

## **TOM D. DANIELS**

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### **Education**

*Ph.D., Ohio University, June, 1979*

Communication theory, educational research and evaluation

*M.A., Ohio University, August, 1973*

Rhetoric and public address

*B.A., Howard Payne University, May, 1973*

General speech, forensics, English

### **Faculty Experience**

*Professor Emeritus*, Scripps College of Communication, Ohio University, 2010 to present. Semi-retired, continued part-time (1/3) employment with Ohio University as building committee chair, project coordinator, and college liaison to the university's Office of Design and Construction for the Scripps College of Communication \$32 million Schoonover Center building project, 2010-2015.

*Professor*, School of Communication Studies, Ohio University, 1990 to 2010.

Duties included teaching of graduate and undergraduate courses, directing doctoral dissertations, scholarly writing, service on school and university committees. Much of this service was part-time due to various administrative assignments. See Administrative Experience below.

*Associate Professor*, School of Communication Studies, Ohio University, 1984-90. Taught two courses per quarter, conducted and published research, directed dissertations, thesis projects, undergraduate projects.

*Assistant Professor*, Department of Speech Communication, University of New Mexico, 1981-84. Taught three courses per semester, conducted and published research, directed master's thesis and undergraduate project programs.

*Assistant Professor, Communication Processes, University of Wisconsin--Green Bay, 1979-81. Taught three courses per semester, conducted and published research, served on master's committees.*

## **Administrative Experience**

*Director of Space Management/Assistant to the Provost, Ohio University, January, 2002 to June, 2006.*

Duties included administration of policies and procedures to ensure efficient allocation and utilization of campus facilities, including classrooms, laboratories, offices, and support facilities. Served on master planning, capital planning, and space planning committees; collaborated with Office of Institutional Research on maintenance of space inventory; collaborated with facilities planners, deans, and vice presidents on development of major capital and basic renovation projects. Executed space needs assessments and space utilization reports; developed space allocation and management policies; collaborated with renovations staff and department heads on proposals to acquire or renovate existing space. Provided general oversight for staff and operations at Margaret M. Walter Hall.

*Director of Graduate Studies, School of Communication Studies, Ohio University, September, 2000 to June, 2002.*

Duties included recruiting, evaluating applications, processing admissions and financial support awards, tracking progress, and general monitoring of the school's 60-student graduate program (including 27 graduate teaching associates with "instructor of record" status). Chaired school graduate committee and served on college graduate committee.

*Associate Provost for Space and Planning, Ohio University, January, 1996 to June, 2000.*

Duties included development and implementation of principles and procedures to ensure efficient allocation and utilization of campus facilities, including classrooms, laboratories, offices, and support facilities. Served on the Space Executive Committee; chaired the Space Advisory Council; conferred with Office of Institutional Research on maintenance of space inventory; collaborated with Office of Facilities Planning, deans, and vice presidents on planning for major capital projects; collaborated with Office of Facilities Management and department heads on proposals to acquire or renovate existing space.

*Interim Associate Provost for Information Technology, Ohio University, August,*

1997 to July, 1998 (portfolio carried in addition to space and planning function).

Served on interim basis as the university's chief information officer and planning unit head in charge of the departments of Communication Network Services and Computer Services. Chaired the University Information Resource Council, collaborated with provost and vice presidents on strategic planning for university administrative information systems; collaborated with selected deans to implement new Center for Innovation in Technology for Learning as the centerpiece of new instructional technology initiatives; exercised oversight responsibility for budgeting and resource planning/allocation within Communication Network Services and Computer Services.

*Associate Dean*, College of Communication, Ohio University, 1990 to 1996.

Duties included general oversight responsibility for the college's \$7 million operating budget as well as foundation and restricted accounts, graduate and research programs, summer programs, space utilization; direction, coordination, or technical support for special projects (e.g., a project to upgrade college-wide information technology and Internet access, a project to establish a master's program in Malaysia, annual minority graduate student recruiting activities, annual graduate research conference, quarterly course evaluations).

*Interim Director*, School of Interpersonal Communication, Ohio University, 1987-88.

Duties included management of school budget; preparation of five-year review report to University Curriculum Council, annual faculty performance reviews; oversight of three search committees, including the committee to select a new school director; hiring and training of two secretaries; scheduling of classes; consultation with University Planning Office on initial planning for rehabilitation of Lasher Hall.

## **Other Teaching Experience**

*Teaching Associate*, School of Communication Studies, Ohio University, 1972-73; 1976-78.

## **Courses Taught**

## Graduate

- Communication theory
- Introduction to graduate study
- Measurement methods in communication
- Organizational communication
- Organizational communication analysis (research methods)
- Research in health communication
- Quantitative research design
- Small group communication
- Strategies of organizational communication (interventions)

## Undergraduate

- Advanced organizational communication
- Argumentation & debate
- Business & professional communication
- Communication audit
- Communication theory
- Interviewing
- Instructional training & development in communication
- Introduction to communication
- Listening
- Oral interpretation of literature
- Organizational communication
- Parliamentary procedure
- Persuasion
- Public speaking
- Small group communication
- Statistics

## **Other Salaried or Fee-for-Service Experience**

*Research Consultant*, Darwin Partners, Boston, MA, May, 1999.

*Statistical Consultant*, United States Marshals Service, September, 1995.

*Research Consultant*, Mercer Management Consulting Group, New York City, 1993-94.

*Curriculum Consultant*, Singapore Polytechnic, Language & Communication Dept., August-September, 1993.

*Trainer*, various communication skills programs for professional clients, including Marathon Oil Company Corporate Headquarters (1989), Ohio University Professional Development Program (1988, 1990), Ohio Judicial College (1987), Public Schools of Lancaster, Ohio (1985), New Mexico Credit Union League (1983), Governor's Career Development Conference, State of New Mexico (1982), O'Brien Memorial Hospital, Athens, Ohio (1978).

*Process Consultant*, College of Osteopathic Medicine, Ohio University (1984); Consumer Protection Division of the Environmental Health and Energy Department, City of Albuquerque, NM (1983); Albuquerque Public Schools (1983).

*Organization Development Consultant*, Los Alamos National Laboratory, Training Group (PA-15), Los Alamos, NM (1983) and Foth and Van Dyke Consulting Engineers, Green Bay, WI (1980-81).

*Project Supervisor*, Work Incentive Program, Arkansas Employment Security Division, Fort Smith, AR, 1975-76.

*Claims Examiner*, Unemployment Insurance Office, Arkansas Employment Security Division, Fort Smith, AR, 1975.

*Executive Director*, Junior Achievement, Inc., Fort Smith, AR, 1974 to 1975.

*Assistant to the President*, Fraser Construction Co., Heavy Utilities Construction, Fort Smith, AR, 1973-74.

## **Publications**

### **Books**

Papa, M. J., Daniels, T. D., & Spiker, B. K. (2008). *Organizational communication: Perspectives and trends*. Thousand Oaks, CA: Sage. [A transformed and retitled new edition of *Perspectives on organizational communication*]

Daniels, T. D., Spiker, B. K., & Papa, M. J. (1997). *Perspectives on organizational communication*, 4th ed. Dubuque, IA: Brown & Benchmark. [Previous editions by Daniels & Spiker in 1987, 1991, & 1994]

### **Book Chapters**

Daniels, T. D. (1983). Analysis of nested designs. In R. S. Barcikowski (Ed.),

*Computer packages and research design* (Vol. 1: BMDP). Lanham, MD: University Press of America.

Daniels, T. D. (1983). Analysis of nested designs. In R. S. Barcikowski (Ed.), *Computer packages and research design* (Vol. 2: SAS). Lanham, MD: University Press of America.

Daniels, T. D. (1983). Analysis of nested designs. In R. S. Barcikowski (Ed.), *Computer packages and research design* (Vol. 3: SPSS and SPSSX). Lanham, MD: University Press of America.

#### Articles

Qian, Y., & Daniels, T. D. (2008). A Communication Model of Employee Cynicism toward Organizational Change. *Corporate Communications: An International Journal*, 13, 319-332.

Song, Y. J., & Daniels, T. D. (1999). Argumentativeness between North American and South Koreans in the situational factors of "age" and "relationship quality." *Journal of the Communication Association of Korea*, 7, 128-145.

Chuang, R., Krishna, V., & Daniels, T. D. (1995). Gender and ethnicity influences on student attitudes toward speech restrictions, political correctness, and educational models. In J. J. Makay (Ed.), *Free Speech Yearbook* (pp. 99-115). Carbondale, IL: SIU Press.

Lamude, K. G., Daniels, T. D., & Smilowitz, M. (1995). Subordinates' satisfaction with communication and managers' relational messages. *Perceptual and Motor Skills*, 81, 467-471.

DeWine, S., & Daniels, T. D. (1993). Beyond the snapshot: Setting a research agenda in organizational communication. In S. Deetz (Ed.), *Communication yearbook 16* (pp. 331-346). Newbury Park, CA: Sage Publications.

Daniels, T. D., & DeWine, S. (1991). Communication process as target and tool for consultancy intervention: Rethinking a hackneyed theme. *Journal of Educational and Psychological Consultation*, 2(4), 303-322.

Lamude, K. G. & Daniels, T. D. (1990). Mutual evaluations of communication competence in superior-subordinate relationships: Sex role incongruity and pro-male bias. *Women's Studies in Communication*, 13, 39-56.

Pearson, J. C., & Daniels, T. D. (1988). Oh, what tangled webs we weave: Concerns

- about current conceptions of communication competence. *Communication Reports*, 1, 95-100.
- Lamude, K. G., Daniels, T. D., & Graham, E. E. (1988). The paradoxical influence of sex on communication rules coorientation and communication satisfaction in superior-subordinate relationships. *Western Journal of Speech Communication*, 52, 122-134.
- Lamude, K. G., Daniels, T. D., & White, K. (1987). Managing the boss: Locus of control and subordinates' selection of compliance gaining strategies in upward communication. *Management Communication Quarterly*, 1, 232-259.
- Daniels, T. D., Jensen, R. J., & Lichtenstein, A. (1985). Resolving the paradox in politicized Christian fundamentalism. *Western Journal of Speech Communication*, 49, 248-266.
- Lamude, K. G., & Daniels, T. D. (1984). Perceived managerial communicator style as a function of subordinate and manager gender. *Communication Research Reports*, 1, 91-96.
- Daniels, T. D., & Frandsen, K. D. (1984). Conventional social science inquiry in human communication: Theory and practice. *Quarterly Journal of Speech*, 70, 223-240.
- Daniels, T. D., & Logan, L. L. (1983). Communication in women's career development relationships. In R. N. Bostrom (Ed.), *Communication yearbook 7* (pp. 532-552). Beverly Hills, CA: Sage Publications.
- Daniels, T. D., & Spiker, B. K. (1983). Social exchange and the relationship between information adequacy and relational satisfaction. *Western Journal of Speech Communication*, 47, 118-137.
- Spiker, B. K., Daniels, T. D., & Bernabo, L. (1982). The quantitative quandary in forensics: Use and misuse of statistical evidence. *Journal of the American Forensic Association*, 19, 87-96.
- Spiker, B. K., & Daniels, T. D. (1981). Information adequacy and communication relationships: An empirical examination of 18 organizations. *Western Journal of Speech Communication*, 45, 342-354.
- Daniels, T. D., & Whitman, R. F. (1981). The effects of message introduction, message structure, and verbal organizing ability upon learning of message information. *Human Communication Research*, 7, 147-160.

## Conference Proceedings

Lamude, K. G., & Daniels, T. D. (1987). Locus of control and upward communication situational influences on subordinates' selection of compliance-gaining strategies. In C. Bullis (Ed.), *Proceedings of the Organizational Communication Interest Group*, Vol. 1, pp. 1-6, Western Speech Communication Association.

## Book Reviews

Piety and Politics, R. J. Neuhaus & M. Cromartie (Eds.). *Quarterly Journal of Speech*, 1989, 75, 246-248.

Rhetoric in an Organizational Society, G. Cheney. *Quarterly Journal of Speech*, 1992, 78, 401-402.

## Other Publications

Daniels, T. D. (1986). Speech and Communication Studies. *Peterson's graduate programs in the humanities and social sciences 1987*. Princeton, NJ: Peterson's Guides, pp. 586-587.

Daniels, T. D. (1985). Speech communication. *Peterson's graduate programs in the humanities and social sciences 1986*. Princeton, NJ: Peterson's Guides, p. 521.

## Reprints

Spiker, B. K., Daniels, T. D., & Bernabo, L. (1987). The use and abuse of statistical evidence. In D. A. Thomas & J. Hart (Eds.), *Advanced debate* (3rd ed.), pp. 310-320. Lincolnwood, IL: National Textbook, 1987. (Reprinted from *Journal of the American Forensic Association*, 1982, 19, 87-96.)

Daniels, T. D. (1988-92). Speech and Communication Studies. *Peterson's graduate programs in the humanities and social sciences*. (Reprinted from *Peterson's graduate programs in the humanities and social sciences 1987*, pp. 586-587.)

Daniels, T. D. (1987). Speech and Communication Studies. In A. J. Goldstein (Ed.), *Accounting to zoology*, pp. 53-54. Princeton, NJ: Peterson's Guides. (Reprinted from *Peterson's graduate programs in the humanities and social sciences 1987*, pp. 586-587.)



## Conference Papers and Presentations

- Chilberg, J., Daniels, T., Brigance, L. (November, 2007). Comparing the evaluation of oral presentations by communication instructors and non-communication instructors: An exploratory study. Competitive paper presented at the National Communication Association convention, Chicago, IL.
- Chuang, R., Krishna, V., & Daniels, T. D. (November, 1994). Gender and ethnicity influences on student attitudes toward speech restriction, political correctness, and educational models. Competitive paper presented at the Speech Communication Association convention, New Orleans, LA.
- Daniels, T. D. (April, 1993). Comments on the treatment of diversity issues in the basic organizational communication course. Panel presentation at the Central States Communication Association convention, Louisville, KY.
- Daniels, T. D., Davilla, R., & Descutner (April, 1992). Feminine archetype in another form: The rhetoric of transformation and opposition in Disney's The Little Mermaid. Competitive paper presented at the Central States Communication Association convention, Cleveland, OH. Top Three paper in the Mass Communication Division.
- Daniels, T. D., & DeWine, S. (November, 1991). Communication process as target and tool for consultancy intervention. Competitive paper presented at the Speech Communication Association convention, Atlanta, GA. Top Three paper in the Applied Communication Section.
- Lamude, K. G., Daniels, T. D., & Smilowitz, M. (May, 1989). Relational message dimensions and communication satisfaction in supervisor-employee relationships. Competitive paper presented at the International Communication Association convention, San Francisco, CA.
- Lamude, K. G., Daniels, T. D., & Scudder, J. (May, 1989). Type A behavior, relational communication, communication satisfaction, and physician's selection of compliance-gaining strategies: A coorientation model. Invited paper presented at the International Communication Association convention, San Francisco, CA.
- Daniels, T. D. (May, 1989). The consultant as restabilization agent: Maintaining management hegemony. Invited paper presented at the International Communication Association convention, San Francisco, CA.
- Daniels, T. D. (April, 1989). Issues in the basic organizational communication course. Authors' showcase panel. Central States Communication Association. Kansas

City, MO.

- Lamude, K. G., Scudder, J., Daniels, T. D., & Graham, E. E. (May, 1988). Type A behavior and managers' use of influence strategies in the work setting. Competitive paper presented at the International Communication Association convention, New Orleans, LA.
- Daniels, T. D. (November, 1987). The politics of resistance: When good intentions are abused. Invited paper presented at the Speech Communication Association convention, Boston, MA.
- Lamude, K. G., & Daniels, T. D. (May, 1987). Biological sex, communication rules coorientation, and communication satisfaction in superior-subordinate relationships. Competitive paper presented at the International Communication Association convention, Montreal, Canada.
- Daniels, T. D., & Lamude, K. G. (April, 1987). The relationship of biological sex to mutual evaluations of communication competence in superior-subordinate relationships. Competitive paper presented at the joint meeting of the Central States Speech Association and Southern Speech Communication Association, St. Louis, MO. Top Three paper in the Organizational Communication Division.
- Lamude, K. G., & Daniels, T. D. (February, 1987). Locus of control and upward communication situational influences on subordinates' selection of compliance gaining strategies. Competitive paper presented at the Western Speech Communication Association convention, Salt Lake City, UT.
- Compton, C., Imahori, T., Ugbah, S., & Daniels, T. D. (November, 1986). Information adequacy: An adequate construct? Competitive paper presented at the Speech Communication Association convention, Chicago, IL.
- Lamude, K. G., Daniels, T. D., & White, K. (May, 1986). Managing the boss: Subordinates' selection of compliance-gaining strategies in upward communication. Competitive paper presented at the International Communication Association convention, Chicago, IL.
- Daniels, T. D., & Pearson, J. C. (April, 1986). Analysis and critique of values and assumptions informing competency research and prescriptions. Invited paper presented at the Central States Speech Association convention, Cincinnati, OH.
- Hendren, D. F., & Daniels, T. D. (November, 1985). Self-disclosive communication, perceived communication openness, and relationship satisfaction with immediate supervisors. Competitive paper presented at the Speech Communication

Association convention, Denver, CO.

Daniels, T. D. (October, 1985). Chair and panelist, Interpretive research in organizational communication. Invited panel at the Speech Communication Association of Ohio convention, Columbus, OH.

Daniels, T. D. (May, 1984). Evaluating quality circle effectiveness. Invited paper presented at the International Communication Association convention, San Francisco, CA.

Daniels, T. D., & Logan, L. L. (May, 1983). Communication in career development relationships: Perceptions of managerial and professional women. Competitive paper presented at the International Communication Association convention, Dallas, TX. Top three paper in the Organizational Communication Division.

Lamude, K. G., & Daniels, T. D. (May, 1983). Variations in perceived manager communicator style as a function of manager and subordinate gender. Competitive paper presented at the International Communication Association convention. Dallas, TX.

Lichtenstein, A., Daniels, T. D., & Jensen, R. (February, 1983). The rhetoric of anti-humanism: The paranoid style of the fundamentalist radical right. Competitive paper presented at the Western Speech Communication Association convention, Albuquerque, NM.

Daniels, T. D., & Frandsen, K. D. (May, 1982). On straw men, dead horses, and mythical beasts: A reinterpretation of conventional social science as an approach to communication inquiry. Competitive paper presented at the International Communication Association convention, Boston, MA.

Daniels, T. D., & Spiker, B. K. (February, 1982). Canonical structures in the relationship between information adequacy and relational satisfaction. Competitive paper presented at the Western Speech Communication Association convention, Denver, CO.

Daniels, T. D. (April, 1981). Oral communication as a basic skill. Invited paper presented at the Conference on Basic Skills Across the Curriculum, Stevens Point, WI.

Barcikowski, R. S., & Daniels, T. D. (April, 1980). Least squares analysis of nonorthogonal designs. Competitive paper presented at the Eastern Communication Association convention, Ocean City, MD.

Daniels, T. D. (October, 1979). Personal construct theory and the determinism-freedom of 'self'. Invited paper presented at the Conference on Self, Oxford, OH.

Daniels, T. D., & Whitman, R. F. (1979). The effects of message structure, required recall structure, and receiver apprehension upon recall of message information. Athens, OH: Ohio University. (ERIC Document Reproduction No. ED 178 979)

Brodzinski, J. D., Daniels, T. D., Rich, C. E., & Spiker, B. K. (May, 1979). Computer packages and research design: Analysis of input and output from BMDP, SAS, SPSS, and MULTIVARIANCE. Workshop presented at the International Communication Association convention, Philadelphia, PA.

Daniels, T. D., & Gossett, J. M. (April, 1978). The communication audit as an instructional system: Data analysis. Invited paper presented at the International Communication Association convention, Chicago, IL.

### **Doctoral Dissertation**

The effects of message structure, message introduction, and verbal organizing ability upon learning of message information, Ohio University, June, 1979.

### **Master's Thesis**

The effects of message presentation rate and message organization upon three cognitive abilities, Ohio University, August, 1973.

### **Grants**

Associate Investigator. A communication audit of a public utility. A \$20,000 grant awarded by the Public Service Company of New Mexico to the Institute for Organizational Communication, University of New Mexico. Completed November, 1981.

Principal Investigator. Evaluation of a peer group system for basic speech instruction. A \$3,500 grant awarded by the Undergraduate Teaching Improvement Council, University of Wisconsin System. Project terminated on resignation from University of Wisconsin--Green Bay.

### **Graduate Research Responsibilities**

Doctoral Dissertations Directed

Yuxia Qian. A communication model of employee cynicism toward organizational

change. Ohio University, 2007.

Lailawaiti Mohd Salleh. Communication competence of Malaysian leaders as a function of emotional intelligence and cognitive complexity. Ohio University, 2007.

Doreen Jowi. A communication-based predictive model of physician job dissatisfaction. Ohio University, 2005.

Hylton Villet. Situational Mediation: An Investigation of Disputant Influence on Mediator Style Selection and Disputant Assessment of Mediator Style Effectiveness. Ohio University, 1998.

Doris Dartey. Expectancy violation and intercultural consulting effectiveness: A test of an anxiety/uncertainty management model in consultant-client communication. Ohio University, 1996.

Binsar Sianipar. The rhetoric of Indonesian modernization: A fantasy theme analysis of T. B. Simatupang's writings and speeches, 1945 to 1989. Ohio University, 1996.

Yong-Jin Song. Argumentativeness in contexts: A comparison of motivations to argue between South Koreans and North Americans in the contexts of age and relationship. Ohio University, 1996

Susan Messman. Communication competence and competitiveness in close relationships. Ohio University, 1995.

Rennae Elliott. Student perceptions of African American faculty credibility at historically black and predominantly white universities. Ohio University, 1994 (co-directed with Ray Wagner).

Adekemi Adegunwa. A Burkeian analysis of the political rhetoric of Obafemi Awolowo--the best president Nigeria never had. Ohio University, 1993.

Maryanne Brandenburg. Decision modalities and group problem-solving processes: An analysis of interaction between modality and time spent on utterance types with a functional orientation. Ohio University, 1993.

Rosechongporn Komolsevin. A study of the relationships between communication competence, stress, and burnout among faculty members of private universities in Thailand. Ohio University, 1991.

Peter Suwarno. The rhetoric of unity and freedom: Burkeian analysis of Soekarno's selected writings, 1926-1933. Ohio University, 1991.

Shirley Williams. Trust, openness, and self-disclosure as a function of gender and accessibility in mentor-protege relationships. Ohio University, 1991.

Pat Burnett. The theory of reasoned action as applied to the intention to enroll in osteopathic medical school. Ohio University, 1991.

Ngure Mwachofi. Apprehending the rhetorical functions of politicizing metaphors in Ngugi's *Petals of Blood*. Ohio University, 1990.

Jim Query. A field assessment of the relationship among communication competence, social support, and depression among caregivers for individuals with Alzheimer's disease. Ohio University, 1990.

Chi-Min James Liu. A study of the influence of communication apprehension and communication competence on Chinese students' adjustment problems in two universities of Ohio. Ohio University, 1989.

Sharon S. Mullen. The effects of communication mode and information processing preference on information adequacy, accuracy of recall, and decision-making ability from the nursing shift report. Ohio University, 1988.

Lyle J. Flint. A systems based model of relational communication. Ohio University, 1987.

#### Master's Theses Directed

Sahala Sianipar. Societal participation in the Indonesian Family Planning: A study of the politeness of compliance-gaining within agent-client interactions. Ohio University, 1995.

Li-Li Chin. The impact of organizational culture on organizational conflict: A field study at Ford Lio Ho in Taiwan. Ohio University, 1990.

Jody Shultz. Exxon's war on war: A root metaphor analysis of the Exxon Valdez oil spill. Ohio University, 1990.

Sakae Saito. A fantasy theme analysis of the U.S. mass media coverage of the U. S.-Japan economic problems in 1985 and 1988. Ohio University, 1989.

Mohd. Taib Ariffin. A fantasy theme analysis of selected speeches of Tun Abdul Razak Hussein on the issues of new economic policy in Malaysia. Ohio University, 1989.

Douglas Hendren. Relationships among self-disclosive communication, perceived communication openness, and relationship satisfaction with the immediate supervisor. University of New Mexico, 1983.

Kevin G. Lamude. Variations in perceived manager communicator style as a function of manager and subordinate gender. University of New Mexico, 1983.

#### Other Dissertation Committee Service

Heather Ferrera, 2010  
Chip Pickering, 2006 (IIP, Psychology)  
Gayle Yamauchi, 2004  
Shannon Brogan, 2003  
Dan Peterson, 2002  
Rita Rahoji, Ohio University, 1996  
Rueyling Chuang, Ohio University, 1996  
Raul Gonzalez-Pinto, Ohio University, 1995 (Telecommunications)  
Tara Emmers, Ohio University, 1995  
V. Patrick Bell, Ohio University, 1995  
Mohammad Auwal, Ohio University, 1994  
Juanita Dailey, Ohio University, 1994  
Frank Flauto, Ohio University, 1994  
Vijay Krishna, Ohio University, 1994  
Rebecca Tardy, Ohio University, 1994  
Carol Bruess, Ohio University, 1994  
Glenda Treadaway, Ohio University, 1994  
Theresa Holder, Ohio University, 1992  
Heather Vallance, Ohio University, 1992  
Cathy Barrett, Ohio University, 1992  
Lou Davidson Tillson, Ohio University, 1992  
Roberta Davilla, Ohio University, 1992  
John Ogundamite, Ohio University, 1992 (Education)  
Todd Zakriszc, Ohio University, 1992 (Psychology)  
Doug Parry, Ohio University, 1990  
John Turner, Ohio University, 1990  
Ann Nicotera, Ohio University, 1990  
Marc Porter, Ohio University, 1989  
Lynn Lovdal, Ohio University, 1989  
Rosemary Onyejekwe, Ohio University, 1989  
Betty Topolosky, Ohio University, 1989  
R. Glenn Ray, Ohio University, 1988  
Chad Compton, Ohio University, 1987  
Ann Tetley, Ohio University, 1987

Kim D. White, Ohio University, 1987  
Steve D. Ugbah, Ohio University, 1986  
Ellen W. Bonaguro, Ohio University, 1986

#### Other Thesis Committee Service

Rita Rahoi, Ohio University, 1994  
Christina Stage, Ohio University, 1992  
Motoko Nagao, Ohio University, 1991  
Heather Vallance, Ohio University, 1991  
Jon Hess, Ohio University, 1991  
Kim Hause, Ohio University, 1991  
Ann Chila, Ohio University, 1990  
Leda Cooks, Ohio University, 1990  
Elizabeth Lozano, Ohio University, 1989  
Kimberly Duran, Ohio University, 1989  
Sharon Gibson, Ohio University, 1989  
Stephen D. Bruning, Ohio University, 1988  
Barbara C. Shea, Ohio University, 1985  
Mark L. Soderstrom, University of New Mexico, 1983  
Darrell A. Disrud, University of New Mexico, 1983  
Joann Jamison, University of Wisconsin--Green Bay, 1981

#### Service in Professional Organizations

Associate Editor, Quarterly Journal of Speech, 1992-94; Ohio Speech Journal, 1985.

Editorial Board Member, Communication Quarterly, 1993 to 1996;  
Communication Education, 1991-1993, Free Speech Yearbook, 1998.

Consulting Editor, Communication Quarterly, 1986.

Reviewer, Communication Monographs, 1992; Quarterly Journal of Speech, 1989-91; Management Communication Quarterly, 1989, 1992, 2006; Western Journal of Speech Communication, 1979; 1984-86; 1994; 2003; Asian Journal of Communication, 2007; Communication Yearbook, 2008.

Respondent, Papers on the FRONTERA Project, National Communication Association, New York, 1998; Microorganizing for Social Change. Speech Communication Association convention, New Orleans, November, 1994; Papers on Communication, Values, Constraints: Hermeneutics and Communication



Technology. Speech Communication Association convention, San Francisco, November, 1989; Top Three Papers in Organizational Communication, Central States Communication Association convention, Kansas City, MO, April, 1989; Competitive Papers on Power & Conflict, International Communication Association convention, Chicago, IL, May, 1986.

Chair, Organizational and Professional Communication Interest Group, Central States Speech Association, 1987-88; Membership Committee, Division IV, International Communication Association, 1986-1989.

Vice-chair, Organizational and Professional Communication Interest Group, Central States Speech Association, 1986-87.

Elected Reader, Competitive paper programs, Organizational Communication Division, International Communication Association, 1985.

Secretary, Organizational Communication Division, Speech Communication Association, 1981-83.

Invited Reader, Competitive paper programs, Philosophy of Communication Division, International Communication Association, 1982.

Member, By-Laws Committee, Philosophy of Communication Division, International Communication Association, 1982.

Member, Speech Communication Association; International Communication Association; Central States Speech Association.

## **Institutional and Community Service**

### *Ohio University*

**Chair**, Space Management Advisory Committee, 2004-06; Communication Studies Graduate Committee, 2000-01; College of Communication Graduate Committee, 1990 to 1996; College of Communication Information Technology Committee, 1994-96; College of Communication Promotion and Tenure Committee, 1994-95; Graduate Committee, School of Communication Studies, 2000-2002; Promotion and Tenure Committee, School of Communication Studies, 1988-89; Search Committee, School of Communication Studies, 1985-86, 1988-89; Undergraduate Committee, School of Communication Studies, 1986-87; Special Events Committee, School of Communication Studies, 1985-86.

**Member**, Scripps College of Communication Promotion & Tenure Committee, 2007-2008; Vision Ohio Environment Implementation Team, 2005-06; First Year Experience Committee, 2005-06; Campus Master Plan Advisory Committee, 2005-06; Capital Matrix Committee, 2002-06; Expert Advisory Group Resource Committee (Vision Ohio), 2004-05; Enrollment Management, 2003-04; AQIP Action Project 3, 2003-04; University Oversight Committee, 2002-2003; Space Executive Committee, 1996-2002; Internal Fee Committee, 1998-2000; Bicentennial Preliminary Planning Committee, 2001; University Planning Advisory Council, 1998-2000; Benefits Advisory Committee, 1998-2000; Campus Development Committee, 1995-96; Space Utilization Management Study Group, 1995-96; University Graduate Council, 1990 to 1996; University Graduate Council Curriculum Committee, 1990 to 1996; University Human Relations Committee, 1991 to 1992; University Committee on Aging, 1985-86; College of Communication "Communication Week" Committee, 1985-86, 1988-89; Ad Hoc Committee on Minority Recruitment and Retention, College of Communication, 1984; Advisory Board, Ohio University Leadership Development Program, 1984-85; Budget and Merit Salary Committee, School of Communication Studies, 1986-87, 1988-89, 1991-92; Curriculum Committee, School of Communication Studies, 1984-85, 1986-87, 1989-90; Promotion and Tenure Committee, School of Communication Studies, 1988 to 1994, 2001 to present; Promotion and Tenure Committee, School of Communication Systems Management, 1992-1993; Graduate Committee, School of Communication Studies, 1984-85, 1989-90; University Graduate Council Representative to University Curriculum Council Program Review Committee, 1992 to 1995; and University Curriculum Council New Programs Committee, 1992-93.

Faculty Advisor, Golden Key National Honor Society, Ohio University Chapter, March, 1989 to 1992.

Director of Undergraduate Studies, School of Communication Studies, 1989-90.

Trainer, All-in-One E-Mail/Groupware System for Ohio University, 1990.

Presenter, various workshops for the Ohio University Management Development Seminars and the Ohio University Leadership Development Program.

#### *University of New Mexico*

Chair, Graduate Student Advising Committee, Department of Speech Communication, 1983-84; Search Committee, Department of Speech Communication, 1984.

Member, Search Committee, Department of Speech Communication, 1983;

Public Administration Advisory Committee, 1984; Office of Graduate Studies Advisory Committee on Ph.D. in Organization Development, 1981-82.

Research Consultant, Office of School Relations, 1982-83.

Participant in various student recruiting and orientation programs.

*University of Wisconsin--Green Bay*

Member, Faculty Senate, 1980-81.

Member, Committee on Faculty Rights and Responsibilities, 1980-81.

Chair, Search Committee, Communication and the Arts, 1981; Ad Hoc Committee on Periodical Deselection, 1980.

Member, Faculty Senate, 1980-81; University Committee on Faculty Rights and Responsibilities, 1980-81; Curriculum Committee of the Community Human Services Graduate Program, 1980-81; Communication and the Arts Summer Planning Committee, 1980.

*Community Service (uncompensated)*

Research and information services consultant, Brunswick County NAACP, Leland, North Carolina, 2023 to present.

Kayak Instructor, All Seasons Outdoor Club, YMCA, Marietta, Ohio. Teach kayak rolling skills, 1997-98.

Grant Liaison & Evaluator, Procter Foundation and Episcopal Community Services (the Episcopal Diocese of Southern Ohio), assisting various Athens County agencies through Church of the Good Shepherd to obtain Procter and Episcopal Community Service grants and evaluating performance of funded programs, 1991 to 1995.

Volunteer, Athens Food Bank, 1994; Appalachian People's Action Coalition, 1991-92.

Coach, Girls' Rookie League Softball and Basketball, Athens City Recreation League, Athens, Ohio, 1987 to 1991.

Trainer, Performance appraisal interviewing workshop, Southwest Association of Community Blood Banks, Albuquerque, OH, 1984; Public speaking workshop,

American Cancer Society, Albuquerque, NM, 1983; Parliamentary procedure workshop, Boy Scouts of America Explorer Planning Conference, Albuquerque, NM, 1982.

Group Facilitator, Albuquerque Public Schools, Facilities Utilization Planning Group, Albuquerque, NM, 1984.

### **Awards and Honors**

Outstanding Alumnus, School of Communication Studies, Ohio University, 2005.

Outstanding Member Award, Organizational Communication Division, International Communication Association, 1992.

Presidential Recognition Award, University of New Mexico, 1982 and 1983.

Claude E. Kantner Fellow, School of Communication Studies, Ohio University, 1978-79.

"Top Three Paper" awards from divisions of the International Communication Association, 1983, the Central States Communication Association, 1987 and 1992, and the Speech Communication Association, 1991.