

Karen Kroman Myers, Ph.D.
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Education

- Ph.D. Arizona State University, 2005
 Communication, emphasis in Organizational Communication
Dissertation Title: *Organizational Knowledge and Assimilation in High Reliability Organizations*
 Dissertation Co-Chairs: Robert D. McPhee, Ph.D. and Angela Trethewey, Ph.D.
 Received the 2006 Charles Redding Award by the Organizational Communication Division of the International Communication Association for best organizational communication dissertation of the year.
- M.A. University of New Mexico, 2001
 Communication, emphasis in Organizational Communication
Thesis Title: *Exploring the Dimensions of Organizational Assimilation: Creating and Validating a Communication Measure*
 Passed with Distinction
 Thesis Chair: John G. Oetzel, Ph.D.
- B.S. Arizona State University, 1985
 Business, emphasis in Marketing

Research Interests

My research is centered in the area of *organizational communication*, and focuses on *organizational assimilation and socialization, vocational anticipatory socialization, emotion management, organizational knowledge, organizational identification, and intergenerational workplace relationships*.

Appointments

- University of California, Santa Barbara, Department of Communication
 Professor July, 2018 –
- University of California, Santa Barbara, Department of Communication
 Graduate Director July 2019 – June 30, 2022
- University of California, Santa Barbara, Department of Communication
 Associate Professor July, 2011 – June 2018
- University of California, Santa Barbara, Graduate Division
 Associate Dean July, 2013- June 2016
- University of California, Santa Barbara, Department of Communication
 Assistant Professor January, 2007 – June, 2011
- Purdue University, Department of Communication
 Assistant Professor August, 2005 – December, 2006
- Chandler-Gilbert Community College
 Instructor August, 2004 – December, 2004

Arizona State University, Hugh Downs School of Human Communication
Teaching Associate August, 2001 – May, 2005

University of New Mexico, Department of Communication
Teaching Associate January, 2000 – May, 2001

Awards and Recognition

Management Communication Quarterly Article of the Year 2020. Work-Related Emotional Communication Model of Burnout: An Analysis of Emotions for Hire.

Harold J. Plous Award 2010-2011. One of the University of California, Santa Barbara's most prestigious faculty honors, the award is given annually to an assistant professor from the humanities, social sciences, or natural sciences who has shown exceptional achievement in research, teaching, and service to the university.

Charles Redding Dissertation Award 2006. Organizational Communication Division of the International Communication Association. Given for best organizational communication dissertation of the year.

Top Paper Award. Organizational Communication Division, National Communication Association Conference, November 2007.

Top Student Paper Award. Organizational Communication Division, National Communication Association Conference, November 2003.

Top Student Paper Award. Organizational Communication Division, Western States Communication Association Conference, February 2003.

Top Four Paper Award. Interpersonal Communication Division, Western States Communication Association Conference, February 2003.

Outstanding Graduate Researcher 2002. Hugh Downs School of Human Communication. Based on research involvement with department faculty and ASU faculty outside the discipline, publications, conference presentations, and other recognition in the discipline.

Top Paper Award. Organizational Communication Division, National Communication Association Conference, November 2002.

Top Four Paper Award. Health Communication Division, Western States Communication Association Conference, February 2001.

Research

Publications

55. Woo, D. J., Endacott, C. G., Myers, K. K. (in press). Navigating water cooler talks without the water cooler: Uncertainty and information seeking during remote socialization. *Management Communication Quarterly*. doi.org/10.1177/08933189221105916
54. Myers, K. K., & McClelland-Cohen, A. (in press). Coordination. In V. D. Miller & M. S. Poole (Eds.), *Handbook of Organizational Communication Theory and Research*. Berlin, Germany: DeGruyter.
53. Powers, S. R., Gazica, M. W., & Myers, K. K. (2022). Emotional communication and human sustainability in professional service firms. *Sustainability*, 14. Available at: <https://doi.org/10.3390/su14074054>
52. Sivunen, A., & Myers, K. K. (2022). Visibility in open workspaces: Implications for organizational identification. *International Journal of Communication*, 16. Available at: <http://ijoc.org>. doi: 1932–8036/20220005
51. Iverson, J. O., Myers, K. K., McPhee, R. D. (2022). Theorizing communication and constitution of organizations from a four flows (structural) perspective. In T. Kuhn & N. Bencherki (Eds.), *Forthcoming Routledge Handbook of the Communicative Constitution of Organizations* (pp. 74-86). New York: Routledge.

50. Powers, S. R., & Myers, K. K. (2020). Work-related emotional communication model of burnout: An analysis of emotions for hire. *Management Communication Quarterly*, 34(3), 155-187. DOI: 10.1177/0893318919893765. *Management Communication Quarterly's "2020 Article of the Year."*
49. Woo, D. J., & Myers, K. K. (2020). Organizational membership negotiation of boundary spanners: Becoming competent 'jack of all trades' and master of interactional expertise. *Management Communication Quarterly*, 34(1), 85-120. DOI: 10.1177/0893318919887371
48. Endacott, C. G., & Myers, K. K. (2019). Extending the membership negotiation model: Previous work experience and the reproduction and transformation of structures. *Management Communication Quarterly*, 33, 455-483. DOI: 10.1177/0893318919861555
47. Davis, C. W., & Myers, K. K. (2019). Past work experience and organizational assimilation in nonprofit organizations. *Nonprofit Management and Leadership*, 29(4), 569-588. DOI: 10.1002/nml.21348
46. Jahn, J. L. S., Myers, K. K., & Putnam, L. L. (2018). Metaphors of communication in high reliability organizations. In K. Roberts & R. Ramanujam (Eds.), *Organizing for reliability: A guide for research practice* (pp. 169-193). Palo Alto, CA: Stanford University Press.
45. Nordbäck, E., Myers, K. K., & McPhee, R. D. (2017). Workplace flexibility and communication flows: A structural view. *Journal of Applied Communication Research*, 45, 397-412.
44. Powers, S. R., & Myers, K. K. (2017). Vocational anticipatory socialization: College students' reports of encouraging/discouraging sources and messages. *Journal of Career Development*, 44, 409-424.
43. Myers, K. K., & Powers, S. R. (2017). Mixed methods. In C. R. Scott & L. K. Lewis (General Eds.) and J. Barker, J. Keyton, T. Kuhn, & P. Turner (Associate Eds.), *International encyclopedia of organizational communication*. Available at: <https://onlinelibrary.wiley.com/doi/epdf/10.1002/9781118955567.wbieoc192> Chichester, England: John Wiley & Sons.
42. Myers, K. K., & Woo, D. J. (2017). Socialization. In C. R. Scott & L. K. Lewis (General Eds.) and J. Barker, J. Keyton, T. Kuhn, & P. Turner (Associate Eds.), *International encyclopedia of organizational communication*. Available at: <https://onlinelibrary.wiley.com/doi/epdf/10.1002/9781118955567.wbieoc192> Chichester, England: John Wiley & Sons.
41. Powers, S. R., & Myers, K. K. (2016). Research on millennials in the workplace. In M. Sharabi (Ed.), *Generational differences in work values and work ethic: An international perspective* (pp. 163-182). Hauppauge, NY: Nova Science Publishers.
40. Woo, D., & Myers, K. K. (2016). Organizational socialization and intergroup dynamics. In H. Giles & A. Maass (Eds.), *Advances in and prospects for intergroup communication* (pp. 227-245). New York: Peter Lang.
39. Myers, K. K., & Gailliard, B. M. (2015). Organizational entry, socialization, and assimilation in health care organizations. In T. Harrison & E. Williams (Eds.), *Organizations, health and communication* (pp. 31-48). New York: Routledge.
38. Myers, K. K., Davis, C. W., Schreuder, E., & Seibold, D. R. (2016). Organizational identification: A mixed methods case study exploring students' relationship with their university. *Communication Quarterly*, 64(2), 210-231.
37. Jahn, J. L. S., & Myers, K. K. (2015). "When will I use this?" How math and science classes communicate impressions of STEM careers: Implications for vocational anticipatory socialization. *Communication Studies*, 66, 218-237.
36. Kramer, M. W., & Myers, K. K. (2014). Communication and workplace socialization: A life-span examination of the work-life interface. In J. Nussbaum (Ed.), *Handbook of life span communication* (pp. 253-271). New York: Peter Lang Publishing.
35. Myers, K. K. (2015). Superior-subordinate communication. In C. Berger & M. Roloff (Eds.), *International encyclopedia of interpersonal communication*. Hoboken, NJ: Wiley-Blackwell. Available at: <http://onlinelibrary.wiley.com/doi/10.1002/9781118540190>.
34. Myers, K. K. (2014). Social identity issues for qualitative and mixed methods scholars-mentors in a predominantly quantitative environment. *Management Communication Quarterly*, 28(3), 467-475.
33. Putnam, L. L., Myers, K. M., & Gailliard, B. M. (2014). Examining tensions in workplace flexibility and exploring options for new directions. *Human Relations*, 67, 413-440.

32. Myers, K. K., & Jahn, J. L. S. (2014, April). Career messages and adolescents' framing: The effect on interest in STEM careers. *Communication Currents*. Available at: <http://www.natcom.org/commcurrentsissue.aspx>
31. Jahn, J. L. S., & Myers, K. K. (2014). Vocational anticipatory socialization of adolescents: Messages, sources and frameworks that influence interest in STEM careers. *Journal of Applied Communication Research*, 42, 85-106.
30. Myers, K. K. (2014). Mixed methods in research: When more really is more. In L. L. Putnam & D. K. Mumby (Eds.), *The SAGE handbook of organizational communication* (3rd ed.) (pp. 297-320). Thousand Oaks, CA: SAGE.
29. Myers, K. K. (2013). Organizational assimilation theory. In E. Kessler (Ed.), *SAGE encyclopedia of management theory* (2nd ed.) (pp. 524-526). Thousand Oaks, CA: SAGE.
28. Shenoy-Packer, S., & Myers, K. K. (2013). Challenges to organizational assimilation. *The International Journal of Organizational Diversity*. Available at: http://d12.cgpublisher.com/proposals/350/index_html
27. Myers, K. K., & Davis, C. W. (2012). Communication between the generations. In H. Giles (Ed.), *The handbook of intergroup communication* (pp. 237-249). New York: Routledge.
26. Myers, K. K., Gailliard, B. M., & Putnam, L. L. (2012). Reconsidering the concept of workplace flexibility: Is adaptability a better solution? In C. T. Salmon (Ed.), *Communication yearbook 36* (pp. 195-230). Mahwah, NJ: Lawrence Erlbaum.
25. Davis, C. W., & Myers, K. K. (2012). Communication and member disengagement in planned organizational exit. *Western Journal of Communication*, 76, 194-216.
24. Myers, K. K. (2011). "Mixed methods." In V. Miller, M. S. Poole, D. R. Seibold and Associates, *Advancing research in organizational communication through quantitative methodology*. *Management Communication Quarterly*, 25, 4-58.
23. Myers, K. K., Seibold, D. S., & Park, H. S. (2011). Interpersonal communication in the workplace. In M. C. Knapp & J. A. Daly (Eds.), *The SAGE handbook of interpersonal communication*. (4th ed.) (pp 527-562). Thousand Oaks, CA: Sage.
22. Ashforth, B. E., Myers, K. K., & Sluss, D. M. (2011). Socialization perspectives and positive organizational scholarship. In K. Cameron & G. Spreitzer (Eds.), *The Oxford handbook of positive organizational scholarship*. New York: Oxford University Press.
21. Myers, K. K., Jahn, J. L. S., Gailliard, B., & Stoltzfus, K. (2011). Vocational anticipatory socialization (VAS) related to science and math: A model of academic and career interests. *Management Communication Quarterly*, 25, 87-120.
20. Gailliard, B., Myers, K. K., & Seibold, D. R. (2010). Organizational assimilation: A multidimensional reconceptualization and measure. *Management Communication Quarterly*, 24, 552-578.
19. Myers, K. K. (2011). Socializing organizational knowledge: Informal socialization through workgroup interaction. In H. E. Canary & R. D. McPhee (Eds.), *Communication and organizational knowledge: Contemporary issues for theory and practice* (pp. 285-303). New York: Routledge.
18. Myers, K. K., & Sadaghiani, K. (2010). Millennials in the workplace: A communication perspective on Millennials' organizational relationships and performance. *Journal of Business & Psychology*, 25, 225-238.
17. Scott, C. W., & Myers, K. K. (2010). Toward an integrative theoretical perspective of membership negotiations: Socialization, assimilation, and the duality of structure. *Communication Theory*, 20, 79-105.
16. Myers, K. K. (2009). Organizational socialization/assimilation. In S. W. Littlejohn & K. A. Foss (Eds.), *Encyclopedia of communication theory*. (pp. 722-724). Thousand Oaks, CA: Sage.
15. Myers, K. K. (2009). Workplace relationships. In S. Smith & S. R. Wilson (Eds.), *New directions in interpersonal communication* (pp. 135-156). Thousand Oaks, CA: Sage.
14. Seibold, D. R., Lemus, D. R., Ballard, D. I., & Myers, K. K. (2009). Organizational communication and applied communication research: Intersections and integration. In L. R. Frey & K. N. Cissna (Eds.), *Routledge handbook of applied communication* (pp. 331-354). New York: Taylor & Francis/Routledge.
13. Myers, K. K., & Oetzel, J. (2003). [Reprinted in Creswell, J. W., & Plano Clark, V. L. (2007). *Designing and conducting mixed methods research* (pp. 239-255). Thousand Oaks, CA: Sage.]

12. Myers, K. K., & McPhee, R. D. (2006). Influences on member assimilation in workgroups in high reliability organizations: A multilevel analysis. *Human Communication Research*, 32, 440-468.
11. Scott, C., Myers, K. K., & Tracy, S. (2006). Humor is serious business. *Communication Currents*. Online available at: <http://www.communicationcurrents.com/serioushumor.htm>
10. Tracy, S., Myers, K. K., & Scott, C. (2006). Cracking jokes and crafting selves: A multi-site analysis of humor, sensemaking, and identity management among human service workers. *Communication Monographs*, 73, 283-308.
9. Scott, C., & Myers, K. K. (2005). [Reprinted in Bollinger, D. M. (2006). *Introduction to communication studies: An applied research perspective* (pp. 173-193). Dubuque, IA: Kendall Hunt.]
8. Waldeck, J., & Myers, K. K. (2007). Organizational assimilation theory, research, and implications for multiple divisions of the discipline: A state of the art review. In C. S. Beck (Ed.), *Communication yearbook 31*, (pp. 322-369). Mahwah, NJ: Lawrence Erlbaum.
7. Myers, K. K. (2006). Assimilation and mutual acceptance. In J. Greenhaus & G. Callanan (Eds.), *Encyclopedia of career development* (pp. 31-32). Thousand Oaks, CA: Sage.
6. McPhee, R., Myers, K., & Trethewey, A. (2006). On collective mind and conversational analysis: A response to Cooren. *Management Communication Quarterly*, 19, 311-326.
5. Myers, K. K. (2005). A burning desire: Assimilation into a fire department. *Management Communication Quarterly*, 18, 344-384.
4. Scott, C., & Myers, K. K. (2005). The socialization of emotion: Learning emotion management at the fire station. *Journal of Applied Communication Research*, 33, 67-92.
3. Seibold, D. R., & Myers, K. K. (2005). Communication as structuring. In G. J. Shepherd, J. St. John, & T. Striphos (Eds.), *Communication as . . . Perspectives on theory* (pp. 143-152). Thousand Oaks, CA: Sage.
2. Myers, K. K., & Oetzel, J. (2003). Exploring the dimensions of organizational assimilation: Creating and validating a communication measure. *Communication Quarterly*, 51, 436-455.
1. Oetzel, J., Myers, K. K., Meares, M., & Lara, E. (2003). Interpersonal conflict in organizations: Explaining conflict styles via face-negotiation theory. *Communication Research Reports*, 20, 106-115.

Grants and Fellowships

Social Science Research Grant. Awarded by the Institute for Social, Behavioral, and Economic Research, University of California, Santa Barbara. July 1, 2013-June 30, 2014. Project title: "Vocational Anticipatory Socialization Entry and Adjustment of Under-Represented Students." Award amount: \$2,958.

William T. Grant Foundation Scholars Fellowship. Semi-finalist. "Socialization of Under-Represented Youth in STEM and Engineering: Changing the Setting in Colleges and Organizational Workplaces."

Social Science Research Grant. Awarded by the Institute for Social, Behavioral, and Economic Research, University of California, Santa Barbara. July 1, 2008-June 30, 2010. Project title: "The Influence of Memorable Messages: Girls' Vocational Anticipatory Socialization and Careers in Science, Technology, Engineering, and Mathematics (STEM)." Award amount: \$6,800.

Regents' Junior Faculty Fellowship. Awarded by Office of Research, University of California, Santa Barbara. July 1, 2007 Project title: "Vocational Anticipatory Socialization through Discursive Messages: Exploring Girls' Propensity to Study and Enter Careers in Science, Technology, Engineering, and Mathematics." Award amount: One-ninth Summer Support.

Individual Faculty General Research Grant. Awarded by the University of California, Santa Barbara Academic Senate Council on Research and Instructional Resources. Project Title: "Validating a Measure of Membership Negotiation." Award amount: \$3,693.

Teaching

Courses Taught

Marketing Communication (COMM 160/COMM 166 University of California, Santa Barbara). This course introduced undergraduate students to theories and practice of marketing and the crucial role of communication. Fall 2009, Summer 2010, Fall 2010, Fall 2011, Winter 2012, Summer 2012, Winter 2013, Summer 2013, Spring 2014, Spring 2015, Spring 2016, Winter 2017, Spring 2017-2022.

Research Methods (COMM 204a University of California, Santa Barbara). This course introduced research design and a variety of research methods used in communication. The course is a requirement for all incoming graduate students. Fall 2012, Fall 2013, Fall 2014, Fall 2018, Fall 2019, Fall 2020.

Mixed Methods in Communication Research (COMM 594, University of California, Santa Barbara). This graduate methods class introduced mixed methodology and guided students toward the development of a mixed method project proposal. Fall 2008, Fall 2015, Spring 2018, Winter 2022.

Communication and Organizational Membership (COMM 152, University of California, Santa Barbara). This course for undergraduate students examines numerous topics related to membership including organizational socialization, assimilation, identification, workplace flexibility, intergenerational communication and other constructs related to role identity. Winter 2017, Winter 2018, Summer 2018, Winter 2019, Spring 2020, Fall 2020.

Organizational Membership Negotiation (COMM 594, University of California, Santa Barbara). This graduate seminar examined organizational socialization, organizational assimilation, and organization identity issues. Spring 2008, Winter 2011, Winter 2014.

Advanced Organizational Communication (COMM 152, University of California, Santa Barbara). Focused on membership issues (organizational socialization/assimilation, organizational identification, leadership). Students conducted qualitative research project to develop dimensions (and related measurement items) of organizational assimilation. Spring 2007, 2008, 2010; Winter 2009, Winter 2017, Winter 2018.

Small Group Communication (COMM 106, University of California, Santa Barbara). Large lecture class accompanied by discussion section. Working in small groups, students learned group processes by conducting a research project on an external group. Students also learned in lectures and by participating in discussion sections. Spring 2007, 2009, Winter 2010, Fall 2010.

Micro- and Macro-Organizational Communication (COMM 122, University of California, Santa Barbara). Applied communication theory and research to ongoing organizations, with special emphasis on communication causes, correlates, and consequences of internal organizational processes experienced at individual, group, and organizational levels. Summer 2007, 2008, 2009, 2010, Winter 2007, 2009, 2010.

Conflict and Communication (COMM 121, University of California, Santa Barbara). Developed learning objectives and course syllabus for large class incorporating interpersonal, organizational, and intercultural perspectives. Summer 2007, 2008, 2009, 2010, 2012; Spring 2017.

“So you’re new? Organizational Assimilation: Entering & Becoming a Member” (INT 94NB, Freshman Seminar, University of California, Santa Barbara). Introduction to the theories and practices of organizational assimilation.

Quantitative Methods of Communication Research (COM 304, Purdue University). Quantitative empirical methods of research pertinent to communication including fundamental concepts of problem identification, reliability and validity of both measurement and research design, and statistical analyses using SPSS. Worked with two teaching assistants. Fall 2006.

Organizational Socialization (COM 674C, Purdue University). In-depth look at organizational socialization and assimilation the effects of newcomer integration on both the organization and the newcomer. Fall 2005.

Organizational Communication (COM 324, Purdue University). A survey course introducing undergraduates to organizational communication from a variety of perspectives. Worked with three teaching assistants. Fall 2005, Fall 2006.

Marketing Management (ENGR 210, University of California, Santa Barbara). This course was designed as part of a certificate program to introduce doctoral students who were mostly involved in hard sciences and engineering to management practices. The class covered basic issues related to a marketing orientation to product development, promotion and distribution. Students developed marketing plans for existing products or entrepreneurial ventures they planned to launch, primarily in areas of new technologies.

Advanced Research Methods in Communication (COM 308, Arizona State University). Developed course syllabus and assignments for research methods course. Students conducted quantitative research studies and wrote research papers. Approximately 30 students per class. Summer 2003, Fall 2003, Spring 2004, Fall 2004.

Introduction to Human Communication (COM 100, Chandler-Gilbert Community College). Developed course syllabus and assignments. Survey class introducing students to basics of communication. Students wrote individual and group papers and made persuasive/informative speeches. 25 students, Fall 2004.

Advanced Organizational Communication (COM 450, Arizona State University). Developed syllabus for undergraduate seminar course on organizational leadership. 30 students in class. Fall 2003, Spring 2005.

Multivariate Statistics (COM 608, Arizona State University). Seminar Assistant. Worked with Robert McPhee to facilitate graduate-level multivariate course. Spring 2003.

Conflict and Negotiation (COM 312/400, Arizona State University). Developed learning objectives and course syllabus for large class incorporating interpersonal, organizational, and intercultural perspectives. Supervised teaching assistant. Approximately 110 students. Spring 2003, Spring 2004, Spring 2005.

Organizational Communication (COM 250, Arizona State University). Developed course syllabus and learning objectives for large undergraduate class. Supervised teaching assistant. Approximately 110 students. Fall 2002.

Advertising Campaigns (C&J 402, University of New Mexico). Developed course syllabus and learning objectives for the class. Included journalism and business students. Approximately 40 students in the class. Spring 2001.

Introduction to Advertising (C&J 300, University of New Mexico). The only advertising course offered on the UNM campus during the fall semester. Developed course syllabus and objectives for the class. Included journalism and business students. Approximately 50 students in the class. Fall 2000.

Other Teaching

Visiting Summer Scholar June 2015. Taught a doctoral-level course on Organizational Socialization and Identification to 15 graduate students at the North Dakota State University

Mentoring

Doctoral Dissertation Committees

Chair/Co-Chair

Matthew Giles (Chair), anticipated completion July 2022

Gavin Kirkwood (Chair), completed July 2021

Camille Endacott³ (Chair), completed June 2021

Avigal McClelland-Cohen (Chair), Completed May 2020

Dajung Woo² (Chair), completed June, 2017 (Ass't Prof, U of Tennessee, now at Rutgers U)

Samantha Powers (Chair), completed June, 2017 (Ass't Prof, Howard University)

Courtney W. Davis (Chair), completed May 2013 (Ass't Prof, Azusa Pacific University)

Jody Jahn¹ (Co-Chair), completed June 2012 (Ass't Prof, University of Colorado, Boulder)

Bernadette Gailliard (Co-Chair), completed January 2013 (Ass't Prof, Rutgers University)

1. Jody Jahn's dissertation received the 2012 UCSB Lancaster Dissertation Award (Division of Social Sciences) and the 2013 Charles Redding Dissertation Award from the Organizational Communication Division of the International Communication Association.
2. Dajung Woo's dissertation received the 2018 UCSB Lancaster Dissertation Award (Division of Social Sciences) and the 2018 Gerald Miller Dissertation Award from the National Communication Association.
3. Camille Endacott's dissertation received the 2022 Charles Redding Dissertation Award from the Organizational Communication Division of the International Communication Association.

Member

Nitzan Navick (Member), (in progress)

Stephenson Brooks Whitestone (Member), (in progress)

Juan Ahumada, University of Colorado, Boulder (Member), (in progress)

Rachyl Pines (Member), completed 2020

Samantha Coveleski (Member)

Eric Zackrison (Member), completed 2017 (Business owner)

Stephanie Dailey (Member) (University of Texas, Austin), completed April, 2014

Paul Kang (Member), completed May 2012 (Ass't Prof, Chapman University)

Katy Pearce (Member), completed April 2011 (Ass't Prof, University of Washington)

Suchitra Shenoy (Member) (Purdue University), completed April 2009 (Ass't Prof, DePaul University)

Elena Gabor (Member) (Purdue University), completed April 2009 (Ass't Prof, Bradley University).

Kristen Lucas (Member) (Purdue University), completed July 2006 (Ass't Prof at University of Kentucky)

Masters Thesis Committees

Chair/Co-Chair

Jacova Snyder (Chair), anticipated completion June 2023
 Camille Endacott (Chair), completed June 2017
 Jody Jahn (Chair), completed December 2008
 Bernadette Gailliard (Co-Chair), completed December 2008
 Courtney Wong (Chair), completed September 2009.

Member

Rachyl Pines (Member), completed December 2016
 Krista Martin (Member), completed June 2012.
 Elizabeth Williams (Member) (Purdue University), completed April 2007
 Joy Deitz (Member) (Purdue University), completed April 2009

Honors Theses

Michelle Lee (Chair), completed June 2022
 Melanie Liu (Chair), completed June 2022
 Shirya Ghai (Chair), completed June 2020
 Marissa McClure (Chair), completed June 2016
 Emily Richardson (Chair), completed June 2010
 Kamyab Sandaghiani (Chair), completed June 2008.

Faculty Advisor 2012-2018

In Spring 2012, with two students, established the campus chapter of the *American Marketing Association*. Continued advising the chapter, including attending weekly meetings and consulting with chapter leaders about procedures, projects, and membership issues. Membership exceeds 80 students from across UCSB.

Professional Activities

Conference Participation

Conference Papers (Refereed)

- Pines, R., Myers, K. K., Giles, H. (2022, June). *Managing Patient Aggression in Non-Profit, Safety Net, Community Clinics: Healthcare Professionals' Experiences and Emotional Labor*. Presented to 17th International Conference on Language and Social Psychology. Hong Kong Polytechnic University. Presented virtually.
- Endacott, C. G., Woo, D. J., & Myers, K. K. (2021, May). *Navigating water cooler talks without the water cooler: Information seeking during remote socialization*. Presented to the Organizational Communication Division of the International Communication Association conference. Denver, CO.
- Giles, M. & Myers, K. K. (2020, November). *Counterflows: Explaining police and firefighter actions and consequences for the communicative constitution of organizations following policy changes*. Presented to the Organizational Communication Division of the National Communication Association conference. Indianapolis, IN.
- Iverson, J. O., McPhee, R. D., Myers, K. K. (July, 2019). *Transtructions and modalities: Theorizing communication and constitution from a four flows (structural) perspective*. Presented at the EGOS conference, Edinburgh, Scotland.
- Woo, D. J., & Myers, K. K. (2019, May). *Organizational Membership Negotiation of Boundary Spanners: Becoming Competent "Jack of All Trades" and Master of Interactional Expertise*. Paper presented in the Organizational Communication Division of the International Communication Association, Washington, D.C.
- Endacott, C. G., & Myers, K. K. (2018, November). *Extending the membership negotiation model: Modalities of work experience and the reproduction and transformation of structures*. Presented to the Organizational Communication division of the National Communication Association, Salt Lake City, UT.

- Sivunen, A., & Myers, K. K. (2018, May). *Visibility in Open Workspaces: Implications for Organizational Identity and Identification*. Paper presented in the Organizational Communication Division of the International Communication Association, Prague.
- Nordbäck, E., Myers, K. K., & McPhee, R. D. (2017, November). *Workplace flexibility and communication flows: A structural view*. *Journal of Applied Communication Research*. Paper presented to the Organizational Communication Division of the National Communication Association, Dallas, TX.
- Powers, S. R., & Myers, K. K. (2016, November). *Vocational anticipatory socialization: College students' reports of encouraging/discouraging sources and messages*. Paper presented to the Organizational Communication Division of the National Communication Association, Philadelphia, PA.
- Powers, S. R., & Myers, K. K. (2015, November). *Family income, first-generation college student and first-generation American: Implications for organizational socialization theory and practice*. Paper presented to the Organizational Communication Division of the National Communication Association, Las Vegas, NV.
- Nordbäck, E., & Myers, K. K. (2014, August). *Teleworking effects on worker coordination and productivity*. Paper presented to the Human Resource Division of the Academy of Management, Philadelphia, PA.
- Gailliard, B. M., Seibold, D. R., & Myers, K. K. (2014, May). *Identity negotiation processes among health care professionals: Standpoint theory and identity work perspectives and latent class analysis*. Paper presented to the Organizational Communication Division of the International Communication Association, Seattle, WA.
- Myers, K. K., & Davis, C. W. (2012, November). *Communication between the generations*. Paper presented to the Organizational Communication Division of the National Communication Association, Phoenix, AZ.
- Putnam, L. L., Myers, K. K., & Gailliard, B. M. (2012, November). *A critical review of the workplace flexibility literature: Opening spaces for new directions*. Paper presented to the Organizational Communication Division of the National Communication Association, Phoenix, AZ.
- Myers, K. K., Davis, C. W., & Richardson, E. (2011, November). *Organizational identification: Exploring students' attachment to their university*. Paper presented to the Organizational Communication Division of the National Communication Association, New Orleans, LA.
- Myers, K. K., Putnam, L. L., & Gailliard, B. M. (2010, November). *Locating flexibility as a construct in organizational communication*. Paper presented to the Organizational Communication Division of the National Communication Association, San Francisco, CA.
- Myers, K. K., & Sadaghiani, K. (2010, November). *Millennials in the workplace: A communication perspective on millennials' organizational relationships and performance*. Paper to be presented to the Organizational Communication Division of the National Communication Association, San Francisco, CA.
- Jahn, J. J., & Myers, K. K. (2010, November). *Vocational anticipatory socialization (VAS) and STEM: Career-related messages and how adolescents internalize them*. Paper to be presented to the Organizational Communication Division of the National Communication Association, San Francisco, CA.
- Davis, C. W., & Myers, K. K. (2010, November). *Organizational identification and planned organizational exit: Exploring the disengagement process*. Paper to be presented to the Organizational Communication Division of the National Communication Association, San Francisco, CA.
- Gailliard, B., Myers, K. K., & Seibold, D. R. (2009, November). *Extending assimilation research: A Dimensional view and revalidation of the organizational assimilation index with diverse populations and in diverse contexts*. Paper presented to the Organizational Communication Division of the National Communication Association, Chicago, IL.
- Myers, K. K. (2009, July). *Socializing organizational knowledge: Informal socialization through workgroup interaction*. Paper presented to the Interdisciplinary Network for Group Research (INGRoup) Conference, Colorado Springs, CO.
- Myers, K. K., Jahn, J. L. S., Gailliard, B., Jahn, J., & Stoltzfus, K. (2009, May). *Vocational anticipatory socialization (VAS) related to science and math: A model of academic and career interests*. Paper presented to the Organizational Communication Division of the International Communication Association, Chicago, IL.

- Sadaghiani, K., & Myers, K. K. (2009, February). *Millennials' reports of parental communication about leadership values: The vocational anticipatory socialization of young millennial adults*. Paper presented to the Organizational Communication Division of the Western States Communication Association, Mesa, AZ.
- Myers, K. K., Stoltzfus, K., Gailliard, B., & Jahn, J. (2008, November). *Exploring girls' and women's propensity to study and enter careers in STEM disciplines: Vocational anticipatory socialization and communication research opportunities*. Paper presented to the Organizational Communication Division of the National Communication Association, San Diego, CA.
- Scott, C. W., & Myers, K. K. (2007, November). *Toward an integrative theory of membership negotiations: A structural view of socialization, assimilation, and the duality of structure*. Paper presented to the Organizational Communication Division of the National Communication Association, Chicago, IL. (Top Paper in Organizational Communication Division).
- Myers, K. K. (2007, July). *Taking one's place: Group socialization, positioning, and identification*. Paper presented at the Interdisciplinary Network for Group Research (INGROUP) Conference, East Lansing, MI.
- Myers, K. K., & Shenoy, S. (2007, May). *Obstacles to organizational assimilation: Minorities' and women's perceptions*. Paper presented to the Organizational Communication Division of the International Communication Association, San Francisco, CA.
- Myers, K. K., & Shenoy, S. (2006, November). *Workplace diversity, institutional bias, and organizational assimilation*. Paper presented to the Organizational Communication Division of the National Communication Association, San Antonio, TX.
- Waldeck, J., & Myers, K. (2006, November). *A state of the art review: Organizational assimilation theory, research, and implications for multiple divisions of the discipline*. Paper presented to the Organizational Communication Division of the National Communication Association, San Antonio, TX.
- Myers, K. K., & McPhee, R. D. (2006, June). *Group influence on member assimilation in highly interdependent workgroups: A multilevel analysis*. Paper presented to the Organizational Communication Division of the International Communication Association, Dresden, Germany.
- Tracy, S., Myers, K., & Scott, C. (2005, November). *Transforming complexity and absurdity to comedy and identity affirmation: A grounded multisite analysis of humor and organizational sensemaking*. Paper presented to the Organizational Communication Division of the National Communication Association, Boston, MA.
- Myers, K. (2004, November). *Perceptions of emergent leadership: Leader categorization theory to examine follower perceptions*. Paper presented to the Organizational Communication Division of the National Communication Association, Chicago, IL.
- Myers, K., & McPhee, R. (2004, November). *A structural approach to organizational socialization and assimilation research*. Paper presented to the Organizational Communication Division of the National Communication Association, Chicago, IL.
- Parsons, J., & Myers, K. (2003, November). *Organizing discourse: Visualizing talk of a start-up organization*. Paper presented to the Organizational Communication Division of the National Communication Association, Miami Beach, FL. (Top Student Paper in Organizational Communication Division).
- Myers, K. (2003, May). *The role of family communication on organizational knowledge and organizational assimilation: A case study*. Paper presented to the Organizational Communication Division of the International Communication Association, San Diego, CA.
- Myers, K. (2003, February). *"So you want to be a firefighter?": A case study of socialization and social identity on adopting the role of firefighter*. Paper presented to the Organizational Division of the Western States Communication Association, Salt Lake City, UT. (Top Student Paper in Organizational Communication Division).
- Dybvig, K., Henson, D., & Myers, K. (2003, February). *The yoga of marriage: Conflict and attributional flexibility*. Paper presented to the Interpersonal Division of the Western States Communication Association, Salt Lake City, UT. (Top Four Paper in Interpersonal Communication Division).
- Myers, K. (2002, November). *A burning desire: Assimilation into a fire department*. Paper presented to the Organizational Division of the National Communication Association, New Orleans, LA. (Top Paper and Top Student Paper in Organizational Communication Division).

- Scott, C., & Myers, K. (2002, November). *The emotions of socialization and assimilation: Learning emotion management at the fire station*. Paper presented to the Organizational Communication Division of the National Communication Association, New Orleans, LA.
- Myers, K., & Oetzel, J. (2002, July). *Exploring the dimensions of organizational assimilation: Creating and validating a communication measure*. Paper presented to the Organizational Communication Division of the International Communication Association, Seoul, South Korea.
- Myers, K., & Andrews, H. (2002, March). *Communication issues surrounding United States Air Force assimilation*. Paper presented to the Organizational Communication Division of the Western States Communication Association, Long Beach, CA.
- Myers, K. (2001, November). *The Bridgestone/Firestone tire recall: A critical analysis*. Paper presented to the Organizational Communication Division of the National Communication Association, Atlanta, GA.
- Myers, K. (2001, February). *Hospital advertising: Do patients rate hospital advertising as a source of influence for selecting hospitals?* Paper presented to the Health Communication Division of the Western States Communication Association, Couer D'Alene, ID. (Top Four Paper in Health Communication Division).
- Oetzel, J., Myers, K., Meares, M., & Lara, E. (2001, February). *Interpersonal conflict in organizations: Explaining conflict styles via face-negotiation theory*. Paper presented to the Organizational Communication Division of the Western States Communication Association, Couer D'Alene, ID.
- Conference Responses and Panel Presentations**
- Myers, K. (2020). Response to *New Directions in Organizing and Workplace Issues in Organizational Communication* to the Organizational Communication Division of the National Communication Association, Indianapolis, IN.
- Myers, K. (2020). *New Opportunities for Research in HROs*. Paper presented as part of a panel to the Organizational Communication Division of the National Communication Association, Indianapolis, IN.
- Myers, K. (2016, November). *Research in HROs: Opportunities, challenges, and future directions*. Paper presented to the Organizational Communication Division of the National Communication Association, Philadelphia, PA.
- Myers, K. (2015, November). *Socialization in healthcare organizations*. Paper presented to the Organizational Communication Division of the National Communication Association, Las Vegas, NV.
- Myers, K. (2014, November). *Emotional labor, display, and agency*. Response presented to the Organizational Communication Division of the National Communication Association, Chicago, IL.
- Buzzanell, P. M., & Myers, K. K. (2014, November). *Meeting the needs of human resource management: A communication perspective*. Response presented to the Organizational Communication Division of the National Communication Association, Chicago, IL.
- Myers, K. (2012, November). *Mixed methods: Embracing (unrealized) opportunities in organizational communication*. Presented to the Organizational Communication Division of the International Communication Association, Orlando, FL.
- Myers, K. (2006, November). *Organizational entry in high reliability organizations: A knowledge acquisition-assimilation model*. Paper presented to the Organizational Communication Division of the National the National Communication Association, San Antonio, TX.
- Myers, K. (2003, November). *Collective mind in high reliability organizations*. Paper presented to the Organizational Communication Division of the National the National Communication Association, Miami Beach, FL.
- Myers, K. (2003, May). *Socialization of leadership: Influences of organizational socialization practices on future organizational leaders*. Paper presented to the Organizational Communication Division of the International Communication Association, San Diego, CA.
- Tracy, S., Myers, K., & Scott, C. (2002, November). *Humor as organizational sense-making: A qualitative multisite analysis of dirty workers*. Paper presented to Organizational Communication Division of the National Communication Association, New Orleans, LA.

Invited Presentations

“Neither All Dark, Nor All Bright: Both Sides of Organizational Socialization and Assimilation. Keynote Speech presented at the 3rd International and Interdisciplinary Conference on Discourse and Communication in Professional Contexts. Aalborg University, Denmark, November 11, 2021.

“Building Relationships and Improving Communication.” Presented to partners of Nicolaidis, Fink, Thorpe, Michaelides, Sullivan, LLP. Deer Valley, UT, September 2017.

“Vocational Anticipatory Socialization: Extending Theory, Guiding Educators and Parents.” Presented to faculty and students at Portland State University. March 2017.

“CODE: Debugging the Gender Gap” hosted by The UCSB Center for Information Technology and Society (CITS). Guest panelist in a discussion involving campus leaders who are concerned about the lack of females in coding educational programs and in coding and computer science careers after viewing the above titled movie. University of California, Santa Barbara, May 2016

“Negotiating Your Job Offer. In Industry Professions” Presented to Doctoral Candidates and Post-Doctorates at the Beyond Academia Conference. University of California, Santa Barbara. May 2015.

“Negotiating Your Job Offer. Academic and Industry Professions” Presented to Doctoral Candidates and Post-Doctorates. University of California, Santa Barbara. January 2015.

“Negotiating Your Job Offer in Industry.” Presented to graduating Seniors and Master’s students in Technology Management. University of California, Santa Barbara. February 2015, November 2016.

“Negotiating Your Job Offer in Engineering and Science Careers.” Presented to Doctoral Candidates and Post-Doctorates in Engineering and Sciences. University of California, Santa Barbara. April 2012 and revised for presentation January 2014.

“Students’ Vocational Socialization: Influences on Academic and Career Interests.” Presented to Parent Donors, College of Letters & Sciences, University of California, Santa Barbara. October, 2011.

53rd Annual Harold J. Plous Memorial Lecture. *“Organizational Membership: Vocational Socialization, Organizational Entry, and Assimilation.”* University of California, Santa Barbara. April, 2011.

“Students’ Vocational Socialization: Parents and Other Influences on Academic and Career Interests.” Presented at Parents’ Weekend, University of California, Santa Barbara. October, 2010.

2009-2010 Report to UCSB Foundation Board of Trustees Concerning Board Structure, Governance and Meeting Practices. (David R. Seibold, Ryan Fuller & Karen Myers). University of California, Santa Barbara. October 2009.

“A Model of Vocational Anticipatory Socialization and Science, Technology, Engineering, and Mathematics (STEM).” Presented to the faculty and graduate students in the Hugh Downs School of Human Communication, Arizona State University. January 2009.

“Vocational Anticipatory Socialization and Discursive Messages: Girls’ Propensity to Study and Enter Careers in Science, Technology, Engineering, and Mathematics (STEM).” Presented to the faculty and graduate students in the Department of Communication Studies, California State University, Northridge. April 2008.

“The Influence of Memorable Messages: Girls’ Vocational Anticipatory Socialization and Careers in Science, Technology, Engineering, and Mathematics.” Presented to the faculty and graduate students in the Annenberg School of Communication, University of Southern California. October 2007.

“The Old and the New: Critique of Current Organizational Research.” Presented at the International Communication Association, May 2007.

“Entrepreneurship.” Presented to Alpha Kappa Psi, Professional Business Fraternity at University of California, Santa Barbara, CA. April 2007.

“Integrating into Organizations: Lessons from High Reliability Organizations.” Presented to faculty and students at Chapman University, Orange, CA. March 2007.

“Choosing to Become an Entrepreneur” Presented to faculty and students at Chapman University, Orange, CA. March 2007.

“Persuasive Interviews in Sales” Presented to communication students enrolled in interviewing course at University of California, Santa Barbara. February 2007.

“Critique of Vocational Socialization Research.” Presented at the National Communication Association, November 2006.

“Entrepreneurship: Doing What You Love.” Colloquium presented to faculty and graduate students at Purdue University. November 2006.

“Influences on Member Assimilation in Workgroups in High Reliability Organizations: A Multilevel Analysis.” Colloquium presented to faculty and graduate students at the University of California, Santa Barbara. June 2006.

“Scholar Spotlight: High Reliability Assimilation and Advice to Graduate Students.” Lecture presented to graduate students in organizational communication survey class at Purdue University. October 2005.

“Organizational Knowledge and Assimilation in High Reliability Organizations.” Colloquium presented to faculty and graduate students at Purdue University. December 2004.

“High Reliability Organizations as a Context for Examining Group Integration.” Colloquium presented to faculty and graduate students at the University of Missouri. December 2004.

“An Evolving View of Organizational Socialization and Assimilation.” Colloquium presented to faculty and graduate students at the University of New Mexico. November 2004.

“Organizational Socialization.” Presented to communication students enrolled in an organizational communication course at University of California, Santa Barbara. June 2004.

“Information Seeking Sales Interviews.” Presented to communication students enrolled in interviewing course at University of California, Santa Barbara. June 2004.

“Theories of Leadership.” Presented to students enrolled at Arizona School of Health Sciences, Mesa, AZ. March 2003.

“Welcome to Incoming Arizona State University President Michael Crow.” Presented on behalf of graduate students in the Hugh Downs School of Human Communication. October 2002.

“Communication and Diversity.” Presented to managers, Glacier National Park. May 2000.

Offices in Scholarly Societies

Awards Chair (elected position). Organizational Communication Division, National Communication Association, 2008-2010.

Journal Editorial Board Memberships and Ad Hoc Reviews

Communication Monographs (Editorial Board Member)

Journal of Applied Communication Research (Editorial Board Member)

Western Journal of Communication (Editorial Board Member)

Electronic Journal of Communication (Editorial Board Member)

Management Communication Quarterly (Editorial Board Member)

Human Relations

Journal of Family Communication

Journal of Communication

Journal of Communication Education
Communication Quarterly
Journal of Language and Social Psychology
Organization Studies
Communication Research
Corporate Communications Review
Management Research Review
Health Communication

Grant Reviews

College of Liberal Arts, for Research Incentive Grants. Purdue University
 National Science Foundation

Conference Submission Reviewing

International Communication Association (2006, 2007, 2008, 2009, 2010, 2014, 2020)
 National Communication Association (2005-2022)
 Western States Communication Association (2005, 2006, 2007)

Reviews for Publishers

Polity Press
 Sage Publications
 McGraw-Hill

Memberships in Professional Associations

International Communication Association
 National Communication Association
 American Marketing Association

In the Media

“Experts Weigh in on Current Job Market Trends,” (January 2021) for ZIPPIA, the Career Expert. Available at: <https://www.zippia.com/communications-specialist-jobs/trends/#section-professor-972915794166>

“How Young Professionals See the Perfect Company,” (April 2013). Interview by Karl Wiegler for Ericsson, International telecommunications company. Available at: http://www.ericsson.com/se/news/130411-how-young-professionals-see-the-perfect-company_244129228_c

“Communicating with Millennials in the Workplace,” (May 2013). Interview by Jennifer Drapkin for *Psychology Today*.

Service

Department Service

Graduate Director. Oversee programming, progress and well-being of doctoral students. July 2019-June 2022.

Graduate Committee. Planned and implemented graduate student outreach, recruiting and program development. Communication Department, University of California, Santa Barbara. 2016-present.

Alumni Council. With Linda Putnam, established Alumni Council, developed mission, recruited members, organize conference calls, and plan semi-annual meetings. University of California, Santa Barbara. 2009-present.

Alumni Relations Committee. Planned meetings, receptions, and workshops, including securing donors for annual Career Day. Established “UCSB Student-Alumni Facebook Community” involving continuous monitoring of site. University of California, Santa Barbara. 2009-present.

Graduate Assessment Coordinator for the Department. 2016-present

The Gaucho Communicator, Editor. Established departmental newsletter. Worked with undergraduates to write content, select visuals, develop layout, and distribution. Published every Spring and Fall. University of California, Santa Barbara. 2009-2013.

Department of Communication Twenty-fifth Anniversary Committee. Chaired Alumni Reunion and Career Development Day Events. University of California, Santa Barbara. 2008-2009.

Undergraduate Committee. Communication Department, University of California, Santa Barbara, 2007-2012.

Awards Committee. Communication Department, University of California, Santa Barbara, 2007-2011.

Graduate Committee. Organizational Communication area representative. Purdue University, 2006.

Small Group Communication Course Coordinator. Coordinated four graduate teaching assistants. Purdue University, Fall 2006.

Campus Service

Graduate Council. University of California, Santa Barbara. 2011-2013, 2018-2021.

Associate Dean, Graduate Division. University of California, Santa Barbara, 2013-2016. Duties included developing systems to better improve graduation success rates for graduate students on campus. Other duties as requested by Dean of Graduate Division, including primary oversight on graduate student academic status and progress, met with students and faculty to resolve issues, preparing GD responses to Program Review Panel reports, developed programs to increase graduate student diversity and their success, leading annual Grad Slam competition, budget decisions related to fellowships and block grants, contributed to Graduate Division grant proposals and worked with graduate programs on campus to develop program learning outcomes and assessment plans.

Lancaster Dissertation Award Selection Committee 2015, 2016, 2020, 2021. Reviewed dissertation submissions and worked with a committee to select the top dissertation and write a summary for the commencement presentation.

Graduate Dean's Advisory Committee 2016-2020. Work with the Graduate Dean to improve and develop new programs to improve the experiences of under-represented graduate students

Council on Assessment, University of California, Santa Barbara, 2012-2020. Campus-wide council to oversee WASC assessment on campus.

Dining with Faculty: A Faculty Mentoring Program to provided several evening one-on-one mentoring to a group first-generation college students on campus. Winter 2019

Marketing Association, Faculty Advisor, University of California, Santa Barbara, 2012-2018. Assisted Communication students to launch a student marketing group associated with the American Marketing Association.

Graduate Scholars Faculty Mentor, University of California, Santa Barbara, 2017-2018. Serve as faculty mentor for six under-represented graduate students from various department on campus.

Student Fee Advisory Committee, University of California, Santa Barbara, 2017-2020. Serve as only faculty member on student committee that meets twice a week to oversee award of more than \$300,000 annually with reserves of \$9 million dollars in funds from student fees.

Associate Vice Chancellor for Public Affairs and Communications Search Committee, University of California, Santa Barbara, 2015-2017. Reviewed resumes, participated in employment interviews, and made recommendations to Chancellor Yang.

WASC Assessment Coordinator for Graduate Programs, University of California, Santa Barbara. 2012-2016. Worked with 52 graduate programs on campus to facilitate the development of program learning outcomes and assessments to meet requirements for reaccreditation.

Social Sciences Development Director Search Committee, University of California, Santa Barbara. 2012-2013. Reviewed resumes and participated in employment interviews.

WASC Assessment Graduate Committee, Co-Chair, University of California, Santa Barbara. 2012-2013. Co-chaired with Graduate Dean Carol Genetti to develop ERC report for WASC Accreditation.

Online ESCI Conversion Committee, University of California, Santa Barbara. 2012-2013. Campus-wide committee to prepare the campus for eventual transition to online course/teaching evaluations.

Senate Effectiveness Committee. University of California, Santa Barbara. 2007-2008.

Alumni Association, University of California, Santa Barbara, 2009. Met with George Thurlow (Alumni Association, Executive Director) and Susan Goodale (Programs Director) to plan and survey UCSB seniors about their use of and planned future use of the Alumni Association's events and workshops, their identification with the university, and their anticipated future involvement with UCSB. The project was part of a senior honors' thesis project.

Service to the Discipline

- Reviewer for Baker Grant, Ohio University (March 2019)
- Reviewer for Department of Language and Communication Studies at University of Jyväskylä, Finland which entailed reviewing the Department's faculty job candidates (Summer 2020)

Tenure and Promo Cases

- Purdue University, Promotion to Full Professor, 2022
- Arizona State University, Tenure and Promotion to Associate Professor, 2021
- University of Ohio, Promotion to Full Professor, 2020
- University of Wisconsin, Tenure and Promotion to Associate Professor, 2019

Public and Community Service

Santa Barbara Wildlife Care Network. Directed 62 student teams to develop marketing creative briefs and videos to promote volunteerism in wildlife rescue, Spring 2022.

Food Bank of Santa Barbara County. Directed 40 four-student teams to develop marketing creative briefs and videos to promote donation and participation in the Picnic in the Park program, Spring 2021.

Women's Fund. 2019 to present. Participated in nonprofit community organization to improve the lives of children and families in Santa Barbara County.

UCSB Associated Students Food Bank. Worked with Marketing Communication students to develop marketing plans and promotional videos to generate donations, Spring 2017.

Santa Barbara County Animal Care Foundation, a local 501(c)(3). Worked with Marketing Communication students to develop marketing plans and promotional videos to generate donations, Winter 2017.

Dog Adoption & Welfare Group, a local 501(c)(3). Worked with Marketing Communication students to develop marketing plans and other promotional materials, Spring 2016.

UCSB Drug and Alcohol Program. Worked with Marketing Communication students to develop marketing plans and promotional ideas, Spring 2015.

Community Presentations

“Improving Workplace Communication.” Presented to Executives of Procore Corporation, Carpinteria, CA. June 2016.

“Improving Workplace Communication.” Presented to Executives of FLIR Corporation, Santa Barbara, CA. June 2016.

“Improving Workplace Communication.” Presented to Executives of Port Hueneme, Oxnard, CA. May 2016.

“Improving Workplace Communication.” Presented to Executives of Raytheon Corporation, Santa Barbara, CA. May 2016.

“The Influence of Memorable Messages: Girls’ Vocational Anticipatory Socialization and Careers in Science, Technology, Engineering, and Mathematics.” Invited presentation to the parents, faculty, and administration of Laguna Blanca School. Santa Barbara, CA. March 2008.

“Intergenerational Communication.” Invited presentation to Police Department, Santa Barbara, CA. May 2007.

“Managing Conflict with Customers (and Coworkers).” Invited presentation to Purdue Employees Federal Credit Union. West Lafayette, IN. April 2006.

“Using Humor in the Workplace.” Invited presentation to Lafayette Community Development, City of Lafayette, IN. February 2006.

Related Professional Experience

1988-1999 Heritage Publishers, Inc., Phoenix, AZ
 Owner, President
 Publisher of organizational history books

1987-1988 Life’s Reflections, Inc., Phoenix, AZ
 Owner, President
 Publisher of family and individual life stories

Revised: 06/2022