Core Curriculum Tier 3 Course Assessment Training.
- 2019 Graduate School Training – SLATE Application software.
- 2019 New Travel Module Training – Approvers & Travelers.
- 2018 Ideas & Practices for Compliance and Auditing of Single IRB Studies (Training).
- 2018 Sponsored Projects Administration (SPA) Colloquium: Working with Community Partners and Local Funders.
- 2017 Sponsored Projects Administration (SPA) Colloquium: Finding the Best Sponsor Fit for your Project.
- 2016 Ball State Office of Community Engagement Workshop: Digital Measures Training.
- 2016 Ball State University Integrated Learning Center (iLearn) Workshop, Qualtrics: An Introduction to the Basics of Survey Building.
- 2015 Ball State University New Faculty Academy.
- 2015 Ball State University Learning & Development Center; Working Effectively with Graduate Assistants workshop participant.

- 2015 Ball State University Office of Educational Excellence; Preparing to Teach at Ball State workshop participant.
- 2015 Ball State University Office of Educational Excellence; Instructional Technology workshop participant.
- 2015 SaVE Act Training: EDU: 418: bridges: Building a Supportive Community training completion

-- SERVICE --

Committee Work & Advising

Master's Project Chair

2018 – 2019 Meranda Herbert-Reich Client communication during construction projects

Master's Thesis Committee Member

2018 – 2019	Alexis Kiesel	Improving internal communication in organizations
2016 – 2017	Aly Sander	Work-life balance of college student employees
2015 – 2016	John Makeni	Organizational exit of civilian military contractors
2015 – 2016	Jenna Walters	Strategies women use for disclosing IBS to romantic partners

Comprehensive Exam Committee Work

2017 – 2018	Kayla Rausch	Committee Member
2017 – 2018	Brooke Gronning	Committee Member
2016 – 2017	Christiana Long	Committee Member
2016 – 2017	Sarah Lloyd	Committee Member
2016 – 2017	Alix Watson	Committee Member
2015 – 2016	Goeun Choi	Committee Member
2015 – 2016	Samantha Martin	Committee Member
2015 – 2016	Nicole Neely	Committee Member

Service to the Discipline

2019 – Present	Book Reviewer – At the Crossroads: Bridging Leaders and Followers; Violanti, M., & Ray, C. Cognella.
2018 – Present	Ad Hoc Reviewer – Management Communication Quarterly; Sage Publications
2018 – Present	Ad Hoc Reviewer – Small Group Research; Sage Publications

- 2017 – Present Committee Member – Nominating Committee; National Communication Association; Group Communication Division
- 2017 – Present Ad Hoc Reviewer – Journal of Career Development; Sage Publications
- 2017 – Present Ad Hoc Reviewer – Communication Quarterly; Taylor & Francis
- 2016 – Present Paper Reviewer – Central States Communication Association; Business & Professional Communication Division
- 2016 – Present Panel Chair – National Communication Association; Group Communication Division
- 2015 – Present Paper Reviewer – National Communication Association; Organizational Communication Division
- 2015 – Present Paper Reviewer – National Communication Association; Group Communication Division
- 2017 Book Reviewer – Organizational Communication; Kramer, M., & Bisel, R. Oxford University Press
- 2017 Invited Speaker – Ball State University Women's Soccer Team. Team Communication
- 2017 Invited Speaker – University of Tennessee; College of Communication & Information Research Colloquium Series. Transition from Graduate Student to Assistant Professor
- 2016 Nomination – National Communication Association; Nominating Committee
- 2014 – 2016 Panel Chair – Southern States Communication Association; Applied Communication Division
- 2014 – 2016 Paper Reviewer – Southern States Communication Association; Applied Communication Division
- 2014 – 2016 Panel Respondent – Southern States Communication Association; Applied Communication Division
- 2015 Invited Panelist – Organizational Communication Mini-Conference. Navigating the Job Market & Transitioning as a New Assistant Professor

- 2015 Panel Respondent – AEJMC Southeast Colloquium; Open Division
- 2015 Paper Reviewer – AEJMC Southeast Colloquium; Open Division

Service to the College & University

- 2019 - Present Council Member – Ball State University, University Senate; Communication Studies Representative
- 2019 – Present Council Member – Ball State University Faculty Council; Communication Studies Representative
- 2019 – Present Committee Member - Ball State University, Admissions and Credits Committee
- 2019 – Present Committee Member – Ball State University, Athletics Committee
- 2019 – Present Committee Member – Ball State University, Research Committee
- 2018 – Present Committee Member – Ball State University Institutional Review Board (IRB)
- 2015 – Present Exam Reader – Ball State University; English Proficiency Exam
- 2018 – 2019 Committee Member – Ball State University Strategic Enrollment Planning Committee
- 2018 – 2019 Committee Member – College of Communication, Information, & Media (CCIM) Recruitment & Retention Taskforce
- 2017 – 2018 Committee Member – CCIM Global Programs Interest Group
- 2016 – 2018 Alternate Committee Member – Ball State University IRB
- 2015 – 2019 Program Mentor – Ball State University; Ph.D. Pathways

Service to the Department

Ball State University

- 2015 – Present Committee Member – Curriculum & Program Development Committee; Department of Communication Studies
- 2015 – Present Committee Member – Nitcovic Graduate Scholarship Award Committee
- 2015 – 2018 Committee Member – Social Functions Committee; Department of Communication Studies

University of Tennessee

- 2014 Vice President – Graduate Student Association; School of Communication Studies
- 2013 Committee Member – Public Speaking Lab Development Committee; School of Communication Studies
- 2012 – 2013 Committee Chair – Graduate Student Association Records & Research Committee; School of Communication Studies

Southern Utah University

- 2008 – 2009 Chapter President – Lambda Pi Eta; Department of Communication

Service to the Community

- 2019 – Present Junior Athletic Association Little League Baseball/Softball Board Member – Yorktown, IN; Director of Baseball Operations.
- 2015 – 2019 Merit Badge Counselor – Boy Scouts of America; Communication
- 2016 Big Brothers, Big Sisters of Delaware County; Communication Studies representative, Dance for Kid's Sake Fundraiser
- 2014 Volunteer – PGA Knoxville News Sentinel Open; Scoring Operations

Professional Memberships

- 2016 – Present Central States Communication Association
- 2011 – Present National Communication Association
- 2011 – 2017 Southern States Communication Association

Training Certifications

- CITI – University Collaborative Training on Research with Human Subjects
- CITI – University Collaborative Training on Research with Human Subjects for IRB Members
- IRB Certification for IRB Members