Rev. 7/16

**CURRICULUM VITAE**

**Clifton Scott**

Department of Communication Studies

University of North Carolina, Charlotte

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<http://uncc.academia.edu/cliffscott>

<https://www.researchgate.net/profile/Cliff_Scott>

#### **EDUCATION**

Ph.D., Organizational Communication, Arizona State University. May, 2005.

Dissertation: “The Discursive Organization of Workplace Safety and Risk”

Advisor: Angela Trethewey

Supervisory Committee: Blake Ashforth (Dept. of Management)

Bob McPhee

Sarah Tracy

M.A., Communication Studies, Northern Illinois University. May, 2001.

Emphasis: Organizational Communication

Advisor: Joe Scudder

B.S., Speech Communication, Bradley University, December, 1997.

Minor: Political Science

**ACADEMIC EXPERIENCE**

7/14-present: Faculty Associate, Center for Professional and Applied Ethics, UNC Charlotte.

7/11-present: Associate Professor of Organizational Science, UNC Charlotte.

7/11-present: Associate Professor of Communication Studies, UNC Charlotte.

1/06-6/11: Assistant Professor of Organizational Science, UNC Charlotte.

7/05-6/11: Assistant Professor of Communication Studies, UNC, Charlotte.

6/03-5/05: Internship Coordinator, Hugh Downs School of Human Communication, Arizona State University.

8/01-5/05: Graduate Teaching Associate, Hugh Downs School of Human Communication, Arizona State University.

8/00-5/01: Graduate Teaching Assistant, Department of Communication, Northern Illinois University.

**RESEARCH**

**Refereed Journal Articles**

(\*denotes co-authors who are graduate students or graduate alums)

\*Maglio, M., Scott, C., Davis, A.L., \*Allen J. A., & Taylor, J. A. (2016). Situational pressures that

influence firefighters’ decision making about personal protective equipment: A qualitative analysis. *American* *Journal of Health Behavior, 40*, 555-567. DOI: http://[dx.doi.org/10.5993/AJHB.40.5.2](http://dx.doi.org/10.5993/AJHB.40.5.2)

\*Dunn, A. M., Scott, C., \*Allen, J. A., & \*Bonilla, D. (2016). Quantity and quality: Increasing safety

norms through after action reviews. *Human Relations*, *69,* 1209-1232.

DOI: 0018726715609972.

\*Allen, J. \*Crow, J., \*Baran, B. E., Scott, C. W. (2015). Organizational identification: A context-

specific mitigating resource in work-family conflict. *Journal of Contingencies & Crisis*

*Management, 24,* 27-35.

Rogelberg, S. G., Scott, C. W., \*Agypt, B., Williams, J., Kello, J. E., McCausland, T., & \*Olien, J. L.

(2014). Lateness to meetings: Examination of an unexplored temporal phenomenon. *European Journal of Work and Organizational Psychology*, *23*, 323-341.

\*Allen, J. A., Beck, T., Scott, C. W., & Rogelberg, S. G. (2014). Understanding workplace meetings: A

qualitative taxonomy of meeting purposes. *Management Research Review, 37*(9), 791-814.

Scott, C., \*Allen, J. A., \*Bonilla, D. & \*Baran, B. (2013) Ambiguity and freedom of dissent in post

incident discussion. *Journal of Business Communication, 50*(4), 383-402*.*

\*Allen, J. A., Scott, C. W., & Tracy, S. J., Crowe, J. (2013). The signal provision of emotion: Using

emotions to enhance reliability via sensemaking. *International Journal of Work, Organisation,*

*and Emotion.*

Shanock, L. R., \*Allen, J. A., \*Dunn, A. M., \*Baran, B. E., Scott, C. W., & Rogelberg, S. G. (2013).

Less acting, more doing: How surface acting relates to perceived meeting effectiveness and

other employee outcomes. *Journal of Occupational and Organizational Psychology,* 86, 457-476.

\*Paustian‐Underdahl, S. C., Shanock, L. R., Rogelberg, S. G., Scott, C. W., \*Justice, L., & Altman, D.

G. (2013). Antecedents to supportive supervision: An examination of biographical data. *Journal of Occupational and Organizational Psychology*, *86*, 288-309.

\*Paustian‐Underdahl, S. C., Shanock, L. R., Rogelberg, S. G., Scott, C. W., \*Justice, L., & Altman, D.

G. (2013). Building a business case for developing supportive supervisors. *Journal of Occupational and Organizational Psychology*, *86*, 324-330.

\*Baran, B. E., Shanock, L., Rogelberg, S. G., Scott, C. W. (2011). Leading group meetings:

Supervisors’ actions, employee behaviors and upward perceptions. *Small Group Research,*

*43,* 1-33.

Scott, C. W., & Myers, K. K. (2010). Toward an integrative theoretical perspective on organizational

membership negotiations: Socialization, assimilation, and the duality of structure.

*Communication Theory, 20,* 79-105.

\*Baran, B. E., & Scott, C. W. (2010). Organizing ambiguity: A grounded theory of leadership and sensemaking within dangerous environments. *Military Psychology, 22*(S1),S42-S69.

Rogelberg, S. G., \*Allen, J., Shanock, L., Scott, C. W., & \*Shuffler, M. (2010). Employee satisfaction with meetings: A contemporary facet of job satisfaction. *Human Resource Management, 49,* 149-172.

\*Allen, J., \*Baran, B. E., & Scott, C. W. (2010). After-action reviews: A venue for the promotion of

safety climate. *Accident Analysis & Prevention, 42,* 750-757*.*

Scott, C. W., & Trethewey, A. C. (2008). [Organizational discourse and the appraisal of](http://www.communications.uncc.edu/cwscott/scott-trethewey-07)

[occupational hazards.](http://www.communications.uncc.edu/cwscott/scott-trethewey-07) *Journal of Applied Communication Research, 36,* 297-317*.* [Lead Article]

Rogelberg, S. G., Scott, C. W., & Kello, J. (2007). Science and fiction of meetings. *MIT* *Sloan*

*Management Review, 48*(2), 18-22.

Tracy, S. J., Myers, K. M., & Scott, C. W. (2006). [Cracking jokes and crafting selves: A multi-](http://www.communications.uncc.edu/cwscott/tracy-myers-scott-06)

[site analysis of humor, sensemaking, and identity management among human service workers.](http://www.communications.uncc.edu/cwscott/tracy-myers-scott-06) *Communication Monographs, 73,* 283-308*.*

Tracy, S. J., & Scott, C. W. (2006). Sexuality, masculinity and taint management among firefighters

and correctional officers: “America’s heroes” and the “scum of law enforcement.”

*Management Communication Quarterly, 20,* 6-38*.* [Lead Article]

Scott, C. W., & Myers, K. K. (2005). [The socialization of emotion: Learning emotion management at the fire station.](http://www.communications.uncc.edu/cwscott/scott-myers-05) *Journal of Applied Communication Research, 33,* 67-92*.* [Reprinted in Bollinger, D. M. (2006). *Introduction to communication studies: An applied research perspective.* Dubuque, IA: Kendall Hunt.]

**Editor Reviewed Publications** (\*denotes co-authors who are graduate students or graduate alums)

Scott, C. W., & \*Medaugh, M. (forthcoming). Types of observers. In Jörg Matthes (Ed.) *International Encyclopedia of Communication Research Methods.* Wiley-Blackwell.

Scott, C. W., & \*Medaugh, M. (forthcoming). Axial coding. In Jörg Matthes (Ed.) *International Encyclopedia of Communication Research Methods.* Wiley-Blackwell.

\*Makkawy, A., & Scott, C. W. (forthcoming). Dirty work. In C. Scott & L. Lewis (Eds.), *International Encyclopedia of Organizational Communication.* Wiley-Blackwell.

Scott, C. W., \*Allen, J., Rogelberg, S. G., & Kello, A. (2015). Five theoretical lenses for conceptualizing the role of meetings in organizational life. In J. Allen, N. Lehman-Willenbrock & S. Rogelberg (Eds.), *Cambridge handbook of meeting science* (pp. 20-48)*.* Cambridge University Press.

Scott, C. W., \*Dunn, A., \*Williams, E., and \*Allen, J. (2015). Implementing after action review systems in organizations: Key principles and practical considerations. In J. Allen, N. Lehman-Willenbrock & S. Rogelberg (Eds.), *Cambridge handbook of meeting science* (pp. 634-662)*.* Cambridge University Press.

\*Baran, B. E., Scott, C. W., & \*Bonilla, D. L. (2013). When mistakes almost become disasters. In G. B. Graen & J. A. Graen (Eds.), *Management of team leadership in extreme contexts* (pp.85-101). Charlotte, NC: Information Age Publishing.

Scott, C. W., Shanock, L., & Rogelberg, S. G. (2012). Meetings at work: Advancing the theory and

practice of meetings. *Small Group Research, 43,* 127-129.

Rogelberg, S. G., Shanock, L., & Scott, C. W. (2012). Wasted time in meetings: Increasing return on

investment. *Small Group Research, 43,* 236-245.

Scott, C. W. (2009a). Grounded theory. In S. Littlejohn & S. Foss (Eds.), *Encyclopedia of Communication Theory* (pp. 447-450)*.* Thousand Oaks, CA: Sage.

Scott, C. W. (2009b). Organizational identity theory. In S. Littlejohn & S. Foss (Eds.), *Encyclopedia of Communication Theory* (pp. 716-718)*.* Thousand Oaks, CA: Sage.

Scott, C. W., & Tracy, S. J. (2007). Riding fire trucks and ambulances with America’s heroes. In S. K. Drew, M. Mills & B. Gassaway (Eds.), *Dirty work: The social construction of taint* (pp. 55-75)*.* Waco, TX: Baylor University Press.

Tracy, S. J., & Scott, C. W. (2007). Dirty work and discipline behind bars. In S. K. Drew, M. Mills & B. Gassaway (Eds.), *Dirty work: The social construction of taint* (pp. 33-54).Waco, TX: Baylor University Press.

Rogelberg, S. G., Scott, C. W., & Kello, J. (2006). Meetings at work: Burnout and effectiveness. *Peking University Business Review, 26,* 140-146.

Trethewey, A. C., Scott, C. W., & LeGreco, M. (2006). Constructing embodied organizational identities:  Commodifying, securing, and servicing professional bodies. In B. Dow & J. T. Wood (Eds.), *Handbook of Gender and Communication* (pp. 123-141). Thousand Oaks, CA: Sage.

**Textbook**

Floyd, K., Hammers, M., Scott, C. W. (2005). *The communication internship: Principles and practices* (3rd ed.)*.* Dubuque, IA: Kendall/Hunt.

**Research Translations for Practitioners**

Freitag, A., Guyer, R., & Scott, C. W. (forthcoming). Effective communications strategies for fats, oil, and grease for multifamily housing and Latino populations. *North Carolina Currents.*

Scott, C., Myers, K., Tracy, S. (2006). Humor as serious business*. Communication Currents.* Online

available at: <http://www..communicationcurrents.com/serioushumor.htm>

Scott, C. W. (2006). Risky business: Consent, safety, and firefighter culture. Brief case study in E. Eisenberg, H. L. Goodall, & A. C. Trethewey, *Organizational communication: Balancing creativity and constraint, 5th ed.* (pp. 193-194).Boston: Bedford/St. Martin’s.

**Research Honors**

*Top Paper. “*Toward an Integrative Theory of Membership Negotiation: Socialization, Assimilation, and the Duality of Structure.” Organizational Communication Division, National Communication Association. November, 2007. First author.

*Superior Ph.D. Researcher Award.* Hugh Downs School of Human Communication, Arizona State University. May, 2004.

*Top Four Paper.* “Communication as Ritual: An Alternative Approach to Understanding Facilitative Implementation of Group Support Systems.” Organizational Communication Interest Group, Western States Communication Association. February, 2003. First author.

**Media Coverage of My Research**

Cotter, M. J. (2010). From the jumpseat: The safety/identity conflict. *Fire Engineering.* Online available

at: <http://www.fireengineering.com/index/articles/display.articles.fire-engineering.from-the-jumpseat.2010.08.ftj-safety-vs-identity.html>

Knight, D. (2007, February 21). Business section cover story on organizational humor. Indianapolis,

Indiana *Star.* Was interviewed and quoted in story. Reprinted in the Phoenix, Arizona

*Republic.*

**Research in Progress**

Crowe, M. A., Allen, J. A., Scott, C. W., & Harms, M. (under review). After-action reviews: The good behavior, the bad behavior, and why we should care. *Accident Analysis & Prevention.*

Bochantin, J., & Scott, C. W. (in data collection). Occupational identification and emotional intelligence among municipal police officers.

Scott, C. W., & Quinlan, M. M. (under significant revision). Toward a post-structural communication theory of risk.

**Competitively-Selected Convention Papers**

Dunn, A. M., Scott, C. W., Bonilla, D. L., & Allen, J. (2014, July). Quantity and quality: Increasing

safety norms through after action reviews. Paper presented at the annual meeting of the

International Network for Group Research. Raleigh, NC.

Guyer, R., Scott, C., Freitag, A., & Oliveira, M. (2012, October). Effective communications to enhance

sustainable behaviors in preventing SSOs within multifamily housing and Latino populations. Paper presented at the annual convention of the Water Environment Foundation, New Orleans, LA.

Scott, C. W., & Quinlan, M. (2012, May). Toward a post-structural communication theory of risk organization. Paper presented at the annual convention of the International Communication Association, Phoenix, AZ.

Bonilla, D., Scott, C. W., & Real, K. (2011, May). The role of social talk in heedful interrelating. Paper presented at the annual convention of the International Communication Association, Boston, MA.

Scott, C. W., Rogelberg, S. G., & Allen, J. (2010, July). Rethinking work meetings as constitutive. Paper presented at the annual convention of the Interdisciplinary Network for Group Research, Arlington, VA.

Allen, J. A., Baran, B. E., & Scott, C. S. (2009, November). After-action reviews: A venue for the promotion of safety climate. Research presented at the Southern Management Association Conference, Asheville, NC.

Allen, J. A., & Scott, C. (2008, July). High reliability organizing, the signal provision of emotion, and the enactment of anomalous workplace events. Paper presented at the Interdisciplinary Network for Group Research (INGroup) Conference, July 17-19, 2008, Kansas City, MO.

Rogelberg, S. G., Allen, J. A., Scott, C. W., Shuffler, M., & Shanock, L. (2008, April). Eroding job satisfaction one bad meeting at a time. Research presented at the Society for Industrial and Organizational Psychology Conference, April 10-12, 2008, San Francisco, CA.

Scott, C. W., & Myers, K. K. (2007, November). Toward an integrative theory of membership

negotiation: Socialization, assimilation, and the duality of structure. Presented at the annual meeting of the National Communication Association, Chicago, IL*. [Top Paper, Organizational Communication Division.]*

Shuffler, M. & Scott, C. W. (2007, August). Collaborative sensemaking in groups: An integrated

theory of shared reliability. Presented at the annual meeting of the Interdisciplinary Network for

Group Research. East Lansing, MI.

Scott, C. W., & Trethewey, A. C. (2006, February). The discursive organization of risk and safety:

How firefighters define and appraise occupational hazards. Presented at the annual meeting of the Western States Communication Association, Palm Springs, CA.

Tracy, S. J., Myers, K. K., & Scott, C. W. (2005, November). Transforming complexity and absurdity to

comedy and identity affirmation: A grounded multisite analysis of humor and organizational

sensemaking. Presented at the annual meeting of the National Communication Association, Boston, MA.

Scott, C. W. (2004, November). Membership negotiation as a structurational process: Socialization, assimilation, and the duality of structure. Paper presented at the annual convention of the National Communication Association, Chicago, IL.

Scott, C. W. (2004, April). Knowledge, identity, and the strategic gendering of practice. Paper

presented at the annual Southwestern Organizational Communication Conference, Austin, TX.

Scott, C. W. (2003, November). Dying for a fight: Organizational knowledge, safety, and

masculine identity in a community of practice. Paper presented at the annual convention of the National Communication Association, Miami, FL.

Scott, C. W. (2003, February). Communication as ritual: An alternative approach to

understanding facilitative implementation of group support systems. Western States

Communication Association, Salt Lake City, UT. *[Top Four Paper, Organizational*

*Communication Division.]*

Scott, C. W., & Myers, K. K. (2002, November). The emotions of socialization and assimilation:

Learning emotion management at the fire station. Paper presented at the annual convention of the National Communication Association, New Orleans, LA.

Scott, C. W. (2001, November). ‘Minorities,’ networks, and diversity ‘management’: Radical directions for future research. Paper presented at the annual meeting of the National

Communication Association, Atlanta, GA.

**Papers Presented on Competitively-Selected Convention Panels**

Scott, C. W., Williams, E., Massman, B. (2014, November). Communication policy dilemmas around

post-incident interventions in the workplace: After action reviews in the fire service as an

exemplar. Research presented at the annual convention of the National Communication

Association, Chicago, IL.

Scott, C. W., Allen, J. A., Bonilla, D. L., Baran, B. E., & Murphy, D. (2011, July). Ambiguity and freedom of dissent in post incident discussion. Research presented at the annual convention of the Interdiscipinary Network for Group Research, Minneapolis, MN.

Scott, C. W., Rogelberg, S. G., & Allen, J. (2009, May). The meeting as a contemporary organizational research topic: Rethinking work meetings as constitutive. Paper presented at the annual convention of the International Communication Association, Chicago, IL.

Scott, C. W. (2003, November). Organizational socialization as a constitutive process. Paper presented at the annual convention of the National Communication Association, Miami, FL.

Tracy, S. J., Scott, C. W. (2003, November). Sexuality, masculinity and taint management

among firefighters and correctional officers: Getting down and dirty with “America’s

heroes” and the “scum of law enforcement.” Paper presented at the annual convention

of the National Communication Association, Miami, FL.

Scott, C. W. (2003, May). Masculinity as communicative production: Knowledge, identity, and

strategic gendering in a community of practice. Paper presented at the annual

convention of the International Communication Association, San Diego, CA.

Tracy, S. J., Myers, K. K., & Scott, C. W. (2002, November). Humor as organizational

sensemaking: A qualitative multi-site analysis of dirty workers. Paper presented at the

annual meeting of the National Communication Association, New Orleans, LA.

**Participation in Competitively Selected Convention Roundtables**

“Make Me Healthy, Keep Me Safe: Workplace Health Promotion.” Organizational Communication Division, National Communication Association National Convention, 2006.

“Teaching Critical Approaches in the Introductory Organizational Communication Class.” Organizational Communication Division, National Communication Association National Convention, 2006.

“Ethnographic Approaches to the Study of Small Groups.” Group Communication Division, National Communication Association National Convention, 2006.

“Back to Work: Organization of Occupation.” Organizational Communication Division, National Communication Association National Convention, 2005.

**RESEARCH FUNDING ACTIVITY**

**External Contracts Awarded**

$32,500.00: *TIAA-CREF Investment Services.* (2010-2011). Knowledge Exchange Search Enhancement and Learning Networks Assessment. Organizational Science Consulting & Research Unit, University of North Carolina, Charlotte. PI: Clifton Scott.

$99,945.00: *North Carolina Urban Water Consortium.* (2010). Improving Grease Disposal in Multi-family and Latino Populations. Environmental Assistance Office, University of North Carolina, Charlotte. PI: Clifton Scott. Co-Investigators: Regina Guyer, Alan Freitag, Helene Hilger, James Oakley.

$40,000.00: *TIAA-CREF Investment Services.* (2008-09). Knowledge Capital Development. Organizational Science Consulting & Research Unit, University of North Carolina, Charlotte. PI’s: Clifton Scott, Loril Gossett.

$14,250.00: *Saint Matthew Catholic Church.* (2008). Organizational Communication Audit. Organizational Science Consulting & Research Unit, University of North Carolina, Charlotte. PI: Clifton Scott.

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$ 186,695.00 total *external* research funding acquired

**Internal Grants and Contracts Awarded**

$12,000.00. *Student Health Services.* UNC Charlotte. (2014). Employee engagement and satisfaction study. PI: Clifton Scott.

$20,000.00. *University Communications.* UNC Charlotte. (2011-2012). Internal communication audit for university faculty and staff. Co-PI’s: Clifton Scott & Jaehee Cho.

$5,923.99: *Faculty Research Grants*, College of Liberal Arts and Sciences, UNC Charlotte. (2006). Safety, heedful communication, & high reliability systems. PI: Clifton Scott.

$1,860.00: *Terminal Research Grant*. (2004). Office of the Vice President for Research and

Academic Affairs, Graduate and Professional Student Association, Arizona State University. PI:

Clifton Scott.

**Unfunded Proposals** (\**Cost totals refer only to UNCC’s subcontract, not the entire proposal.)*

$71,481.00\*. *Department of Homeland Security.* (2015).The firefighter organizational culture of safety (FOCUS) study: Dissemination, intervention, and evaluation (subcontract). PI: Jennifer Taylor, School of Public Health, Drexel University. Co-investigators: Clifton Scott, UNC Charlotte; Joe Allen, Department of Psychology, University of Nebraska, Omaha; Dov Zohar, Israel Institute of Technology; Andrea Davis, School of Public Health, Drexel University; Christian Resick, LeBow College of Business.

$299,766\*. *Department of Homeland Security.* (2015).Optimize decisions to hold crew-level after action reviews: Gains in safety climate, AAR effectiveness, and process improvements. PI: Joe Allen, Department of Psychology, University of Nebraska, Omaha. Co-investigators: Clifton Scott, Communication Studies, UNC Charlotte; David Murphy, Fire Safety Engineering Technology, UNC Charlotte.

$135,275\*. *Department of Homeland Security.* (2014)*,* Enhancing firefighter safety via crew-level after action reviews (subcontract). PI: Joe Allen, Department of Psychology, University of Nebraska, Omaha. Co-investigators: Clifton Scott, UNC Charlotte; Roni Reiter-Palmon, Department of Psychology, University of Nebraska, Omaha; Dave Murphy, Department of Fire Safety Engineering Technology, UNC Charlotte.

$678,553. *Department of Homeland Security.* (2011)*,* Assistance to Firefighters Grant. To advance what is known and how training is developed for crew-level after action reviews in the fire service. PI: Clifton Scott. Co-investigators: Joe Allen, Department of Psychology, Creighton University and Dave Murphy, Department of Fire Safety Engineering Technology, UNC Charlotte.

$524,740.00. *U.S. Army Research Institute.*(2008). To advance what is known about leadership, sense-making, and communication processes in multi-cultural distributed team contexts. PI: Staci Connaughton, Purdue University. Co-investigator: Clifton Scott.

**TEACHING**

**Courses Taught**

Graduate Courses

Human Behavior in Organizations UNC Charlotte

Communication Research Methods UNC Charlotte

Intro. to Qualitative Research Methods UNC Charlotte

Macro Organizational Science I UNC Charlotte

Current Topics in Organizational Science UNC Charlotte

Risk, Crisis, and Ambiguity in Organizational Life UNC Charlotte

Contemporary Viewpoints in Communication Theory UNC Charlotte

Organizational Science Overview UNC Charlotte

Advanced Organizational Communication UNC Charlotte

Survey of Organizational Communication UNC Charlotte

Undergraduate Courses

Communication Research Methods UNC Charlotte

Communication Theory UNC Charlotte

Advanced Organizational Communication UNC Charlotte

Introduction to Organizational Communication UNC Charlotte

Computer Mediated Communication Arizona State University

Communication Training and Development Arizona State University

Gender and Communication Arizona State University

Business and Professional Communication Arizona State University

Small Group Communication Mesa Community College

Communication Internship Arizona State University

Public Speaking Northern Illinois University

Undergraduate Independent Studies Supervised (all at UNC Charlotte)

Ethan Kuster on organizational socialization. Summer 2010.

Jennifer Brown on strategic communication planning. Spring 2010.

Elliot Hamer on high reliability organizations and heedful interrelating. Spring 2010.

Steven Johnson on high reliability organizations and heedful interrelating. Spring 2010.

Melissa Fuoco on organizational knowledge management. Fall 2009.

Chalis Sledge on organizational knowledge management. Fall 2009.

Mary Eberhardinger on sensemaking, identity work, and risk management. Spring 2007.

Marcia Patience on organizational culture and identification. Spring 2007.

Amanda Steiner on organizational research methods. Fall 2006.

**Graduate Student Advising** (all at UNC Charlotte)

(\*Denotes my role as supervisory committee chair.)

Doctoral Dissertations in Progress

Ben Uhrich (Organizational Science)

Doctoral Dissertations Completed

Amin Makkawy (Organizational Science; now at California State University, Fresno)

Izabela Szymanska (Organizational Science; now at Saginaw State University)

Kate Callas (Organizational Science; now at Winthrop University, Management)

Neal Parker (Operations Management; now at NC State University, Engineering)

\*Daniel Bonilla (Organizational Science; now at Ingersoll Rand Corporation)

Brett Agypt (Organizational Science; now at the Corporate Executive Board)

David Askay (Organizational Science, now at California Polytechnic University)

April Spivack (Organizational Science, now at University of Wisconsin, Osh Kosh, Management)

Joe Allen (Organizational Science; now at Creighton University, Psychology)

Ben Baran (Organizational Science; now at Northern Kentucky University, Management)

M.A. Theses in Progress

Alex Kello (Communication Studies)

M.A. Theses Completed

Melissa Medaugh (Organizational Science/Industrial-Organizational Psychology)  
Laura Smailes (Communication Studies)

Sayde Brais (Communication Studies)

Greg Berka (Organization Science)

\*Daniel Bonilla (Organizational Science/Industrial-Organizational Psychology)

Samantha Paustian (Organizational Science/Industrial-Organizational Psychology)

Rachel Widener (Communication Studies)

Rebecca Stamp (Communication Studies)

Tim Frizzell (Industrial/Organizational Psychology)

Joe Allen, (Organizational Science/Industrial-Organizational Psychology)

\*Ashley Andrew (Organizational Science/Industrial-Organizational Psychology)

\*Kelly Thorman (Communication Studies)

Comprehensive Exam Comittees

Ivana Baric

Danielle Gilliard

Richie Goodman (Communication Studies)

Directed Projects Completed

Brittany Wilson (Communication Studies)

Courtney Hilliard (Communication Studies)

David Braden (Communication Studies)

Independent Studies Supervised

Jamie Smith (Levine Scholar, Communication Studies)

Sayde Brais (Communication Studies)

Danielle Gillard (Communication Studies)

**Teaching Honors**

*Nominee, Undergraduate Teaching Excellence Award,* College of Health and Human Services, University of North Carolina, Charlotte.

*Superior Ph.D. Teacher Award.* Hugh Downs School of Human Communication, Arizona State University, May, 2004.

*Martha Cooper Teaching Assistant Peer Leadership Award*. Department of Communication, Northern Illinois University, May, 2001.

**SERVICE**

**Departmental Service**

Member, Recruiting Committee, Assistant Professor of Health Communication. Department of Communication Studies, University of North Carolina, Charlotte. Fall 2015.

Member, Department Review Committee. Department of Communication Studies, University of North Carolina, Charlotte. 2011-2012. 2012-2011.

Chair, Department Course & Curriculum Committee. Department of Communication Studies, University of North Carolina, Charlotte. 2013-2014.

Member, Organizational Communication Recruiting Committee, Department of Communication Studies, University of North Carolina, Charlotte. Fall 2013.

Member, Chair’s Advisory Committee, Department of Communication Studies, University of North Carolina, Charlotte. 2009-2010. 2010-2011.

Chair, Organizational Communication Recruiting Committee, Department of Communication Studies, University of North Carolina, Charlotte. Fall 2010.

Departmental Representative, Faculty Council, College of Liberal Arts and Sciences, University of North Carolina, Charlotte. AY 2009-2011.

Presenter, “Facilitating Classroom Discussion.” Adjunct Instructor Training, Department of Communication Studies, University of North Carolina, Charlotte. Fall 2009.

Chair, Bylaws Review Committee, Department of Communication Studies, University of North Carolina, Charlotte. Fall 2009.

Chair, Scholarships and Awards Committee. Department of Communication Studies, University of North Carolina, Charlotte. Spring 2008, Spring 2009.

Member, Scholarships and Awards Committee. Department of Communication Studies, University of North Carolina, Charlotte. Spring 2006, Spring 2007.

Alternate department representative, University Faculty Council. AY 2007-2008.

Advisor, Lambda Pi Eta student honors society. AY’s 2007-2008, 2008-2009.

Member, Recruiting Committee, Assistant or Associate Professor in Organizational Communication. Department of Communication Studies, University of North Carolina, Charlotte. Spring 2007. Assisted in the development of a job advertisement. Recruited applicants, participated in convention and campus interviews, assisted with coordination of campus visits.

Recruiting committee, associate professor in organizational communication. Department of Communication Studies, University of North Carolina, Charlotte. 2005.

Internship Coordinator, Hugh Downs School of Human Communication Internship Program, Arizona State University. 2003-2005.

Transportation committee, “Welcome Weekend” graduate student recruitment. Hugh Downs School of Human Communication, Arizona State University, March, 2005.

“Tricks of the Trade: What Graduate Students Should Know About Teaching.” Brownbag presentation, Doctoral Student Association, Hugh Downs School of Human Communication, Arizona State University, October 2004.

Scholarship Committee, Southwest Organizational Communication Conference,Hugh Downs School of Human Communication, Arizona State University, 2004-2005.

“Managing Dialectical Tensions in the College Classroom.” New Graduate Instructors Training, Hugh Downs School of Human Communication, Arizona State University, August 2004.

Ph.D. Student Representative*,* Graduate Committee of Faculty, Hugh Downs School of Human Communication, Arizona State University. 2003.

“Reflexivity, Identity, and Ethnographic Practice.” COM 495: Intercultural Ethnography, Hugh

Downs School of Human Communication, Arizona State University, October 2003.

“Diversity and the Decision to Exit.” COM 300: Intercultural Communication in Organizations, Hugh Downs School of Human Communication, Arizona State University, October 2002.

“Organizational Diversity, Social Networks, and Organizational Change.” COM 404: Research Apprenticeship, Hugh Downs School of Human Communication, Arizona State University, November 2001.

“Social Networks and Intercultural Communication in the Workplace.” COM 300: Intercultural Communication in Organizations, Hugh Downs School of Human Communication, Arizona State University, December 2001.

Organizational Communication Day Planning Committee, Hugh Downs School of Human Communication, 2002.

*Secretary*, Graduate Student Advisory Council, Department of Communication, Northern Illinois University, 2000-01.

*Treasurer*, Graduate Student Advisory Council, Department of Communication, Northern Illinois University, 1999-2000.

**Interdisciplinary Program Service**

Member, Advisory Committee, Organizational Science Ph.D. program. University of North Carolina, Charlotte. 2008-2009. 2013-2016.

Member, Admissions Committee, Organizational Science Ph.D. program. University of North Carolina, Charlotte. 2006, 2007, 2008, and 2013.

Faculty mentor, Organizational Science Summer Institute. Organizational Science Interdisciplinary Ph.D. program. Summers of 2009, 2010, 2011, 2013, 2015.

Guest presenter, “Common Mistakes in Qualitative Field Research.” OSCI 8001: Current Topics and Events in Organizational Science. Organizational Science Interdisciplinary Ph.D. program. Spring 2011.

Guest panelist, “Personnel Selection.” OSCI 8610: Micro Organizational Science I. Organizational Science Interdisciplinary Ph.D. program. Spring 2010. Fall 2010.

Guest lecture, “Organizational Communication: An Introduction.” OSCI 8000: Organizational Science Overview. Organizational Science Interdisciplinary Ph.D. program. Fall 2009. Fall 2010.

Guest lecture, “Postpositivism, Interpretivism and Postmodernism in Organizational Science.” OSCI 8100: Organizational Science Lab. Organizational Science Interdisciplinary Ph.D. program. Fall 2009. Fall 2010.

Presenter, “Presenting Your Research Effectively.” Organizational Science Summer Institute. Organizational Science Interdisciplinary Ph.D. program. Summers of 2009, 2010.

Presenter, “Practicing and Theorizing Organizational Socialization.” OSCI 8620: Micro Organizational Science II. Organizational Science Interdisciplinary Ph.D. program. Spring 2008.

Presenter, “Computer-Assisted Qualitative Data Analysis.” OSCI 8000: Qualitative Research Methods. Organizational Science Interdisciplinary Ph.D. program. Fall 2007.

Chair, Admissions and Recruiting Committee. Organization Science Ph.D. program. University of North Carolina, Charlotte. Spring 2007.

Member, Ad hoc committee on doctoral student socialization. Organization Science Ph.D. program. University of North Carolina, Charlotte. June-August, 2006. Planned early training activities for new doctoral students.

Paper competition committee, Women’s Studies Program, University of North Carolina, Charlotte, Spring, 2006. Reviewed five papers.

Admissions and recruiting committee. Organization Science Ph.D. program. University of North Carolina, Charlotte. 2005-2006.

**University Service**

Chair, Faculty Council, University College, UNC Charlotte. 2014-2016.

Chair, Faculty Council, College of Liberal Arts and Sciences, UNC Charlotte. 2012-2013.

Vice Chair, Faculty Council, College of Liberal Arts and Sciences, UNC Charlotte. 2011-2012.

Member, Nominating Committee. Faculty Council, College of Liberal Arts and Sciences. UNC Charlotte. 2010.

Chair, Ad Hoc Committee on Collegiality. College of Liberal Arts and Sciences. UNC Charlotte.

Department representative to the College of Liberal Arts and Sciences Faculty Council. University of North Carolina, Charlotte. 2009-2011. 2011-2013.

Guest lecture, “Facilitating After Action Reviews.” ETFS 3124 - Risk Management for the Emergency Services. Fire Safety Engineering program. Fall 2009.

Guest panelist, “Getting Into Graduate School.” Department of Psychology.

Presenter, “Incorporating Oral Communication Assignments Into Your Course Design.” Communication Across the Curriculum Program, University College. Spring 2009.

Member, Technology Committee, College of Arts and Sciences, University of North Carolina, Charlotte. Spring 2006-present.

Panel Participant, Building Educational Strengths and Talents, University Center for Academic Excellence, University of North Carolina, Charlotte, August, 2006.

**Disciplinary Service**

Member, Article of the Year Award Committee, Organizational Communication Division, International Communication Association. Summer 2016. Reviewed TWELVE papers and letters of nomination.

Member, Editorial Board, *Management Communication Quarterly.* 2008-present. Review 4-5 papers each year.

Member, Editorial Board, *Communication Studies.* 2012-present. Review 4-5 papers each year.

Member, Editorial Board, *Journal of Applied Communication Research.* 2012-present. Review 3-4 papers each year.

Member, Engaged Service Award Committee, Organizational Communication Division, National Communication Association. Summer 2011. Reviewed six nomination portfolios.

Member, Editorial Advisory Board, *Communication, Relationships, and Practices in Virtual Work.* Reviewed four papers in 2009.

Ad hoc reviewer. *Southern Journal of Communication.* 2008-2009. Reviewed three papers for a special issue on qualitative research.

Ad hoc reviewer, *Management Communication Quarterly,* 2006-2008..Reviewed five papers, three of which underwent two or more rounds of review.

Ad hoc reviewer, *Western Journal of Communication,* 2003, 2005-2007. Since 2005, I reviewed four papers, and three of these underwent multiple rounds of review.

Ad hoc reviewer. *Carolinas Communication Annual.* 2007*.* Reviewed one paper.

Paper reviewer, Communication Theory Interest Group, Western States Communication Association, 2007. Reviewed twelve papers and two panels.

Paper Reviewer, Organizational Communication Division, National Communication Association, 2007. Reviewed nine conference papers and one panel proposal.

Paper reviewer, Organizational Communication Division, International Communication Association, 2006. Reviewed ten conference papers and two panel proposals.

Panel respondent, Organizational Communication Division, National Communication Association, 2006. Reviewed and responded to five papers.

Paper reviewer, Organizational Communication Division, Western States Communication Association, 2006. Reviewed six papers.

Panel chair, Organizational Communication Division, National Communication Association, 2005.

Moderator, “Culture, Qualitative Research, and Postmodern Theories of Organization.” Nuevo Dia Southwest Organizational Communication Conference, Tempe, AZ, 2005.

Paper reviewer**,** Nuevo Dia Southwest Organizational Communication Conference, Tempe, AZ, 2005.

**Interdisciplinary Service** (See also interdisciplinary *program* service above.)

Member, Ad Hoc Committee on Conference Improvement. Interdisciplinary Network for Groups Research. Summer 2016.

Ad hoc reviewer, Israeli Science Foundation. 2010. Reviewed one grant proposal.

Ad hoc reviewer, Academy of Management, Critical Management Studies Division. Spring 2010.

Facilitator, “An Introduction to Qualitative Data Analysis for the Organizational Sciences.” Preconference presenter at the annual convention of the Society for Industrial-Organizational Psychology. New York, NY. 2007. Independently designed and delivered a four hour preconference training session.

**Community Service**

“Facilitating After Action Reviews.” Conducted three days of training for firefighters who aspire for promotion to company officer. Charlotte Fire Department. November, 2010. Pro bono.

“Proactive Emotion Management for Firefighters.” Invited training presentation for North Carolina Fire Chiefs Association. Charlotte, NC. September, 2009. September, 2010. Pro bono.

“Facilitating Effective After Action Reviews.” Invited training presentation for the national Fire Department Safety Officers Association. Orlando, FL. October, 2008. Pro bono.

“Proactive Emotion Management for Firefighters.” Invited training presentation for North Carolina Fire Chiefs Association. Charlotte, NC. September, 2007. Pro bono.

Organizational change consultant, Native American Community Health Center, Phoenix, AZ. February, 2002. Pro bono.

“Social Network Development and the Hunt for a Job.” Arizona Agrimarketing Association. Mesa, AZ. November, 2002. Pro bono.

##### RELATED PROFESSIONAL EXPERIENCE

*Regional Manager*, Midwest Division, Congoleum Corporation. Mercerville, NJ. Supervised seven geographically dispersed sales representatives; oversaw hiring, sales training, and employee development; managed two multi-million dollar accounts.

*Mass Merchandise Sales Specialist, Senior Mass Merchandise Sales Representative*, Congoleum

Corporation. Mercerville, NJ. Provided sales training and marketing support for the company’s

second largest national account.

# **MEMBERSHIPS IN PROFESSIONAL ASSOCIATIONS**

International Communication Association

Interdisciplinary Network for Group Research

National Communication Association