

Patricia S. Parker
University of North Carolina at Chapel Hill

Department of Communication
115 Bingham Hall, CB# 3285
Chapel Hill, NC 27599-3285

psparker@email.unc.edu
(919) 962-2311 (O)
(919) 962-3305 (F)

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

ACADEMIC APPOINTMENTS

- 2015- Chair, Department of Communication, University of North Carolina at Chapel Hill
- 2012-2015 Director of Faculty Diversity Initiatives, College of Arts and Sciences, 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
- 1989-1996 *Instructor*, Department of Speech, Theatre, and Journalism, Arkansas Tech University (on leave 1990-1994)
- 1988-1989 *Instructor*, University of Maryland, European Division, Heidelberg, Germany
- 1985-1987 *Director of Forensics*, Long Beach Community College, Long Beach, CA

SOCIAL ENTREPRENEURIAL INITIATIVES

- 2007- Founder/Executive Director, The Ella Baker Women's Center for Leadership <http://ellabakerwomenscenter.org>
- 2011-2013 Founding Partner (with Lauren Hodge and Terry Rhodes), The Community Chorus Project <http://communitychorusproject.org/>

RESEARCH INTERESTS

Critical organizational leadership with a central focus on how discourses of race, gender, and class intersect with girls' and women's empowerment and agency; social justice leadership; Decolonizing/participatory research methodologies; Facilitative leadership

AWARDS AND HONORS

UNC-Chapel Hill

University Diversity Award (Faculty), 2014, UNC-Chapel Hill

Office of the Provost Engaged Scholarship Award in recognition of outstanding engaged teaching, 2013, UNC-Chapel Hill

Faculty Learning Community on Strategic Planning and Leadership Program Fellow, 2012-2013 UNC-Chapel Hill

Academic Leadership Program Fellow, 2010-2011, UNC- Chapel Hill

Kauffman Faculty Fellow, UNC-Chapel Hill, **Spring 2007(one semester leave)**

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

Scholar in Residence, Center for Urban and Regional Studies, UNC-CH, **Fall 2005 (one course release)**

Burress Fellow, Institute for the Arts and Humanities, UNC-CH, **Spring 2002 (one semester leave)**

Faculty Fellow/Mentor, Moore Undergraduate Research Apprenticeship Program, MURAP (**Mellon Funded**), UNC-CH, 1999, 2005, 2006, 2007, 2008, 2010

National Awards/Honors

Engaged Scholars Service Award, National Communication Association, Organizational Communication Division (2010).) <http://natcom.org/>

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

Elected Division Chair, National Communication Association, Organizational Communication Division: (2006-2007) <http://natcom.org/>

PUBLICATIONS/SCHOLARSHIP

1. Books

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).

Parker, P.S. (In progress). *Ella's Daughters: Race, Gender, and Community Organizing in the Era of the "New Jim Crow"*

2. Articles and Book Chapters

a. Published/In Press

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 Chapter**)

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>

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**)

Parker, P. S., Ocegüera, 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 Chapter**)

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 Chapter, 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 Chapter)

- 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.
(Competitively Selected)
- 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. (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. **(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 Chapter)**
- 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)**

3. Articles under review

McCluney, C. S. , Rabelo, Veronica, & Parker, Patricia S. Black Women Through the Labyrinth: Toward an Intersectional Analysis of Leadership. Under review at *Leadership Quarterly*, Special Issue on Gender and Leadership edited by Alice Eagly.

4. Conference Papers/Conference Workshops

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., Wohler, 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: "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.

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

Invited Guest Speaker/Workshop Presenter (March, 2015) Bucknell
University). Truth Telling Weekend: Ferguson, Mo (March 12-15, 2015).
Concurrent Workshop Session: Listening and Learning from Stories –
"Tools for Creating Antiracist Counter-Storytelling Communities"

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

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.*”

TEACHING

1. Courses Taught

a. Courses taught at UNC-Chapel Hill (1998-Present)

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 Models of 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 703: Communication and the Discursive (core curriculum) COMM 825: Seminar in Race and Organization 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

a. Independent Studies Directed (Graduate)

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

Leadership Theory and Practice (Bill Keyes, Fall 2007)

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)

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

b. 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 at AIDS Community Residence Association (Sara
Constantino, Spring, 1999)

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

c. Honors Theses Directed

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

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

2. Supervision of Teaching Assistants and Assistant Instructors

Spring 1999	Comm 11B (190 Students)	4 Teaching Assistants
Fall 2001	Comm 23B (90 Students)	3 Teaching Assistants
Spring 2002	Comm 25 (50 Students)	2 Teaching Assistants

Spring 2003 Comm 23 Supervised 1 Assistant Instructor
 Summer 2003 Comm24 Supervised 1 Assistant Instructor
 Fall 2003 Comm23 Supervised 1 Assistant Instructor
 Spring 2004 Comm23 Supervised 1 Assistant Instructor
 Fall 2005 Comm23 Supervised 1 Assistant Instructor
 Spring 2006 Comm23 Supervised 1 Assistant Instructor
 Summer 2006 Supervised 13 Assistant Instructors
 Fall 2007 Supervised 2 Assistant Instructors
 Spring 2008 Supervised 2 Assistant Instructors
 Summer 2008 Supervised 1 Assistant Instructor
 Fall 2008 Supervised 1 Assistant Instructor
 Spring 2009 Supervised 2 Assistant Instructors
 Fall 2009 Supervised 2 Assistant Instructors
 Spring 2010 Supervised 2 Assistant Instructors

3. Involvement in Graduate Research Programs

a. Dissertations Completed Under My Direction

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

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)

Danielle Nottingham African American women's Information Seeking
 Behavior: A study of MBA Students (Spring 2001)

Elaine Lu Western Organizational Practice Meets Chinese
 Culture: Performance Appraisal in Multinational
 Organizations in China. (Spring 2002)

c. Committee Member for Graduated Ph.D. Students

Nina Reich (Spring 2003)
 Alysson Satterlund, (Spring 2004)
 Kenn Gaither (Journalism) (Spring 2004)

LaHoma Romacki (Journalism) (Fall 2004)
Julie Lellis (Journalism) (Summer 2007)
Terri Bailey (Journalism) (Spring 2008)
Peter Casella (Journalism) (Fall 2008)
Mark Holt (Communication Studies) (Spring 2009)
Katy Bodey (Communication Studies) (Spring 2009)
Elizabeth Nelson (Communication Studies) (Fall 2009)
David Remund (Journalism) (Spring 2010)
Nell Huang (Journalism) (Spring 2010)
Fatimah Salleh (Journalism) (Summer 2012)
Oscar Guerro (Journalism) (Summer 2014)
Jacoba Leiper (Nursing) (Fall 2014)

d. Committee Member for Graduated Masters Students

James Mills (Communication Studies) (1999)
Annie Caulkins (Communication Studies) (1999)
Don Vecchio (Communication Studies) (1999)
Mia Speckman (Communication Studies) (Summer 2000)
Tracy Francis (Communication Studies) (Spring 2001)
Joyce Ying Lu (Communication Studies) (Spring 2001)
Laura Morrison (Communication Studies) (Spring 2001)
Vadim Isakov (Journalism) (Spring 2002)
Derek Tu (Journalism) (Summer 2003)
Woojung Shin (Journalism) (Spring 2005)
Caroline Hauser (Journalism) (Spring 2006)
Dean Mundy (Journalism) (Spring 2006)
Courtney Kuhl (Journalism) (Spring 2006)
Julia O'Grady (Communication Studies) (Spring 2008)

e. Current Ph.D. Advisees

Nadia Dawisha

f. Current Ph.D. Committees

Elaine Brown (Communication)

Joseph Cabosky (Journalism)

RESEARCH GRANTS

2013 Arts and Sciences Grants for Interdisciplinary Initiatives (With Dr. Fatimah Jackson, Department of Anthropology). **\$8,000.**

2013 Kenan-Biddle Partnership Grants to fund the student-led UNC-Duke Project, 3rd Biennial Sharing the Mantle Youth/Adult Organizing Conference [“Sharing the Mantle for Social Justice: Collective Leadership Models for Youth/Adult Partnerships”]. **\$5,000**

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 Kenan-Biddle Partnership Grants to fund the student-led UNC-Duke Project, 2nd Biennial Sharing the Mantle Youth/Adult Organizing Conference [“Sharing the Mantle for Positive Peace: Collective Leadership Models for Youth/Adult Partnerships”]. **\$5,000**

2009 Public Allies Grant to fund placement of Program Coordinator/Community Organizer, for the Ella Baker Women’s Center, **\$16,000.**

2008 Robertson Scholars Grant to fund a conference titled, “Sharing the Mantle: Collective Leadership Models for Youth-Adult Partnerships, a collaboration with the Ella Baker Women’s Center, the UNC Department of Communication Studies, and Duke University student leaders of the WISER program (Women’s Institute for Secondary Education and Research) **\$4,770**

2007-2008 Strowd Roses, Inc., Chapel Hill, NC, repeat grant to fund a 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 travel to a KLCC coaches’ meeting in Boston, MA, for 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-present Summer School Administrator
- 2006-present 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 Appointments 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

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-present

Member, Administrative Boards, General College, 2008-present

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 present

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. Offices in Professional Associations

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

Vice-Chair, Organizational Communication Division, National Communication Association, 2005-2006

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

b. Committees in Professional Associations

Member, Legislative Assembly, National Communication Association, 2007-2012

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

c. Paper Evaluator for Conferences

Organizational Communication Division of the National Communication Association

4. Editorial Responsibilities

a. 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

- 2011-present 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