

EVGENIYA (EVE) PYATOVSKAYA

Ph.D. Candidate, Department of Communication
University of South Florida
4202 E. Fowler Ave, CIS 3045A
Tampa, FL 33620 USA
epyatovskaya@usf.edu
646 276 2748

EDUCATION

- Ph.D.** University of South Florida, May 2025 (Anticipated)
Major Area: Organizational Communication
Minor Areas: Women and Gender Studies; Qualitative and Feminist Methodology.
Dissertation: *Navigating Disruption: Communicative Resilience and Leadership in a New York Nonprofit Amidst the Pandemic.*
Major Professor: Dr. Patrice M. Buzzanell (Committee: Drs. Mahuya Pal, Jane Jorgenson, and Julia Khrebtan-Höerhager, Associate Professor, intercultural and international communication, Colorado State University)
- Postgraduate Diploma** Tomsk State University, 2018 (GPA 3.80)
Organizational Development Management
Thesis: *Project Management at an University*
Major Professor: Raisa Elmurzaeva, Candidate of Economic Sciences
- M.A.** Tomsk State University, 2009 (GPA 3.89, Cum laude)
Major area: International Relations
Minor area: World Politics
Thesis: *US policies towards the People's Republic of China (PCR) within the Bush Doctrine*
Major Professor: Artyom Dankov, Candidate of Historical Sciences
- B.A.** Tomsk State University, 2008 (GPA 3.89, Summa cum laude)
Major area: International Relations
Minor area: World Politics
Thesis: *The Bush Doctrine for the People's Republic of China (PRC)*
Major Professor: Artyom Dankov, Candidate of Historical Sciences

ACADEMIC & NON-ACADEMIC APPOINTMENTS

Graduate Teaching Assistant

August 2021-present

Department of Communication, University of South Florida

- Develop syllabi and instructional materials for Organizational Communication and Communication, Culture and Community courses.
- Collaborate with subject matter experts to analyze learning needs, and design relevant instructional materials.
- Deliver lectures and presentations to diverse audiences of students.
- Tailor the content and delivery methods to meet multiple learning styles.
- Utilize learning management system (LMS) Canvas to deliver content and track learners' progress.

- Conduct evaluations to assess the effectiveness of learning materials and implement changes based on feedback.
- Practicing student-centered instruction resulted in 25% increase in learner engagement.

Instructor for Upper Division Classes

September 2023-present

*Institute of Economics and Management &
Department of International Relations,
Tomsk State University*

- Develop syllabi and instructional materials for Organizational Communication and Cross-cultural Communication and International Negotiation.
- Deliver lectures and facilitate classes online and in-person to local and international students.
- Utilize LMS Moodle to deliver content and track learners' progress.

Associate Director of Organizational Development

October 2020 – Sept. 2021

*Research and Education Center
Tomsk State University*

- Led strategic initiatives to strengthen educational programming, including the design and launch of new courses, resulting in 40% increase in user enrollment and positive feedback from participants.
- Established collaborative partnerships with industry stakeholders and academic institutions, facilitating knowledge exchange and securing funding opportunities for project development.
- Implemented data- and research-driven strategies to streamline administrative processes, resulting in improved efficiency across the organization.
- Mentored and coached a team of IT and education professionals, fostering a culture of innovation and collaboration within the center.

Program Manager

December 2018 – Sept. 2020

Apex for Youth, New York, US

- Designed and implemented a new educational program targeting underserved communities, resulting in 420% increase in student enrollment.
- Established a strategic partnership with a high-needs school in Brooklyn, NY to expand program reach and impact, reaching additional 220 students annually.
- Developed and delivered training sessions for over 100 volunteer tutors, improving their preparedness to support student learning and engagement.
- Managed program budget and resources, ensuring alignment with organizational goals and maximizing program impact within budgetary constraints.
- Led program evaluation efforts, collecting and analyzing data to measure program effectiveness and identify areas for improvement.

Head of International Division

March 2018 – November 2018

Tomsk State University

- Developed and implemented the university's internationalization strategy.
- Established and maintained partnerships with universities and organizations worldwide, enhancing the university's global presence and reputation.
- Represented the university at domestic and international conferences and forums, cultivating relationships with government agencies, diplomatic missions, and educational institutions to foster collaboration.
- Supported international student recruitment and retention through marketing campaigns and development of excellent on-campus adaptation services.

- Mentored and supervised a team of professionals, providing guidance, professional development opportunities, and support to foster a culture of excellence and collaboration within the division.

Director, Center of Language Support

January 2015 – March 2018

Tomsk State University

- Supervised the entire life-cycle of multiple translation projects in a fast-paced environment.
- Hired, trained, and managed a team of 10 in-house and outsourced translators.
- Implemented data-driven strategies to streamline translation processes by developing a new translation protocol, which led to a 20% increase in the speed of translation and improved quality of the services.

Project Manager

January 2015 – December 2018

Tomsk State University

- Successfully led a university-wide project focused on improving the experience of international students by redesigning campus signage and wayfinding systems, staff's English-speaking abilities resulting in a 30% increase in positive feedback regarding campus accessibility from international students within the first year of implementation.
- Managed project timelines, budgets, and resources effectively.
- Collaborated with cross-functional teams including facilities management, student services, and departments to assess current challenges and develop comprehensive solutions tailored to the needs of international students.
- Received recognition from the university's leadership for outstanding leadership and commitment to enhancing the campus experience for international students, contributing to the university's reputation as an inclusive institution.

General Manager

May 2014 – December 2014

Engineering and Educational Center, Tomsk, Russia

- Recruited, onboarded, and trained a high-performing team of education professionals.
- Led the development and implementation of innovative educational programs, including online learning options.
- Streamlined administrative processes and optimized resource allocation, resulting in a 10% reduction in operational expenses while maintaining high-quality educational services.

Manager

September 2011 – January 2012

O'Key International Language School, Tomsk, Russia

- Managed the programming, curriculum, and logistics of the branch.
- Hired and trained instructors, designed and led professional development workshops.
- Coordinated student course level placement, instructor assignment, and day-to-day customer operations.

AWARDS, GRANTS, FELLOWSHIPS

- 2023 NCA Feminist and Gender Studies Division Top Paper Award, “Russian Women, Ukraine War, and (neglected) writing on the wall: From the (im)possibility of word traveling to fail(ing) feminist alliances”
- 2022 - present “Disruption, Resilience, and Change: Lessons of Asian American Nonprofit Organizing During COVID-19 Pandemic.” Waterhouse Family Institute (WFI) Villanova. \$5450.
- 2022 Department of Communication Graduate Student Research Grant. \$250.
- 2022 CAS Student Success Scholarship Recipient. \$2000.
- 2022 Michael Haley Travel Grant, 72nd Annual ICA Conference. \$500.
- 2022 USF Travel Grant, \$500.
- 2018-2020 Atlas Corps Fellow. \$33000.
- 2017-2018 Presidential Program for Senior Executives Fellow. \$1500.
- 2017 Indian Technical and Economic Cooperation program of the Ministry of External Affairs, Government of India. Fellow. \$1000.
- 2016 Colorado State University Presidential Fellow.
- 2015-2016 Fulbright FLTA Fellow. \$15000.

PUBLICATIONS

Journal Publications

Pyatovskaya, E., & Buzzanell, P. M. (2023). Integrating tenacious hope and feminism: Global necessity. *The Journal of Dialogic Ethics: Interfaith and Interhuman Perspectives* 2(2). <https://doi.org/10.5840/jde20232211>

Khrebtan-Höerhager, J., **Pyatovskaya, E.** (2023). Russian Women, Ukraine War, and (neglected) writing on the wall: From the (im)possibility of word traveling to fail(ing) feminist alliances. *Journal of International and Intercultural Communication*, 17(1), 9-38. <https://doi.org/10.1080/17513057.2023.2265992>

NCA Feminist and Gender Studies Division Top Paper Award, 2023

Book Chapters (including 3 handbook chapters)

Pyatovskaya, E., Craine, W., & Buzzanell, P. M. (forthcoming). Feminist communication theory of resilience as design for leadership in today’s world. In S. L. Pensoneau-Conway, N. Bardhan, & S. Eddington (Eds.), *Leadership communication: A critical introduction to theory and practice*. Routledge.

Buzzanell, P. M., **Pyatovskaya, E., & Margulies, S.** (forthcoming). Chapter 30: Leadership communication and diversity, equity, and inclusion. In G. Jian & G. Fairhurst (Eds.), *Routledge handbook of organizational leadership communication*. Routledge.

- Pal, M., Khorshed, A., **Pyatovskaya, E.**, Marshall, S. (2025). Transnational feminist ethics and second world feminist ethics. In A. Pinchevski, P. M. Buzzanell, & J. Hannan (Eds.), *Handbook of communication ethics* (2nd ed., pp. 108-123). Routledge.
- Pyatovskaya, E.** (2024). Zoom saved all of our lives: A case of non-profit resilient organizing during the COVID-19. In M. Nunes & C. Ozog (Eds.), *'You're Muted: Performance, precarity, and the logic of Zoom* (pp. 229-250). Bloomsbury Academic.
- Buzzanell, P. M., Margulies, S., & **Pyatovskaya, E.** (2024). Clients' political considerations in establishing new trainings. In R. L. Jackson III & S. K. Camara (Eds.), *Communication training and development: Exploring the cutting edge* (3rd ed.). Kendall Hunt.
- Buzzanell, P., Margulies, S., **Pyatovskaya, E.**, Abidjah, P. (2024). Feminist approaches to qualitative organizational communication research. In B. H. J. M. Brummans, B. Taylor, & A. Sivunen (Eds.), *The SAGE handbook of qualitative research in organizational communication* (pp. 122-141). SAGE.
- Buzzanell, P., Eddington, S., **Pyatovskaya, E.**, & Mestrovich Seay, A. (2023). Design thinking and design communication for intercultural conflict management. In D. Busch (Ed.), *The Routledge handbook of intercultural mediation* (pp. 253-261). Routledge.

Works in progress

- Pyatovskaya, E.**, & Khrebtan-Höerhager, J. (Revise & Resubmit). Ukrainian War Refugees: Home Quest between East and West. *Communication and Critical/Cultural Studies*.
- Pyatovskaya, E.**, & Gashi, E. (Revise & Resubmit). From international *Others* to transnational *Selves*: A collaborative autoethnography of second world female graduate students in the U.S. In G. Hummel & A. Hall (Eds.), *Perspectives on communication*.
- Pyatovskaya, E.** (abstract accepted). War Wor(l)ds: Putin's discursive path to invading Ukraine. In C. A. Vukasovich & R. Braziunaite (Eds.), *Weaponizing Language: Discourse and the Construction of Violence*. Rowman & Littlefield
- Pyatovskaya, E.** (paper being revised for journal submission). Between the self and the others: (In)visible feminist resilience in a Russian university. *Management Communication Quarterly*.
- Pyatovskaya, E.** & Gashi, E. (paper being revised for journal submission). Living Second World feminism: Reclaiming common pasts and present struggles as graduate students in the U.S. academia. *Feminist Review*.
- Pyatovskaya, E.** (paper being revised for journal submission). Russia's wartime (meme)tality: Fostering resilience through humor. *Critical Studies in Media Communication*.

Book reviews

- Pyatovskaya, E.** (2023). Communicating the other across cultures and times. *Journal of Multicultural Discourses*, 18(3), 237-241.
<https://doi.org/10.1080/17447143.2023.2293178>
- Pyatovskaya, E.** (2023, October 25). The Phenomenon of Othering in Khrebtan-Hörhager's "Communicating the Other across Cultures" [Review of the book *Communicating the Other across Cultures: From Othering as Equipment for Living, to Communicating Other/Wise*, by J. Khrebtan-Hörhager]. *VSESVIT*, <https://www.vsesvit-journal.com/news/the-phenomenon-of-othering-in-khrebtan-horhager-s-communicating-the-other-across-cultures/>

Media Publications

- Khrebtan-Hörhager, J., & **Pyatovskaya, E.** (2024, February 1). Russia's Ruthless Renaissance. <https://www.wilsoncenter.org/blog-post/russia-ruthless-renaissance>
- Euronews (2023, May 11). "Soviet book syndrome": Why Russian propaganda works, Euronews. <https://ru.euronews.com/2023/05/11/enst-russia-propaganda>
- Pyatovskaya, E.** (2023, January 23). Censure et propagande: la culture comme champ de bataille en Russie postsoviétique [Censorship and propaganda: Culture as a battlefield in post-Soviet Russia]. *Le Devoir*. <https://www.ledevoir.com/culture/779150/guerre-en-ukraine-retour-vers-le-futur>
- Khrebtan-Hörhager, J., & **Pyatovskaya, E.** (2022, December 12). "The banality of World War 'Z'." EuropeNow. <https://www.europenowjournal.org/2022/12/12/the-banality-of-world-war-z/>
- Khrebtan-Hörhager, J., & **Pyatovskaya, E.** (2022, September 23). "The banality of Putin's propaganda: A dangerous déjà vu." Forum of Ukrainian Studies, Alberta University. <https://ukrainian-studies.ca/2022/09/26/the-banality-of-putins-propaganda-a-dangerous-deja-vu/>
- Khrebtan-Hörhager, J., & **Pyatovskaya, E.** (2022, September 19). "Giorgia Meloni – the political provocateur set to become Italy's first far-right leader since Mussolini." The Conversation. <https://theconversation.com/giorgia-meloni-the-political-provocateur-set-to-become-italys-first-far-right-leader-since-mussolini-190116> (24,386 reads as of 09/06/24)
- Khrebtan-Hörhager, J., & **Pyatovskaya, E.** (2022, June 29th). "Putin's propaganda is rooted in Russian history - and that's why it works." The Conversation. <https://theconversation.com/putins-propaganda-is-rooted-in-russian-history-and-thats-why-it-works-184197> (20,781 reads as of 09/06/24)
- Khrebtan-Hörhager, J., & **Pyatovskaya, E.** (2022, April 21). "Many young French voters are approaching the presidential runoff with a shrug and vow to 'vote blank'." The Conversation. <https://theconversation.com/many-young-french-voters-are-approaching-the-presidential-runoff-with-a-shrug-and-vow-to-vote-blank-181450>. (5,255 reads as of 09/06/24)
- Khrebtan-Hörhager, J., & **Pyatovskaya, E.** (2022, April 13). "Austria at the crossroads of history: choosing between comfort and conscience during the war in Ukraine." EuropeNow. <https://www.europenowjournal.org/2022/04/13/austria-at-the-crossroads-of-history-choosing-between-comfort-and-conscience-during-the-war-in-ukraine/>

Khrebtan-Höerhager, J., & **Pyatovskaya, E.** (2022, March 18). “*The West thinks that Russians, suffering from sanctions, will end up abandoning Putin – but history indicates they won’t.*” *The Conversation*. <https://theconversation.com/the-west-thinks-that-russians-suffering-from-sanctions-will-end-up-abandoning-putin-but-history-indicates-they-wont-179075> (207,299 reads as of 09/06/23)

CONFERENCES, INVITED TALKS

Full papers

Khrebtan-Höerhager, J., & **Pyatovskaya, E.** (2023, November). *Russian Women, Ukraine War, and (neglected) writing on the wall: From the (im)possibility of word traveling to fail(ing) female alliances*. NCA, Accepted for presentation at Feminist and Gender Studies Division.

Pyatovskaya, E. (2021, April). *Putting poison in my underwear: (In)visible feminist resilience in Putin’s Russia*. ICA, presented in online format (recorded presentation) at Feminist Scholarship Division as a work in progress.

Discussion panels

Panelist. NCA, New Orleans, LA, 2022, November 16-21.

Panel title: (Dis)Honoring PLACE: International Media, G(L)ocalized Rhetoric, and Personal Narratives of the Russo-Ukrainian Conflict (Chair: Dr. Sasha Allgayer, State University of New York, Geneseo).

Presentation title: *Russia’s Wartime (Meme)tality: Fostering Resilience through Humor*.

Panelist. NCA, New Orleans, LA, 2022, November 16-21.

Panel title: The politics and possibilities of PLACE: Research across theories and methods for place-based approaches to communication studies (Chair: Dr. Greg Dickinson, Colorado State University).

Presentation title: *Siberia: A Place, a Metaphor, an Identity*.

Panelist. NCA, Seattle, WA, 2021, November 18-21.

Panel title: “No need to wear masks. We’re family! Right?...”: Merging Autoethnography with Communication Theory to Transform Family Communication in Times of Uncertainty.

Presentation title: *But this is how they do it in the U.S.! Negotiating a family safety in Siberia*.

Panelist. 112th Eastern Communication Association Convention, Applied Communication Division, Cambridge, MA/Virtual, 2021, March 24-28th.

Panel title: Resilience through communication in the face of disaster: Global perspectives.

Presentation title: *Resilience Tales of Three Pandemics: Banished from New York to Siberia with Dreams of Tampa*.

Paper panels

Buzzanell, P. M., & **Pyatovskaya, E.** (2024). Leadership communication and diversity, equity, and inclusion. Paper for the panel, "Reconstructing Leadership for Greater Regard," to be submitted for presentation to the Organizational Communication

Division of the National Communication Association, conference to be held in New Orleans, LA, November 21-24, 2024.

Pyatovskaya, E., Crane, W., & Buzzanell, P. M. (2024). Theoretical Perspectives on Critical/Intercultural and Inclusive Leadership Communication. Paper for the panel “Feminist Communication Theory of Resilience as Design for Leadership in Today’s World,” submitted for presentation to the International and Intercultural Communication Division of the National Communication Association, conference to be held in New Orleans, LA, November 21-24, 2024.

Professional meetings

Lukacovic, M., Allgayer, S., **Pyatovskaya, E.**, Hazen, M.D., Samoilenko, S., Matveeva, N., Jones, A.C., Finch, M.R. (November, 2022). Communication Association of Eurasian Researchers and Russian Communication Association Joint Business Meeting. Discussant at the 108th annual National Communication Association Convention, New Orleans, LA.

Invited talks/lectures

Guest speaker, Siberian Medical University, Tomsk, October 5th, 2023.
Speech title: *Public speaking 101: Speaking with an impact.*

Guest speaker, Colorado State University, CO, February 20th, 2022.
Speech title: *Film Festivals: Speaking for the Other, Speaking for the Country*

Guest speaker, University of Tyumen, School of Advanced Studies, November 29th, 2021.
Speech title: *Steps to a successful application—Fulbright, Atlas Corps, U.S. university*

Introduction and post-screening discussion of the movie “Better things to come.” ACT Human Rights Film Festival. Fort Collins, CO, April 2016.

Presenter. Embassy of the Russian Federation in Tokyo. Tokyo, October 2018.
Presentation title: *Siberian natural collider as a basis for the development of large-scale Japan-Russia Projects.*

Speaker. QS Worldwide Conference. Moscow, May 2018.
Presentation title: *Summer and winter schools: the case of TSU.*

Panel speaker. Fulbright 45th Anniversary Conference. Moscow, April 2018.
Panel title: Internationalization of education.
Presentation title: *Case study: Internationalization at TSU.*

Speaker. X meeting of the Indo-Russian Working Group on Science and Technology, Ministry of Science and Higher Education. Moscow, March 2018.
Presentation title: *Information and advisory support of Russian-Indian scientific collaboration.*

Invited lecture. Summer school on Academic English and Public health (Fulbright-sponsored). Siberian Medical University. Tomsk, July 2017.
Presentation title: *What you want to know but don't dare to ask about predatory journals*

Guest panelist. TEFL/TESL Advocacy week. Colorado State University, Fort Collins, CO, May 2016.

Presentation title: *Experiences and Opportunities for teaching abroad.*

TEACHING EXPERIENCE

University of South Florida

Instructor of Record

- *Public Speaking* (SPC2608)
Spring 2022 (2 sections), Summer 2022 (1 section), Fall 2022 (1 section), Spring 2023 (1 section), Summer 2024 (1 section) – all fully online
- *Organizational Communication* (COM3102)
Fall 2022 (1 section), Spring 2023 (1 section), Spring 2024 (2 sections)
- *Communication, Culture, and Community* (SPC4714)
Fall 2024 (2 sections)

Tomsk State University

Instructor of Record for Upper Division Classes

- *Cross-cultural Communication and International Negotiation*
Institute of Economics and Management
Fall 2023, Fall 2024
- *Organizational Communication*
Department of International Relations
Fall 2023

Colorado State University

As a Fulbright Foreign Language Teaching Assistant, I assisted with the design and independently taught the following courses:

- *Russian language* (LRUS 107) Spring 2016
- *Russian language* (LRUS 296, 496) Fall 2015, Spring 2016
- *Russian language* (LRUS 304) Fall 2015
- *Russian language* (LRUS 495) Fall 2015, Spring 2016

Tomsk Polytechnic University

As an Instructor of Record, I designed and taught the course below:

- *General English* Fall 2013, Spring 2014, Fall 2014

The course introduced students to the main concepts of English grammar and integrated listening, reading, speaking, and writing skills.

Tomsk State University

As an Instructor of Record, I designed and taught the course below:

- *General English* Fall 2014, Spring 2015, Fall 2015, Spring 2016, Fall 2016, Spring 2017

O'Key International Language School

As a stand-alone instructor I taught the following courses:

- *General English* September 2010 – January 2012
- *General English for adults* September 2010 – January 2012

PROFESSIONAL SERVICE/ENGAGEMENT

University of South Florida

Faculty Fellow. University of South Florida, August 2024 – May 2025

As a Faculty Fellow I engage with students outside of the classroom to broaden their academic experience and to promote their personal growth and development.

Department of Communication, USF

Social Events Coordinator. Graduate Communication Association (GCA), September 2021--May 2022

Disciplinary

Reviewer. Journal of International and Intercultural Communication, 2024

Program Planner. RCA (Russian Communication Association) affiliate of the NCA (National Communication Association), 2022-present

Reviewer. NCA, 2021-present

Reviewer. International Communication Association (ICA), 2022

Chair, “Navigating Communication in the Shadow of the Conflict: Public Relations Evolution, Rhetorical Strategies, Stereotype Shifts, and Pedagogical Challenges amid the Russian-Ukrainian War” (paper panel) – Annual Convention, NCA, 2024

Professional

StartingBloc, Board Member. July 2021 – May 2023.

Business and Human Rights Resource Centre (via Net Impact New York City Service Corps), Pro bono consultant. April-June 2019.

Community project “Fathers and grandfathers,” co-organizer. November 2018 - July 2019.

XV International Conference “Prospects of Fundamental Sciences Development,” Conference submission reviewing. April 2018.

Academic English Writing Summer School, Lecturer and Examination board member. July 2017.

TOEFL examination proctor, May-August 2017.

Program Committee member, U.S.-Russia Peer-to-Peer Dialogue Program. April - September 2016.

The English-speaking club, Volunteer and Organizer. January-November 2015.

XIII Summit of the Asian Network of Major Cities, Volunteer interpreter. September 2014.

INNOVUS-2013 (XV Innovation Forum), Volunteer interpreter. May 2013.

TRAINING AND PROFESSIONAL DEVELOPMENT

Diversity, Equity and Inclusion in the Workplace Certificate, USF Office of Corporate Training and Professional Education, September 12, 2024

Collaborative Discussion Coach Training, Collaborative Discussion Project, May – June, 2024.

Application of Neural Networks and Big Data in higher education, Professional development course, Tomsk State University, Tomsk, November 2023.

Certificate in High impact leadership and managerial skill development, Administrative Staff College of India, Hyderabad, 2017.

Certificate in modeling of projects and processes, Skolkovo Institute of Science and Technology (Skoltech), 2016.

Certificate in problematization and goal setting, Skoltech, 2016.

Certificate in organizational analysis, Skoltech, 2016.

Certificate in basics of successful management: Customer and personnel relations, B2B, 2014.

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

National Communication Association

International Communication Association