

September 2023

ELLEN KIMBERLY (KIM) WATERS

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EMPLOYMENT

August 2020 – May 2021	Adjunct Instructor of English. Piedmont College, Demorest, Georgia.
January 2013 – Dec 2022	Graduate Teaching Assistant Doctoral candidate. Linguistics and English Departments, University of Georgia. Athens, Georgia.
January 2017 – June 2017	Consultant. Writing Center. University of Georgia, Athens, Georgia.
Summer 2011	Math Instructor. Steps-to-College Program, University of North Georgia – Gainesville Campus. Gainesville, Georgia. Grant-funded program for high school ESL students preparing to take GHSGT.
August 2008 – December 2017	Instructor of Mathematics. University of North Georgia – Gainesville & Oconee Campuses (also, August 2003 – May 2004).
Prior to 2008	Managerial positions of increasing scope and responsibility in three career tracks: <i>Biotechnology:</i> Quidel Corporation San Diego, CA <i>Managed Healthcare:</i> United HealthCare Atlanta, GA Kaiser Permanente Atlanta, GA Charlotte, NC Raleigh, NC <i>Arts Administration:</i> Bessac-Waters Gallery Buford, GA Hambidge Center for Creative Arts & Sciences Rabun Gap, GA

EDUCATION

2023	A.B.D. Linguistics. University of Georgia.
2013	Certificate in Spanish. Middlebury College Language Institute.
2012	M.A., Linguistics. University of Georgia.
1995	M.H.A., Healthcare Administration. Georgia State University.
1994	M.B.A., Healthcare Operations. Georgia State University.

- 1982 B.S., Industrial Management. Georgia Institute of Technology.
- 1979 A.S., Physics. Gainesville Jr. College (University of North Georgia).

FELLOWSHIPS | GRANTS | HONORS | PROGRAMMING SUPPORT

University of Georgia Graduate Student Funding

Seven-year funding package including Linguistics, English, and WIPP-PP teaching assistantships and a Writing Center consultancy

- 2019 Ron Baxter Miller Graduate Award recognizing excellence in the study and scholarship of African American and Multicultural literature, May 2019 (\$1000). The English Department, University of Georgia.
- 2017 Innovative and Interdisciplinary Research Grant, April 2017 (\$2500). The Graduate School, University of Georgia.
- 2016 Support for Dr. Neal Lester's Willson Center Fellowship, August 2016 (\$1000). Franklin College of Arts & Sciences Office of Inclusion and Diversity Initiatives, University of Georgia.
- 2016 Support for Dr. Neal Lester's Willson Center Fellowship, August 2016 (\$500). John Wharton Lowe, Barbara Methvin Professor of English Literature, University of Georgia.
- 2016 Support for Dr. Neal Lester's Willson Center Fellowship, August 2016 (\$500). Creative Writing Program, University of Georgia.
- 2016 Support for Dr. Neal Lester's Willson Center Fellowship, August 2016 (\$700). English Department, University of Georgia.
- 2016 Support for Dr. Neal Lester's Willson Center Fellowship, August 2016 (\$500). Grady College of Journalism, University of Georgia.
- 2016 Support for Dr. Neal Lester's Willson Center Fellowship, August 2016 (\$1000). The Graduate School, University of Georgia.
- 2016 Travel funding for field work on Sapelo Island, Georgia, July 2016 (\$575). The Graduate School, University of Georgia.
- 2016 In-kind support for Dr. Neal Lester's Willson Center Fellowship, Spring 2016. Georgia Chapter of the NAACP, Atlanta, Georgia.

- 2016 In-kind support for Dr. Neal Lester’s Willson Center Fellowship, Spring 2016. Special Collections Libraries, University of Georgia.
- 2016 Support of Dr. Neal Lester’s Willson Center Fellowship, Spring 2016 (\$50). Linguistics Society, University of Georgia.
- 2016 Willson Center Short-term Visiting Scholar Fellowship award to bring Dr. Neal Lester to UGA for a linked series of diversity and inclusion events for DIG Fellowship capstone project, Fall 2016 (\$5000). Willson Center for Humanities and Arts and the Graduate School, University of Georgia.
- 2015 Research Travel Grant for travel to St. Helena Island, SC, Fall 2015 (\$800). Willson Center for Humanities and Arts and the Graduate School, University of Georgia.
- 2015 Diversity and Inclusion Graduate (DIG) Fellow, inaugural cohort (\$250). University of Georgia.

PUBLICATIONS

- Miller, Deborah Church, Lindsay Tighe, and Kim Waters. 2020. “meanderings to the river”: A sustainable approach to teaching sustainability in First-Year Composition. In Joseph Lease (ed.) *Climate Consciousness and Environmental Activism in Composition: Writing to Save the World*. Lanham, MD: Lexington Books / Rowman & Littlefield Publishers, Inc.
- Waters, Kim. In preparation. Beyond bricks and mortar: A postcard of Gullah-Geechee’s linguistic landscape in cyber-space. *Linguistic Landscape*.
- Waters, Kim. In preparation. Weather and displacement: Hugo, Matthew, and Sapelo. *Southeastern Geographer*.

PRESENTATIONS

- “Rebel time speech in the 21st Century: Intonation in Sapelo Island Geechee – A first look.” Oral presentation at the Third Annual Linguistics Society at UGA (LSUGA3) Interdisciplinary Conference, University of Georgia, Athens, Georgia. October 8, 2016.
- “Documenting Geechee: Why language documentation is important.” Oral presentation at the Hog Hammock Public Library. Sapelo Island, Georgia. July 25, 2016.
- “Real time field time: The way-in to the Sapelo Island Geechee community.” Oral presentation at the Graduate Student Colloquium. University of Georgia, Athens. April 1, 2016.

“It Ain’t Broke: Gullah-Geechee as the last English-lexified creole in the US.” Accepted as poster presentation at American Association of Applied Linguistics (AAAL). Orlando, Florida. April 2016.

“Rebel time speech in the 21st Century: Five Gullah-Geechee dialects,” Accepted for oral presentation at University of Alabama Languages Conference (UALC). University of Alabama, Tuscaloosa, Alabama. February 2016.

“Rebel time speech in the 21st Century: Five Gullah-Geechee dialects.” Oral presentation at Winter meeting, Society of Pidgin & Creole Linguistics in conjunction with the LSA. Washington, DC. January 2016.

“An endangered treasure on the Georgia coast.” Invited speaker for oral presentation to Freshman Odyssey Seminar on Endangered Languages. Instructor of record: Dr. Chad Howe. Athens, Georgia. November 2, 2015.

“Gullah-Geechee in cyber-space: The linguistic landscape of an unwritten language.” Oral presentation at the Second Annual Linguistics Society at UGA (LSUGAII) Interdisciplinary Conference. University of Georgia, Athens, Georgia. October 9, 2015.

“Gullah-Geechee in cyber-space: Beyond the real linguistic landscape.” Oral presentation at the Graduate Student Colloquium. University of Georgia, Athens, Georgia. April 10, 2015.

“Gullah-Geechee: A new linguistic landscape.” Oral presentation at the English Grad Student Organization (EGO) Conference. University of Georgia, Athens, Georgia. March 20, 2015.

“Evidence of African tones and contact borrowing: The case of Gullah.” Oral presentation at the First Annual Linguistic Society at UGA Interdisciplinary Conference. University of Georgia, Athens, Georgia. October 24, 2014.

“On the nature of creole genesis and language change: Evidence from Gullah-Geechee.” Oral presentation at the South Carolina Project on Language and Culture. The Department of English and Modern Languages, South Carolina State University. Orangeburg, South Carolina. October 20, 2014.

“How not to do a thesis.” Oral presentation at the Graduate Student Colloquium. University of Georgia, Athens, Georgia. April 19, 2013.

“Environmental assessment: Proposal to establish an ESL program on the Oconee campus.” Oral presentation for the Gainesville State College Academic Enrichment Department. Gainesville State College (University of North Georgia), Watkinsville, Georgia. September 2011.

MEDIA AND INTERVIEWS

UGA Graduate Magazine. Interview by Cindy Adams (ed.). Winter 2017. *Kim Waters on Sapelo Island, a doctoral student explores an ancient language and cryptica*. <https://gradmag.uga.edu/281-2/>

The Red & Black. Article by Julien Getty. September 18, 2016. *Neal Lester visits UGA to speak about the representation of black males* http://www.redandblack.com/uganews/neal-lester-visits-uga-to-speak-about-representation-of-black/article_da1ab98e-7dbc-11e6-804c-e306253190e7.html

Grady Newsource. Article by Miles Moraitis. September 14, 2016. *UGA students comment on the N-word* <http://gradynewsource.uga.edu/blog/2016/09/14/discussions-on-the-n-word-neal-lester-to-speak/>

Flagpole Magazine. Interview by Kat Khoury. September 14, 2016. *Talk About the 'N-Word': UGA Student Organizes Concerts, Lectures and Discussions on Race* <http://flagpole.com/news/news-features/2016/09/14/talk-about-the-n-word-uga-student-organizes-concerts-lectures-and-discussions-on-race>

Athens Oral History Project. Interview by Kim Waters. September 14, 2016. Dr. Neal Lester on growing up in Jefferson, Georgia: Experiences before, during, and after school integration. AOHP collaborating archivist, Christian Lopez. <https://www.youtube.com/watch?v=320qV8jk410&t=416s>

Grady Newsource. Interview by LaPorsche Thomas. September 13, 2016. *Organizer of Lester's Willson Center Fellowship* (segment begins at 0.39 minutes) <http://www.ustream.tv/recorded/91323931> (link not active)

WUGA Radio. Interview by Alexia Ridley. September 12, 2016. On Diversity & Inclusion Graduate (DIG) Fellowship project; local news inserts during broadcast of NPR's *All Things Considered* and *Morning Edition*

Athens Banner Herald | Online Athens. Article by Hilary Butschek. September 12, 2016. *African American culture scholar comes for week-long visit to UGA* <https://www.onlineathens.com/story/lifestyle/2016/09/12/african-american-culture-scholar-comes-week-long-visit-uga/15344204007/>

UGA Graduate School *Spotlight*: Graduate Student Profile. Interview by Cindy Adams (ed.). April 20, 2016. *Kim Waters, 2016* <https://grad.uga.edu/index.php/kim-waters-a-ph-d-student-in-the-linguistics-program-has-devoted-her-doctoral-studies-to-recording-and-preserving-the-language-and-oral-traditions-of-the-sapelo-island-geechees>

The Red & Black. Interview by Adina Solomon. March 7, 2011. *Student works to be a teacher – Many degrees lead to university graduate program*: https://www.redandblack.com/news/student-works-to-be-teacher-many-degrees-lead-to-univ/article_38dcb861-16af-52ed-917f-a010d331b4d6.html

TEACHING EXPERIENCE

Piedmont College | Demorest, GA

- Fall 2020 Rhetoric and Composition (ENGL1101) | hybrid model | full term
- Fall 2020 Literature and Composition (ENGL1102) | hybrid model | full term
- Spring 2021 Rhetoric and Composition (ENGL1101) | asynchronous model | half term
- Spring 2021 Literature and Composition (ENGL1102) | asynchronous model | half term

University of Georgia | Athens, GA

- 2013 The Study of Language (LING 2100)
- 2016 - 2019 The Study of Language (LING 2100)
- 2014 - 2017 English Composition I (ENGL 1101)
- 2015 WIP Phonetics-Phonology Teaching Assistant (LING 4022/6022)

University of North Georgia | Gainesville and Watkinsville campuses

- 2016 - 2017 Foundations for College Algebra (MATH 0989)
- 2008 - 2016 Intermediate Algebra (MATH 0099)
- 2003 - 2004 Intermediate Algebra (MATH 0099)
- 2010 - 2013 College Experience (GSCE 1101)
- 2012 Introduction to Linguistics (LING 2010)
- 2011 Math / Steps-to-College Summer Program for ESL at-risk youth taking GHSGT
- 2003 - 2004 Business Communications (COMM 2300)

PROFESSIONAL ACTIVITIES

As graduate student, teaching assistant, instructor, University of Georgia, and Demorest College community member:

- 2023 Biographical essay (*currently researching*):
Peggy Trotter Dammond Preacely: former Freedom Rider | Along with John Lewis and Julian Bond, founding member of SNCC
- 2023 Biographical essay (*currently researching*):
Roger Shuy: Legendary investigator | Empirical linguist language and the law
- 2021 Emily Pierce Graduate Student Residency selection committee member; Lillian E. Smith Center, Piedmont College, Demorest, Georgia, March 2021.

- 2021 Co-moderator with Dr. Barbara McCaskill; Athens Association for the Study of African American Life and History (ASALH) Black History Month screening of Hal Jacobs' film, *Lillian Smith: Breaking the Silence*; free online event. February 2021.
- 2020 - 2021 ASALH Athens Executive Committee Treasurer; organized online ticket sales for Black History Month student essay contest awards dinner, February 2020.
- 2019 - present Athens ASALH Program Committee co-chair with Dr. Barbara McCaskill
- Organized screening of *Talking Black in America* at Athens Clarke County Public Library in celebration of the birthday of Carter G. Woodson, founder of Black History Month. Introduced invited guest speaker, Dr. Jon Forrest, Assistant Professor, UGA Linguistics Department, December 2019.
 - Coordinated Civil Rights Trail pilgrimage to The National Memorial for Peace and Justice and The Legacy Museum: From Enslavement to Mass Incarceration in Montgomery, Alabama, and walk across the historic Edmund Pettus Bridge in Selma, Alabama. Athens, Georgia. September 2019.
- 2018 Coordinator, University of Toulouse advance team faculty visit to Sapelo Island, Georgia. Spring 2018.
- 2018 Moderator – *Scenes in the Other's Language / Scènes dans la langue de l'autre* –
- *Mama Day and The Tempest* – Magical Language: Gloria Naylor, Shakespeare, and the Barrier Islands - a roundtable with Dr. Sujata Iyengar; co-hosted by the University of Georgia and the University of Toulouse; University of Georgia, Athens, Georgia. November 2018.
 - *Daughters of the Dust* - a film screening and discussion with Dr. Sujata Iyengar; co-hosted by the University of Georgia and the University of Toulouse; University of Georgia, Athens, Georgia. November 2018.
- 2017 - 2019 Co-investigator, Corpus of North Georgia English, IRB 00004695, Dr. Chad Howe, Principle Investigator
- 2017 Peer mentor for new Linguistics graduate students
- 2017 Interview subject: qualitative life history project with LLED doctoral student, Kelly Dugan, investigator. Dr. Kathleen deMarrais' qualitative research project
- 2017 Interview subject: FYOC undergraduate project (Caliee Anderson)
- 2017 Appointment as consultant to UGA Writing Center

- 2016 LSUGA3 Interdisciplinary Conference organizing committee member
- 2015 Grad student rep, Search Committee for Linguistics Department Administrative Assistant
- 2015 Promotions Director, LSUGA2 Interdisciplinary Conference Committee
- 2014 - 2015 Writing-Intensive Pedagogy Program (WIPP), selected as first WIP TA in Phonetics-Phonology (http://www.wip.uga.edu/policies_tas.htm)
- 2014 - 2016 Doctoral student representative to the Linguistics Faculty
- 2015 Participant: Perception of reduced forms experiment, Dr. Margaret E. L. Renwick, Principle Investigator
- 2014 - 2017 Peer-observer, Linguistics TA program
- 2014 Participant: Divided field experiment, Dr. Tim Gupton, Principle Investigator
- 2014 Volunteer Staff, LSUGA1 Interdisciplinary Conference
- 2014 Co-editor, *TA Handbook*, Linguistics Department
- 2012 Grad student rep, Search Committee for Linguistics Department Administrative Assistant

As Instructor of Mathematics at the University of North Georgia:

- 2017 Consultant to core-curriculum committee regarding inclusion of *Introduction to Linguistics* course in core curriculum
- 2012 - 2014 Regularly attended faculty senate meetings, contributed to and proofread faculty resolutions and other matters of faculty business
- 2013 Exhibitor, Non-Art-Faculty Faculty Art Exhibition, GSC (now UNG) – Oconee campus
- 2012 Member of Academic Calendar Work Group during consolidation process
- 2012 Participated in focus groups for new institution naming during consolidation process
- 2011 Prepared, in collaboration with Jackie Saindon, Environmental Assessment for establishing ESL Learning Support program at GSC (now UNG) – Oconee campus

2002 Honorable Mention, Alumni Art Exhibition, Roy C Moore Gallery, GCS (now UNG)
 – Gainesville campus

RESEARCH INTERESTS

Dialect attitudes – discrimination – bias
Minority cultures and un
Diversity | Equity | Inclusion programs – initiatives – support – outcome assessments
Language documentation | Language preservation | Oral histories
Linguistic profiling | Forensic linguistics | Audio and text analysis
Cryptolects & Creoles | Endangered languages | Acoustic fieldwork
Historical sociolinguistics | Linguistic anthropology
Southern American English dialects | Language regard
White privilege | White fragility
Sustainability pedagogy | Writing-intensive courses
Change management facilitation and planning

LANGUAGES | ANALYTICAL SOFTWARE | APPLICATIONS

English (fluent)
Spanish (conversational)
Gullah-Geechee (listening, reading)
German (basic reading)
French (basic reading)
Cherokee (advanced beginner)
Japanese (advanced beginner)
Tz'u tujil (beginner)
Aramaic (beginner)

Praat (advanced)
Qualtrics (advanced)
Excel (advanced)
R (intermediate)
JMP (intermediate)
Audacity (intermediate)

Zoom (advanced)
Word (advanced)
PowerPoint (advanced)

LEARNING MANAGEMENT SYSTEMS

Desire 2 Learn (D2L)
Electronic Learning Commons (eLC)
CANVAS

PROFESSIONAL AND CIVIC MEMBERSHIPS

2011 - Linguistics Society at UGA – Charter Member
2014 - Linguistics Society of America
2015 - American Association of Applied Linguistics
2015 - Society of Pidgin and Creole Linguistics
2017 - American Dialect Society
2019 - Athens ASALH, Program Committee Co-chair; Executive Committee Treasurer (2020-2021)
2019 - North American Research Network in Historical Sociolinguistics
2021 - National Association for the Advancement of Colored People (*Lifetime Member*)

COMMUNITY ENGAGEMENT

2000 - 2017, Judge, Science Olympiad; Regional and state-wide event held each February on
2019 - 2020 UNG campus for Georgia middle school students; state winners attend regional then
national competitions, Gainesville, Georgia.

2003 - 2004 Spanish tutor for preschoolers and elementary students, Athens, Georgia.

2005 - 2006 Art and drawing workshops with elementary school students, Gainesville, Georgia.

2008 - 2009 Knitting lessons with high school and college students, Athens, Georgia.

2022 - After-school Algebra and Geometry tutor, Clarke Central High School, Athens,
Georgia.

2022 - Swimming lessons with preschoolers, Athens, Georgia.