

VITA
PATRICIA M. SIAS

McGuire Center for Entrepreneurship
Eller College of Management
University of Arizona
McClelland Hall
1130 E. Helen Street
Tucson, Arizona 85721-0108

EDUCATION

Ph.D. Speech Communication; Organizational Communication emphasis
University of Texas at Austin, Austin, TX, May 1993

M.A. Communication Studies; Organizational Communication emphasis
California State University, Sacramento, Sacramento, CA December 1987

B.A. Communication Studies
California State University, Sacramento, Sacramento, CA May 1983

ACADEMIC EXPERIENCE

Senior Lecturer in Leadership and Organizational Communication, McGuire Center for Entrepreneurship, Eller College of Management, University of Arizona, 2011-present.

Professor, Edward R. Murrow School of Communication, Washington State University, 2005-2011.

Associate Professor, Edward R. Murrow School of Communication, Washington State University, 1998-2005.

Assistant Professor, Edward R. Murrow School of Communication, Washington State University, 1992-1998.

Assistant Instructor, Department of Speech Communication, University of Texas, Austin, 1989-1992.

Courses taught: Organizational Communication, Advanced Organizational Communication, Organizational Training and Consulting, Communication and Leadership, Persuasion, Graduate Seminar in Communication Meta-theory, Graduate Seminar in Organizational Communication, Graduate Seminar in Internal Organizational Dynamics, Graduate Seminar in Intercultural Communication, Interviewing Principles and Practices, Business and Professional Speaking

PUBLICATIONS

(*refereed journal)

*Sias, P.M., Gallagher, E.M., Kopaneva, I., & Pedersen, H. (In press). Peer workplace friendship maintenance: Impact of task interdependence, attachment style, and gender. *Communication Research*. Online version published January 2011 at <http://crx.sagepub.com/content/early/2011/01/10/0093650210396869>.

*Norton, T.M., Sias, P.M., & Brown, S. (In press). "You know, that's a big debate": Managing uncertainty about climate change. *Journal of Applied Communication Research*.

Sias, P.M., & Kopaneva, I. (In press). Leadership relationships and organizational culture. Invited chapter in M. Marchiori (Ed.) *Faces of Organizational Communication* (Vol. 3). Brazil: Difusao Editora.

*Bryant, E., & Sias, P.M. (2011). Sensemaking and relational consequences of peer coworker deception. *Communication Monographs*, 78, 115-137.

Bryant, E., & Sias, P.M. (2011). Making sense of coworker deception. *Communication Currents*. (Abstracted from above article). <http://www.natcom.org/CommCurrentsArticle.aspx?id=2147484235>

*Silva, D., & Sias, P.M. (2010). Connection, balancing, and buffering: The role of groups in the individual-organizational relationship. *Journal of Applied Communication Research*, 38, 145-166.

Silva, D., & Sias, P.M. (2010). The Group Link. *Communication Currents*. (Abstracted from above article). <http://www.natcom.org/CommCurrentsArticle.aspx?id=1347>

*Gallagher, E., & Sias, P.M. (2009). Newcomers as a source of uncertainty: Veteran information seeking about new hires. *Western Journal of Communication*, 73, 23-46.

Sias, P.M. (2009). *Organizing Relationships: Traditional and emerging perspectives on workplace relationships*. Thousand Oaks, CA: Sage Publications.

Sias, P.M. (2009). Social ostracism, cliques, and outcasts. Invited chapter in P. Lutgen-Sandvik & .B. Davenport-Sypher (Eds.), *Destructive organizational communication: Processes, consequences, and constructive ways of organizing* (pp. 145-163). New York: Routledge.

Sias, P.M. & Gallagher, E. (2009). Developing and maintaining workplace relationships. Invited chapter in R. Morrison & S. Wright (Eds.), *Friends and enemies in organisations: A work psychology perspective*. Palgrave Macmillan Publishers.

Krone, K.J., Kramer, M.W., & Sias, P.M. (2009). Theoretical developments in organizational communication research. Invited chapter in C.R. Berger, M.E. Roloff, & D.R. Roskos-Ewoldsen (Eds.) *The handbook of communication science, 2d edition*. (pp. 165-182). Thousand Oaks, CA: Sage.

Sias, P.M. (2008). Supervisor-subordinate relationships. Invited entry in W. Donsbach (Ed.), *The International Encyclopedia of Communication (Vol. XI, pp. 4896-4900)*. Malden, MA: Blackwell Publishing.

*Sias, P.M., Drzewiecka, J., Meares, M.M, Bent, R., Ortega, M., White, C. (2008). Intercultural friendship development. *Communication Reports, 21*, 1-13.

Sias, P.M. & Bartoo, H. (2007). Friendship, social support and health. Invited chapter in L. L'Abate, D.D. Embrey, & M.S. Baggett (Eds.). *Handbook of low-cost interventions to promote physical and mental health: Theory, research, and practice*. Springer-Verlag Publishers.

Sias, P.M. (2006). Workplace relationship deterioration. Problematic relationships in the workplace. Invited chapter in J.H. Fritz and B. Omdahl (Eds.), *Friends and enemies in organizations* (pp. 69-89). Peter Lang Publishers.

*Fix, B., & Sias, P.M. (2006). Person-centered communication, leader-member exchange, and job satisfaction. *Communication Research Reports, 23*, 35-44.

*Sias, P.M. (2005). Workplace relationship quality and employee information experiences. *Communication Studies, 56*, 375-396.

*Tidwell, M., & Sias, P. (2005). Personality and employee information-seeking: Understanding how traits influence information-seeking behaviors. *Journal of Business Communication, 42*, 51-78.

*Sias, P. M., & Perry, T. (2004). Disengaging from workplace relationships: A research note. *Human Communication Research, 30*, 589-602.

*Sias, P.M., Heath, R.G., Perry, T., Silva, D., & Fix, B. (2004). Narratives of workplace friendship deterioration. *Journal of Social and Personal Relationships, 21*, 321-340.

*Bartoo, H., & Sias, P.M. (2004). When enough is too much: The impact of communication apprehension on employee information experiences. *Communication Quarterly, 52*, 15-26.

*Sias, P. M., Smith, G., & Avdeyeva, T. (2003). Sex and sex composition similarities and differences in workplace friendship development. *Communication Studies, 54*, 322-340.

Sias, P.M., Krone, K.J., & Jablin, F.M. (2002). An ecological systems perspective on workplace relationships. In M.L. Knapp & J. Daly (Eds.), *Handbook of interpersonal communication* (3rd ed.), Newbury Park, CA: Sage.

*Sias, P.M. & Wyers, T.D. (2001). Employee uncertainty and information-seeking in newly-formed expansion organizations. *Management Communication Quarterly*, 14, 549-573.

*Chen, T., Drzewiecka, J., & Sias, P.M. (2001). Dialectical tensions in Taiwanese International Student Friendships. *Communication Quarterly/Qualitative Research Reports*, 2, 57-65.

Jablin, F.M. & Sias, P.M. (2001). Communication competence. In (F.M. Jablin, & L.L. Putnam, Eds.) *Handbook of organizational communication: Advances in theory, research, and methods*. Newbury Park, CA: Sage.

*Heath, R., & Sias, P. M. (1999). Communicating spirit in a collaborative alliance. *Journal of Applied Communication Research*, 27, 356-376.

Jablin, F. M., Miller, V. D., & Sias, P. M. (1999). Interview process dynamics. In R. Eder & M. Harris (Eds.), *The employment interview: Theory, research, and practice* (2nd ed.). Newbury Park, CA: Sage.

*Sias, P. M., & Cahill, D. J. (1998). From coworkers to friends: The development of peer friendships in the workplace. *Western Journal of Communication*, 62, 273-299.

Salvador, M.W., & Sias, P. M. (Eds.) (1998). *The public voice in a democracy at risk*. Westport, CT: Praeger.

Sias, P.M. (1998). Continuing the dialogue. In M. W. Salvador & P. M. Sias (Eds.), *The public voice in a democracy at risk*. Westport, CT: Praeger.

*Odden, C. M. & Sias, P.M. (1997). Peer communication relationships, psychological climate, and gender. *Communication Quarterly*, 45, 153-166.

*Sias, P. M., Kramer, M. W., & Jenkins, E. (1997). A comparison of the communication behaviors of temporary and newly hired employees. *Communication Research*, 24, 731-754.

*Cahill, D. J., & Sias, P. M. (1997). The perceived social costs and importance of seeking emotional support in the workplace: Gender differences and similarities. *Communication Research Reports*, 14, 231-240.

*Sias, P. M. (1996). Constructing perceptions of differential treatment: An analysis of coworker discourse. *Communication Monographs*, 63, 171-187.

*Sias, P. M. & Odden, C. M. (1996). The next best thing to being there: A test of the joint conversation reconstruction method. *Communication Research Reports*, 13, 35-42.

*Sias, P. M. & Jablin, F.M. (1995). Differential Superior-Subordinate Relations, Perceptions of fairness, and coworker communication. *Human Communication Research*, 22, 5-38.

*Sias, P. M. (1995). Intercultural Communication in Organizations: A Review of the Literature. *Arizona Communication Association Journal*, 21, 85-112.

Hopper, R., Ward, J.A, Thomason, W.R., & Sias, P. M. (1995). Disclaimers in calls to a cancer hotline. In G.H. Morris and R. Chenail (Eds.) *The talk of the clinic*. Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.

*Lang, A., Sias, P. M., Chantrill, P. & Burek, J.(1995). Tell me a story: Narrative structure and memory for television. *Communication Reports*, 8, 102-110.

WORK IN PROGRESS

Sias, P.M., Pedersen, H.C., Gallagher, E.B., & Kopaneva, I. Workplace friendship in the electronically-connected organization. Revise and resubmit, *Human Communication Research*.

Sias, P.M., Norton, T.M., Brown, S., Hardy, K., Kopaneva, I., Typhina, E., Woffinden, R., & Zhu, Z. Experiencing and managing job uncertainty. Under review at *Management Communication Quarterly*.

Sias, P.M. Workplace relationships. Invited chapter in L. Putnam & D. Mumby (Eds.) *The Handbook of organizational communication (3rd ed.)*. Thousand Oaks, CA: Sage.

Sias, P.M., & Gallagher, E.M. New employee socialization. Invited chapter in J. Wrench (Ed.) *Workplace Communication for the 21st Century: Tools and Strategies that Impact the Bottom Line*. Praeger. Work in progress.

REFEREED CONFERENCE PAPERS

Bryant, E., & Sias, P.M. (2010, November). *“When I had Tea with Stephen King:” Sensemaking and Relational Consequences of Peer Coworker Deception.* **“Top Four”** Paper in Organizational Communication. National Communication Association Convention, San Francisco, CA.

Sias, P.M., Gallagher, E.M., Kopaneva, I., & Pedersen, H. (2010, November). *“Maintaining Peer Workplace Friendships: Tactics and Perceived Politeness.”* Competitive Paper presented to the Organizational Communication Division at the 2010 National Communication Association Convention, San Francisco, CA.

Norton, T.M., Sias, P.M., & Brown, S. (2009, November). *Uncertainty Management and Climate Change: A Qualitative Inquiry of State Uncertainty and Response Strategies among Public, Private and Non-Profit Organizations.* A panel presentation to the Environmental Communication Division at the 2009 National Communication Association conference in Chicago, IL.

Silva, D., & Sias, P.M., *Connection, restructuring, and buffering: The role of groups in the individual-organizational relationship.* Competitive paper presented to the Organizational Communication Division at the 2008 National Communication Association conference in San Diego, CA.

Sias, P.M., Norton, T.M., Gish, C., Warner, L., Karpal, N., & Tobias, J. *Disciplining Organizational Practice: The role of Space and Place in Workplace Communication.* Competitive paper presented to the Organizational Communication Division at the 2008 National Communication Association conference in San Diego, CA.

Norton, T.M., & Sias, P.M. *Organizations as Nets: Engaging materiality and the structural dynamics within and among organizations.* Competitive paper presented to the Organizational Communication Division at the 2008 National Communication Association conference in San Diego, CA.

Gallagher, E., & Sias, P.M. (2007, November). *Have you met the new guy?: Veteran information seeking about new hires.* Competitive paper presented to the Organizational Communication Division at the 2007 National Communication Association conference in Chicago, IL.

Sias, P.M. (2004, November). *Workplace relationship quality and employee information experiences.* Competitive paper presented to the Organizational Communication Division at the 2004 National Communication Association conference in Chicago, IL.

Sias, P.M. (2003, November). *Mentor or Menace: U.S. Business Magazine Constructions of the Workplace Relationship.* Competitive paper presented to the Organizational Communication Division at the 2003 National Communication Association conference in Chicago, IL

Bartoo, H., & Sias, P.M. (2003, November). *Communication Apprehension and employee information receiving perceptions*. Competitive paper presented to the Organizational Communication Division at the National Communication Assoc. conference in Miami, FL.

Chen, T., Drzewiecka, J. & Sias, P.M. (2001, February). *Dialectical tensions in Taiwanese International Student Friendships*. Paper presented at the Western Speech Association annual convention in Coeur d'Alene, Idaho.

Sias, P.M. (2000, November). *From friends to coworkers: Narratives of workplace friendship deterioration*. "**Top Four**" paper presented to the Organizational Communication Division at the 2000 National Communication Association conference in Seattle, WA.

Sias, P. M., Smith, G., & Avdeyeva, T. (1999, November). *Developmental influences and communication in workplace friendships*. Paper presented to the Organizational Communication Division at the 1999 National Communication Association conference in Chicago, IL.

Heath, R. G., & Sias, P. M. (1998, November). *Communicating spirit in a collaborative alliance*. Paper presented to the Organizational Communication Division at the 1998 National Communication Association conference in New York.

Sias, P. M., Kramer, M. W., & Jenkins, E. (1998, November). *A comparison of the communication behaviors of temporary and newly hired employees*. Paper presented at the 1997 National Communication Association conference in Chicago, IL.

Cahill, D. J., & Sias, P. M. (1997, May). *The perceived social costs and importance of seeking emotional support in the workplace: Gender differences and similarities*. Paper presented in a competitive poster session at the 1997 International Communication Association convention in Montreal, Canada.

Odden, C. M. & Sias, P. M. (1996, November) *Peer communication relationships, gender and psychological climate*. "**Top Three**" paper in Organizational Communication presented at the 1996 Speech Communication Association convention in San Diego, California.

Sias, P. M. (1995, November). *Constructing perceptions of differential treatment: An analysis of coworker discourse*. "**Top-Ranked**" paper in Organizational Communication presented at the 1995 Speech Communication Association convention, San Antonio.

Sias, P. M. & Jablin, F. M. (1995, November). *Revitalizing applied communication research: Use of the joint conversation reconstruction method*. "**Top Four**" paper presented to the Applied Communication Division at the 1995 Speech Communication Association Convention. San Antonio, Texas.

Sias, P. M. & Odden, C. M. (1995, November). *The next best thing to being there: The validity of individual self-report conversation recall and a test of the joint conversation reconstruction method.* Paper presented to the Interpersonal and Small Group Communication Division at the 1995 Speech Communication Association convention, San Antonio, Texas.

Sias, P.M. & Jablin, F.M. (1994, November). *Superior-subordinate relations, perceptions of fairness and coworker communication: An exploratory study.* Presented to the Organizational Comm. Division at the Speech Communication Association Convention. New Orleans.

Sias, P. (1993). *The impact of differential superior-subordinate treatment on coworker communication.* Presented at the 1993 Northwest Communication Assn Convention. Coeur d'Alene, Idaho.

Sias, P. (1992, May). *Communicative Consequences of Differential Superior-Subordinate Relations.* Paper presented to the Organizational Communication Division at the International Communication Association Convention, Miami, Florida.

Sias, P. (1991, November). *Future talk in romantic relationships.* Paper presented to the Interpersonal Communication division at the Speech Communication Association Convention, Atlanta.

Sias, P. and Drummond, K.G. (1990, November). *Any warm body will do: Organizational communication in a voluntary organization.* Paper presented to Organizational Communication Division at the Speech Communication Assn. Convention, Chicago, IL.

Sias, P., and Jablin, F.M. (1990, June). *Interorganizational communication in a single European common market.* Paper presented to the Organizational Communication Division at the International Communication Association Convention, Dublin, Ireland.

Hopper, R., Sias, P, and Thomason, W. Ray (1989, November). *We're not doctors: Disclaimers in phone calls to the Cancer Information Service.* Paper presented to the Language and Interaction Division at the Speech Communication Association Convention, San Francisco, California.

Hopper, R., Sias, P., and Thomason, W. Ray (1989, August). *We're not doctors: Disclaimers in phone calls to the Cancer Information Service and in some other settings.* Paper presented at the First International Conference on Understanding Language Use in Everyday Life, University of Calgary, Alberta, Canada.

GRANTS

\$150,000 – 2010 National Science Foundation Planning Grant in Water and Sustainability (Principal Investigators: Dr. Todd Norton, Washington State University and Dr. Jim Gosz, University of Idaho). I am Senior Personnel on this grant shared between Washington State University and University of Idaho. The grant supports preliminary research on the human and physical dimensions of water and sustainability issues along the Spokane-Coeur d'Alene corridor.

\$14,000 grant (Principal Investigator: Prof. Jack Burns) from the Eisenhower Leadership Studies Program (U.S. Department of Education) to develop and teach a course in Communication and Leadership for the WSU Leadership Studies Minor.

\$10,000 grant (Principal Investigator: Prof. Jack Burns) from the Eisenhower Leadership Studies Program (U.S. Department of Education) to examine the influence of the mass media on America's "public voice." This grant was used to finance an edited volume on this issue published by Praeger Publishers.

College of Liberal Arts Dean's Initiating Grant. \$500.00 for study entitled "The next best thing to being there: A test of the joint conversation reconstruction method."

College of Liberal Arts Dean's Initiating Grant. \$400.00 for study entitled "Organizational climate, peer communication relationships and job satisfaction."

AWARDS AND HONORS

2011 Invited Speaker, Randy Pausch Memorial Last Lecture Series, Washington State University.

2010 "Top Four" paper in Organizational Communication, National Communication Association (co-authored with Erin Bryant).

2007-2008 WSU College of Liberal Arts Distinguished Faculty Achievement Award.

2006 Graduate Teaching and Mentoring Award, WSU Graduate Students in Communication Association.

2006, 2008, 2009 Outstanding Mentor Award, WSU Women & Leadership Alliance Forum

2000 "Top Four" paper in Organizational Communication, National Communication Association (formerly Speech Communication Association).

1996 "Top Three" paper in Organizational Communication, Speech Communication Association.

1995 "Top-Ranked" paper in Organizational Communication, Speech Communication Association.

1995 "Top Four" paper in Applied Communication, Speech Communication Association (co-authored with Fredric Jablin).

1992-1993 W. Charles Redding Outstanding Dissertation Award for the outstanding doctoral dissertation in organizational communication, sponsored by the International Communication Association.

Invited Visiting Minority Scholar, Michigan State University Department of Communication, April 7-13, 1997.

PROFESSIONAL SERVICE

Editorial Board, *Management Communication Quarterly*, (currently under editorship of James Barker; previous under editorship of Ted Zorn.).

Past Editorial Board Member, *Communication Studies*, (under editorship of Jim Query).

Past Editorial Board Member, *Communication Monographs*, (under editorship of Frank Boster).

Past Editorial Board Member, *Journal of Applied Communication Research*, (under editorship of Joann Keyton)

Past Editorial Board Member, *Communication Education*, (under editorship of Joe Ayres).

External reviewer, promotion to full professor for Dr. J. Bruno Teboul, DePaul University, 2008.

External reviewer, tenure and promotion for Dr. Ken Levine, University of Tennessee Knoxville 2008.

External reviewer, tenure and promotion for Dr. Stephanie Hamel, California State University Chico.

External reviewer, tenure and promotion for Dr. Celeste Walls, Oregon State University, 2005

External reviewer, sabbatical application for Dr. Jeffrey Kassing, Arizona State University, 2005.

Ad hoc manuscript reviewer for *Journal of Applied Communication Research*, *Management Communication Quarterly*, *Western Journal of Communication*, *Communication Studies*, *Human Relations*, *Organization Science*, *Communication Theory*

Chair, Organizational Communication Division of the National Communication Association, 2005-2006.

Vice-chair elect, Organizational Communication Division of the National Communication Association, 2003-2004.

Invited Participant, Organizational Communication Division Doctoral Honors Preconference, International Communication Association, May 2001, Washington D.C. Invited as "seasoned scholar" to speak to doctoral candidates from around the country regarding publishing organizational communication research in various refereed journal outlets.

Invited Panelist, Organizational Communication preconference on junior faculty development, National Communication Association, November 2003, Miami.

Judge, Organizational Communication Research Article of the Year award, sponsored by the Organizational Communication Division of the National Communication Association, 2000, 2002.

Legislative Council Member-At-Large, National Communication Association, 2000-2003.

Secretary, Organizational Communication Division of National Communication Association, 1997-1999.

Respondent, Competitive panel on Organizational Communication, National Communication Association, 1996-2002 Annual Conventions

Paper reader, Organizational Communication Division, National Communication Association 1995, 1996, 1998, 2004, 2009 annual conventions.

Paper reader, Organizational Communication Division, International Communication Association, 2004 annual convention.

Respondent on panel entitled "Communication and Conflict" at the 1996 Northwest Communication Association annual convention, Coeur d'Alene, Idaho.

Program Planner, Organizational Communication Division, Northwest Communication Association Conference, 1995.

Respondent, *Communication and Organizational Effectiveness*, Panel at the Northwest Communication Association Conference, April 1994, Coeur d'Alene, Idaho.

Committee Member, Annual Chicano Studies Conference, November 11-13, 1993. Sponsored by the Department of Comparative American Cultures, Washington State University.

Organizational Communication textbook reviewer, Harcourt Brace College Publishers, 1995.

Interviewing textbook reviewer, Sage Publications, 1993.

DOCTORAL COMMITTEE SERVICE

Doctoral Committee Chair:

<u>Student Name</u>	<u>Topic</u>	<u>Defense Date</u>
Michael Tidwell	Personality and employee information-seeking	May 2002
Deborah Silva	Structuration of group identity	Jan. 2007
Jezreel Kang-Graham (Co-chair with Dr. Todd Norton)	The discourse of international organizations	Sept. 2008
Erin Gallagher	Managing uncertainty about new employees	Aug. 2010
Hannah Pederson	Technology in the Workplace	In progress
Irina Kopaneva	Communication & Negotiation	In progress

Doctoral Committee Member:

Josh Hoops	In progress
Ritch Woffinden	In progress

Shafer Brown	In progress
Edith A. Jenkins	May 2001

MASTER'S THESIS COMMITTEE SERVICE

Committee Chair:

<u>Student Name</u>	<u>Topic</u>	<u>Defense Date</u>
Edith Jenkins	Gender and Conflict Management	July 1994
Derek Brandes	Communication in Mentoring Relationships	July 1994
Tony Will	Persuasive Strategies in MTV's "Rock the Vote" Campaign	July 1994
Christie Odden	Organizational Climate, Gender and Peer Relationships	April 1995
Daniel J. Cahill	Gender Differences and Similarities in Workplace Emotional Support	April 1996
Nongnuch Thanimmal	Participation in Decision-making in Thai Organizations	August 1996
Christa Bayer	Communication Strategies for Peer Relationship Maintenance	Dec. 1996
Renee Heath	Communication in Collaborative Organizations	May 1997
Deborah Silva	Person-centered Communication and Conflict Management Style	May 1998
Bryan Fix	Person-centered Communication and Leader-Member Exchange Theory	May 1998
Tatyana Avdeyeva	Host perceptions of Desired and Actual Communication Behaviors of American Managers in Russia	May 1998

Tammie Wyers	Socialization of Newcomers in Newly-Formed Organizations	May 1998
C. Limpanusorn	Thai Cultural Identity, Work Autonomy Job Satisfaction	June 1998
Guy Smith	Equivocality Reduction Among Baseball Umpires	Dec. 1999
Sarah Lindsay	Including the Other in Collaborative Organizations	Nov. 2000
Birgitte Brander	Professional Identity and Identification	Dec. 2001
Heidi Bartoo	Communication Apprehension and Employee Perceptions of information receiving	May 2003
Jenae Grader	Self-efficacy and use of Communication Technologies	July 2003
Jennifer Cook	Non-Thesis Option	May 2003
Lisa Heithe	Person-centered comm. & Leadership	Oct. 2003
Colene White	Gender and Leader Member Exchange Theory	July 2004
Felise Clark	Union satisfaction and information	Dec. 2004
Pat Hockersmith	Reproducing conflict in an on-line Group	April 2005
Erin T. Gallagher	Newcomers as sources of uncertainty	April 2006
Pritha Sen	Initiation of virtual workplace friendships	April 2006
Brian Lempke	Social construction of workplace enemies	Dec. 2006
Joslin Witsil	Humor and new employee socialization	April 2006
Erin Bryant	Deception in workplace friendship	May 2008
Lindsay Warner	Non-thesis option	April 2009

Master's Thesis Committee Member:

Jeannie Ratliff, defended July 1994
 Jeffrey Stevenson, defended April 1994
 Carla Freeman, defended July 1994
 Daniel Weisbach, defended April 1994
 Elissa Braico, defended December 1994
 Mary McGough, defended May 1995
 Heather Hibbs, defended April 1995
 Kay Rutherford, defended April 1995
 Mary Jo Gonzales, defended July 1995
 Naiyana Ratanasuwanchart, def. July 1995
 Kyoko Nagami, defended December 1995
 Ju-Huei Lin, defended December 1995
 Kahori Kubo, defended April 1996
 Steve Crosby, defended April 1996
 Ruth Funabiki, defended April 1996
 Ruami Dyck, defended April 1996
 Tara Perry, defended May 1996
 Newell Crary, defended April 2003
 Amanda Hale-Wisener, July 2004
 Teresa Koepfel, April 2008

Michelle Dishong, def. April 1996
 Tanichya Keerataweep, def. Apr. 1996
 Jiun-Ming Fang, def. Spring 1996
 Chia-Fang Hsu, defended Spring 1996
 Tracy Lee Clarke, def. Spring 1997
 Bernadette Kapocias, def. Spring 1997
 Trinetta Zawadzki, def. April 1995
 Barry Johnson, def. December 1996
 Pao-En Chen, defended April 1996
 Marilyn Bayona, defended April 1998
 Eric Moreau, defended April 1998
 Heather Crandall, defended June 1998
 Terria Chen, defended June 2000
 Theran Verdon, defended May 2000
 Monrutai Keererat, def. August 2000
 Darshan Sawant, defended May 2001
 Mike Owen, defended May 2001
 Yoko Konomi, defended April 2004
 Jay Love, September 2005
 Hollie Smith, April 2010

UNIVERSITY AND COLLEGE SERVICE

Chair, WSU Faculty Senate Academic Affairs Committee. Fall 2010-Spring 2011.

Member, Search Committee, Associate Dean for Academic Affairs, Edward R. Murrow College of Communication, Fall 2009-present.

Member, Search Committee, Founding Dean of the Edward R. Murrow College of Communication, Fall 2008- Spring 2009.

Member, Academic Affairs Committee, Washington State University. Fall 2008-present.

Consultant, WSU Child Care Center Task Force – conducted and reported findings of focus groups task force with stakeholder groups. Fall 2007.

Member, WSU Strategic Plan Implementation Team, 2002-2006

Member, College of Liberal Arts Dean's Advisory Committee, 2003-present; Chair 2005-2006.

Project Director, WSU Internal Communication Audit, 2001, 2003.

Co-chair, WSU Chicano(a)/Latino(a) Faculty/Staff Association, 2000-2002.

Member, Search Committee, WSU President, 1999-2000 (resulted in the hiring of President Lane Rawlins)

Member, WSU President's Commission on the Status of Minorities, December 1995-1999

Member, Search Committee, WSU Vice Provost for Research, 1998 (resulted in the hiring of George Hedge)

Member, Search Committee, WSU Director of the Center for Human Rights, 1995 (resulted in the hiring of Deborah Love).

Ex-Officio member, WSU President's Commission on the Status of Women, May 1996-1999

Faculty Mentor, WSU Summer Doctoral Fellows Program, 1999, 2000

Member, College of Liberal Arts Task Force on Diversity, 1997.

Member, WSU Human Resource Training Committee, 1999

Member, WSU Human Resource Training Committee Subcommittee to Develop a Cultural Diversity Track, Summer 1995.

Member, WSU Human Resource Training Committee Subcommittee to Develop an Advanced Leadership Track, Fall 1995.

Panel Member, Tenure and Promotion, WSU Summer Doctoral Fellows Program, 1998, 1999, 2000, 2001.

Invited speaker, WSU Preview 1996. Invited to present a "class" on Communication and Leadership (with Professor Michael Salvador) to prospective students and their parents.

Invited speaker, WSU Alive! Workshop on Academic Success Strategies, Summer 1995, Summer 1996, Summer 1999

Member, Selection Committee, WSU Alive! Summer Orientation Counselor Search 1994.
WSU Faculty Phonathon, Spring 1993, Spring 1995, Spring 1997, Spring 2000.

Invited Lecturer, WSU Alive! Faculty Showcase Series, Summer 1993, Summer 1994.

Chair, Organizational Communication search committee, 2008-2009.

Associate Director of Graduate Studies, 2005-2006.

Member, Murrow School of Communication Graduate Curriculum Committee, 2003-present

Member, Faculty Advisory Board, 2001-2003.

Chair, Murrow School of Communication Faculty Advisory Board, 2001-2002.

Co-Chair, Murrow School of Communication Administrative Structure Committee, 1999-2001.

Member, Murrow School of Communication Strategic Planning Committee, 2000-2001.

Member, Search Committee, Communication Studies faculty position, 2001-2002 (resulted in the hiring of Prof. Mary Meares).

Chair, Mission Statement Committee, School of Communication, WSU, fall 1997-Spring 1998.

Member, Search Committees, Public Relations faculty positions, 1993, 1994, 1996, and 2001 (resulted in the hiring of Professors Bruce Pinkleton, Steven Thomsen, Julie Andsager, and Moon Lee).

Member, Search Committees, Advertising faculty positions 1994, 1995 (resulted in the hiring of Professors Kak Yoon and Trina Sego).

Advisor, International Association of Business Communicators (IABC), Student Chapter, WSU, Fall 1992-1994.

OTHER RELEVANT PROFESSIONAL WORK EXPERIENCE

Personnel Manager. Johnson & Hoffman, a Professional Corporation, Sacramento, CA. 1983-1985. supervised staff, handled all personnel matters, liaison between management and staff.

MEMBERSHIP PROFESSIONAL ASSOCIATIONS

International Communication Assn.
National Communication Assn.

Western States Communication Assn.
Society for Human Resource Management