CRAIG R. SCOTT
Professor

Department of Communication – School of Communication & Information
Rutgers University, 4 Huntington Street, New Brunswick, NJ 08901
Voice: 848-932-7125; FAX: 732-932-6916 ; Office in 201 DeWitt (185 College Avenue)
Home Office: 13 Chapel View Dr., Flemington, NJ 08822, 908-751-4949
E-mail: crscott@rutgers.edu; Web: https://comminfo.rutgers.edu/scott-craig-r
Linked In: https://www.linkedin.com/pub/craig-r-scott/11/b83/241; Orcid ID: 0000-0002-4776-0096
Google Scholar Citations: http://scholar.google.com/citations?user=ldpo7igAAAAJ&hl=en

---

Education

- Arizona State University, Tempe, AZ: Ph.D. - Organizational Communication (Graduated August, 1994)
  Dissertation: *Organizational identification and group decision support systems: A situated action theory of identification shifts* (Steve Corman, Advisor)
  [ICA Communication & Technology Division's Dissertation of the Year]
- San Diego State University, San Diego, CA: M.A. - Speech Communication (Graduated May, 1991)
  Thesis: *An examination of member differences in group decision support system meetings* (Susan Hellweg, Advisor)
- Regis University, Denver, CO: B.A. - Communication Arts (Public Relations) and B.S. – Business Administration (Graduated May, 1989, Summa Cum Laude)

Academic Employment/Appointments

- Chair, Department of Communication, Rutgers University, 2016-Present
- Professor, Department of Communication, Rutgers University, 2013-Present
- Full Member, Graduate School of New Brunswick Faculty, Rutgers University, 2006-Present
- Associate Professor, Department of Communication, Rutgers University, 2006-2013
- Director, Ph.D. Program in Communication, Information and Library Studies, Rutgers University, 2008-2011
- Associate Professor, Department of Communication Studies, The University of Texas at Austin, 2001-2006
- Assistant Professor, Department of Communication Studies, The University of Texas at Austin, 1995-2001
- Assistant Professor, Department of Communication, University of South Alabama, 1994-1995
- Graduate Teaching/Research Assistant, Department of Communication, Arizona State University, 1991-1994
- Part-Time Instructor, Department of Communication, Glendale Community College, 1992
- Graduate Teaching Assistant, Department of Speech Communication, San Diego State University, 1989-1991

Select Honors/Awards

- Outstanding Edited Book Award from the Organizational Communication Division of the National Communication Association (NCA), 2017
- Outstanding Special Issue (awarded as editor for issue on *Hidden Organizations* in *Management Communication Quarterly*) from National Communication Association Applied Communication Division, 2016
- Outstanding Faculty Member (as selected by doctoral students), School of Communication & Information Ph.D. Program, 2015
- Association for Business Communication Distinguished Publication in Business Communication (book award), 2014
- National Communication Association Applied Communication Division Sue DeWine Distinguished Scholarly Book Award, 2014
- Received Top Paper Award from NCA Human Communication Technology Division, 2014
- 15 Top Paper Panel Presentations at 5 International, 7 National, and 3 Regional conferences, 1994-2014
- Teacher Appreciation Award, Master's of Communication & Information Studies, 2013-2014
- Top Book Award, Organizational Communication Division of the NCA, 2013
- Department of Communication Outstanding Teaching Award, 2012-2013
- Honored with plaque for "Outstanding Performance as Ph.D. Director" by Ph.D. Faculty and Doctoral Student Association, 2011
- Department of Communication Outstanding Research Award, 2008-2009
- Advisor Runner-Up Award for Redding Dissertation of the Year (Inho Cho), 2009
- School of Communication, Information and Library Studies Outstanding Service Award, 2007-2008
- Department of Communication Outstanding Service Award, 2007
- Member of championship SCILS Bowl team, 2007
- Advisor Award for Crowell Dissertation of the Year (Steve Rains), 2006
- Named Fellow to the Houston Harte Centennial Professorship in Communication, 2006
- Advisor Award for Redding Dissertation of the Year (Scott D'Urso), 2005
- Received "Honorable Mention" in UT Innovative Instructional Technology Contest, 2001, 2003, 2004
- "Article of the Year" by NCA Organizational Communication Division, 1999
- Received Top Paper Award from NCA Group Communication Division, 1999
- Received Top Paper Award from NCA Organizational Communication Division, 1999
- "Article of the Year" by NCA Communication Apprehension & Avoidance Unit, 1997
- Received Top Paper Award from International Communication Association (ICA) Communication and Technology Division, 1997
- Received ICA Communication & Technology Division's Dissertation of the Year, 1995
- Regis College: Commencement Speaker, 1989; Man of the Year, 1987-88, 1988-89
- Wall Street Journal & Ivy Lee awards for top student in business & public relations, 1989
- Numerous forensic awards for public speaking, including Top 20 overall individual rankings nationally - 1988, 1989

Research Focus

My training is primarily in the area of organizational communication. I study anonymity and identification in organizations and related communication contexts, with a special emphasis on hidden organizations—those where the identity of the organization and/or its members is communicatively concealed from key others (https://www.youtube.com/watch?v=rFpzSjBopms).

Research Publications – Books and Edited Projects

Scott, C. R., & Lewis, L., editors-in-chief (2017). *International Encyclopedia of Organizational Communication* (Vols. 1-4). New York: Wiley-Blackwell.
   [NCA Organizational Communication Division Outstanding Edited Book Award, 2017]
Scott, C. R., guest editor (2015). Special issue of *Management Communication Quarterly* on "Hidden Organizations" (Vol. 29, Issue 4).
        [NCA Applied Communication Division Outstanding Special Issue Award, 2016]
Scott, C. R. (2013). *Anonymous Agencies, Backstreet Businesses, and Covert Collectives: Rethinking Organizations in the 21st Century.* Stanford, CA: Stanford University Press.
            [NCA Organizational Communication Division Top Book Award, 2013]
         [Association for Business Communication Distinguished Publication, 2014]
   [NCA Applied Communication Division Sue DeWine Distinguished Book Award, 2014]
          [Reviewed by Godfrey, P. (2014). *Administrative Science Quarterly, 59*(3), NP23-25.]
          [Reviewed by Hansen, H. K., & Schoeneborn, D. (2015). *Organization, 22,* 281-283.]

Research Publications – Peer-Reviewed Articles

Kim, H., Gibbs, J. L., & Scott, C. R. (in press). Unpacking organizational awareness: scale development and empirical examinations in the context of distributed knowledge sharing. *Journal of Applied Communication Research.*
Scott, C. R., & Sahay, S. (2018). Hide and *don't* seek: Analyzing strategies for concealing organizations and their members. *Atlantic Journal of Communication, 26*(3), 131-148.
Dwyer, M., Sahay, S., Scott, C. R., Dadlani, P. T., & McKinley, E. (2018). Technologies of concealment: Appropriateness, effectiveness, and motivations for hiding organizational identity. *Western Journal of Communication, 82,* 194-216.
Kim, H., & Scott, C. R. (2018). Going anonymous: Uses and perceptions of anonymous social media in an IT organization. *The Proceedings of the 9th International Conference on Social Media & Society.* New York, NY: ACM Press.
Sahay, S., Dwyer, M., Scott, C. R., Dadlani, P. T., & McKinley, E. (2017). Organizations in hiding: Appropriateness, effectiveness, and motivations for concealment. *Electronic Journal of Communication, 27*(1). Available at http://www.cios.org/opngetabsfromtoc/IBFAG.E53@.
Choi, E., Scott, C. R., & Shah, C. (2013). Effects of user identity information on key answer outcomes in social Q&A. *Proceedings of iConference 2013.* Fort Worth, TX.
Scott, C. R., Rains, S. A., & Haseki, M. (2011). Anonymous communication: Unmasking findings across fields. In C. Salmon (Ed.), *Communication yearbook* (vol. 35, pp. 299-342). New York: Routledge.

(Research Publications – Peer-Reviewed Articles, continued)

Scott, C. R., & Stephens, K. K. (2009). It depends on who you're talking to…: Predictors and outcomes of situated measures of organizational identification. *Western Journal of Communication, 73,* 370-394.

Qian, H., & Scott, C. R. (2007). Anonymity and self-disclosure on weblogs. *Journal of Computer-Mediated Communication, 12*, 1428-1451.

Scott, C. R. (2007). Communication and Social Identity Theory: Existing and potential linkages in organizational identification research. *Communication Studies, 58,* 123-138.

Rains, S. A., & Scott, C. R. (2007). To identify or not to identify: A theoretical model of receiver responses to anonymous communication. *Communication Theory, 17*, 61-91.

Timmerman, C. E., & Scott, C. R. (2006). Virtually working: Communicative and structural predictors of media use and key outcomes in virtual work teams. *Communication Monographs, 73,* 108-136.

Scott, C. R., & Timmerman, C. E. (2005). Relating computer, communication, and computer-mediated communication apprehensions to new communication technology use in the workplace. *Communication Research, 32,* 683-725.

Scott, C. R., & Rains, S. A. (2005). Anonymous communication in organizations: Assessing use and appropriateness. *Management Communication Quarterly, 19,* 157-197.

Scott, C. R. (2005). Anonymity in applied communication research: Tensions between IRBs, researchers, and human subjects. *Journal of Applied Communication Research, 33,* 242-257. **[in NCA Applied Communication Division Special Award-Winning Issue]**

Scott, C. R. (1999). The impact of physical and discursive anonymity on group members' multiple identifications during computer-supported decision making. *Western Journal of Communication, 63,* 456-487.

Scott, C. R., Shaw, S. P., Timmerman, C. E., Frank, V., & Quinn, L. (1999). Using communication audits to teach students and employees organizational communication. *Business Communication Quarterly, 62,* 53-70.

Scott, C. R., & Timmerman, C. E. (1999). Communication technology use and multiple workplace identifications among organizational teleworkers with varied degrees of virtuality. *IEEE Transactions on Professional Communication, 42,* 240-260.

Scott, C. R., & Fontenot, J. (1999). Multiple identifications during team meetings: A comparison of conventional and computer-supported interactions. *Communication Reports, 12,* 91-100.

Scott, C. R., Quinn, L., Timmerman, C. E., & Garrett, D. (1999). Ironic uses of group communication technology: Evidence from meeting transcripts and interviews with group decision support system users. *Communication Quarterly, 46,* 353-374.

Scott, C. R., Connaughton, S. L., Diaz-Saenz, H., Maguire, K., Ramirez, R., Richardson, B., Shaw, S. P., & Morgan, D. (1999). The impacts of communication and multiple identifications on intent to leave: A multi-methodological exploration. *Management Communication Quarterly, 12,* 400-435.

Anonymous [Author is Scott, C. R.] (1998). To reveal or not to reveal: A theoretical model of anonymous communication. *Communication Theory, 8,* 381-407.

(Research Publications – Peer-Reviewed Articles, continued)

Scott, C. R., Corman, S. R., & Cheney, G. (1998). Development of a structurational model of identification in the organization. *Communication Theory, 8,* 298-336.
> **[NCA Organizational Communication Division Article of the Year]**
> **[Reprinted in L. Putnam & K. Krone, eds. (2006).** *Organizational*
> *Communication* **(Vol. 3). Thousand Oaks, CA: Sage.]**

Scott, C. R. (1997). Identification with multiple targets in a geographically dispersed organization. *Management Communication Quarterly, 10,* 491-522.

Scott, C. R., & Rockwell, S. C. (1997). The effect of communication, writing, and technology apprehension on likelihood to use new communication technologies. *Communication Education, 46,* 44-62.
> **[NCA Communication Apprehension and Avoidance Commission Article of the Year]**

Scott, C. R., & Easton, A. (1996). Examining equality of influence in group decision support system interaction. *Small Group Research, 27,* 360-382.

Scott, C. R., & Birkholt, M. J. (1996). A content analysis of judges' decision making in the forensic context. *National Forensic Journal, 14,* 1-22.

Lan, Z., & Scott, C. R. (1996). The relative importance of computer-mediated information versus conventional non-computer-mediated information in public managerial decision making. *Information Resource Management Journal, 9,* 27-37.

Miller, K. I., Scott, C. R., Stage, C., & Birkholt, M. J. (1995). Communication and coordination in an interorganizational system: Service provision for the urban homeless. *Communication Research, 22,* 679-699.

Miller, K. I., Birkholt, M. J., Scott, C. R., & Stage, C. (1995). Empathy and burnout in human service work: An extension of a communication model. *Communication Research, 22,* 123-147.

Corman, S. R., & Scott, C. R. (1994). Perceived networks, activity foci, and observable communication in social collectives. *Communication Theory, 4,* 171-190.
> **[Reprinted in L. Putnam & K. Krone, eds. (2006).** *Organizational*
> *Communication* **(Vol. 2). Thousand Oaks, CA: Sage.]**

Corman, S. R., & Scott, C. R. (1994). A synchronous digital signal processing method for detecting face-to-face organizational communication behavior. *Social Networks, 16,* 163-179.

Leach, W., Scott, C., & Stevens, M. (1991). Communication competence and relational satisfaction: Looking for the link. *Proceedings of the Interpersonal Communication Division of the Western States Communication Association*. Phoenix, AZ.

Research Publications – Non Peer-Reviewed (Invited) Journal Articles

Scott, C. R., & Choi, S. Y. (2017). Top secret from the bottom up: Message classifications by non-state organizations and their members. *Corporate Communications, 22,* 556-561.

Scott, C. R. (2015). Bringing hidden organizations out of the shadows: Introduction to the special issue. *Management Communication Quarterly, 29,* 503-511.

Scott, C. R. (2009). A whole-hearted effort to get it half right: Predicting the future of communication technology scholarship. *Journal of Computer-Mediated Communication, 14,* 753-757.

(Research Publications – Non Peer-Reviewed (Invited) Journal Articles, continued)

Scott, C. R. (2001). Establishing and maintaining customer loyalty and employee identification in the New Economy: A communicative response. *Management Communication Quarterly, 14,* 629-636.

Research Publications – Book Chapters

Scott, C. R. (forthcoming 2019). Identity and identification. In A. M. Nicotera (Ed.), *Origins and traditions of organizational communication: A comprehensive introduction to the field.*

Scott, C. R. (forthcoming 2019). Dark behaviors and shadowy places: Bullying, abuse, and harassment as linked to hidden organizations. In P. D'Cruz, E. Noronha, L. Keashly, and S. Tye-Williams (Eds.), Handbooks of workplace bullying, emotional abuse and harassment: Special topic and particular occupations, professions and sectors.

Scott, C. R., & Kang, K. (2017). Invisible domains and unexplored terrains: A multi-level view of (in)appropriately hidden organizations. In P. Salem and C. E. Timmerman (Eds.), *Transformative practice and research in organizational communication* (pp. 43-61). Hershey, PA: IGI Global.

Haseki, M., & Scott, C. R. (2017). Communication and identity management by New York City's immigrant women entrepreneurs. In J. Fyke, J. Faris, & P. M Buzzanell (Eds.), *Stretching boundaries: Cases in organizational and managerial communication* (pp. 149-155). New York: Routledge.

Scott, C. R., & Haseki, M. (2015). Communication, visibility, and the informal economy: A framework for future research. In P. Godfrey (Ed.), *Management, society, and the informal economy* (pp. 42-59). New York: Routledge.

Scott, C. R., & Timmerman, C. E. (2013). Communicative changes associated with repeated use of electronic meeting systems for decision-making tasks. In E. Nikoi & K. Boateng (Eds.), *Collaborative communication processes and decision making in organizations* (pp. 1-24). Hershey, PA: IGI-Global.

Scott, C. R. (2013). Hidden organizations and reputation. In C. E. Carroll (Ed.), *The handbook of communication and corporate reputation* (pp. 545-558). Oxford, UK: Wiley-Blackwell.

D'Urso, S. C., & Scott, C. R. (2011). Engaging the digitally engaged student: Comparing mediated communication use and effects. In S. P. Ferris (Ed.), *Teaching and learning with the Net generation: Concepts and tools for reaching digital learners* (pp. 150-170). Hershey, PA: IGI Global.

Scott, C. R., Youn, H., & Bonanno, G. (2011). Mobile communication policies in the workplace: An assessment of U.S. state governments. In J. E. Katz (Ed.), *Mobile communication: Dimensions of social policy* (pp. 157-175). New Brunswick, NJ: Transaction.

Gibbs, J. L., Scott, C. R., Kim, Y. H., & Lee, S. K. (2010). Examining tensions in telework policies. In S. D. Long (Ed.), *Communication, relationships, and practices in virtual work* (pp. 1-25). Hershey, PA: IGI-Global.

Scott, C. R., Lewis, L. K., & D'Urso, S. C. (2010). Getting on the "E" list: Email list use in a community of service provider organizations for people experiencing homelessness. In L. Shedletsky & J. E. Aitken (Eds.), *Cases on online discussion and interaction: Experiences and outcomes* (pp. 334-350). Hershey, PA: IGI-Global.

(Research Publications – Book Chapters, cont.)

Scott, C. R., Lewis, L. K., Davis, J. D., & D'Urso, S. C. (2009). Finding a home for communication technologies. In J. Keyton & P. Shockley-Zalabak (Eds.), *Case studies for organizational communication: Understanding communication processes (*2ⁿᵈ ed.*, pp. 83-88). New York: Oxford University.

Rains, S. A., & Scott, C. R. (2005). Virtual teams in the traditional classroom: Lessons on new communication technologies and training. In S. P. Ferris & S. Godar (Eds.), *Teaching and learning with virtual teams* (pp. 268-292). Hershey, PA: Idea Group.

"Bronco" a.k.a. Scott, C. R. (2004). Benefits and drawbacks of anonymous online communication: Legal challenges and communicative recommendations. In S. Drucker (Ed.), *Free speech yearbook (vol. 41,* pp. 127-141*). Washington, DC: National Communication Association.

Scott, C. R. (2003). New communication technologies and teams. In R. Y. Hirokawa, R. S. Cathcart, L. A. Samovar, & L. D. Henman (Eds.), *Small group communication theory and practice: An anthology* (8ᵗʰ ed., pp. 134-147). Los Angeles, CA: Roxbury.

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). New York: Guilford.

Scott, C. R. (1999). Communication technology and group communication. In L. R. Frey (Ed.), D. S. Gouran, & M. S. Poole (Assoc. Eds.), *The handbook of group communication theory & research* (pp. 432-472). Thousand Oaks, CA: Sage.
                      [in NCA Group Communication Division's Book of the Year]

Research Publications – Encyclopedia Entries, Reviews, and Other

Scott, C. R., Haseki, M., & Kang, K. K. (2017). Anonymous organizational communication. In C. R. Scott & L. K. Lewis (Eds.), *International Encyclopedia of Organizational Communication.* Wiley-Blackwell.
                [in NCA Organizational Communication Division's Edited Book of the Year]

Scott, C. R. (2016). Anonymity and privacy. In C. E. Carroll (Ed.), *SAGE Encyclopedia of Corporate Reputation* (pp. 35-37). Thousand Oaks, CA: Sage.

Scott, C. R. (2009). Review: *Organizations: Management Without Control* (Sage), by Howard P. Greenwald. *Organization, 16,* 921-924.

Scott, C. R. (2008). Meeting technologies. In W. Donsbach (Ed.), *The International Encyclopedia of Communication* (Vol. 7, pp. 3062-3066). Oxford, UK: Wiley-Blackwell. *[Revised, 2009]*

Scott, C. R. (2004). Voices from the field: Virtually identified. In G. Cheney, L. T. Christensen, T. E. Zorn, Jr., & S. Ganesh (Eds.), *Organizational communication in an age of globalization: Issues, reflections, practices* (Box 5.2: p. 113). Prospect Heights, IL: Waveland Press. *[Revised, 2009]*

Work Under Review and in Preparation

- Manuscript about anonymous social media under review and looking for additional data gathering on a related project (with Kim)
- Writing manuscript on anonymous whistleblowing based on media content of recent case (with Richardson)
- Working on conference papers linking hidden and proxy organizations to climate science denial and election interference (with Kang and others)
- Identity and invisibility in hidden collectives: A multi-level perspective. Manuscript being revised for submission (with Kang)
- Preparing paper on anonymity and privacy literacies for submission (with Choi)
- Revising paper on identification among immigrant entrepreneurs for special issue (with Haseki)

Research-Based Professional Assessment Reports/Presentations

- "Fiscal Management Division: Cross-Divisional Communication Audit." With N. Laster, J. Cho, K. Wilson, & A. McDonald. March 2006 (63 pages).
- "TG Communication Assessment Final Report." With S. Webster, J. Davis, M. Isbell, & A. Porter. April, 2006 (101 pages + 9 page separate executive summary).
- "Texas Department of Housing and Community Affairs Cross-Divisional Communication Audit." With M. Koschmann, M. Moode, D. Inman, & E. Crecente. May, 2006 (55 pages).
- "Final Report on the Communication Assessment at Summit Academy." With F. Gomez, D. Cortez, E. Bessarabova, N. Sripinich, A. Juarez, & S. Leiseca. February, 2004 (74 pages).
- "Communication Assessment Final Report: Austin Humane Society." With I. Cho, J. Long, P. Kelly, & T. Beasley. March, 2004 (74 pages).
- "Communication Assessment Final Report: Any Baby Can Child and Family Resource Center." With S. Rains, S. Soy, J. Charland, B. Corbin, & D. Wilson. February, 2002 (69 pages).
- "Communication Assessment Final Report: SafePlace." With K. Stephens, D. Hudson, A. Young, P. Malone, & M. Canedy. February, 2002 (72 pages).
- "Communication Assessment of Austin Arts Commission and Cultural Contracts Program: Final Report to City Auditor." With K. Weir, S. D'Urso, D. Moreland, R. Bentley, and D. Mangis. March, 2002 (41 pages plus a 65 page appendix of field notes). Portions of report included in larger assessment report given to Austin City Council.
- "UT-ITESM Facilitator/Designer Skills Self-Assessment." Edited summary of results from an online meeting I facilitated. June, 2001 (44 pages).
- "Communication Assessment Final Report: Texas Alcohol and Beverage Commission." With K. M. Cornetto, B. Forster, A. M. Greer, D. S. Marlowe, & G. Tumlin. February, 2000 (75 pages).
- "Communication Assessment Final Report: Texas Department of Agriculture." With C. Kulp, A. Schmisseur, A. Diers, C. Bailey, & T. Wells. February, 2000 (71 pages).
- "Communication with Frontline Employees: Best Practices and Recommendations." Co-produced with Pat Witherspoon. Summer, 1998 (15-page PowerPoint presentation/handout).

(Research-Based Professional Assessment Reports/Presentations, continued)

- "Communication Assessment Final Report: Employees Retirement System of Texas." With S. Connaughton, H. Diaz-Saenz, K. Maguire, D. Morgan, R. Ramirez, B. Richardson, & R. P. Shaw. February, 1998 (41 pages).
- "Communication Assessment Pilot Study Final Report: Employees Retirement System of Texas." With R. P. Shaw, E. Timmerman, V. Frank, L. Quinn, and R. Webb. Spring, 1997 (45 pages).

Conference Presentations [*Competitively Selected Paper]

*Scott, C. R., & Richardson, B. H. (2019, January). Exposing secrets and secret identities: Tensions surrounding anonymous whistleblowing. Presentation made at *Exposing Secrets: The Past, Present and Future of U.S. National Security Whistleblowing and Government Secrecy* conference, London, UK.

*Scott, C. R. (2018, November). Hidden organizations and covert propaganda: A case analysis of the Internet Research Agency. Paper presented the annual meeting of the National Communication Association, Salt Lake City, UT.

*Kim, H., & Scott, C. R. (2018, November). Management communication, workplace freedom of speech, and the use of anonymous social media amid organizational change. Paper presented the annual meeting of the National Communication Association, Salt Lake City, UT.

*Kim, H., & Scott, C. R. (2018, July). Going anonymous: Uses and perceptions of anonymous social media in an IT organization. Paper presented at the 9th International Conference on Social Media & Society, Copenhagen, Denmark.

*Scott, C. R. (2018, May). Dark communication and shadowy places: Bullying, abuse, and harassment as linked in four key ways to hidden organizations. Paper presented at the annual convention of the International Communication Association, Prague, Czech Republic.

Scott, C. R. (2017, November). Legacy and relevance in organizational communication: Insights from 20th century "Article of the Year" authors. Presentation made at the annual convention of the National Communication Association, Dallas, TX.

*Scott, C. R., & Choi, S. (2017, July). Top secret, bottom up: Thoughts on message classifications in non-state organizations. Paper presented at the annual convention of the European Group for Organizational Studies, Copenhagen, Denmark.

Scott, C. R. (2017, May). What counts as organizational communication: Insights from a special journal issue and encyclopedia editor. Presentation made at the annual convention of the International Communication Association, San Diego, CA.

*Haseki, M., Gailliard, B., & Scott, C. R. (2017, May). Communicatively managing multiple, intersecting identities as revealed in the voices of immigrant women entrepreneurs. Paper presented at the annual convention of the International Communication Association, San Diego, CA.

*Scott, C. R., & Choi, S. (2016, November). Privacy and anonymity literacies for digital media users. Paper presented at the annual convention of the National Communication Association, Philadelphia, PA.

(Conference Presentations [*Competitively Selected Paper], continued)

*Scott, C. R., & Kang, K. (2016, November). Identity and invisibility in hidden groups: A multi-level perspective. Paper presented at the annual convention of the National Communication Association, Philadelphia, PA.

Scott, C. R. (2016, November). Technology, networks, and visibility in organizations. Panel presentation made at annual convention of the National Communication Association, Philadelphia, PA.

*Scott, C.R., & Kang, K. (2016, February). Invisible domains and unexplored terrains: A multi-level view of hidden organizations. Paper presented at the Organizational Communication Traditions, Transitions, and Transformations Conference, Austin, TX.

*Scott, C. R. & Kang, K. (2016, February). Appropriately anonymous organizations in an age of transparency. Paper presented at the annual convention of the Western States Communication Association, San Diego, CA.

*Scott, C. R., Dwyer, M., Sahay, S., Dadlani, P. T., & McKinley, E. (2014, November). *Organizations in hiding: Appropriateness, effectiveness, and motivations for concealment*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.
                     [Top Paper Panel in Organizational Communication]

*Scott, C. R., Dadlani, P. T., Dwyer, M., Sahay, S., & McKinley, E. (2014, November). *Technologies of concealment: Appropriateness, effectiveness, and motivations for hiding identity*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.
                     [Top Paper in Human Communication & Technology]

Scott, C. R. (2014, November). The presence of our future(s): Reflections and suggestions on negotiating the academic job market. Panel presentation made at the annual convention of the National Communication Association, Chicago, IL.

Shoemaker, D., & Scott, C. R. (2014, November). Germinal impressions: (Almost) 100 key ideas from the last 100 years in (almost) 100 minutes. Performance made at annual convention of the National Communication Association, Chicago, IL.

Scott, C. R. (2014, May). *Organizational communication and the informal economy (IE): Potential questions, proposed framework, and practical considerations.* Presentation made at inaugural Summit on the Informal Economy, Chicago, IL.

*Scott, C. R., & Sahay, S. (2013, November). *Hide and don't seek: Analyzing strategies for concealing organizations and their members.* Paper presented at the annual convention of the National Communication Association, Washington, DC.

Scott, C. R. (2013, November). Connections across time: Examining the ongoing relationships of doctoral advisors and (former) advisees in organizational communication. Panel presentation made at the annual convention of the National Communication Association, Washington, DC.

Scott, C. R. (2013, November). Connecting as co-authors: Negotiating the collaborative relationship with advisors, students, and colleagues. Panel presentation made at the annual convention of the National Communication Association, Washington, DC.

Scott, C. R. (2013, October). *From what we know to what we seek to know: An open fishbowl about identity and the Internet.* Opening presentation as part of an open fishbowl session at annual convention of the Association of Internet Researchers, Denver, CO.

(Conference Presentations [*Competitively Selected Paper], continued)

*Choi, E., Scott, C. R., & Shah, C**. (2013, February). *Effects of user identity information on key answer outcomes in social Q&A.* Presented at the annual iConference, Fort Worth, TX.

*Scott, C. R., & Choi, S. W. (2012, November). *Anonymity norms in corporate blogs: Relating commenter identity to comment characteristics.* Paper presented at the annual convention of the National Communication Association, Orlando, FL.

Scott, C. R. (2012, November). *Organizational and individual identity management in anonymous collectives: Strategies of concealment.* Paper presented as part of a panel at the annual convention of the National Communication Association, Orlando, FL.

Scott, C. R. (2012, November). *The role of organizational communication in the reputation development of hidden organizations.* Panel presentation made at the annual convention of the National Communication Association, Orlando, FL.

Scott, C. R. (2012, August). *Backstreet businesses, covert collectives, and beyond: Unmasking hidden organizations.* Presented as member of a symposium panel sponsored by three divisions at the annual convention of the Academy of Management, Boston, MA.

*Scott, C.R. (2012, May). *Unmasking hidden organizations: A call to expand our thinking.* Paper presented at the annual convention of the International Communication Association, Phoenix, AZ.

Scott, C. R. (2011, November). *Communicating and concealing identity in shaded, shadowed, and dark organizations.* Presented as member of panel at the annual convention of the National Communication Association, New Orleans, LA.

*Scott, C. R. (2011, May). *Anonymous agencies, backstreet businesses, and other covert collectives: Toward a communication-based expansion of organizational types.* Paper presented at the annual convention of the International Communication Association, Boston, MA.

*Cho, I., & Scott, C. R. (2011, May). *Abandonment issues: Toward a typology and model of ICT discontinuance in organizations.* Paper presented at the annual convention of the International Communication Association, Boston, MA.

*Li, Z., & Scott, C. R. (2011, May). *Anonymous communication and organizational impression management tactics on corporate blogs.* Paper presented at the annual convention of the International Communication Association, Boston, MA.

*Scott, C. R., Rains, S. A., & Haseki, M. (2010, November). *Anonymous CMC: Unmasking the research findings.* Paper presented at the annual convention of the National Communication Association, San Francisco, CA.

*Gibbs, J. L., Scott, C. R., Kim, Y. H., & Lee, S. K. (2010, June). *Examining tensions in telework policies.* Paper presented at the annual convention of the International Communication Association, Singapore (Paper also presented at the annual convention of the National Communication Association, San Francisco, CA as part of invited panel, November, 2010).

*Scott, C. R., Youn, H., & Bonanno, G. (2009, October). *Mobile communication policies in the workplace: A preliminary assessment of U.S. state governments.* Paper presented at the Mobile Communication and Social Policy conference, New Brunswick, NJ.

(Conference Presentations [*Competitively Selected Paper], continued)

*D'Urso, S. C., & Scott, C. R. (2009, October). *Digital divides within and between organizations: A longitudinal study of access, currency, and organizational fairness related to new media in the workplace.* Paper presented at the annual convention of the Association of Internet Researchers, Milwaukee, WI.

*Scott, C. R., & Choi, S. (2009, May). *Communication policies in the workplace: Tensions surrounding identifiability and anonymity of technology users.* Paper presented at the annual convention of the International Communication Association, Chicago, IL.
                                         [Top Paper Panel in Organizational Communication]

Scott, C. R. (2009, May). *Anonymity in organizational communication.* Member of special Keyword panel at the annual convention of the International Communication Association, Chicago, IL.

*Lewis, L. K., Scott, C. R., D'Urso, S. C., & Davis, J. D. (2008, November). *Development of collaborative communication: A case study of an interorganizational network.* Paper presented at the annual convention of the National Communication Association, San Diego, CA.

Scott, C. R., & Lee, S. (2008, November). *The significant over-reliance on statistical significance testing in communication research.* Roundtable panelist and position statement presented at the annual convention of the National Communication Association, San Diego, CA.

*Scott, C. R. (2008, May). *All we need is a motive: Examining the appropriateness of various motivations for anonymous communication in the workplace.* Paper presented at the annual convention of the International Communication Association, Montreal, Canada.

*Scott, C. R. (2007, November). *Of God-terms and heresies: Why organizational communication should reconsider its faith in statistical significance.* Paper presented at the annual convention of the National Communication Association, Chicago, IL.
                                         [Top Paper Panel in Organizational Communication]

Scott, C. R. (2007, November). *Conversations with leading scholars: The past, present and future research of human communication and technology.* Roundtable panelist and position statement presented at the annual convention of the National Communication Association, 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.* Paper presented at the annual convention of the International Communication Association, San Francisco, CA.

*Fontenot, J. C., & Scott, C. R. (2007, May). *Toward a communication-based measure of organizational identification: Development and validation of the C-OI.* Paper presented at the annual convention of the International Communication Association, San Francisco, CA.

*Qian, H., & Scott, C. R. (2007, May). *Anonymity and self-disclosure on weblogs.* Paper presented at the annual convention of the International Communication Association, San Francisco, CA.

*Scott, C. R., & Bonito, J. (2006, November). *Anonymity and participation in online groups: Comparing anonymous, pseudonymous, and named conditions among co-located and remote members.* Paper presented at the annual convention of the National Communication Association, San Antonio, TX.

(Conference Presentations [*Competitively Selected Paper], continued)

Cho, I., & Scott, C. R. (2006, June). *Comparing the "To:" and "Cc:" networks of workplace email users during crisis.* Presentation at the annual convention of the International Communication Association, Dresden, Germany.

*Bonito, J. A., & Scott, C. R. (2006, June). *Participation in online groups: Comparing anonymous, pseudonymous, and named conditions.* Paper presented at the annual convention of the International Communication Association, Dresden, Germany.

*Rains, S. A., & Scott, C. R. (2006, June). *To identify or not to identify: A theoretical model of receiver responses to anonymous communication.* Paper presented at the annual convention of the International Communication Association, Dresden, Germany.

*Scott, C. R., Lewis, L. K., & D'Urso, S. C. (2005, November). *Sowing the seeds of interorganizational collaboration: A case study of listserv use in a community of homeless service providers.* Paper presented to the annual convention of the National Communication Association, Boston, MA.

*Scott, C. R., & D'Urso, S. C. (2005, October). *Comparing students in traditional and online courses: Communication technology use and the effects on student learning.* Paper presented to the annual convention of the Association of Internet Researchers, Chicago, IL.

*Markman, K. M., & Scott, C. R. (2005, October). *Who do you think I am? Comparing sender and receiver perceptions of email identifiability.* Paper presented to the annual convention of the Association of Internet Researchers, Chicago, IL.

*Scott, C. R., & Stephens, K. K. (2005, May). *It depends on who you're talking to…: Predictors and outcomes of situated measures of organizational identification.* Paper presented to the annual convention of the International Communication Association, New York, NY.
                                        [Top Paper Panel in Organizational Communication]

*Markman, K. M., & Scott, C. R. (2005, May). *Anonymous Internet? Questioning common perceptions of online communication by investigating email usernames.* Paper presented to the annual convention of the International Communication Association, New York, NY.

*Scott, C. R., & Timmerman, C. E. (2004, November). *The effects of communication, writing, and technology apprehensions on new communication technology use in organizations: Similarities and differences across a 5-year span.* Paper presented to the annual convention of the National Communication Association, Chicago, IL.

*"Bronco" a.k.a. Scott, C. R. (2004, November). *Benefits and drawbacks of anonymous online communication: Legal challenges and communicative recommendations.* Paper presented to the annual convention of the National Communication Association, Chicago, IL.

Jarvenpaa, S., Scott, C. R., & Keller, J. (August, 2004). *Virtual team identity and organizational embeddedness.* Presentation to the annual convention of the Academy of Management, New Orleans, LA.

*Timmerman, C. E., & Scott, C. R. (2004, May). *Virtually working: Communicative and structural predictors of media use and key outcomes in virtual work teams.* Paper presented to the annual convention of the International Communication Association, New Orleans, LA.
                                        [Top Paper Panel in Organizational Communication]

*Lewis, L. K., & Scott, C. R. (2003, November). *Should we really work together? Predictors of orientation towards interorganizational collaboration.* Paper presented to the annual convention of the National Communication Association Convention, Miami Beach, FL.

(Conference Presentations [*Competitively Selected Paper], continued)

*Scott, C. R., & D'Urso, S. C. (2003, November). *Virtual teams, viable decisions? Message timing and thoroughness in online problem-solving groups.* Paper presented to the annual convention of the National Communication Association Convention, Miami Beach, FL.

Scott, C. R. (2003, August). *Expanding the link between communication and Social Identity Theory*. Paper presented to the annual convention of the Academy of Management, Seattle, WA.

*Scott, C. R., & D'Urso, S. C. (2003, May). *Digital divides within and between organizations: Toward an organizational fairness perspective on access and currency differences related to new media in the workplace.* Paper presented to the annual convention of the International Communication Association, San Diego, CA.
[Top Paper Panel in Communication and Technology]

*Fontenot, J. C., & Scott, C. R. (2003, May). Toward a communication-centered measure of organizational identification: Reconceptualization and initial scale development of the C-OI. Paper presented to the annual convention of the International Communication Association, San Diego, CA.

*Scott, C. R., & Rains, S. A. (2002, November). Anonymous communication in organizations: Assessing appropriateness, use, and adequacy. Paper presented to the annual convention of the National Communication Association, New Orleans, LA.
[Top Paper Panel in Organizational Communication]

*Scott, C. R., Weir, K. E., & Moreland, D. L. (2002, November). Communication problems in public group meetings: A case study of a politically appointed arts commission. Paper presented to the annual convention of the National Communication Association, New Orleans, LA.

Scott, C. R. (2002, November). *Organizational identification: Research in action or inaction?* Roundtable panelist at the annual convention of the National Communication Association, New Orleans, LA.

*Scott, C. R. (2002, August). *Organizational member identification during communication-based and administrative activities.* Paper presented to the annual convention of the Academy of Management, Denver, CO.

*Scott, C. R. (2001, November). *Digital divides within and between organizations: Differences in access to various technologies, key communication partners, and relevant organizational information.* Paper presented at the ICA and IAMCR Symposium on the Digital Divide, Austin, TX.

*Scott, C. R. (2001, November). *Predictors and outcomes of perceived communication privacy in organizations.* Paper presented to the annual convention of the National Communication Association, Atlanta, GA.

*Scott, C. R. (2001, November). *New communication technologies and teams: An overview.* Paper presented to the annual convention of the National Communication Association, Atlanta, GA.

*Scott, C.R. (2001, October). *Comparing traditional and hybrid online learning formats: Survey data from two large courses in communication.* Presentation to the Teaching Online in Higher Education Online Conference, http://www.ipfw.edu/as/2001tohe/Master.htm.

(Conference Presentations [*Competitively Selected Paper], continued)

Scott, C. R. (2001, May). "You've got mail" and your company is reading it: Antecedents and outcomes of perceived email privacy in the workplace.* Paper presented to the annual convention of the International Communication Association, Washington, DC.

*Scott, C. R., Cornetto, K. M., Tumlin, G., Marlowe, D. S., & Marable, A. G. (2001, May). *Multiple identifications among organizational members: Conceptualizing and testing a measure of identification congruency.* Paper presented to the annual convention of the International Communication Association, Washington, DC.

*Scott, C. R., Kulp, C., Schmisseur, A., Diers, A., Bailey, C., & Wells, T. (November, 2000). *Connecting communication and multiple identifications in the organization.* Paper presented to the annual convention of the National Communication Association, Seattle, WA.

*Cornetto, K. M., Scott, C. R., Forster, B., Greer, A. M., Marlowe, D. S., & Tumlin, G. (2000, November). *Antecedents and outcomes of role conflict and ambiguity in organizations: An exploratory investigation of communication adequacy, job satisfaction, and intent to leave.* Paper presented to the annual convention of the National Communication Association, Seattle, WA.

Scott, C. R. (November, 2000). *Facilitating group technology for nonprofit and public organizations.* Roundtable panelist to the annual convention of the National Communication Association, Seattle, WA.

Scott, C. R. (2000, May). *Web-enhanced hybrid courses: Using WebCT and streaming technologies to transform teaching.* Presentation and demonstration to the annual convention of International Communication Association, Acapulco, Mexico.

*Bennington, A.J., Carroll, C. E., Trinastich, C. E., & Scott, C. R. (2000, May). *Managing multiple targets of identification.* Paper presented to the annual convention of the International Communication Association, Acapulco, Mexico.

Fontenot, J., & Scott, C. R. (2000, May). *A meta-analysis of the organizational identification literature.* Paper presented to the annual convention of the International Communication Association, Acapulco, Mexico.

*Maguire, K. C., & Scott, C. R. (2000, May). *From the chatroom to the confessional: A cross-contextual examination of anonymous communication.* Paper presented to the annual convention of the International Communication Association, Acapulco, Mexico.

*Scott, C. R., Frank, V., Wolff, K. M., Sullivan, C., & Forster, B. (1999, November). *Communication technology use and key outcomes in groups: A comparison of site and virtual teams.* Paper presented to the annual convention of the National Communication Association, Chicago, IL.

                                        [Top Paper in Group Communication Division]

*Scott, C. R., & Carroll, C. E. (1999, November). *It's not a matter of if, but when: Exploring the model of situated identifications among members of a dispersed organization.* Paper presented to the annual convention of the National Communication Association, Chicago, IL.

                              [Top Paper in Organizational Communication Division]

(Conference Presentations [*Competitively Selected Paper], continued)

*Scott, C. R., Timmerman, C. E., Sage, D. M., & Quinn, L. (1999, November). *What makes the virtual honeymoon end?: Increases in computer and group familiarity as competing explanations for communicative changes associated with repeated interaction on a group decision support system.* Paper presented to the annual convention of the National Communication Association, Chicago, IL.

*Rapp, M. D., & Scott, C. R. (1999, November). *The effect of computer anxiety, communication apprehension, and writing apprehension on computer-mediated communication technology use.* Paper presented to the annual convention of the National Communication Association, Chicago, IL.

*Scott, C. R. (1999, August). *Using group communication technologies to support teamwork and collaboration in the classroom.* Presentation to The University of Texas System Annual Telecommunications and Information Technology Conference, Brownsville, TX.

*Scott, C. R. (1999, July). *Using WebCT and streaming audio for an online course on communication technology.* Presentation and demonstration at the National Communication Association Summer Conference on Communication and Technology, Washington, DC.

*Scott, C. R., & Timmerman, C. E. (1999, July). *Survey of group communication technology use in site and virtual teams.* Paper presented at the National Communication Association Summer Conference on Communication and Technology, Washington, DC.

*Scott, C. R., & Timmerman, C. E. (1999, May). *Communication technology use and multiple workplace identifications among various types of organizational teleworkers.* Paper presented to the annual convention of the International Communication Association, San Francisco, CA.

*Scott, C. R., Timmerman, C. E., & Quinn, L. (1999, May). *A preliminary test of competing explanations for the virtual honeymoon effect: An analysis of source attribution accuracy and attribution confidence in anonymous GDSS meetings.* Paper presented to the annual convention of the International Communication Association, San Francisco, CA.

*Scott, C. R., & Timmerman, C. E. (1999, February). *The effects of communication, writing, and technology apprehensions & technology playfulness and innovativeness on the usage of new communication technologies in organizations.* Paper presented to the annual convention of the Western States Communication Association, Vancouver, Canada.
[Top Paper Panel in Organizational Communication]

*Scott, C. R. (1999, February). *Group communication technologies (GCTs) to support organizational teams: A meeting-process model review of recent research findings.* Paper presented to the annual convention of the Western States Communication Association, Vancouver, Canada.

*Scott, C. R., Connaughton, S. L., Diaz-Saenz, H., Maguire, K., Ramirez, R., Richardson, B., Morgan, D., & Shaw, S. P. (1998, November). *The impacts of communication and multiple identifications on intent to leave: A multi-methodological exploration.* Paper presented to the annual convention of the National Communication Association, New York, NY.

(Conference Presentations [*Competitively Selected Paper], continued)

*Scott, C. R., Timmerman, E., Quinn, L, & Garrett, D. M. (1998, November). *Trying to make the virtual honeymoon last a little longer: The impact of facilitation on communicative changes associated with repeated usage of a computerized group decision support system*. Paper presented to the annual convention of the National Communication Association, New York, NY.
                                    [Top Paper Panel in Group Communication]
*Scott, C. R., Shaw, S. P., Timmerman, C. E., Frank, V., Quinn, L., & Webb, R. (1998, April). *Doing communication audits in state government organizations: Successful techniques and key issues*. Paper presented to the annual convention of the Southern States Communication Association, San Antonio, TX.
*Scott, C. R., Quinn, L., Timmerman, C. E., & Garrett, D. (1998, February). *Ironic uses of group communication technology: Evidence from meeting transcripts and interviews with group decision support system (GDSS) users*. Paper presented to the annual convention of the Western States Communication Association, Denver, CO.
                          [Top Paper Panel in Organizational Communication]
*Shaw, S. P., & Scott, C. R. (1998, February). *The organization as a source of messages in interorganizational relations: Expanding the interorganizational linkages model*. Paper presented to the annual convention of the Western States Communication Association, Denver, CO.
*Scott, C. R., Timmerman, C. E., Quinn, L., & Garrett, D. M. (1997, November). *When the virtual honeymoon ends earlier for some than others: User differences and the declining benefits associated with repeated usage of a computerized group decision support system*. Paper presented to the annual convention of the Speech Communication Association, Chicago, IL.
*Scott, C. R., & Fontenot, J. (1997, November). *Multiple identifications during team meetings: A comparison of conventional and computer-mediated interactions*. Paper presented to the annual convention of the Speech Communication Association, Chicago, IL.
*Scott, C. R., Garrett, D. M., Timmerman, C. E., & Quinn, L. (1997, May). *When the virtual honeymoon is virtually over: Declining benefits associated with repeated usage of a computerized group decision support system*. Paper presented to the annual convention of the International Communication Association, Montreal, Canada.
                    [Top Paper in Communication and Technology Division]
*Corman, S. R., Stage, C. W., & Scott, C. R. (1997, May). *Communication-related activity systems: An empirical description and computational organization model of activity foci in a grocery store chain*. Paper presented to the annual convention of the International Communication Association, Montreal, Canada.
*Scott, C. R. (1996, November). *Identification during varied organizational activities: Exploring a situated action view of identification at work*. Paper presented to the annual convention of the Speech Communication Association, San Diego, CA.
Scott, C. R. (1996, November). *Using group decision support systems for control design and assessment in the organization*. Paper presented to the annual convention of the Speech Communication Association, San Diego, CA.

(Conference Presentations [*Competitively Selected Paper], continued)

Scott, C. R. (1996, November). *Utilizing group decision support systems in the small group communication course curriculum.* Paper presented to the annual convention of the Speech Communication Association, San Diego, CA.

*Scott, C. R. (1995, November). *Development and application of a coding scheme for classifying expressions of identification, disidentification, and nonidentification during interaction.* Paper presented to the annual convention of the Speech Communication Association, San Antonio, TX.

*Scott, C. R. (1995, November). *Self reports and expressions of identification among organizational groups using a group decision support system.* Paper presented to the annual convention of the Speech Communication Association, San Antonio, TX.

*Scott, C. R. (1995, May). *A partial test of the identity regions model of organizational communication.* Paper presented to the annual convention of the International Communication Association, Albuquerque, NM.

*Scott, C. R. (1995, May). *Group decision support systems and organizational identification: The effects of anonymity and facilitation.* Paper presented to the annual convention of the International Communication Association, Albuquerque, NM.

*Scott, C. R., & Corman, S. R. (1994, November). *Toward a situated action theory of identification shifts in the organization.* Paper presented to the annual convention of the Speech Communication Association, New Orleans.

*Miller, K. I., Birkholt, M. J., Scott, C. R., & Stage, C. (1994, November). *Communication and burnout in human service work: The role of job involvement.* Paper presented to the annual convention of the Speech Communication Association, New Orleans.

*Scott, C. R. (1994, February). *A rationale for declining benefits associated with repeated usage of group decision support systems for organizational decision making.* Paper presented to the annual convention of the Western States Communication Association, San Jose, CA.
                                     [Top Paper Panel in Organizational Communication]

*Scott, C. R. (1994, February). *Toward a model of professionalization, cohesiveness, and decision outcomes in health care teams.* Paper presented to the annual convention of the Western States Communication Association, San Jose, CA.

*Scott, C. R. (1993, November). *Displaced, disjointed, and decontextualized: An examination of GDSS conversations.* Paper presented to the annual convention of the Speech Communication Association, Miami Beach, FL.

*Scott, C. R. (1993, November). *Efficiency and effectiveness in a group decision support system (GDSS) meeting.* Paper presented to the annual convention of the Speech Communication Association, Miami Beach, FL.

Scott, C. R., & Birkholt, M. J. (1993, November). *A content analysis of judges' decision making in the forensic context.* Paper presented to the annual convention of the Speech Communication Association, Miami Beach, FL.

*Scott, C. R. (1993, May). *Individual level differences as an explanation for variations between computer-supported and face-to-face group interaction.* Paper presented to the annual convention of the International Communication Association, Washington, DC.

*Scott, C. R., Hellweg, S. A., & Merrill, T. (1993, May). *Measuring organizational climate: A review of present instruments and future needs.* Paper presented to the annual convention of the International Communication Association, Washington, DC.

(Conference Presentations [*Competitively Selected Paper], continued)

*Scott, C. R. (1993, April). *Toward a process model of particular climate openness*. Paper presented at West Coast Graduate Student Conference, Santa Barbara, CA.

*Scott, C. R., & Lan, Z. (1993, February). *Computer based information sources and problem structure/risk in organizational decision making*. Paper presented to the annual convention of the Western States Communication Association, Albuquerque, NM.

*Scott, C. R. (February, 1993). *A reformulation of the strength of weak ties theory*. Paper presented to the annual convention of the Western States Communication Association, Albuquerque, NM.

*Scott, C. R. (1992, November). *Communicative influence strategies in a group decision support system meeting*. Paper presented to the annual convention of the Speech Communication Association, Chicago, IL.

Scott, C. R., & Birkholt, M. J. (1992, November). *Present and future of forensics in the research oriented communication department*. Paper presented to the annual convention of the Speech Communication Association, Chicago, IL.

*Scott, C. R. (1992, May). *An examination of perceived influence and process, role, and outcome satisfaction in a group decision support system meeting*. Paper presented to the annual convention of the International Communication Association, Miami, FL.

Scott, C. R. (1992, February). *Using the GDSS as an educational tool for small group communication courses*. Paper presented to the annual convention of the Western States Communication Association, Boise, ID.

*Scott, C. R. (1991, February). *A proposed examination of member differences in GDSS meetings*. Paper presented at ASU Masters Research Conference, Tempe, AZ.

*Kanter, E., & Scott, C. (1991, February). *District bias at the AFA-NIET: An examination of the host district and blind coding*. Paper presented to the annual convention of the Western States Communication Association, Phoenix, AZ.

*Leach, W., Scott, C., & Stevens, M. (1991, February). *Communication competence and relational satisfaction: Looking for the link*. Paper presented at Western States Communication Association, Phoenix, AZ.

*Scott, C. (1990, August). *The overemphasis on topic originality in public address events: Examination of the trend and potential solutions*. Paper presented at Second Developmental Conference on Individual Events, Denver, CO.

Invited Presentations at Other Universities

Arizona State University, 2017
Copenhagen Business School, 2017
Copenhagen Business School, 2014
Aarhus University, 2014
San Diego State University, 2014

Conference Panel Respondent/Facilitator/Chair/Organizer

- "On the Rebound: Bouncing Around Narratives and Identifying with Controversial Organizations." Respondent and acting chair at 2018 National Communication Association, Salt Lake City, UT.
- "Communication and (in)Visibility Management." Co-organizer for Blue Sky session at 2018 International Communication Association, Prague, Czech Republic.
- "Organizing and Multiple Levels and Types of Identities." Respondent at 2018 International Communication Association, Prague, Czech Republic.
- "Legacy and Relevance in Organizational Communication: Insights from 20th Century 'Article of the Year' Authors." Organizer and chair for panel at 2017 National Communication Association, Dallas, TX.
- "Applied Research in Multiple Organizational and Workplace Contexts." Respondent at 2017 National Communication Association, Dallas, TX.
- "Organizational Secrecy." Discussant for opening session of track at the 2017 European Group for Organizational Studies, Copenhagen, Denmark.
- "What Counts as Organizational Communication? Insights from Book, Journal, Handbook, and Encyclopedia Editors." Organizer for panel at 2017 International Communication Association, San Diego, CA.
- "B.E.S.T.: Activism, Volunteerism, and Non-Governmental Organizations." Respondent at 2017 International Communication Association, San Diego, CA.
- "Crisis, Risk and Reliability in Organizational Communication." Chair at 2017 International Communication Association, San Diego, CA.
- "Multiple Perspectives on Organizational Identity and Identification." Respondent at 2016 National Communication Association, Philadelphia, PA.
- "Organizational Communication Division Business Meeting." Chaired division meetings of International Communication Association in 2015 (San Juan, PR), 2016 (Fukuoka, Japan).
- "Secret, Dormant, Camouflaged, and Communicatively Concealed: Visible Research on Hidden Organizations." Chair and organizer for panel at 2015 National Communication Association, Las Vegas, NV.
- "Online Technology and Virtuality of Organizational Communication." Respondent at 2015 National Communication Association, Las Vegas, NV.
- Program Planner for Organizational Communication Division of the International Communication Association, 2014 (Seattle, WA), 2015 (San Juan, PR)
- "Top 4 Papers in Organizational Communication." Chair for panel at 2015 International Communication Association, Seattle, WA.
- "B.E.S.T.: Communication Networks In and Between Organizations." Chair for new format (Brief, Entertaining Scholarly Talks) for panel at 2015 International Communication Association, San Juan, PR.
- "B.E.S.T.: Organizations, Communication, and Technology." Chair for panel at 2015 International Communication Association, San Juan, PR.
- "B.E.S.T.: The Dark Side of Organizations--Paranoia/Paradox, Risk/Disaster, Invisibility, Unemployment, Dissent and Beyond..." Chair for panel at 2015 International Communication Association, San Juan, PR.

(Conference Panel Respondent/Facilitator/Chair/Organizer, continued)

- "As Good as Gold: Top 4 Papers in Organizational Communication." Chair for panel at 2014 International Communication Association, Seattle, WA.
- "B.E.S.T.: Technology Use, Virtual Work, and Beyond." Chair and creator of new panel format (Brief, Entertaining Scholarly Talks) for panel at 2014 International Communication Association, Seattle, WA.
- "B.E.S.T.: Exploring Organizational Identity and Identification Issues." Chair for panel at 2014 International Communication Association, Seattle, WA.
- "Crafting Collaboration Within and Between Organizations." Respondent and acting chair at 2013 National Communication Association Convention, Washington, DC.
- "Business as Usual? Utilizing New Media for Developing Businesses and Careers." Respondent at 2013 National Communication Association Convention, Washington, DC.
- "Reputation." Chair for panel at 2013 Association of Internet Researchers Conference, Denver, CO.
- "Expanding Your Scholarly Comfort Zone." Organizer and facilitator for full-day doctoral consortium for Organizational Communication Division at 2013 International Communication Association Convention, London, England.
- "Technology, Social Media, and Organizational Communication." Respondent at 2012 National Communication Association Convention, Orlando, FL.
- "Backstreet Businesses, Covert Collectives, and Beyond: Unmasking Hidden Organizations." Organizer and facilitator of symposium panel at 2012 Academy of Management Convention, Boston, MA.
- "Organizational Identity and Identification." Respondent and acting chair of panel at 2011 National Communication Association Convention, New Orleans, LA.
- "Clandestine Collectives and Secret Societies: Communicative Perspectives on Hidden Organizations." Organizer and chair of panel at 2011 National Communication Association Convention, New Orleans, LA.
- "Building Bridges with Communication Technologies: Innovations in Group Collaboration." Organizer and chair of panel at 2010 National Communication Association, San Francisco, CA.
- "Collaboration Within and Across Disciplines." Chair for panel at 2010 Organizational Communication Mini-Conference, New Brunswick, NJ.
- "Top Four Student Papers in Human Communication & Technology." Respondent at 2009 National Communication Association Convention, Chicago, IL.
- "Keyword: Anonymity." Organizer of special convention panel at 2009 International Communication Association Convention, Chicago, IL.
- "Unconventional Approaches to Traditional Research: Challenging Methodological Conventions." Organizer and chair for panel at 2008 National Communication Association Convention, San Diego, CA.
- "Methodological Advances and Challenges in Organizational Communication Research." Respondent at 2008 National Communication Association Convention, San Diego, CA.
- "New Directions in Socialization and Identity." Moderator/discussant at 2008 Organizational Communication at Alta Revisited, Snowbird, UT.

(Conference Panel Respondent/Facilitator/Chair/Organizer, continued)

- "Interaction Processes in Mediated Discussion Groups." Respondent at 2007 National Communication Association Convention, Chicago, IL.
- "New Communication Technologies and Organizational Structuring." Chair at 2007 National Communication Association Convention, Chicago, IL.
- "Communication Technology: Uses, Misuses, and Implications for Workplace Privacy." Chair at 2006 National Communication Association Convention, San Antonio, TX.
- "Creating Sites for Connection and Action: Using Cross-Disciplinary Research to Enhance Group Communication Scholarship, Teaching, Theory-Building, and Facilitation." Chair at 2006 National Communication Association Convention, San Antonio, TX.
- "The Role of Information and Argument in Creating Groups as Sites for Connection and Action." Respondent at 2006 National Communication Association Convention, San Antonio, TX.
- "Top 3 Papers in Group Communication." Respondent at 2005 National Communication Association Convention, Boston, MA.
- "Electronic Group Interaction, Support, and Decision-making." Respondent at 2005 National Communication Association Convention, Boston, MA.
- "Constructing Individual and Organizational Identities." Respondent at 2005 National Communication Association Convention, Boston, MA.
- "Creating a Healthy Discipline: Linking Group Communication and Other Areas of the Field." Organizer and facilitator for double-session at 2005 National Communication Association Convention, Boston, MA.
- "Identification and Sensemaking in Organizations." Respondent at 2005 International Communication Association Convention, New York, NY.
- "Group Impacts in Technology." Respondent at 2005 International Communication Association Convention, New York, NY.
- "Top 4 Papers in Group Communication." Panel chair at 2004 National Communication Association Convention, Chicago, IL.
- "Collaboration via Communication Technology." Panel respondent at 2004 International Communication Association Convention, New Orleans, LA.
- "Organizational Participation and Decision Making." Panel respondent at 2004 International Communication Association Convention, New Orleans, LA.
- "Birds of a Feather: Identity and Identification." Session facilitator at 2004 International Communication Association Convention, New Orleans, LA.
- "New Technologies in Organizational Contexts." Panel respondent and acting panel chair at 2003 International Communication Association Convention, San Diego, CA.
- "Organizational Communication and Group Processes." Panel respondent and acting panel chair at 2003 International Communication Association Convention, San Diego, CA.
- "New Ways to Conceptualize and Measure the Divide." Panel chair at 2001 IAMCR and ICA Symposium on the Digital Divide, Austin, TX.
- "Top Four Student Papers in Communication and Technology." Panel chair at 2001 International Communication Association Convention, Washington, DC.

(Conference Panel Respondent/Facilitator/Chair/Organizer, continued)

- "Split-Identities: A Discussion of Research and Theory Focused on Managing Multiple Targets of Organizational Identification." Co-respondent for panel at 2000 National Communication Association Convention, Seattle, WA.
- "Social and Cognitive Aspects of the World Wide Web." Respondent for panel at 2000 International Communication Association Convention, Acapulco, Mexico.
- "Measurement and New Measures in Organizational Communication." Panel chair at 2000 International Communication Association Convention, Acapulco, Mexico.
- "Communication in Work Groups." Respondent for panel at 1998 National Communication Association Convention, New York, NY.
- "Technology and Work." Panel chair at 1998 Western States Communication Association, Denver, CO.
- "Interorganizational Communication Processes." Respondent to panel at 1997 International Communication Association Convention, Montreal, Canada.
- "Communication Systems and Organizational Collaboration & Structuring." Respondent to panel at 1996 International Communication Association Convention, Chicago, IL.
- "Parliamentary Debate and the National Debate Association." Panel chair at 1994 Speech Communication Association Convention, New Orleans, LA.
- "Competitive Papers in Organizational Communication I." Panel chair at 1994 Western States Communication Association Convention, San Jose, CA.

Professional Journal/Book/Grant Board Member/Reviewer

- Current Editorial Board Member, *Management Communication Quarterly,* 2019-present
- Current Editorial Board Member, *Journal of Communication,* 2018-present
- Current Editorial Board Member, *Journal of Computer-Mediated Communication,* 2018-present
- Current Editorial Board Member, *Journal of Applied Communication Research,* 2018-present
- Current Editorial Board Member, *Human Communication Research,* 2017-present
- Past Editorial Board Member, *Management Communication Quarterly,* 2000-2005, 2005-2012, 2012-2015 (*recognized by editor for extensive reviewing, 2000-2002*)
- Past Editorial Board Member, *Human Communication Research,* 2006-2009, 2009-2012, 2013-2016
- Past Editorial Board Member, *Journal of Communication,* 2015-2017
- Past Editorial Board Member, *Communication Monographs,* 2004-2007, 2007-2010, 2010-2013
- Past Editorial Board Member, *Journal of Computer-Mediated Communication,* 2013-2017
- Past Editorial Board Member, *Communication Reports*, 1997-2000
- Past Editorial Board Member, *Journal of Applied Communication Research*, 1996-1999, 2002-2005, 2012-2014, 2015-2017
- Editorial Board Member, *Communication yearbook,* 2014-2015
- Editorial Board Member, *Collaborative communication processes and decision making in organizations,* 2013

(Professional Journal/Book/Grant Board Member/Reviewer, continued)

- Editorial Board Member, *Applied Communication Handbook,* 2009
- Editorial Board Member, (*Major Works in) Organizational Communication,* 2004-2005
- Editorial Advisor, *Secrecy and Society*, 2018-present
- Grant reviewer, US Army Research Office, 2018
- Guest Reviewer, *Western Journal of Communication, 2018-2019*
- Guest Reviewer, *Media and Psychology,* 2018
- Guest Reviewer, *Secrecy and Society*, 2018
- Guest reviewer, *Communication Research*, 2000, 2001, 2016, 2018
- Guest reviewer, *Corporate Communications,* 2017
- Guest reviewer, *Journal of Applied Communication Research,* special issue on work of Dave Seibold, 2017
- Guest reviewer, *Mobile Communication,* 2017
- Guest reviewer, *Health Communication,* 2017
- Guest reviewer, *Atlantic Journal of Communication,* 2016
- Guest reviewer, *Journal of Management Studies,* 2009, 2014, 2015
- Guest reviewer, *Communication Monographs,* 2014
- Guest reviewer, *Organization Science*, 1999, 2004, 2009, 2013
- Guest reviewer, *European Journal of Social Theory,* special issue: Transparency, 2013
- Guest reviewer, *Journal of Communication,* 2012
- Guest reviewer, *Journal of Computer-Mediated Communication*, 2000, 2004, 2008, 2012
- Guest reviewer, *Journal of Applied Communication Research,* 2011
- Guest reviewer, *Communication Theory,* 2004, 2010, 2012
- Guest reviewer, *International Journal of Communication,* 2010
- Guest reviewer, *IEEE Transactions on Professional Communications*, 1999, 2005, 2007
- Guest reviewer, *Women's Studies in Communication,* 2006
- Guest reviewer, *Journal of Organizational Behavior* special issue on identification*,* 2005
- Guest reviewer, *Information, Communication, & Society* special issue on Disability, Identity, and Interdependence, 2004
- Guest reviewer, *Human Communication Research*, 1998, 2003, 2004
- Guest reviewer, *Management Communication Quarterly* special issue on Corporate Meltdown, 2003
- Guest reviewer, *Communication Studies*, 2000
- Guest reviewer, *Electronic Journal of Communication*, 1999
- Guest reviewer, *ACM Transactions on Human-Computer Interactions*, 1999
- Guest reviewer, *Management Communication Quarterly*, 1992-2000
- Guest reviewer, *Academy of Management Review* special issue: Identity and Identification, 1998
- Guest reviewer, *Communication Education*, 1997
- Guest reviewer, *Communication Research* special issue: Virtual Workplace, 1996
- Guest reviewer for *Western Journal of Communication*, 1996, 2009
- Editorial Assistant, *Western Journal of Speech Communication* under Peter Andersen, 1990-1991

Funded Grants/Gifts

- Summer Fellowship Award from Rutgers School of Communication and Information to support research related to anonymity in online Q&A sites ($13,000, co-investigator with Shah), 2012. Conference paper and published proceeding resulted.
- Funding from Rutgers VP of Research for hiring assistants in project examining identified and anonymous responses to corporate blogs ($3,000), 2010. Conference paper resulted.
- Funding from Rutgers VP of Research to fund research assistants for project examining policies in state governments related to anonymity ($3,000), 2008. Top 3 conference paper and two book chapters resulted.
- UT Faculty Research Assignment grant for partial course release time to study anonymous communication (equal to approximately $28,000), for use in 2005-2006.
- Grant Incentives Program I travel funds ($500) for grant proposal activity, 2004.
- Special Research Grant from the University of Texas Vice President for Research to gather online survey data related to anonymity and email nicknames ($563), 2003. Two conference papers produced.
- Grant-funded research (with Lewis) on collaboration technologies for organizations serving the homeless (CTOSH) has produced 2 book chapters, several conference papers, and a journal submission under review. Multi-year project funded by several groups:
  - Met a Microsoft Foundation challenge grant for $46,500 in cash and software, 2002.
  - RGK Foundation has provided $5,000 in cash, 2002. [Multiple reports provided]
  - Facilitate.com has provided $20,000 in-kind in online meeting support, 2003, 2004.
- Received approximately $2,000 from 5 external organizations to support my research via communication audits of those organizations, 1997-2005. Research published in *Management Communication Quarterly* and *Business Communication Quarterly*.
- Faculty advisor on a student's $13,000 contract grant from the United Methodist Church to study group decision making at that organization's General Conference, 2000.
- University of Texas FAST-TEX grant (with Dr. L. K. Lewis), providing 100 hours of support to develop online undergraduate organizational communication course, 2000.
- Summer Research Grant for approximately $9,500 from the University of Texas Faculty Development Committee to study link between communication technology and identification, 1999. Produced Forum article in *Management Communication Quarterly*.
- University of Texas FAST-TEX grant, which provided 150 hours of student support for helping to make an undergraduate course largely web-based and online, 1999.
- Special Research Grant from the University of Texas Vice President for Research to gather research material on empirical studies of identification ($474) 1998-1999. Efforts produced conference paper.
- Challenge Grant from the UT College of Communication for developing a new communication technology course designed for undergraduates ($1500), 1997-1998.
- UT College of Communication internal grant to investigate usage over time of group decision support systems by groups from nonprofit organizations ($1525), 1996-1997.
- University of South Alabama Research Council Grant to investigate links between organizational activities and various types of identification ($800), 1995. Efforts produced one publication in *Management Communication Quarterly*.

(**Funded Grants/Gifts, continued**)

- Dean's Incentive Grant to study digital recording for capturing communication (Co-investigator with Dr. Steve Corman, $3,780), 1991. Led to publication in *Social Networks*.
- Worked on grant research under the direction of Dr. Kathy Miller on care providers for the homeless, 1992-1993. Resulted in 2 publications in *Communication Research*.

Teaching Experience - Graduate

- *Work and Technology - Communication Challenges:* A course I developed examining several communication challenges associated with the use of new communication/ information technologies in the workplace. Transformed into online course (masters) and hybrid online (Ph.D.) [Rutgers]
- *Mediated Communication in Organizations:* Masters-level required course introducing students to basic theory, research, and practice related to use of communication technology at work [Rutgers]
- *Communication, Information, and Media Theory:* A Ph.D. core seminar introducing students to the program, examining key theories, and looking at interdisciplinary connections between areas [Rutgers]
- *Mediated Communication:* Ph.D. seminar examining theories, contemporary issues, and research findings related to use of range of new media in a variety of contexts [Rutgers]
- *Organizational Communication Theory and Research:* A Ph.D. course examining full range of topics from individual socialization to global networks in the study of organizational interaction [Rutgers]
- *New Communication Technologies in the Workplace:* Graduate course exploring theory and research related to new communication technologies used in workplace settings [Texas]
- *Micro Theory & Research in Organizational Communication*: A graduate level survey course covering organizational issues related to individual experiences and interpersonal interaction. Students do communication assessment of an organization in class [Texas]
- *Macro Theory & Research in Organizational Communication*: A graduate level survey course covering organizational issues related mainly to organizational/interorganizational interaction [Texas]
- *Teaching and Researching with New Technology*: A graduate level course combining readings with hands-on experiences related to the use of new technology in instruction and research [Texas]
- *Anonymity, Identification, and Communication*: A graduate level survey course focusing on the communication dynamics of two related constructs: anonymity and identification [Texas]
- *Communication Networks in Organizations*: A graduate level survey course covering network theories, network analysis techniques and issues, and network research [Texas]
- *Repeated guest speaker* in Quantitative & Qualitative Research Methods and other courses, most recently in 2011; lectures in master's research methods course and a doctoral seminar on leadership in the academy as well

General Advising Work – Graduate

- *Supervision* over multiple graduate teaching assistants, graduate research assistants, masters teaching interns, program associates, independent studies, and capstone projects.
- *Directed multiple Ph.D. Research Internships and Independent/Practicum Studies* on issues related to online Q&A sites, web- and video-conferencing, media choice, boundary spanning, technology discontinuance, identification, email, blogging, decision making in high-velocity organizations, and technology use by the "young old"
- *Formal Advising of Ph.D. Students:* In each of my three years as director, I wrote approximately 120 students a personalized letter advising them on their progress, celebrating their accomplishments, and noting areas of concern.
- *Informal Advice*: Have provided general advice about graduate studies to numerous current and prospective students in roles as Ph.D. director and departmental faculty member.
- *Other:* Graduate student papers from courses I have taught have been named top student paper or won other awards in various divisions of the International Communication Association, National Communication Association, Southern States Communication Association, and New Jersey Communication Association (most recently in 2012)

Student Committee Work – Graduate

- *Dissertations Directed (Completed)*:
  - Soe Yoon Choi (2018). Managing Self-Disclosure in Social Network Sites (SNSs): A Technology Affordances Perspective on Privacy Boundary Management (hired as tenure-track Assistant Professor in SUNY-New Paltz).
  - Muge Haseki (2016). Communication Media Use, Social Networks and Identity Management by Immigrant Women Entrepreneurs in an Urban Economy (currently in a post-doc position at University of Pennsylvania).
  - Inho Cho (2008). Post-adoption Discontinuance of Online Technologies (Visiting Professor at YeoungNam University, South Korea). Runner-up for Redding Award from ICA.
  - Jessica Jourdan (2006). Communication Technology and "Presence" in the Workplace (privately employed).
  - Jolie C. Fontenot (2006). Development and Validation of the C-OI Scale: A Communication-Based Measure of Organizational Identification (Assistant Professor, University of South Carolina - Union).
  - Stephen A. Rains (2005). What's in a Name: Two Studies Examining the Impact of Anonymity on Perceptions of Source Credibility and Influence (Professor, University of Arizona). Named top dissertation in department; nominated for university-wide award; winner of NCA Group Communication Top Dissertation.
  - Scott C. D'Urso (2004). Electronic Monitoring and Surveillance in the Workplace: Modeling the Panoptic Effect Potential of Communication Technology, Organizational Factors and Policies (Associate Professor and Chair, Marquette University). Winner of Redding Dissertation Award from ICA.
  - C. Erik Timmerman (2000). Organizational Media Use and Mindfulness/Mindlessness (Professor and Chair, Texas State University).
- *Dissertations Directed (in Progress):*

- Zhe Li. Dissertation on social media and organizational reputation/image (gathering data; proposal approved, 2016).
- Katie Kang. Dissertation on anonymity in online and offline support groups (proposal approved, 2017).
- Hyunsook Youn. Dissertation on volunteers, networks, identification, and engagement (proposal approved, 2018) [co-advisor]
- *Dissertation, Thesis, and/or Exam Committees Served on in Communication, Rutgers*:
  - Wei Shi, graduated 2018
  - Sally Abdul Wahab, graduated 2017
  - Gillian Bonanno (qualifying exams chair)
  - Maggie Boyraz, graduated 2016
  - Seong Eun Cho, graduated 2010
  - Erin Christie, graduated 2014
  - Maria Dwyer, graduated 2017
  - Christine Goldthwaite, exams 2016
  - Muge Haseki (qualifying exams chair), graduated 2016
  - Soo-Yeon Hwang, graduated 2016
  - Heidi Kevoe Feldman, graduated 2009
  - Katie Kang (qualifying exams chair), dissertation in progress
  - Seol Ki, graduated 2017
  - Heewon Kim, graduated 2016
  - Young Hoon Kim, graduated 2014
  - Vaibhavi Kulkarni, graduated 2014
  - Chi-Hui Lai, graduated 2012
  - Leon Lauriej, graduated 2014
  - Sunny Lee, graduated 2013
  - Katie Lever, graduated 2007
  - Zhe Li (qualifying exams chair), dissertation in progress
  - Corey Liberman, graduated 2008
  - Weixu Lu, dissertation in progress
  - Connie Pascal, exams 2016
  - Surabhi Sahay, graduated 2017
  - Wei Shi, dissertation in progress
  - Lisa Uber, exams 2016
  - Nancy Wiencek, graduated 2011
- *Dissertation, Thesis, and/or Exam Committees Served on in Other Departments, Rutgers*:
  - Bibi Alajmi, Library and Information Science, graduated 2011
  - Erik Choi, Library and Information Science, graduated 2014
  - Jocelyn DeAngelis, Library and Information Science, graduated 2010
  - Charlie File, Library and Information Science (in progress)
  - Jason Glushakow, Psychology, graduated 2011
  - Alyson Thelin, Journalism & Media Studies, graduated 2016

(Student Committee Work – Graduate, continued)

- *Dissertation, Thesis, and/or Exam Committees Served on, UT-Austin (in Communication Studies unless otherwise noted):*
  - Chris Bailey
  - Stacey Connaughton, graduated 2003
  - Christie Cooper, graduated 2002
  - Karen Cornetto, graduated 2001
  - Jenn Davis, graduated 2010
  - Hector Diaz-Saenz, graduated 2004
  - Audra Diers, graduated 2006
  - Barbara Forster, graduated 2000
  - Felipe Gomez, graduated 2006
  - Brad Haggadone
  - Stephanie Hamel, graduated 2005
  - Kari Kelso, graduated 2000
  - Cailin Kulp, graduated 2001
  - Patty Malone, graduated 2006
  - Kris Markman, graduated 2006
  - John Mendonca, graduated 2006
  - Laura Quinn, graduated 2002
  - Brian Richardson, graduated 2001
  - Amy Schmisseur, graduated 2005
  - Sandra Pride Shaw
  - Jane Sripinich, graduated 2004
  - Alf Steiner, graduated 1997
  - Keri Stephens, graduated 2005
  - Richard Webb, graduated 2004
  - Ashley Bennington, Radio/TV/Film, graduated 2000
  - Lew Blackburn, Educational Administration, graduated 1997
  - Li-Jing Chang, Journalism, graduated 1998
  - Brad Crisp, Management Systems and Information Science, graduated 2002
  - Sarah Davis, Math, graduated 2005
  - Dianne Morgan, Communication Science & Disorders, graduated 1998
  - David Nino, Management, graduated 2001
  - Tom Shaw, Management Systems and Information Science, graduated 2001
  - Sue Soy, School of Information
  - Yaguang Zhu, graduated 2018

Teaching Experience - Undergraduate

- *The Dark Side of Organizations.* Developed new upper division course examining hidden/secretive processes in organizations as well as a range of shadowed and dark collectives. [Rutgers]
- *Communication Theory:* teaching large-section (300+) course on introduction to communication theory as a required class for Communication majors [Rutgers]
- *Organizational Communication Theory and Research*: Course focusing on major theories and processes concerned with communication in organizations – traditional and online formats [Rutgers and Texas]
- *Secrecy and Privacy in an Age of Transparency.* Created and taught first-year Byrne seminar exposing students to these topics and to communication research
- *Secrecy, Transparency, and (in)Visibility.* Created and taught first-year Byrne seminar exposing students to this topic and to communication scholarship [co-taught at Rutgers]
- *Privacy Matters: Protecting Personal Information in the Digital Age.* Created and taught first-year Byrne seminar exposing students to this topic and to communication scholarship. [co-taught at Rutgers]
- *Anonymous Agencies, Backstreet Businesses, and Covert Collectives: Identifying Hidden Organizations in Society.* Created and taught first-year Byrne seminar exposing students to this topic and to communication scholarship. [Rutgers]
- *Anonymous Communication in an Information Society:* Created and taught first-year Byrne seminar exposing incoming students to topic and social scientific research in Communication [Rutgers]
- *Advanced Organizational Communication:* designed new upper division course focused on current workplace communication issues as a capstone experience for majors [Texas]
- *New Communication Technologies in the Workplace*: upper division course on communication issues associated with new communication technologies in organizations [Texas]
- *Human Communication Networks*: a college honors course on networks and networking and the theory and research behind them [Texas]
- *Course Coordinator:* Team-Based Communication (working with section instructors to develop curriculum and manage the communication technology component of the course) [Texas]
- *Other Courses Taught:* Foundations of Communication Research, Small Group Communication, Public Speaking, Advanced Public Speaking, Interpersonal Communication, and Introduction to Communication
- *Guest Lectures:* Several presentations in basic courses about Mediated Communication in the Workplace; talk on Hidden Communities to Communication and Community course and to online course at Marist University (most recently in 2015).

Advising Experience - Undergraduate

- *Directed Honor Projects*: 2 senior projects and 3 honors theses
- *Directed Research Assistants:* Four Rutgers research assistants from my Byrne Seminar on Anonymity worked on summer projects under my direction
- *Informal Advising:* Meet with 5-10 students each semester who seek advice about the major, internships, courses, and employment. Have written numerous recommendation letters also
- *Other:* Directed multiple independent studies, supervised undergraduate tutors for large lecture classes, and informally advised undergraduate students regularly

Teaching Developments and Innovations

- Using polling technology in classroom that utilizes mobile phones or other wireless devices students have so they do not have to purchase separate devices, 2012-present
- Arranged field trip into New York City to view spy exhibit and talk about hidden organizations, 2013, 2019
- Arranged multiple guest speakers in courses, including public relations professionals, medical communication consultants, high level officials with Verizon and Johnson & Johnson, most recently in 2019
- Learned and converted hybrid/online course to Canvas course management tool to better support online learning, 2018
- Partnered with corporate privacy expert to deliver a 1-credit course related to digital privacy, 2017
- Developed a case study competition with criteria and $250 in awards for students in organizational communication course, 2016
- Designed course/syllabus for new class on E-Portfolio Development for Communication Professionals, which will be a "capstone" option for master's students, 2014
- Developed and delivered my first graduate class taught online using audio and video streaming, discussion forums, chat tools, student video reports, and other technologies, 2012
- Worked with faculty in organizational communication and business school to help create a model for a new double degree Ph.D. across areas, 2010
- Provided doctoral research practicum course with a new number to make it easier to track students enrolled and to align with rest of Ph.D. program core, 2010
- Facilitated faculty session to clarify relationships between core courses in doctoral program; wrote follow-up document and helped implement change, 2009
- Attended instructional technology showcase at Rutgers to obtain ideas for enhancing use of innovations in the classroom, 2008, 2009.
- Introduced student response system (iClicker) into large lecture course to better engage students, allow for participation, and gain student feedback, 2006-2011
- Using wireless web laptops in graduate/undergraduate classes for note taking, accessing material on web, posting discussion abstracts, web searches, software demonstrations, etc., 2000-present

(Teaching Developments and Innovations, continued)

- Incorporated various course management tools (Sakai, e-companion, WebCT, and/or Blackboard) into all classes, using it in large lecture classes for online case teams, participation, and other purposes in all courses, 1999-present
- Created virtual team experiences across multiple sections of organizational communication course to expose students to virtual work and create research opportunities for graduate students, 2007
- Provided special software demonstrations of NetMeeting, speech recognition systems, Facilitate.com and other software, most recently in 2007
- Have taught nearly 250 students organizational communication via online course, with students receiving streaming video and web-based material mainly online, 2003-2006
- Have brought in over 20 online guest experts via videoconference, electronic bulletin boards, mail lists, and live chat for graduate/undergraduate courses, most recently in 2006
- Instituted virtual team experiences in team-based communication courses and conducted extensive communication technology training for 100 students per semester, 1998-2006
- Introduced Group Decision Support System (GDSS) technology into the basic curriculum of the team-based communication course; facilitated approximately 8 GDSS meetings each semester, 1996-2006
- Taped organizational communication lectures for new version of online course as part of selected project in the college Instructional Design Group, 2002; Repeated process in 2005
- Developed and taught brand new course on Advanced Organizational Communication to further enhance curriculum, 2004
- Requested and received classroom learning funds totaling over $100,000 to purchase hardware/software to create a "virtual collaboratory" for the team-based and new communication technology courses, 2000-2001 (with systems updates in 2003-2004)
- Arranged field trips to Austin Technology Incubator, UT's EDS classroom and College of Education learning facilities, UT Distance Education Office, Office of Survey Research, and several videoconferencing facilities to demonstrate technology, most recently in 2005
- Attended UT Experienced Faculty Teaching Workshop to enhance teaching, 1999, 2004
- Appointed to UT Faculty Studio to develop web-enhanced organizational communication course, 2000
- Changed name of small groups course to Team-Based Communication as one of several efforts to improve the image of this course among undergraduates, 1999
- Taught hybrid web-based/traditional undergraduate course on new communication technologies in workplace that includes streaming audio and other online features, 1999
- Attended summer developmental conferences related to distributed education sponsored by National Communication Association and The University of Texas System, 1999
- Voluntarily worked with Center for Teaching Effectiveness (teaching observations, grading/test review, and course evaluations discussions) to improve instruction, 1999
- Made use of and expanded greatly both the Hi Fli Fireworks and the more extensive Lake Austin Bridge simulations in undergraduate organizational communication course, 1998
- Developed new course designed for growing major in corporate communication on "New Communication Technologies in the Workplace," 1996

(Teaching Developments and Innovations, continued)

- Using animated PowerPoint slide show technology in all classes starting in 1997
- Have implemented electronic submission/feedback of written work in all graduate/undergraduate classes from Summer, 1996-present to enhance feedback

Service to the Profession

- Lead faculty organizer for Organizational Communication Mini-Conference and emcee for themed trivia competition at the event, 2018
- Discipline Peer Reviewer for Communication, Fulbright Scholar Program, 2018
- Mentor, Academy of Management OCIS Division Paper Development Workshop, 2018
- Creator and Project Director, "50 Years in the Making: Reflections on the ICA Organizational Communication Division" (solicited videos to create 23-minute film for division's 50th anniversary celebration), 2018 - https://youtu.be/xyoRtfV2-ck
- Member, Book Award Committee for NCA Organizational Communication Division, 2018
- Member, Young Scholar Award Committee for International Communication Association, 2018
- Chair, Jablin Award Committee for ICA Organizational Communication Division, 2017, 2018
- Tenure/promotion reviewer for multiple external cases, 2018
- Awards committee for outstanding special issue, NCA Applied Communication Division, 2017
- Top paper panel selection committee, ICA Organizational Communication Division, 2017
- Faculty presenter at ICA Organizational Communication Division Doctoral Consortium, 2003, 2013, 2017
- Blogger for March for Science, 2017
- Tenure/promotion reviewer for 5 external cases, 2017
- Head of jury for international Communication Case Competition sponsored by Copenhagen Business School, 2017
- Selected as 1 of 9 faculty nationwide to be a mentor at the 3-day annual NCA Doctoral Honors Seminar, 2016
- Tenure/promotion reviewer for 2 external cases, 2016
- Completed 2-year term as chair, Organizational Communication Division of International Communication Association, 2014-2016 (planned 2013 doctoral consortium, represented division at board meetings, program planner for '14 and '15, led business meetings, etc.)
- Chair, ICA Task force on Division and Interest Group Funding that resulted in 67% increase in funding for all ICA divisions and interest groups (2016)
- Chair, NCA Gerald R. Miller Outstanding Doctoral Dissertation Award selection committee, 2015
- "Wandering Scholar" who interacted with research poster presenters at the Organizational Communication Mini-Conference for graduate students in East Lansing, MI, 2015
- Outstanding Book Award Committee, NCA Applied Communication Division, 2015

(Service to the Profession, continued)

- Member, National Communication Association's Doctoral Education Committee, 2012-2015 (on dissertation award subcommittee for NCA, 2014)
- Appointed by the American Council of Learned Societies as a reviewer for the Mellon/ACLS Dissertation Completion Fellowship Program. Reviewed 10-25 proposals yearly in Rhetoric, Communication, Media, and related fields, 2012-2013, 2013-2014, 2014-2015
- "Wandering Scholar" who interacted with research poster presenters at the National Communication Association conference, Chicago, 2014
- Outstanding Book Award Committee, NCA Organizational Communication Division, 2009, 2014
- Reviewed completed book manuscript for Stanford University Press, 2014
- Reviewed book prospectus for Cambridge University Press, 2014
- Performed third-year review of tenure-track professor at another university, 2014
- Faculty mentor for Research Escalator extended session at International Communication Association convention, 2013
- Paper reader for Organizational Communication and Information Systems Division of Academy of Management, 2002, 2004, 2011, 2014 (editor)
- "Wandering Scholar" who interacted with research poster presenters at the Organizational Communication Mini-Conference for graduate students in Norman, OK, 2012
- Tenure case reviewer for six outside institutions (reviewed cases and wrote extensive evaluations), 2002, 2003, 2005, 2012 (3)
- Panel member on "Power & Politics in Academe" at Organizational Communication Mini-Conference, University of Missouri, 2011
- Paper reader for Organizational Management Theory Division of Academy of Management, 2011, 2012
- Elected as paper reader for Organizational Communication Division of National Communication Association, 1997, 2005, 2007, 2011
- Paper reader for Human Communication & Technology Division of National Communication Association, 2008, 2010
- Paper reader for Communication and Technology Division of International Communication Association, 1995, 1996, 1997, 1998, 2000, 2001, 2002, 2003, 2004, 2007, 2008, 2010
- Nominating Committee, NCA Group Communication Division, 2009
- Reviewer for Conference Theme Proposals, ICA, 2009
- Elected as paper reader for Organizational Communication Division of International Communication Association, 1997, 2002, 2009
- Faculty presenter on dual career academic couples and session moderator on mentoring at Organizational Communication Mini-Conference, Purdue University, 2008
- Designated a Wandering Scholar to evaluate poster presentations at the annual convention of the National Communication Association, 2007
- Faculty mentor and presenter at Organizational Communication and Information Systems Doctoral Student Symposium at the annual meeting of the Academy of Management, 2007

(Service to the Profession, continued)

- Secretary, Organizational Communication division of ICA (which included acting as webmaster, listserv administrator, and Redding Dissertation Award coordinator in addition to regular duties), 2005-2007
- Proposed new procedures for process of selecting the ICA Communication and Technology Divisions' dissertation of the year, which were unanimously adopted, 2007
- Immediate Past Chair of the Group Communication Division of NCA (which included serving on Legislative Assembly, chairing the nominating committee, and other duties), 2005-2006
- Focus group participant for publisher session on revisiting the introductory communication course, 2006
- Paper development workshop respondent at Nuevo Dia graduate student conference, 2005
- Past Chair and Vice Chair of the Group Communication Division of NCA, serving as division program planner for 2004 convention and on Legislative Assembly for 2005
- Reviewer for both Book of the Year and/or Article of the Year awards in Group Communication Division of National Communication Association, 2003, 2004
- Faculty facilitator at NCA Organizational Communication Jr. Faculty Development workshop, 2003
- Paper Reader for Group Communication Division of National Communication Association, 1998, 1999, 2003
- Paper reader for W. Charles Redding Dissertation Award in Organizational Communication, 1999
- Reviewed multiple book proposals, most recently in 2002
- Selected as one of three faculty facilitators for Mass/New Media group at a 3-day NCA Doctoral Honors Conference; created a group web page and spoke on teaching, 2001
- Designer and past facilitator of the ICA Communication and Technology Division's "Virtual Meeting Room" to promote participation through online discussion/voting, 2001
- Member of Nominating Committee for Group Communication Division, 2000-2001
- Nominator for NCA Organizational Communication Division "Article of the Year" award, 2000
- Member of Awards Committee for Communication Apprehension & Avoidance Commission, 1997-98
- Helped count ballots for 1995 ICA elections, 1995
- Focus group participant for publisher session on new communication technologies, 1995

University, School, and Department Service - Rutgers University

- Department chair (responsible for all personnel matters, including reviews, promotions, and hiring; course scheduling/staffing; merit processes; monthly meetings with department and with personnel committee; and multiple other duties), 2016-present
- Appointed to university committee to implement new Course Scheduling program, 2018-present
- Co-organizer for Harty Mokros retirement dinner, 2018

(University, School, and Department Service - Rutgers University, continued)

- Speaker on "Hidden Organizations" at a colloquium for doctoral students, 2015, 2017, 2018
- Member, Chairs & Deans and Chairs, Deans, & Directors committees to advise School dean, 2016-present
- Chair, school-wide committee to draft statement about confidentiality expectations in personnel matters, 2018
- Organized Rutgers reception to enhance external relations at ICA conference, 2012, 2014, 2017, 2018
- Judged and delivered brief remarks at final round of schoolwide public speaking contest, 2017, 2018
- Organized Rutgers reception to enhance external relations at NCA conference, 2016, 2017
- Organized and attended several events for Free Speech Week at SC&I, 2016, 2017
- Elected to university faculty senate as representative for the Graduate School – New Brunswick, 2014-2017
- On university senate subcommittee for research and graduate/professional education, with special work on implementation of ORCID ids at Rutgers, 2014-2017
- Mentor for junior faculty member (meetings, teaching reviews, etc.), 2011-present
- Appointed by university president to Committee on the Near- and Long-Term Impact of Instructional Technology, 2014-2017
- Hosted Fulbright Visiting Scholar Mikkel Flyverbom, 2016
- Chair, department curriculum committee, 2015-2016
- Chair, school's rules and procedures/elections and nominations committee, 2015-2016
- Appointed to review/reappointment committees for tenure-track faculty members in school, 2006-2007, 2010-2011, 2011-2012, 2012-2013 (chair), 2015-2016, 2016-2017
- Chair, department communication and technology search committee, 2014-2015
- Member, department search committee to hire debate/argument coach/instructor, 2014
- Chair, school-wide committee organizing strategic planning retreat, 2013
- Appointed to promotion review committee for school, 2013
- Served on special personnel advisory committee to Dean, 2013
- Speaker on "Core Tensions in the Field," a colloquium for doctoral students, 2013
- Workshop organizer and facilitator: "Expanding Your Scholarly Comfort Zone and Taking Smart Academic Risks" delivered to doctoral students, 2013
- Volunteer presenter on "Free Speech and Academic Freedom" for school-wide events related to Free Speech Week, 2013
- Chair, departmental research committee (and member of school-wide research committee allocating start-up grants); helped revise subject pool policy, helped introduce new program to fund student dissertation research, etc., 2012-present
- Led 2-hour regional tour of Central New Jersey for Ph.D. admits at annual recruitment day, 2009-2015
- Accepted nomination as candidate for University Senate representing Graduate School New Brunswick, 2013
- Chair, departmental search committee considering applicants for three open-rank positions, 2012-2013

(University, School, and Department Service - Rutgers University, continued)

- Member, Graduate Teaching Assistant Workload Committee, which has recommended solutions to multiple concerns about graduate student teaching structure, 2012-2013
- Member, Ph.D. Communication Theory committee, which is exploring how to incorporate a proposed new course into the area curriculum, 2012-2013
- Member, departmental planning committee organizing a faculty retreat, 2012
- Created template for departmental marketing flyers; assembled flyers for organizational communication and mediated communication (which are now displayed on website), 2012
- Read files and helped prepare written reports for multiple tenure cases, 2007-present
- Member, Department personnel committee, 2006-present
- Director for school-wide Ph.D. Program in Communication, Information and Library Studies (responsible for all facets of doctoral admissions, recruitment, orientation, promotion, evaluation, curriculum, faculty meetings, colloquia, etc.), 2008-2011
  - Weekly blog posts titled "From the Director's Deck" to update faculty on key issues, raise points of concern, and foster a sense of community in program (over 100 posts)
- Member, Chairs & Director's committee to advise deans on school issues, 2008-2011
- Master of ceremonies for school-wide Honors Day, 2009, 2010, 2011
- Co-organizer of school-wide Honors Day for faculty/staff/graduate students, 2009, 2011
- Department website committee chair (supervising student assistant), 2009-2011
- Led closing session of Organizational Communication Mini-Conference (hosted by Rutgers) for graduate students, 2010
- Organized faculty meeting and helped host visiting speaker Dawna Ballard, 2010
- Elected member of departmental faculty compensation committee to evaluate teaching, research and service of colleagues, 2009, 2010
- Panelist at Rutgers New Faculty Orientation, speaking on Unexpected Surprises and Nice Discoveries, 2009
- Organized and led school colloquium on Engaged Scholarship, 2009
- Provided feedback to new media students as part of Paper Development Workshop at the Invitational Masters Student Institute, Rutgers University, 2008, 2009
- Delivered talk on Rutgers Second Life Island titled "Anonymous Communication in an Information Age" as part of OIRT's Holiday Technology Showcase, 2008
- Served on search committee for several one-year visiting faculty positions, 2008
- Panelist on Academic and Non-Academic Careers at the Invitational Masters Student Institute, Rutgers University, 2007, 2008
- Served on school's Assessment and Accreditation committee, helping the school prepare for upcoming university accreditation, 2006-2008
- Elected Communication Department area coordinator for interdisciplinary Ph.D. program in school, which involves serving on executive committee, assisting with orientation, administering admissions for the area, advising, recruitment, organizing an evening colloquium, and several other responsibilities, 2007-2008
- Provided feedback to graduate students at a formal practice session prior to NCA, 2007; ICA, 2008; NCA 2008
- Participated in university-wide focus group about work-life balance, sponsored by Office

of Human Resources, 2008
(University, School, and Department Service - Rutgers University, continued)

- Developed email list use guidelines and revised set of distribution lists for use by SCILS faculty/students/staff as part of school-wide task force, 2008
- Created computerized slide show about Rutgers and SCILS utilized at professional conferences to help attract interest in program, 2007 (revised as recently as 2012)
- Panelist at Communication Department faculty colloquium series speaking about Organized an extensive half-day colloquium on Anonymity and Credibility with multiple outside speakers as part of the School's 25th anniversary series of events, 2007
- Serving on advisory board for school's Communication and Interaction Lab, 2007
- Appointed as chair of school's Core Curriculum Committee, charged with developing a proposal to better position Communication in the general educational requirements, 2007
- misperceptions and challenges in doing organizational communication research, 2007
- Chaired committee to improve external image of department through greater visibility in publications and events of our professional associations, 2006-2007

University, College, and Department Service - UT Austin

- Appointed to political communication search committee, 2005-2006
- Appointed to organizational communication search committee, 2005-2006
- Speaker in Graduate Studies in Human Communication series on "Communicating with Technology," 2005
- Marshall for department at Spring Commencement, 1997, 2000, 2003, 2005
- Invited speaker at local NCA Student Club meeting on "10 Tips for Using Communication Technology @ School and Work," 2005
- Invited speaker at Association of Professionals in Student Affairs conference on "New Communication Technology and Effective Workplace Interaction," 2005
- Faculty member in Science, Technology, and Society group developing portfolio program
- Invited Speaker at UT-IEEE Engineering Management Conference on "Communication In, And About, Virtual Teams," 2004
- Speaker in Graduate Studies in Human Communication series on "The Academic Apprentice," 2004
- Served as faculty mentor for summer graduate student research project benefiting World Congress of Information Technology, 2004
- Faculty co-organizer for Nuevo Dia, a new organizational communication conference hosted by UT-Austin in 2004 (co-chairing promotions committee)
- Session chair for department's Graduate Internship Conference, 1999, 2004
- Presenter on "Using Blackboard for Student Assessment and Feedback…" at UT Experienced Faculty Teaching Workshop, 2004
- Speaker in Graduate Studies in Human Communication series on "Debating Anonymity," 2003
- Member of Departmental Review Committee for IRB applications, 2003-2004
- College of Communication Technology committee, 1996-2004
- Participant in university groups gathering feedback on Blackboard course management

tool, 2003, and groups piloting new online course-evaluation program, 2004
(University, College, and Department Service - UT Austin, continued)

- Presentation to college Staff Development Committee on homelessness and the CTOSH project, 2003
- Appointed to organizational communication search committee, 2002-2003
- Member of Instructional Design Group Advisory Committee for reviewing applications, 2001–2003
- Featured presenter at UT Center for Instructional Technology series on "Sharing What Works" regarding use of new technologies in the curriculum, 2002
- Speaker in Graduate Studies in Human Communication series on "Teaching/Researching with Technology," 2002
- Surveyed departmental faculty and wrote summary of technology use included as part of departmental self-evaluation (survey later used by college technology committee), 2002
- Assisted with Comm-Unity event as faculty representative, 1998, 1999, 2002
- Chair, organizational communication faculty graduate admission committee, 1996-2002
- Elected as associate professor representative to department Budget Council, 2003-2004
- Speaker in Graduate Studies in Human Communication series on "Doing Research on Anonymity Without Being Too Anonymous," 2001
- Filled in for week to help cover a Senior Fellows course, lecturing on "Organizational Communication in the Information Age: Virtual Forms and Real Surveillance," 2001
- Coordinated a courseware training session for TAs/AIs/new faculty in department, 2001
- Departmental representative at College Honors Colloquium for prospective students, 2001
- Facilitated workshop on communication skills for business college development office, 2001
- Scheduled meeting and provided assistant professors in department with detailed handouts and samples of materials relevant to the completion of their promotion files, 2001
- Presenter during College of Communication's Instructional Design Group Open House on "CMS350K_Online," 2001
- Elected as assistant professor representative on Departmental Chair Search Committee, 2000–2001
- Speaker in Graduate Studies in Human Communication Series on "Teaching with Technology: Assets and Liabilities," 2000
- Two training presentations given to UT staff on "SUPERvisory Communication," 2000
- Organized/facilitated extensive training session on new electronic meeting software, 2000
- Departmental representative at College Advisory Council Meeting, 2000
- Department Honors Day award presenter: 1996, 1998, 2000
- Member, Applied Communication Search Committee, 1999-2000
- Speaker at College Technology Colloquium Series on "Online Collaboration," 1999
- Member, Introductory Graduate Course/Jeffrey Society Committee, 1998-1999
- Active member of departmental team in partnership with Frito-Lay that resulted in $30,000 gift to the department, 1997-1998
- Director of Ph.D. Internship Program for the department, 1996-1997 and 1997-1998
- Guest speaker on GDSSs in UT MSIS Department, 1996
- Speaker on Virtual Honeymoon/GDSSs at Speech Communication Colloquium, 1996

(University, College, and Department Service - UT Austin, continued)

- Member of college-wide curriculum development committee looking at ways to use new technologies in our classes, 1996; Attended college technology seminars, 1995-1996; 1999
- Speaker on Anonymous Communication at Speech Communication Colloquium, 1995
- Member of college survey research and health communication committees, 1995-1996

Service to the Community

- Provide writing advice, some master of ceremony services, and promotion/sales assistance to community singing group, 2015-present
- Provided expert advice to meeting facilitation company about using online meeting tools in academic/classroom settings, 2011
- Provided training to nonprofit organization about how to effectively and appropriately use email at work, 2008
- Provided community church with background research and advice related to online and television promotion, 2007, 2008
- Provided research to lawyer preparing amicus brief on a case about anonymous communication, 2007
- Worked with Austin's Homeless Task force to assess communication technology needs, secure funds to meet needs, host September 2002 monthly meeting, create community website, and provide various technologies/training to local organizations serving the homeless, 2002-2006
- Conducted communication audits of multiple government agencies and several local nonprofits, providing detailed reports/presentations to each organization without charge, 1999, 2001, 2003, 2005
- Guest on KUT Public Radio's "Access" Program discussing business communication/meetings, 1996
- Speaker at meeting of Austin's Institute of Internal Auditors ("Communication Audits"), 1996
- Teamed with an Austin-based professional meeting facilitator and used GDSS grant money to provide meeting services to nonprofit organizations in the community, 1996-1997
- Contributed extra work (beyond paid services) toward the success of the Texas Technology Summit in working with Microelectronics and Computer Corporation CEO, 1997
- Provided workshop material to community group for communication skills retreat, 1995

Current Professional Memberships and Affiliations

- Life Member and former Division Officer, National Communication Association, since 1989
- Life Member and former Board Member and Division Officer, International Communication Association, since 1992
- Member, Association of Internet Researchers, periodically since 2000
- Member, Academy of Management, periodically since 2002
- Member, Association of Business Communicators, 2014
- Associate, Center for Intercultural New Media Research, since 2011

Relevant Non-Academic Work/Volunteer Experience

- Volunteer Youth Advisor, Bridgewater United Methodist Church (2011-2018), helping mentor young people, lead studies and activities, organize various events/activities, and significant volunteering trips each summer.
- Research Consultant (2002-present) with two consulting firms to help assess market findings, design surveys, and conduct statistical analyses.
- Communication Skills Trainer (1992-2005; 2008): Work to improve general communication abilities, speaking skills, and/or communication technology competence.
- Public Communications & Marketing Assistant (May 1990-Dec. 1990): Responsible for communication with public, brochure development, customer service, and special events for San Diego's Metropolitan Transit Board.
- HR Consultant for General Dynamics (May, 1990-Aug. 1990): Reviewed, edited, redesigned, and coordinated completion of a division Supervisor's Personnel Manual.
- Freelance Public Relations Work, Kiowa Co., CO (May, 1989-Aug. 1989): Responsible for copy, design and layout, photography and production of 12-page brochure for legislature and 6 smaller tourism pieces.
- Assistant Account Manager, Heintz-Barton Advertising and Public Relations (May, 1988-Dec. 1988): Conducted communication audit, created brochures, copywriting, event planning, and media relations.
- Editor-in-Chief, Regis College *Brown & Gold* (August, 1986-May, 1989). Responsible for all aspects of bi-weekly newspaper: budget, layout, article assignments, editorial columns, and staff of about 20.
- Program Assistant, National 4-H Council (May, 1987-August 1987). Led citizenship workshops, produced weekly newsletter, conducted tours, and assisted 4-H youth groups from across country as part of program to increase awareness of government.
- Summer employee, *Greeley County Republican* (May 1986-August, 1986). Helped write articles, take picture, create ads, and do layout for weekly county newspaper.