

CURRICULUM VITAE

STEVEN K. MAY

Department of Communication Studies
CB #3285, Bingham 201 B
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January, 2012

EDUCATION

Ph.D. University of Utah, Salt Lake City, Utah, 1993

Department of Communication

Major Areas: Organizational Communication, Cultural Studies

Dissertation: Employee Assistance Programs and the Troubled Worker: A Discursive Study of Knowledge, Power, and Subjectivity

Advisor: Leonard Hawes

M.A. Purdue University, West Lafayette, Indiana, 1985

Department of Communication

Major Areas: Organizational Communication; Mass Communication

Advisor: Linda Putnam

B.A. Purdue University, West Lafayette, Indiana, 1983

Department of Communication

Majors: Journalism; Public Relations

AREAS OF SCHOLARSHIP

Organizational Communication, Corporate Social Responsibility, Organizational Ethics, Cultural Dimensions of Work, Critical Theory, Post-Structuralism

HONORS AND AWARDS

Outstanding Book Awards, National Communication Association, Organizational Communication

The Debate over Corporate Social Responsibility

Engaging Organizational Communication Theory and Research: Multiple Perspectives

Outstanding Book Award, National Communication Association, Public Relations

The Handbook of Communication and Corporate Social Responsibility

Outstanding Book Award, National Communication Association, Communication Ethics

The Handbook of Communication Ethics

Arthur W. Page Center Ethics Scholar
Robert Wood Johnson Legacy Scholar
Ethics Fellow, The Parr Center for Ethics
Leadership Fellow, The Institute for the Arts and Humanities
Marriner S. Eccles Graduate Fellowship in Political Economy
University of Utah Research Fellowship
Ned Brooks Award for Service-Learning
Outstanding Teacher Award, Graduate Student Association
President's Outstanding Teacher
Bruce Kendall Award for Excellence in Teaching

TEACHING

Associate Professor, University of North Carolina at Chapel Hill, 2000-present

Assistant Professor, University of North Carolina at Chapel Hill, 1993-1999
Department of Communication Studies

Undergraduate Courses

Introduction to Organizational Communication
Organizational Communication
Organizational Ethics
Organizational Communication and Service-Learning
Communicating and Organizing for Social Entrepreneurs
Small Group Communication
Social Theory and Cultural Diversity
Cultural Diversity and Media Production

Graduate Courses

Seminar: Communication and Corporate Social Responsibility
Seminar: Current Trends in Organizational Communication
Seminar: Critical Perspectives in Organizational Communication
Seminar: Michel Foucault
Communication Research Methods (with Dr. Michael Waltman)

Executive Education

Ethics in Business Management – OneMBA program – Kenan-Flagler Business School

Lecturer, University of Waikato, Hamilton, New Zealand, 1996-1997
Department of Management Communication

Undergraduate Courses

Organizational Communication

Graduate Courses

Seminar: Organizational Communication and Corporate Social Responsibility

Teaching Fellow, University of Utah, Salt Lake City, Utah, 1987-1991
Department of Communication

Undergraduate Courses

Organizational Culture

Introduction to Interpersonal Communication
Principles of Interviewing
Communication and Social Behavior
Communication Criticism
Analysis of Argument
Principles of Public Speaking
Introduction to Human Communication

Lecturer, Montana State University, Bozeman, Montana, 1985-1987
Department of Speech Communication

Undergraduate Courses

Senior Seminar in Organizational Communication
Small Group Communication in Organizations
Introduction to Small Group Communication
Technical and Professional Communication in Organizations
Introduction to Interpersonal Communication
Introduction to Public Speaking

Teaching Assistant, Purdue University, West Lafayette, Indiana, 1983-1985
Department of Communication

Undergraduate Courses

Organizational Communication
Introduction to Human Communication

GRANTS

Research

Submitted a \$30,000 grant proposal to The Aspen Institute Research Fund to study corporate social responsibility, 2010.

Awarded a \$5,000 grant from the Arthur W. Page Center for a project titled, "Handbook of Communication Ethics," 2008.

Awarded a \$10,000 grant from the Arthur W. Page Center for a project titled, "Ethics at Work: Principles and Practices of Ethics Codes," 2006.

Awarded a \$7,500 grant from the Institute for Arts and Humanities at the University of North Carolina at Chapel Hill for its Ethics Fellows Program, 2004.

Awarded a \$10,000 grant from the Institute for Arts and Humanities at the University of North Carolina at Chapel Hill for its Leadership Fellows Program, 2002.

Awarded a \$1,000 Ueltschi grant from the A.P.P.L.E.S. Service Learning Program at the University of North Carolina at Chapel Hill for study and travel on university/community partner relationships, 2002.

Awarded a \$3,000 IBM Fund Award from the Office of the Provost at the University of North Carolina at Chapel Hill, to study democratic representation in worker cooperatives, 1995.

Awarded a \$4,000 Institute for Research in Social Science grant at the University of North Carolina at Chapel Hill to study therapeutic discourse in organizations, 1994.

Teaching

Awarded an \$8,000 grant from the Carolina Entrepreneurial Initiative to develop a first year seminar on organizational communication and social entrepreneurship at the University of North Carolina at Chapel Hill, 2005.

Awarded a \$500 grant from the A.P.P.L.E.S Service Learning Program at the University of North Carolina at Chapel Hill, 2002.

Awarded a \$500 Intellectual Life Grant, Johnston Center for Undergraduate Excellence at the University of North Carolina at Chapel Hill, 2002.

Awarded a \$2,000 IBM Professional Development grant at the University of North Carolina at Chapel Hill, 2000.

Awarded a \$500 Intellectual Life grant, Johnston Center for Undergraduate Excellence at the University of North Carolina at Chapel Hill, 2000.

Awarded an \$8,000 Ueltschi Service Learning grant, A.P.P.L.E.S. Program at the University of North Carolina at Chapel Hill, 1999.

Awarded a \$350 Center for Teaching and Learning grant for Course Enhancement of Communication Studies 123, Organizational Communication, at the University of North Carolina at Chapel Hill, 1997.

Awarded a \$7,000 Ford Foundation grant to participate in a national documentary and education project called ism (n): College Students: Diversity and Community, 1996.

RESEARCH

Books

Ihlen, O., Bartlett, J., & May, S. (Eds.). (2011). Handbook of communication and corporate social responsibility. Boston, MA: Wiley-Blackwell.

Cheney, G., May, S. K., & Munshi, D. (Eds.). (2011). Handbook of communication ethics. New York: Routledge.

May, S. K., Cheney, G., & Roper, J. (Eds.), (2007). The debate over corporate social responsibility. New York: Oxford University Press.

May, S. K. (Ed.), (2006). Case studies in organizational communication: Ethical perspectives and practices. Thousand Oaks, CA: Sage. (2nd edition in 2012)

May, S. K., & Mumby, D. (Eds.), (2005). Engaging organizational communication theory and research: Multiple perspectives. Thousand Oaks, CA: Sage.

Articles and Chapters

- May, S. K. (in press). Activating ethical engagement through communication in organizations: Negotiating ethical tensions and practices in a business ethics initiative. In L. Frey & K. Carragee (Eds.), Communication activism, volume 3 (pp. 325-365). New York: Hampton Press.
- May, S. K. (2011). Organizational communication and corporate social responsibility. In O. Ihlen, J. Bartlett, & S. May (Eds.) Handbook of communication and corporate social responsibility (pp. 87-109). Boston, MA: Wiley-Blackwell.
- Ihlen, O., Bartlett, J., & May, S. (2011). CSR and communication. In O. Ihlen, J. Bartlett, & S. May (Eds.), Handbook of communication and corporate social responsibility (pp. 3-23). Boston, MA: Wiley Blackwell.
- Ihlen, O., Bartlett, J., & May, S. (2011). Reconsidering CSR. In O. Ihlen, J. Bartlett, & S. May (Eds.), Handbook of communication and corporate social responsibility (pp. 550-571). Boston, MA: Wiley Blackwell.
- Schaefer, Z., Conrad, C., Cheney, G., May, S., & Ganesh, S. (2011). Economic justice and communication ethics: Considering multiple points of intersection. In G. Cheney, S. May, & D. Munshi (Eds.), The handbook of communication ethics (pp. 436-456). New York: Routledge.
- Cheney, G., Munshi, D., & May, S. (2011). Encountering communication ethics in the contemporary world: Principles, people, and contexts. In G. Cheney, S. May, & D. Munshi (Eds.), The handbook of communication ethics (pp. 1-11). New York: Routledge.
- May, S. K. (2009). Transforming the ethical culture of organizations. In J. Friedman (Ed.), Doing well and good: The human face of the new capitalism (pp. 87-112). Charlotte, NC: Information Age Publishing.
- May, S. K. (2008). Reconsidering strategic corporate social responsibility: Public relations and ethical engagement of employees in a global economy. In A. Zerfass, B. van Ruler, & K. Sriramesh (Eds.), Public relations research: European and international perspectives and innovations (pp. 365-383). Wiesbaden, Germany: VS Verlag fur Sozialwissenschaften.
- Zhu, J., May, S. K., & Rosenfeld, L. (2004). Information adequacy and job satisfaction during merger and acquisition. Management Communication Quarterly, 18, 241-270.
- Rosenfeld, L., Richman, J., & May, S. K. (2004). Information adequacy, job satisfaction, and organizational culture in a dispersed-network organization. Journal of Applied Communication Research, 32, 28-54.
- May, S. K. (2003). Corporate counseling: Convergence or divergence of employee and employer interests? In J. Keyton & P. Schockley-Zalaback (Eds.), Case studies for organizational communication: Understanding communication processes (pp. 307-319). New York: Roxbury.
- May, S. K., & Morrison, L. (2003). Making sense of restructuring: Narratives of accommodation among downsized workers. In J. Cowie & J. Heathcott (Eds.), Beyond the ruins: The meanings of deindustrialization (pp. 248-276). Albany, NY: SUNY Press.

- May, S. K. (2002). Challenging change. Management Communication Quarterly, 16, 419-433.
- Nye, S. & May, S.K. (2000). EAPs and employment labor laws. In S. Nye (Ed.), Employee assistance law answer book. 2nd edition (pp. 239-268). New York: Panel Publishers.
- May, S.K. (1999). Therapy at work. At Work, 12-18.
- May, S. K. (1997). Health care and the medicalization of work: Policy implications. In Marriner S. Eccles Biennial Policy Yearbook (pp. 6-36). Salt Lake City, UT: University of Utah.
- Woodward, M., Rosenfeld, L., and May, S. K. (1996). Gender differences in social support in sororities and fraternities. Journal of Applied Communication Research, 47, 260-272.
- May, S. K. (1995). The Yellowstone fires as social drama: Managing the discourses of death/rebirth and labor/leisure. Proceedings of the Conference on Communication and Our Environment. University of Tennessee, Chattanooga, 45-57.
- May, S. K. (1994). Computer technology and the ethics of time/space, bodies, and sight. Proceedings of the National Communication Ethics Conference, Volume 3, Annandale, VA: Speech Communication Association, 289-298.
- May, S. K. (1993). The modernist monologue in organizational communication research: The text, the subject, and the audience, In George Barnett & Lee Thayer (Eds.). Communication and organizations: Emerging perspectives (pp. 1-19). Norwood, NJ: Ablex.
- May, S. K. (1993). Organizational paradigms and metaphors, Communication Education, 42, 234 -254.

Additional Publications

- May, S. K. (2008). Book Review of Organizational discourse: A language-ideology-power perspective. Language in Society, 37(4), 593-596.
- May, S. K., & Zorn, T. (2003). Communication and corporate social responsibility. Management Communication Quarterly, 16, 595-598.
- May, S. K. (2003). Representing others in research: Textual engagement or textual paralysis? Book review of Writing organization: (Re)presentation and control in narrative at work. Contemporary Psychology: APA Review of Books, 809-811.
- May, S. K., & Zorn, T. (2002). Forum introduction: Challenging change. Management Communication Quarterly, 16, 416-418.
- May, S. K., & Zorn, T. (2002). Knowledge management and/as organizational communication. Management Communication Quarterly, 16, 237-241.
- May, S. K. (2002). Book review of Writing workplace cultures. Rhetoric and Public Affairs, 5, 554-555.
- May, S. K. (2002). The language dilemma. Management Communication Quarterly, 15, 601-602.

- Zorn, T., & May, S. K. (2002). Auditing the communication audit. Management Communication Quarterly, 15, 439-441.
- May, S. K., & Zorn, T. (2001). Organizational communication and the quality of work life. Management Communication Quarterly, 15, 100-102.
- Zorn, T., & May, S. K. (2001). E-Commerce and the new economy. Management Communication Quarterly, 14, 616-618.
- May, S. K., & Zorn, T. (2001). Gurus' views and business news: Popular management discourse and its relationship to management and organizational communication. Management Communication Quarterly, 14, 471-475.
- Zorn, T., & May, S. K. (2000). Management communication in the age of globalization. Management Communication Quarterly, 14, 129-131.

Research in Progress – Books

- May, S.K. Corporate social responsibility: Virtue or vice? Volume to be completed in 2011 for Polity Press.
- May, S. K. Working identity: Ethics and the transformation of work. Book is scheduled to be completed in 2012.
- May, S. K., & Pickus, N. (Eds.). Transforming institutional cultures. Edited volume for submission to Oxford University Press.
- May, S.K. Managing organizational ethics in the new millennium. Data-gathering is being conducted on a book exploring practices of organizational ethics.

Research in Progress - Articles and Chapters

- May, S. K., Hernandez, M., and Pickus, N. Creating effective ethical engagement in organizations: The five principles model. (manuscript submitted to the Academy of Management Review).
- Hernandez, M., & May, S. K. Creating effective ethical engagement in organizations through ethical infrastructure (manuscript for submission to Journal of Business Ethics).

Competitive Papers

- May, S. K. (2011). Activating ethical engagement in organizations: Negotiating ethical tensions and practices in a business ethics initiative. Paper presented at the annual meeting of the National Communication Association Conference, San Francisco, CA.
- May, S.K. (2009). Silencing ethics in the U.S. financial crisis. Paper presented at the annual meeting of the International Communication Association Conference, Chicago, IL.
- May, S. K. (2009). Beyond compliance: Creating ethical and effective organizations. Paper presented at the annual meeting of the National Communication Association Conference, Chicago, IL.

- Hernandez, M. May, S. K., & Pickus, N. (2008). Creating effective ethical engagement in organizations: The five principles model. Paper presented at the annual meeting of the Academy of Management, Los Angeles, CA.
- May, S.K. (2008). Dialectical tensions in organizational ethics: Creating effective and ethical engagement. Paper presented at the annual meeting of the National Communication Association Conference, San Diego, CA.
- May, S.K. (2008). Reconsidering strategic corporate social responsibility: Public relations and effective ethical engagement of employees in a global economy. Paper presented at the annual meeting of the National Communication Association Conference, San Diego, CA.
- May, S.K. (2008). Working in/through ethical dilemmas: Enabling and constraining effective ethical engagement. Paper presented at the International Labour Process Conference, Dublin, Ireland.
- May, S.K. (2008). The debate over corporate social responsibility. Paper presented at the Association of Professional and Applied Ethics. San Antonio, TX.
- May, S.K., Roper, J., & Cheney, G. (2007). Corporate social responsibility: Where from and where to? Paper presented at the annual meeting of the International Communication Association Conference, San Francisco, CA.
- May, S. K. (2006). Communication research and praxis in organizational studies. Paper presented at the annual meeting of the National Communication Association Conference, San Antonio, TX.
- May, S. K. (2006). Organizational case studies as engaged, ethical pedagogy. Paper presented at the annual meeting of the National Communication Association Conference, San Antonio, TX.
- May, S. K. (2005). The emergence of the global citizen sector. Paper presented at the annual meeting of the National Communication Association Conference, Boston, MA.
- Satterlund, A., & May, S. K. (2002). Dialectical tensions of service-learning: Understanding the student/community partner relationship. Paper presented at the 2nd annual International Conference on Service Learning Research, Nashville, TN.
- May, S. K. (2001). Radicalizing roots: Rethinking corporate social responsibility. Paper presented at the pre-conference on Radicalizing Roots: Effecting Social Change Through Organizational Communication Scholarship, National Communication Association, Atlanta, GA.
- May, S. K. (2000). Restructuring organizations, restructuring identifications: Narratives of resistance among downsized workers. Paper presented at the annual meeting of the International Communication Association, Acapulco, Mexico.
- May, S. K. (2000). Organizational communication and cultural studies: Paradoxes of positions. Paper presented at the annual meeting of the National Communication Association, Seattle, WA.

- May, S. K. (1999). Workers' identity and control during downsizing: The therapeutic management of emotion. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- May, S. K. (1998). Reworking market metaphors in academic institutions. Paper presented at the annual meeting of the National Communication Association, New York, NY.
- May, S. K. (1997). Silencing the feminine in managerial discourse. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- May, S. K. (1997). Organizational communication: Theoretical and conceptual issues. Paper presented at the annual meeting of the International Communication Association, Montreal, Canada.
- May, S. K. (1997). Metaphors of downsizing. Paper presented at the Alta Organizational Communication Conference, Alta, Utah.
- May, S. K. (1996). Reconstructing work, family, and identity among downsized workers. Paper presented at the annual meeting of the Speech Communication Association, San Diego, CA.
- May, S. K. (1996). Health care and the medicalization of work. Paper presented at the annual meeting of the Speech Communication Association, San Diego, CA.
- May, S. K. (1996). Managing a new social contract: Reconstructing work and identity in "downsized" organizations. Paper presented at the annual meeting of the International Communication Association, Chicago, IL.
- May, S. K. (1995). Revisiting and reconsidering the human relations movement: The discourse of organizational counseling. Paper presented at the annual meeting of the Speech Communication Association, San Antonio, TX.
- May, S. K. (1995). A critical rhetoric of industrial welfare: Incorporating employer and employee interests. Paper presented at the annual meeting of the Speech Communication Association, San Antonio, TX.
- May, S. K. (1995). Flying the not-so-friendly skies: Organizational identification and resistance during an airline labor dispute. Paper presented at the annual meeting of the Speech Communication Association, San Antonio, TX.
- May, S. K. (1995). Health care and the corporate body. Paper presented at the annual meeting of the Speech Communication Association, San Antonio, TX.
- May, S. K. (1995). Therapeutic discourse in organizations. Paper presented at the annual meeting of the Western States Communication Association, Portland, OR.
- May, S. K. (1995). The Yellowstone fires as social drama: Managing the discourses of death/rebirth and labor/leisure. Paper presented at the Conference on Communication and Environment, Chattanooga, TN.
- May, S. K. (1994). Computer technology and the ethics of time/space, bodies, and sight. Paper presented at the National Communication Ethics Conference, Kalamazoo, MI.

- May, S. K. (1994). Communication ethics, corporate colonization, and the politics of therapeutic discourse. Paper presented at the National Communication Ethics Conference, Kalamazoo, MI.
- May, S. K. (1992). Employee assistance programs and the troubled worker: Theoretical and practical implications for organizational members. Paper presented at the annual meeting of the Speech Communication Association, Chicago, IL.
- May, S. K. (1991). Disciplinary practices of employee assistance programs: An organizational analysis of power, knowledge, and the body. Paper presented at the annual meeting of the Alta Conference on Interpretive Approaches to Organizational Communication, Alta, UT.
- May, S. K. (1991). The relationship between private and public life in American organizations: Employee assistance programs and corporate colonization. Paper presented at the Conference on Communication in Japan and the United States, Fullerton, CA.
- May, S. K. (1990). Relocating the audience in mass media research: The case of talk show dialogue. Paper presented at the annual meeting of the Speech Communication Association, Chicago, IL.
- May, S. K. (1989). Performing narratives of work: Evoking the elderly self. Paper presented at the annual meeting of the Speech Communication Association, San Francisco, CA (Top Three Paper).
- May, S. K. (1989). Concertive forms of organizational control: The surveillance of work and identity. Paper presented at the annual meeting of the Conference on Culture and Communication, Philadelphia, PA.
- May, S. K. (1989). Work and subjectivity: Therapies for/of cultural addiction. Paper presented at the annual meeting of the Alta Conference on Interpretive Approaches to Organizational Communication, Alta, UT.
- May, S. K. (1989). A dialogic perspective on organizational communication research. Paper presented at the annual meeting of the International Communication Association Conference, San Francisco, CA.
- May, S. K. (1988). A critical examination of organizational culture: Power, history, agency/structure, and the researcher. Paper presented at the annual meeting of the Speech Communication Association, New Orleans, LA.
- May, S. K. (1988). Glasnost as capitalism: The production and consumption of the worker as subject. Paper presented at the meeting of the Conference on Discourses of Power, Tempe, AZ.
- May, S. K. (1986). Organizational social support: Developments, difficulties, and a communicative model of structuration. Paper presented at the annual meeting of the Northwest Communication Association, Coeur d' Alene, ID.
- May, S. K., & McAllister, M. M. (1984). Exploratory relationships between social interaction attributes and amount of television viewing. Paper presented at the annual meeting of the Speech Communication Association Chicago, IL.

Invited Scholarly Presentations

“Rereading Modernism, Postmodernism, and Communication Studies,” Presented for the Charles W. Woolbert Award Panel, New Orleans, LA, 2011.

“Corporate Social Responsibility: Virtue or Vice?” Presented for the Parr Center for Ethics, University of North Carolina at Chapel Hill, USA, 2010

“Corporate Social Responsibility: Virtue or Vice?” Presented at the Copenhagen Business School, Copenhagen, Denmark, 2009.

“Global Dimensions of Corporate Social Responsibility.” Presented at the Centre for Corporate Social Responsibility, Copenhagen, Denmark, 2009.

“Strategic corporate social responsibility: Insights from the United States.” Presented at the Communication Leadership Forum, Leipzig, Germany, 2008.

“Opportunities and challenges in corporate social responsibility.” Presented to the Department of Communication Management, Leipzig, Germany, 2008.

“Discourses of corporate social responsibility.” Presented at the Association of Professional and Practical Ethics, San Antonio, TX, 2008.

“Communication, stakeholders, and corporate social responsibility.” Presented at the Global Business Ethics Symposium, Waltham, MA, 2006.

“Ethics at work: Principles and practices for negotiating ethical dilemmas.” Presented for the Seminar “The Moral Health of Institutions” at the National Communication Association Conference, Boston, MA, 2005.

“Corporate scandals and the ethical contradictions of ‘the market.’” Presented for the Institute for the Arts and Humanities, University of North Carolina at Chapel Hill, October, 2004.

“Service-learning at a research 1 institution.” Presented for the NC Campus Compact Faculty Institute, Charlotte, NC, February, 2004.

"Power, leadership, and governance in academic institutions." Presented for the Psychodynamics Group, American Society of Training and Development, Research Triangle Park, NC, November, 2002.

"Psychodynamics during organizational transition: The case of downsizing." Presented for the Psychodynamics Group, American Society of Training and Development, Research Triangle Park, NC, March, 2002.

"Ethical dilemmas and case studies in organizational communication." Presented for the Organizational Development Network, Raleigh, NC, January, 2002.

"The relationships among information adequacy, job Satisfaction, and organizational culture in a network-structured health-care organization,” Presented to Aston University Visiting Scholar’s Program, Birmingham, England, March 2002 (with Lawrence Rosenfeld and Jack Richman).

"Creating and developing successful teams: Opportunities and challenges in service learning courses." Presented for the Elon University Service Learning Institute, Elon, NC, February, 2002.

"Academic leadership and team-based work: Managing dialectics of change. Presented for Bridges: Academic Leadership for Women, University of North Carolina at Chapel Hill, December, 2001.

"Where did all the hard work go? Tensions and misconceptions between baby boomers and Gen Xers at work." Presented for the Organizational Development Network, Research Triangle Park, NC, October, 2001.

"Academic leadership and team-based work." Presented for Bridges: Academic Leadership for Women, University of North Carolina at Chapel Hill, December, 2001.

"Developing and maintaining successful teams in dynamic environments." Presented for Bridges: Academic Leadership for Women, University of North Carolina at Chapel Hill, November, 2000.

"Labor law and employee assistance programs: Privacy, confidentiality and discrimination." Presented for Council of University Faculty, University of Toronto, Canada, January, 1999.

"Communication as dialogue: The ethics of public discourse." Presented for the Birmingham Summit on Race, Poverty, and Inequality in the South, Sponsored by the DuPont Foundation, Birmingham, AL, October, 1998.

"Paradoxes of team-based work in academic institutions." Presented for Bridges: Academic Leadership for Women, University of North Carolina at Chapel Hill, October, 1998.

"The ethics of representation in qualitative research." Presented for The Institute for Research in Social Science, University of North Carolina at Chapel Hill, April, 1998.

"Constructing effective teams through collaborative leadership." Presented for Bridges: Academic Leadership for Women, University of North Carolina at Chapel Hill, October, 1997.

"Making sense of organizational communication: A consortium for doctoral students." Presented for the International Communication Association, Montreal, Canada, May, 1997.

"Organizational discipline and surveillance." Presented for the School of Management Studies and Public Policy, University of Victoria, Wellington, New Zealand, April, 1997.

"Empowerment during organizational change: Risks and reasons." Presented for the School of Management Studies and Public Policy, University of Victoria, Wellington, New Zealand, April, 1997.

"Labor policy and health care dilemmas." Presented for the Program in Business and Policy Studies, University of Otago, Dunedin, New Zealand, March, 1997.

"Ethical contradictions in university employee assistance programs." Presented for the University of Waikato Faculty Union, Hamilton, New Zealand, March, 1997.

"Foucault and organizational studies." Presented for the School of Management Studies, University of Waikato, Hamilton, New Zealand, February, 1997.

"The rhetoric of downsizing." Presented for the School of Management Studies, University of Waikato, Hamilton, New Zealand, January, 1997.

"Qualitative methods in critical organizational communication research: Negotiating ethical dialectics." Presented for the Institute for Research in Social Science, University of North Carolina at Chapel Hill, September, 1996.

"Foucault's genealogy and archaeology: Re-conceptualizing power, discourse, and subjectivity." Presented for the Department of Speech Communication, University of North Carolina at Chapel Hill, February 1992.

"The use of 'rational' arguments in a counter-rational organization." Presented for the Department of Communication Colloquium, University of Utah, Salt Lake City, March, 1991.

"The discourse of the Yellowstone fires: A dialogical social drama." Presented for the Department of Communication Colloquium, University of Utah, Salt Lake City, February, 1990.

"Strategies and tactics of retirement: Elderly work narratives and everyday life." Presented for the Department of Communication Colloquium, University of Utah, Salt Lake City, October, 1989.

"Assumptions and issues in qualitative and quantitative research methods," (with Dr. James Anderson and Dr. Larry Browning), Presented for the Department of Communication Colloquium, University of Utah, Salt Lake City, December, 1988.

Teaching Workshops Conducted

APPLES Faculty Service-Learning Institute, 2006, 2007
Carolina Entrepreneurial Initiative 1st year seminars, 2006, 2007

Professional Workshops Conducted - Organizational Communication Seminars

School of Medicine, Duke University, 2000, 2001
Fuqua School of Business, Duke University, 1996, 1999, 2001-2005
Andersen Consulting, 1998
Kenan-Flagler School of Business, University of North Carolina, Chapel Hill, 1996
Businesses for Social Responsibility, 1995
Duke University Employee Assistance Program, 1995
City and County Clerks School, Institute of Government, 1994
North Carolina State Bar Association - Committee on Ethics, 1994
Raleigh Oratorical Society, 1994
KRCL Community Radio Station, 1991
Michigan Consolidated Power, 1990
Snowbird Ski and Summer Resort, 1989
First National Bank of Chicago, 1988
Women's Week, Montana State University, 1987
Montana County Clerk's Association, 1987
Montana Soil Conservation Service, 1986
Montana State University Associated Students, 1986
Purdue University Residence Halls, 1985

Professional Workshops Conducted – Ethics Training

Bank of America, 2010
Blue Cross Blue Shield of North Carolina - 2008
Duke University Health System, Finance Management – 2007
Duke University, Athletics Department - 2007

Duke University, Kenan Institute for Ethics – 2007
Duke University, Fuqua School of Business – 2005-2007
Price Waterhouse Coopers - 2006
Physician's Leadership Institute - 2005
Capitol Broadcasting Company – 2004
Boddie-Noel – 2004
Anthony Allenton Real Estate – 2004

Professional Workshops Conducted (Executive Education) – Strategic Communication

North Carolina National Guard – 2009, 2010
Corning, Inc. – 2008
U.S. Navy – 2007, 2008, 2009
Glen Raven - 2010

PROFESSIONAL SERVICE

Editor – Journal

Management Communication Quarterly (Forum), 1999-2003

Associate Editor - Journals

Management Communication Quarterly, 1996-1998, 2003-present
Journal of Applied Communication Research, 1993-1996
Journal of Business Communication, 1995-1997
Electronic Journal of Radical Organizational Theory, 1997
Australian Journal of Communication, special issue, 1997
Communication Theory, special issues, 1996, 1997

Associate Editor – Books

Major works in organizational communication, 2005
The new handbook of organizational communication, 2011

Manuscript Reviewer – Journals

Communication Theory, 2007-2008
Communication Monographs, 2006-2007
Journal of Applied Communication Research, 2005-2007
Journal of Family Communication, 2007-2011
Western Journal of Communication, 2007
Environmental Communication, 2011
Human Relations, 2007-2011
Journal of Communication Studies, 2008-2010
International Journal of Management Studies Research, 2010-2011
Journal of Business Ethics, 2011
Organization, 2008-2011

Manuscript Reviewer - Professional Associations

National Communication Association, Organizational Communication Division, 1993, 1995, 1999, 2005

National Communication Association, Ethnography Division, 2000
International Communication Association, Organizational Communication Division, 1995, 2000
Speech Communication Association, Student Division, 1993, 1994

Manuscript Reviewer - Publishers

- Cheney, G., Lair, D., Ritz, D., & Kendall, B. (2010). Just a job?: Communication, ethics, and professional life. New York: Oxford University Press.
- Gilpin, D. & Murphy, P. (2006). Crisis management in a complex world. New York: Oxford University Press.
- Crane, A., McWilliams, A., Matten, D., Moon, J., & Siegel, D. (2005). Handbook of corporate social responsibility. New York: Oxford University Press.
- Simpson, J. L., Pamela Shockley-Zalabak, P. (2005). Engaging communication: Informing work and transforming organizations through theory, research and practice. New York: McGraw-Hill.
- Eisenberg, E. (2005). Strategic ambiguities: Communication, organization, and identity. Thousand Oaks, CA: Sage.
- Statler, M. , & Roos, J. (2004). Everyday strategic preparedness. New York: Oxford University Press.
- Keyton, J. (2004). Organizational culture. Thousand Oaks, CA: Sage.
- Clair, R. (2002). Expressions of ethnography. Albany, NY: SUNY Press.
- Wendt, R. (1998). The paradox of empowerment. New York: Westview Press.
- Eisenberg, E., and Goodall, H.L. (1997). Organizational communication: Balancing creativity and constraint. New York: St. Martin's Press.
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- Neher, W. (1997). Organizational communication: Challenges of change, diversity, and continuity. Boston: Allyn and Bacon.
- Gatenby, B., and Jones, D. (1997). Case studies in communication. Auckland, New Zealand: Longman Paul.
- Lumsden, G., and Lumsden, D. (1996). Communicating in groups and teams. Belmont, CA: Wadsworth.
- Miller, K. (1995). Organizational communication: Approaches and processes. Belmont, CA: Wadsworth.
- Wilson, R. (1995). Groups and teams: Process and performance. Mountain View, CA: Mayfield.
- Andrews, J., and Herschel, P. (1994). Organizational communication in a technological society. Boston: Houghton Mifflin.

Panel Respondent

Panel on “Reframing CSR and its Potential for Public Relations and Communication Research,” International Communication Association Conference, Boston, MA, 2011.

Panel on “Corporate Social and Environmental Responsibility,” National Communication Association Conference, San Francisco, CA, 2010.

Panel on “Corporate Personhood,” National Communication Association, San Francisco, CA, 2010.

Panel on “The Lived Politics of Unconventional Identifications: Autoethnographic Confrontations,” National Communication Association, San Diego, CA, 2008.

Panel on “Expanding Theories of Stakeholder Relationships and Corporate Social Responsibility,” National Communication Association, Chicago, IL, 2007.

Panel on "Creating Corporate Social Responsibility," International Communication Association, San Francisco, CA, 2007.

Panel on "Crime, Sex, Diesel, and Fire: Examining the Occupational Cultures of Dirty Workers," National Communication Association, Miami, FL, 2003.

Panel on "Case Studies in Organizational Communication," National Communication Association, Miami, FL, 2003

Panel on "Ethnography and Pedagogy," National Communication Association, Miami, FL, 2003.

Panel on "Social Responsibility in a Global System," Western States Communication Association, Salt Lake City, UT, 2003.

Panel on "Ethics, Representation, and Voice in Ethnographic Research," National Communication Association Ethnography Pre-Conference, New Orleans, LA, 2002.

Panel on "Organizing as Conversation and Narrative," International Communication Association, Seoul, Korea, 2002.

Panel on "Auditing the Communication Audit: Current Uses, Critical Appraisals, and Future Prospects," National Communication Association, Atlanta, GA, 2001.

Panel on "Organizational Communication and the Quality of Work Life," National Communication Association, Seattle, WA, 2000.

Panel on "The Practice of Doing Ethnographic Research," National Communication Association, Chicago, IL, 1999.

Panel on "Organizational Culture and Ideology: Diverse Perspectives," National Communication Association, New York, NY, 1998.

Panel on "Making Sense of Organizational Communication," International Communication Association, Montreal, Canada, 1997.

Panel on "Speaking of Work: Dialogues Between Ethnographers and Workers," Speech Communication Association, San Diego, CA, 1996.

Panel on "Identity and Identification at Work," International Communication Association, Chicago, IL, 1996.

Panel on "Justice, Control, and Rhetorical Theory," Southern States Communication Association, Memphis, TN, 1996.

Panel on "Structuration, Negotiation, and Presentation in Organizational Communication," Speech Communication Association, San Antonio, TX, 1995.

Panel on "Computer Technology and Ethics," National Communication Ethics Conference, Kalamazoo, MI, 1994.

Panel on "Self-Directed Teams at Work," Speech Communication Association, New Orleans, LA, 1994.

Panel on "Rethinking, Reconsidering, and Reproducing: Perspectives on Applied Communication, Child Interaction, and Employment Interviews," Southern States Communication Association, Norfolk, VA, 1994.

Panel on "Attempting to Make Sense in Organizations: Symbolism, Ideology, and Stories," Speech Communication Association, Miami, FL, 1993.

Panel on "Communication in Organizations: Theory and Praxis," Speech Communication Association, Miami, FL, 1993.

Panel Chair

Panel on "Giving Voice to Organizational Ethics: Case Studies as Engaged Pedagogy," National Communication Association Conference, New Orleans, LA, 2011.

Panel on "Corporate Social and Environmental Responsibility," National Communication Association Conference, San Francisco, CA, 2010.

Panel on "Corporate Personhood," National Communication Association, San Francisco, CA, 2010.

Panel on "The Changing Role of Engaged and Public Scholarship within the Discipline and the Academy," (with Leah Totten) National Communication Association Conference, Chicago, IL, 2009.

Panel on "Modern Workplace Communication Challenges," National Communication Association Conference, San Diego, CA, 2008

Panel on "What Would Foucault Do? Working Toward Foucauldian Praxis," Western States Communication Association, Denver, CO, 2008.

Panel on "The Debate Over Corporate Social Responsibility: Past and Future Trends," International Communication Association, San Francisco, CA, 2007.

Panel on "Organizational Communication Scholarship as a Path to Social Change," Western States Communication Association, Seattle, WA, 2007.

Panel on "Globalization, Democracy, and Diversity: Linking Organizational Communication to Contemporary Social Movements," National Communication Association, San Antonio, TX, 2006.

Panel on "Building a Discipline: Reflections on Major Works in Organizational Communication," National Communication Association, San Antonio, TX, 2006.

Panel on "Employing Cases in the Organizational Communication Classroom: Making Connections/Stimulating Action," National Communication Association, San Antonio, TX, 2006.

Panel on "Critical Organizational Communication," National Communication Association, Chicago, IL, 2004.

Panel on "Ethics, Voice, and Representation in Ethnographic Research," National Communication Association Ethnography Pre-Conference, New Orleans, LA, 2002.

Panel on "Auditing the Communication Audit: Current Uses, Critical Appraisals, and Future Prospects," National Communication Association, Atlanta, GA, 2001.

Panel on "Communication and E-Business," International Communication Association, Washington, D.C., 2001.

Panel on "Popular Management Discourse and Organizational Communication," International Communication Association, Washington, D.C., 2001.

Panel on "Organizational Communication and the Quality of Work Life," National Communication Association, Seattle, WA, 2000.

Panel on "Communication Ethics at Work," National Communication Ethics Conference, Kalamazoo, MI, 1994.

Panel on "Critical Perspectives in the Study of Organizational Communication," Speech Communication Association, Miami, FL, 1993.

Conference Planning Committees

Critical Management Studies Conference IV, Convenor for "Moments and Movements of Organizational Change," Cambridge, UK, 2005.

National Communication Association Pre-Conference on "Exploring Ethnography: A Writing Workshop," New Orleans, LA, 2002.

National Communication Association Pre-Conference on "Radicalizing Roots: Effecting Social Change Through Organizational Communication Scholarship," Atlanta, GA, 2001.

National Communication Association Pre-Conference on "Engaged Organizational Communication in the New Economy: Technology, Globalization, and the Quality of Work Life," Seattle, WA, 2000.

Work in America Institute Conference on "The Future of Work," Asheville, NC, 1999.

Australian-New Zealand Communication Association Conference, University of Waikato, Hamilton, New Zealand, 1997.

National Labor-Management Board Conference on "Improving Labor-Management Relations: Diverse Perspectives, Unique Challenges, and Future Directions," Chicago, 1996.

University of North Carolina Conference on "The Study of Organizations: A National Conference for Graduate Students," Chapel Hill, NC, 1995.

University of Utah Conference on "Alternative Approaches to Organizational Communication," Alta, UT, 1992, 1993.

Secretary, Organizational Communication Division, International Communication Association, 2000-2003

Chair, W. Charles Redding Dissertation Award, 2002-2003

Nominating Committee, Monograph Awards
Speech Communication Association, 1996

Nominating Committee, Division Awards
International Communication Association, 1996
Speech Communication Association, 1996

Selection Committee, Division Awards
National Communication Association, Organizational Communication Division, 2006

UNIVERSITY AND DEPARTMENTAL SERVICE

University of North Carolina at Chapel Hill

Program Review Committee, APPLES program, 2008
Search Committee Member, Dean of the School of Journalism & Mass Communication, 2005
Faculty Welfare Committee, 2003-2004
Director, Qualitative Research Group, Odum Institute for Research in Social Science, 1997-2007
Humanities Division, Curriculum Review Committee, 2002-present
Board Member, APPLES Service-Learning Program, 2000-2003
Search Committee Member, APPLES Service-Learning Director, 2003
First Year Student Initiative, Facilitator, 2000
Carolina Concepts, Guest Faculty Member, 2000-2004, 2006-present
University Advisory Committee on Cultural Studies
 Undergraduate Curriculum Committee, 1995-1999
Member, Chancellor's Committee on Internal Communication, 1996
University Curriculum Development Committee for Multiculturalism
 Interdisciplinary Course in Social Theory and Cultural Diversity, 1993-1994
Faculty Course Development, Center for Teaching and Learning
 Interdisciplinary Course in Social Theory and Cultural Diversity, 1993-1994
Faculty Advisor
 Tar Heel HELP - Homeless Education and Literacy Program, 1999
 University Residence Halls, 1997-1999
 University Campus Fellowships, 1992-1997
 University Campus Coalition, 1992-1994
Program Evaluator
 University of North Carolina at Chapel Hill Employee Assistance Program, 1995

Department of Communication Studies, University of North Carolina at Chapel Hill

Associate Chair, 1999-2004
Director, Undergraduate Studies, 1994, 2006-2010
Director, Internships, 1993-1995
Director, Undergraduate Honors and Independent Studies, 1993-1995
Chair, Social and Intellectual Life Committee, 2003-2004
Chair, Curriculum Revision Committee, 2001-2002
Chair, Search Committee, 1998, 2001, 2002
Chair, Colloquia and Special Events Committee, 1993-1994
Member, Executive Advisory Committee, 2001-2004, 2006-present
Member, Graduate Studies Committee, 1999-2002
Member, Undergraduate Studies Committee, 1993-1999
Member, Teaching Review Committee, 1996-1999
Member, Curriculum Revision Committee, 1994-1995

Member, Recruitment and Outreach Committee, 1993-1994
Member, Tenure and Promotion Document Committee, 1992-1993
Member, Awards Committee, 1992-1993, 2003
Member, Search Committees, 1996-1998, 2000-2002, 2004-2009

Department of Communication, University of Utah

Member, Planning Committee, Center for Dispute Resolution, 1991-1992
Member, Graduate Program Review Committee, 1991-1992
Member, Search Committee, 1989-1990
Program Coordinator, Bennion Community Service Center, 1990-1991
Communication Graduate Students Association President, 1990-1991
Graduate Student Liaison to Faculty, 1990-1991

Department of Speech Communication, Montana State University

Director, Internships, 1985-1987
Member, Strategic Planning Committee, 1985-1987
Member, Curriculum Revision Committee, 1985-1987
Member, Tenure and Promotion Committee, 1986-1987
Member, Search Committee, 1985-1986
Advisor, Speech Communication Students Association, 1985-1987

THESES DIRECTED

Graduate Theses Directed

Mark Holt, "The Promise and Peril of Innovation: A Critical Analysis of Discourse, Power, and Identity at an Internet Company," 2010
Leah Totten, "Engaging Community: Organizing for Social Change within the Academy," 2010
Sam Szczur, "Office Space: The Corporate Campus, Employee Services, and Worker Subjectivity," 2010
Alysson Satterlund, "A Thousand Hours of Overtime: A Study of Organizational Identification, Commitment and Employee Volunteerism," 2004
Leah Totten, "Building Hope: Communication and Community Building," 2004
Changmin Yan, "Good Governance: Democracy and Development," 2004
Karen Rivers, "Trust and Team Identification on Development in Global Virtual Teams," 2002
Joyce Zhu, "Organizational Culture, Ambiguity and Communication in Mergers and Acquisitions," 2001
Matthew Wright, "Computer-Mediated Communication and Virtual Teams," 2000
Robyn Remke, "Mothers of Courage, Dutiful Daughters: Identity in Diaries of Working Women," 2000
Mia Speckman, "Organizational Culture and Change: A Study of Mammoth Records," 2000
Laura Morrison, "Narratives of Job Loss Among Downsized Workers," 1999
Annie Caulkins, "Moving On: Career-Change Narratives of Women in Mid-Life," 1998
Don Vecchiarello, "The Negotiation of Work Time and Free Time," 1998
Sami Strauss, "Participation in Sports and Leadership in Adolescent Girls," 1998
Lori Schneider, "Critical Examination of Organizational Narratives," 1996
David Carlone, "Employee Resistance of Workplace Control," 1995
Traci Brown, "The Business of Caring in the Caring Business," 1994

Current Graduate Theses Directed

Jesica Speed, "Dangerous Teaching: Community Collaboratives Organizing Education and Change"

Served as a committee member for an additional 49 graduate theses

Undergraduate Honors Theses Directed

Katie Loovis, "Using Literacy to Combat Root Causes of Homelessness," 1999
Michael Woodward, "Gender Differences in Social Support in Greek Systems," 1995
Jocelyn Napolitano, "Self-Directed Teams in Organizations," 1994

Served as a committee member for an additional 9 undergraduate honors theses

PUBLIC SERVICE

Organizational Communication Facilitation:

Orange County Commissioners, 2004, 2006
Habitat for Humanity, 2003
Kenan Institute for Ethics - Ethics Business Initiative, 2003
Shaping Orange County's Future Task Force, 1999
North Carolina Indian Affairs Commission (Z. Smith Reynolds Grant), 1999
Governor's Task Force on Business Diversity, 1998
Triangle AIDS Organization Consolidation, 1998
Forum on Race, Poverty, and Inequality in the South (DuPont Foundation Grant), 1998

Organizational Assessment:

Women's Center of Chapel Hill, 2002
Carrboro Arts Center, 2002
Campus Y, 2002
Sherman College, 2002
Durham Volunteer Center, 2002
Durham Crisis Response Center, 2002
Carolina Women's Center, 2002
APPLES Service Learning Program, 2000-2002
Freedom House Recovery Center, 2000
American Red Cross, 2000
South Estes Community - Residents' Association, 2000

PROFESSIONAL MEMBERSHIPS

National Communication Association
International Communication Association
Western States Communication Association
Southern States Communication Association
American Society of Training and Development
Employee Assistance Program Association of America
Organizational Development Network