

CLAUDIA L. HALE

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SCHOOL OF COMMUNICATION STUDIES
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TEACHING CREDENTIALS

Primary Areas of Instructional Interest:

Interpersonal Communication/Organizational Communication, Conflict Management, Negotiation and Mediation, Peacebuilding

Academic Preparation:

- Ph.D. Speech Communication, University of Illinois at Urbana, 1976.
Major Advisor: Jesse G. Delia.
- A.M. Speech Communication, University of Illinois at Urbana, 1973.
- B.S. Physical Education, Texas Tech University, Lubbock, 1971.

Academic Employment:

- 2012- Director, OU's Graduate Individualized Interdisciplinary Program (IIP).
- 1996- Professor; School Director, 2005-2010; Director of Graduate Studies, 1996-99; School of Communication Studies (formerly the School of Interpersonal Communication), Ohio University, Athens, OH.
- 1990-96 Associate Professor, School of Interpersonal Communication, Ohio University, Athens, OH.
- 1986-90 Associate Professor (Department Executive Officer, 1987-90; Acting Department Executive Officer, 1986-87), Department of Speech Communication, Iowa State U., Ames, IA.
- 1983-86 Assistant Professor, Department of Speech Communication, Iowa State U., Ames, IA.
- 1982-83 Associate Professor and Chair, Department of Speech Communication, U. of Northern Colorado, Greeley, CO.
- 1978-82 Assistant Professor, Department of Speech Communication, U. of Northern Colorado, Greeley, CO.
- 1980-81 Visiting Assistant Professor, Department of Speech Communication, U. of Denver, Denver, CO.
- 1976-78 Assistant Professor, Department of Speech-Communication, Eastern Illinois U., Charleston, IL.
- 1972-76 Graduate Teaching Assistant, Department of Speech Communication, U. of Illinois, Urbana, IL.

International Teaching Experience:

- Hong Kong Ohio University, School of Interpersonal Communication, undergraduate program offered through Hong Kong Baptist University. Taught undergraduate interviewing, organizational communication, organizational practicum, and conflict management. (2003, 2001, 2000, 1998)
- Indonesia Helped to facilitate two conflict management related workshops. One, for elementary and secondary teachers, focused on cooperative learning and positive disciplining within the classroom. The other, for university professors and community members, focused on understanding (framing) conflict and ethnographic approaches to researching conflict. Funding for the workshops was provided by a U.S. State Department grant awarded to the OU Southeast Asian Studies Program. (Summer, 2003)

- Thailand Bangkok University-Ohio University, joint institution doctoral program in Interpersonal Communication. Responsibilities involved making periodic trips to Bangkok in order to consult with students working on their dissertations. Served as OU representative on 11 dissertation committees. (1998-2002)

Selected Additional Training/Education:

- 1995 Advanced School Mediation Training Institute. The New Mexico Center for Dispute Resolution, Albuquerque, NM.
- 1993 Participant in the Hewlett Socio-Legal Institute on Dispute Resolution, sponsored by the Center for Socio-Legal Studies at the Ohio State University College of Law, Columbus, OH.
- 1992 Advanced Divorce Mediation Training. Presented by Emily Brown through the Aring Institute of Beech Acres, Cincinnati, OH.
- 1983 Basic Mediation Training, Committee for Creative Justice, Ames, IA.

Honors:

- 2012-13 Selected by the Scripps College of Communication to receive the L. J. Hortin Faculty Mentor Award based on nominations from my advisees (past and present).
- 2000 Selected as Ohio University's Outstanding Graduate Faculty Member based on a nomination by the graduate students of the School of Interpersonal Communication, Ohio University.
- 1993 Nominated for the Outstanding Graduate Faculty Award by the graduate students of the School of Interpersonal Communication, Ohio University.

RESEARCH AND SCHOLARSHIP

Research Interests: My research efforts focus on the areas of (1) peacebuilding and community building in societies/cultures that have been affected by violent conflict, (2) interpersonal/intercultural friendship, and (3) organizational conflict.

Book Chapters:

- Hale, C.L., & James, A.C. (2013). The sisterhood of the hammer: Women organizing for community and self. In M. W. Kramer, L. K. Lewis, & L. M. Gossett (Eds.), *Volunteering and communication: Studies from multiple contexts* (pp. 127-144). New York: Peter Lang.
- Hale, C.L., & Thieme, A.L. (2010). Mediating conflict. In W. Cupach, D. J. Canary, & B. H. Spitzberg (Eds.) *Competence in interpersonal conflict* (2nd ed., pp. 253-282). Long Grove, IL: Waveland Press, Inc.
- Sukandar, R., Agustiana, E., & Hale, C.L. (2009). Researching post-violent conflict: The emotional challenges faced by researchers concerned with community building and social change. In L. M. Harter, M.J. Dutta, & C. E. Cole (Eds.), *Communicating for social impact: Engaging theory, research and pedagogy* (pp. 115-126). Cresskill, NJ: Hampton Press.
- Song, Y-J., & Hale, C.L. (2006). The negotiation styles of the Chinese, the Japanese, and South Koreans: Similarities and differences found in East Asian cultural groups. In M. Orbe (Ed.), *The same and different: Acknowledging the diversity within and between cultural groups* (pp. 267-292). Washington, D.D.: National Communication Association.
- Chuang, R., & Hale, C.L. (2002). A critical examination of Eurocentric representation of Chinese communication. In W. Jia, R. Kluver, & R. Heisey (Eds.), *Chinese communication studies in the 20th and 21st century: Advances, challenges, and prospects* (pp. 67-84). Westport, CT: Greenwood Publishing Group.

- Chuang, R., & Hale, C.L. (2002). Perceptions of fairness and power in negotiation and mediation: Chinese versus Americans. In G-M. Chen & R. Ma (Eds.), *Chinese conflict management and resolution* (pp. 317-336). Westport, CT: Ablex Publishing.
- Hale, C.L., & Thieme, A.L. (1997). Mediating conflict. In W. Cupach & C. Canary (Eds.) *Managing interpersonal conflict* (pp. 202-231). New York: McGraw-Hill.
- Cooks, L.M., Hale, C.L., & DeWine, S. (1996). Giving voice to sexual harassment: Dialogues in the aftermath of Thomas-Hill. In S. L. Ragan, D. G. Bystrom, L. L. Kaid, & C. S. Beck (Eds.), *The lynching of language: Gender, politics, and power in the Hill-Thomas hearings* (pp. 239-259). Urbana: University of Illinois Press. (Selected as Outstanding Book on the subject of human rights in North America by the Gustavus Myers Center for the Study of Human Rights in North America.)
- Hale, C.L., Cooks, L.M., & DeWine S. (1994). Anita Hill on trial: A dialectical analysis of a persuasive interrogation. In S. Bingham (Ed.) *Conceptualizing sexual harassment as discursive practice* (pp. 71-87). Westport, CT: Praeger Publishers.

Publications (chronological order):

- Mao, Y., & Hale, C.L. (2011). An examination of Chinese employees' use of technologies in relation to intercultural sensitivity, organizational conflict management styles, and organizational satisfaction in China branches of multinational companies. In C. Adams & P. Jubien (Eds.), *Proceedings of the Media Ecology Association* (vol. 12, pp. 75-90). Media Ecology Association: University of Alberta, Edmonton, Alberta Canada. http://www.media-ecology.org/publications/MEA_proceedings/v12
- Phafl, M., Chomngam, P., & Hale, C.L. (2007). Understanding friendship from a Thai point of view: Negotiating the expectations involved in work and non-work relationships. *China Media Research*, 3 (4), 82-90. [invited publication]
- Shoemaker, A.T., Noel, B., & Hale, C.L. (2007). Striving to sow the seeds of peace: Conflict resolution training in Indonesia. *Conflict Resolution Quarterly*, 25, 137-144.
- Agustiana, E., & Hale, C.L. (accepted for publication). Living in the crisis: Women's experience of violent conflict in Poso, Central Sulawesi, Indonesia. *Violence against Women*.
- Nix, C., & Hale, C. (2007). Conflict within the structure of peer mediation: An examination of "controlled" confrontations in an at-risk school. *Conflict Resolution Quarterly*, 24, 327-348.
- Noel, B.R., Shoemaker, A.T., & Hale, C.L. (2006). Conflict resolution education in a non-Western context: Conversations with Indonesian scholars and practitioners. *Conflict Resolution Quarterly*, 23, 427-446.
- Song, Y-J., Hale, C.L., & Rao, N. (2005). The South Korean chief negotiator: Balancing traditional values and contemporary business practices. *International Journal of Cross Cultural Management*, 5, 313-328.
- Maneerat, N., Hale, C.L., & Singhal, A. (2005). The communication glue that binds employees to an organization: A study of organizational identification in two Thai organizations. *Asian Journal of Communication*, 15, 188-214.
- Song, Y-J., Hale, C.L., & Rao, N. (2004). South Korean business negotiation team styles and characteristics. *Journal of Asian Business*, 20.
- Song, Y-J., Hale, C.L., & Rao, N. (2004). Success and failure of business negotiations for South Koreans. *Journal of International and Area Studies*, 11, 45-65.
- Tardy, R.W., & Hale, C.L. (1998). Getting "plugged in": A network analysis of health information-seeking among "stay-at-home moms." *Communication Monographs*, 65, 336-357.
- Tardy, R.W., & Hale, C.L. (1998). Bonding and cracking: The role of informal, interpersonal networks in health care decision-making. *Health Communication*, 10, 151-173.
- Hale, C.L., & Nix, C. (1997). Achieving neutrality and impartiality: The ultimate communication challenge for peer mediators. *Mediation Quarterly*, 14, 337-352.
- Hale, C.L., Farley-Lucas, B., & Tardy, R.W. (1996). Interpersonal conflict from a younger point of view: Exploring the perspectives of children. *International Journal of Qualitative Studies in Education*, 9, 269-292.
- Hale, C.L., & Redmond, M.V. (1995). Speech communication at Iowa State University: A history of broken promises and shifting leadership. *JACA*, 3, 169-179.

- Hale, C.L., Tardy, R.W., & Farley-Lucas, B. (1995). Children's talk about conflict: An exploration of the voices and views of the "experts." *Discourse & Society*, 6, 407-427.
- Cooks, L.M., & Hale, C.L. (1994). The construction of ethics in mediation. *Mediation Quarterly*, 12, 55-76.
- Hale, C.L., & Cooks, L.M. (Spring, 1994). Teaching dispute mediation from a communication perspective: Exploring the practice and the paradoxes. *Focus on Law Studies: Teaching about Law in the Liberal Arts*, IX (#2), 1 & 5.
- Cooks, L.M., & Hale, C.L. (1992). A feminist approach to the empowerment of women mediators. *Discourse & Society*, 3, 227-300.
- Gordon, B., Bast, C., & Hale, C. (1991). Logic and argument development within the context of a dispute mediation. In F. H. vanEemeren, R. Grootendorst, J. A. Blair, & C. A. Willard (Eds.), *Proceedings of the Second International Conference on Argumentation* (vol. 1B, (pp. 575-581). Amsterdam, The Netherlands: SICSAT--International Centre for the Study of Argumentation.
- Hale, C.L., Bast, C., & Gordon, B. (1991). Communication within the context of a dispute mediation: The process versus the perception. *International Journal of Conflict Management*, 2, 139-158.
- Hale, C.L. (1989). University strategic planning: Implications for department decision-making. *ACA Bulletin*, 68, 11-20.
- Hale, C.L. (1987). A comparison of accounts: When is a failure not a failure? *Journal of Language and Social Psychology*, 6, 117-132.
- Hale, C.L. (1986). Research note: Impact of cognitive complexity on message structure in a face-threatening context. *Journal of Language and Social Psychology*, 5, 135-143.
- Hale, C.L. (1985). A constructivist approach to meaning: In defense of interpretation. In J. R. Cox, M. O. Sillars & G. B. Walker (Eds.), *Argument and Social Practice: Proceedings of the Fourth SCA/AFA Conference on Argumentation*. Annandale, VA: SCA, pp. 523-534.
- Hale, C.L., & Ross, R.F. (1984). Identity negotiation within decision-making groups: A case study. *Journal of Language and Social Psychology*, 3, 197-212.
- Hale, C.L., & Warnemunde, D.E. (1983). Recruiting communication majors: Tools used by selected college and university departments of communication. *ACA Bulletin*, #45, 70-74.
- Hale, C.L. (1982). An investigation of the relationship between cognitive complexity and listener-adapted communication. *Central States Speech Journal*, 33, 339-344.
- Hale, C.L. (1980). Cognitive complexity-simplicity as a determinant of communication effectiveness. *Communication Monographs*, 47, 304-311.
- Hale, C.L., & Delia, J.G. (1976). Cognitive complexity-simplicity and social perspective-taking. *Communication Monographs*, 43, 195-203.

Convention/Conference Papers (chronological order):

- Dowd, M., & Hale, C.L. (June, 2013). *An exploration of concealment and discovery in romantic infidelity*. Paper presented at the annual convention of the International Communication Association, London, England.
- May, Y., & Hale, C.L. (November, 2011). *Relating intercultural communication sensitivity to conflict management styles, technology use, and organizational communication satisfaction in multinational organizations in China*. Paper presented at the annual convention of the National Communication Association, New Orleans.
- Mao, Y., & Hale, C.L. (June, 2011). *An examination of Chinese employees' use of technologies in relation to intercultural sensitivity, organizational conflict management styles, and organizational satisfaction in China branches of multinational companies*. Paper presented at the annual convention of the Media Ecology Association, Edmonton, Canada.
- Mao, Y., & Hale, C.L. (May, 2011). *Organizational communication satisfaction of Chinese employees of the China-branch of a multicultural organization*. Paper presented at the annual convention of the International Communication Association, Boston, MA.
- Hale, C.L., DeWine, S., & James, A.C. (March, 2011). *"Passing the torch": Three senior women professionals reflect on the challenges they faced and on prospects for the next generation of women academics*. Paper presented at the Oxford Round Table on the Status of Women in the Academy, Oxford, England.

- Noel, B.R. & Hale, C.L. (2010, July). *Conflict resolution education in Indonesia: Mapping the challenges involved in diffusing CRE in a collectivistic culture*. Paper presented at the biennial conference of the International Peace Research Association, Sydney, Australia.
- Noorzai, R. & Hale, C.L. (2010, July). *Balanced coverage in practice: New reporting of conflict and peace in Afghanistan*. Paper presented at the biennial conference of the International Peace Research Association, Sydney, Australia.
- Shoemake, A.T. & Hale, C.L. (2010, July). *Preserving peace and harmony when your neighbor is fighting: The view from South Kalimantan*. Paper presented at the biennial conference of the International Peace Research Association, Sydney, Australia.
- Blankson, H. & Hale, C.L. (2010, June). *A three cultures model approach to understanding organizational communication: A case study of a multi-national organization*. Paper presented at the annual conference of the International Communication Association, Singapore.
- Sukandar, R., & Hale, C.L. (2008, July). *Rebuilding community: Trying to bring Dayaks and Madurese together in Central Kalimantan, Indonesia*. Paper presented at the biennial conference of the International Peace Research Association, University of Leuven, Belgium.
- Naigowit, T., & Hale, C.L. (2008, May). *Organizational identification and organizational justice in Thai for-profit organizations*. Paper presented at the annual conference of the International Communication Association, Montreal, Canada.
- Sukandar, R., & Hale, C.L. (2008, May). *Negotiating post-conflict communication: A case of ethnic conflict in Indonesia*. Paper presented at the annual conference of the International Communication Association, Montreal, Canada. (**Top paper** in the "Convention Theme" division of the conference.)
- Agustiana, E.T., & Hale, C.L. (2006, November). *Living in the crisis: Women's experiences of violent conflict in Poso, Central Sulawesi, Indonesia*. Paper presented at the annual conference of the National Communication Association, San Antonio, Texas.
- Agustiana, E.T., & Hale, C.L. (2006, June). *Challenges and opportunities: Indonesian women building peace in the conflict-affected area of Poso, Central Sulawesi, Indonesia*. Paper presented at the biennial conference of the International Peace Research Association, Calgary, Canada.
- Agustiana, E.T., & Hale, C.L. (2006, June). *Women as peacebuilders: The experiences and efforts of women in Poso, Central Sulawesi, Indonesia*. Paper presented at the annual convention of the International Communication Association, Dresden, Germany.
- Noel, B., Shoemake, A.T., & Hale, C.L. (2005, November). *Striving to sow the seeds of peace: Conflict resolution education in Indonesia*. Paper accepted for presentation at the annual convention of the National Communication Association, Boston, MA.
- Gabriel, S., & Hale, C.L. (2005, June). *When I had her my life turned to hers: Mothers' perception of communication with their adolescent children in low income female-headed households*. Paper presented at the Hawaii International Conference on Social Sciences.
- Noel, B., Shoemake, A., & Hale, C.L. (2004, May). *Peer mediation in a non-Western context: An exploration of the potential of peer mediation in Indonesia*. Paper presented at the annual convention of the International Communication Association, New Orleans, LA.
- Lee, P.-W., Torres, M.B., & Hale, C.L. (2003, November). *Communication and relationship tensions and differences in intracultural and intercultural friendships: An exploratory study*. Paper presented at the annual convention of the National Communication Association, Miami, FL.
- Boyd-Smith, C., Hale, C.L., & Descutner, D. (2003, November). "Morning in Maharashtra: Empowering women dairy farmers in India." Paper presented at the annual convention of the National Communication Association, Miami, FL.
- Hale, C.L., & Chulpimpan, A. (2003, November). "Crafting a research agenda in Thailand: Shifting focus from Western-driven questions to Thai-relevant questions." Paper presented at the annual convention of the National Communication Association, Miami, FL.

- Lee, P-W., Torres, B., & Hale, C.L. (2003, November). "Communication and relationship tensions and differences in intracultural and intercultural friendships: An exploratory study." Paper presented at the annual convention of the National Communication Association, Miami, FL.
- Maneerat, N., Hale, C.L., & Singhal, A. (2003, May). "What binds employees to an organization? A study of organizational identification in two Thai organizations." Paper presented at the annual convention of the International Communication Association, San Diego, CA.
- Song, Y-J., Hale, C.L., & Rao, N. (2003, May). "Success and failure of business negotiations for South Koreans." Paper presented at the annual convention of the International Communication Association, San Diego, CA.
- Punturaumporn, B., & Hale, C.L. (2003, June). "Business negotiations in Thailand: Navigating the challenges of traditions vs. change." Paper presented at the annual conference of the International Conflict Management Association, Melbourne, Australia.
- Conry, T.W., & Hale, C.L. (2002, November). "Why aren't we 'getting to yes'? The practitioners' understanding of mutual gains bargaining." Paper presented at the annual convention of the National Communication Association, New Orleans, LA.
- Conry, T.W., & Hale, C.L. (June, 2002). "Does mutual gains bargaining affect negotiator's power?: Practitioners' perceptions of the affect of mutual gains bargaining on their power in labor/management negotiations." Paper presented at the annual convention of the International Association for Conflict Management, Salt Lake City.
- Punturaumporn, B. & Hale, C.L. (2002, November). "The Thai style of negotiation: *Kreng jai*, *bhunkun*, and other socio-cultural keys." Paper presented at the annual convention of the National Communication Association, New Orleans, LA. (**Top three paper** in the International and Intercultural Communication Division.)
- Song, Y-J., Rao, N., & Hale, C.L. (2001, November). "The South Korean business negotiator." Paper presented at the annual convention of the National Communication Association, Atlanta, GA.
- Song, Y-J., Hale, C.L. & Rao, N. (2001, May). "An analysis of South Korean business negotiation tactics." Paper presented at the annual convention of the International Communication Association, Washington, D.C.
- Chuang, R., & Hale, C.L. (2000, November). "Perceptions of fairness and power in conflict negotiations: Chinese versus American perspectives." Paper presented at the annual convention of the National Communication Association, Seattle.
- Nix, C.L., & Hale, C.L. (2000, November). "Addressing friendship transitions in early adulthood: An inductive examination of how individuals manage romantic relationships and close friendships simultaneously." Paper presented at the annual convention of the National Communication Association, Seattle.
- Hale, C.L., & Nix, C., (1997, November). "Achieving Neutrality and Impartiality: The Ultimate Communication Challenge for Peer Mediators." Paper presented at the annual convention of the National Communication Association, Chicago.
- Thieme, A., & Hale, C.L. (1997, November). "Relationship rules that guide expressions of love: A dialogic approach." Paper presented at the annual convention of the National Communication Association, Chicago.
- Beck, C.S., Hale, C.L., Thomas-Maddox, C., & Graham, E. (1997, May). "Juxtaposing orientations to interpersonal communication: The value of team-teaching for addressing multiple perspectives of interpersonal communication." Paper presented at the annual convention of the International Communication Association, Montreal.
- Nix, C.L., & Hale, C.L. (1997, May). "Conflict within the structure of peer mediation: An examination of 'controlled' confrontations in an at-risk school." Paper presented at the annual convention of the International Communication Association, Montreal.
- Nix, C.L., Westerfulhaus, R., & Hale, C.L. (1996, November). "'Lean on me . . . but not too much': An examination of the strategic maintenance of autonomy and dependency on close relationships." Paper presented at the annual convention of the Speech Communication Association, San Diego.
- Chuang, R., & Hale, C.L. (1995, November). "Dualism and Eurocentricity: A critical examination of (mis)representation of Chinese communication." Paper presented at the annual convention of the Speech Communication Association, San Antonio.

- Tardy, R.W., & Hale, C.L. (1995, November). "Cracking the code: The role of informal interpersonal networks in health care decision-making." Paper presented at the annual convention of the Speech Communication Association, San Antonio.
- Hale, C.L. (1995, November). "Connecting with the community: Teaching and researching through the Ohio University Appalachian Center for Conflict Management." Paper presented at the annual convention of the Speech Communication Association, San Antonio.
- Hale, C.L., & Boyd, C. (1995, November). "Implementing a conflict mediation program with university residence life: Meeting the challenges of diversity." Paper presented at the annual convention of the Speech Communication Association, San Antonio.
- Tardy, R.W., & Hale, C.L. (1995, May). "Getting 'plugged in': A network analysis of health information-seeking among 'stay-at-home moms.'" Paper presented at the annual convention of the International Communication Association, Albuquerque, NM.
- Chuang, R., & Hale, C.L. (1995, February). "You are part of our family: A comparison of Asian and Euroamerican employees' perceptions of their organizational climate and culture." Paper presented at the annual convention of the Western States Communication Association, Portland, OR. (**Top four paper** in the Intercultural Communication Interest Group.)
- Chuang, R., & Hale, C.L. (1994, November). "Hello-how-are-you-good-bye: American/Asian students intercultural relationship initiation." Paper presented at the annual convention of the Speech Communication Association, New Orleans.
- Cooks, L.M., Hale, C.L., & DeWine, S. (1994, July). "Undressing sexual harassment within the corporate body: Dialogues in the aftermath of Thomas-Hill." Paper presented at the annual convention of the International Communication Association, Sydney, Australia.
- Hale, C.L., & Cooks, L.M. (1994, July). "When the learners are community members: Teaching dispute mediation skills." Paper presented at the annual convention of the International Communication Association, Sydney, Australia.
- Hale, C.L., Farley-Lucas, B., & Tardy, R.W. (1994, July). "'We're just kids': Conflict from a younger point of view." Paper presented at the annual convention of the International Communication Association, Sydney, Australia. (ERIC document: ED 374 478, under the title of "'Butthead,' 'swirlies,' and dirty looks: Interpersonal conflict from a younger point of view.")
- Cooks, L.M., & Hale, C.L. (1993, November). "The dilemma of ethics in the field of mediation: A discursive look at stories told and story-telling." Paper presented at the annual convention of the Speech Communication Association, Miami Beach.
- Hale, C.L. (1993, November). "Achieving fairness within dispute mediation." Paper presented at the annual convention of the Speech Communication Association, Miami Beach.
- Hale, C.L., Cooks, L.M., & DeWine, S. (1992, November). "Anita Hill on trial: A dialectical analysis of a persuasive interrogation." Paper presented at the annual convention of the Speech Communication Association, Chicago.
- Hale, C.L., & Thieme, A.L. (1992, November). "A social justice perspective on disengagement: Is there a fair way to say 'goodbye'?" Paper presented at the annual convention of the Speech Communication Association, Chicago.
- Cooks, L.M., & Hale, C.L. (1992, May). "A feminist approach to the empowerment of women mediators." Paper presented at the annual convention of the International Communication Association, Miami.
- DeWine, S., James, A.C., & Hale, C.L. (1991, May). "Organizational maintenance: Successful assimilation through mentoring relationships." Paper presented at the annual convention of the International Communication Association, Chicago.
- Hale, C.L., Gordon, B., & Bast, C. (1990, November). "Explaining the conflict: A critical examination of disputant contributions to a mediation." Paper presented at the annual convention of the Speech Communication Association, Chicago.
- Hale, C.L., Bast, C., & Gordon, B. (1990, June). "Communication within the context of a dispute mediation: The process versus the perception." Paper presented at the Third Annual Conference of the International Association for Conflict Management, Vancouver, British Columbia, Canada.

- Hale, C.L., Gordon, B., & Bast, C. (1990, June). "Logic and argument development within the context of a dispute mediation." Paper presented at the Second International Conference on Argumentation, Amsterdam, The Netherlands.
- Hale, C.L. (1989, May). "Responding to 'why': A comparison of four forms of accounts." Paper presented at the annual convention of the International Communication Association, San Francisco.
- Hale, C.L. (1988, November). "Interpersonal communication as a study in critical thinking." Paper presented at the annual convention of the Speech Communication Association, New Orleans.
- Hale, C.L. (1988, April). "University strategic planning: Implications for department decision-making." Paper presented at the annual convention of the Central States Speech Association, Schaumburg, IL.
- Hale, C.L. (1987, November). "A comparison of accounts: When is a failure not a failure?" Paper presented at the annual convention of the Speech Communication Association, Boston.
- Hale, C.L. (1987, November). "The mediator as advocate: A question of ethics or tactics?" Paper presented at the annual convention of the Speech Communication Association, Boston.
- Hale, C.L. (1987, May). "The language of failure: Cognitive complexity and quality of alignment action." Paper presented at the annual convention of the International Communication Association, Montreal.
- Hale, C.L. (1986, May). "The impact of account form on evaluation of a failure event: A comparison of excuses and justifications." Paper presented at the annual convention of the International Communication Association, Chicago.
- Hale, C.L. (1985, February). "Cognitive complexity as a predictor of message structure in a face-threatening context." Paper presented at the annual convention of the Western States Communication Association, Tucson.
- Hale, C.L. (1985, July). "A constructivist approach to meaning: In defense of interpretation." Paper presented at AFA/SCA Conference on Argumentation, Alta, UT.
- Hale, C.L., & Ross, R.F. (1984, February). "The negotiation of self-other identities within ongoing decision-making groups." Paper presented at the annual convention of the Western States Communication Association Convention, Seattle. (**Top three paper** in the Language Behavior Interest Group.)
- Hale, C.L. (1982, November). "An examination of the relationship between conflict and argument." Paper presented at the annual convention of the Speech Communication Association, Louisville.
- Hale, C.L. (1982, February). "A conversational analysis of communication during negotiation." Paper presented at the annual convention of the Western States Communication Association, Denver.
- Hale, C.L., & Warnemunde, D.E. (1982, February). "An assessment of student recruitment strategies employed by selected college and university departments of communication." University funded project. Paper presented at the annual convention of the Western States Communication Association, Denver.
- Hale, C.L. (1978, May). "General systems theory and organizational communication: A constructivist-co-orientational perspective." Paper presented at the annual convention of the International Communication Association, Chicago.
- Hale, C.L., & Hilpert, R.P., Jr. (1976, April). "An examination of cognitive-constructivist studies of organizational communication." Paper presented at the SCA/SWTSU Conference on Organizational Communication, San Marcos.

Invited Presentations (chronological order):

- Hale, C.L. (2000, August). "The changing (?) picture of negotiations within the United States." Presented at a special seminar hosted by the Korean Public Relations Association at Ehwa Women's University, Seoul, Korea.
- Hale, C.L. (1998, October). Panel member. "Issues in training mediation trainers." Presented at the annual convention of the Society of Professionals in Dispute Resolution, Portland, OR.
- Hale, C.L. (1996, November). Panel respondent: "Performing conflict inside and outside the classroom: Exploring the possibilities and limits of Boal's Theatre of the Oppressed." Presented at the annual convention of the Speech Communication Association, San Diego.

- Hale, C.L., & DeWine, S. (1996, July). "Taking the program to the students: From Athens (OH) to Bangkok, Malaysia, and Zanesville." Presentation at the Speech Communication Association summer conference on graduate education, Washington, D.C.
- Hale, C.L. (1996, April). "The ethics of negotiation: A (re)framing based on Putnam's interdependence model." (Panel in honor of Linda Putnam.) Presentation at the annual convention of the Eastern Communication Association, New York.
- Hale, C.L. (1994, November). "Mediation values: Ethics and communication paradoxes in the case studies" (from the Penang Conference on mediation in the Asia Pacific region). Paper presented at the annual convention of the Speech Communication Association, New Orleans.
- Farley-Lucas, B., Hale, C.L., & Tardy, R.W. (1993, November). "'Butthead,' 'swirlies,' and dirty looks: An initial examination of how children view conflict." Paper presented as part of invited participation in *Children and Conflict Skills Training* seminar being held at the annual convention of the Speech Communication Association, Miami Beach.
- Hale, C.L. (1992, November). Panel respondent: "Communication bases of attraction and initial interaction." Presentation at the annual convention of the Speech Communication Association, Chicago.
- Hale, C.L. (1991, April). Panel respondent: "Talking to the story: Performance as catalyst." Presentation at the annual convention of the Central States Communication Association, Chicago.
- Hale, C.L. (1988, February). Panel respondent: Research-in-progress papers of the Language Behavior Interest Group. Presented at the annual convention of the Western States Communication Association, San Diego.
- Hale, C.L. (1986, May). Invited participant. Conference on Communication and Conflict Resolution. Purdue University.
- Hale, C.L. (1983, November). "The pedagogical implications of constructivism." Panel presentation at the annual convention of the Speech Communication Association, Washington, D.C.
- Hale, C.L. (1983, April). "A constructivist perspective." Panel presentation at the annual convention of the Central States Speech Association, Lincoln.
- Hale, C.L. (1982, February). "Issues for consideration in theory-building by undergraduates: Can and should it be done?" Panel presentation at the annual convention of the Western States Communication Association, Denver.

Grants:

- Hale, C.L. (2008). GERB funding from Ohio University to support the development of a Master's of Arts in Organizational Communication (\$97,000).
- Hale, C.L. (2006). Continuing contract with Bangkok University to support the provision of doctoral education in Communication Studies at Bangkok University.
- Song, Y-J., Rao, N., & Hale, C.L. (1999). Post-Doctoral Fellowship, Ohio University. Salary/benefits support for Yong-Jin Song to work as a research fellow in the School of Interpersonal Communication studying Korean and American styles of business negotiation.
- Thomas-Maddox, C., Hale, C.L., & Nix, C. (1997). Honors Tutorial College, Ohio University. \$3,000 to hire an undergraduate honors tutorial student as a summer Research Apprentice.
- DeWine, S., Hale, C.L., & Yamauchi, G. (1995). Ronald McDonald Children's Charities. \$57,400 grant to support the development of the Appalachian Center for Conflict Management through the School of Interpersonal Communication at Ohio University.
- Hale, C.L. (1993). John and Elizabeth Baker Peace Studies Program. \$500 to support work on developing an undergraduate course in dispute mediation.
- Hale, C.L. (1993). University College of Ohio University. \$1,000 Teaching Fund Grant to attend the Hewlett Socio-Legal Institute on Dispute Resolution.
- Hale, C.L. (1993). Ohio State Supreme Court. In exchange for presenting a workshop on "Improving the Efficiency of Telephone Mediations", a \$500 grant to partially defray costs associated with attending the Hewlett Socio-Legal Institute on Dispute Resolution.
- Hale, C.L., Farley-Lucas, B., & Tardy, R. (1993). Honors Tutorial College, Ohio University. \$3,000 to hire an undergraduate honors tutorial student as a summer Research Apprentice.

- Hale, C.L. (1992). Ohio Commission on Dispute Resolution and Conflict Management. \$5,000 to support development of a community-based mediation service. (Grant proposal written on behalf of the Athens Area Mediation Service.)
- Hale, C.L. (1992). Athens Foundation. \$1,000 to support development of a community-based mediation service. (Grant proposal written on behalf of the Athens Area Mediation Service.)
- Hale, C.L. (1984). Iowa State University. \$2,000 summer salary support to work on research in the areas of face-threatening communication and negotiation.
- Hale, C.L. & Warnemunde, D.E. (1981). University of Northern Colorado. \$680 support for research on assessment of student recruitment strategies.

Editorial Responsibilities:

- Member of the Editorial Board, *Journal of Intercultural Communication Research*, 2011-
- Member of the Editorial Board, *Journal of Communication*, 2001-05
- Member of the Editorial Board, *Communication Education*, 1996-99
- Member of the Editorial Board, *Communication Monographs*, 1992-94
- Member of the Editorial Board, *Communication Quarterly*, 1998-01
- Member of the Editorial Board, *Communication Studies*, 1991-94, 2006-
- Referee *Communication Yearbook*, 2005
- Referee *Personal Relationships*, 2005
- Referee *Human Communication Research*, 2004
- Referee *Management Communication Quarterly*, 1995, 1996, 1997, 2001
- Referee *Journal of Language and Social Psychology*, 1988, 1991
- Referee *Journal of Social and Personal Relationships*, 1988, 1992, 1996-97, 1999, 2006-09, 2011-
- Referee *Journal of International and Intercultural Communication*, 2011-
- Referee *International Journal of Conflict Management*, 1991
- Referee *Southern Communication Association Journal*, 1989, 1990
- Referee *Western Journal of Speech Communication*, 1991, 1993-95
- Reader Rhetorical & Communication Theory Interest Group, SCA, 1992
- Reader Interpersonal Communication Interest Group, ICA, 1989-90
- Language and Social Interaction Group, ICA, 1997-98
- Reader Language Behavior Interest Group, WSCA, 1983-84, 1987-88
- Reader Communication Theory and Research Interest Group, WSCA, 1985-86
- Reader Communication and Conflict Group, Int'l. Assoc. for Conflict Management, 1989, 1992
- Reader Conflict Interest Group, Academy of Management, 1996

SELECTED SERVICE ACTIVITIES

Academic Discipline, Discipline-Related and Community Service:

- Board of Trustees and organizing group, Athens Area Mediation Service, member 1991-95; co-chair 1995-97.
- Conducted 16 hour mediation training for community volunteers, October 1997; 9 hour mediation training for Ohio University Residence Life Staff, August 1995; 8 hour training for community volunteers, December 1994; 32 hour training for community volunteers, July 1993.
- Volunteer Mediator, Main Street Mediation Service, New Lexington, OH, 1991-93.
- Member, Policy and Oversight Committee for the Athens County Comparative Risk Project, 1994-95
- External Reviewer:
- Department of Speech Communication, University of Northern Colorado, Greeley, CO, 1995.
- Department of Communication, University of Hartford, Spring 1991.
- National Communication Association (formerly the Speech Communication Association):

member, Awards Committee, Interpersonal Communication Division, 2002
 member, Golden Anniversary Monographs Awards Committee (purpose is to select and honor authors of outstanding monographs/articles in the discipline), 1993, 1994.
 membership representative for Colorado, 1981-82
 member of the nominating 1977-78 committee, Rhetorical and Communication Theory Division
 Western States Communication Association
 Language Behavior Interest Group: chair 1985-86; vice-chair 1984-85

Ohio University:

(University Level)

Budget Planning Council, 2010-2012

Appeal Review Committee, chair, 2012 (Committee to review denial of tenure and promotion to an OU faculty member)

Task Force on the Future of Regional Campuses, 2008

Sub-committee on Academic Program Development, co-chair

Task Force on Centers of Excellence in Graduate and Professional Education, 2008

Representative for the Scripps College of Communication

Faculty Service in Administrative Roles Committee, 2007

University International Council (UIC)

Chair, 2002-06

Member of UIC and chair of the University Linkages Committee (a sub-committee of UIC), 2001-02

Representative for the College of Communication, 2001-06

Deans' Working Group on International Education, 2004-05

University Task Force on International Programs, co-chair 2003-05

OU Committee to select the Outstanding Administrator, 2005-06

University Sub-Committee (of the Budget Committee) on Compensation, member 2003-04

New Faculty Initiative Committee, member 2004

Internal Fees Committee, co-chair 2000-03

Graduate Stipend Review Committee, member, 2000-01

Ohio University Management Development Program, participant 1997-98

Institutional Review Board:

Chair 1996-98

Member 1993-96

Committee to select the Outstanding Masters/Doctoral Student and Outstanding Graduate Faculty Member, member 1997-98

Subcommittee (to the Baker Peace Studies Program Advisory Committee) on Dispute Mediation/Conflict Resolution, member 1995-98

Ad hoc Advisory Panel to the Baker Peace Fund, member Summer 1994

Faculty Senate, alternate member, 1991-92, 1993-94, 1994-95, 1995-96, member 1997-98

University Promotion & Tenure Committee, member 1997-98

Program Review Committee, member Spring 1992

Educational Policies Committee, member Fall 1991, Spring 1992

University Curriculum Committee, member Fall 1991, Spring 1992

Individual Course Committee, member Fall 1991

Program Review Committees:

WOUB Center for Public Media, member, 2005-06

School of Telecommunications, member, 2000-01

Institute for Telecommunication Studies, member 1994

Center for the Study of International Journalism, member 1996

(College Level)

College of Communication Dean's Review Committee

Chair, Comprehensive Review Committee, 2000-01

Member, Review Committee, 1993-94, 2008-09

Promotion & Tenure Committee, member 1991-92, 1996-97, 2010-11

Graduate Committee, member 1990-91, 1996-99

College Graduate Conference (preliminary planning committee) chair, Fall 1996

College Goals Committee, member 1994

College Graduate Priorities Committee, chair 2005

College Undergraduate Priorities Committee, member 2005

College Budget Priorities Committee, member 2005

College Curriculum Committee, member 2013-14

(School Level)

Promotion & Tenure Committee, member 1993-2005, 2010-

Workload Committee, chair 2011-12, member 2012-13

Search Committee (tenure-track openings), chair 1994-95, co-chair 1999-2000, chair 2000-01, chair 2004-05, member 2012-13

Goals Committee, chair 1992-94

Assessment Committee, member 1995-96

Budget Committee, member 1991-94

Merit Committee, member 1993-94, 1994-95, 1996-97, 2000-01, 2004-05

Graduate Committee, member 1990-91, 1995-96, 2003-04, chair 1996-99

Curriculum Committee, member 1990-91, 1999-2000, 2000-01, 2003-04; chair 2013-14

Course Coordinator, INCO 304 (Interviewing) 1990-96; COMS 206 (Interpersonal) 2010-

Faculty Advisor, student chapter of the American Society for Training and Development, 1991-95

Dissertation Advisor:

Agustiana, Endah (June, 2005). *Living in the crisis: Women's experience of violent conflict in Poso, Central Sulawesi, Indonesia*.

Bernat, Elizabeth (October, 2002). *Dissecting the turning point process: A micro-turning point analysis of uncertainty and communication patterns in developing romantic couples*.

Boyd, Christina (April, 1999; co-advisor with David Descutner). *"We form a human chain": A third world feminist study of women's engagement with dairy cooperatives in Kolhapur, India*.

Brown, Laura H. (April, 1998). *"I can't segment my heart": A phenomenological investigation of biracial identity construction*.

Chomngam, Pornprom (February, 1999). *Newcomer's assessments of the value of various types and sources of information available during the process of organizational assimilation*. (Bangkok University-Ohio University doctoral program)

Chuang, Rueyling (July, 1996). *"You are the key (to performance)": A comparison of Asian and Euroamerican expatriate/native employees' perceptions of their organizational culture*.

Clowers, Marsha L. (August, 1995; co-advisor with David Descutner). *"It was the way she said things in terms that I could understand": Urban teenagers' perceptions of physician-patient communication*.

Colvert, Audra L. (August, 2000; co-advisor with J. Webster Smith). *An organizational communication culture study of the National Federation of the Blind (NFB)*.

Conry, Terry W. (January, 1999). *Why aren't we "Getting to Yes"? Mutual gains bargaining: Diffusion of the theory and practitioners' understandings*.

Cooks, Leda M. (August, 1993; co-advisor with David Descutner). *Critical pedagogy as communication education: Researching the possibilities*.

Dowd, Megan M. (August, 2012). *The secrets of infidelity*.

- Farley-Lucas, Bonnie S. (November, 1997; co-advisor with Sue DeWine). *The voice of choice: Communicating and experiencing motherhood with/in the workplace.*
- Gabriel, Selvamany P. (June, 1997). "When I had her, my life turned to hers": A phenomenological study of the perceptions of low income single/sole mothers in Appalachia of their communication with their adolescent children.
- Hanaki, Toru (December, 2005; co-advisor with Nagesh Rao). *Transformation of self-identity through intercultural experience: Stories of self from twelve Japanese graduate students in a U.S. midwestern university.*
- Harun, Minah (February, 2007). *Malay-Chinese interethnic communication in Malaysia: An analysis of sensemaking in everyday existence.*
- Imsudha, Pacharaporn (June, 2001). *The implications of Thai cultural values for the relationship among the self-reported conflict tactics, family satisfaction, and communication competence of young adults.* (Bangkok University-Ohio University doctoral program)
- Jia, Moyo ("Pony") (July, 2013). *Emotion and communication behaviors in the workplace: Supervisor nonverbal immediacy, employee's emotional experience, and their communication motives.*
- Lee, Pei-Wen (August, 2004). *Bridging cultures: Understanding the construction of relational identity in intercultural friendship.*
- Lee, Sook-Young (November, 2002). *The effect of culture and self-construal on face-concerns and mediation techniques of an informal third-party intermediary in intercultural/interpersonal conflict.*
- Lev, Eimi (June, 2009; co-advisor with Ben Bates). *Googling while expecting: Internet use by Israeli women during pregnancy.*
- Mahan, Sarah (July, 1997; co-advisor with David Descutner). *A dramatistic analysis of the video rhetoric of the militia of Montana.*
- Mao, Yuping (August, 2010). *Does culture matter? Relating intercultural communication sensitivity to conflict management styles, technology use, and organizational communication satisfaction in multinationals in China.*
- Naigowit, Thanawut (November, 2007). *Organizational identification and organizational justice in Thai for-profit organizations.* (Bangkok University-Ohio University doctoral program)
- Nix, James Christopher L. (April, 1999). *Addressing friendship transitions in early adulthood: An inductive examination of how individuals manage romantic relationships and close friendships simultaneously.*
- Persi, Nina (November, 2001). "Teaching children to read is fine . . . but having children get along with each other is equally important": *Understanding social and emotional development from the perspectives of children, parents, and teachers.*
- Petrosino, Christopher L. (August, 2004). *Communication competence in patient-physical therapist interaction: Conceptualization with a multitheory-multimethod framework.*
- Punturaumporn, Butaga (April, 2001). *The Thai style of negotiation: Kreng Jai, Bhunkun, and other socio-cultural keys to business negotiation in Thailand.*
- Rae, Charlotte (August, 1995; co-advisor with David Descutner). *That macho thing: Social supports of violence against women.*
- Sibal, Kenneth M. (Spring, 2011). *The organizational life of the college football player: An exploration of injury, football culture, and organizational dialectics.*
- Sukandar, Rudi (June 2007). *Negotiating post conflict communication: A case of ethnic conflict in Indonesia.*
- Tardy, Rebecca W. (August, 1994). *Health information-seeking as a job requirement for motherhood: An ethnographic and network analysis of the business of stay-at-home moms.*
- Thieme, Amy L. (July, 1996). *Relationship rules that guide expressions of love and their connections to intimacy, dominant dialectical moments, and love ways.*
- Torres, Maria Beatriz (August, 2004). *Doctors communicating with culturally diverse patients: Towards understanding culture competent communication in doctor and patient interaction.*
- Toth, Barbara J. (April, 1999). *The Hatfields and the McCoys: Beliefs about arguing and aggressive communication in the Appalachian culture.*
- Vasuratna, Voranij (February, 2010). *Defining the components of communication competence from the perspective of Thai employment interviewers.* (Bangkok University-Ohio University doctoral student)

Wickelgren, Bruce (August, 2003). *A study of uncertainty/anxiety management of international graduate students.*
 Ziwoya, Fletcher O. M. (December, 2012). *Deliberation as an epistemic endeavor: "UMunthu" and social change.*

Thesis Advisor:

Bernas, Sharon (March, 1995). *Favoritism in families: A social exchange perspective.*
 Boyd, Christina (January, 1996). *Covered heads do not equal covered minds: The creation and communication of self among Muslim women.*
 Elliot, Amy (June, 1998). *"Paying the price": How children develop the ability to maintain relationships.*
 Falc, Emilie (June, 1995). *'Do we come from a separate planet?' and 'A fish stinks from the head down': Facing sexual harassers in the workplace, understanding women's choices and policy implications.*
 Hamilton, Laura (February, 1996). *"Knocking at the door of interaction with Americans": Interpersonal communication from a Chinese point of view.*
 Karmon, Carolyn L. (June, 1995). *A new approach to examining symbolic interdependence in the dyad.*
 Manke, Laurie (August, 1994). *Relational maintenance: Does closeness matter?*
 MacLennan, Janet (February, 1998). *Part of the question and part of the answer: Relationship redefinition after the break-up.*
 Nix, Chris (June, 1996). *Conversational management and interactional fairness: A micro-analysis of peer mediation in an at-risk school.*
 Palmer, David (March, 1994). *The communication of forgiveness.*
 Tardy, Rebecca W. (March, 1992). *Communication competence and child sexual abuse: An assessment of a primary prevention program.*
 Torres, Maria Beatriz (May, 2001). *Communication challenges and conflicts that sojourner children experience with parents, peers, and teachers due to acculturation with the American culture.*

Iowa State University:

(University Level)

Department Executive Officer Cabinet (an elected group representing all of the University department chairs), 1989-90

Faculty Council, member 1985-86

Full Member of the Graduate Faculty, 1987-90 (Associate Member, 1985-87)

(Department Level)

Department Executive Officer, November 1987-90 (Acting DEO, 1986-87). Chaired department of 45-50 faculty members. Department included studies of theatre, telecommunication arts, communication disorders, and speech communication. Approximate operating budget (academic year) of \$1,370,000.

Promotion and Tenure Committee member and chair, 1986-90

Personnel Search Committee, chair 1985-86

Temporary Personnel Screening Committee, 1985, 1986

(Community Service)

Volunteer Mediator, Story County Committee for Creative Justice, 1983-90

University of Northern Colorado:

(University/College Level)

University Graduate Study Advisory Committee, 1982-83
Arts & Sciences Dean's Advisory Committee, chair 1982-83
Associate Dean Search Committee, 1981-82
Arts & Sciences Instructor Evaluation Committee, 1981-82

(Department Level)

Chairperson, 1982-83. Chaired department of 13 faculty members and approximately 5-7 graduate teaching assistants.

Thesis Director (till left UNC, then assumed position as committee member): Nancy Hoff (1984). *Communication behavior surrounding sudden conjugal bereavement: The rhetoric of comfort*. Master's thesis.

Committee on Department Philosophy and Priorities, chair 1980-82

Coordinator of Graduate Studies, 1979-82

Basic Course Director, 1979-80

Served as faculty representative on 3 doctoral committees

University of Denver:

Served as a member of 3 doctoral committees for the Department of Speech Communication.

Eastern Illinois University:

(University/College Level)

Faculty Senate Committee on Instructor Retraining, co-chair 1977-78

Search Committee, Vice-President for Academic Affairs, 1977-78

Professional Memberships:

International Communication Association

National Communication Association

Central States Communication Association

Western States Communication Association

International Network on Personal Relationships

International Peace Research Association

Association for Conflict Resolution

(REVISED 9/17/13)