Curriculum Vitae

Theomary Karamanis, PhD, SCMP, IABC Fellow

Contact Information

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Profile

Multiple award-winning communication professor and consultant specializing in leadership communication, strategic communication and crisis communication. Brings 25 years of global experience integrating academic teaching with professional practice across the United States, Europe, the Middle East, the English- and Dutch-speaking Caribbean, and Canada. Extensive record of excellence in undergraduate, graduate, and executive education, including curriculum design and delivery for business leaders and senior executives. Certified Strategic Management Communication Professional and Certified Executive Trainer. U.S. and EU citizen.

Current Positions

Senior Lecturer of Management Communication – July 2015-Present
Cornell University, Ithaca, NY (USA)
Full-time teaching faculty for MBA and EMBA communication courses at the Cornell SC Johnson College of Business. Courses include Executive Presence; Crisis Communication for Business Leaders; Management Communications; Management Presentations; Management Writing.

Other roles within Cornell University:
Professor - Executive Business Education – Clients include Align (orthodontics); Amazon (e-commerce); ams OSRAM (high tech photonics); Arkema (specialty materials); Bessemer Trust (wealth management); Bridgewater (investment management); Cherry Bekeart (accounting); Edwards Lifesciences (medical technology); FEMA (Federal Emergency Management Agency); HANYS (Health Association of New York State); Huyndai (automotive); JSW (steel); Marriott (hotel); M&T Bank (banking); Lincoln Financial (insurance); Merck (pharma); WNS (process management); and others.
Professor-eCornell - Created 3 online courses for the *Public Relations Management Certificate*, namely Communicating with the media; PR strategic planning; Hiring and managing PR agencies. All three courses won Platinum MarCom Awards. Also authored/co-authored 2 courses for the *Hybrid Work Strategy Certificate*.

Professional Leadership Positions

Vice Chair/Chair/Past Chair, IABC Awards Committee (Gold Quills)– 2021- 2024
Led the IABC (International Association of Business Communicators) Awards Committee, which provides leadership and vision for the IABC Gold Quill Awards (the Oscars of our profession). Responsible for ensuring the program is the leading awards program for business communicators internationally and establishing the Global Standard in excellence in the communications profession.

Vice Chair/Chair/Past Chair, Global Communication Certification Council (GCCC)– 2017- 2020
Led the GCCC, an autonomous governing body for the Global Communication Certification Program. Promoted two levels of certification: CMP (Communication Management Professional) and SCMP (Strategic Communication Management Professional). Achieved ISO Certification for CMP during tenure.

Chair/Past Chair, IABC Academy, 2015-2017
Served as Chair of the inaugural IABC Academy, the educational arm of the Association. During tenure developed the first ever self-paced online courses offered by IABC.

Education

Ph.D. in Communication Studies - December 1999
Northwestern University, Evanston, IL (USA)

Post Graduate Certificate in Telecommunications Science, Management and Policy – June 1998
Northwestern University, Evanston, IL (USA)

Master of Arts in Mass Communication – June 1996
Northwestern University, Evanston, IL (USA)

Bachelor of Science in Economics – June 1995
Athens University of Economics & Business, Athens, Greece

Professional Licenses / Certifications

Strategic Communication Management Professional (SCMP), June 2017- Present [renewable annually]
GCCC (Global Communication Certification Council), San Francisco, CA (USA)

Public Information Officer (P-4), Peacemaking Field Operations Roster, February 2011
United Nations, Multiple Stations.

Trainer Certification for all Social Styles products and solutions - August 2007
TRACOM Corp., Highlands Ranch, CO (USA)

Certification for Training Programs in Sales, Customer Service & Org. Effectiveness – January 2005
AchieveGlobal, Tampa, FL (USA)

Adult Learning & Online Instructor/Facilitator Certification – November 2002
University of Phoenix, Phoenix, AZ (USA)

License of Sufficiency to Teach English and French as Foreign Languages – February 1993
Hellenic Republic, Ministry of Education (Greece)

Teaching Experience

Associate Professor of Communication – July 2013-June 2015
McMaster University, Hamilton, ON (Canada)
Lead Instructor for communication courses in the School of Engineering Technology (SET):
GEN TECH 1CS3-Communication Skills I
GEN TECH 1CZ3-Communication Skills II

Research Fellow – July 2014-June 2015
McMaster Institute for Innovation and Excellence in Teaching and Learning (MIIETL)
Cross-appointment between SET and MIIETL; conducted SoTL (Scholarship of Teaching and Learning) research.

Graduate Faculty (part-time) – September 2011 to June 2013
Central Michigan University, Mt Pleasant, MI (USA)
Off-Campus Graduate Programs
COM 461: Communication in Leadership
COM 667: Seminar in Intercultural Communication

Adjunct Professor (full-time) – September 2012 to June 2013
Toronto Metropolitan University, Toronto, ON (Canada)
Taught for the School of Professional Communication and the Chang School of Continuing Education:
CMN 100-Communication in the Health Sciences
CMN 279-Introduction to Professional Communication
CMN 300-Communication in the Computer Industry
CMN 313-Organizational Problem Solving and Report Writing
CDPR 201-Public Relations Principles I

Associate Professor of Communication and Media Sciences – August 2011 to July 2012
Zayed University, Dubai, UAE
COM 356 - Media Planning and Advertising
COM 357 – Creative Advertising
COM 351 – Principles of Public Relations
COM 360 – Media Research Methods
COM 510 – Public Relations Principles and Practices (Graduate)

Online Faculty (part-time) – November 2002 to May 2008
University of Phoenix, Phoenix, AZ (USA)
COM 200 - Interpersonal Communication Skills
COM 215 - Effective Written Communication
COM 315 - Diversity Issues in Communication
COM 300 - Communicating in the Virtual Marketplace
SOC 220 - Collaboration and Conflict Resolution

Associate Professor of Communication – February 2004 to May 2008
Assistant Professor of Communication – May 2001 to January 2004
University of Indianapolis, Athens, Greece
COMM 210 - Introduction to the Electronic Media
COMM 420 - Communication Research Methods
COMM 440 - Mass Communication Law
COMM 501- Introduction to Mass Communication Theory
COMM 503 - Media Effects
COMM 511 - Mass Communication Law
COMM 512 - Media Management and Advertising
COMM 513 - Public Relations Theory
COMM 540 - Thesis (direct & advise)

Graduate Student Assistant & Instructor – September 1997 to June 1999
Northwestern University, Evanston, IL (USA)
GEN 101 - Interpersonal Communication (Main Instructor)
COMM C95 - Communication and Technology (Assistant)
COMM C85 - Mass Media Economics (Assistant)

Visiting Professor / Guest Lecturer

NYU Stern School of Business, New York, NY. Visiting Professor teaching a section of *Business and Society* for Stern's largest ever freshman class (700+). 2021

Webster University, Athens Campus (Athens, Greece). Visiting Professor for MBA and Executive Education programs. *Management Presentations and Management Writing*. 2018-2020

University of Athens Medical School (Athens, Greece), MSc in International Medicine and Health Crisis Management, *Risk and Crisis Communication during Public Health Emergencies* (1-week course), 2016, 2017, 2018

ESCP Europe (Paris, France) Exchange Program, Master's in Strategy Organization and Consulting, *Intercultural Communication*, 2017-2019

Toronto Metropolitan University (Toronto, Canada), Master in Nutritional Communication, *Strategic Communication Planning* (2-day workshop), 2017

Toronto Metropolitan University (Toronto, Canada), Master in Professional Communication, *Strategic Communication Planning* (2-day workshop), 2014-2017

Corporate/Consulting Experience

Consultant/Executive Trainer – September 2015- Present
Greater NY area (base) – international clientele
Strategic communication / crisis communication/ leadership communication counsel and training to companies across an array of industries. Executive education sessions for leaders to enhance expertise and achieve business results. Clients include: Amazon (e-commerce); Merck (pharmaceutical); Edwards Lifesciences (medical technology); Bridgewater (investment management); Huyndai (automotive); WNS (process management); Marriott (hotel); EXL (consulting); HANYS (Health Association of New York State); Bessemer Trust (wealth management); Cherry Bekeart (accounting); JSW (steel); ECISM (European Society of Intensive Medicine); Rasmelo Ltd (food brokerage); CARPHA (Caribbean Public Health Agency); Bennett (finance group); United Fresh Produce Association (produce industry); ams OSRAM (high tech photonics); Align (orthodontics), Holman (automotive solutions); TriNet (professional employer organization).

President and Managing Partner – May 2008 to June 2014
AKADREM, Inc., Wilmington, DE (USA)
Boutique consulting firm specializing in strategic communications. International clientele.

Project Highlights:
Guardian Group (leader in financial and insurance services in the English and Dutch Caribbean).
Designed and conducted internal and external communication audit; restructured all Corporate Communication Units; trained and coached personnel. Oversaw Group rebranding across the Caribbean. From 2012 until 2014 the project received 4 Gold Quill Awards; 1 Silver Quill Award; 4 Platinum and 2 Gold MarCom Awards; as well as a COMM PRIX Award.
North South Railway -2,400 km long railway project in Saudi Arabia; among the largest railroads in the world today; engineering management by an international consortium comprised by the Louis Berger Group (USA), Canarail (Canada), Systra (France), and A&K (Lebanon). Designed and implemented a new digital communications strategy for the project management information system. Received 2012 IABC / Chicago Bronze Quill Award and 2012 Gold MarCom Award.

Corporate Communications Director – August 2008 to July 2010
Ministry of Health, Port of Spain, Trinidad & Tobago
The Ministry of Health is the national authority charged with oversight of the entire health system in Trinidad and Tobago. Health care is free for all in the country. For more info: www.health.gov.tt

Recruited by PwC as an international expert to transform the Ministry's communication practices and advance the country's health communication programs. Restructured Corporate Communication Unit and implemented new initiatives. Worked closely with international agencies, such as PAHO/WHO and the CARICOM Secretariat to foster regional cooperation in health issues. Handled crisis communications during public health emergencies, including dengue epidemic and H1N1 pandemic. Received 2010 Silver Quill Award for H1N1 Crisis Communication Management.

Close advisor to the Minister of Health. Responsible for all his public appearances, speeches and parliamentary contributions. Instrumental in passing the Tobacco Control Bill in 2009.

Consultant – January 2006 to May 2008
AchieveGlobal, Athens, Greece & Sofia, Bulgaria
With offices in over 40 countries, AchieveGlobal offers learning and consulting solutions focused on translating strategy to results. For more info: www.achieveglobal.com

Clients and Projects: Large corporations, national and global, from the banking sector (Eurobank, Pireaus Bank), telecommunications (Cosmote), retail (Nestle, L'Oreal, Praktiker), insurance industry (Interamerican), health industry (Hollister, Astra Zeneca) and others. Responsible for instructional design of customized corporate training programs. Delivered professional training programs as needed.

Project Manager, Chief Executive Officer's Office – May 2001 to January 2002
Antenna Group of Companies, Athens, Greece
Leading media group in the Balkans. For more info: www.antenna.gr
Worked closely with the Group CEO to follow up and monitor all projects pertaining to his office. Served as a liaison for Endemol for the Greek adaptation of *Big Brother*. Coordinated the Foreign News department of Antenna TV during the crisis following 9/11.

Project Manager, Corporate – June 1998 to February 2001
U.S. Cellular, Chicago, IL (USA)
Leading national wireless telecommunications provider in the USA with 6 million customers and 9,000 associates. For more info: www.uscellular.com.

Part of the COO's team responsible for implementing strategic corporate projects in the field. Contributed to the design and development of new customer service programs. Created communication and training documents and delivered workshops.

Research Assistant (part time) – September 1993 to August 1995
Communications and Political Research Society, Athens, Greece
Medium sized research firm in Athens, Greece, specializing in political communication research studies.

Conducted surveys and focus groups on behalf of the company and co-authored articles with company director that were published in monthly magazines.

Internships

- **Wente Bros. Wineries**, Livermore, CA (USA), Summer 1993
- **Paige Poulos Communications**, Berkeley, CA (USA), Summer 1993
- **Leo Burnett,** Athens, Greece, Summer 1992

University Administration Experience

Associate Vice Chancellor for Academic Affairs – February 2004 to January 2006
University of Indianapolis, Athens, Greece

Served as a member of the senior administrative leadership team of the University; reported directly to the Chancellor. Managed all academic departments and programs; supervised a full time admin staff of 14 and 60 faculty members; responsible for 120 courses per semester. Successfully managed American education crisis in Greece in 2004. Achieved renewal of accreditation from ACBSP and NASM.

Communication Department Chair – January 2002 to January 2004
University of Indianapolis, Athens, Greece

Developed and directed the Master's program in Media and Communication; facilitated graduate student recruitment and academic development. Conducted PR for department. Grew program's graduate students from zero to an average of 15-20 annually. Graduated appr. 40 students from 2003 until 2006.

Program Assistant (Part Time) – September 1997 to December 1999
Northwestern University, Evanston, IL (USA)
Responsible for student recruitment for the Program in Telecommunications Science, Management & Policy. Primary student liaison; organized guest lectures and other PR events. Created marketing collateral. During my tenure student inquiries doubled as a result of successful marketing efforts.

Contributions to Teaching Practice

Pedagogic Innovation

Cornell University, Cornell SC Johnson College of Business- July 2017-July 2018
Created the C-Factor competition, the first ever cross-School student competition within the College of Business, solely focused on communication skills. Served as Chair of the organizing committee and judge. Won the 2018 Gold MarCom Award in the category of Communication Education and Training.

Cornell University, Cornell SC Johnson College of Business- July 2016-July 2017
Contributed to the revamping of the communications curriculum for the Johnson School of Management. Added four new courses and re-designed existing three, as a member of the School's communications faculty. Personally proposed and designed a new course in crisis communication for business leaders.

McMaster University, School of Engineering Technology – September 2014-June 2015
Proposed and received funding from the President's Office for The M-Factor project. The M-Factor was an undergraduate student competition, aimed at enhancing students' communication, teamwork, and problem solving skills through experiential learning. Led the organizing committee and the research team examining learning outcomes. Won the 2015 Silver Leaf award in the category of Communication Education and Training.

McMaster University, School of Engineering Technology – July 2013-June 2015
Revamped communication courses to include lab component for experiential learning; excellent results in terms of faculty and student satisfaction, as well as learning outcomes. Redesigned both courses to include two-hour lectures and one-hour labs (as opposed to three-hour lectures). Focused on applied learning.

University of Indianapolis, Communication Department – Sep. 2006-July 2007
Introduced the first ever blended learning course for the Athens campus and received the 2007 Teaching Excellence Award by the Accreditation Council of Business Schools and Programs in recognition of innovative teaching.

Leadership in delivery of educational programs

McMaster University, School of Engineering Technology, July 2013-June 2015
Lead instructor for GEN TECH 1CS3 Communication Skills I and GEN TECH 1CZ3 Communication Skills II. Coordinated and ensured consistency among six sections of the same course.

University of Indianapolis– February 2004-January 2006
Served as the Associate Vice Chancellor for Academic Affairs for the Athens Campus. Managed all academic departments and programs; supervised 60 faculty members; responsible for 120 courses per semester. Reported to the home campus regarding all academic affairs matters. Achieved renewal of accreditation from ACBSP and NASM for the campus's undergraduate programs in business and music respectively.

Course/Curriculum Development

Cornell University, eCornell – July 2019-November 2023
Designed a new online Executive Certificate program in PR Management. Three courses created and offered: Communicating with the media; PR strategic planning; Hiring and managing PR agencies. All won 2021 Platinum MarCom Awards (category: Digital Media: eLearning). Also authored/co-authored two courses for the Hybrid Work Strategy Certificate.

Cornell University, Cornell SC College of Business- August 2015-July 2017
Developed a *Management Presentations* and a *Management Writing* Course for MBA students in Summer 2015. Contributed to the revamping of the communications curriculum for the Johnson School of Management in 2015-2016. Personally proposed and designed a new course in *Crisis Communication for Business Leaders.*

McMaster University, School of Engineering Technology, July 2013-June 2015
Revised course outlines for GEN TECH 1CS3 Communication Skills I and GEN TECH 1CZ3 Communication Skills II and developed new assignments.

AKADREM, Inc., May 2008-May 2013
Developed numerous executive seminars and workshops in crisis communication; media training; measurement and evaluation of PR activities; and others. Received the 2013 Platinum MarCom Award for Writing/Educational Material for a crisis communication simulation.

Zayed University, College of Communication and Media Sciences, September 2011-August 2013
Developed two new undergraduate courses, COM 356 - Media Planning and Advertising and COM 357 – Creative Advertising, and one graduate course, COM 510 Public Relations Principles and Practice, for which only calendar descriptions existed. Contributed to the development of an e-portfolio platform for senior students. Supervised three Master's theses.

University of Indianapolis, Communication Department – January 2002 to May 2008
University of Indianapolis, Athens, Greece
Developed a new Master's program in Media and Communication in its entirety. Supervised more than 30 Master's theses.

Publications

Peer Reviewed

Books & Book Chapters

Karamanis, T. (2021) Issues Management. In T. Gillis (Ed.) The IABC Guide for Practical Business Communication: A global standard primer. Chicago, IL. IABC (International Association of Business Communicators.

Karamanis T. (2021) Media and Disaster Scene Management. In: Pikoulis E., Doucet J. (eds) Emergency Medicine, Trauma and Disaster Management. Hot Topics in Acute Care Surgery and Trauma. Springer, Cham. https://doi.org/10.1007/978-3-030-34116-9_6

Karamanis, T. (2005). Globalization, cultural imperialism, and media. In I. Kitsaras (Ed.) The crisis in human relations and continuing education. Dimos Papagou: Open University Press. [in Greek]

Karamanis, T. (2003). The role of culture and political institutions in media policy: The case of television privatization in Greece. Creskill, NJ: Hampton Press.

Karamanis, T. (1999). The privatization of Greek television: Economics, regulation and policy. (Doctoral dissertation, Northwestern University, 1999). Dissertation Abstracts International, UMI number: 9953306.

Wildman, S. & Karamanis, T. (1998). The economics of minority programming. In A. Korzick Garmer (ed.), Investing in Diversity: Advancing opportunities for minorities and the media. Washington, DC: The Aspen Institute.

Journal Articles

Karamanis, T. (2024). Crisis Communication Simulation. *Business and Professional Communication Quarterly*, I-24.

Karamanis, T, MacKenzie, A, (2021) The M-Factor: An experiential learning student competition. Research Outreach. Available at: https://researchoutreach.org/articles/m-factor-experiential-learning-student-competition/

Karamanis, T. (2018, June 7) Leadership Presence: 7 self-sabotaging behaviors that keep professional communicators from the C-suite. *Communication World Magazine*, IABC. Available at: https://cw.iabc.com/2018/06/07/leadership-presence-7-self-sabotaging-behaviors-of-professional-communicators/

Marquis, E., Holmes, T., Apostolou, K., Centea, D., Cockcroft, R., Knorr, K., Maclachlan, J., Monteiro, S. & Karamanis, T. (2017). SoTL Research Fellows: Collaborative pathfinding through uncertain terrain. *The Canadian Journal for the Scholarship of Teaching and Learning*.

Karamanis, T. (2007, October). I serve, you serve; do we serve? The importance of building an organization-wide customer service commitment. *Customer Management*. [in Greek].

Karamanis, T. (2004, April). Americanization of Greek Television: Myths and reality, *Marketing Week*, 1000 (special anniversary issue). [in Greek]

Karamanis, T. & Karafotias, P. (Eds.) (2003). *Terrorism, media and international relations: Proceedings of the 2nd Annual Communication and International Relations Conference*. Athens, Greece: University of Indianapolis.

Conference Presentations

Peer Reviewed

Karamanis, T. and Whitworth, B. (2026). *Executive Reality Check: Measuring and Coaching C-Suite Leaders*. IABC (International Association of Business Communicators) Annual World Conference. June 2026. Toronto, Canada [accepted].

Karamanis, T. (2026). *Agility and Adaptation: Communicating through crisis, uncertainty, and change*. Panel Chair. MCA (Management Communication Association) Annual Conference. May 2026. Ithaca, NY. [accepted]

McGloin, R., McDowell, C., Jones, B., Karamanis, T. (2025). Panel discussion. *Empowering Entrepreneurs: The impact of communication training in university programs*. NCA (National Communication Association) Annual Conference. November 2025. Denver, CO.

Karamanis, T. and Whitworth, B. (2025*). Executive Presence: the human edge AI can't replace*. IABC (International Association of Business Communicators) Annual World Conference. June 2025. Vancouver, Canada.

Karamanis, T. (2024). *My favorite assignment*. MCA (Management Communication Association) Annual Conference. June 2024. New Orleans, LO.

Karamanis, T. (2024). *Executive Presence: from an elusive concept to a formal leadership competency*. ABC (Association for Business Communication) Western Conference. March 2024. Tucson, AZ

Karamanis, T. (2023). *Crisis communication for business leaders simulation*. 88th Annual International ABC (Association for Business Communication) Conference. October 2023, Denver, CO.

Karamanis, T. (2023). *Hybrid teams and hybrid communication in the post-pandemic era*. ABC Western Conference. February 2023. Laie, Hawaii.

Karamanis, T. (2022). *Communication can make or break your hybrid teams*. IABC (International Association of Business Communicators) Annual World Conference. June 26-29, 2022. New York, NY.

Karamanis, T. (2021). 2020 *Consulting Award for Excellence on Communication: Crisis communication in the Caribbean.* 86th Annual ABC (Association for Business Communication) Conference. October 2021 (virtual)

Karamanis, T. & Wolfe, M. (2020). *Experiential Learning through a Business Communication Competition: Do You Have the C-Factor?* 85th Annual ABC (Association for Business Communication) Conference. October 2020 (virtual)

Karamanis, T. (2020). *How to manage your PR agency relationships in 2020 and beyond*. IABC (International Association of Business Communicators) Annual World Conference. June 2020 (virtual).

Karamanis, T. (2019). *Secrets to highly effective virtual teams*. IABC (International Association of Business Communicators) World Conference. June 9-12, 2019. Vancouver, B.C., Canada.

Karamanis, T. (2019). *The C-Factor @Cornell SC Johnson.* MCA (Management Communication Association) Annual Conference. May 23-26, 2019. Nashville, TN.

Karamanis, T. & Collins, D. (2018). *Lead with "social style" to influence and engage across cultures*. IABC (International Association of Business Communicators) Heritage Region Conference. November 11-13, 2018. Richmond, VA

Karamanis, T. (2018). *Fiery topics: Should businesses take a public stance?* MCA (Management Communication Association) Annual Conference. June 7-10, 2018. Los Angeles, CA.

Karamanis, T. (2018). *My favorite assignment: crisis communication simulation*. MCA (Management Communication Association) Annual Conference. June 7-10, 2018. Los Angeles, CA.

Karamanis, T. (2017). *Leadership Presence: Your path to the C-suite*. IABC (International Association of Business Communicators) World Conference. June 11-14, 2017. Washington, DC.

Karamanis, T. (2017). *Teaching communication in the era of fake news and alternative facts: should MCA take a stance on ethics?* MCA (Management Communication Association) Annual Conference. June 1-4, 2017. Ithaca, NY.

Karamanis, T. (2017). *My favorite assignment* (panel participant; led by Molly Epstein). MCA (Management Communication Association) Annual Conference. June 1-4, 2017. Ithaca, NY.

Marquis, B., Holmes, T., Apostolou, K., Centea, D., Cockroft, R., Karamanis, T.. Knorr, K., Maclachlan, J., Monteiro, S. (2016). *Crossing borders to foster research in teaching and learning*. Poster Session. EDC (Educational Developers Caucus) Conference. February 16-18, 2016. Windsor, ON, Canada.

Marquis, B., Holmes, T., Apostolou, K., Centea, D., Cockroft, R., Karamanis, T.. Knorr, K., Maclachlan, J., Monteiro, S. (2015). *Creating Interdisciplinary harmony in teaching and learning research: SoTL Research Fellows and the intentional development of community*. STLHE (Society for Teaching and Learning in Higher Education) Conference. June 16-19, 2015. Vancouver, BC, Canada.

Karamanis, T. (2015). *Teaching communication in computer labs: The use of technology to enhance applied learning in the classroom*. Learning Technologies Symposium. McMaster University. May 20, 2015. Hamilton, ON, Canada.

Karamanis, T. & MacKenzie, A. (2014). *The M-Factor: Student competition to enhance engineering students' management skills through experiential learning.* Poster Session. Research on Teaching & Learning Conference. McMaster University. December 11, 2014. Hamilton, ON, Canada.

Karamanis, T. (2012). *Leadership through crises: risk and crisis communication during public health emergencies.* Women as Global Leaders International Conference, Zayed University. March 13-15, 2012. Abu Dhabi, UAE.

Karamanis, T. & Vafeas, Y. (2012). *From silos to integration and from generalists to specialists: the future of public relations in the Middle East*. 2nd Middle East Public Relations Association Conference. March 4-5, 2012. Dubai, UAE .

Karamanis, T. (2007, October). *Political communication: the new era in election campaigning*. Panel Chair. 2nd International Conference of Communication, Research Institute of Applied Communication. Alambra, Cyprus.

Karamanis, T. (2006, November). *Building customer loyalty and employee productivity in pharmacies*. Professional presentation at the Sifanope/Gerolymatos Forum for Pharmacists, Kalamata, Greece. [in Greek]

Karamanis, T. (2006, May). *The white gloves of customer service: Current trends and challenges for call centers.* Paper presented at the Customer Care 2006 Conference and Expo, Athens, Greece.

Karamanis, T. (2005, May). *Managing Crises in the Digital Age: Strategic Communication or Just Saving Face?* Introduction to Biz.Comm 2005 Conference. University of Indianapolis, Athens, Greece. [in Greek]

Karamanis, T. (2003, November). *Introduction to ontology and communication*. Paper presented at the 3d Annual English Department Conference, University of Indianapolis, Cyprus Cultural Center, Athens, Greece.

Karamanis, T. (1998, July). *The privatization of the Greek media and its effects on the international trade of TV programs.* Paper presented at the 48th Annual Conference of the International Communication Association, Jerusalem, Israel.

Invited

Karamanis, T. (2025, June 9). Moderator. *AI in Internal Workplace Communication*. Building Connections Through Conversation: Networking Roundtables. IABC (International Association of Business Communicators) Annual World Conference. June 2025. Vancouver, Canada.

Karamanis, T. (2018, Dec. 6). *Leadership Presence*. LEAD BOLD Professional Development Series. City of Ithaca. Ithaca, NY

Karamanis, T. (2018, October 22). *Interprofessional communication in tech-rich environments: For better or for worse*? 31st Annual Congress of the European Society of Intensive Care Medicine, Paris, France.

Karamanis, T. (2018, October 22). *Communication between remote teams: Doing it well and doing it badly.* 31st Annual Congress of the European Society of Intensive Care Medicine, Paris, France.

Karamanis, T. (2018, October 13). *The role of media in disaster management*. 8th International Conference, Management of Disaster Victims, Medical School, University of Athens & University of Verne. Rhodes, Greece.

Karamanis, T. (2017, October 9). *Press and public information during conflicts and crises*. 7th International Conference, Management of Disaster Victims, Medical School, University of Athens & University of Verne. Rhodes, Greece.

Karamanis, T. (2016, September 30). *Are crisis communication skills important for every business leader?* Kathy Druckman Berggren Symposium in Management and Professional Communication, Cornell College of Business, Ithaca, NY

Karamanis, T. (2015, October 22). *From cave to cloud: The evolution of professional communication*. Keynote speech, 5th Anniversary of MPC, School of Professional Communication, Ryerson University. ProCom Alumni Center, Toronto, ON, Canada.

Karamanis, T. (2014, December). *Crisis, risk communication and public health emergencies in the Caribbean.* CARPHA Technical Advisory Committee inaugural meeting. CARPHA Headquarters, Trinidad, West Indies.

Karamanis, T. (2014, January). *Rebranding from the inside out*. Employee Engagement Conference. International Association of Business Communicators. Marriott Conference Centre, Denver, CO.

Karamanis, T. (2010, June). *Risk, Crisis and Trust Communications: Medical Crises*. "PR Done Right" Risk Communication Conference. Demming Communications and Colthrust PR. Hyatt Regency, Trinidad.

Karamanis, T. (2010, February). *Crisis communication and risk communication*. 2010 Professional Development Series, Session One. International Association of Business Communicators. Il Colosseo, Trinidad.

Karamanis, T. (2009, April). *Media workshop on communicable diseases: Introduction*. Panel Chair. Media Seminar Series on Public Health Issues, Ministry of Health of the Republic of Trinidad and Tobago. Normadie Hotel, Trinidad.

Karamanis, T. (2008, November). *Corporate image and branding in the public health sector*. Technical Heads Planning Workshop, Ministry of Health of the Republic of Trinidad and Tobago. Salybia Resort, Trinidad.

Karamanis, T. (2008, August). *Maximizing health communications*. 1st Public Health Leadership Forum, Ministry of Health of the Republic of Trinidad and Tobago. Eric Williams Medical Sciences Complex, Trinidad.

Karamanis, T. (2006, June). *Region 8 opportunities for the 2006 Regional Conference*. Presentation delivered at Region 8 Meeting Session, at the ACBSP Annual Conference "Global Business Connections", Region 8 Meeting, Chicago.

Webinars

Holtz, S. (panel chair); Gayenski, D., Hueman, S., Karamanis, T.; Narvaez L., Wah, J. *Circle of Fellows: Preparing communication professionals for the future.* (2025, November 25) IABC. Available at https://www.youtube.com/watch?v=1gh_UUExQjI

Karamanis, T. (2025, July 17). *The art of presence: Mastering executive communication* [Invited webinar]. EMBA Consulting Club (members-only).

Holtz, S. (Panel chair), Karamanis, T., et al. (2025, June 10). *Circle of Fellows: Live from the World Conference* [Panel webinar]. International Association of Business Communicators. https://www.youtube.com/watch?v=wfqb8Nys1Kw&t=3023s

Holtz, S. (panel chair); Greenhous, A., Holloway, J., Karamanis, T.; *Circle of Fellows: trends in the communication profession.* (2024, July 3) IABC. Available at https://www.youtube.com/watch?v=XHJ8kP4jdso

Karamanis, T. (panel chair); Addum, J., Schmidt, W., Tang, S. (2020, October 30). *Decision 2020: What the election might mean for business.* Cornell University. Available at: https://www.ecornell.com/keynotes/overview/K103020/

Karolyi, A. (panel chair); Karamanis, T., McComas, K., Woolwen, L. (2020, March 20). *Leadership through communication: Navigating the COVID 19 crisis*. Cornell University. Available at: https://www.ecornell.com/keynotes/overview/K032020a/

Awards and Distinctions

2024 IABC Fellow, (International Association of Business Communicators), the highest distinction bestowed upon IABC members for their overall contribution to the field of communication.

2015-2025 Teaching Honor Roll, Cornell SC Johnson College of Business, Cornell University

2022 Platinum AVA Digital Award, AMCP (Association of Marketing and Communication Professionals), Category: Web based production>Training/e-learning [*Two awards* for two different courses]

2022 Gold AVA Digital Award, AMCP (Association of Marketing and Communication Professionals), Category: Web based production>Training/e-learning

2022 Gold Brandon Hall Group Excellence Award, HCM (Human Capital Management), Category: Best Advance in Leadership Development. Merck/Cornell's Women's Leadership Program (contributor).

2022 Gold Brandon Hall Group Excellence Award, HCM (Human Capital Management), Category: Best Advance in Leadership Development for Women / Diversity and Inclusion. Merck/Cornell's Women's Leadership Program (contributor).

2021 Platinum MarCom Award, AMCP (Association of Marketing and Communication Professionals), category: Digital Media: eLearning [*Three awards* for three different courses]

2020 Award for Excellence in Communication Consulting, APCC (Association of Professional Communication Consultants) / ABC (Association for Business Communication)

2020 Gold Quill Award, (International Association of Business Communicators), Category: Communication Education and Training

2018 Platinum MarCom Award, AMCP (Association of Marketing and Communication Professionals), Category: Strategic Communications

2018 Gold MarCom Award, AMCP (Association of Marketing and Communication Professionals), Category: Communication Education and Training

2018 Silver Quill Award, IABC (International Association of Business Communicators), Category: Communication Education and Training

2017 Gold Quill Award, IABC (International Association of Business Communicators), Category: Communication Education and Training

2016 Platinum MarCom Award, AMCP (Association of Marketing and Communication Professionals), Category: Communication Education and Training

2016 Bronze Quill Award, IABC/Chicago (International Association of Business Communicators). Category: Communication Skills/Digital Communication

2016 AVA Digital Award, AMCP. Category: Websites/Small Business

2015 Silver Leaf Award, IABC (International Association of Business Communicators), Category: Communication Education and Training/Institutional Training

2015 Gold MarCom Award, AMCP, Category: Digital Media/Web Content

2015 Gold MarCom Award, AMCP, Category: Digital Media/Small Business

2015 Gold MarCom Award, AMCP, Category: Communication Management/Research-Study

2014 Gold Quill Award, IABC (International Association of Business Communicators), Category: Communication Education and Training/Institutional Training

2014 Gold Quill Award, IABC, Category: Communication Management/Branding

2014 Gold Quill Award, IABC, Category: Communication Management/Multi-audience communication

2013 Comm Prix Award, Global Alliance of PR and Communications Professionals, Category: Internal Communication

2013 Gold Quill Award, IABC, Category: Communication Management/Internal Communication

2013 Gold Quill Award, IABC, Category: Communication Research

2013 Platinum MarCom Award, AMCP, Category: Writing/Crisis Communication Training.

2013 AVA Digital Award, AMCP. Category: Web Portal.

2013 AVA Digital Award, AMCP. Category: Personal Webpage.

2012 Platinum MarCom Award, AMCP. Category: Communication Research/Study.

2012 Platinum MarCom Award, AMCP. Category: Brand Briefs and RFPs.

2012 Gold MarCom Award, AMCP. Category: Communication Plan.

2012 Gold MarCom Award, AMCP. Category: Communication Policy.

2012 Gold MarCom Award, AMCP. Category: Specialty Web/Portal.

2012 Silver Quill Award, IABC /Pacific Plains. Category: Communication Management / Strategic Communication Processes.

2012 Bronze Quill Award, IABC/Chicago. Category: Communication Management / Digital Communication.

2011 Platinum MarCom Award, AMCP. Category: Communication Research/Study.

2011 Platinum MarCom Award, AMCP. Category: Crisis Communication Plan.

2010 Silver Quill Award, IABC / Southern Region, Category: Communication Management / Crisis Communication.

2007 Teaching Excellence Award, Accreditation Council of Business Schools and Programs (ACBSP).

1998 Fellowship Award for Academic Excellence, A.S. Onassis Public Benefit Foundation.

1997-1999, Graduate Assistantship, Department of Communication Studies, Northwestern University.

1996 Academic Excellence Award, Gerondelis Foundation.

1993 Excellence in Undergraduate Scholarship Award, State Scholarships Foundation (Greece)

1992 Grant towards NATO visit to Brussels [part of a political science course competition]. Athens University of Economics and Business.

Service

To the Profession

Member, IABC (International Association of Business Communicators) Fellows Selection Committee, 2025-Present

Co-chair, MCA (Management Communication Association) Conference Committee, 2024-Present

IABC Gold Quills Judge, Blue Ribbon Panel, 2016-Present

Academician, Euro-Mediterranean Academy of Arts and Sciences, 2017-Present

Vice Chair/Chair/Past Chair, IABC Awards Committee, 2021-2024

Vice Chair/Chair/Past Chair, GCCC (Global Communication Certification Council), 2017-2020

IABC Heritage Region Silver Quill Awards Judge, 2019-2020

IABC Silver Leaf Awards Judge, Canada, 2019

IABC Golden Flames Awards Judge, Atlanta, GA, 2016-2018

Member, The Warning Project Advisory Board, 2014-2018

Chair/Past Chair, IABC Academy, 2015-2017

Member, CARPHA (Caribbean Public Health Agency) Technical Advisory Committee on Communications, 2014-2017

Mentor, IABC Toronto Mentorship Program, 2015

IABC Dallas Awards Judge, 2015

Member, IABC Interim Academy Committee, 2014

COMM PRIX Awards Judge, Global Alliance for Public Relations and Communications Professionals, 2014

Renaissance Awards Judge, IABC/Pacific Plains, 2014

Silver Quills Awards Judge, IABC/Southern Region, 2014

Member, IABC Bronze Quill Awards Committee, Chicago Chapter, Chicago, IL, 2010-2013

Head of Academic Council, Research Institute of Applied Communication (IMEE, Cyprus), 2006-2008

Core team member, Information Task Group, Office of Disaster Preparedness and Management, Republic of Trinidad and Tobago, 2009-2010

Member, Inter-ministerial Committee for Government Communication Strategy, Republic of Trinidad and Tobago, 2009-2010

Communication Advisor, National Tobacco Control Committee, Republic of Trinidad and Tobago, 2008-2010

Secretary, Region 8 Council, Accreditation Council of Business Schools and Programs (ACBSP), 2007-2008

Member, Global Business Education Committee, ACBSP, 2007-2008

Member, Teaching Excellence Award Committee, ACBSP, 2007

To the University

College/School Assignments

Chair:

2025-2026: Cornell SC Johnson College of Business, EMBA Metro Program Committee: To Cornell University in Ithaca, NY [member since 2022]

2017-2019: Cornell SC Johnson College of Business, C-Factor Competition Organizing Committee: To Cornell University in Ithaca, NY

2017-2018: Cornell SC Johnson College of Business, Management Communication Curriculum Review Committee: To Cornell University in Ithaca, NY

2014-2015: School of Engineering Technology, M-Factor Organizing Committee: To McMaster University in Hamilton, Canada

2011-2012: College of Communication Academic Affairs Committee: To Zayed University in Dubai, UAE

Member:

2017-Present: Cornell SC Johnson College of Business, MBA Program Committee: To Cornell University in Ithaca, NY

2025-2026: Cornell SC Johnson College of Business, MCA Organizing Committee: To Cornell University in Ithaca, NY

2023-2024: Cornell SC Johnson College of Business, Course Overload Policy Committee: To Cornell University in Ithaca, NY

2023-2024: Cornell SC Johnson College of Business, MBA Curriculum Review Committee: To Cornell University in Ithaca, NY

2021-2022: Cornell SC Johnson College of Business, Engaged College Initiative: To Cornell University, Ithaca, NY

2021-2022 & 2019-2020 [elected]: Cornell SC Johnson College of Business, Faculty Policy Committee: To Cornell University in Ithaca, NY

2019-2020: Cornell SC Johnson College of Business, Search Committee, Dyson Communication Faculty position: To Cornell University in Ithaca, NY

2014-2015: School of Engineering Technology Online Transition Committee: To McMaster University in Canada

2014-2015: School of Engineering Technology ACBSP Management Accreditation Committee: To McMaster University in Canada

2013-2015: School of Engineering Technology Teaching Excellence Committee: To McMaster University in Canada

2013-2015: School of Engineering Technology Faculty Search Committee: To McMaster University in Canada

2011-2012: College of Communication Faculty Search Committee: To Zayed University in Dubai

2011-2012: College of Communication Research and Professional Development Committee: To Zayed University in Dubai

University Assignments

Chair:

2003-2004: Advertising Committee: To the University of Indianapolis, Athens Campus

Faculty Advisor:

2003-2004: Student Government: To the University of Indianapolis, Athens Campus

Member:

2014-2015: Teaching Professors Community of Practice: To McMaster University in Canada
2014-2015: Research in Teaching & Learning Community of Practice: To McMaster University in Canada
2013-2015: Level 1 Instructors Community of Practice: To McMaster University in Canada
2004-2005: Scholarship Committee: To the University of Indianapolis, Athens Campus

Other Institutional Service Activities:

2004-2005: Master of Ceremonies, Commencement Ceremonies: To the University of Indianapolis, Athens

Language Skills

Bilingual in Greek and English

Very good command of French

Basic reading and listening skills in Italian

Professional Associations

National Communication Association (NCA)

Association for Business Communication (ABC)

International Association of Business Communicators (IABC)

Management Communication Association (MCA)

Northwestern University Alumni Association

A.S. Onassis Public Benefit Foundation Fellows' Association