

LAURIE K. LEWIS

Communication Department
School of Communication, Information and Library Sciences
Rutgers University
New Brunswick, NJ, 08901
(732) 932-7500, Ext. 8141 (office)
Email: lewisl@rutgers.edu

13 Chapel View Dr.
Flemington, NJ 08822
(908) 751-4949

EDUCATION

- Ph.D.** (1994) Department of Communication
University of California at Santa Barbara
Dissertation Title: Users' Interaction-based responses to intra-organizational adoption of innovations: A multi-method investigation of components of a model of innovation modification.
- M.A.** (1990) Department of Speech Communication
University of Illinois at Urbana-Champaign
- B.A. with Distinction** (1986) Department of Speech Communication
Department of Sociology
University of Washington

ACADEMIC EMPLOYMENT

- Rutgers University**
Communication Department
Associate Professor September 2006 - current
- The University of Texas at Austin**
Department of Communication Studies
Associate Professor September 2003 – August 2006
Assistant Professor September 1998 – August 2003
- The University of Texas at Austin** September 1997 – August 1998
Department of Communication Studies
Visiting Assistant Professor
- The Pennsylvania State University** August 1994 – May 1997
Department of Speech Communication
Assistant Professor
- Santa Barbara City College** September 1992 - June 1994
Department of Communication
Instructor

PUBLICATIONS (Refereed Journals)

- Lewis, L. K. (2007). An organizational stakeholder model of change implementation communication. *Communication Theory*, 17(2), 176-204.
- Lewis, L. K. (2006). Employee perspectives on implementation communication as predictors of perceptions of success and resistance. *Western Journal of Communication*, 70 (1),
- Lewis, L. K. (2006). Collaboration: Review of communication scholarship and a research agenda. In C. Beck (Ed.), *Communication yearbook 30* (pp. 197-247). Thousand Oaks, CA: Sage.
- Lewis, L. K., Schmisser, A., Stephens, K., & Weir, K. (2006). Advice on communicating during organizational change: The content of popular press books. *Journal of Business Communication*, 43 (2), 113-137.
- Lewis, L. K. (2005). The Civil Society Sector: A review of critical issues and research agenda for organizational communication scholars. *Management Communication Quarterly*, 19 (2), 238-267.
- Lewis, L. K., Richardson, B. K., & Hamel, S. A. (2003). When the stakes are communicative: The lamb's and the lion's share during nonprofit planned change. *Human Communication Research*, 29, 400-430.
- Lewis, L. K., & Hayward, P. (2003). Choice-based learning: A report of student reactions in an undergraduate organizational communication course. *Communication Education*, 52, 148-156.
- Lewis, L. K., Hamel, S. A., & Richardson, B. K. (2001). Communicating change to nonprofit stakeholders: Models and predictors of implementers' approaches. *Management Communication Quarterly*, 15, 5 – 41.
- Lewis, L. K. (2000). Communicating change: Four cases of quality programs. *The Journal of Business Communication*, 37, 128-155.
- Lewis, L. K. (2000). "Blindsided by that one" and "I saw that one coming": The relative anticipation and occurrence of communication problems and other problems in implementers' hindsight. *Journal of Applied Communication Research*, 28, 44-67.
- Lewis, L. K. (1999). Disseminating information and soliciting input during planned organizational change: Implementers' targets, sources and channels for communicating. *Management Communication Quarterly*, 13, 43-75.
- Lewis, L. K., & Seibold, D. R., (1998). Reconceptualizing organizational change implementation as a communication problem: A review of literature and research agenda. In M.E. Roloff (Ed.), *Communication yearbook 21* (pp. 93-151). Thousand Oaks, CA: Sage.

PUBLICATIONS (Refereed Journals) continued

Booz, R., & Lewis, L. K. (1997). The facilitation of technology transfer among organizations: An applied communication strategy concept for organizational boundary spanners. *Journal of Technology Transfer*, 22, 35-43.

Lewis, L. K., (1997). Users' individual communicative responses to intraorganizationally implemented innovations and other planned changes. *Management Communication Quarterly*, 10, 455-490.

Lewis, L. K., & Seibold, D. R. (1996). Communication during intraorganizational innovation adoption: Predicting users' behavioral coping responses to innovations in organizations. *Communication Monographs*, 63, 131-157.

Lewis, L. K. (1994). A challenge for health education: The enactment problem - and a communication-related solution. *Health Communication*, 6, 205-224.

Lewis, L. K., & Seibold, D. R. (1993). Innovation modification during intra-organizational adoption. *Academy of Management Review*, 18, 322-354.

Lewis, L. K. (1991). Interactive communication technologies in organizations. *Communication Education*, 40, 202-212.

PUBLICATIONS (Invited)

Scott, C. R., & Lewis, L. K. (2000). Challenges for the professional newcomer in doing common ground research. In S. R. Corman & M. S. Poole (Eds.), *Perspectives on organizational communication: Finding common ground* (pp. 165-174). Thousand Oaks, CA: Sage.

BOOKS AND MANUSCRIPTS CURRENTLY UNDER REVIEW

Lewis, L. K. Organizational change implementation communication: A stakeholder perspective. (book proposal under consideration at Blackwell Publishers).

Lewis, L. K., Isbell, M., Kocshmann, M. Collaboration narratives: Nonprofit practitioners' stories of interorganizational collaboration. (Under Review at *Communication Monographs*).

Richardson, B. K., & Lewis, L. K. Objecting, asking, and rationalizing: An exploratory investigation of internal communicative responses to perceived organizational wrongdoing (Under Review at *Management Communication Quarterly*).

Richardson, B. K., & Lewis, L. K. Responding to wrongdoing: The influence of individual and situational variables on objecting, asking, and rationalizing. (Under Review at *Management Communication Quarterly*).

MANUSCRIPTS AND PROJECTS IN PREPARATION

Isbell, M., Lewis, L. K., Koschmann, M., (2006, November). Front Line Boundary Spanners' Discourse About Interorganizational Collaboration: Negotiation of Costs, Rewards and Autonomy. (manuscript in preparation for submission to *Nonprofit & Voluntary Sector Quarterly*).

Lewis, L. K., Schmisser, A. & Laster, N. Initial announcement of organizational change: How sidedness matters in context. (data collection underway).

Lewis, L.K., & Isbell, M. A typology of nonprofit collaborative relationships. (manuscript in preparation)

Lewis, L.K. Communicating interorganizational trust. (manuscript in preparation)

Scott, C. R., Lewis, L. K., & D'urso, S. Sowing the seeds of collaboration through introduction of a listserv: A case study of a community of homeless service providers (data collection underway).

Lewis, L. K., Isbell, M., Koschmann, M., McDonald, A. Case studies of nonprofit collaboration: trends in communication practices and beliefs. (data collection underway).

CONFERENCE PAPERS (Competitively Selected)

Koschmann, M., Lewis, L.K., Isbell, M. (2007, November). Interorganizational groups: A field study of vigilant Interaction theory. A paper submitted for presentation to the Group Communication Division at the National Communication Association annual meeting, Chicago, IL.

Scott, C. R., Lewis, L. K., D'urso, S., & Davis, J. (2007, May). Use and nonuse of new communication technologies in an interorganizational network: A longitudinal case study in a community of health and human service providers. A paper presented to the Organizational Communication Division for presentation at the International Communication Association annual meeting, San Francisco, CA.

Isbell, M., Lewis, L. K., Koschmann, M., & Goldstein, R. (2006, November). Front line boundary spanners' discourse about interorganizational collaboration: Negotiation of costs, rewards and autonomy. A paper presented to the Organizational Communication Division for presentation at the annual meeting of the National Communication Association, San Antonio, TX.

Lewis, L.K. (2006, November). Interorganizational collaboration in health and human service provision. A paper presented on a competitive panel submission to the annual meeting of the National Communication Association, San Antonio, TX.

Lewis, L.K. (2006, November). Research on collaboration in the civil society sector: Creating sites for connection and action. A paper presented on a competitive panel submission to the annual meeting of the National Communication Association, San Antonio, TX.

CONFERENCE PAPERS (Competitively Selected) Continued

- Lewis, L. K., Isbell, M., Koshmann, M, Goldstein, R. (2006, June) Collaboration narratives: Nonprofit practitioners' stories of interorganizational collaboration. A paper presented to the Organizational Communication Division for presentation at the annual meeting of the International Communication Association, Dresden, Germany.
- Lewis, L. K. (2005, November). Toward theory of change communication: A model of implementation communication strategy selection, stakeholder concerns, interactions, Assessments and Outcomes. A paper presented to the Organizational Communication Division at annual meeting of the National Communication Association, Boston, MA.
- Scott, C. R., Lewis, L. K., & D'urso, S. (2005, November). Sowing the seeds of collaboration through introduction of a listserv: A case study of a community of homeless service providers. A paper presented to the Organizational Communication Division at annual meeting of the National Communication Association, Boston, MA.
- Lewis, L. K. (2005, November). Research in NPO collaboration: Implications for communication scholarship. A paper presented on a competitive panel to the Organizational Communication Division for presentation at annual meeting of the National Communication Association, Boston, MA.
- Lewis, L. K. (2004, November). Communicating and collaborating in the civil society sector: Beliefs about best practices. A paper presented at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action, Los Angeles.
- Lewis, L. K. (2004, November). Interorganizational collaboration in civil society sector contexts: Challenges and an Agenda. A paper presented to the Organizational Communication Division at the annual meeting of the National Communication Association, Chicago.
- Lewis, L. K., & Scott, C. R. (2003, November). Should we really work together?: Predictors of orientation towards interorganizational collaboration. Paper presented to the Organizational Communication Division at the annual meeting of the National Communication Association, Miami, FL.
- Lewis, L. K., Schmisser, A., Stephens, K., & Weir, K. (2003, May). Advice to practitioners: A review of the popular press literature on planned change communication. Paper presented to the Organizational Communication Division at the annual meeting of the International Communication Association, San Diego, CA.
- Lewis, L. K., & Hayward, P. (2002, November). Choice-based learning: A report of student reactions in an undergraduate organizational communication course. Paper presented to the Instructional Development Division at the annual meeting of the National Communication Association, New Orleans, LA.
- Lewis, L. K. (2002, August). The effects of users' perceptions of implementation communication on success of new communication and information technologies in the workplace. Paper presented to the Organizational Development and Change Division at the annual meeting of the Academy of Management, Denver, CO.

CONFERENCE PAPERS (Competitively Selected) Continued

- Lewis, L. K. (2000, November). The tenure track experience: A survival guide. Paper on competitive panel entitled “Mentoring ourselves: Some helpful guidelines to getting and keeping) that first faculty position.” Presented to the Women’s Caucus at the annual meeting of the National Communication Association, Seattle, WA.
- Lewis, L. K., Hamel, S., & Richardson, B. (2000, June). Strategic communication with nonprofit organization stakeholders during planned change. Paper presented to the Organizational Communication Division at the annual meeting of the International Communication Association, Acapulco, Mexico.
- Booz, R., & Lewis, L. K. (2000, June). Interactants’ perceptions of their boundary-spanning communication strategies. Paper presented to the Organizational Communication Division at the annual meeting of the International Communication Association, Acapulco, Mexico.
- Seibold, D. R., & Lewis, L. K. (2000, February). Work group members’ involvement and alienation: Paradoxes in the implementation of a Total Quality Management program. Paper on competitive panel entitled “Group communication in context: Studies of bona fide groups” presented to the Small Group Division at the annual meeting of the Western Speech Communication Association, Sacramento, CA.
- Lewis, L. K. (1999, November). The many voices and faces of human resource professionals in the role of change agent. Paper on competitive panel entitled “Integrating organizational communication and human resources: Crossing between the organizational lines.” Presented to the Organizational Communication Division at the annual meeting of the National Communication Association, Chicago, IL.
- Lewis, L. K., Hamel, S., Richardson, B. (1999, November). Communication with the multiple stakeholders of nonprofit organizations: Change implementers’ communicative approaches and topics of talk. A paper presented to the Organizational Communication Division at the annual meeting of the National Communication Association, Chicago, IL.
- Lewis, L. K., Richardson, B., Hamel, S. (1999, May). Communication with multiple stakeholders during planned organizational change: Targets and strategies of non-profit change implementers. Paper presented to the Organizational Communication Division at the annual meeting of the International Communication Association, San Francisco, CA.
- Lewis, L. K. (1999, February). Communication-related and other problems during planned organizational change: Implementers’ reports of anticipation and experience of problems, and effects of participation. Paper presented to the Organizational Communication Division at the annual meeting of the Western States Communication Association, Vancouver, Canada.
- Lewis, L. K. (1998, November). Implementers’ reports of communication about planned change: An investigation of channel use, type of change, and evaluations of success. Paper presented to the Applied Communication Division at the annual meeting of the National Communication Association, New York. **-Top Paper**

CONFERENCE PAPERS (Competitively Selected) Continued

Messman, S., Lewis, L. K., & Corley, K. (1998, February). T.A. reactions to implementation of a multicultural perspective in the basic public speaking course: An investigation of concerns, attitudes, and behaviors. Paper presented to the Communication and Instruction Interest Group at the annual meeting of the Western States Communication Association, Denver, CO.

Lewis, L. K. (1997, November). Implementation of Quality programs: Multiple perspectives of four organizational cases. Paper presented to the Organizational Communication Division at the annual meeting of the National Communication Association, Chicago, IL.

Lewis, L. K., & Booz, R. (1997, May). Organizational boundary spanners' communication strategies: A research agenda and empirical study of predictors. Paper presented to the Organizational Communication Division at the annual meeting of the International Communication Association, Montreal, Canada.

Lewis, L. K. (1996, November). The plum job and the lame duck: Positional histories and the impact of occupancy patterns on individuals' influence in organizations. Paper presented to the Organizational Communication Division at the annual meeting of the Speech Communication Association, San Diego, CA.

Booz, R., & Lewis, L. K. (1996, July). The facilitation of technology transfer: Strategies of boundary spanners. Paper presented at the Technology Transfer Society Annual Conference, Cleveland, OH.

Lewis, L. K., Seibold, D. R., & Johnson, E. L. (1996, May). Reconceptualizing organizational change implementation as a communication problem: A review of literature and research agenda. Paper presented to the Organizational Communication Division at the annual meeting of the International Communication Association, Chicago, IL.

Lewis, L. K. (1995, November). Determinants of users' liking for innovations: The effects of perceptions of the context of change and concerns for performance, uncertainty, and normative influence. Paper presented to the Organizational Communication Division at the annual meeting of the Speech Communication Association, San Antonio, TX.

Lewis, L. K. (1995, May). Users' interaction-based responses to intra-organizational adoption of innovations: The effects of liking for the innovation and concerns for performance, uncertainty, and normative influence. Paper presented to the Organizational Communication Division at the annual meeting of International Communication Association, Albuquerque, NM.

Lewis, L. K. (1994, July). Users' tactics in coping with organizational change: Mapping the conceptual space. Paper presented to the Organizational Communication Division at the annual meeting of the International Communication Association, Sydney, Australia.

CONFERENCE PAPERS (Competitively Selected) Continued

- Lewis, L. K. (1993, October). Users' tactics in coping with organizational innovation: A preliminary investigation. Paper presented to the Organizational Communication Division at the annual meeting of Speech Communication Association, Miami, FL.
- Lewis, L. K. (1992, October). Intraorganizational influence and organizational structure: It's not just where you are, but how you got there. Paper presented to the Organizational Communication Division at the annual meeting of the Speech Communication Association, Chicago, IL.
- Lewis, L. K., & Seibold, D. R. (1992, May). Innovation modification during intra-organizational adoption. Paper presented to the Organizational Communication Division at the annual meeting of the International Communication Association, Miami, FL. **-Top Paper**
- Lewis, L. K. (1991, October). A challenge for health education: The enactment problem - and a communication-related solution. Paper presented to the Health Communication Division at the annual meeting of the Speech Communication Association, Atlanta, GA. **-Top Student Paper**
- Lewis, L. K., Elsenpeter, J., & Seibold, D. R. (1990, October). Intra-organizational adoption of a program innovation. Paper presented to the Organizational Communication Division at the annual meeting of the Speech Communication Association, Chicago, IL.
- Lewis, L. K. (1990, February). The importation of newcomers: A trigger for organizational sense-making. Paper presented at the annual meeting of the Social Networks Conference, San Diego.

CONFERENCE PRESENTATIONS (Invited)

- (2005, November). A response to: Stress, Dissent, and Social Support in the Workplace. Presented to the Organizational Communication Division at the annual meeting of the National Communication Association, Boston, MA.
- (2005, November). National Communication Association Pre-conference presentation on research in organizational change communication. Presented at the annual meeting of the NCA, Boston, MA.
- (2005, May). National Association of Planning Council presentation on research on community collaboration.
- (2004, May). A response to: Research in teams and leadership. Presented to the Organizational Communication Division at the annual meeting of the International Communication Association, New Orleans, LA.
- (2001, May). A response to: Forming and dissolving roles and relationships: Anticipatory socialization through exiting processes. Presented to the Organizational Communication Division at the annual meeting of the International Communication Association, Washington, D.C.

CONFERENCE PRESENTATIONS (Invited) Continued

(2000, November). A response to: Surprising impacts of engaging technological communication: competitive papers in Applied Communication. Presented to the Applied Communication Division at the annual meeting of the National Communication Association, Seattle, WA.

(2000, June). A response to: Planned change, unplanned challenges: Insights from the organizational front lines. Presented to the Organizational Communication Division at the annual meeting of the International Communication Association, Acapulco, Mexico.

(1997, May). A response to: Communication within a health information network: A longitudinal analysis of the Cancer Information Service. Presented to the Organizational Communication Division at the annual meeting of the International Communication Association, Montreal, Canada.

INVITED PRESENTATIONS AND LECTURES

- Pennsylvania State University's Health and Human Development Prevention Research Center – 2005 -- Invited to provide current updates on my line of work in organizational change communication implementation.
- Community Action Network's Annual Retreat –2004—Invited to discuss data from survey of the CAN's communication practices.
- College Advisory Council – 2004 – invited to brief the Advisory Council on key issues in organizational change that might impact the college as the new Dean is hired.

GRANT ACTIVITY

NACUBO (\$50, 000). Stipend to support research project to examine the Spellings Commissions efforts to affect change in higher education (w/ Brent Ruben).

IBM Business of Government Research Stipend (\$20,000). This stipend would support a research project to examine the Spellings Commission's efforts to affect change in Higher Education. (w/ B. Ruben). Not Funded.

ARNOVA (Association for Research on Voluntary Action and Nonprofit Organizations) First Time Attendee Scholarship. Awarded \$345 for conference registration and one year membership to ARNOVA. (2004).

Academic Innovation Award. Awarded \$20,000 by the UT RGK Center for the development of a course in Philanthropy, Nonprofit Studies, Volunteerism and Community Service. (2002).

RGK Foundation. Awarded a grant in the amount of \$5,000 for support of Collaborative Technologies for Organizations Serving the Homeless (CTOSH) project. (w/ C.R. Scott, 2002).

GRANT ACTIVITY Cont.

Microsoft Foundation awarded a grant in amount of \$46,500. Contribution of \$25,000 cash and \$21,500 in-kind (software) to fund the Collaborative Technologies for Organizations Serving the Homeless (CTOSH) project for the Austin community of homeless service providers (<http://communication.utexas.edu/faculty/ctosh/>). Only UT project to be funded by Microsoft this funding cycle. (2002, w/ C. R. Scott).

Facilitate.Com awarded an in-kind donation valued at \$10,000. Will provide in-kind donation of one-year online conference center for CTOSH (2003 and renewed 2004, w/ C.R. Scott).

Office of the Vice President for Research University of Texas awarded Special Research Grant in the amount of \$750.00. Used to purchase popular press books on planned change to be the subject of a content analysis in a research project (2002).

UT's Center for Instructional Technologies awarded \$800 FastTEX grant. Used for development of materials related to undergraduate introduction to organizational communication course (2001, w/ C. R. Scott).

Veteran's Administration (Boise) awarded \$1,000. Supported dissertation work to assess organization's implementation of Quality program at the Boise Idaho V.A. (1994).

Veteran's Administration awarded \$3,000. Supported the evaluation of Total Quality Improvement efforts in a Veterans' Administration Hospital including observations of team meetings, interviews with team members, and preparation of reports of participant process and satisfaction. (Under the supervision of Dr. John Lammers, UCSB; 1993).

HONORS and AWARDS

- Faculty Appreciation Award from UT Communication Studies Graduate Council (2006)
- Named Fellow to the Houston Harte Centennial Professorship in Communication (2006)
- Nominated for the 2000 Outstanding Graduate Teaching Award by the Department of Communication Studies.
- Named as an Outstanding Member of the University of Texas Community by Chi Omega sorority (February 2000).
- Top Papers
 - Lewis, L. K. (1998, November). Implementers' reports of communication about planned change: An investigation of channel use, type of change, and evaluations of success. Top Paper presented to the Applied Communication Interest Group at the annual meeting of NCA, New York.
 - Lewis, L. K., & Seibold, D. R. (1992, May). Innovation modification during intra-organizational adoption. Top Paper presented to the Organizational Communication Division at the annual meeting of International Communication Association, Miami.

TEACHING AND ADVISING

Undergraduate Courses:

Advanced Organizational Communication
Introduction to Organizational Communication
Communication and Human Resource Management
Communication and Organizational Change
Senior Fellows: Communication and Civil Society Organizations

Graduate Courses:

Communication and Organizational Change Processes
Nonprofit Organizations and Communication
Methods of Data Collection (Quantitative Methods)
Representational Processes in Inter-Organizational Communication
Macro-Organizational Communication Theory
Introduction to Graduate Studies in Communication Studies

Directed Dissertations:

Mathew Koschmann (Degree anticipated 2008)
Nicole Laster (Degree anticipated 2008)
Mathew Isbell (Degree anticipated 2008)
Audra Diers, Ph.D. (degree granted 2006)
 Currently on faculty in Communication
 Air Force Academy, Colorado
Amy Schmisser, Ph.D. (degree granted 2005)
 Currently on faculty in Department of Communication
 University of Kansas
Stephanie Hamel, Ph.D. (degree granted 2005)
 Currently on faculty in Department of Communication
 Cal State Chico
Christine Cooper, (Trinastich) Ph.D. (degree granted 2002)
 Currently on Faculty in Department of Speech Communication
 University of Alaska
Brian Richardson, Ph.D. (degree granted 2001).
 Currently on Faculty in the Department of Communication Studies
 University of North Texas, Denton, TX
Robert Booz, Ph, D. (degree granted 1999, Pennsylvania State University).
 Currently Director of Development and Alumni Relations
 Pennsylvania State University, State College, PA

SERVICE

Rutgers University

Communication Department, Rutgers University

Director MCIS Program – 2007-2009

MCIS Executive Committee 2006-2007

School

Invitational Masters Student Institute Committee Chair –2006-2007

T & P committee member (two committees) 2006-2007

University

Service Learning Committee – 2006-2007

University of Texas at Austin

Department of Communication Studies, University of Texas at Austin

Extended Budget Council (Associate Professor Representative)—2004-2006

Search Committee (Organizational Communication) – 2005-2006

Colloquium Series Coordinator / Graduate Internship Coordinator – 2004, 2005

Search Committee (Individual Events Coach) -- 2004

Nuevo Dia Organizational Communication Conference (Faculty Advisor) – 2004

Search Committee (Interpersonal Communication) - 2003

Individual Events Review Committee (Chair) – 2003

Undergraduate Scholarship Committee (Dept.) – 2002, 2003

Search Committee (Organizational Communication) - 2001

Graduate Internship Coordinator – 2001

CommUnity (Faculty Representative for Communication Studies) – 2000, 1999

Reviewer – Undergraduate Research Fellowship Program – 1999

Extended Budget Council (Assistant Professor Representative) – 1999-2000

Search Committee (Political Communication) – 1999

College

CommUnity Faculty Speaker – 2003, 2004

College Lunch for UT Honors Colloquium (Faculty Participant) – 2001

College Appeals Committee –2001- 2002, 2002-2003, 2003 - 2004

College Scholarship and Awards Committee – 2000

University

Academic Innovation Award Faculty Review Committee (University wide

Faculty Steering Committee for the Portfolio Program in Philanthropic and

Nonprofit Studies – 2002- 2005

Professional Service

- **Editorial Board Member:**
 - Human Communication Research*, 2006- present
 - Communication Monographs*, 2004 – present
 - Communication Research Reports*, 2004 – present
 - Communication Studies*, 2002 - present
 - Journal of Applied Communication Research*, 1996 – 1999, 2000 – 2004
- **Guest Reviewer:**
 - Journal of Business Communication*, 2006
 - Western Journal of Communication*, 2003
 - Human Relations*, 2002, 2005
 - Human Communication Research*, 2001, 2003
 - Communication Research*, 2000
 - Communication Studies*, 2000
 - Management Communication Quarterly*, 1996 - 2004
 - Communication Monographs*, 1996, 2004
 - Information Systems Research*, 1996
- **Other:**
 - Reader, NCA, Organizational Communication Division, 2005
 - Reader, ICA, Organizational Communication Division, 2002
 - Reader, NCA Applied Communication Division, 2001
 - Reader, ICA Organizational Communication Division, 2001
 - Faculty Participant, ICA Organizational Communication Doctoral Consortium, 1999
 - Nomination Committee – Publication Awards – NCA Organizational Communication Division, 1999
 - Faculty Participant, ICA Organizational Communication Doctoral Consortium, 1999
 - Reader, ICA Organizational Communication Division, 1998
 - Faculty Participant, ICA Organizational Communication Doctoral Consortium, 1997

Community

- Provided consultation and data analysis for Youth Advisory Group --2005
- Community Action Network Project (2003-4) -- Conducted a communication assessment of the Community Action Network collecting interview and survey data of stakeholders involved in the organization. Data was reported back to the leadership and will be made a part of the Leadership Annual Retreat in October 2004.
- The Collaboration Technologies for Organizations Serving the Homeless (CTOSH) project (<http://groups.msn.com/AustinCTOSHCommunity/home>)-
- Serve as Co-Director for this project providing listserv, website, computers, Internet access, and consulting for service providers in the Austin area.

PROFESSIONAL ASSOCIATIONS

National Communication Association	1989 - current
International Communication Association	1989 - current
Academy of Management	1999 – current
Association for Research on Nonprofit Organizations and Voluntary Action	2003- current
National Association of Planning Councils (individual member)	2004- current

CONSULTING EXPERIENCE

Training and Coaching

St. Peters Hospital – New Brunswick, NJ
Sharing Network – Springfield, NJ
Merrill Lynch - New York
Kraft Foods - Champaign, IL
USAID - Washington D.C.
UCSB Business Services - Santa Barbara, CA
UCSB Extension - Santa Barbara, CA
Internal Revenue Service — Communication Training Program

Assessment and Consulting

Habitat for Humanity, Texas State Support Organization, Austin, TX
Youth Advisory Group, Austin, TX
Austin Presbyterian Theological Seminary, Austin, TX
Shea Homes for Active Adults, Scottsdale, AZ
Frito-Lay Corporation – Dallas, TX
UCSB Business Services - Santa Barbara, CA
UCSB Extension - Santa Barbara, CA
Digital Sound - Carpinteria, CA
Veterans' Administration Hospital - Boise, ID & Sepulveda, CA
Kraft Foods - Champaign, IL