

**Surabhi Sahay
Curriculum Vitae**

EDUCATION

- Ph.D. Communication, 2017
Rutgers University, The State University of New Jersey, NJ
Dissertation Title: Communicative Designs for Input Solicitation During Organizational Change: Implications for Providers' Communicative Perceptions and Decisions
- M.A. Masters of Communication and Information Studies (MCIS), 2012
Specialization: *Research Track in Organizational Communication*
Rutgers University, The State University of New Jersey, NJ
- B.A. Broadcasting, Telecommunication, and Mass Media, 2008
Temple University, PA

ACADEMIC APPOINTMENTS

- | | |
|---------------|---|
| 2025- Present | <i>Program Chair, Corporate Communication</i>
The Pennsylvania State University- Abington |
| 2023- Present | <i>Associate Professor of Corporate Communication</i>
The Pennsylvania State University- Abington |
| 2017- 2023 | <i>Assistant Professor of Corporate Communication</i>
The Pennsylvania State University- Abington |
| 2015- 2017 | <i>Course Coordinator and Instructor</i>
Designed and developed the course material for virtual team dynamics course
Rutgers University |

JOURNAL PUBLICATIONS

Peer Reviewed Journal Articles

- 1) Sahay, S., & Dwyer, M (2025). Navigating Community Resistance Efforts and Participation through Sensegiving and Sensebreaking. *Communication and Democracy*. Online First. DOI: <https://doi.org/10.1080/27671127.2025.2548593>
- 2) Zorn, T., Lelkes, Y., Zhou, A., Putnam, L., May, S., Stohl, M., Lewis, L, & Sahay, S.,

- (2025). Political polarization and communication in the workplace. *Management Communication Quarterly*. Online First. DOI: <https://doi.org/10.1177/08933189251344607>
- 3) Lewis, L., Sahay, S. & Hayward, P. (2025). Teaching Listening across Curriculum. *Management Communication Quarterly*. (Invited- Peer Reviewed). Online First. DOI: <https://doi.org/10.1177/08933189251342588>
- 4) Sahay, S., & Goldthwaite, C. (2023). Participatory Practices During Organizational Change: Rethinking Participation and Resistance. *Management Communication Quarterly*. 38(2), 207-412. DOI: <https://doi.org/10.1177/08933189231187883>
- 5) Dwyer, M. & Sahay, S. (2023). Hiring College and University Presidents: Communication, Agency, and Culture. *International Journal of Leadership in Education*. Advance online publication. DOI: <https://doi.org/10.1080/13603124.2023.2264254>
- 6) Sahay, S., & Dwyer, M. (2022). I am not a “hero”: Nurses’ perspectives on COVID-19 framing. *Health Communication*. 38(12), 2537-2548. DOI: <https://doi.org/10.1080/10410236.2022.2088021>
- 7) Dwyer, M. & Sahay, S. (2022). Advancing women to the presidency in higher education: Communication competencies and gender. *Journal of Research on the College President*. 6(1). DOI: <https://doi.org/10.54119/jrcp.2022.601>
- 8) Sahay, S., Gigliotti, R.A., & Dwyer, M. (2022). Role conflict, job crafting, stress, and resilience among nurses during COVID-19. *Journal of Contingencies and Crisis Management*. 30(3), 234-243. DOI: <https://doi.org/10.1111/1468-5973.12417>
- 9) Sahay, S., & Wei, W. (2022). “Everything is changing, but I am not alone”: Nurses’ perceptions of social support during COVID-19. *Sustainability*. 14(6), 3262. DOI: <https://doi.org/10.3390/su14063262>
- 10) Sahay, S., & Dwyer, M. (2021). Emergent organizing in crisis: US nurses’ sensemaking and job crafting during COVID-19. *Management Communication Quarterly*. 35(4), 546-557. DOI: <https://doi.org/10.1177/08933189211034170>
- 11) Sahay, S. (2021). Organizational listening during organizational change: Perspectives of employees and executives. *International Journal of Listening*. 37(1), 12-25. DOI: <https://doi.org/10.1080/10904018.2021.1941029>
- 12) Sahay, S., & Wei, W. (2021). Work-family balance and managing spillover effects for nurses. *Health Communication*. 38(1), 1-10 DOI: <https://doi.org/10.1080/10410236.2021.1923155>
- 13) Scott, C., & Sahay, S. (2018). Hide and don't seek: Analyzing strategies for

concealing organizations and their members. *The Atlantic Journal of Communication*, 26(3), 131-148. DOI:
<https://doi.org/10.1080/15456870.2018.1472091>

14) Sahay, S., Dwyer, M., Scott, C., Dadlani, P., & McKinley, E. (2017). Organizations in hiding: Appropriateness, effectiveness, and motivations for concealment. *The Electronic Journal of Communication*, 27(1-2). Published online (E-publication).
<http://www.cios.org/www/ejc/v27n12toc.htm>.

15) Dwyer, M., Sahay, S., Scott, C., Dadlani, P., & McKinley, E. (2017). Technologies of concealment: Appropriateness, effectiveness, and motivations for hiding organizational identity. *Western Journal of Communication*, 82(2), 194-216. DOI:
<https://doi.org/10.1080/10570314.2017.1302096>

Articles In Preparation

Sahay, S. (Expected submission Jan 2026). Resistance and Resilience in HealthCare Organizations. *Journal of Applied Communication Research*.

Sahay, S. (Expected submission Feb 2026). Use of Robot Nurses and Sensemaking during Crisis. *Journal TBD*

BOOKS AND BOOK CHAPTERS

Peer Reviewed

Books

Sahay, S. (Under Contract). *Changing Perspectives among Nurses in the Age of COVID-19: Communication, Crisis, and Reinvention*. Johns Hopkins University Press. Expected Completion Summer 2025

Book Chapters

Gigliotti, R., Agnew, B., Goldthwaite, C., **Sahay, S.**, Dwyer, M., & Ruben, B. (2016). Scholar-in-training; leader-in-training: the Rutgers University Predoctoral Leadership Development Institute. In P. Blessinger & D. Stockley (Eds.), *Emerging directions in doctoral leadership*. Emerald Group Publishing Limited. p. 39-59.

Invited book chapters & encyclopedia entries

Book, Chapter in Scholarly Book

Lewis, L., & **Sahay, S.** (2024). Stakeholders and organizational change. In Miller, V., & Poole, M. (Eds.), *The Handbook of Organizational Communication Theory and Research*. DeGruyter Press. p. 259-275

Lewis, L., **Sahay, S.** (2024). Role of contemporary communication technologies for listening to stakeholders. In Ndlela, M. (Ed.) *Organizational Communication in the Digital Era: Examining the Impact of AI, Chatbots, and Covid-19*. Palgrave Macmillian. p. 97-114

Lewis, L., & **Sahay, S.** (2019). Change and change management. In J. McDonald & R. Mitra (Eds.), *Movements in organizational communication research*. Routledge. p. 214-232.

Aakhus, M., Dadlani, P., Gigliotti, R., Goldwaithe, C., Kosterich, A., & **Sahay, S.** (2016). Communication expertise as organizational practice: Competing ideas about communication in the market for solutions. In J. Treem & P. Leonardi (Eds.), *Expertise, communication and organizing*. Oxford University Press. p. 189-209.

Encyclopedia Entries

Lewis, L., & **Sahay, S.** (2018). Change Communication. In R. Heath & W. Johanssen (Eds.), *The international encyclopedia of strategic communication*. Chichester: Wiley-Blackwell. p. 127-139.

Lewis, L., & **Sahay, S.** (2017). Organizational change. In C. Scott & L. Lewis (Eds.), *The international encyclopedia of organizational communication*. Chichester: Wiley-Blackwell. p. 221- 242.

CONFERENCE PRESENTATIONS, PANELS, SHORT COURSES, RESEARCH ESCALATORS AND POSTERS

Conference Papers (Competitively Selected)

[*Denotes Top Four Paper]

[Denotes Top Paper]**

Sahay, S., & Dwyer, M. (November 2022). "Exploring participation in grassroots-level resistance efforts," National Communication Association, New Orleans, LA. National

Sahay, S., Gigliotti, R.A., & Dwyer, M. (May 2022). "Role conflict, job crafting, stress, and resilience among nurses during COVID-19," International Communication Association, Paris, France. International.

***Sahay, S.**, & Dwyer, M. (November 2021). "Organizing in crisis: sensemaking, improvisation, and job crafting during COVID-19," National Communication Association, Seattle, WA. National.

Sahay, S., & Wei, W. (November 2021). "Everything is changing, but I am not alone": nurses' perceptions on social support during COVID-19," National Communication Association, Seattle, WA. National.

Sahay, S., & Wei, W. (May 2021). "Work-family balance and managing spillover effects communicatively during COVID-19: nurses' perspectives," International Communication Association, Online. International.

Sahay, S. (November 2018). "Multi-stakeholder perspectives on input solicitation: design features and negotiations," National Communication Association, Salt Lake City, UT. National.

Sahay, S. (May 2018). "Beneficial and problematic design features of input solicitation from a multi-stakeholder perspective," International Communication Association, Prague, Czech Republic. International.

Sahay, S., & Lewis, L. (November 2016). "Perspectives on soliciting and providing input during organizational change: the provider, the executive, and the consultant," National Communication Association, Philadelphia, PA. International.

Sahay, S. (October 2016). "Communicative designs for input solicitation during organizational change: implications for providers," Organizational Communication Mini Conference, Evanston, IL. National.

Sahay, S., Dwyer, M., Gigliotti, R., Goldthwaite, C., & Agnew, B., (May 2015). "Scholar-in-training, leader-in-training: The Rutgers university predoctoral leadership development institute," International Communication Association, San Juan, PR. International.

*Scott, C. R., Dwyer, M., **Sahay, S.**, Dadlani, P., & McKinley, E. (November 2014). "Organizations in hiding: appropriateness, effectiveness, and motivations for concealment," National Communication Association, Chicago, IL. National.

Scott, C. R., Dadlani, P., Dwyer, M., **Sahay, S., & McKinley, E. (November 2014). "Technologies of concealment: appropriateness, effectiveness, and motivations for hiding organizational identity," National Communication Association, Chicago, IL. National.

Sahay, S. (September 2014). "Input solicitation during organizational change: consultant perspectives," Organizational Communication Mini Conference, West Lafayette, IN. National.

Scott, C. R. & **Sahay, S.** (November 2013). "Hide and don't seek: analyzing strategies for concealing organizations and their members," National Communication Association, Washington D.C. National.

Sahay, S. (November 2012). "Stakeholders' perspectives on providing input: how stakeholders construct the role of providing input," National Communication Association, Orlando, FL. National.

Panels (Competitively Selected)

Buzzanell, P.M., Denker, K., Kingsford, A., Riforgiate, S., Ruh, C., & **Sahay, S.** (November 2024). "Mentoring as an Organizing Communication Pathway for Promoting Greater Regard" National Communication Association, New Orleans, National.

Putman, L., May, S., Stohl, M., Lewis, L.K., **Sahay, S.**, Zorn, T., Imbeau, J.S. (May 2023). "Political polarization and communication in the workplace" International Communication Association, Toronto, Canada. International.

Goldthwaite, C., M., Dwyer, Dool, R., & **Sahay, S.** (April 2021). "Communication as the foundation for designing and leading Change," New Jersey Communication Association, Online. Regional.

Anderson, C., Leavey, S., Lee, S., Caldiero, C., Chayko, M., Gigliotti, R., Kang, K., Malik, P., Plummer, E., & **Sahay, S.** (November 2016). "Hybrid and online approaches to teaching communication courses in a civic-minded academy: strengths, weaknesses, opportunities, and threats," National Communication Association, Philadelphia, PA. International.

Boyras, M., Chayko, M., Dwyer, M., Goldthwaite, C., & **Sahay, S.** (March 2016). "How do changes in the contemporary workplace environment impact college education? Case study of hybrid teaching/learning in digital communication, information, and media minor," New Jersey Communication Association, Caldwell, NJ. Regional.

Short Courses (Competitively Selected)

Lewis, L., Hayward, P., & **Sahay, S.** (November 2023). "Teaching listening across the curriculum," Short Course presented at the National Communication Association, National Harbor, MD. National

Research Escalator (Competitively Selected)

Dwyer, M., Gigliotti, R., Christine, G., **Sahay, S.**, & Agnew, B. (May 2015). "Theory and practice in doctoral leadership training," International Communication Association, Puerto Rico. International.

Posters (Competitively Selected)

Sahay, S., & Dwyer, M. (May 2021). "Nurses' perspectives on COVID-19 framing," International Communication Association, Online.

Kulkarni, V., & **Sahay, S.** (May 2017). "(De)legitimizing change through strategic communication: lessons from organizing vision" International Communication Association, San Diego, CA. International.

GUEST LECTURES, WORKSHOPS & SEMINARS

Sahay, S. (Invited 2026). *Communication Research Methods in Management*. Workshop. Indian Institute of Management, Ahmedabad, India.

Sahay, S. (2025). *Understanding Resilience and Resistance in Managing Nursing Work during Change and Crisis*. Talk. Indian Institute of Management, Ahmedabad, India.

Sahay, S. (2024). Organizational Communication Theory. Guest Lecture. Marquette University, Milwaukee, WI.

Sahay, S. (2022). *Generational Advantage for Change*. Workshop (township and state employees). Delaware Valley Trust and Penn State-Abington.

Sahay, S. (2018). *Participatory Designs during Organizational Change and Stakeholder Voice*. Faculty Expert Lecture Series (faculty and doctoral students). Engineering Department. Jamia Millia Islamia (Central University), New Delhi, India.

Sahay, S. (2017). *Change Participation*. Change Communication (doctoral). Department of Communication. Rutgers University.

Sahay, S. (2016). *Qualitative Research*. Communication Research Methods (undergraduate). Department of Communication. Rutgers University.

Sahay, S. (2015). *Change Management*. Introduction to Communication (undergraduate). Department of Communication. Rutgers University.

TEACHING AND ADVISING

Teaching

(Teaching load for PSU is 3 courses per semester)

Communication Research Methods (CAS 204)

- Department of Arts and Humanities, PSU; SP24, FA23, SP23, FA22, SP22, FA21, SP21, FA20, SP20, SP19, SP18
- Most Recent overall structure of the course rating: Median 4.5/5

Organizational Communication (CAS 352) (Typically 2 sections)

- Department of Arts and Humanities, PSU; SP 24, FA23, SU23, SP23, FA22, SP22, FA21, FA20, SP20, FA19, FA18
- Most Recent overall structure of the course rating: Median 5/5

Organizational Communication/Foreign Studies with embedded travel to Japan (CAS 352/CAS 499)

- Department of Arts and Humanities, PSU: SP23
- Most Recent Teaching effectiveness: Median 7/7 Course quality: Median 7/7

Effective Speech (CAS 100A)

- Department of Arts and Humanities, PSU: SP24, SU23, SU22, SP22, SU19, SP19, FA18, SP18, SP18, FA17
- Most Recent Teaching effectiveness: Median 7/7 Course quality: Median 7/7

Effective Speech (CAS 100B)/ Group Dynamics and Public Speaking

- Department of Arts and Humanities, PSU: SU22, SU21, SU20, SU19
- Most Recent Teaching effectiveness: Median 7/7 Course quality: Median 7/7

Risk and Crisis in Corporate Communication (CC404)

- Department of Arts and Humanities, PSU: FA19, FA17
- Most Recent Teaching effectiveness: Mean 6.3/7 Course quality: Mean 6.5/7

Communicating Organizational Change (Special Topic CAS497)

- Department of Arts and Humanities, PSU: SP21
- Most Recent Teaching effectiveness: Median 6/7 Course quality: Median 6.5/7

Virtual Team Dynamics (DCIM 151)

- Department of Communication, Rutgers University: FA15, SP16
- Most Recent Teaching effectiveness: Mean 4.4/5

Organizational Communication (COMM 357)

- Department of Communication, Rutgers University: SU16
- Most Recent Teaching effectiveness: Mean 4.78/5

Advising (*Undergraduate Student*)**Chair and Committee Member**

Saranya Ananth- Chair/Reader

2023-2024

Persuading South Asian women immigrant students to understand the importance of seeking reproductive care to prevent cervical cancer.

Khaled Zakkout- Co-Chair

2019-2020

The experiences of gay, lesbian, and bisexual faculty and staff members at a small college campus.

Thesis Panelist, Da La Salle University, Manila, Philippines 2024
Provided feedback and reviewed organizational communication thesis defense.

Academic Advising

Responsible for over 20-25 students per semester 2017-Current

AWARDS AND RECOGNITIONS

Academic Recognitions

- Recipient of Annual Sabbatical, PSU, 2024
- Finalist for MCQ Article of the year, 2022
- Top Four Paper, NCA, Organizational Communication division, 2021
- Graduating student of the year, Rutgers University, School of Communication and Information, 2017
- Top Student Panel, NJCA, 2016
- Top Paper, NCA, Human Communication and Technology division, 2014
- Top Four Paper, NCA, Organizational Communication division, 2014
- Dean's list 2006 - 2008- Temple University

Financial Support

- Travel Support for NCA leadership role, PSU-Abington- 2024- \$2700
- Travel funding, PSU-Abington 2017-2023- \$2200 each year
- Research Support, PSU-Abington- 2017-2020- \$5000 each year
- Communication School of Communication and Information Teaching Assistantships, 2012-2014; 2015-2017 approximately \$25,000 annually

FELLOWSHIPS AND GRANTS

- **Sahay, S.** "Maternal Health and Agency Regarding Cesarean Section in India: A Qualitative Study of Patient, Provider, and Community Perspectives," Fulbright Scholar Award to India with host organization IIMA. Applied 2025.
- **Sahay, S.** "Outstanding Research Fellowship for Writing Book Proposal," PSU-Abington, (2022-2023). Course Release. Funded
- **Sahay, S.** (Principal), "Treatment of Long COVID; A Deliberative Model of Care," AHRQ/NIH, \$100,000, (2023). Not Funded.
- **Sahay, S** (Principal) & Wei, W., "Research Funding for Open Access Publication," PSU-Abington, \$1200 (2022). Funded
- **Sahay, S.** "Dissertation Research Award," Rutgers University, \$1000 (2016). Funded

- **Sahay, S.** “Rutgers University Fellowship,” Rutgers University, \$25000 (2014). Funded.
- **Sahay, S.** “Fellow, PreDoctoral Leadership Development Institute (PLDI),” University-wide selection of 18 fellows at Rutgers University, (2012-2014). Selected and Funded

PROFESSIONAL DEVELOPMENT

- Selected for and completed “Changing the Future for Women Faculty at Penn State: An Empowerment and Leadership Program” (2023)
- Earned Leadership Coaching Certification, Rutgers University (2023)
Earned certification to coach leaders and organizational members
- Participant and Facilitator for workshop on communities of teaching (2020)
Gathered, learned, and disseminated information about best practices on online teaching during COVID-19
- Assisted with curriculum development for civic engagement course under the mentorship of Dr. Laurie Lewis as a part of PLDI requirement (2013).
- PreDoctoral Leadership Development Institute [PLDI] Fellow, Rutgers University (2012-2014)

VOLUNTEER WORK

- Central Bucks School District volunteer, 2021-2025
- South Brunswick School District volunteer, 2013-2016
- Student volunteer, NCA, 2013
- Student volunteer, NCA, 2012
- Teaching Assistant, Kirk View School, 2006

SERVICE

Pennsylvania State University Service

Search Committees

Committee Member, Search Committee for Chancellor and Dean, Penn State (2023-2024)

Committee Member, Study Abroad Scholarship Committee, Penn State- Abington (2023-2024)

Committee Member, Search Committee for Assistant Professor of Corporate Communication, Penn State- Abington (Fall 2023-Spring 2024)

Committee Member, Search Committee for Teaching Professor of Media and Communication, Penn State- Abington (Fall 2023-Spring 2024)

Committee Member, Search Committee for Assistant Professor of Corporate Communication, Penn State- Abington (Fall 2021-Spring 2022)

Committee Member, Search Committee for Assistant Teaching Professor of Corporate Communication, Penn State- Abington (Fall 2021)

Committee Member, Arts and Humanities Division Head Search, Penn State (Fall 2019)

Promotion and Tenure Committee Work

Division Committee Member, Promotion and Tenure, Penn State- Abington (2025-2026)

Division Committee Member, Promotion and Tenure, Penn State- Abington (2023-2024)

Mentoring Committee Work

Mentoring, Abington College, Tenure Line Faculty Mentor, Penn State- Abington (2021- Current)

Co-Organizer, Peer Support Group- Women of color and international women faculty, Penn State- Abington (Fall 2019- Current)

Facilitator and Representative, Virtual Teaching Seminar for Arts & Humanities, Penn State- Abington (Summer 2020)

Moderator, Opening Meeting, Penn State- Abington (Fall 2018)

Faculty Participant, Exploration Days for Corporate Communication- Penn State- Abington (Fall 2018, Fall 2019)

Faculty Senate and Committee Work

Committee Member, Faculty Affairs Committee, Penn State- Abington (Fall 2025- Current)

Faculty Senator, Penn State- Abington (Fall 2018 – Spring 2024)

Committee Member, Academic Environment Committee, Penn State -Abington (Spring 2018 – Spring 2020; Fall 2022- Spring 2023)

Co-Chair, Matriculation Committee, Penn State -Abington (Fall 2020 – Spring 2022)

Other Committee Work- Student Related

Faculty Second, Organizational Communication, Embedded trip to Iceland, Penn State (Spring 2022)

Chair, Smith Award Committee [for student projects], Penn State- Abington (Spring 2020)

Judge, ACURA, Penn State- Abington (undergraduate research program) (Spring 2019)

Presenter, Corporate Communication Meet & Greet, Penn State- Abington (Fall 2018; Fall 2019)

Attendee and Chaperon, Corporate Communication, Philadelphia Public Relations Association (Summer 2018; Summer 2019)

Member, Planning Committee, Civil Discourse Retreat during Martin Luther King Day, Penn State- Abington (Fall 2018).

Rutgers University Service

Mentor for incoming doctoral student (2016- 2017)

Attendee, Town Hall meeting for university strategic planning, Rutgers University (Spring, 2014)

Coordinator, Sociomateriality reading group, Rutgers University (Fall 2013 and Spring 2014)

Discussant, Student focus group for university strategic planning, Rutgers University (Spring, 2013)
Planning Committee, Communication Theory Reading Group, Rutgers University (Fall, 2013)

Service to the Discipline

Program Assessment, Digital Communication, Information, and Media Minor, Rutgers University (Spring 2023, 2024)
Chair (Organizer), Research escalator sessions for Organizational Communication, National Communication Association (Fall 2023)
Mentor, Research Escalator, National Communication Association, Organizational Communication Division (Fall 2022)
Wandering Scholar, National Communication Association, Poster Session (Fall 2022)
Respondent, National Communication Association (Fall 2021)
Advisory Council Member, SUNY Farmingdale (2018)

Leadership Service Associated with National Communication Association

Vice Chair, Organizational Communication Division, National Communication Association (Dec 2024-Current)

- Conference planning for 2025 for Annual Conference in Denver, Colorado
- Recruiting Reviewers, Planning and Implementing the Review Process
- Scheduling Panels, Sessions, and Meetings

Vice Chair-Elect, Organizational Communication Division, National Communication Association (Dec 2023-Dec 2024)

- Organized the Pre-Conference, “Communication for Greater Regard: Academic Mentoring and Coaching through Transformative Dialogue” (2024)
- Helped plan the Research Escalator at NCA (2024)

Journal and Conference Reviewer

Communication Monographs
Journal of Advanced Nursing
Journal of Contingencies and Crisis Management
Communication Research
Management Communication Quarterly
Journal of Applied Communication Research
Journal of Public Relations Research
Health Communication
National Communication Association (Annual Conference)
International Communication Association (Annual Conference)

Editorships and Editorial Board Member

Special Issue Organizing Resilience (2023- Current)

- Co-Editors: Surabhi Sahay, Patrice Buzzanell, Hamilton Bean, Kai Kuang, Timothy Betts

Editorial Board Member, Journal of Contingencies and Crisis Management (March 2025-Current)

Editorial Board Member, Management Communication Quarterly (Spring 2023- Current)

PROFESSIONAL AFFILIATIONS

- National Communication Association (NCA)
Organizational Communication Division
- International Communication Association (ICA)
- New Jersey Communication Association (NJCA)
- International Coach Federation (ICF)

INDUSTRY EXPERIENCE

Summer 2023- Current

Leadership Coach and Consultant

- Coaching individuals to succeed in workplaces
- Connecting with change management coaches and consultants to understand different coaching approaches

Spring 2020

Consultant (Pro Bono), **Small Sized Global Travel agencies** impacted by COVID-19

- Promoted online events and helped gather a clientele
- Helped organize 5 different historical and cultural experiences for children and adults

Fall 2018

Consultant, **RISUG (Cutting Edge Medical Technology for Oral Contraceptives for Men)**

- Evaluated presentation material for a government and private funded project that has received approximately 10 million dollars in grants
- Worked on the promotional and educational material

January 2011- Fall 2021

Consultant, **Dia Entertainment, India**

- Developed promotional strategy for several films with social causes in India
- Wrote promotional material for the films for the Cannes Film Festival
- Developed press releases and marketing material
- Names of films: Aavartan, The Mechanic, Unknown Guest

Summer 2012

Research Assistant, **The Center for Organizational Development and Leadership, Rutgers University**

- Researched organizational climate for client organization
- Restructured ODL's website and managed content

Fall 2011- 2012

Volunteer, **Manavi, An organization for South Asian Survivors**

- Attended meetings on ending violence against South Asian Survivors

Fall 2011

Advocacy and Communication Intern, **AARP**

- Developed and edited media and social media campaigns
- Authored and developed public service announcements and letters to the editor
- Attained advocacy success with visible results in all projects through effective internal and external communication strategies

Fall 2011

Production Assistant, **RU-TV Rutgers University**

- Produced and edited shows
- Edited Public service announcements

Fall 2008

News and Community Affairs Intern, **iHeart Media (Clear Channel)**

- Drafted news releases and assisted in community affairs coordination
- Produced and edited public affairs programs and facilitated interviews with specialists and participants
- Drove research initiatives for various show topics
- Participated with Promotions Department on awareness rallies

Spring 2008

Production Intern, **Top Hat Productions LLC**

- Maintained direct involvement and participation from pre- through post-production
- Provided administrative support
- Maintained records and client databases

Spring 2006- Spring 2010

Consultant, **Daya Engineering Works Pvt. Ltd.**

- Supported leadership needs
- Worked on communication material

Spring 2008- Spring 2012

Consultant and Trainee, **Touch Stone Finances Leasing and Investment Private Ltd.**

- Supported Management Activities

- Worked on different internal communication projects