

Jordan M. Duran

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Education

Ph.D. in Organizational Science (A.B.D.)

Expected May 2025

University of North Carolina Charlotte, Charlotte NC

Dissertation: *Ethical Sensemaking in the AI Assemblage*

Advisor: Cliff Scott

Committee: Anita Blanchard, Camille Endacott, Scott Tonidandel

B.S. in Applied Sociology

2018

Texas State University, San Marcos TX

Research

Journal Articles

1. Endacott, C. G., Duran, J. M., & Summerville, K. (2023). Labor in Fissured Workplaces: Contract Workers' Membership Negotiation in "Big Tech." *Western Journal of Communication*, 1–22.
<https://doi.org/10.1080/10570314.2023.2252788>

Chapters

1. Blanchard, A. & Duran, J.M. (In press) Expanding Small Group Dynamics: Bridging Organizational Sciences and Social Psychology. *Group Dynamics*.
2. Blanchard, A., Duran, J.M., & Lewis, J. (2023). *Electronic Communication*. In A. Blanchard, J. Duran, & J. Lewis, Oxford Research Encyclopedia of Psychology. Oxford University Press.
<https://doi.org/10.1093/acrefore/9780190236557.013.283>
3. Scott, C., Duran, J.M., & Stock, G. (2022). 11 *The discursive construction of risk in gig work*. In K. N. Engemann, K. J. Engemann, & C. W. Scott (Eds.), *Organizational Risk Management* (pp. 201–216). De Gruyter.
<https://doi.org/10.1515/9783110670202-011>

Conference Proceedings

1. Wilson, M., Endacott C.G. & Duran, J.M. Inadvertent Legitimacy: How Linked(In) professional and personal narratives legitimize mass layoffs. Presented at the 2024 Annual Meeting of the Southern Management Association (SMA).
2. Yang, E., Blanchard, A., Karach, A., Childs, C., Chapman, T., Duran., J.M. (2024). Observer and Self-Report Entitativity Assessment. 2024 InGroup Annual Conference, Charlotte NC.
3. Endacott, C.G., Millender, L., Duran, J.M., Wilson, M. (2024) "None of Us Wanted to be at this Party, But What a Guest List": How Technology Workers Position Themselves on LinkedIn Following Layoffs. 2024 International Communication Association Conference
4. Duran, J.M. & Lewis, F.J., OpenAI Moment: How Artificial Intelligence Regulatory Measures Communicate Organizational Identity. 2023 NCA Organizational Communication Research Escalator Workshop.
5. Blanchard, A. & Duran, J.M. (2023) The Paradoxical Effects of Entitativity on Workgroup Performance. In Hemschorn De Sanchez et al., *Employees Navigating the Jungle of Informal Dynamics*. Academy of Management Paper Symposium. <https://doi.org/10.5465/AMPROC.2023.17451symposium>
6. Blanchard, A. & Duran, J.M., (2023) Multiple Group Analysis as an Underused Analytical Tool for Experiments. Paper presented at 2023 InGroup Annual Conference, Seattle, W.A.

7. Endacott, C., Duran, J.M., Summerville, K. (2022) Labor in Fissured Workplaces: Contract Workers' Membership Negotiation in "Big Tech". Paper presented at the 2022 National Communication Association Convention.
8. Duran, J.M. & Kronberg, A.K. (2022). Relational Work and Monetization in the Creator Economy. Academy of Management Proceedings. <https://doi.org/10.5465/AMBPP.2022.11295abstract>
9. Duran, J.M. & Kronberg, A.K. (2021). Centering the platform in content creation: the role of monetization in creators' relational work and identity. Paper presented at The Future of Platform Economy and Platform Work PhD symposium, University of Vale do Rio dos Sinos, Sao Leopoldo, Brazil. (Presented Virtually)

Posters

1. Duran, J.M. (2023) When Developers Play the Middleman: Understanding Intermediated Accountability in AI Software Development. Poster presented at the 2023 Organizational Communication Mini Conference, New Brunswick, N.J.
2. Duran, J.M. (2023) When Developers Play the Middleman: Understanding Intermediated Accountability in AI Software Development. Poster presented at the 2023 Academy of Management CTO Division Doctoral Consortium, Boston MA.
3. Torres, K., Bourque, L., Duran, J.M., & Blanchard, A. L. (2022). Similarity of Characteristics Effect on Group Leadership Style. Poster presented at UNC Charlotte Undergraduate Research Conference, Charlotte, NC.
4. Duran, J.M. & Kronberg, A.K. (2021). Platform-mediated content creation: The role of monetization features in relational and identity work. Poster presented at the 2021 Organizational Communication Mini Conference, Lawrence, K.S. (Presented Virtually)

In Progress

- Duran, J.M. & Lewis, F.J., OpenAI Moment: How Artificial Intelligence Regulatory Measures Communicate Organizational Identity – Under review at *Management Communication Quarterly*
- Endacott, C.G., Millender, L., Duran, J.M., Wilson, M. (2024) "None of Us Wanted to be at this Party, But What a Guest List": How Technology Workers Position Themselves on LinkedIn Following Layoffs. – R&R at *Communication Research*
- Duran, J.M., Blanchard, A., Allen, J.A., DiazGranados, D. Construal Theory Approach to Understanding Entitativity in Digitally-Mediated Groups – *Under review for HICSS-58*.
- Duran, J.M., & Kronberg, A.K., Games, Gifts, and Goals: Relational Work and Monetization in Digital Content Creation. - In preparation to submit to *New Technology, Work and Employment*
- Blanchard, A., & Duran, J.M. Survey Measures Obtained from Participants. Computational Group and Team Dynamics: Forging an Interdisciplinary Science. Oxford University Press.

Teaching & Mentorship

Appointments as Instructor of Record

1. Business 1101: Introduction to Business (3 credit hrs)
Fall 2023 (2 sections, 90 students)

2. Communication 3141: Introduction to Organizational Communication (3 credit hrs)
Summer 2023 (online asynchronous, 33 students)
3. Communication 3100: Research Methods in Communication (3 credit hrs, Writing Intensive)
Spring 2022 (hybrid, 17 students)
Fall 2021 (hybrid, 17 students)
4. Sociology 4156: Quantitative Analysis & Quantitative Analysis Lab (3 credit hrs, 1 hr lab)
Summer 2021 (online asynchronous, 25 students)
Summer 2022 (online asynchronous, 30 students)

Teaching Assistantships

Communication 3141: Introduction to Organizational Communication	Fall 22 – SP 23
Globally Networked Chinese Learning	SP 2021

Guest Lectures

“Workshop: Text mining Reddit with Python”, Comm 6100: Communication Research Methods (Graduate seminar), Dr. Camille Endacott – 3/21/2023

“Identity and Virtual Occupational Communities”, Comm 4141: Advanced Org. Comm., Dr. Camille Endacott – 11/2021

“Work in the Gig Economy”, Socy 4112: Sociology of Work, Dr. Anne-Kathrin Kronberg – 12/2020

Mentoring Experience

Lab Manager – VICE Lab (Directed by Dr. Anita Blancahrd)	2022 – 2024
Research Mentor – Office of Undergraduate Research	Summer 2022
Student Mentor – Organizational Science Summer Institute (OSSI)	2020 - 2022

Funding

UNC Charlotte Graduate Summer Fellowship (\$8000)	Summer 2024
Competitive grant awarded to late-stage doctoral students to support dissertation research.	

Service

Management Communication Quarterly Reviewer Development Program

Assistant Editor – *Journal of Business and Psychology*

Student Volunteer – INGroup Conference

Consulting & Applied Experience

Charlotte-Mecklenburg Library	
Internal Organizational Communication Audit	2022

Goodwill Industries of the Southern Piedmont	2021
Designed and moderated focus groups for volunteers and career program graduates.	

Volunteer Program Assessment, UNC Charlotte	2020 - 2023
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Consult with non-profit clients on improving volunteer programming and effectiveness.

- Cat Adoption Team, Sherwood OR, 2023
- Humane Society of the White Mountains, Lakeside AZ, 2022
- The Animal Refuge Center, Fort Meyers FL, 2022
- Independent Cat Society, Westville IN, 2021
- Mary S. Roberts Adoption Center, Riverside CA, 2021
- Watching Over Whiskers, Springfield MS, 2021
- Animal Friends Humane Society, Hamilton OH, 2021

Graduate Assistantship – UNC Charlotte Confucius Institute 2019 – 2020
Lead role in organizing North Carolina Chinese Speech and Essay contest for K-12 schools.

Associate – Gerson Lehrman Group 2018 - 2019
Responsible for subject matter expert recruitment and on-boarding.