Patricia S. Parker
University of North Carolina at Chapel Hill

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EDUCATION

PhD 1997 University of Texas at Austin
Department of Communication Studies

MA 1984 California State University, Long Beach
Department of Speech Communication

BA 1980 Arkansas Tech University
Department of Speech, Theatre, and Journalism

ADMINISTRATIVE APPOINTMENTS

2015- *Chair,* Department of Communication

2015- *Director,* Graduate Certificate in Participatory Research
University of North Carolina at Chapel Hill

2012-2015 *Inaugural Director,* Faculty Diversity Initiatives, College of Arts and Sciences, University of North Carolina at Chapel Hill.

ACADEMIC APPOINTMENTS

2021- *Professor* (with tenure), Department of Communication
University of North Carolina at Chapel Hill

2004- *Associate Professor* (with tenure), Department of Communication Studies, University of North Carolina at Chapel Hill

1998-2004 *Assistant Professor*, Department of Communication Studies, University of North Carolina at Chapel Hill

1996-1998 *Assistant Professor* (with tenure), Department of Speech, Theatre, and Journalism, Arkansas Tech University

1990-1994 Teaching Fellow, Department of Speech Communication,
The University of Texas at Austin

1989-1996 *Instructor,* Department of Speech, Theatre, and Journalism,
Arkansas Tech University (leave for doctoral studies, 1990-1994)

1988-1989 *Instructor,* University of Maryland, European Division, Heidelberg, Germany

1985-1987 *Director of Forensics,* Long Beach Community College, Long Beach, CA

1982-1984 *Teaching Assistant,* Department of Speech Communication, California State University, Long Beach

SOCIAL IMPACT INITIATIVES

2007- Founder/Executive Director, The Ella Baker Women's Center for Leadership and Community Activism

2016- Founding Steering Committee Member/Action Team Leader, Triangle Women in STEM

2013- Founding Board Member Graduate Certificate in Participatory Research

2012-2015 Founder, Faculty Diversity Liaisons Program, College of Arts and Sciences, UNC-Chapel Hill

RESEARCH FOCUS

Building organizational and community capacities for creating a diverse, equitable, and democratic society through the application of critical organizational communication theories and humanistic practices. Key topics: *social justice leadership, difference and organizing*, and *decolonizing/participatory research methodologies*.

AWARDS AND HONORS

UNC-Chapel Hill

2017 Service Learning Award in Honor of Ned Brooks, 2017, UNC-Chapel Hill http://ccps.unc.edu/awards-fellowships/apples-service-learning-awards/

2014 University Diversity Award (Faculty), 2014, UNC-Chapel Hill http://www.unc.edu/campus-updates/diversity-awards-2014/

2013 Office of the Provost Engaged Scholarship Award in recognition of outstanding engaged teaching, UNC-Chapel Hill http://ccps.unc.edu/awards-fellowships/office-of-the-provost-engaged-scholarship-award/previous-office-of-the-provost-award-recipients/

2012 *Fellow*, Faculty Learning Community on Strategic Planning and Leadership, Institute for the Arts and Humanities, UNC-Chapel Hill

2011 *Fellow*, Academic Leadership Program, Institute for the Arts and Humanities, UNC-Chapel Hill

2011 Chapman Family Teaching Award Finalist, UNC-CH http://provost.unc.edu/teaching-awards/chapman/

2010 Chapman Family Teaching Award Finalist, UNC-CH http://provost.unc.edu/teaching-awards/chapman/

2007- *Kauffman Faculty Fellow for Social Entrepreneurship*, Institute for the Arts and Humanities, UNC-Chapel Hill

2006 College of Arts & Sciences Scholarly Leave, UNC-Chapel Hill (Fall semester)

2005- *Scholar in Residence*, Center for Urban and Regional Studies, UNC Chapel Hill

2002- *Burress Fellow*, Institute for the Arts and Humanities, UNC-Chapel Hill

1999, 2005-2008, 2010

Faculty Fellow/Mentor, Moore Undergraduate Research Apprenticeship Program, MURAP **(Mellon Funded**)

National and International Awards/Honors

2010 Engaged Scholars Service Award, National Communication Association, Organizational Communication Division

2007 Top 3 Paper Award (with Sarah Dempsey and Kathy Krone), International Communication Association, Organizational Communication Division

SCHOLARSHIP

1. Books

Parker, P. S. (2020). *Ella Baker's Catalytic Leadership: A Primer on Community Engagement and Communication for Social Justice*. Oakland, CA: University of California Press

Parker, P. S. (2005). *Race, Gender, and Leadership: Re-envisioning Organizational Leadership from the Perspectives of African American Women Executives.* Mahwah, NJ: Lawrence Erlbaum Associates. (Series in Communication Studies: Jennings Bryant, Series Editor; Linda L. Putnam, Advisory Editor).

2. Edited Book Series

a. Co-editor (with Larry Frey, University of Colorado, Boulder), Routledge Social Justice Communication Activism Series

Books published, in press, and commissioned in the series:

Scharrer, Erica & Ramasubramanian, Srividya (due in press for 2021 pub). *Quantitative Research Methods in Communication: The Power of Numbers for Social Justice.*

Villanueva, G. (due in press for 2022 pub). *Reimagining Place, Community Change, and Social Justice in the City*

b. Co-editor (with Larry Frey, University of Colorado, Boulder), Communication for Social Justice Book Series, University of California Press, 2016-2020

Books published, in press, and commissioned in the series:

LeGreco, M. A. & Douglas, N. (in progress). *Everybody Eats: Communicating Food Justice Activism in a Time of Food Hardship*

Patricia Parker (2020). *Ella Baker's Catalytic Leadership: A Primer on Community Engagement and Communication for Social Justice Leadership*.

Chatoo, Caty B. & Feldman, L. (2020). *A Comedian & An Activist Walk into a Bar: The [Serious] Role of Comedy in Social Justice*.

3. Book Chapters

Parker, P. S. (2020). Notes on intersectionality and decolonizing knowledge production. In C. Manion, E. Anderson, S. Baily, M. Call-Cummings, R. Ivengar, P. Shah, and M. Witenstein (Eds.), *Interrogating and innovating comparative and international education research* (pp. 140-147). **(invited; refereed)**

Parker, P. S., Dennison, J., Smith, S. H., & Jackson, M. (2020). Moving beyond inclusion: Lessons from the Graduate Certificate in participatory research at UNC-Chapel Hill. In M. Doerfel and J. Gibbs, *Moving diversity from demographics to communication process*. New York: Routledge. (**Invited)**

Parker, P. S. & McDonald, J. (2019). Difference, diversity, and inclusion. In J. McDonald and R. Mitra. *Movements in organizational communication research* (pp. 135-54). New York: Routledge. (**invited, refereed**)

Parker, P. S. (2013). Difference and Organizing. In L.L. Putnam & D.K. Mumby (Eds.), *Handbook of Organizational Communication* (pp. 619-641). Los Angeles, CA: Sage. (**Invited)**

Parker, P. S., Oceguera, E., Sanchez, Jr., (2011). Intersecting differences: Organizing (ourselves) for social justice work with people in vulnerable communities. In D. K. Mumby (Ed.) *Reframing difference in organizational communication studies: Research, pedagogy, practice* (pp. 219-244*)*. Thousand Oaks, CA: Sage. **(Invited)**

Parker, P. S., & Grimes, D. S. (2009). "Race" and management discourse. In F. Bargiela-Chiappini (Ed.), *The handbook of business discourse (292-304).* Edinburgh University Press. **(invited, refereed)**

Parker, P. S., & Mease, J. (2009). Beyond the Knapsack: Disrupting the Production of White Racial Privilege through Organizational Practices. In L. A. Samavor, R. E. Porter,& E. R. McDaniel(Eds.),*Intercultural Communication: A Reader,* 12th Edition. Belmont, CA: Wadsworth. **(invited)**

Parker, P. S. (2009). Always at Risk?: African American Women Faculty, Graduate Students, and undergraduates. In D. Cleveland, (Ed.), *When minorities are strongly encouraged to apply: Diversity and affirmative action in higher education (pp. 119-134)*. New York, NY: Peter Lang. **(refereed)**

Parker, P. S. (2006). Keeping it real: Race, difference, and corporate ethics at Coca-Cola. In S. K. May (Ed.), *Case studies in organizational communication: Ethical perspectives and Practices* (169-183). Thousand Oaks, CA: Sage. **(invited, refereed)**

Parker, P.S (2006). Toward an inclusive framework for envisioning race, gender, and leadership. In M. F. Karsten, (Ed.), *Gender, race, and ethnicity in the workplace: Issues and challenges for today's organization (Vol. I) pp. 31-63)*. Westport, CT: Praeger. **(invited, refereed)**

4. Journal Editor (Special Issue)

Parker, P. S., Barinaga, E. (Eds) (2013). *Community-Engaged Scholarship: Opening spaces for transformative politics* (Introduction to the special issue). *TAMARA Journal for Critical Organization Inquiry* (11, 4) http://tamarajournal.com

5. Refereed Articles

Parker, P. S., Holland, D., Dennison, J., Smith, S. H., & Jackson, M. (2017a). Decolonizing the Academy: Lessons from the Graduate Certificate in Participatory Research at The University of North Carolina at Chapel Hill. *Qualitative Inquiry*, 1077800417729846, pp. **464-477**.

Parker, P. S., Smith, S., Dennison, J. (2017). Decolonizing the classroom: Creating and sustaining revolutionary spaces inside the academy. *Tijdschrift voor Genderstudies (Amsterdam Journal of Gender Studies) 20*(3), **233-247**.

Parker, P. S., Jiang, J., McCluney, C., & Rabelo, V. (2017-01-25). Race, Gender, Class, and Sexuality. *Oxford Research Encyclopedia of Communication.* **(Refereed)** Retrieved 6 Jun. 2017, from http://communication.oxfordre.com/view/10.1093/acrefore/9780190228613.001.0001/acrefore-9780190228613-e-204

Parker, P. S., Barinaga, E. (Eds) (2013). *Community-Engaged Scholarship: Opening spaces for transformative politics* (Introduction to the special issue). *TAMARA Journal for Critical Organization Inquiry* (11, 4) http://tamarajournal.com **(invited)**

Dempsey, S., Parker, P. S., & Krone, K. (2011). Navigating Socio-Spatial Difference, Constructing Counter-Space: Insights from Transnational Feminist Praxis. *Journal of International & Intercultural Communication* (4, 3) 201-220**. (refereed)**

Byrd, Marilyn (2008). Negotiating new meanings of 'leader' and envisioning culturally informed theories for developing African American women in leadership roles: **An interview with Patricia S. Parker**, *Human Resource Development International*, 11:1, 101-107.

Grimes, D., & Parker, P. S. (2008). Imagining organizational communication as a decolonizing project: In conversation with Broadfoot, Munshi, Mumby, and Stohl. *Management Communication Quarterly,* 22 (3) 502-511. **(invited)**

Parker, P. S. (2003). Learning Leadership: Communication, Resistance, and African American Women's Executive Leadership Development. *Electronic Journal of Communication, 13* (2,3). **(refereed)**

Parker, P. S. (2003). Control, Power, and Resistance within Raced, Gendered, and Classed Work Contexts: The Case of African American Women. *Communication Yearbook 27,* 257-291. **(refereed)**

Parker, P. S. (2002). Negotiating Identity in Raced and Gendered Workplace Interactions: The Use of Strategic Communication by African American Women Senior Executive Within Dominant Culture Organizations. *Communication Quarterly,3,* 251-268. **(refereed)**

Parker, P. S. (2001). African American Women Executives Within Dominant Culture Organizations: (Re)Conceptualizing Notions of Instrumentality and Collaboration. *Management Communication Quarterly*, 15, 42-82. **(Refereed)**

Reprinted in R. Jackson, II (Ed.) (2003). *African American Communication and Identities: Essential Readings*. Thousand Oaks, CA: Sage.

Parker, P. S., & ogilvie, d.t. (1996). Gender, Culture and Leadership: Toward a Culturally Distinct Model of African American Women Executives' Leadership. *Leadership Quarterly 7,* 189-214. **(refereed)**

6. Reports

Thompson, Lyric, McDowell, Catherine, Spinner, Adrienne, Gingles, Candace, and Parker, Patricia (November 2020). *Exploiting Inequity: A Pandemic's Gendered and Racial Toll on the Women and Families of North Carolina.* A Report by the North Carolina Council for Women.

7. Workshops

Parker, P. S. **(**March, 12-15, 2015) "Tools for Creating Antiracist Counter-Storytelling Communities," Presented at the Truth Telling Weekend in Ferguson, MO, Bucknell University.

Parker, P. S. & Romano, A. (2015). "Hands up! Don't Shoot!: Exploring Tensions Between Grassroots and Institutional Organizing Models in Conflict Resolution." Presented at the International Conference on Conflict Resolution Education (CRE) Summit, George Mason University.

8. Film Screenings/Public Dialogues

Parker, P. S. (April 19, 2015). Organizer and Panel Facilitator: *Ferguson: A Report from Occupied Territory,* Screening and discussion with producer Katina Parker (no relation). Sonya Hanes Stone Center, UNC-Chapel Hill.

https://www.dailytarheel.com/article/2015/04/ferguson-documentary-to-air-at-stone-center

9. Conferences

2009, 2011, 2013 Sharing the Mantle: Creating and Sustaining Youth/Adult Partnerships for Social Justice, Chapel Hill, NC. A regional conference hosted by the Ella Baker Women's Center and students in COMM 53: Collective Leadership Models for Social Change (100 attendees per year)

10. Podcasts/Online Media

Parker, P. S. (Interview). October, 2018. Decolonizing the Academy. Fresh Ed Podcast

Parker, P. S. (Interview). November, 2018. Activism. Frank News

11. Conference Proceedings

Parker, P. (2017, October). Symposium statement. In CIES Symposium, Destabilizing power and authority: Taking intersectionality seriously. Conference Proceedings of the 2nd Comparative and International Education Symposium: Interrogating and Innovating CIE Research, George Mason University. Arlington, VA: GMU. Retrieved from: https://cehd.gmu.edu/2017symposium/

12. Conference Papers

Parker, P. S., Jokerst, N., Nelson, J. (May, 2018). "Catalyzing Diverse Voices in STEM: A Predominantly Women-Led Model for Social Change in a US-Based Global Research Park. Paper presented at the annual meeting of the International Communication Association. Prague, Czech Republic.

Parker, P., Caldwell, K., & Dey, S. (May, 2018). The context and complexity of the faculty diversity liaison program in the College of Arts and Sciences at UNC-Chapel Hill. Presented at the NSF funded Women in Higher Education Leadership and Mentoring Conference, Greensboro, NC.

Parker, P. S. (November, 2017). "From Managing Diversity to Intersectional Leadership." Paper presented at the annual meeting of the National Communication Association, Organizational Communication Division Pre-Conference, Dallas, TX.

Grimes, D. & Parker, P. S. (November, 2009). Decolonizing Diversity in the Age of Globalization: Writing against the Persistence of Racialization in

Organization Theory and Practice. Paper presented at the annual meeting of the National Communication Association, San Diego, CA.

Dempsey, S. A., Parker, P. S., Krone, K. (May 2007). Organizing Tensions within Transnational Collective Action Spaces: An Analysis of Feminist Transnational Networks. Paper presented at the International Communication Association **(Top Paper Award, Organizational Communication Division)**

Mease, J., & Parker, P.S. (June 2007). "You're Out of Control": The Normalizing of White Emotional Experience as a Site of Control and Resistance in the Gendered and Racialized Workplace. Paper presented at Gender, Work and Organization: 5th International Interdisciplinary Conference June 27th-29th 2007**: Keele University, Staffordshire, UK**.

Parker, P. S. (June 2007). Community Based Participatory Research with African American Teen Girls in Low Income Communities. Presented at the Moore Undergraduate Research Apprenticeship Program Seminar, Chapel Hill, NC.

Parker, P. S. (February 2007). Creating and Sustaining Diverse Workplaces: Valuing Diversity/Negotiating Difference. Paper presented at the 46th Annual North Carolina City and County Management Seminar, Research Triangle Park, NC.

Parker, P. S., Dempsey, S. A., & Krone, K. (November, 2006). Organizational Leadership as Global Activism: Lessons from Transnational Feminist Networks. Paper presented at the annual meeting of the National Communication Association.

Parker, P. S. (March, 2005). Race, Gender, And Leadership: (En)Countering Discourses that Devalue African American Women as Leaders. Presented at the 27th Alabama Symposium, The Signs of Race Series on Literature, Race, and Ethnicity, Tuscaloosa, AL.

Parker, P. S. (June, 2006). Building Capacity for leadership Development and Community Activism among Low-Income African American Teen Girls and Young Women. Presented at the Moore Undergraduate Research Apprenticeship Program Seminar, Chapel Hill, NC.

Parker, P. S. (November, 2001). Habits of Surviving: Cultural Competence and African American Women's Professional Development. Presented at the Annual Meeting of the National Communication Association, Atlanta.

Parker, P. S. (October, 1999). African American Women Executives' Use of Strategic Communication in Dominant Culture Organizations. Presented at the Annual Meeting of the Association for the Study of African American Life and History, Detroit, MI.

Parker, P. S. (November 1998). Toward a Culturally Distinct Model of African American Women Executives' Leadership Communication. Presented at the Annual Meeting of the National Communication Association, New York, **(Paper in Top Panel, Organizational Communication Division),** November.

Parker, P. S. (November, 1998). Generation X goes to work: A Postmodern Organization's Dream or a Nightmare on Wall Street? Presented at the annual meeting of the National Communication Association, New York.

Parker, P. S. (November 1995) Including African American Women Managers' Voices in Leadership Research. Presented at the Annual Meeting of the Speech Communication Association, San Antonio, October, 1995.

Jablin, F. M., Grady, D., & Parker, P. S. (November, 1994). Organizational Disengagement: A Review and Integration of the Literature," Presented at the Annual meeting of the Speech Communication Association, New Orleans.

Witherspoon, P. D., Parker, P. S., Wohlert, K. L. (March 1993). Framing Diversity Research: Capitalizing on Cooperation and Competition Among Diverse Organizational Constituencies. Presented at the Eighth Annual Texas Conference on Organizations, Austin.

Parker, Patricia S., Wohlert, Kathy L., Witherspoon, Patricia D. (November, 1993). Framing the context for organizational change: Facilitating diversity through communication. Paper Presented at the Annual Meeting of the Speech Communication Association, Miami Beach.

Van Ens, C., Parker, P. S., Shetler, J. (November, 1992). A Viewer's Taste of the Grapes of Wrath" as a Bunch of Stories According to the Narrative Paradigm of Walter Fisher and the Consequences of Their Acceptance or Refusal. Paper presented at the annual meeting of the Speech Communication Association, Chicago.

Parker, Patricia S. (November, 1991). On African American identity: A Postmodern Critique of the Grand Narrative. Paper presented at the annual meeting of the Speech Communication Association, Atlanta, GA.

Parker, Patricia S. (August, 1991). On African American Identity: A Postmodern Critique of the Grand Narrative. Working Paper presented at the annual meeting of the Alta Conference on Organizations, Alta, UT.

Chairperson or Respondent for Conference Programs

Respondent: "Utilizing Play in Ethnography." Annual Meeting of the National Communication Association, Salt Lake City, UT, 2018.

Respondent: "Top 3 Papers in Organizational Communication. Annual Meeting of the National Communication Association, San Diego, November, 2008.

Panel Respondent: Finding, Keeping, and Losing Faith in Feminist Alliances: Where are We and Where Can We Go From Here? (Other panelists included Julia Wood, Leda Cooks, Fern Johnson, Subrina Robinson, Jessica Abhatt, Sheena Malhotra, Aimee Carillo Rowe, Julia Johnson, and Jennifer Simpson.) Annual Meeting National Communication Association, Chicago, November, 2007.

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Roundtable Respondent: "Teaching Race using the Film "Crash." Annual Meeting of the National Communication Association, San Antonio, November, 2006

Roundtable Respondent: "Class Acts: A Roundtable Discussion of Scholar/Teachers from Working Class Backgrounds." Annual Meeting of the National Communication Association, Boston, November, 2005

Respondent, "Workplace Diversity: Culture, Competence, and Discourse." Annual Meeting of the National Communication Association, Boston, November, 2005

Respondent, "Moving Forward/Looking Black: The Performance of Black Feminist and Womanist Narratives." Annual Meeting of the National Communication Association, Chicago, November 2004

Chair, "Leadership," Annual Meeting of the National Communication Association, Chicago, November 2004

Respondent, "Creating (Inter)Cultural Understanding(s) of Communication Competence," Annual Meeting of the National Communication Association, Miami, November 2003

Chair "Roundtable on Diversity and Organizational Communication," Annual Meeting of the National Communication Association, Miami, November, 2003

Co-Coordinator Organizational Communication Division Pre Conference, "Communication in Action: The Communicative Constitution of Organization and its Implications for Theory, Research, and Practice," Annual Meeting of the National Communication

Association, New Orleans, November, 2002

Chair, "Discourses of Intercultural Communication, Race, Gender, and Diversity. Organizational Communication Division, National Communication Association, New Orleans, November 2002

NATIONAL LECTURES/TALKS

Keynote/Invited Speaker (December 20, 2019). An Evening with Ella Baker (1903-1986): Ella Baker's Catalyzing Leadership. Presented at the Centro Cultural Larinda Santos Lobo, Santa Teresa, Brasil

Keynote Plenary Panel (October, 2017). Interrogating and Innovating CIE Research. Comparative International Education Symposium. George Mason University.

Plenary Speaker (April, 2014). "Participative spaces for Youth Social Justice Leadership." Presented at the Civic Dialogue and Leadership Conference, Texas A&M University.

Guest Speaker (February, 2013). "Designing Successful School-based Experiential Education." Presented at the Experiential Education Workshop, School of Conflict Analysis and Resolution, George Mason University.

Invited Speaker/Guest Lecturer (November, 2010). "Community Organizing for Social Justice: Challenges, Tensions, Opportunities." Presented at Case Western Reserve, Inamori Center for Ethics and Excellence.

Symposium Presenter: (May 2008). New York University, Wagner Center for Leadership in Action. Symposium on *"Race and Leadership: conversations at the Intersection.*

Invited Speaker/Guest Lecturer (October 2008). Texas A&M University Department of Communication Colloquium/Graduate Seminar in Leadership and Communication. *Researching race, community, and social change.*

Plenary Speaker (November 2006). American Council on Education, 3rd Annual Summit for Women of Color in Higher Education Administration. Long Beach, CA. Title: *"Learning to Lead: Women of Color and their Journeys to Executive Leadership."*

Invited Speaker (March 2005)." Race, Gender, and Leadership: (En)countering Discourses that Devalue African American Women as Leaders*."* Women and Others Symposium (Signs of Race Series). University of Alabama.

TEACHING

1. Courses Taught

a. Courses taught at UNC-Chapel Hill (2017-2020)

Fall 2017	COMM 523 0001: Leadership and Communication (30)
Fall 2017	COMM 900-001: Current Issues in Participatory Research (7)
Fall 2018	COMM 900-001: Current Issues in Participatory Research (8)
Fall 2018	COMM 13-001: Public Speaking (160)
Fall 2019	COMM 900-001: Current Issues in Participatory Research (7)
Fall 2020	COMM 900-001: Current Issues in Participatory Research (9)

b. Courses taught at UNC-Chapel Hill (1998-2017)

Introductory	COMM 11 Communication Analysis and Criticism
	COMM 25 Introduction to Organizational Communication
	COMM 23/223 Group Communication
First Year Seminar	COMM 089 Organizing for Community Change through Youth and Adult Partnerships
	COMM 053 Collective Leadership Models for Community Change
Upper Division	COMM 123/525 Organizational Communication
	COMM 125/523 Leadership Communication
	COMM 129/629 Creating Collaborative Relationships at Work
	COMM 129/629 Servant Leadership
Graduate	COMM 900: Current Issues in Participatory Research
	COMM 703: Communication and the Discursive (core curriculum)
	COMM 825: Seminar in Race and Organization
	COMM 825: Decolonizing Methodologies
	COMM 222/725 Interpretive Studies in Organizational Communication
	COMM 729 Organizational Communication and Culture
	COMM 329/729 Race, Gender, Class and Organization
	COMM 329/729 Seminar in Leadership and Organization

c. Independent Studies Directed (Graduate)

Podcasting and Black Women's Well-Being (Shanice Cameron, Fall 2020).

Communication and Social Justice Activism (Melissa Kimathi, Fall 2018).

Communication and Leadership: Gendered Leadership in Athletic Teams (Patty Baum, Fall 2008)

Leadership Theory and Practice (Bill Keyes, Fall 2007)

Central Issues and Current Trends in Organizational Communication Research: Implications for Nonprofit Organizations (Alysson Satterlund, Spring 2001)

Organizational Communication and Change (Lee Israch, Spring 2000)

Organizational Leadership: The State of the Art (Jason Carlin, Fall 2000)

Bullying in Organizations (Jennifer Derrick, Fall 2000)

d. Independent Studies/Internships Directed (Undergraduate)

High School Guidance Counseling as a Communicative Setting: Intersections of Race and Gender (Michelle O'Neil, Fall 2005)

Quality Leadership Relationships: A Supervisor's Attempt at Strengthening Workplace Dynamics (Conitras Houston, Fall, 2004)

Servant Leadership Theory and Practice: Learning from African American Single Mothers (Oluwunmi Ariyo, Spring 2003)
Crying "Foul!" at Work: Whistle Blowing and the Implications for Improving Internal Organizational Communication (Elizabeth Gilikin Spring 2002)

Managing Professional and Family Life: The Role of Corporate-Sponsored Work/Family Programs (Whitney Tarkenton, Spring 2002)

The Social Construction of Gender in Jamaican Culture: Issues of Domination and Resistance (Tara Granger, Study Abroad Program, 2002)

Apples Internship "Performance as Pedagogy," Summer Bridge Program for Middle School Students (Marcus Harvey, Summer 2001)

Apples Internship at AIDS Community Residence Association (Sara Constantino, Spring, 1999)

e. Honors Theses Directed

Striving or Thriving? How Different Families Cope with Workplace Adversity (Mary McAffee, Spring 2004)

Leaders as Creators of Trust Cultures: A Facilitator's Guide (Rachel Niles, Spring 1999)

2. Supervision of Teaching Assistants and Assistant Instructors

Fall 2018 Supervised 12 Teaching Assistants
Spring 2017 Supervised 1 Assistant Instructor
Spring 2010 Supervised 2 Assistant Instructors
Fall 2009 Supervised 2 Assistant Instructors
Spring 2009 Supervised 2 Assistant Instructors
Fall 2008 Supervised 1 Assistant Instructor
Summer 2008 Supervised 1 Assistant Instructor
Spring 2008 Supervised 2 Assistant Instructors
Fall 2007 Supervised 2 Assistant Instructors
Summer 2006 Supervised 13 Assistant Instructors
Spring 2006 Comm23 Supervised 1 Assistant Instructor
Fall 2005 Comm23 Supervised 1 Assistant Instructor
Spring 2004 Comm23 Supervised 1 Assistant Instructor
Summer 2003 Comm24 Supervised 1 Assistant Instructor
Spring 2003 Comm23 Supervised 1 Assistant Instructor
Fall 2003 Comm23 Supervised 1 Assistant Instructor
Spring 2002 Comm25 (50 Students) 2 Teaching Assistants
Fall 2001 Comm23B (90 Students) 3 Teaching Assistants
Spring 1999 Comm11B (190 Students) 4 Teaching Assistants

3. Involvement in Graduate Research Programs

a. Dissertations Completed Under My Direction

Nadia Dawisha The Fashion Industry as a Slippery Discursive Site: Tracing the Lines of Flight Between Problem and Intervention (Fall 2016)

Jennifer Mease (Co Chair with Dennis Mumby)

Working Toward Diversity: Consultants' Strategies for Organizational Change
(Summer 2009)

b. Master's Theses Completed Under My Direction

Elaine Lu	Western Organizational Practice Meets Chinese Culture: Performance Appraisal in Multinational Organizations in China. (Spring 2002)
Danielle Nottingham	African American women's Information Seeking Behavior: A study of MBA Students (Spring 2001)
Vikki Mercer	The Double Edged Sword: Examining Perceptions of Technology as a Process of Enablement and Constraint within an Academic Environment. (Summer 2000)
Lee Israch Wright	Making Sense of Organizational Change (Summer 2000)

c. Committee Member for Graduated Ph.D. Students

Elizabeth Melton (Communication) Spring 2020
Sonny Kelly (Communication) Spring 2020
Yesenia Merino (SPH-Health Behavior) Spring 2019
Bill Keyes (Communication) Spring 2018
Allison Schlobohm (Communication) (Fall 2016)
Jacoba Leiper (Nursing) Fall 2014)
Oscar Guerro (Journalism) (Summer 2014
Fatimah Salleh (Journalism) (Summer 2012)
Nell Huang (Journalism (Spring 2010)
David Remund (Journalism) (Spring 2010)
Elizabeth Nelson (Communication Studies (Fall 2009)
Mark Holt (Communication Studies) (Spring 2009)
Katy Bodey (Communication Studies) (Spring 2009)
Terri Bailey (Journalism) (Spring 2008)
Peter Casella (Journalism) (Fall 2008)
Julie Lellis (Journalism) (Summer 2007)
Kenn Gaither (Journalism) (Spring 2004)
Alysson Satterlund, (Spring 2004)
LaHoma Romacki (Journalism) (Fall 2004)

d. Committee Member for Graduated Masters Students

Julia O'Grady (Communication Studies) (Spring 2008)
Dean Mundy (Journalism) (Spring 2006)
Courtney Kuhl (Journalism) (Spring 2006)
Caroline Hauser (Journalism) (Spring 2006)
Woojung Shin (Journalism) (Spring 2005)
Derek Tu (Journalism) (Summer 2003)
Vadim Isakov (Journalism) (Spring 2002)

Tracy Francis (Communication Studies) (Spring 2001)
Joyce Ying Lu (Communication Studies) (Spring 2001)
Laura Morrison (Communication Studies) (Spring 2001)
Mia Speckman (Communication Studies) (Summer 2000)
James Mills (Communication Studies) (1999)
Annie Caulkins (Communication Studies) (1999)
Don Vecchio (Communication Studies) (1999)

e. Current Ph.D. Advisees

Melissa Kimathi (Communication)
Shanice Cameron (Communication)

f. Current Ph.D. Committees

Jing Jaing (Communication)

RESEARCH GRANTS

2018 National Science Foundation ADVANCE grant (Grant writing team member and **Senior Personnel**): "Targeting Equity and Access through Mentoring." **Funded at $999,000 (Direct Costs: $659,821)** 0% effort (2.5% in kind)

2016 National Science Foundation ADVANCE grant "Women Innovating STEM" (**PI for proposed $3.1 million**; unfunded)

2013 Town of Chapel Hill, Into the Streets; COMICS SPEAK! Grant awarded to the collaboration that included the Ella Baker Women's Center as a community partner, along with Volunteers for Youth, and two independent artists (Poet, Kane Smego and Visual Artist, Luis Franco). **$10,000**

2012 UNC- Chapel Hill Center for African Studies Travel Grant (Edinburgh, Scotland—African in Motion Film Festival and Academic Conference on Modern Africa) **$1,000**

2011 & 2013 Kenan-Biddle Partnership Grants to fund the student-led UNC-Duke Projects, 2nd and 3rd Biennial Sharing the Mantle Youth/Adult Organizing Conference [2011: "Sharing the Mantle for Positive Peace: Collective Leadership Models for Youth/Adult Partnerships"; 2011: "Sharing the Mantle for Positive Peace: Collective Leadership Models for Youth/Adult Partnerships"]. **$10,000**

2008 Robertson Scholars Grant to fund a conference titled, "Sharing the Mantle: Collective Leadership Models for Youth-Adult Partnerships. **$4,770**

2007-2008 Strowd Roses, Inc., Chapel Hill, NC, repeat grant to fund the Ella Baker Women's Center's community-based leadership project with African American high school-aged young women, UNC-CH students and faculty, and community activists. **$17,500**

2008 Kellogg Leadership for Community Change (KLCC) Discretionary Grant to fund the Ella Baker Women's Center's travel to a KLCC coaches' meeting in Boston, MA. Cohort included UNC graduate and undergraduate students, local high school students, and a local community activist. **$5,400**

SERVICE

1. Departmental Service

a. The University of North Carolina at Chapel Hill

2006-2012 Summer School Administrator
2006-2011 Member, Graduate Studies Committee
2003-2005 Member, Executive Committee
2003-2004 Member, Ad hoc Committee on Mentoring
2001-2002 Chair, Search Committee, Assistant Professor Position in Organizational Communication

2001-2002 Member, Search Committee, Assistant/Full Professor Appointment in Organizational Communication

2000-2001 Chair, Special Events Committee (planned, organized, and coordinated graduation and awards ceremonies)

2000-2001 Member, Search Committee, Fixed Term Appointment in Organizational Communication

b. Arkansas Tech University

1994-1995 Chair, Curriculum Development Committee

1994 Faculty Adviser, Arkansas Student Congress, Little Rock (November 6-8)

2. University Service

a. The University of North Carolina at Chapel Hill

Co-Chair: Commission on History, Race, and a Way Forward 2020-present. Office of the Chancellor. https://historyandrace.unc.edu/

Faculty Marshal 2019-2024 https://facultygov.unc.edu/about/other-officers-of-the-faculty/

Chair: Council of Chairs, College of Arts and Sciences (2020-2021)

Vice Chair: Council of Chairs, College of Arts and Sciences (2019-2020)

Member, Chancellor Search Committee, 2019-2020

Member, Advisory Board, Shuford Program in Entrepreneurship, College of Arts and Sciences (2018-present)

Member, Dean's Advisory Committee, College of Arts and Sciences, 2017-present

Member, Advisory Board, Carolina Women's Center, 2017-Present

Member, Advisory Board, The Summer School, 2017-Present

Member, Steering Committee, Carolina Excellence Initiative, Office of the Provost (2018-2020)

Member, Administrative Policy Board Graduate School, UNC-Chapel, (2014-2020)

Member, Steering Committee, Quality Enhancement Plan for ASACS accreditation review (2014-2015)

Member, Kenan-Flagler Business School, Dean's Search Committee, 2013

Member, College of Arts & Sciences, Faculty Diversity Task Force, 2011

Member, Graduate School, Appeals Committee, 2008-2012

Member, Administrative Boards, General College, 2008-2012

Member, Advisory Board, Academic Leadership Program, Institute for the Arts and Humanities, UNC-Chapel Hill, 2011-2013

Member, Advisory Board, Academic Support for Student Athletes, UNC-Chapel Hill, 1999 to 2003

Member, Advisory Board, Leadership Development Committee, UNC-Chapel Hill, 1998 to 2003

Member, Caucus on Women's Leadership, UNC-Chapel Hill, 1999 to 2003

Presenter, Project Uplift (Sponsored by the Sonya Hanes Stone Black Culture Center), Summer 2002

Faculty Advisor, First Year Initiative Program, UNC-Chapel Hill, 2001-2002.

Invited Participant, Guest Coach Program, Academic Support for Student Athletes, UNC-Chapel Hill, October 21, 2000

Faculty Preceptor, Student Pre-graduate Research Experience Program (SPGRE), UNC-Chapel Hill, Summer, 1999

Faculty Mentor, Womentoring Program, UNC-Chapel Hill, 1998-1999

b. Arkansas Tech University

Member, Intercollegiate Athletics Title IX Self-Study Committee, Arkansas Tech University, 1997-1998.
Faculty Advisor, Association of Black Students, Arkansas Tech University, 2nd National African American Student Leadership Conference, Austin Peay State University, Clarksville, TN, January, 1995.
Faculty Adviser, Arkansas Student Congress, November 6-8, 1994.

3. Professional Societies

a. Memberships

National Communication Association
International Communication Association
Imagining America (active in institutional membership via Center for Public Service)

b. Offices in Professional Associations

Chair, Activism and Social Justice Division, National Communication Association. 2019-2020.

Vice-Chair/Conference Planner, Activism and Social Justice Division, National Communication Association 2018-2019

Vice-Chair Elect, Activism and Social Justice Division, National Communication Association 2017-2018

Chair, Organizational Communication Division, National Communication Association, 2006-2007

Vice-Chair/conference planner, Organizational Communication Division, National Communication Association, 2005-2006

Vice-Chair Elect, Organizational Communication Division, National Communication Association, 2004-2005

c. Committees in Professional Associations

Member, Legislative Assembly, National Communication Association, 2007-2012; 2019-2022

Member, Leadership Development Committee, National Communication Association (2009-2012)

Member, Nominating Committee, National Communication Association, 2007

Member, Nominating Committee, Organizational Communication Division, National Communication Association 2007-present

Member, Nominating Committee, African American Communication and Culture Division, National Communication Association, 2000-2001

Chair, Planning Committee, Arkansas Humanities Council, 1996-1998

Member, Task Force on Member Sliding Scale Dues and Fees, National Communication Association, 1998-1999

d. Paper Evaluator for Conferences

Organizational Communication Division of the National Communication Association
Ethnography Division of the National Communication Assocation

4. Editorial Responsibilities

a. University of California Press

Series Editor (with Larry Frey), *University of California Press Series on Communication and Social Justice Activism*

b. Journals

Editorial Board, *Howard Journal of Communication* (2004-present)

Editorial Board, *Communication Theory and Research* (2004-present)

Editorial Board, *Management Communication Quarterly* (2004-present)

Ad hoc Reviewer, *Electronic Journal of Communication* (2002-present)

Ad hoc Reviewer, *International and Intercultural Communication Annual* (2005)

b. Publishers

Blind Review Peer Lang (Book manuscript) (2005)
Blind Review Sage (Book prospectus) (2003)
Blind Review Sage (Book Prospectus) (2003)
Review of E. Eisenberg & H. Lloyd Goodall, Organizational Communication 4th ed. St. Martin's Press. (Prospectus)
Blind Review Sage (Book Manuscript) (1999)

5. University Lectures/Workshops

"Having it all?: The (Ever) Changing Roles of Women and Work, Womentoring Class of 2004-2005, February, 2005.
"Control, Resistance, and Empowerment in Raced, Gendered, and Classed Work Contexts." Invited Lecture, UNC Program in Women's Studies, February, 2003
"Reclaiming Words: Exploring the Power of Communication" Presented to Participants in the Compassionate Living Program, April, 2002
"Cross Cultural Communication", Invited Workshop Bridges VII: Academic Leadership for Women, UNC-Chapel Hill, October, 1999

6. State/Regional Service

2018-	Advisory Board Member/Project Leader, North Carolina Council for Women and Youth Involvement
2011-2012	Board Chair, Chapel Hill Training Outreach Project (Administering agency for the Orange County Head Start/Early Head Start Program)
2007-2011	Board Member, Chapel Hill Training Outreach Project