

John Gribas

Department of Communication and Rhetorical Studies

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EDUCATION

Ph.D., Communication Studies, University of Kansas, 1993

Gribas, J. (1993). Exploring the semantic nature of the team concept as a metaphor guiding collective action. Unpublished doctoral dissertation. University of Kansas, Lawrence, KS.

M.A., Communication Studies, University of Kansas, 1990

Gribas, J. (1990). Characteristics of temporary teams: Perceptions among community theatre casts and directors. Unpublished master's thesis. University of Kansas, Lawrence, KS.

B.S., Secondary Education, Eastern Montana College, 1984

Communication Arts: Organizational Communication, Oral Interpretation, Theatre, Public Speaking.

English: Dramatic Literature, Literary Criticism, English Composition.

Art: Art Education, Drawing, Design, Watercolor, Pottery, Art History.

AREAS OF EMPHASIS FOR RESEARCH AND SCHOLARSHIP

- Organizational Groups and Teams
- Metaphor and Social Cognition
- Organizational Communication Assessment
- Organizational Culture and Symbolism
- Applied Research Methods
- Communication Theory

TEACHING HISTORY

University Level Experience

Department of Communication and Rhetorical Studies, Idaho State University, July 1996 to present.

Undergraduate Courses

- ▶ **Group Communication**
- ▶ **Organizational Communication**
- ▶ **Communication Theory**
- ▶ **Principles of Speech**
- ▶ **Business and Professional Speaking**
- ▶ **Academic Internship**

Graduate Courses

- ▶ **Introduction to Graduate Research Methods**
- ▶ **Seminar in Organizational Communication**
- ▶ **Organizational Communication**
- ▶ **Communication Theory**
- ▶ **Independent Research Projects**

Department of Communication and Journalism, University of Wisconsin-Eau Claire, August 1992 to June 1996.

- ▶ **Interpersonal Communication**
- ▶ **Small Group Communication**
- ▶ **Human Communication Theory**
- ▶ **Public Speaking and Communication**
- ▶ **Fundamentals of Speech**
- ▶ **Organizational Communication Analysis**
- ▶ **Communication Internship**
- ▶ **Language: Mirror of the Mind** (interdisciplinary team taught course)

Department of Communication Studies, University of Kansas, August 1987 to May 1992.

- ▶ **Interpersonal Communication**
- ▶ **Theories of the Interview**
- ▶ **Personal Communication (hybrid introductory course)**
- ▶ **Introduction to Behavioral Research Methods in Communication**

Secondary Teaching Experience

English and Debate: Billings Senior High School, Billings, MT, 1986 to 1987

Art, Language Arts, Speech/Drama: Riverside Junior High, Billings, MT, 1984 to 1986

GRADUATE RESEARCH ADVISING AND DIRECTION ---

Thesis director

- John Christensen (co-director with Dr. Peter Vik), M.A., Clinical Psychology, completion 1999.

Degree paper director

- Spencer Patterson, M.A., Organizational Communication, completion 2008.
- Laura Doty, M.A., Organizational Communication, completion 2006.
- Nathan Peterson, M.A., Organizational Communication, completion 2005.

Thesis/degree paper committee member

- Judy Steiner, M.A., Speech Communication, completion 2003.
- Jo Parris, M.A., Speech Communication, completion 2000.

Non-departmental graduate committee member participation (GFR)

- 2008: Jared Deveraux, Theatre, MA.
- 2007: Brad Cramer, Political Science, MPA; Carol Brooks, Psychology, PhD.
- 2006: Cassidy Zahn, Counseling, MA; Frank Mercogliano, Sport Science & PE, MPE-AA.
- 2005: Tina Gremore, Psychology, PhD; Matt Specht, Psychology, PhD.
- 2004: Carol Brooks, Psychology, MA; Allison Clark, Psychology, MA.
- 2003: Matt Specht, Psychology, MS.
- 2002: Garrett Riley, Business, MBA; Martha Martin, Education, EdD; John Christensen, Psychology, PhD; Debra Larsen, Psychology, PhD; John Landers, Psychology, PhD.
- 2001: Terri Ross, Psychology, PhD.
- 2000: John Landers, Psychology, Comprehensive Exam.
- 1999: Mary Ollila, Art, MA; Richard Baker, Psychology, Comprehensive Exam.
- 1998: Heather Nash, Psychology, Comprehensive Exam; Jacob Jensen, Education, MA; Richard Baker, Psychology, Comprehensive Exam.
- 1997: John Landers, Psychology, MA.

PUBLISHED WORK

Gribas, J. (2008). Doing teams while being the body: Managing spiritual/secular dialectical tensions of defining the church collective through transcendent metaphor. *The Journal of Communication and Religion*, 31, ***.

Gribas, J., & Sims, J. (2006). Metaphoric illumination and symbolic ambiguity: Applying the team metaphor for perceptual reorientation. In L. R. Frey (Ed.), *Facilitating group communication in context: Innovations and applications with natural groups: Vol. 2. Facilitating group task and team communication* (pp. 177-201). Cresskill, NJ: Hampton Press.

Note: The chapter listed above is part of a two-volume edited set chosen to receive the 2007 Distinguished Book Award from the Applied Communication Division of the National Communication Association. It also was honored with the 2007 Ernest Bormann Research Award for Distinguished Scholarly Book from the Group Communication Division of the National Communication Association.

Gribas, J., Vik, P., & Christensen, J. (2004). The impact of supervisor influence strategy and relational context on readiness to change for the alcohol abusing employee. *Employee Assistance Quarterly*, 19(2), 1-17.

Gribas, J., & Downs, C. W. (2002). Metaphoric manifestations of talking "team" with team novices. *Communication Studies*, 53, 112-128.

Gribas, J. (1999). Organizational sports metaphors: Reconsidering gender bias in the team concept. *Communication Research Reports*, 16, 55-64.

Gribas, J., Giordano, J., & Sims, J. (1998). Communication consultants as organizational sensemakers: Applying the team metaphor. *Pennsylvania Speech Communication Annual*, 54, 39-56.

DiSanza, J. R., & Gribas, J. (1998). Risk communication: Strategies for developing understanding with non-technical audiences. *Proceedings of the Intermountain Conference on the Environment*, Pocatello, ID.

Gribas, J. (1995). Self-directed teams in the classroom: Three strikes and they're out. *Communication and Theatre Association of Minnesota Journal*, 22, 132-142.

Gribas, J., & Driskill, G. (1995). Choosing team building strategies: Implications of characteristic team dimensions. *Ohio Speech Journal*, 33, 46-63.

Downs, C. W., Adrian, A., Potvin, T., Varona, F., Gribas, J., & Ticehurst, W. (1995). A cross-cultural comparison of relationships between organizational commitment and organizational communication (abstract). *Proceedings of the Intercultural and International Communication Association*, USA.

Downs, C. W., & Gribas, J. (1994). Team-review questionnaire profile. In R. B. Rubin, P. Palmgreen, & H. E. Sypher (Eds.), *Communication research measures: A sourcebook* (pp. 363-366). New York: Guilford Press.

WORK IN PROGRESS

N/A.

CONFERENCE PAPERS AND PANELS

Driskill, G., & Gribas, J. (2008, November). *Inviting drama into the organizational culture class: Using method acting to target mundane performances*. Workshop presented at the annual meeting of the National Communication Association, San Diego, CA.

Gribas, J. (2007, November). *Doing teams while being the body: Managing spiritual/secular dialectical tensions of defining the church collective through transcendent metaphor*. Panel paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Gribas, J. (2007, November). *Challenging group communication research: A scholarly conversation*. Discussion panel conducted at the annual meeting of the National Communication Association, Chicago, IL.

Gribas, J. (2007, November). *Physician heal thyself: Tasking student groups with finding solutions to the challenges of communicating across belief systems on campus*. Discussion panel conducted at the annual meeting of the National Communication Association, Chicago, IL.

Gribas, J. (2006, November). *Inviting Student Religious Experience into the Classroom: Benefits of Learning to Walk a Delicate Line*. Panel paper presented at the annual meeting of the National Communication Association, San Antonio, TX.

Gribas, J. (2004, November). *Teams, bodies, and metaphoric entailments: Dialectical implications of defining the church collective*. Panel paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Gribas, J. (2004, November). *Roundtable on the terminal MA in Communication Studies*. Discussion panel conducted at the annual meeting of the National Communication Association, Chicago, IL.

Gribas, J., & Hilker, K. (2002, November). *Teams, the body, and related metaphors of unifying action in an organized church community*. Panel paper presented at the annual meeting of the National Communication Association, New Orleans, LA.

Gribas, J., Vik, P., & Christensen, J. (2002, February). *The impact of supervisor referral strategy and relational context on readiness to change for the alcohol abusing employee*. Panel paper presented at the annual meeting of the Western States Communication Association, Long Beach, CA.

Gribas, J. (2001, November). *Academia as Christian vocation in the secular college/university: The challenge of integrating worldview for teaching, research, and service*. Panel paper presented at the annual meeting of the National Communication Association, Atlanta, GA.

- Gribas, J. (2001, February). *Translating scholarship into pedagogical practice: Teaching strategies for the organizational communication course*. Discussion panel conducted at the annual meeting of the Western States Communication Association, Coeur d'Alene, ID.
- Gribas, J. (2000 November). *Orienting members to team membership*. Paper presented at the annual meeting of the National Communication Association, Seattle, WA.
- Gribas, J., & Downs, C. W. (2000, February). *Metaphoric entailments of the team concept: Implications for identification and relational expectations in organized groups*. Paper presented at the annual meeting of the Western States Communication Association, Sacramento, California **[selected as the top paper submitted to the Communication Theory and Research Interest Group]**.
- Gribas, J. (1999, February). *Cognitive complexity is child's play: Multilevel utility and limitations of a tinker toys metaphor*. Paper presented at the annual meeting of the Western States Communication Association, Vancouver, British Columbia.
- Gribas, J. (1998, November). *Theatre context and colleagues: Open doors (and trapdoors) for the applied communication researcher*. Paper presented at the annual meeting of the National Communication Association, New York City, NY.
- DiSanza, J. R., & Gribas, J. (1998, March). *Risk communication: Strategies for developing understanding with non-technical audiences*. Paper presented at the Intermountain Conference on the Environment, Pocatello, ID.
- Gribas, J., & Downs, C. W. (1998, February). *Gender bias in organizational sports metaphors: An examination of the team concept*. Paper presented at the annual meeting of the Western States Communication Association, Denver, CO.
- Gribas, J., Giordano, J., & Sims, J. (1996, November). *Communication consultants as organizational sensemakers: Applying the team concept as a strategically ambiguous metaphor for intervention*. Paper presented at the annual meeting of the Speech Communication Association, San Diego, CA.
- Downs, C. W., Adrian, A., Potvin, T., Varona, F., Gribas, J., & Ticehurst, W. (1995, May). *A cross-cultural analysis of relationships between communication satisfaction and organizational commitment*. Paper presented at the annual meeting of the International Communication Association, Albuquerque, NM.
- Gribas, J. (1995, November). *Doing it all even without a graduate program: A case study of faculty-undergraduate research servicing the community and the classroom*. Poster session presented at the annual meeting of the Speech Communication Association, San Antonio, TX.
- Downs, C. W., Adrian, A., Potvin, T., Varona, F., Gribas, J., & Ticehurst, W. (1995, February). *A cross-cultural comparison of relationships between organizational commitment and organizational communication*. Paper presented at the annual meeting of the Intercultural and International Communication Association, Miami, FL.

Gribas, J. (1994, November). *Self-directed teams in the classroom: Three strikes and they're out*. Paper presented at the annual meeting of the Speech Communication Association, New Orleans, LA.

Gribas, J. (1994, April). *Customer visitors centers as organizational artifacts and sources for cultural analysis: A case study of Hallmark Cards, Inc.* Paper presented at the annual meeting of the Central States Communication Association, Oklahoma City, OK [**selected as one of four top papers submitted to the Organizational and Professional Communication Interest Group**].

Gribas, J., & Downs, C. W. (1993, November). *Exploring the semantic nature of the team concept as an organizational metaphor*. Paper presented at the annual meeting of the Speech Communication Association, Miami, FL.

Gribas, J. (1992, May). *Team building as a metaphor guiding collective action: Implications of symbolic power and boundaries of meaning for utility and effectiveness of OD strategies*. Paper presented at the annual meeting of the International Communication Association, Miami, FL.

Friedman, P., Gribas, J., Nickels, L., & Schuh, J. (1991, November). *A model procedure for investigating innovative experiential methodologies in communication education*. Paper presented at the annual meeting of the Speech Communication Association, Atlanta, GA.

Downs, C. W., & Gribas, J. (1991, May). *The relationship between commitment and communication in three American organizations*. Paper presented at the annual meeting of the International Communication Association, Chicago, IL.

Gribas, J., & Downs, C. W. (1991, May). *Temporary systems in organizations: Unique characteristics of short-term teams*. Paper presented at the annual meeting of the International Communication Association, Chicago, IL.

Gribas, J., & Driskill, G. (1989, November). *Team building variables: Implications for theory, research, and intervention*. Paper presented at the annual meeting of the Speech Communication Association Conference, San Francisco, CA.

Gribas, J., & Driskill, G. (1989, November). *Communication and team building: Implications of characteristic team dimensions*. Paper presented at the annual meeting of the Speech Communication Association, San Francisco, CA [**selected as the top organizational communication paper submitted to the Student Section**].

PROFESSIONAL ASSOCIATIONS ---

National Communication Association

Religious Communication Association

International Ombudsman Association

SERVICE TO THE UNIVERSITY, PROFESSION, AND PUBLIC

Service to the University

Committees

Communication and Rhetorical Studies Scholarship Committee. Meet with other departmental faculty to determine student scholarship recipients. Idaho State University (Fall 1996 to present).

Faculty and Staff Diversity Center Advisory Committee. Serve as member of group established to oversee the development and functioning of the ISU Faculty and Staff Diversity Center. Also developed and maintain the university web page for the center (Spring 2008 to present).

ISU Search Committee for Dean of Arts and Sciences (Spring/Summer 2007).

ISU Presidential Task Force. Served in capacity as Faculty Ombudsperson on task force charged with developing a plan to establish an ISU faculty and staff center on diversity (Spring 2007 to Fall 2007).

College of Arts and Faculty Retention Ad Hoc Committee. Served as a member of a committee to explore critical issues related to faculty retention and make recommendations to the Dean. Idaho State University (Fall 2005).

Faculty Tenure and Promotion Committee. Participated in promotion committee activities for Sarah Partlow's tenure and promotion to Associate Professor. Idaho State University (Fall 2005).

College of Arts and Sciences Promotion and Tenure Policy Exploration Committee. Was chosen by Faculty Senate Chair as a member of a committee to examine existing Arts and Sciences tenure and promotion guidelines and to offer recommendation to Dean. Idaho State University (Spring 2005).

Faculty Promotion Committee. Served as outside member on Psychology Department committee for Dr. Peter Vik's promotion to Full Professor. Idaho State University (Fall 2004).

Faculty Promotion Committee. Served as outside member on Speech/Language Pathology Program committee for Dr. Joni Loftin's promotion to Clinical Full Professor. Idaho State University (Fall 2004).

Faculty Senate. Served as a Humanities and Fine Arts representative to the Faculty Senate for the Fall 2004 semester replacing a member on sabbatical. Idaho State University (Fall 2004).

Communication and Rhetorical Studies Department Ad Hoc Committee on Student Recruitment. Worked with fellow departmental committee members to plan strategies for increasing majors in Communication and Rhetorical Studies. Developed brochure promoting departmental minors and helped plan for participation in a variety of campus-sponsored program informational/promotional events. Idaho State University (Fall 2003).

Search Committee for Software/Hardware Instructional Technologist position in the Instructional technology Resource Center (ITRC). Selected to participate as faculty representative in hiring process. Idaho State University (Fall 2002).

Humanities/Social Sciences Research Committee. Established bylaws for the committee and guidelines for research proposals, reviewed and evaluated proposals, allocated and oversaw the distribution of \$100,000 set aside (per academic year) for support of research and creative activity by faculty in the social sciences and humanities. Idaho State University (Fall 1997 to Spring 2000, Fall 2001 to Spring 2002).

Bachelor of Undergraduate Studies Committee. Served as speech communication program committee member for Justin Cook (Spring 2002).

Speech Communication Search Committee for assistant professor/debate director position. Idaho State University (Spring 2001).

Faculty Promotion Committee Chair. Organized the promotion committee activities for Dr. Nancy Legge's promotion to Full Professor. Idaho State University (Fall 2000).

Arts and Sciences Promotion and Tenure Committee (Fall 1999 to Spring 2000).

Faculty Promotion Committee Chair. Organized the promotion committee activities for Dr. James R. DiSanza's promotion to Full Professor. Idaho State University (Fall 1998).

Speech Communication Curriculum Revision Planning Committee. Assessed curriculum needs and directed work on redesigning departmental curricular changes. Idaho State University (Spring 1997 to Fall 1998).

Communication & Journalism Curriculum Committee. Revised and updated various departmental courses. University of Wisconsin-Eau Claire (Fall 1992 to Spring 1996).

UWEC International Film Advisory Committee. University of Wisconsin-Eau Claire (Fall 1993 to Spring 1996).

Communication & Journalism Communication Studies Emphasis Redesign Committee. Designed a new major emphasis for students interested in a general Communication Studies background. University of Wisconsin-Eau Claire (Fall 1995).

Communication & Journalism COMM 202 Assessment Committee. Facilitated assessment of the introductory course for Communication Studies majors. University of Wisconsin-Eau Claire (Fall 1995).

Communication & Journalism 5-Year Plan Development Committee. University of Wisconsin-Eau Claire (Spring 1995).

Communication & Journalism Pre-Teaching Program Development Committee. University of Wisconsin-Eau Claire (Fall 1994).

Communication & Journalism Assessment Steering Committee. University of Wisconsin-Eau Claire (Spring 1994).

Communication & Journalism Search and Screen Committee for Organizational Communication Training and Development faculty position. University of Wisconsin-Eau Claire (Fall 1993 to Spring 1994).

Presentations and Panels

Guest lecturer presentation on metaphor, art, and holistic conceptual thinking. Presented in two sections of BA 302: Professional Development Seminar III at the invitation of Barb Russell, course instructor. Idaho State University (February 2007, February 2008).

Participation as guest faculty member for student perception exercise. Participated at the invitation of Dr. Jackie Czerepinski, instructor for the First Year Seminar program. Idaho State University (Fall 2007).

New Faculty Orientation Presentation. Attended new faculty welcoming events and presented information about Ombuds Office. Idaho State University (August 2007, August 2008).

Participation as guest faculty member on panel discussion dealing with faculty expectations. Participated at the invitation of Dr. Anthony Cellucci, instructor for the First Year Seminar program. Idaho State University (September 2000, September 2002, October 2003, October 2004, September 2005, September 2007).

Guest lecturer presentation on effective presentation strategies. Presented at the invitation of Kim Talbot, Director of the ISU Peer Tutor Program. Idaho State University (February 2005).

Presenter at Idaho State University Technology Fair sponsored by the Instructional Technology Resource Center and the Center for Teaching and Learning. Presented information related to Communication and Rhetorical Studies efforts to integrate technology to enhance access and learning effectiveness in COMM 101: Principles of Speech. Idaho State University (September 2003).

Guest lecturer presentation on visual and performance art as nondiscursive symbolism. Presented at the invitation of Dr. Barbara Kurtz, teacher in residence in the School of Education, for EDUC 301: Inquiring, Thinking, Knowing. Idaho State University (March 2000).

Guest lecturer presentation on organizational teams and collective control mechanisms. Presented at the invitation of departmental colleague Dr. James DiSanza for his Corporate Communication course. Idaho State University (March 2000).

Presentation on visual and performance art as nondiscursive symbolism and its role in Christian faith and worship. Presented at a weekly meeting of the campus student religious organization. Idaho State University (September 1999).

Participation as guest faculty member on panel discussion dealing with academic ethics. Participated at the invitation of Dr. Jackie Czerepinski, instructor for the First Year Seminar program. Idaho State University (April 1999).

Presentation on the challenges of applying self-directed teams in the university classroom. Presented as part of faculty and staff training for the First Year Seminar program. Idaho State University (October 1998).

Presentation on epistemological distinctions in Platonic, Aristotelian, and Sophistic traditions and their relationship to matters of truth, fact, and social reality. Presented at a weekly meeting of the campus student religious organization. Idaho State University (October 1998).

Presentation on the relevance of contemporary social scientific theory to orthodox Christian thought and practice. Presented at a weekly meeting of campus student religious organization. Idaho State University (Fall 1997).

Dramatic presentation for classroom illustration. Presentation of short cutting entitled "Hot Lunch" illustrating issues related to gender, communication. Presented in SPCH 440: Gender and Communication, taught by Dr. Jackie Czerepinski. Idaho State University (October 1996).

Forum presentation/discussion for Fall Semester Enrichment Program sponsored by the Christian Faculty and Staff Network in conjunction with the UWEC Intervarsity Christian Fellowship student organization. Presentation entitled "The Christian Scholar in a Postmodern University." University of Wisconsin-Eau Claire (September 1995).

Presentation to university faculty, staff, and students as part of the Finding New Roles and Rewards: A Celebration of Change program. Presentation entitled "Doing It All Even Without a Graduate Program: A Case Study of Faculty-Undergraduate Collaborative Research Servicing the Community and the Classroom." University of Wisconsin-Eau Claire (May 1995).

Presentation as part of university sponsored Spiritual Awareness Week activities. Presentation entitled "Is Human Nature Socially Determined? Is There an Alternative?" University of Wisconsin-Eau Claire (January 1995).

Presentation as part of university-sponsored Student Research Day. Helped design poster and present results of faculty/student research titled "The Impact of the Arts in the Chippewa Valley: The Role of CVTG." University of Wisconsin-Eau Claire (May 1994).

Master of Ceremonies for Northwest Wisconsin AIDS Project telethon sponsored by Society of Participating Honor Students. University of Wisconsin-Eau Claire (April 1993).

Presentation of an informative session on resume development and selection interviewing strategies to members of the International Association of Business Communicators. University of Wisconsin-Eau Claire (November 1992).

Participation on "Making a Major Decision" panel as a faculty representative. Discussed the major and responded to student questions. Helped contact department majors and alumni to serve as additional panelists. University of Wisconsin-Eau Claire (November 1992).

Miscellaneous

Faculty Ombudsperson. Provide ombuds services to the faculty community as needed. Idaho State University (Summer 2005 to present).

Communication and Rhetorical Studies Academic Internship Coordinator. Redesigned departmental academic internship program and coordinate program activities and standards. Idaho State University (1997 to present).

Communication and Rhetorical Studies Department Webmaster. Design and manage web site for the Communication and Rhetorical Studies Department. Idaho State University (1998 to present).

Campus Liaison for Web Services Council. Serve as contact point for questions, concerns, project requests, information sharing, and any other activities that affect the University Website. Idaho State University (Spring 2004 to present).

Communication and Rhetorical Studies Department Assessment Director. Facilitated the distribution, collection, and analysis of the Pre-major Survey. Redesigned the assessment tool as a New Major Survey (undergraduate and graduate) and continue to facilitate its distribution, collection, and analysis. Compile yearly assessment report for Office of Institutional Research. Idaho State University (Spring 1998 to present).

First Year Seminar (FYS) co-instructor. Worked with ISU staff member to design and facilitate a FYS section to assist students in discovering how to be in charge of their own education, to embrace the meaning and value of becoming lifelong learners, and to focus on collaborative learning and active learning activities. Idaho State University (Fall 2008).

Department communication lab project director. Worked with university architects and contractor team to finalize design and oversee construction and outfitting of new Frazier Hall communication lab. Idaho State University (Summer 2005 to Fall 2007).

Graduation reader. Participated in graduation planning and read names of graduates as part of university-wide commencement ceremonies. Idaho State University (Spring 2004, Spring 2005, Spring 2006, Spring 2007).

Actor in student produced video. Performed role of faculty member seeking assistance from ISU Instructional Technology Resource Center in instructional video produced by student (Sacha Severson) taking corporate video production class (Spring 2004).

Faculty sponsor for Undergraduate Research Symposium. Directed research project for undergraduate student (Kathryn Haldy) and advised in the production of poster session display for campus wide showcase of student research activity. Idaho State University (Spring 2001).

Clark Carlyle Technical Speaking Contest coordinator. Coordinated with instructors, scheduled room and catering, and made other necessary arrangements for bi-annual Communication and Rhetorical Studies Department speaking contest. Idaho State University (Fall 2000).

Teacher Education Program Admission Interview facilitator. Represented the College of Arts and Sciences by assisting in the process of selecting qualified students for the Teacher Education program. Idaho State University (Fall 1999, Spring 2000).

Organizational communication and teamwork analyst for University Student Support Services Office. Worked with two departmental colleagues to design and facilitate in-depth interviews with staff, analyze data, and produce a report and recommendations document for use in office strategic planning. University of Wisconsin-Eau Claire (Fall 1994/Spring 1995).

Co-technology tutor to department for switch from VAX e-mail server to Pine e-mail server. University of Wisconsin-Eau Claire (Fall 1995).

Assistant at forensics team national tournament preparation practice sessions and team retreat. University of Wisconsin-Eau Claire (1994, 1995).

Judge for university-hosted forensics tournament. University of Wisconsin-Eau Claire (1993, 1994, 1995).

Judge for university theatre season of productions. University of Wisconsin-Eau Claire (1992 to 1996).

Co-facilitator of student group for 1994 New Student Colloquium. University of Wisconsin-Eau Claire (September 1994).

Faculty judge to select speakers for fall commencement ceremony. University of Wisconsin-Eau Claire (October 1992).

Service to the Profession

Editorial board member for *Human Communication Research*, a top ranked communication studies journal of the International Communication Association and one of the top two journals in the field of human communication (Summer 2006 to present).

Paper submission reviewer (Group Communication Division) for the National Communication Association Conference (2008).

Textbook reviewer for revision of *Organizational Communication: Approaches and Processes* by Katherine Miller, Wadsworth Publishing (Spring 2004).

Textbook reviewer for new text entitled *Putting Organizational Culture to Work: A Cultural Analysis Workbook*, by Gerald Driskill and Angela Brenton, Sage Publishing (Spring 2004).

Article reviewer for special issue of *Southern States Communication Journal*, journal of the Southern States Communication Association (Summer 2002).

Chair and program planner for the Communication Theory Interest Group of the Western States Communication Association (2001-2002).

Member of the 2001 conference host planning committee, Western States Communication Association (2000).

Officer for the Communication Theory and Research Interest Group of the Western States Communication Association (1999, 2000).

Interest group representative for Legislative Assembly, Western States Communication Association Conference (1999, 2000, 2001).

Panel chair for the Western States Communication Association Conference (1999, 2000, 2001).

Panel respondent for the Western States Communication Association Conference (1999).

Paper submission reviewer for the Western States Communication Association Conference (1998, 2000).

Credentials Committee member for Legislative Assembly, Western States Communication Association Conference (1998).

Panel chair for the Central States Communication Association Conference (1996).

Panel respondent for the Central States Communication Association Conference (1995, 1996).

Paper submission reviewer for the Central States Communication Association Conference (1995, 1996).

Ad hoc reviewer for *Communication Studies*, journal of the Central States Communication Association (1995-1997).

Service to the Public

Community arts promotion council member. Serve on the Pocatello Arts Council to promote art awareness and facilitate public art displays and performances. Have held various officer positions including council treasurer, membership development coordinator, and council chair. Pocatello, ID (1998 to present).

Member of District 25 Key Communicators Network. Selected member of a group designed to link community and public school administration. Stay in contact via email and attend monthly informational meetings focused on timely and relevant public education topics. Pocatello, ID (Fall 2007 to present).

- Organizational feedback system designer. Worked with local private school administration to design and conduct new communication tools and systems for parent feedback. Grace Lutheran School. Pocatello, ID (February-May, 2006).
- Guest presenter for local junior high school speech and debate class. Presented information on speech construction and delivery considerations. Pocatello, ID (December, 2005).
- Guest presenter for local elementary school career day session. Presented information on university professorship as a career. Pocatello, ID (March, 2005).
- Guest presenter for local private school staff orientation session. Presented 90 minute session on applying learning teams in the classroom to teaching staff at Grace Lutheran School. Pocatello, ID (August, 2004).
- Keynote speaker for local charter school speech festival. Presented opening remarks and offered a speaking demonstration for 180 K-8 students and school staff at Pocatello Charter School. Pocatello, ID (November, 2002).
- Presenter for Idaho Association of College Registration/Admissions Officers conference. Presented a one hour session on conflict and conflict management for a group of 15 to 20 university admissions professionals from across the state of Idaho. Pocatello, ID (April 2001).
- Workshop/strategic planning meeting facilitator. Met with representatives of the Diabetes Awareness Coalition to discuss team effectiveness and organizational structure and to facilitate self-evaluation of individual coalition member roles and contributions. Pocatello, ID (December 1999).
- Assessment and strategic planning meeting facilitator. Met with representatives of the Southeastern District Health Department to design a plan for reviewing the ongoing health plan initiative APEX-PH. Met with APEX-PH committee representatives and facilitated three-hours of group assessment and planning. Pocatello, ID (January 1999).
- Workshop presenter for area educator development conference. Presented four hours of workshops as part of the Third Annual Quality Education Conference hosted by the League of School and the Idaho State University College of Education. Workshop material focused on creative group problem solving and applying self-directed teams in the classroom. Pocatello, ID (October 1998).
- Workshop presenter for county health department training program. Presented material related to effective teamwork and team communication for a group of county health professionals working as nurses in area schools. Pocatello, ID (August 1998).
- Public meeting facilitator. Helped prepare guidelines for a public meeting designed to inform community members about an air quality proposal by the Idaho Division of Environmental Quality (IDEQ). Facilitated the two-hour public meeting by introducing the topic and presenter, establishing guidelines for community participation, and managing the question and answer session. Pocatello, ID (July 1998).

Guest presenter for area inventor's association. Presented material related to effective technical communication at the monthly meeting of the East Idaho Inventor's Forum. Discussed specific entrepreneurial projects with inventors and offered advice for communicating ideas to non-technical audiences such as potential customers and investors. Co-presented with Dr. James R. DiSanza. Idaho Falls, ID (April 1998).

Presenter for area adult couples group. Presented a one-and-a-half hour session on gender communication for a group of 20 to 25 couples in Virginia, Idaho (February 1997).

United Way Fund Drive Volunteer. Acted as a departmental liaison by distributing fund drive material, collecting and accounting for contributions to the United Way. Pocatello, ID (1996, 1997).

Focus group facilitator. Conducted a series of focus group interviews as part of an overall organizational needs analysis for The United Way. Pocatello, ID (October 1996).

Presenter for local school district inservice seminar. Presented a one-hour session on conflict management for food service staff of Marshfield secondary schools. Marshfield, ID (October 1996).

Focus group facilitator. Assisted in focus group interviews as part of an internal communication analysis being conducted by Simplot Company. Pocatello, ID (September 1996).

Member of Play Selection Committee for the Chippewa Valley Theatre Guild. Offered assistance in effective group discussion and decision-making. and served as representative of the research team that conducted and analyzed the recent CVTG marketing/organizational image analysis survey. Eau Claire, WI (Fall 1995).

Workshop developer for the 1995 American Association of Community Theatre National Festival. Developed a workshop for presentation at the AACT National Festival in Midland, TX on effectively creating, distributing, and analyzing mail surveys for community theatre organizational development (Summer 1995).

Judge for American Forensic Association National Individual Events Tournament. Eau Claire, WI. (April 1995).

Judge for Wisconsin High School One-Act Play Festival, sectional level. Eau Claire, WI (November 1994).

Market research facilitator for the Chippewa Valley Theatre Guild. Developed, distributed, and analyzed a marketing and organizational image survey for use in organizational strategic planning. Eau Claire, WI (Fall 1993 to Spring 1994).

Workshop facilitator for the 1993 American Association of Community Theatre National Festival. Developed and facilitated a workshop on effective teamwork in community theatre productions. Knoxville, TN (June 1993).

Presenter for local school district inservice seminar. Presented two half-day workshops entitled "Communication Across the Curriculum" for senior high faculty. Altoona, WI (January and March 1993).

GRANT ACQUISITIONS

Instructional Technology Incentive Grant, Idaho State University. Worked with the ISU Instructional Technology Resource Center on an institutional grant to support technological enhancement of gateway courses. Received approximately \$23,000 for both 2002-2003 and 2003-2004, \$14,000 for 2004-2005, and over \$24,000 for 2005-2006 for the Communication and Rhetorical Studies Department to finance faculty summer salary, faculty release time, graduate student salary, equipment, and miscellaneous expenses as part of an ongoing effort to enhance basic speech courses (COMM 101 and COMM 201) with instructional technology (Spring 2002 to Summer 2006).

Undergraduate Research Committee travel funding, Idaho State University. Received \$600 internal grant to fund travel for undergraduate student who functioned as joint researcher and coauthor on a paper presented at the 2001 National Communication Association annual meeting in Atlanta (Spring 2001).

Technology Mediated Instruction Initiative, Idaho State University. Received \$4,981 internal grant to finance summer salary for integrating chat rooms and other supplemental online instructional support for SPCH 208: Group Communication (Spring 2001).

Humanities and Social Science Research Committee Supplemental Travel, Idaho State University. Received \$1100 internal grant to finance travel to professional conference (Fall 1998).

Supplemental Academic Computing Fund for Fiscal Year 1998-99, Idaho State University. Received \$636 internal grant to finance upgrade of office computer (Spring 1998).

Time Reinvestment Incentive Program, University of Wisconsin-Eau Claire. Received \$1500 to finance teaching load reduction to allow for work on a research project titled "Gender Bias in Organizational Sports Metaphors: An Examination of the Team Concept" (Fall 1996).

Faculty/Student Research Collaboration Grant, University of Wisconsin-Eau Claire. Received \$1962 to finance collaborative faculty/student research project titled "Communication Style, Communication Anxiety, Self-Esteem, and Gender Differences in Adults With and Without Cleft Lip and/or Palate Histories" (Fall 1995, Spring 1996).

Faculty/Student Research Collaboration Grant, University of Wisconsin-Eau Claire. Received \$825 to finance collaborative faculty/student research project titled "Impact of the Arts in the Chippewa Valley: The Role of Chippewa Valley Theatre Guild" (Fall 1995, Spring 1996).

PROFESSIONAL DEVELOPMENT

Ombuds training. Attended courses and workshops related to ombuds office duties (e.g., conflict management, conflict coaching, mediation, etc.) at the annual meeting of the National Communication Association (November 2007, November 2008).

Ombuds conference and training. Attended "The Ombuds as Shaper: The Many Faces of Ombudsing" conference sponsored by The Association of Canadian College and University Ombudspersons, Victoria, British Columbia (May 2006).

Assessing for Learning Workshop. Participated in one-day workshop focused on program assessment strategies conducted by Peggy Maki, Ph.D. and presented through the ISU Center for Teaching and Learning (February 2005).

Instructional Technology Resource Center (ITRC) Faculty Internship. Developed and submitted a project proposal related to developing web-based instructional support for basic courses in the Communication and Rhetorical Studies Department. Was selected by ITRC board to receive one-course per semester release time and funding for the 2001-2002 academic year in order to work on proposal and function as an ITRC faculty intern (Fall 2001 to Spring 2002).

Web course technology training workshops. Participated in the following workshops: Your First Semester with WebCT (Part I and II), Instructional Design Strategies, Creating Graphics for the Internet, Create course Materials with adobe Acrobat, Create Your Own Home Page, WebCT Content Module, WebCT Quiz Tool (Summer 2001).

Program assessment training workshop. Participated in general session instruction, targeted work session, and private consultations session related to development and implementation of program assessment techniques. Workshop sponsored by Office of Institutional Research. Idaho State University (Fall 1999).

Web course technology training workshop. Participated in three-day intensive training program titled "Focus on the Internet: Preparing and Delivering Internet-assisted Instructional Material" facilitated by the Instructional Technology Resource Center. Idaho State University (Summer 1999).

Internet technology seminar titled "Exploring the Internet with Gopher." University of Wisconsin-Eau Claire (Summer 1995).

Faculty research grants opportunities workshop. University of Wisconsin-Eau Claire (Fall 1994, Fall 1995).

Internet technology seminar titled "Exploring Journals with CARL." University of Wisconsin-Eau Claire (Fall 1994).

Faculty seminar on effective student advising. University of Wisconsin-Eau Claire (Spring 1993).

Teaching improvement workshop titled "Student Management Teams: Quality Circles in the Classroom." Sponsored by the University of Wisconsin-Eau Claire Undergraduate Teaching Improvement Council and presented by Dr. Sherrie Nicol, Associate Professor of Mathematics at University of Wisconsin-Platteville (Fall 1992).

SELECTED PROFESSIONAL CONSULTATION AND WORKSHOPS

Mock Jury Trial Research Facilitation

Persuasion Strategies, Inc., based in Denver, CO, Summer 2005 to present

Work with research team to facilitate mock trial activities and debrief mock jury participants.

Workshops on Various Communication-related Skills

AMI Semiconductor, Incorporated (AMIS), Pocatello, ID, 2002 to 2008

Developed communication-focused workshops for AMIS employees as part of corporate training compliance efforts. Facilitated four-hour sessions (approximately monthly) on a variety of training session topics.

Technical Presentation Workshop

American Microsystems, Incorporated (AMI), Pocatello, ID, August-September 2000

Facilitated a multi-session training workshop for computer design and process engineers participating in an intraorganizational technical conference. Workshop focused on coaching and developing technical presentation skills.

Trial Consultation and Research

Holland & Hart LLP, based in Denver, CO, July-August 2000

Conducted case research including media coverage investigation and community interviews. Helped facilitate mock trial activities and debrief mock jury participants.

Business Presentation Workshop

American Microsystems, Incorporated (AMI), Pocatello, ID, October-November 1998

Co-designed and facilitated a three-session training workshop for computer engineering group. Workshop focused on coaching and developing technical presentation skills and telephone communication effectiveness.

Risk and Technical Communication Workshop

Pocatello, ID, May 1998

Co-developed and facilitated a two-day workshop related to effective risk and technical communication for members of various regional businesses and industries.

Organizational Needs Assessment Data Analysis

J. R. Simplot Company, Pocatello, ID, 1996/1997

Designed and ran two-phase statistical analysis of quantitative data gathered as part of an internal organizational communication needs assessment. Consulted with management on interpretation of results.

Organizational Teamwork Workshop and Consultation

Lakeland Health Center, Moorhead, MN, June 1995

Facilitated a one day workshop on organizational teamwork and team development for management team and team leaders.

Strategic Planning Facilitation

Quaker Oats Purchasing Department, Chicago, IL, 1990

Facilitated employee brainstorming sessions for off-site reorganization and strategic planning weekend.

Communication Audits

PARS Travel Information Systems, Kansas City, KS, 1990

Valentine-Radford Advertising, Kansas City, KS, 1990

Conducted comprehensive organizational communication audits with 12-person audit team.

HONORS AND AWARDS

ISU James M. and Sharon E. Rupp Debate Society 2002-2003 Outstanding Service Award

23rd Annual (2002) Telly Award Recognition for Video Production Performance

Received certificate of recognition for performance as host in area school promotional video which received a Telly Award. The Telly is a national competition for outstanding non-network and cable commercials, film, and video productions.

Top paper in Communication Theory and Research Interest Group

Western States Communication Association Conference, Sacramento, CA, 2000.

Top four paper in Organizational Communication Interest Group

Central States Communication Association Conference, Oklahoma City, OK, 1994.

Top organizational communication paper in Student Section

Speech Communication Association Conference, San Francisco, CA, 1989.

Departmental Award for Teaching Excellence

Department of Communication Studies, University of Kansas, Lawrence, KS, 1988.