

MO (MOLLY) HAN

Ross Hall 120 | 2801 S. University Ave. Little Rock, AR 72204 | mhan1@ualr.edu

EDUCATION

- August 2026 **University of Kansas**
Doctor of Philosophy in Communication Studies
Dissertation: *How You Help Matters: An Experimental Test of (Non)accommodative Information and Relational Management in Intergenerational Technology Support on Older Adults' Communication and Technology-Related Outcomes*
Advisory Committee:
- Co-Chair Dr. Yan Bing Zhang, Professor of Communication
- Co-Chair Dr. Cameron W. Piercy, Associate Professor of Communication
- Dr. Mary Lee Hummert, Professor Emerita, Communication Studies
- Dr. Bruce B. Frey, Professor of Educational Psychology
- 2019 **California State University, Fullerton**
Master of Arts in Communication
Training Project: *A Communication Competence Training Manual for Intercultural Peer Mentors at Institutional Settings*
- 2012 **Hong Kong University of Science and Technology**
Master of Arts in Humanities
- 2010 **East China University of Political Science and Law**
Bachelor of Arts in Journalism
Thesis: *The Development and Influence of Weibo: Social Media as A Public Sphere and the Negotiation of Freedom of Speech*

RESEARCH AREAS & METHDOLOGICAL EXPERTISE

Research Areas

Organizational communication	Intergroup and intergenerational communication
Organizational resilience and adaptive capacity	Communication and aging
Nonprofit collaboration	Geron-technology and AgeTech
Communication and volunteering	
Social network analysis	

Methodological Expertise

- Quantitative Analysis: Experimental and survey design, statistical analysis (SPSS, R, Python)
- Qualitative Analysis: Interview and focus group protocol design, in-depth interviewing, constant comparative analysis and thematic analysis (NVivo)
- Advanced Techniques: Social network analysis, computational methods including machine learning and large language model

PUBLICATIONS

Journal-Reviewed Articles

- Han, M.,** & Piercy, C. W. (2026). Nonprofit Resilience and Adaptive Capacity: Bonding and Bridging Social Capital in Local Collaborative Networks. *Management Communication Quarterly*, 0(0). <https://doi.org/10.1177/08933189261424824>
- Piercy, C. W., **Han, M.,** & Endacott, C. G. (2026). Brokering work relationships: Exploring the tie management process in the workplace. *International Journal of Business Communication*, 0(0). <https://doi.org/10.1177/23294884251413682>
- Han, M.,** & Zhang, Y. B. (2024). Who we are and how we talk about volunteering: Older adult volunteers' perspective. *International Journal of Aging and Human Development*, 101(1), 68-89. <https://doi.org/10.1177/00914150241297867>
- Zhang, Y. B., **Han, M.,** Terigele, T., Jewell, A., Liu, N., & Byrd, G. (2024). Social media intergroup expression and White Americans' attitudes toward ethnic Chinese during COVID-19. *Asian Journal of Communication*, 34(4), 479-498. <https://doi.org/10.1080/01292986.2024.2337190>
- Zhang, Y. B., Terigele, T., **Han, M.,** Li, S.-L., Yu, Y., & Ruble, R. (2023). Intergroup contact, traditional and social media use, and attitudes toward Chinese people in COVID-19: U.S. college students' perspective. *International Journal of Communication*, 17, 171-191. <https://ijoc.org/index.php/ijoc/article/view/18442/3990>
- Han, M.,** & Piercy, C. W. (2022). Reframing aging: Intra- and intergenerational digital conversational agents to support older adults. *Innovation in Aging: An Open Access Journal of the Gerontological Society of America*, 6(Suppl_1), 70. <https://doi.org/10.1093/geroni/igac059>

Book Chapter

- Han, M.** & Zhang, Y. B (Accepted). Positive communication processes and intergenerational conflict in family and non-family relationships. In M. Pitts (Ed.), *Handbook on positive communication and aging*. Edward Elgar.
- Han, M.,** Zhang, Y. B., Terigele, T., & Lien, S.-C. (2024). Mother/daughter-in-law conflict: Communication in family intergenerational relationships in Chinese culture. In A. Klimczuk (Ed.), *Intergenerational relations: Contemporary theories, studies and policies* (pp. 3-25). InTechOpen. <https://doi.org/10.5772/intechopen.111170>

Research Papers in Preparation for Journal Submission

- Han, M.** Framing inclusion: How nonprofits communicate opportunities and digital divide amid virtual volunteering.
- Han, M.** What young adults and older adults perceive eldercare (#养老) on Weibo: A machine-learning approach to communication accommodation.
- Han, M.,** & Piercy, C. #TikTok for Good: A social network analysis on nonprofit organizations and civic creators in public engagement.
- Terigele, T., & **Han, M.** Evidence-based community intervention: Incorporating AI tools into

nonprofit operations.

Terigele, T., & **Han, M.** & Li, X., & Huang, J. Ingroup & outgroup media sources and intergroup attitudes on advocacy and admiration.

Piercy, C. W., **Han, M.**, & Endacott, C. G. Work networks and social capital exchange: Tie management, extra-role behaviors, and ingroup belonging.

REFEREED CONFERENCE PRESENTATIONS

Han, M. (2026, June). *Access or expertise? How nonprofit organizations present virtual volunteering and engage in strategic planning*. Paper presented at the 76th annual convention of the International Communication Association, Cape Town, South Africa.

Han, M. (2026, June). *Beyond the hype: An AI tool exploration workshop for community-engaged communication*. Paper presented at the 76th annual convention of the International Communication Association, Cape Town, South Africa.

Terigele, T., & **Han, M.** (2026, June). *Communication in action: Using grant writing as a planning tool in a community-engaged digital communication project*. Paper presented at the 76th annual convention of the International Communication Association, Cape Town, South Africa.

Han, M. & Zhang, Y. B. (2026, May). *Positive communication processes and intergenerational conflict in family and nonfamily relationships*. Panel presented at the 19th International Conference on Language and Social Psychology, Tucson, AZ.

Han, M. (2025, November). *Framing inclusion: How nonprofits communicate opportunities and digital divide amid virtual volunteering*. Paper presented at the 111th annual convention of the National Communication Association, Denver, CO.

Han, M. (2025, October). *Patronizing or empowering? Intergenerational communication, technology-based age stereotypes, older adults' agency, and outcomes in workplace and family contexts*. Paper presented at the 37th annual convention of the Organizational Communication Mini-Conference, Champaign, IL.

Han, M. (2025, June). *What matters in eldercare? Exploring intergenerational communication on Weibo using a Machine Learning approach*. Poster presented at the 3rd International Symposium on Intergroup Communication, Warsaw, Poland.

Han, M. (2025, June). *The ultimate team showdown: Navigating cooperation and competition in teams*. Paper presented at the 75th annual convention of the International Communication Association, Denver, CO.

Zhang, Y. B., **Han, M.**, & Lee, H. (2025, June). *Intercultural interaction on social media: The effects of outgroup self-presentation and ingroup accommodation on trust and intergroup attitudes*. Paper presented at the 75th annual convention of the International Communication Association, Denver, CO.

Han, M., & Zhang, Y. B. (2024, November). *Who we are and how we manage volunteer work: Older adult volunteers' perspective*. Paper presented at the 110th annual convention of the National Communication Association, New Orleans, LA.

Terigele, T., **Han, M.**, Li, X., Jiang, H., & Zhang, Y. B. (2024, June). *Does it matter who tells the story? The influence of in- versus outgroup media and direct contact on intergroup emotions and social advocacy*. Extended abstract presented at the Minzu University International Communication Conference on Convergence, Diversity, and Development, Beijing, China.

- Terigele, T., Zhang, Y. B., & **Han, M.** (2024, June). *Challenges and lessons learned in studying intercultural friendship in survey research*. Partner panel: The International Association of Language and Social Psychology (IALSP) presented at the 74th annual convention of the International Communication Association, Gold Coast, Australia.
- Han, M.** (2023, November). *A warm expert helps close digital divide: How ageism and intergenerational contact influence intention for future assistance*. Paper presented at the 109th annual convention of the National Communication Association, National Harbor, MD.
- Han, M.,** Zhang, Y. B., & Terigele, T. (2023, November). *Mother/ daughter-in-law conflicts: Taiwanese daughters-in-law's perspectives*. Paper presented at the 109th annual convention of the National Communication Association, National Harbor, MD. ***Top Paper Award in Communication and Aging Division.**
- Han, M.,** Piercy, C. W., & Endacott, C. G. (2023, November). *Brokering work relationships: Tertius iungens, affective organizational identification, and tie management*. Paper presented at the 109th annual convention of the National Communication Association, National Harbor, MD.
- Han, M.** (2023, May). *When "I have a volunteer hat to put on": The impact of age stereotypes on older adults' volunteering*. Paper presented at the 73rd annual convention of the International Communication Association, Toronto, Canada.
- Han, M.,** & Piercy, C. W. (2023, May). *Does similarity or difference breed collaboration? Exploring homophily and heterophily in nonprofit interorganizational networks*. Paper presented at the 73rd annual convention of the International Communication Association, Toronto, Canada.
- Terigele, T., Zhang, Y. B., & **Han, M.** (2023, May). *International students' cultural experiences during the first year of the COVID-19 pandemic*. Paper presented at the 73rd annual convention of the International Communication Association, Toronto, Canada.
- Han, M.** (2023, April). *Incorporating photovoice tool into public speaking: Developing arguments with digital storytelling and creating an inclusive learning environment*. Paper presented at the 92nd annual convention of the Central States Communication Association, St. Louis, MO.
- Han, M.,** & Piercy, C. W. (2022, November). *Artificial intelligence and robotic approaches to supporting older adults*. Symposium paper presented at the Gerontological Society of America (GSA) 2022 Annual Scientific Meeting, Indianapolis, IN.
- Zhang, Y. B., **Han, M.,** Jewell, A., Jung, B., & Baumler, R. (2022, September). *Communication, social justice, and intergroup relations during COVID-19*. Panel presented at the 71st Midwest Conference on Asian Affairs, Lawrence, KS.
- Zhang, Y. B., **Han, M.,** Terigele, T., Jewell, A., Liu, N., & Byrd, G. (2022, July). *Intergroup contact, perceptions of media bias, social media expression, and U.S. Americans' attitudes toward Chinese people: Intergroup anxiety and trust during COVID-19*. Extended abstract presented at the biennial conference of the International Academy of Intercultural Research, Rapperswil-Jona, Switzerland.
- Han, M.** (2022, May). *Aging well 2.0: The roles of digital ecology and online media use in predicting older adults' successful aging*. Extended abstract presented at the 72nd annual convention of the International Communication Association, Paris, France.
- Han, M.,** & Piercy, C. W. (2022, May). *Resilience of local nonprofit organizations: A social network analysis of interorganizational partnerships*. Extended abstract presented at the 72nd annual convention of the International Communication Association, Paris, France.
- Terigele, T., **Han, M.,** Li, X., & Jiang, H. (2022, May). *Mediated communication in the COVID-19 pandemic:*

Americans' emotions and attitudes toward Chinese through a documentary film. Extended abstract presented at the 72nd annual convention of the International Communication Association, Paris, France.

Piercy, C. W., Endacott, C. G., & **Han, M.** (2021, November). *Work networks and social capital exchange: Tie management, ingroup belongings, and extra-role behaviors.* Paper presented at the 107th annual convention of the National Communication Association, Seattle, WA.

Zhang, Y. B., Terigele, T., & **Han, M.** (2021, May). *The language and social psychology of COVID management.* Panel presented at the 71st annual convention (virtual) of the International Communication Association.

Zhang, Y. B., Terigele, T., & **Han, M.** (2020, November). *"It's just killing old people": Messages about ageing and older adults during the COVID-19 pandemic.* Panel presented at the 106th annual convention of the National Communication Association, Indianapolis, IN.

Han, M. (2020, November). *Scholars at the crossroads: Mentoring, networking, and building community as Asian/Pacific American scholars.* Panel presented at the 106th annual convention of the National Communication Association, Indianapolis, IN.

Han, M. (2018, February). *"I am not a senior!": Age boundaries and identity gaps in a nonprofit organization.* Paper presented at the 88th annual convention of the Western States Communication Association, Santa Clara, CA. ***Top Four Paper Award in Organizational Communication Division**

Han, M. (2017, November). *Mapping humanitarianism, making being: The rhetoric of volunteer practices in the Peace Corps.* Poster presented at the 103rd annual convention of the National Communication Association Convention, Dallas, TX.

INVITED RESEARCH TALKS & PEDAGOGICAL PRESENTATIONS

Invited Research Talks

- Volunteer Recruitment and Retention, Watkins Museum of History, Lawrence, Kansas (July 2025)
- Social Network Analysis, Doctoral Research Fellows Sessions at Institute for Policy & Social Research (IPSR), University of Kansas (March 2023)
- Adaptive Capacity of Local Nonprofit Organization Networks, the 3rd Annual Summit on Community-Engaged Learning and Scholarship, Center for Service Learning, University of Kansas (January 2023)

Pedagogical Presentations

- C.R.E.A.T.E Intercultural Communication: Incorporating Persuall to Create Social Annotations, Center for Teaching Excellence, University of Kansas (May 2024)
- Incorporating experiential learning into intercultural interaction: Introducing photovoice technique, Center for Teaching Excellence, University of Kansas (May 2022)

TEACHING EXPERIENCES

Instructor of Record

University of Kansas

- **COMS 342: Problem Solving in Teams and Groups** (SP 2026; SP2025; FA2024; FA2023; SP2022; FA2021; SU2021)
This is an upper-level organizational and small group communication course. The course integrates a service-learning component, partnering students with local organizations to apply organizational theories to solve problems in real-world contexts.
- **COMS 322: Audience-centered Public Speaking in the Workplace** (SP2023; FA2021)
This is a workplace-focused public speaking course, emphasizing professional presentations and organizational communication skills.
- **COMS 246: Introduction to Intercultural Communication** (SP 2026; FA2025; SP2025; FA2024; SP2024; FA2023; SU2023; SP2022)
This course introduces intercultural communication theories and concepts, encouraging students to connect intercultural theories with practices through case studies and experiential learning.
- **COMS 130: Public Speaking** (FA2025; FA2022; SP2021; FA2020)
This is an introductory public speaking course, teaching foundational skills in speech preparation, delivery, and critical thinking.

Graduate Teaching Assistantships

University of Kansas

- **COMS 856: Communication Research: Quantitative Analysis** (Instructor: Dr. Yan Bing Zhang; SP2025)
I assisted in teaching graduate-level statistics and quantitative research methods.
- **COMS 342: Problem Solving in Teams and Groups** (Instructor: Dr. Cameron Piercy; FA2023)
I supported course instruction by leading discussions, evaluating projects, and mentoring students in collaborative assignments.

California State University, Fullerton

- **HCOM 100: Introduction to Human Communication** (FA2017, SP2018)
I designed and delivered lectures for a large introductory course covering foundations of human communication. I assisted in facilitating classroom discussions and assessing student performance in speeches and writing assignments.

Guest Lecturer

- **Guest Lecturer for Summer Program: “Public Speaking”**
Kansas Women’s Leadership Institute (KWLI) & Women’s Global Leadership Consortium (WGLC), University of Kansas (July 2025; July 2024)
- **Guest Lecturer: “What we know about age stereotypes? Theories and Research”**
Department of Psychology, Sewanee: The University of The South (April 2025)

AWARDS AND HONORS

2025

Kim Giffin Research Award (\$800). Department of Communication Studies, University of Kansas (May 2025)

Center for Service-Learning Instructional Mini-Grant Award (\$500). Center for Service-Learning, University of Kansas (March 2025)

2024

William A. Conboy Outstanding Graduate Student Award (\$800). Department of Communication Studies, University of Kansas (May 2024)

Louise Julie Doehring McClendon Scholarship & Award in Gerontology (\$1,500). Dole Human Development Center, University of Kansas (May 2024)

Summer Research Scholarship Award (\$6,000). Graduate Studies, University of Kansas (March 2024)

2023

Top Paper Award in Communication and Aging Division (\$100). National Communication Association (November 2023)

Louise Julie Doehring McClendon Scholarship & Award in Gerontology (\$1,250). Dole Human Development Center, University of Kansas (June 2023)

Graduate Student Award for Excellence in Community-Engaged Research and Learning (\$250). Center for Service Learning, University of Kansas (April 2023)

Sene and Louella Carlile Award (\$4,000). Department of Communication Studies, University of Kansas (April 2023)

2022

University Women's Club Scholarship (\$3,000). University of Kansas (March 2022)

Stereotyping and Intergroup Processes in Communication Research Award & Fund (\$2,000). Department of Communication Studies, University of Kansas (January 2022)

2021

Revolutionizing Academia Learning Fellow Award (\$1,000). Center for Teaching Excellence, University of Kansas (June 2021)

Louise Julie Doehring McClendon Scholarship & Award in Gerontology (\$1,000). Dole Human Development Center, University of Kansas (May 2021)

2020

Stereotyping and Intergroup Processes in Communication Research Award & Fund (\$500). Department of Communication Studies, University of Kansas (October 2020)

2018

Top Four Paper Award in Organizational Communication Division. Western States Communication Association (February 2018)

2008-2010

Outstanding Graduate of Shanghai City, China (July 2010)

Merit Student. East China University of Political Science and Law (July 2009)

First-class Fellowship (¥ 2,000). East China University of Political Science and Law (July 2009)

Second-class Fellowship (¥1,000). East China University of Political Science and Law (July 2008)

GRANTS

University Research and Travel Grants

- Doctoral Student Research Fund (DSRF) (2023), \$1,500, Graduate Studies, University of Kansas
- Graduate Recruitment and Retention Fund (2023), \$1,000, College of Liberal Arts & Sciences (CLAS), University of Kansas
- Applied Humanities Boot Camp Fund (2021), \$500, Hall Center for the Humanities, University of Kansas
- Graduate Student Travel Fund (2025, 2024, 2023, 2020), \$750 each year, Graduate Studies, University of Kansas
- Graduate Scholarly Presentation Travel Fund (2024, 2023, 2022, 2021, 2020, 2019), \$500 each year, Department of Communication Studies, University of Kansas
- Professional Development Fund for Conference Travel (2023), \$500, University of Kansas
- Travel Grant for Western States Communication Association (2018), \$500, Graduate Studies, California State University, Fullerton
- Travel Grant for National Communication Association (2017), \$300, The Department of Human Communication Studies, California State University, Fullerton

Professional Associations Travel Grants

- Student Caucus Travel Grant (2023, 2025), \$200 each year, National Communication Association
- Student Travel Grant (2023), \$100, Intergroup Communication Interest Group (ICIG), International Communication Association

Teaching Grants

- Grant for Developing COMS 246 Online Session (2024-2025), \$2,017, College of Liberal Arts and Sciences Online Programs, University of Kansas
- Digital Jumpstart Course Fund (2023-2024), \$1,000, The Institute for Digital Research in the Humanities & The Center for Teaching Excellence, University of Kansas

SERVICES

Departmental Service, Department of Communication Studies, University of Kansas

- Graduate Recruitment Assistant (2023-2024)
- Teaching and Research Mentor for New Graduate Assistants (2021, 2023)
- Panelist for Recruitment Week: Graduate Student Panel (2021, 2023)
- Committee Member & Volunteer: Spring Public Speaking Showcase Committee (2023)
- Student Representative: Inclusion, Diversity, Equity, Access Committee (2022-2024)
- Volunteer: Undergraduate Recognition Ceremony (2022)
- Graduate Student Organization: Treasurer/Secretary, Communication Coordinator (2020-2022)

***Departmental Service, The Department of Human Communication Studies,
California State University, Fullerton***

- Graduate Student Peer Mentor (2017)
- Judge for the Blumer Speech and Debate Invitational Tournament (2015, 2017)

University Service, University of Kansas

- Judge for the 2022 Undergraduate Research Symposium, Center for Undergraduate Research (2022)
- Volunteer and Activity Facilitator, International Support Services (2020)
- Global Partners-Pen Pal/Mentor, International Support Services (2020)

Service to Communication Discipline

- Manuscript Reader/Reviewer: Communication Studies (2025); Communication Monographs (2021, co-reviewer)
- Elected Officer: Early Career Representative, Intergroup Communication Interest Group, International Communication Association (2024-2026)
- Conference Paper Reader/Reviewer:
 - National Communication Association, multiple divisions (2022, 2023, 2024, 2025)
 - International Communication Association, multiple divisions (2020, 2022, 2023, 2024)
 - Central States Communication Association, multiple divisions (2022)
 - Gerontological Society of America (GSA) Annual Scientific Meeting (2020, 2022, 2023)
- Task Force Leader: Facilitating Dissertation Writing Group, Emerging Scholar and Professional Organization (EPSO), GSA (2021, 2022, 2023, 2024)

PROFESSIONAL TRAININGS RECEIVED

- Health and Retirement Study (HRS) Workshop, Summer Institute in Survey Research Techniques, University of Michigan (June 2024)
- Digital Jumpstart Workshops: Using Digital Tools in Classroom, The Institute for Digital Research in the Humanities, University of Kansas (October 2022)
- NCA Doctoral Honors Seminar, Cohort Participant of Mass Communication/Media Studies, National Communication Association (July 2021)
- Summer School of Asian Association of Social Psychology, Theme: The Social Psychology of Intergroup Relations and Pandemics, Asian Association of Social Psychology (July 2021)
- Pre-conference Workshop: Crafting Qualitative Evidence for Impact, The 71st International Communication Association Virtual Conference (May 2021)

AFFILIATIONS AND HONOR SOCIETY

- International Academy for Intercultural Research (2022-Present)
- International Association of Language and Social Psychology (2025-Present)
- Asian Association of Social Psychology (2021-Present)

- Central States Communication Association (2020-Present)
- International Communication Association (2017-Present)
- National Communication Association (2017-Present)
- Western States Communication Association (2017-2019)
- The Gerontology Society of America (2020-Present)

COMMUNITY ENGAGEMENT

- Volunteer for Tech Tuesday at Senior Resources Center, Lawrence, Kansas (2023-Present)
- Volunteer, Sending Interviewer, Volunteer Coordinator Interviewer, American Field Service (AFS), Orange County, California (2015-2019)