

Updated 1 September 2008

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**I. EDUCATION**

**Arizona State University, Hugh Downs School of Human Communication**  
Ph.D., July 2000 (Dissertation title: *The Complex Process of Planned Organizational Change: Developing a Model of Knowledge, Activity, and Communication Networks*) Advisor: Steven R. Corman

**University of Minnesota-Twin Cities, Department of Speech Communication**  
M.A., June 1996 (Thesis title: *The Impact of Conflict Management on Decision Effectiveness in Organizational Work Groups*) Advisor: Marshall Scott Poole

**University of Minnesota-Twin Cities, Curtis L. Carlson School of Management**  
B.S., December 1991 (*Double Major: Management and Speech Communication*)

**II. APPOINTMENTS**

**University of Colorado at Boulder**  
*Department of Communication*  
Associate Professor: February 2007 - present  
Assistant Professor: August 2000 – February 2007

**Arizona State University**  
*Hugh Downs School of Human Communication*  
Graduate Associate: August 1995 - May 2000

**University of Minnesota**  
*Department of Speech Communication*  
Teaching Assistant: January 1994 - July 1995

**III. RESEARCH**

**A. RESEARCH INTERESTS**

- How constitutive conceptions of communication—which highlight the intersections of discourse, knowledge, and practices—can lead to novel conceptions of organizations, corporate social responsibility, stakeholder interactions, and complex change processes

- Processes of identity negotiation, particularly in knowledge-intensive and professional service environments
- How knowledge and practices of knowing shape organizational activity, including the influence of communication technologies
- How groups collaborate and make decisions

#### B. RESEARCH AWARDS/RECOGNITION

- *Dennis Gouran Research Award*, from the Group Communication Division of the National Communication Association (NCA), 2006 (best article or book chapter on group communication published in a communication or related-discipline journal or book, 2005-06)
- *Article Award*, from the Organizational Communication Division of NCA (best published article or book chapter of 2003-04)
- *Runner-up, Best Published Paper of 2003*, from the Organizational Communication and Information Systems division of the Academy of Management
- *Dennis Gouran Research Award*, from the Group Communication Division of NCA, 2001 (best article or book chapter on group communication published in a communication or related-discipline journal or book, 2000-01)
- *W. Charles Redding Dissertation Award*, Organizational Communication Division of the International Communication Association (ICA), 2001 (Top dissertation in organizational communication completed in 2000)
- Top four paper (1<sup>st</sup> overall) in NCA's Organizational Communication Division, 2004
- Top four paper in NCA's Organizational Communication Division, 2001
- Top three and top student paper in NCA's Organizational Communication Division, 1998
- Top three paper in NCA's Group Communication Division, 1998
- ASU Department of Communication Outstanding Ph.D. Student, 1998-99
- Top paper in NCA's Student Section, 1996
- R.L. Scott Outstanding Student Award, Univ. of Minnesota, 1995

#### C. JOURNAL ARTICLES (peer-reviewed except where noted)

Kuhn, T. (in press). Positioning lawyers: Discursive resources, professional ethics, and identification. *Organization*.

Kuhn, T. (2008). A communicative theory of the firm: Developing an alternative perspective on intra-organizational power and stakeholder relationships. *Organization Studies*, 29, 1197-1224.

Kuhn, T., Golden, A., Jorgenson, J., Buzzanell, P., Berkelaar, B., Kisselburgh, L., & Cruz, D. (2008). Cultural discourses and discursive resources for meaning/ful work: Constructing and disrupting identities in contemporary capitalism. *Management Communication Quarterly*, 22, 162-171. (Invited by Forum section editor)

Kuhn, T., & Jackson, M. H. (2008). Accomplishing knowledge: A communicative framework for investigating knowing in practice. *Management Communication Quarterly*, 21, 454-485.

- Kuhn, T. (2006). Identity, discourse, and community in "The Opt-Out Revolution": A concluding essay. *Electronic Journal of Communication*, 16(3-4). (Invited by special issue editor; published May 2007)
- Kuhn, T. (2006). A "demented work ethic" and a "lifestyle firm": Discourse, identity, and workplace time commitments. *Organization Studies*, 27, 1339-1358.
- Corman, S. R., & Kuhn, T. (2005). The detectability of socio-egocentric group speech: A quasi-Turing Test. *Communication Monographs*, 72, 117-143. (Lead article; Recipient of Dennis Gouran Research Award from Group Communication Division of NCA)
- Kuhn, T. (2005). The institutionalization of Alta in organizational communication studies. *Management Communication Quarterly*, 18, 618-627. (Invited by editor and Forum section editor)
- Kuhn, T., & Corman, S. R. (2003). The emergence of homogeneity and heterogeneity in knowledge structures during a planned organizational change. *Communication Monographs*, 70, 198-229. (Recipient of "Article Award" from Organizational Communication division of NCA; runner-up award for best published article from the Organizational Communication and Information Systems division of the Academy of Management)
- Kuhn, T., & Ashcraft, K. L. (2003). Corporate scandal and the theory of the firm: Formulating the contributions of organizational communication studies. *Management Communication Quarterly*, 17, 20-57. (Lead article)
- Dooley, K. D., Corman, S. R., McPhee, R. D., & Kuhn, T. (2003). Modeling high-resolution broadband discourse in complex adaptive systems. *Nonlinear Dynamics, Psychology and Life Sciences*, 7, 61-85.
- Kuhn, T., & Nelson, N. (2002). Reengineering identity: A case study of multiplicity and duality in organizational identification. *Management Communication Quarterly*, 16, 5-39. (Lead article)
- Kuhn, T. (2002). Negotiating boundaries between scholars and practitioners: Knowledge, networks, and communities of practice. *Management Communication Quarterly*, 16, 106-112. (Selected by editor, associate editor, and section editor)
- Corman, S. R., Kuhn, T., McPhee, R. D., & Dooley, K. J. (2002). Studying complex discursive systems: Centering resonance analysis of communication. *Human Communication Research*, 28, 157-206. (Lead article)
- Kuhn, T., & Poole, M. S. (2000). Do conflict management styles affect group decision-making?: Evidence from a longitudinal field study. *Human Communication Research*, 26, 558-590. (Recipient of Dennis Gouran Research Award from Group Communication Division of NCA)

Kuhn, T. (1997). The discourse of issues management: A *genre* of organizational communication. *Communication Quarterly*, 45, 188-210.

#### D. CHAPTERS IN EDITED BOOKS

Kuhn, T. (in press). *Subjectivity*. In *Encyclopedia of Identity*, edited by R. L. Jackson. To be published by Sage, 2009. (Invited by associate editor)

Kuhn, T. (2008). *Organizational identification*. In W. Donsbach, R. T. Craig, & J. Bryant (eds.), *The International Encyclopedia of Communication*, vol. 8 (pp. 3462-3464). Oxford, UK: Wiley-Blackwell. (Invited by section editor)

McDaniel, J. P., Kuhn, T., & Deetz, S. A. (in press). Voice, participation, and the globalization of communication: A policy orientation for new communication technologies. In J. V. Ciprut (Ed.), *Democratizations: Complex perspectives, compound contexts*, MIT Press (to be published September 2008).

Kuhn, T., & Deetz, S. A. (2008). Critical theory and corporate social responsibility: Can/should we get beyond cynical reasoning? In A. Crane, A. McWilliams, D. Matten, J. Moon, & D. Siegel (eds.), *The Oxford Handbook of Corporate Social Responsibility* (pp. 173-196). Oxford: Oxford University Press.

Kuhn, T. (2005). Engaging networks of practice through a communicative theory of the firm. In J. L. Simpson & P. Shockley-Zalabak (Eds.), *Engaging communication, transforming organizations: Scholarship of engagement in action* (pp. 45-66). Cresskill, NJ: Hampton Press.

Jackson, M. H., Poole, M. S., & Kuhn, T. (2002). The social construction of technology in studies of the workplace. In L. Lievrouw & S. Livingstone (Eds.), *Handbook of new media: Social shaping and consequences of ICTs* (pp. 236-253). London: Sage. (Approved by editorial board)

#### E. CONFERENCE PROCEEDINGS

Kuhn, T. (2006). Identity work and the developing professional: Junior attorneys' accounts for value/practice tensions. In A. Beverungen, N. Ellis, T. Keenoy, C. Oswick, & I. Sabelis, & S. Ybema (Eds.), *Organizational discourse: Identity, ideology, and idiosyncrasy* (pp. 188-191). Leicester, UK: KMCP. (ISBN: 978-900089-07-4)

Kuhn, T. (2008). A communicative theory of the firm: Discursive practices, text-objects, and consent formation in organizing. In C. Benoit-Barne, B. H. Brummans, F. Cooren, H. Giroux, A. Letourneau, D. Raymond, & D. Robichaud (Eds.), *What is an organization: Materiality, agency, and discourse* (pp. 35-38). Montreal: Language, Organization, and Governance Research Group. (ISBN: 978-920396-00-5)

#### F. OTHER PUBLICATIONS

Kuhn, T. (2005). Transforming knowledge and technology. (Book Review, of *Representing Organization: Knowledge, Management, and the Information Age.*) *Organization*, 12, 457-461.

Kuhn, T. (2004). Text box on "Knowledge and Organizational Change," in G. Cheney, L. T. Chistensen, T. E. Zorn, & S. Ganesh, *Organizational communication in an age of globalization: Issues, reflections, practices* (p. 322). Prospect Heights, IL: Waveland Press.

#### G. MANUSCRIPTS UNDER REVIEW:

#### H. WORKS IN PROGRESS

Kuhn, T., & Heath, R. G. *Supervising "the JetBlue Experience": Knowledge and identity in a turbulent environment.*

Kuhn, T. *Intertextual strategy as adaptive practice: JetBlue and the contradictions of corporate performance.*

Seeger, M., & Kuhn, T. Ethical issues in organizational and professional communication. To appear in G. Cheney, S. May, & D. Munshi, *Handbook of Communication Ethics*. Lawrence Erlbaum.

#### I. CONFERENCE PAPERS

##### 1. COMPETITIVELY-SELECTED CONFERENCE PAPERS:

Kuhn, T. (2008, May). A communicative theory of the firm: Developing an alternative perspective on intra-organizational power and stakeholder relationships. Paper presented at the conference "What is an Organization: Materiality, Agency, and Discourse," Montreal.

Kuhn, T. (2006, July). *Identity work and the developing professional: Junior attorneys' accounts for value/practice tensions.* Paper presented at the 7<sup>th</sup> biennial Organizational Discourse conference, Amsterdam.

Kuhn, T. (2004, November). A "demented work ethic" and a "lifestyle firm": *Identity formation and rationalizations of workplace time commitments.* Paper presented at the annual meeting of NCA, Chicago. (Top Four paper [1<sup>st</sup> rated overall], Organizational Communication Division)

Kuhn, T., & Jackson, M. H. (2003, November). *Accomplishing knowledge: Extending the performative model of organizational knowledge and knowing.* Paper presented at the annual meeting of NCA, Miami Beach, FL.

- Corman, S. R., & Kuhn, T. (2003, November). *The detectability of socio-egocentric group speech: A quasi-Turing test*. Paper presented at the annual meeting of NCA, Miami Beach, FL.
- Kuhn, T. (2003, July). *Practices of knowledge and control: Collaborative activity and expertise in a call center*. Paper presented at the 3<sup>rd</sup> Critical Management Studies Conference, Lancaster, England.
- Nelson, N. A., Jackson, M. H., & Kuhn, T. (2003, May). *To be or not to be: The ontological project of the modern professional identity structure*. Paper presented at the annual meeting of the ICA, San Diego, CA.
- Hudson, E., Kuhn, T., & Jackson, M. H. (2003, May). *The academic call center: Reconceptualizing a complex learning environment*. Paper presented at the annual meeting of the ICA, San Diego, CA.
- Kuhn, T. (2001, November). *The Emergence of homogeneity and heterogeneity in knowledge structures during a planned organizational change*. Paper presented at the annual meeting of the NCA, Atlanta, GA. (Top Four paper, Organizational Communication Division)
- Dooley, K., Corman, S., McPhee, R., & Kuhn, T. (2001, July), *Modeling high resolution broadband discourse in complex adaptive systems*. Paper presented at the annual meeting of the Society for Chaos Theory in Psychology and the Life Sciences, Madison, WI.
- Kuhn, T. (1999, November). *Surmounting obstacles to theory development: On the need for critical realism in organizational communication*. Paper presented at the 85<sup>th</sup> annual meeting of the NCA, Chicago, IL.
- Kuhn, T. (1998, November). *Dynamic processes and emergent structures: A parallel distributing processing model of communication networks*. Presented at the annual meeting of NCA, New York. (Top Three paper and Top student paper, Organizational Communication Division)
- Kuhn, T. (1998, November). *Group process and group performance: A qualitative, longitudinal analysis of conflict and decision-making*. Paper presented at the annual meeting of the NCA, New York, NY. (Top student paper and 2nd-ranked overall, Group Communication Division)
- Kuhn, T., & Poole, M. S. (1997, November). *Do conflict styles influence group decision-making? Toward a contingency theory of group decision-making*. Paper presented at the annual meeting of the NCA, Chicago, IL.
- Kuhn, T., & Poole, M. S. (1997, February). *Complex tasks and group outcomes*. Paper presented at the annual Meeting of the Western States Communication Association (WSCA), Monterey Bay, CA.

Kuhn, T. (1996, November). *Organizational communication research and structuration theory: Review, critique, and re-direction*. Paper presented at the annual meeting of the Speech Communication Association (SCA), San Diego, CA. (Top Paper, Student Section)

Theodossopoulou-Papalois, V., & Kuhn, T. (1996, May). *Rhetorical concerns in negotiation theory: The common sense notion*. Paper presented at the biennial meeting of the Rhetoric Society of America, Tucson, AZ.

Kuhn, T. (1996, February). *The discourse of issues management: A genre of organizational communication*. Paper presented at the annual meeting of the WSCA, Pasadena, CA.

Theodossopoulou-Papalois, V., Ibrahim, B., & Kuhn, T. (1995, November). *Verbal components of image advertising: A content analysis*. Paper presented at the annual meeting of the SCA, San Antonio, TX.

## 2. PAPERS ON COMPETITIVELY-SELECTED PANELS OR PRECONFERENCES:

Kuhn, T. (2006, November). Supervising customer service: Accomplishing knowledge in airline work. Paper presented at the annual meeting of NCA, San Antonio.

Kuhn, T. (2005, November). Ideological proletarianization of professionals. Paper presented at the annual meeting of NCA, Boston.

Kuhn, T. (2004, November). Time, identity, and work. Paper presented at the annual meeting of NCA, Chicago, IL.

Kuhn, T. (2003, November). Work ethic and temporal pressure in knowledge-intensive work. Paper presented at the annual meeting of NCA, Miami Beach, FL.

Kuhn, T. (2003, November). A theoretical resource for heterogeneous networks of practice: The case for a communicative theory of the firm. Paper to be presented at the annual meeting of NCA, Miami Beach, FL.

Kuhn, T., & Ashcraft, K. L. (2002). *Corporate scandals and the theory of the firm: Toward a communicative perspective*. Paper presented at the annual meeting of the NCA, New Orleans, LA.

Kuhn, T. (2001, February). *Translating scholarship into practice*. Presentation at the annual meeting of the WSCA, Coeur d'Alene, ID.

Kuhn, T. (2001, February). *Theoretical perspectives on technology and organizations*. Presentation at the annual meeting of the WSCA, Coeur d'Alene, ID.

Kuhn, T. (2000, November). *Examining the evolution of individual and collective knowledge: Communication networks and the dynamic process of organizational change*. Paper presented at the annual meeting of the NCA, Seattle, WA.

Kuhn, T., & Nelson, N. (2000, November). *Negotiating "proper perspective": A case study of the duality of organizational identification with multiple targets*. Paper presented at the annual meeting of the NCA, Seattle, WA.

McPhee, R. D., Corman, S. R., Dooley, K. J., Kuhn, T., Zaug, P. J., & Iverson, J. O. (2000, November). *Discourse analysis of organizational knowing: A survey of assumptions and problems*. Paper presented at the annual meeting of the NCA, Seattle, WA.

Kuhn, T. (2000, June). *The "demented work ethic": Representing and rationalizing time, identity, and locale during organizational change*. Paper presented at the annual meeting of the ICA, Acapulco, Mexico.

Kuhn, T. (1999, November). *They might be agents: Structuration theory and the problem of group agency*. Paper presented at the annual meeting of the NCA, Chicago, IL.

Kuhn, T. (1999, May). *From one to many: Overcoming the pitfalls in mapping collective cognition*. Presented at the annual meeting of ICA, San Francisco, CA.

Kuhn, T. (1996, November). *Organizing for democracy: Communication and power in non-traditional organizations*. Presented at the annual meeting of the SCA, San Diego, CA.

Kuhn, T. (1996, November). *Communication research and structuration theory: An examination of metatheoretical claims*. Paper presented at the annual meeting of the SCA, San Diego, CA.

### 3. INVITED TALKS & CONFERENCE PRESENTATIONS:

Kuhn, T. (2008, July). *On the Agenda of Communication as Constitutive of Organization Scholarship*. Presentation at conference "Organizational Communication at Alta Revisited: Reflection, Synthesis and Engagement."

Kuhn, T. (2008, March). Participant in research forum: *Organization Studies or Organizational Communication? Two Research Traditions in Dialogue*. Copenhagen Business School.

Kuhn, T. (2008, March). *An outline of a communicative theory of the firm*. Presentation at Department of Business Administration, University of Lund, Sweden.

Kuhn, T. (2008, March). *Knowledge, discourse, and identity: A research program*. Presentation at Copenhagen Business School.

Kuhn, T. (2006, September). Corporate power and junior attorneys' identities. Invited presentation at University of Texas, Austin.

Kuhn, T. (2006, April). *Debate: Communication scholars should spend more time studying actual communication than they currently do*. Presentation at Nuevo Dia: Southwest Organizational Communication Doctoral Mini-Conference. College Station, TX.

Kuhn, T. (2005, January). *Negotiating the first few years*. Presentation at Nuevo Dia: The Southwest Organizational Communication Doctoral Mini-Conference. Tempe, AZ.

Kuhn, T. (2004, August). *Response to the Pew Internet Project Report, "The Internet Goes to College."* Presentation to the annual conference of the Higher Education Association of the Rockies, Boulder, CO.

Kuhn, T. (2003, January). *Lessons learned through the practice of organizational communication research*. Presentation at the annual meeting of the Rocky Mountain Communication Association, Boulder, CO.

Kuhn, T. (2002, March). *The social construction of knowledge management technologies in organizations*. Presentation to the Hugh Downs School of Human Communication, Arizona State University, Tempe, AZ.

Kuhn, T. (2001). *On using multiple methods in the dissertation*. Presentation at the Organizational Communication Division Doctoral Preconference, at the annual meeting of the ICA, Washington, DC.

Kuhn, T. (2001, October). *Knowledge management systems "outside the box."* Presentation at the GROUP 2001 Conference, Boulder, CO.

#### J. GRANTS AND FUNDED RESEARCH

*Center for the Advancement of Research and Teaching in the Social Sciences (CARTSS), University of Colorado*. \$1050 award from the CARTSS Scholars Program to support research project with jetBlue Airlines. 2004-2005.

*Avaya Corporation*: \$250,000 gift to study content and structure of interactions in Information Technology Services campus help center. With (Bryan Pellom, CU Center for Spoken Language Research, as PI), Michele Jackson (Communication) and Lecia Barker (ATLAS), 2001-02.

*Arizona State University (ASU) Graduate Research Support Grant*, 1999 (to support dissertation research). \$400.

## IV. TEACHING

### A. TEACHING AWARDS/RECOGNITION

*W. Charles Redding Dissertation Award*, Organizational Communication Division of the International Communication Association (ICA), 2008. Awarded to PhD advisee Stacey Wieland for top dissertation in organizational communication completed in 2007

ASU Communication Students Association “Outstanding Instructor” *and* “Most Rigorous Instructor” (selected by undergraduate majors), 1999

ICA Instructional and Development Division, Outstanding Graduate Student Teaching Award, 1998-99

## B. TEACHING APPOINTMENTS

### **DEPARTMENT OF COMMUNICATION**

University of Colorado at Boulder

*Assistant Professor, August 2000 – present*

Courses Taught:

COMM 1600, Group Interaction (formerly Interaction Skills)

COMM 2600, Introduction to Organizational Communication

COMM 4600, Senior Seminar: Knowledge, Learning, and Communication in Organizations

COMM 5620, Readings in Organizational Communication (formerly 6300)

COMM 6020, Quantitative Methods in Communication Research

COMM 6200, Graduate Seminar: Discourse, Knowledge, and Organizational Communication

COMM 6730, Collaboration and Decision-Making in Organizations

### **HUGH DOWNS SCHOOL OF HUMAN COMMUNICATION**

Arizona State University

*Graduate Associate, August, 1995–May 2000*

Courses Taught:

COM 450, Theory and Research in Organizational Communication

COM 408, Quantitative Research Methods in Communication

COM 308, Advanced Research Methods in Communication

COM 250, Introduction to Organizational Communication

COM 230, Small Group Communication

COM 225, Public Speaking

COM 207, Introduction to Communication Inquiry (multi-section course; administrative responsibility for two Ph.D. teaching assistants)

### **DEPARTMENT OF SPEECH-COMMUNICATION**

University of Minnesota

*Teaching Assistant, January 1994 - July 1995*

Courses Taught:

Spch 1101, Fundamentals of Oral Communication (Public Speaking)

Spch 3441, Introduction to Organizational Communication

## C. ADVISING

*PhD Students*

- Renee Heath (co-advisor with S. Deetz; completed Summer 2005) Dissertation title: *“Interorganizational Collaboration: Implications for Democracy In Community Models of Communication and Problem Solving”*
- Stacey Wieland (Completed Spring 2007) Dissertation title: *“Making Sense of Work as a Part of Everyday Life: A Qualitative Study of Swedish Identity Formation”* (winner of Redding Dissertation Award)
- Krista Belanger (Expected completion: Spring 2009)
- Lucie Sommer (Expected completion: Spring 2009)
- John McClellan (Expected completion: Spring 2009)

*MA Students with Thesis*

- Katherine Bunch (Spring 2002). Thesis title: *“Communication in Computer Science Classroom Collaboration”*
- Natalie A. Nelson (Spring 2002). Thesis title: *“To Be or Not to Be: The Ontological Project of the Modern Professional Identity Structure”*
- Krista Belanger (Fall 2005). Thesis title: *“Employee Interpretations and Responses to Performance Appraisal as Identity Regulation”*
- John McClellan (Spring 2006): Thesis title: *“‘Now It’s Going to be Our Time to Shine:’ Investigating the Politics of Organizing During Announced Organizational Change”*

*MA Students with Comprehensive Exams*

- Ryan Lantz (Completed Spring 2003)
- Rita Mahoney (Completed Spring 2003)
- Daniel Stewart (Completed Spring 2003)
- Wen Yu (Completed Fall 2003)
- Yintao Chen (Completed Summer 2004)
- Jessica Stollen (Completed Spring 2005)
- Laura Tan (Completed Spring 2007)

*Undergraduate Honors Students with Theses*

- Kari Kolbo (Completed 2002): *“Knowledge Management: Its Perspectives and Their Relationship with High Performing Organizations”*
- Mary Scordo (Completed 2002): *“Candidate Image Framing: Media Interpretations of Third Party Reality”*
- Tangie Sutton (Completed 2003): *“Superior-Subordinate Relationships: The Effects of Trust and Group Status on Perceived Performance”*
- Nicole Bates (Completed 2004): *“The Study of Identity Formation and Control: Expanding the Research to the Small Business Domain”*
- Elisabeth Cerf (Completed 2006): *“The Ways PDAs Impact Working Parents’ Relationships with Their Children”*
- Allison Bruce (Completed Spring 2007): *“Nonprofit Management of Volunteers Through Identification”*

*Committee Member for Graduate Students (Current)*

**PhD:** Janell Bauer, Hamilton Bean, Devon Brown, Carey Candrian, Erin Foley-Reynolds, Ryan Hartwig, Alex Heintzman, David Hicks, Jenifer Martin, Stephen Williams, Julie Williamson

**MA:**

*Committee Member for Graduate Students (Completed)*

**PhD:** Kirsti Broadfoot, Sarah Dempsey (comprehensive exam reader), Aaron Dimock (comprehensive exam reader), Sanae Elmoudden, Randall Ford, Matt Germonprez (Systems Dept.), Lisa Irvin (comprehensive exam reader), Guowei Jian, Michael Khoo, Alexander Lyon, Jessica MacDonald, Natalie Marsh, Jeanne McPherson, Matthew Sanders, Matthew Vorell, Kaibin Xu

**MA:** Carey Candrian (comps), Margaret Durfy (comps), Anne Heintzman (thesis), Paul Leonardi (thesis), Nora Rogers (comps), Mansi Sangar (thesis), Kealy Spring (thesis), Christina Zigler (thesis)

*Graduate Independent Studies Courses Directed: 19*

*Undergraduate Internship Projects Directed: 32*

#### D. OTHER

Guest instructor for PhD short course on “Theory Development at the Intersections of Organization and Communication,” at Copenhagen Business School, March 26-28, 2008. (Co-taught with Dennis Mumby)

Guest Lecturer on “The Role of New Communication Technologies in Processes of Globalization,” at the University of Zurich (Switzerland), March 19, 2008.

Guest Lecturer, Graduate Organizational Communication Course at University of Texas at Austin, Sept. 26-28, 2006. (Invited by graduate students)

#### V. SERVICE

A. UNIVERSITY OF COLORADO DEPARTMENT OF COMMUNICATION

- Associate Chair for Graduate Studies: Summer 2008-present
- Member, screening committee, organizational communication position search (Fall 2008)
- Co-Chair of screening committee for two faculty positions in group interaction and organizational communication (AY 2007-08)
- Presentation to Graduate Students: *Understanding the Publishing Process*, April 16, 2007.
- Presentation to Graduate Students: *Using Group Activities and Facilitating Discussion in Communication Courses*, Oct. 23, 2006
- Member, screening committee, group interaction position search (Fall 2006)
- Graduate Admissions Committee, Department of Communication, AY 2000-01, Fall 2003
- Technology Liaison, Department of Communication, AY 2000-03
- Search committees: Instructor (Spring 01), Senior hire (Fall 01)
- Graduate Program Committee, Department of Communication, AY 2001-04
- Technology Policy Committee, Department of Communication, AY 2001-03
- TA Orientation Workshop, Department of Communication, 2001-06
- Merit Review Committee, Department of Communication, AY 2001-02

B. UNIVERSITY OF COLORADO

- Faculty representative to University Hill Redevelopment Stakeholder group (Sept. 2006-March 2007)
- Faculty Affiliate, INVST Community Leadership Program (May 07-present)
- Presentation to the University Risk Management retreat on *Incorporating Cultural Differences into Workplace Interactions*, September, 2001
- Served on Statewide Core Requirements Committee (for English and Communication programs across the state), Fall 2002

C. DISCIPLINE AND PROFESSIONAL

- Chair, NCA Organizational Communication Division (Elected position)
- Planning Committee Member for conference "Organizational Communication at Alta Revisited: Reflection, Synthesis and Engagement" (July 2008 in Alta, Utah)
- Steering Committee Member for conference "What is an Organization? Materiality, Agency and Discourse" (Planned by the Research Group on Language, Organization, and Governance at the University of Montreal, May 2008)
- At-large Representative to NCA Nominating Committee (2007, one-year term. Elected position.)
- Delegate At-large to WSCA Legislative Assembly (2007, two-year term. Elected position.)
- Secretary, NCA Organizational Communication Division 2003-05 (elected position)
- Primary planner/coordinator for interdisciplinary conference (entitled *Transforming Organizations Through Theory, Research, and Practice*) held in Aspen, Colorado, July 2003. (Member of planning team for 2002 conference)
- Editorial Board Member, *Major Works in Organizational Communication* (five-volume set edited by L. Putnam and K. Krone)
- Editorial Board Member, *Management Communication Quarterly* (2003-present)
- Editorial Board Member, *Western Journal of Communication* (2004-present)

- Editorial Board Member, *Communication Theory* (2005-present)
- Editorial Board Member, *Human Communication Research* (2006-present)
- Editorial Board Member, *International Journal of Management Studies and Research* (April 2008-present)
- Panelist/Reviewer, National Science Foundation program on Human and Social Dynamics (June 2004)
- Co-convenor, with S. Deetz and M. Jackson, for competitive paper stream on Communication and Collaboration at the 3rd Critical Management Studies conference, Lancaster, England, July 2003.
- Review of book manuscripts: Roxbury (2000), Lawrence Erlbaum (2002), Oxford University Press (2003)
- Ad hoc reviewer:
 

2001, 03-05	<i>Communication Theory</i>
2005	<i>Communication Yearbook</i>
2000-02	<i>Management Communication Quarterly</i>
2002, 05-08	<i>Journal of Applied Communication Research</i>
2003, 06, 07	<i>Organization</i>
2002	<i>Group Dynamics: Theory, Research, and Practice</i>
2002	<i>Journal of Business and Management</i>
2003, 05	<i>The Information Society</i>
2005-06	<i>Organization Studies</i>
2005, 06, 08	<i>Human Relations</i>
2006	<i>Women's Studies in Communication</i>
2008	<i>Health Communication</i>
- Respondent to Scholarly Conference Papers:
  1. ICA: Panel on Groups and Teams (2008, Montreal)
  2. NCA: Panel on Networks and Organizations (2006, San Antonio)
  3. NCA: Panel on Globalization and Discourse (2006, San Antonio)
  4. NCA: Panel on Identity and Identification (2006, San Antonio)
  5. NCA: Panel on Structuration Theory in Organizational Communication Research (2005, Boston)
  6. NCA: Panel on Non-Profit Organizations (2004, Chicago)
  7. NCA: Panel on Organizational Identification (2002, New Orleans)
  8. ICA: Panel on Organizational Knowledge (2003, San Diego)
  9. ASU West Student Conference: Panel on Philosophy and Rhetoric (1999, Phoenix)
- Competitive Paper Referee:
  1. Communication Technology track of annual conference of Association for Education, Journalism, and Mass Communication: 2005
  2. NCA annual convention, Organizational Communication Division: 2000, 2001, 2002, 2003, 2006
  3. NCA annual convention, Group Communication Division: 2002
  4. ICA annual convention, Organizational Communication Division: 2001, 2002, 2003, 2004, 2006
  5. Academy of Management annual convention, Organizational Communication and Information Systems Division: 1997, 1998
  6. International Students of Organizations Conference: 1996

- Nominating Committee, WSCA, 2006
- Book and Article Awards Nominating Committee, NCA Organizational Communication: 1997
- Book and Article Awards *Selection* Committee, NCA Organizational Communication Division: 2003, 2006
- Awards Committee, NCA Group Communication Division: 2003-05 (Chair 2004-05)
- ICA Redding Dissertation Award Committee: 2004

D. OTHER

- Seminar for TAs across Arizona State University, entitled “Surviving and Thriving in the Teaching Assistantship” (with Rona Halualani). February, 1997
- Presentations to Political Science classes at the U.S. Air Force Academy, entitled “New Communication Technologies And Democratic Participation.” March, 2002.
- Guest lecture to Aviation Engineering course at Metropolitan State University, Denver, CO, entitled “Communication and Decision-Making in the Cockpit.” June 2002.
- Report on Summer Clerkship Program for Holland and Hart, LLP (37 pp.), April 2004