

Curriculum Vitae  
**Professor Cynthia Stohl**

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Department of Communication  
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**Academic Record**

Ph.D. 1982 Purdue University  
M.A. 1978 Purdue University  
B.S. 1969 State University College of New York at Buffalo

**Academic Appointments**

2017-present Affiliate faculty, Technology Management Program, University of California, Santa Barbara (UCSB)  
2012-present Distinguished Professor, UCSB  
2003-present Affiliate faculty, Center for Information Technology & Society, UCSB  
2002-2012 Professor, Department of Communication, UCSB  
1998-2001 Margaret Church Distinguished Professor, Purdue University  
1993-2001 Professor, Department of Communication, Purdue University  
1987-1993 Associate Professor, Department of Communication, Purdue University  
1982-1987 Assistant Professor, Department of Communication, Purdue University

**Administrative Appointments**

2015-2017 Director, Center for Information Technology and Society, UC Santa Barbara  
1998-2001 Department Head, Department of Communication, Purdue University  
1997-2001 Founding Co-chair, Purdue University Teaching Academy

**Distinguished Recognition**

2020-2025 Affiliate International Faculty, Audencia Business School, Nantes, France  
2012-present Distinguished Professor, University of California, Santa Barbara  
2015-2020 Honorary Professor, University of Aarhus School of Business and Sciences  
2013 (elected) Distinguished Scholar, National Communication Association  
2012-2103 President International Communication Association  
2011 (elected) Fellow, International Communication Association  
2010-2011 New Zealand Federation of Graduate Women, Visiting Scholar Award  
University of Waikato, Hamilton, New Zealand.  
2003 Distinguished Alumni Award, School of Liberal Arts, Purdue  
1998-2002 Margaret Church Distinguished Professor of Communication, Purdue

## Research Awards

- Management Communication Quarterly*, **Article of the Year**, 2019 Organizational boundary regulation through social media policies (with S Banghart & M. Etter).
- National Communication Association, **Outstanding Book Award**, 2012. Organizational Communication Division. *Collective Action in Organizations: Interaction and Engagement in an Era of Technological Change*. Cambridge, UK: Cambridge University Press (with B. Bimber & A. Flanagin).
- National Communication Association, **Outstanding Article Award**, 2011. International and Intercultural Division. Qualifying Engagement: A Study of Information and Communication Technology and the Global Social Justice Movement in Aotearoa New Zealand. *Communication Monographs*, 2010 (with S. Ganesh).
- International Communication Association, **Outstanding Article Award**, 2008. Organizational Communication Division. Networks of terror: Theoretical assumptions and pragmatic consequences. *Communication Theory*, 2007 (with M. Stohl).
- International Communication Association, **Outstanding Article Award**, 2007. Reconceptualizing collective action in the contemporary media environment. *Communication Theory*, 2006 (with B. Bimber & A. J. Flanagin).
- National Communication Association, **Best Article Award**, 2007. Organizational Communication Division. Networks of terror: Theoretical assumptions and pragmatic consequences. *Communication Theory*, 2007 (with M. Stohl).
- National Communication Association, **Ernest Bormann Research Award**, 2004. Group Communication Division. Chapter included in award-winning edited book, L. Frey (Ed.). *New directions in group communication*, 2003, Thousand Oaks, CA: Sage (with K. Walker).
- National Communication Association, **Outstanding Research, Best Article Award**, 2001. Organizational Communication Division. Participatory processes/paradoxical practices: Communication and the dilemmas of organizational democracy. *Management Communication Quarterly*, 2001 (with G. Cheney).
- National Communication Association, **Outstanding Research, Best Article Award**, 1998. Organizational Communication Division. Democracy, participation, and communication at work: A multidisciplinary review. *Communication Yearbook*, 21, 1997 (with G. Cheney et al.).
- Speech Communication Association, **Outstanding Research, Best Book Award**, 1995. Organizational Communication Division, *Organizational Communication: Connectedness in Action*, 1995, Thousand Oaks, CA: Sage.

## Top Ranked Paper Awards

- International Communication Association 2022. Top Paper Award, Organizational Communication Division: Generational Shifts: The Emergence of Visibility in Globalization Research, (with S. Ganesh & S. James)

- International Communication Association, 2022. Top Paper Award Instructional Development Division. Memorable Messages Matter: Diversity, Inclusion, And Institutional Success for Faculty And Students Of Color In The United States. (With D. Lemus & M. Tindage)
- International Communication Association, 2020. Top Paper Award. Organizational Communication Division. Visibility Agents: Organizing transparency in the digital era. (with S. Ganesh & D. Harness)
- European Group for Organizational Studies, Copenhagen, 2017, Best Paper CCO Theme (With B. Smith, R. Kovacs, M. Stohl)
- International Communication Association 2015. *Top Paper Award*, Organizational Communication Division. *Social Media Policies And Corporate Social Responsibility* (With M. Etter, S. Banghart & DJ Woo).
- International Communication Association 2006. *Top Three Paper Award*, Organizational Communication Division, *Modeling The Structure Of Collective Action* (With B. Bimber & A. J. Flanagin).
- International Communication Association 2005. *Top Three Paper Award*, Organizational Communication Division, *Reconceptualizing Collective Action In The Contemporary Media Environment* (With B. Bimber & A. J. Flanagin)
- Speech Communication Association 1991. *Top Three Paper Award*. Applied Communication Division. *European Managers' Interpretations Of Participation: Semantic Network*
- Western Speech Association 1991. *Top Three Paper Award*. Organizational Communication Division. *Being In The Know In A Participative Management System* (With A. Wilson).
- International Communication Association 1986. *Top Three Paper Award*. Organizational Communication Division. *Bridging The Parallel Organization*.
- International Communication Association 1985. *Top Three Paper Award*. Organizational Communication Division. *Quality Circles: A Social Network Perspective*.
- Speech Communication Association 1985. *Top Three Paper Award*, Organizational Communication Division. *NEGOPY Network Analysis: A Qualitative Appraisal*.
- Speech Communication Association 1984. *Top Three Paper Award*. Organizational Communication Division. *A Communicative Assessment Of Quality Circles*.
- International Communication Association 1983. *Top Three Paper Award*. Interpersonal Communication Division. *Social Networks And Communicative Competence*.
- International Communication Association 1983. *Top Three Paper Award*. Instructional Division. *Developing A Communicative Competence Scale*.
- Speech Communication Association 1982. *Top Three Paper And Student Paper Award*., Speech And Language Sciences Division. *A Developmental Perspective On The Development Of Communicative Competence*.
- International Communication Association 1982. *Top Three Paper And Student Paper Award*, Instructional Division. *Sugar And Spice: Sex Differences In The Communicative Correlates Of Attraction*.
- International Communication Association 1981. *Student Paper Award*, Interpersonal

Division. *Perceptions of Social Attractiveness and Communicative Style*.

## **Teaching Awards and Recognition**

- Jablin Award for Outstanding Contributions to Organizational Communication  
Organizational Communication Division, International Communication  
Association, 2010.
- Academic Senate Distinguished Teaching Award 2007. University of California, Santa  
Barbara
- Primo Professor 2006. University of California, Santa Barbara Student Publications  
Board. One of three university faculty selected to be featured in UCSB Yearbook  
and UCSB Student Handbook as an outstanding professor.
- Excellence in Distance Education 2000. Purdue University (with N. Contractor, P.  
Monge J. Fulk & A Flagin).
- The Book of Great Teachers 1999. Inaugural Member, Purdue University.  
“The book bears the names of 316 faculty members, past and present who have  
devoted their lives to excellence in teaching and scholarship. They were chosen  
by their students and their peers as Purdue’s finest educators.
- Class of 1941 Teaching Innovation Award 1995. Purdue University.
- Charles B. Murphy University Award for Undergraduate Teaching 1993. Purdue  
University.
- W. C. Redding Award for Excellence in Teaching 1993. Department of Communication,  
Purdue University.
- Outstanding Teacher Award 1992. School of Liberal Arts Departmental Award, Purdue  
University.
- Central States Outstanding Young Teacher Award 1988. Central States Speech  
Association, Finalist.
- Bruce Kendall Award for Excellence in Teaching 1981. Department of Communication,  
Purdue University.

## **Keynote and Commencement Addresses**

- “Organizing in the Face of Global Crises: Communication, Strategy, and Doing the Right  
Thing.” ICA Organizational Communication Preconference, Toronto, 2023
- “Organizational Problematics: Convergence or Divergence?” ICA Preconference: Are  
We Moving Towards Convergence? Revisiting Communication Disciplines,  
Theories and Concepts, Washington DC, 2019
- “Problematics or organizing: a communicative approach.” Aarhus University, Business  
Communication Conference. 2019
- “A new generation of Corporate Codes of Ethics.” CSR Conference, Aarhus University.  
Denmark, 2018
- “Making sense of career making.” Featured Speaker, Blue Sky Workshop, International  
Communication Association, Fukuoka, Japan, June, 2016
- “Social Media Policies and Corporate Social Responsibility.” Keynote Address, ICA  
Regional Conference, Brisbane, Australia October, 2014.

"Metaphors of Connectedness." Commencement Address, Division of Social Sciences, School of Letters and Science Graduation. UCSB, June, 2014.

"How in the World Did I Get Here?" Fellows featured talk, ICA Seattle, WA, 2014.

"Making Connections: Distinguished Scholar Lecture" National Communication Association, Chicago, IL, 2013

"Who is advocating what to whom?: Membership organizations and their relations with their members." Keynote Address NCA Preconference, Washington DC, 2013

"Internationalization: Promising Goals." ICA Welcome address. Regional Conference, Shanghai, China, November 2013

"Challenging Trends." Symposium on the Quality of Communication Research and Teaching in Hong Kong, the U.S. and Europe. City University of Hong Kong November 2013.

"Through a glass darkly: CSR in the new media environment". Corporate Social Responsibility International Conference, Keynote Address Arhus, DK September, 2013

"Opportunities and Constraints: From metaphor to analytic framework" Executive masters Program: Corporate Communication. Keynote Address: Kolding, DK, September, 2013

"Crowd, Clouds and Community." Presidential Address, The International Communication Association, London, UK, May, 2013.

"Lost Boys of Sudan: What has communication say to them?" Plenary Address, ICA Seattle. 2012

"Organizational identity in the context of the new media environment: One size does not fit all." Featured Presentation. Managing corporate identity in the context of stakeholder complexity and engagement. The 15th Symposium of The International Corporate Identity Group (ICIG). University of Arhus, Business School, September 2012.

"Paradoxes of global connectivity: Boundary permeability, technological variability, and organizational durability." Keynote Address, Australian/ New Zealand Communication Association, ANZCA , Hamilton, New Zealand, 2011.

"A New Generation of Corporate Social Responsibility." Keynote Address, International Conference on Communication and Media 2010 (i-COME'10) Melacca, Malaysia, 2010.

"Building Effective Practice: Connectedness in Action. Commencement Speaker, Coaching Program, Fielding Institute. Santa Barbara, CA, 2010.

"Collective Action in the New Media Environment." Plenary Featured Address, Australian and New Zealand Communication Association, Melbourne, AUS, 2007.

"Gauging Our Engagement." Keynote Address, Aspen Conference on Engaged Communication Scholarship, Aspen, CO, 2004.

"Communicating Glocally." Plenary Address, Central States Speech Communication Association Meeting, 2001.

"Paradoxes of Participation: A Global Perspective." Graduation Speaker, DePaul

- University, Undergraduate Honors, 2000.
- “Worker Empowerment in the European Context.” Keynote Address, Instituto RSO, Organizational Research Conference, Rome, Italy, 1996.
- “Using Case Studies as a Pedagogical and Research Tool.” Keynote Address, Conference on Organizational Communication, University of Montreal, University of Quebec and Concordia University, 1994.
- “Expanding the Organizational Horizon: IGOs, INGOs, BINGOs.” Keynote Speaker Arizona State University Conference on Organizational Communication, Tempe, AZ, 1990.

## **Research Grants**

- National Science Foundation 2015-2017. Assessing Science Engagement through Social Media \$258, 000.
- NOVA scienceNOW Season 7 "Evaluation and expert consultant on the project \$2,400,000
- Marsden Foundation 2013-2015 . Activism, Technology, and Organizing: Transformations in Collective Action in Aoeteroa. New Zealand. Co-Principal Investigator. \$890,000 NZD.
- National Science Foundation 2013-2018 . IGERT-CIF21: Interdisciplinary Graduate Education Research and Training in Network Science. Participating faculty \$2,799,907.00
- Marsden Foundation 2007-2009 . The Anti-Globalization Movement in New Zealand, Co-Principal Investigator. \$70,000 NZD.
- National Science Foundation Grant 2004 - 200). Technological Change and Collective Association: Changing Relationships Among Technology, Organizations, Society and the Citizenry, Co-Principal Investigator. \$249,925.
- National Cancer Institute and National Institute of Environmental Health Sciences 2007 Consultant for Memorable Messages: Breast Cancer and the Environment Research Center, \$5,000.
- Office of Research, Division of Social Sciences, and Office of the Provost 2004. University of California, Santa Barbara, matching funds, Co-Principal Investigator. \$51,000.
- Institute for Social, Behavioral, and Economic Research Grant 2004. Technological Change and Collective Action. University of California, Santa Barbara, \$6,678.
- Academic Senate Committee on Research Grants 2004. University of California, Santa Barbara, \$5,500.
- National Science Foundation Grant 1997-1999. Engineering Research Center, Purdue University, Co-investigator of Collaborative Engineering Project Cooperative Agreement No. EEC94025233, \$75,000.
- Purdue Research Foundation XL Research Grants, 1992, 1987,1984. \$6,000.

## **Pedagogical Grants**

- Undergraduate Research and Creative Activities Grant, Faculty Mentor 2009, 2008,

2002. UCSB. \$1,000, \$1000, \$450.

Committee on Institutional Cooperation: Learning Technology Seed Grant 1998. A curriculum in communication and the global workplace: Advanced collaboration tools to support multi-university distributed learning. Co-Principal Investigator. \$10,000.

Global Initiative Grant for Curriculum Development 1996. Office of International Programs. Purdue University, \$15,000.

Purdue University, Class of 1941 Teaching Innovation Grant 1995 Globalization, Technology, and Communication Practices, \$12,000.

Global Initiative Grant for Curriculum Development 1993. Office of International Programs, Purdue University, \$14,000.

## **Visiting Positions and Other Distinctions**

Visiting Faculty, Aarhus Business School, Aarhus University, DK Fall, 2010

Visiting Professor, Department of Management Communication, University of Waikato, New Zealand Summer, 2008

Visiting Faculty, University of California, Washington DC Spring, 2007

Visiting Faculty, University of California, Washington DC Fall, 2006

Summer, 2004 FIRST scholar (Faculty-in-Residence), U of Colorado, Boulder Summer, 1993

Visiting Professor, Department of Communication, U of Colorado, Boulder Spring, 1989

Visiting Scholar, Department of Psychology, Aarhus University, DK Summer, 1987

Visiting Associate Professor, Department of Communication, U of Colorado, Boulder Fall 1983

Visiting Lecturer, Department of Psychology, University of Canterbury, NZ

Distinguished Scholar Selected for Colorado Symposium on Organizational Communication, University of Colorado-Boulder. 1996-1997.

Spotlight on Scholar Program, Globalization and Connectedness NCA, 1997.

Center for Behavioral and Social Sciences Fellow Purdue University, 1995.

Center for Instructional Excellence Fellowship Purdue University, 1992.

Teaching Excellence and Creativity 30 minute television interview Channel 5, West Lafayette, IN, 1994 and a cover story in the *Purdue Alumnus*, 1995.

## **Publications (121)**

### **Books (2)**

Bimber, B., Flanagin, A., & Stohl, C. (2012). *Collective action in organizations: Interaction and engagement in an era of technological change*. Cambridge, UK: Cambridge University Press.

\*Recipient of the 2012 National Communication Association Outstanding Book Award, Organizational Communication Division.

Stohl, C. (1995). *Organizational communication: Connectedness in action*. Thousand Oaks, CA: Sage.

\*Recipient of the 1995 Speech Communication Association Best Book Award,  
Organizational Communication Division

## Journal Articles (71)

Harness, D. Ganesh, S. & Stohl, C. (in press) Visibility Agents: Organizing Transparency in the Digital Era. *New Media and Society*.

Stohl, C., Wang, Z., & Qiu, J. L. (2023). Organizational communication, globalization, and scholarly communities. *Communication and Society*, 63, 1–31.

Ganesh, S. Stohl, C. & Kim, Y. (2022) Membership Matters: Organizing Archetypes, Participatory Styles, and Connective Action *Management Communication Quarterly* 36 (2), 288-317.

Lemus, D., Tindage, M., Stohl, C. (2022) Memorable messages matter: Diversity, inclusion, and institutional success for faculty and students of color in the United States. *Annals of the International Communication Association*, 46.

Lew, Z. & Stohl, C. (2022) What makes people willing to comment on social media posts? The roles of interactivity and perceived contingency in online corporate social responsibility communication. *Communication Monographs*, DOI: 10.1080/03637751.2022.2032230

ter Hoeven C., Stohl C., Leonardi P., & Stohl M. (2019) Assessing Organizational Information Visibility: Development and Validation of the Information Visibility Scale. *Communication Research*. doi:10.1177/0093650219877093

Yang, Y. & Stohl, C. (2019) The (in)congruence of measures of corporate social responsibility performance and stakeholder measures of corporate social responsibility reputation. *Corporate Social Responsibility and Environmental Management Journal*, 27, 2, 969-981

Yang, Y & Stohl, C. (2019): The appropriation of traditional media content in online contexts: A South Korean textbook case, *Communication Monographs*, DOI:10.1080/03637751.2019.1641730

Ford, B. & Stohl, C. (2019) Does CSR Matter? A longitudinal analysis of product reviews for CSR-associated brands. *The Journal of Brand Management* 23, 1 60–70.

Stohl, C. Walther, J. & Bator, M. (2018). The Center for Information Technology and Society (CITS): Facilitating Interdisciplinary and International collaborations. *Revue Francais des Sciences de l'information et de la communication*. 15.

Banghart, S., Etter, M., & Stohl, C. (2018). Organizational boundary regulation through social media policies. *Management Communication Quarterly*, 32, 3, 337 – 373.

Stohl, C. Stohl, M., & Leonardi, P. (2016). Managing opacity: Information visibility and the paradox of transparency in the digital age. *International Journal of Communication*, 10.

Flyverbom, M, Leonardi, P., Stohl. C., Stohl, M. (2016). The Management of Visibilities in



- the Digital Age, Introduction to Special Section, *International Journal of Communication*, 10.
- Stohl, C., Etter, M., Banghart, S. & Woo, DJ. (2015). Social Media Policies: Implications for Contemporary Notions of Corporate Social Responsibility. *Journal of Business Ethics*, 2, 743-769
- Stohl, C. (2014). Crowds, clouds, and community. *Journal of Communication*, 64, 1 19.
- Ganesh, S. & Stohl, C. (2013). From Wall Street to Wellington: Protests in an era of digital ubiquity. *Communication Monographs*, 80, 425-451.
- Stohl, C. (2012) Honoring Linda Putnam: A Bona Fide Scholar. *Management Communication Quarterly*, 26, 505–509
- Johannson, C. & Stohl, C. (2012), Cultural competence, cultural values, and emerging communication paradoxes. *Communication currents*. 7, 6.  
<http://www.natcom.org/CommCurrentsIssue.aspx?volume=7&issue=6>
- Walker, K. & Stohl, C. (2012). Communicating in collaborating groups: A longitudinal network analysis. *Communication Monographs*, 79, 4, 448-474.
- Johannson, C. & Stohl, C. (2012). Cultural competence and institutional contradictions: The hydropower referendum. *Journal of Applied Communication Research*, 40, 4, 329-349.
- Stohl, C. (2011). Paradoxes of connectivity: Boundary permeability, technological variability, and organisational durability. *Australian Journal of Communication*, 38, 2, 123-139.
- Lauchner, C., Smith, S.W., Kotowski, M., Nazione, S., Stohl, C., Prestin, A., So, J., & Nabi, R (2012). An initial investigation into naturally occurring loss- and gain-framed memorable breast cancer messages. *Communication Quarterly*, 60, 1, 1-16.
- Stohl, C. (2011). Paradoxes of connectivity: Boundary permeability, technological variability, and organizational durability. *Australian Journal of Communication*, 38, 123-140.
- Stohl, C., & Stohl, M. (2011). Secret agencies: The communicative constitution of a clandestine organization. *Organization Studies*, 32, 1197-1215,
- Stoltzfus, K., Stohl, C., & Seibold, D. (2011). Managing organizational change: Paradoxical problems, solutions, and consequences. *Journal of Communication Management*, 24, 1, 349-367.
- Nazione, S., LaPlante, C., Smith, S.W., Cornacchione, J., Russell, J., & Stohl, C. (2011). Memorable messages for navigating college life. *Journal of Applied Communication Research*. 39, 2, 123-143.
- Stohl, M., & Stohl, C. (2010). Human rights and corporate social responsibility: Parallel processes and global opportunities for states, corporations and NGO's. *Sustainability Accounting Management and Policy Journal*, 1, 1, 51-65
- Ganesh, S., & Stohl, C. (2010). Qualifying engagement: A study of information and communication technology and the global social justice movement in Aotearoa/New Zealand. *Communication Monographs*, 17, 51-74.
- Smith, S.W., Hamel, L., Kotowski, M., Nazione, S., LaPlante, C., Atkin, C., Stohl, C., & Skubisz, C. (2010). Action tendency emotions evoked by memorable breast

- cancer messages and their association with prevention and detection behaviors. *Health Communication*, 25, 8, 737-746.
- Stohl, C., Stohl, M., & Popova, L. (2009). A new generation of corporate social responsibility. *Journal of Business Ethics*, 90, 4, 607-622.
- Smith, S.W., Munday, S., Kotowski, M., Atkin, C., Sjubisz, C., & Stohl, C. (2009). Types and sources of memorable breast cancer messages and their impact on prevention and detection behaviors. *Journal of Health Communication*. 14, 3, 293-307.
- Smith, S.W., Munday, S., Kotowski, M., Atkin, C., Sjubisz, C., & Stohl, C. (2009). The impact of personal and/or close relationship experience on memorable messages about breast cancer and the perceived speech acts of the sender. *Journal of Cancer Education*. 24, 2, 129-134.
- Mumby, D., & Stohl, C. (2007). Re-Disciplining organizational communication studies: A response to Broadfoot and Munshi. *Management Communication Quarterly*, 21, 268 - 280.
- Stohl, C., & Stohl, M. (2007). Networks of Terror: Theoretical assumptions and pragmatic consequences. *Communication Theory*. 17, 93-124.
- \*Outstanding Article Award, International Communication Association*
- Flanagin, A.J., Stohl, C. & Bimber, B. (2006). Modeling the structure of collective action. *Communication Monographs*, 73, 29-54.
- Bimber, B., Flanagin, A.J., & Stohl, C. (2005). Reconceptualizing collective action in the contemporary media environment. *Communication Theory*, 15, 365-388.
- \*Outstanding Article Award, International Communication Association*
- Stohl, M., & Stohl, C. (2005). Human rights, nation states, and NGOs: Structural holes and the emergence of global regimes. *Communication Monographs*, 72, 442-467.
- Stohl, C. (2004). Connectedness- in-action. *Management Communication Quarterly* 18, 280-287.
- Townsley, N., & Stohl, C. (2003). Contracting corporate social responsibility: Swedish expansions in global temporary agency work. *Management Communication Quarterly*, 16, 4, 599-605.
- Stohl, C., & Cheney, G. (2001) Participatory processes/paradoxical practices: Communication and the dilemmas of organizational democracy. *Management Communication Quarterly*, 14, 349-407.
- \*Outstanding Research Award, National Communication Association, Organizational Communication Division.*
- \*Reprinted in Putnam, L. L., & Krone, K. J. (Eds.), (2006). Organizational Communication: Major Works. London: Sage.*
- Buzzanell, P., & Stohl, C. (1999). The Redding tradition of organizational communication scholarship: W. Charles Redding and his legacy. *Communication Studies*, 50, 4, 324-336.
- Grauerholz, L., Gottfried, H., Stohl, C., & Gabin, N. (1999). There's safety in numbers: Creating a campus adviser's network to help complainants of sexual harassment and complainant receivers. *Violence Against Women*, 5, 8, 950-977.
- Mumby, D., & Stohl, C. (1998). Commentary: Feminist perspectives on organizational

- communication. *Management Communication Quarterly*, 11, 4, 622-634.
- Cheney, G., Mumby, D., Stohl, C., & Harrison, T. (1997) Communication and organizational democracy: Introduction. *Communication Studies* (published jointly with the *Electronic Journal of Communication*, 48, 4, 277-279.
- Cheney, G., Straub, J., Speirs-Glebe, L., Stohl, C., DeGooyer, D., Whalen, S., Garvin-Doxas, K., & Carlone, D. (1997). Democracy, participation, and communication at work: A multidisciplinary review. In M. Roloff, (Ed.) *Communication Yearbook 21* (pp. 35-91). Thousand Oaks, CA: Sage.
- \*Best article Award, National Communication Association, Organizational Communication Division.
- Mumby, D., & Stohl, C. (1996). Disciplining organizational communication studies. *Management Communication Quarterly*, 10, 1, 50-72.
- \*Reprinted in Putnam, L. L., & Krone, K. J. (Eds.), (2006). *Organizational Communication: Major Works*. London: Sage.
- Ford, L., Babrow, A., & Stohl, C. (1996). Social support messages and the management of uncertainty in the experience of breast cancer: An application of problematic integration theory. *Communication Monographs*, 63, 189-207.
- Stohl, C. (1993). European managers' interpretations of participation: A semantic network analysis. *Human Communication Research*, 20, 1, 97-117.
- \*Reprinted in Putnam, L. L., & Krone, K. J. (Eds.), (2006). *Organizational Communication: Major Works*. London: Sage.
- Stohl, C. (1993). International organizing and organizational communication. *Journal of Applied Communication Research*, 21, 4, 377-384.
- \*Reprinted in Putnam, L. L., & Krone, K. J. (Eds.), (2006). *Organizational Communication: Major Works*. London: Sage.
- Marshall, A., & Stohl, C. (1993). Participating as participation: A network approach. *Communication Monographs*, 60, 2, 137-157.
- Marshall, A., & Stohl, C. (1993). Being 'in the know' in a participative management system. *Management Communication Quarterly*, 6, 4, 372-404.
- Stohl, C., & Holmes, M. (1993). A functional perspective for bona fide groups. In S. Deetz (Ed.), *Communication Yearbook 16* (pp. 601-614). Newbury Park, CA: Sage.
- Trachtman, L. Spirek, M., Sparks, G., & Stohl, C. (1992). Factors affecting the adoption of a new technology. *Bulletin of Science Technology and Society*, 11, 338-345.
- Mumby, D. and Stohl, C. (1991). Power and discourse in organization studies: Absence and the dialectic of control. *Discourse and Society*, 2, 3, 313-332.
- \*Reprinted in Hardy, C. (Ed.), (2006). *Power and politics in organizations. Volume in The International library of management*. Aldershot, UK: Dartmouth Publishing.
- \*Reprinted in Putnam, L. L., & Krone, K. J. (Eds.), (2006). *Organizational Communication: Major Works*. London: Sage.
- \*Reprinted in Grant, D., Hardy, C. & Putnam, L. (Eds.), (2010). *Organizational Discourse Studies*. London: Sage.
- \*Reprinted in Ruth Wodak (Ed.), *Critical Discourse Analysis, Volume 1: Concepts, Histories, Theories*. London: Sage, 2013 (Sage Benchmarks in Language &

*Linguistics)*

- Cheney, G., and Stohl, C. (1991). Communicating about human rights: An advocacy model. *Peace Research*, 23, 2, 105-113.
- Stohl, C., & Schell, S. (1991). A communication-based model of a small group dysfunction. *Management Communication Quarterly*, 5, 1, 90-110.
- Cheney, G., & Stohl, C. (1991). European transformations and their communicative implications: Opportunities for communication research. *Journal of Applied Communication Research*, 19, 4, 330-346.
- Putnam, L., and Stohl, C. (1990). Bona fide groups: A reconceptualization of groups in context. *Communication Studies*, 41, 3, 248-265.
- \*Reprinted in Putnam, L. L., & Krone, K. J. (Eds.), (2006). *Organizational Communication Major Works*. London: Sage.
- Stohl, C., & Sotirin, P. (1989). Absence as workplace control: A critical inquiry. In J. Anderson (Ed.), *Communication Yearbook 13* (pp. 59-68). Newbury Park, CA: Sage.
- Stohl, C., & Jennings, K. (1988). Volunteerism and voice in quality circles. *Western Journal of Speech Communication*, 52, 238-251.
- Stohl, C., & Coombs, W. T. (1988). Cooperation or cooptation: An analysis of quality circle training manuals. *Management Communication Quarterly*, 2, 63-89.
- Stohl, C. (1986). The role of memorable messages in the process of organizational socialization. *Communication Quarterly*, Vol. 34, 3, 231-249.
- \*Reprinted in Putnam, L. L., & Krone, K. J. (Eds.), (2006). *Organizational Communication: Major Works*. London: Sage.
- Stohl, C. (1986). Bridging the parallel organization: A study of quality circle effectiveness. In M. McLaughlin (Ed.), *Communication Yearbook 10* (pp. 416-430). Beverly Hills, CA: Sage.
- Stohl, C. (1985). Quality circles and changing patterns of communication. In M. McLaughlin (Ed.), *Communication Yearbook 9* (pp. 511-531). Beverly Hills, CA: Sage.
- Stohl, C. (1985). The A.M.I.G.O. project: A multicultural intergroup opportunity. *International Journal of Intercultural Relations*, 9, 151-175.
- \*This project has been the focus of articles in the *Peace Education Commission Newsletter of the International Peace Research Association, 1986; Alternative Classroom Education Index, Quezon City, Philippines, 1987; Swedish International Educational Pamphlet, Uppsala University, 1986,*
- Stohl, C., & Stohl, M. (1985). The P.E.A.C.E. project: Peace education and communication experiences. *Australian Journal of Early Childhood*, 10, 4, 28-33.
- Stohl, C., & Stohl, M. (1984). Political economy and the palate: Teaching global political economy concepts. *Peace and Change*, 9, 49-58.
- Stohl, C. (1983). Developing a communicative competence scale. In K. Bostrom (Ed.), *Communication Yearbook 7* (pp. 685-716). Beverly Hills, CA: Sage.
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## Book Chapters (34)

- Ganesh, S., Stohl, C. and James, S. (Forthcoming). Hybridity and visibility in organizing: Qualitative research methods in the context of globalization. In Brummans, B., Taylor, B. and Sivunen, A. (Eds). *The SAGE Handbook of Qualitative Research in Organizational Communication*. Newbury Park, CA, Sage Publications.
- Ganesh, S., Stohl, C., & James, S. (In press) Generational Shifts: The Emergence of Visibility in Globalization Research, In V. Miller & S. Poole (Eds.) *Handbook of Organizational Communication Theory and Research*, Berlin: De Gruyter.
- Stohl, C. & Morsing, M (2022) Three key communicative tensions embedded in contemporary notions of CSR. In A. O'Connor (Ed). *The Routledge Handbook of Corporate Social Responsibility and Communication*, New York: Routledge.
- Ganesh, S., Stohl C., and James, S. (2022) The blue marble effect: Globalization, visibility and lenticulation. In J. Basque, M. Bencherki, & T. Kuhn (Eds.) *The Routledge Handbook of the Communicative Constitution of Organization*. New York: Routledge
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- Banghart, S. & Stohl, C. (2018). Managing corporate social responsibility stakeholders in the age of social media. In A. Lindgreen, F. Maon, J. Vanhamme, B P. Florencio, C. Vallaster, & C. Strong (Eds.) *Engaging With Stakeholders: A Relational Perspective on Responsible Business*. Abingdon, UK: Routledge
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- Research featured in Quality of Higher Education, November, 1996, and the Indianapolis Star October, 1996.*
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### Encyclopedia Articles (11)

- Stohl, C. (2018). Network theory and intergroup approaches. *Oxford Encyclopedia of Intergroup Communication*.
- Matni, Z. & Stohl, C. (2018) Organizational networks and strategic communication. *International Encyclopedia of Strategic Communication*. Boston: MA: Wiley

- Stohl, C. & Stohl, M. (2015) Clandestine organizations. *Encyclopedia of Organizational Communication*. Boston, MA: Wiley
- Stohl, M. & Stohl, C. (2015). Communication and terrorist organizations. *Encyclopedia of Organizational Communication*. Boston, MA: Wiley
- Stohl, C. (2014) Globalization of Organizations. In W. Donsbach (Ed). *Concise Encyclopedia of Communication*. Oxford: Wiley Blackwell
- Ganesh, S. & Stohl, C. (2014) Globalization/ *Key Concepts in Intercultural Dialogue*, Center for Intercultural Dialogue.
- Stohl, C. (2011). Bona fide group theory In S. Littlejohn and K. Foss (Eds.), *Encyclopedia of Communication Theory*, Newbury Park, CA: Sage Publications.
- Stohl C. (2007). Organizational communication and globalization. In W Donsbach (Ed.), *International encyclopedia of communication*. Oxford: Blackwell.
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- Stohl, C. (1984). Quality circles and the quality of communication. *Transactions*, International Association of Quality Circles, 6, 157-162.
- Stohl, C., Edgar, T., & Knapp, M. (1984). *Interpersonal communication and human relationships*. Instructor's Manual, Boston, MA: Allyn & Bacon.

### **Proceedings, and Manuals (3)**

- Stohl, C. (1985). Communicative predictors of quality circle success: A longitudinal study. *Transactions*, International Association of Quality Circles, 7, 167-169. *Research reported in Fortune Magazine, 1986 "Organizations and Improving Quality"*.
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### **Invited University/Public Presentations**

- "Generational Shifts: Emerging Visibility in Organizational Communication, Audencia Business School, Communication & Culture Dept. Nantes, France, 2022
- "Reimagining Rejection: Wordly Wisdom" . Audencia Business School, Communication & Culture Dept. Nantes, France, 2022
- "Challenging Communication Studies." Audiencia Business School, Communication & Culture Dept, Nantes, France, 2021
- "The New Problematics of Organizational Communication: Implications for Research and Pedagogy." Baruch University, Dept. of Communication, NY, 2020
- "Zucked: A roundtable discussion with Roger McNamee" CITS special community event UCSB, 2019
- "Visibility and the Paradoxes of Transparency." Amsterdam School of Communication, The Netherlands, 2018.
- "Transparency in the Digital Age." Arhus University. Denmark, 2018



- "Organizational Archetypes in the Contemporary Media Environment." Aarhus University. Denmark, 2018
- "Social Media and Democracy " (Chancellor's Community Breakfast, Santa Barbara, CA 2018
- "Are Social Media Good for Democracy?" Palo Alto, CA 2018
- "CODE: Debugging the Gender Gap." CITS: Community Talks, CITS 2016
- "Corporate Social responsibility and Social Networks in the New media Environment." Rutgers University, New Brunswick, NJ, 2014.
- "Does emerging technology mean the end of organizations as we know them? Copenhagen Business School, Denmark, 2012.
- "Towards a theoretical framework for CSR communication." Center for Corporate Social Responsibility, Copenhagen Business School, Denmark, 2012.
- "Corporate Social Responsibility: New Perspectives and New Partnerships for a New Generation." Center for Corporate Communication, Aarhus Business School, Denmark, 2010.
- "Third Generation Corporate Social Responsibility: A Comparative Analysis." Department of Marketing Management, Southern Denmark Business School, Odense, Denmark, 2010.
- "Networks and Global Organizing." Graduate Student "Featured Speaker" Series, Aarhus Business School, Denmark, 2010.
- "Organizational Communication: A Network Approach." Center for Corporate Communication, Ph.D. course, Aarhus Business School, Denmark, 2010.  
*Three day seminar for Ph.D students from across Europe.*
- "Collective Action in the Contemporary Media Environment: Do Organizations Matter?" Department of Communication, Cornell University, 2010.
- "Studying Collective Action from a Communicative Perspective." Annenberg School of Communication, Organizational Communication Seminar, 2010.
- "Collective Action: The End of Organizations? Department of Management, College of Business and Economics, University of Canterbury, Christchurch, New Zealand, 2009.
- "Memorable Messages: Networks of Meaning in Breast Cancer." Department of Psychology, University of Canterbury, Christchurch, New Zealand, 2009.
- "What Really is a Communicative Perspective?" Department of Management Communication, University of Waikato, Hamilton. New Zealand, 2009.
- "Organizational Communication Theory." Department of Communication, Purdue University, Organizational Communication Seminar, 2009.
- "The World is Flat: A Communicative perspective on Thomas Friedman" Westmont, CA, 2007.
- "Organizational Problematics: A New Look and a New Debate." Department of Management Communication, University of Waikato, Hamilton, New Zealand, 2007.
- "Technological Change and the Evolution of Collective Action Organizing." Annenberg Colloquium Series, University of Southern California, 2006.
- "Networks and the Bush War on Terror: Myths and Realities" (with M. Stohl). Faculty in Residence Summer Lecture, University of Colorado, Boulder, 2004.
- "Globalization and Organizing." University of Southern California's Annenberg School of

- Communication. Globalization Conference. 2001.
- "Paradoxes of Communication." Department of Psychology, Birkbeck College, University of London, UK, 1999.
- "Collaborating and Global Partnerships." Department of Communication, Ball State University, Muncie, IN. 1997.
- "Social Network Analysis and International Organizations." Department of Communication, University of Illinois, Champaign Urbana, IL. 1996.
- "International Organizations and Communication Networks." Visiting Scholar Program, Department of Communication, University of Colorado, Boulder, CO, 1996.
- "Disciplining Organizational Communication." Department of Communication, University of Illinois, Champaign Urbana, IL. (with D. Mumby), 1995.
- "Teaching International Organizational Communication." Department of Communication, University of Colorado, Boulder. 1993.
- "Organizations, Participation, and the Global System." Organizational Psychology Unit, Birkbeck College, University of London, UK, 1992.
- "International Semantic Networks: Managerial Interpretations of Worker Participation." Department of Communication, University of Maryland, 1992.
- "The Internationalization of Organizational Communication." Department of Communication, Baylor University, 1992.
- Two day workshop designed for undergraduate students.*
- "Organizations and Participation." Department of Communication, Illinois State University, 1991.
- "Organizational Communication Processes." Department of Psychology, University of Tilburg, The Netherlands, 1989.
- "Semantic Networks in Organizations." Presented to the Center for System Development, University of Aarhus, Denmark, 1989.
- "Communicative Evaluation of Worker Participation Programs." Organizational Psychology Symposium, University of Aarhus, Denmark, 1988.
- "Quality Circles: The New Zealand Network." Departments of Sociology and Psychology Visiting Scholar Series. University of Canterbury, Christchurch, New Zealand, 1984.
- "Communicative Competence and Communication Networks." Departments of Sociology and Psychology Visiting Scholar Series. University of Canterbury, Christchurch, New Zealand, 1983.
- "Social Networks and Organizational Stress." Organizational Psychology Series, University of Canterbury, Christchurch, New Zealand. 1983.

## **Preconference and Doctoral Consortia Talks**

- Public Relations and Organizational Communication: Problematic convergence or divergence ICA Preconference, Washington DC. 2019.
- Doctoral Consortium, Organizational Communication, Prague. 2018
- Doctoral Consortium: "Multidisciplinary Research." Organizational Communication Division, International Communication Association, Chicago, IL, 2009.
- Preconference: "Proposal Killers to Avoid." How to be successful getting grants. National Communication Association, San Diego, CA Nov 21, 2008.
- Preconference: "Secret Agencies: The Communicative Constitution of a Clandestine Organization" What is an Organization? Materiality, Agency, Discourse. International

- Communication Association, Montreal, Canada, 2008.
- Doctoral Consortium: "Globalizing Organizational Communication." Organizational Communication Division, International Communication Association, New York City, NY, 2005.
- Preconference: Communications Networks in the Public Interest II: Theory and Practice. "Cultivating Networks in the Public Interest: An Academic's View." International Communication Association, New Orleans, LA, 2004.
- Preconference: The Nexus and the Organization: The Communicative Foundations of Terrorist Organizing. Organizational Communication Division, National Communication Association, New Orleans, LA. 2002.
- Preconference Bringing the outside In: Mr. Sam." Interacting and Organizing: A Dialogue between Organizational Communication and Language and Social Interaction Scholars. The Language and Social Interaction Division, International Communication Association, Washington DC. 2001.
- Doctoral Consortium: "Key Terms for Socialization." Organizational Communication Division, International Communication Association, Montreal Canada. 1997.
- Preconference: "The Embeddedness of Organizational Commitment." The Future of Work. Organizational Communication Division, International Communication Association, Chicago, IL, 1996.
- Preconference: "Convergence and Divergence in Global Participation." Organizational Democracy, Organizational Communication Division, Speech Communication Association, San Diego, CA. 1996.
- Preconference: "Alternative Forms of Organizing in an International Context." Organizational Communication Division, Speech Communication Association, New Orleans, LA. 1994.
- Doctoral Consortium, "Making it Your Way." Organizational Communication Division, International Communication Association, Washington, DC. 1993.
- Doctoral Consortium, "Whose Career is it Anyway?" Organizational Communication Division, International Communication Association, Chicago, IL. 1991.
- Preconference: "Integration, Community, and Organizational Participation." Organizational Communication Division, International Communication Association, Dublin, Ireland. 1990.
- Preconference: "Organizational Socialization and Communication Networks." Organizational Communication Division, International Communication Association, Chicago, IL. 1986.

## Conference Presentations

- "Theorizing Communication in the Digital Age: Communication as the Management of Visibilities." (Flyverbom, M. Stohl, C., Leonardi, P., Stohl, M., & Treem, J.) The 7<sup>th</sup> Global transparency conference, Copenhagen, DK, 2022.
- "Confronting the Digital Faustian Bargain in an Era of Hypervisibility" (Stohl, M. & Stohl, C.) International Communication Association, Paris, 2022
- "Generational Shifts: The Emergence of Visibility in Globalization Research" (S. Ganesh & S. James) ICA. Paris, 2022.
- "Memorable Messages Matter: Diversity, Inclusion, And Institutional Success for Faculty And Students Of Color In The United States"(D. Lemus & M. Tindage) International Communication Association, Paris 2022.
- "Visibility Agents: Organizing transparency in the digital era" (S, Ganesh & D. Harness)

- International Communication Association, 2020.
- "Assessing Organizational Information Visibility: Development of the Attributes of Visibility Scale" (Terhoeven, C. , Stohl, C., Leonardi, P. Stohl, M. and Banghart, S). International Communication Association conference, Prague, Czech Republic, 2018.
- "The Communicative Constitution of the Terrorist Actor: Organizational Metaphors and the Discourse of al Qaeda Sub-theme 05: ( Smith, B.K., Kovacs, R. and Stohl, M. and Stohl, C) European Group for Organizational Studies, Copenhagen, 2017.
- "Hidden and hiding in plain sight: Inadvertent and strategic opacity in and by organizations" (Stohl, M. , Stohl, C. and Leonardi, P) European Group for Organizational Studies, Naples, Italy, July 6-8, 2016.
- "Hiding and Seeking: (In) Visibility" (Stohl, C. , Stohl, M. and Leonardi, P) International Communication Association. San Juan May 2015
- Social Media Policies and CSR." (C. Stohl, M. Etter, S. Banghart, DJ. Woo) Top Paper Panel CA Annual Conference , Puerto Rico May, 2015
- "Hiding in Plain Sight" (C. Stohl & M. Stohl) ICA Annual Conference, Puerto May, 2015
- "Communication Research Matters: Media, Semantic Networks, and Terrorism" A Day Inside USCB, Feb. 2015
- "A Global Perspective on Global Networks" IGERT interdisciplinary seminar, UCSB Jan. 2015
- "Graduate Education", First time conferencing and other socialization issues ICA Annual Conference, Seattle WA 2014
- "How to manage an academic career." National communication Association, Washington DC, 2013
- "Animating Organizational Communication: New Directions and New Connections." National Communication Association, Orlando, FL, November, 2012.
- "Negotiating Collaboration and Competition Among the NGO Community" with M. Bator. International Communication Association, Boston, MA, 2011.
- "Organizing, Networking, and Organizations in the Global Social Justice Movement in Aotearoa New Zealand" with S. Ganesh. International Communication Association, Singapore. 2010.
- "Memorable Messages for Navigating College Life" ( Nazione, C. LaPlante, S.W. Smith. J. Cornacchione, & J. Russell). International Communication Association, Singapore. 2010.
- "Linking Small Arms, Child Soldiers, NGOs, and Citizen Diplomacy: Nicolas Cage and the Lord of War" (M. Stohl, & R. Stohl. International Communication Association, Singapore. 2010.
- "Action Tendency Emotions Evoked by Memorable Breast Cancer Messages and Their Association with Prevention and Detection Behaviors" (S. Smith, L. Hamel, M. Kotowski, C. Atkin, & C. Skubisz). International Communication Association, Chicago. 2009.
- "Clandestine Organizing: Old Form, New Theory." Alta Revisited: Reflection, Synthesis, and Engagement, Snowbird, Utah. 2008.
- "Unconventional Lenses on the Making of an Academic Career." National Communication Association, San Diego, CA. 2008
- "Types and Sources of Memorable Breast Cancer Messages: Their Impact on Prevention and Detection Behaviors"( S. Smith, S. Munday, C., LaPlante, M. Kowotski, C. Atkin, & C. Skubisz). International Communication Association, Montreal, Canada. 2008.
- "Understanding Diversity in Global Justice Organizations in Aotearoa/New Zealand" (S. Ganesh) International Communication Association, Montreal, Canada. 2008.
- "Action Tendency Emotions Associated with Memorable Breast Cancer Messages and Prevention and Detection Behaviors" (S. Smith, L. Hamel, M. Kotowski, S. Munday. C.

- LaPlante, C. Atkin, & C. Skubisz) Poster presented at the Kentucky Health Communication Conference. 2008.
- "The Impact of Personal and/or Close Relationship Experience on Memorable Messages About Breast Cancer and the Perceived Speech Acts of the Sender" (S. Smith, C. Atkin, S. Munday, & C. Skubisz) National Communication Association, Chicago, IL. 2007
- "Creating Corporate Social Responsibility" (M. Stohl, & L. Popova). International Communication Association, San Francisco, CA. 2007.
- "Understanding the Relationship between the Internet and Protest Strategies in the Anti-globalization Movement" (S. Ganesh). International Communication Association, San Francisco, CA. 2007.
- "The Debate over Corporate Social Responsibility and the Development of Human Rights Norms and Standards" (M. Stohl). International Communication Association, San Francisco, CA. 2007.
- "Tales of the Soul in the New Economy: Excavating/Elevating/Generating Social Justice Within Meaningful Work." Western States Communication Association, Seattle, WA. 2007.
- "You Have 2 Kids? Talk About Career Suicide... : Work, Families, and Crafting Justice On The Tenure Clock." Western States Communication Association, Seattle, WA. 2007.
- "Types and sources of memorable breast cancer messages and their impact on prevention and detection behaviors" (S. Smith, S. Munday, C. LaPlante, M. Kotowski, C. Atkin, & C. Skubisz). Poster presented at the Annual Meeting of the Breast Cancer and the Environment Research Centers, Cincinnati, OH. 2007.
- "Modeling the Structure of Collective Action" *Top Three Paper* (A.J. Flanagan, & B. Bimber) International Communication Association, Dresden, Germany. 2006.
- "A New Generation of Corporate Social Responsibility" with M. Stohl. International Communication Association, Dresden, Germany. 2006.
- "Globalization, Democracy, and Diversity: Linking Organizational Communication to Contemporary Social Movements." National Communication Association, New York. 2006.
- "Transforming Organizations and Engaging Theory." Aspen Conference on Engaged Communication Scholarship, Aspen, CO. 2006.
- "Networks and the War on Terror" (M. Stohl) Workshop on Terrorism and Policing, Australian National University, Canberra, Australia. 2005.
- "Reconceptualizing Collective Action in the Contemporary Media Environment" *Top Three* with A. J. Flanagan & B. Bimber. International Communication Association, New York, NY. 2005.
- "Collective Action: Implications for Theory and Research" (A.J. Flanagan). International Communication Association, New York. NY. 2005.
- "Communicating/Collaborating: A Longitudinal Analysis" (K. Walker) International Communication Association New Orleans, LA. 2004.
- "Birds of a Feather." International Communication Association, New Orleans, LA. 2004.
- "A Tribute to Organizational Communication: A Celebration of the golden anniversary of the field of organizational communication." National Communication Association, New Orleans, LA. 2002.
- "Advanced Collaborative Tools to Support Multi-University Collaborative Learning" (N. Contractor, D. Seb & E. Pallozzo) Distance Learning Conference. Madison, WI. 2001.
- "Relationships and Relations in Organizations." National Communication Association, Atlanta, GA. 2001.

- "New Collaborative Forms in Organizations." National Communication Association, Seattle, WA. 2000.
- "E-Quad: Experiences with Advanced Collaboration Tools to Support Graduate Education" (N. Contractor, N & P. Monge) International Communication Association, Acapulco, Mexico. 2000.
- "The Bona Fide Perspective for Understanding the Future of Groups: Understanding Collaborating Groups." National Communication Association Conference, Chicago, IL. 1999.
- "Defining Group as a Process, not as a Thing." National Communication Association Chicago, IL. 1999.
- "Participatory Paradoxes and Contradictions" with G. Cheney. International Communication Association, San Francisco, CA. 1999.
- "Developing a Communication Model of the Collaboration Process" K. Walker, & J. Craig). National Communication Association Convention, New York, NY. 1998.
- "The Dynamics of Collaboration Networks" with K. Walker, & J. Craig. Sunbelt XVII and the 5th European International Conference on Social Networks, Sitges, Spain. 1998.
- "Globalization and Organizational Communication." Joint Summer Meeting NCA/ICA Rome, Italy. 1998.
- "Sharing the Wealth: Democracy and Participation in and around Organizations." (Spotlight panel), National Communication Association, Chicago, IL. 1997.
- "Reconsidering Organizational Commitment: The Community/Organization Partnership" ( R. Perrucci) National Speech Communication Association Conference, Chicago, IL. 1997.
- "Economic Restructuring and Changing Corporate- Worker-Community Relations: A New Social Contract?" ( R. Perrucci) The Society for the Study of Social Problems. Toronto, Canada. 1997.
- "Networks and Participation: A Global Perspective." RSO Research and Teaching Organizational Conference, Rome Italy. 1996.
- "Toward a Definition of Disciplines" (D. Mumby) The Association for Business Communication, Chicago, IL. 1996.
- "Paradoxes of Participation: Teams in Applied Settings." Speech Communication Association, San Antonio, TX. 1995.
- "Social Support Messages and the Management of Uncertainty in the Experience of Breast Cancer" (L. Ford & A. Babrow) International Communication Association, Albuquerque, NM. 1995.
- "Participation and paradox." IRI management seminar, Rome, Italy. 1994.
- "Spotlight Series: Linda Putnam: A Bona Fide Perspective." Speech Communication Association, New Orleans, LA. 1994.
- "Attitudes toward the European Community: A Comparative Study." National Communication Association, Chicago IL. 1992.
- "Not Quite Network Studies." National Communication Association, Chicago IL. 1992.
- "Communication Networks in Organizations I." National University Continuing Education Association, Ft. Lauderdale, FL. 1991.
- "Communication Networks in Organizations II." National University Continuing Education Association, Ft. Lauderdale, FL. 1991.
- "Internationalizing Organizational Communication." International Communication Association, Dublin, Ireland. 1990.
- "Managerial Interpretations of Participation: Implications for the Unification of Europe, 1992."

- Presented at the EEC panel, Organizational Communication Division, International Communication Association, Dublin, Ireland. 1990.
- "Communicating about Human Rights" (G. Cheney) International Peace Research Association, Gronigen, Holland. 1990.
- "Being in the Know" in a Participative Management System"(A. Wilson)*Top Three Paper* in the Organizational Communication Division, Western Speech Association, San Francisco, CA. 1990.
- "Breaking Out of the Experimental Paradigm" with L Putnam. International Communication Association, New Orleans, LA. 1988.
- "A Longitudinal Study of Peace Education Efforts." International Peace Research Association, Rio de Janeiro, Brazil. 1988.
- "Social Networks and Organizational Identification: An Introductory Framework." Speech Communication Association, Chicago, IL. 1986.
- "Bridging the Parallel Organization" *Top Three Paper*. International Communication Association, Chicago, IL.1986.
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- "The A.M. I.G.O. Project II: A Small Group Perspective." International Studies Association, Atlanta, GA. 1984.
- "Developing a Communicative Competence Scale " *Top Three Paper*, Instructional Division, International Communication Association, Dallas, TX. 1983.
- "The Role of Memorable Messages in Organizational Socialization." Eastern Communication Association Meeting, Ocean City, MD. 1983.
- "Intercultural Communication and Global Perspectives." International Studies Association, Mexico City, Mexico. 1983.
- "A Developmental Perspective on the Development of Communicative Competence". *Top Three Paper*, Interpersonal Division, Louisville, KY. 1982.
- "Sugar and Spice: Sex Differences in Communicative Correlates of Attraction." *Top Three Paper*, International Communication Association, Boston, MA. 1982.

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Anaheim, CA. 1981.
- "Perceptions of Social Attractiveness and Communicator Style: A Developmental Study of  
Preschool Children." International Communication Association, Minneapolis, MN. 1981.
- "The Effects of Language Choice on Alienation Within the School Organization." International  
Peace Research Association, Oaxtepec, Mexico. 1977.

## TEACHING

### Current Courses

Globalization  
Organizational Communication  
Corporate Social Responsibility  
Groups in Multiple Contexts  
Organizational Networks

### Graduate Advising

#### **Graduate Student Ph.D. Advisor (Chair. Completed) )**

14 Ph.D. Purdue University, University of California, Santa Barbara)

#### **Graduate student. Ph.D Advisor (Chair, In process)**

1 Ph.D. (University of California, Santa Barbara)

#### **Graduate Student Ph.D.(Committee Member. Completed)**

39 Ph.D. (Purdue University, University of California, SB)

#### **Graduate Student Ph.D. (Committee Member In process)**

4 Ph.D. (University of California, Santa Barbara)

#### **Ph.D. External Committee Member**

5 Ph.D. (University of Waikato, Massey University, University of Aarhus,  
University of Illinois, University of Boulder)

#### **Master's Student Advisor (Thesis Completed)**

7 ( M.A. Purdue University, University of California)

#### **Master Student Committee Member (Thesis Completed)**

41 M.A. (Purdue University, University of California, Santa Barbara)