

Catherine Y. Kingsley Westerman\*  
Department of Communication • North Dakota State University  
Minard Hall 338C4 • 1210 Albrecht Blvd. • Fargo, ND 58102  
701-231-6649 • c.kingsley.westerman@ndsu.edu

### **Employment & Experience**

- August 2017-present Associate Professor  
*Department of Communication, North Dakota State University*
- August 2013-present Assistant Professor  
*Department of Communication, North Dakota State University*
- August 2011-2013 Assistant Professor  
*School of Communication Studies, University of Tennessee*
- Sept. 2008-July 2011 Health Communication Fellow and Principal Investigator of  
NIOSH project “Best Practices for Mine Escape Training” (4 year  
project with budget of approx. \$30K/year), National Institute for  
Occupational Safety and Health, Center for Disease Control and  
Prevention
- 2007-2008 Visiting Assistant Professor  
*Department of Communication Studies, West Virginia University*
- 2002-2007 Graduate Teaching & Research Assistant  
*Department of Communication, Michigan State University*

### **Education**

- 2008, May: Ph.D., Communication, Michigan State University  
Cognate areas: Organizational Communication, Social Influence  
Advisor: Dr. Sandi W. Smith  
Dissertation: Silence or Voice? Using Facework to Facilitate Employee Responses to  
Autonomy and Competence Face Threats Posed by Negative Feedback
- 2003, May: M.A., Communication, Michigan State University  
Cognate area: Organizational Communication  
Advisor: Dr. Hee Sun Park  
Thesis: Relationship Dimension and Type of Inequity: Restoration of Equity in Coworker  
Friendships
- 2001, May: B.S., Communication Studies, Manchester University (formerly Manchester  
College)  
Focus Area: Interpersonal and Organizational Communication  
Advisor: Dr. Mary P. Lahman

### **Peer-Reviewed Publications**

- Walden, J., Jung, E.H., & Westerman, C.Y.K. (2017). Employee communication,  
engagement, and organizational communication. A study of members of the  
Millennial Generation. *Journal of Public Relations Research*.

\* AKA Catherine Y. Kingsley or C.Y.K. Westerman

- Westerman, C. Y. K., Spates, S. A., Reno, K. M., Jenkins, E. W., & Lee, H. E. (2017). How Koreans and Americans use voice and silence to restore equity in workplace friendships. *Ewha Journal of Social Sciences*, 33 (1), 181-223.
- Westerman, C. Y. K., Currie-Mueller, J. L., Motto, J. S., & Curti, L. C. (2016). How supervisor relationships and protection rules affect employees' attempts to manage health information at work. *Health Communication*, p. 1-9. doi: 10.1080/10410236.2016.1234538
- Westerman, C. Y. K., Reno, K. M., & Heuett, K. B. (2016). Delivering feedback: Supervisors' source credibility and communication competence. *International Journal of Business Communication*, p. 1-21. doi: 10.1177/2329488415613338
- Westerman, C. Y. K. & Smith, S. (2015). Opening a performance dialogue with employees: Facework, voice, and silence. *Journal of Business and Technical Communication*, 29, 456-489. doi: 10.1177/1050651915588147
- Westerman, C. Y. K., Miller, L., Reno, K.M., & Spates, S.A. (2015). Personal health information sharing: What is appropriate and expected in organizations? *Communication Studies*, 66, 378-397. doi:10.1080/10510974.2015.1019157
- Kelly, S. & Westerman, C. Y. K. (2014). Immediacy as an Influence on Supervisor-Subordinate Communication. *Communication Research Reports*, 31(3), 252-261. doi: 10.1080/08824096.2014.924335
- Westerman, C. Y. K., Heuett, K. B., Reno, K. M., & Curry, R. (2014). What makes performance feedback seem just? Synchronicity, channel, and valence effects on perceptions of organizational justice in feedback delivery. *Management Communication Quarterly*, 28(2), 244-263. doi: 10.1177/0893318914524060
- Heuett, K. B., & Westerman, C. Y. K. (2014). Reducing negative affect about intercultural interactions through inoculation. *Journal of International Communication*, 20(1), 42-51. doi: 10.1080/13216597.2013.872161
- Westerman, C. Y. K. (2013). How people restore equity at work and play: Forgiveness, derogation, and communication. *Communication Studies*, 64, 296-314. doi: 10.1080/10510974.2012.755641
- Westerman, C.Y. K., & Westerman, D. (2013). What's fair? Public and private delivery of project feedback. *Journal of Business Communication*, 50(2), 190-206. doi: 10.1177/0021943612474991
- Westerman, C. Y. K., Margolis, K. A., & Kowalski-Trakofler, K. M. (2011). Dealing with the unknown: An inoculation theory approach to emergency safety training in mining. *Professional Safety*, 56(11), 42-46.
- Margolis, K.A., Kingsley Westerman, C. Y., & Kowalski-Trakofler, K. M. (2011). Underground mine refuge chamber expectations training: Program development and evaluation. *Safety Science*, 49, 522-530.

- Kingsley Westerman, C. Y. & Westerman, D. (2010) Supervisor impression management: Message content and channel effects on impressions. *Communication Studies*, 61, 585-601.
- Kingsley Westerman, C. Y., & Park, H. S. (2010). Managing blended friendships: Using empirical data to prepare students and employees for relational outcomes. *Journal of Career Development*, 36, 246-261.
- Chory, R. M. & Westerman, C. Y. K. (2009) Feedback and fairness: The relationship between negative performance appraisals and organizational justice. *Western Journal of Communication*, 73 (2), 157-181.
- Silk, K. J., Westerman, C. Y. K., Strom, R., & Andrews, K. (2008). The role of patient-centeredness in predicting compliance with mammogram recommendations: An analysis of the HINTS national survey. *Communication Research Reports*, 25, 131-144.
- Kingsley Westerman, C. Y., Park, H. S., & Lee, H. E. (2007) A test of equity theory in the context of workplace friendship: A comparison of the United States and Korea. *Journal of Communication*, 57, 575-597.
- Kingsley Westerman, C. Y., Park, H. S., & Lee, H. E. (2007). Cultural differences in the effects of inequity on coworker friendships. *Human Communication*, 10, 82-102.
- Park, H. S., Levine, T. R., Kingsley Westerman, C. Y., Orfgen, T., & Foregger, S. (2007). The effects of involvement type and argument quality on attitude formation and attitude change. *Human Communication Research*, 33, 81-102.
- Silk, K. J., Bigsby, E., Volkman, J., Kingsley, C., Atkin, C., Ferrara, M., Ball, V., & Goins, L. A. (2006). Formative research on adolescent and adult perceptions of risk factors for breast cancer. *Social Science & Medicine*, 63, 3124-3136.

### **Invited Publications**

- Westerman, C. Y. K. (2017). *Motivation*. In C. S. Scott & L. K. Lewis (Eds.), *The International Encyclopedia of Organizational Communication*. Chichester, UK: Wiley Blackwell.

### **Professional Publications (externally reviewed by technical industry reviewers)**

- Kosmoski, C. L., Margolis, K. A., Kingsley Westerman, C. Y., & Mallett, L. (2011). Nonverbal Communication for Mine Emergencies. National Institute for Occupational Safety and Health (Report of Investigation 9688).
- Kingsley Westerman, C. Y., Brnich, M., & Kosmoski, C. L. (2011). Radio 101. National Institute for Occupational Safety and Health (Report of Investigation 9686).
- Kingsley Westerman, C.Y. & Peters, R. (2011). Improved Recognition of Lifeline Tactical Signals by Miners. *Coal Age*, 116 (9), 40-43.

Kingsley Westerman, C. Y., McNelis, K. L., & Margolis, K.A. (2011) Recommendations for Refuge Chamber Operations Training. National Institute for Occupational Safety and Health (Report of Investigation 9683).

Margolis, K.A., Kowalski-Trakofler, K.M., & Kingsley Westerman C. Y. (2009). Refuge Chamber Expectations Training. National Institute for Occupational Safety and Health (Information Circular 9516). [Note: received NIOSH Alice Hamilton Award for this work; see Awards & Honors section below.]

### **Conference Papers & Presentations**

Walden, J. A. & Westerman, C. Y. K. Strengthening the tie: Understanding the relationship between commitment and employee communication activities. Accepted for presentation at the annual conference of the National Communication Association, Dallas, TX.

Currie-Mueller, J. L., & Westerman, C. Y. K. A valencing act: Exploring the relationship between personality and cognitive processing following feedback intervention. Accepted for presentation at the annual conference of the National Communication Association, Dallas, TX.

Hanson, J. L., & Kingsley Westerman, C. Y. (2017, March). Phatic communication use in employment interviews: Predicted outcome value, liking, relational closeness, and communication satisfaction. Presented at the annual conference of the Central States Communication Association, Minneapolis, MN.

Anderson, W., Westerman, C. Y. K., & Hanson, J. L. (2016, November). Childfree and paying for it? Comparing perceptions of justice and organizational commitment between employees with and without children. Presented at the annual conference of the National Communication Association, Philadelphia, PA.

Lee, H. E., Westerman, C. Y. K., Hashi, E. C. (2016, June). Money, Sex and illegal activity: An experimental study of taboo topics on impression formation and task evaluation. Presented at the annual convention of the International Communication Association, Fukuoka, Japan.

Westerman, C. Y. K., Currie-Mueller, J.L., & Motto, J.S. (2015, November). Managing health information at work: The importance of supervisor-subordinate relationships. Paper presented at the annual conference of the National Communication Association, Las Vegas, NV.

Westerman, C. Y. K., Currie-Mueller, J.L., Motto, J.S., & Curti, L.C. (2015, May). An uncomfortable truth: Sharing health information at work. Presented at the annual conference of the International Communication Association, San Juan, Puerto Rico.

Lutgen-Sandvik, P., Riforgiate, S., & Westerman, C.Y.K. (2015, April). "My Boss Is Wonderful, and I'll Do Anything for Him!": Positive Managerial Communication and Employee Emotion-action Tendencies. Presented at the annual conference of the Central States Communication Association, Madison, WI. Received Top Four Paper Award in the Organizational and Professional Communication Interest Group.

- Westerman, C.Y.K., Reno, K.M., Heuett, K.B., Spates, S.A., & Westerman, D.K. (2015, April). Sender preferences for feedback delivery: channels, privacy, and synchronicity. Presented at the annual conference of the Central States Communication Association, Madison, WI.
- Westerman, C. Y. K., Reno, K. M., & Heuett, K. B. (2014, April). Delivering feedback: Supervisors' source credibility and communication competence. Presented at the annual conference of Central States Communication Association, Minneapolis, MN.
- Heuett, K. B., & Westerman, C. Y. K. (2014, April). Reducing negative affect about intercultural interactions through inoculation. Presented at the annual conference of Southern States Communication Association (SSCA), New Orleans, LA.
- Westerman, C. Y. K., Spates, S. A., Reno, K. M., & Jenkins, E. W. (2013, November). Voice and silence responses to inequity in workplace friendships. Presented at the annual conference of NCA, Washington, D.C.
- Kelly, S. & Westerman, C. Y. K. (2013, November). Immediacy as an influence on supervisor-subordinate communication. Presented at the annual conference of NCA, Washington, D.C.
- Westerman, C. Y. K. & Miller, L. (2013, May). Personal health information sharing: What is appropriate and expected in organizations? Presented at the annual conference of ICA, London, England.
- Westerman, C. Y. K., Heuett, K. B., Reno, K.M., & Curry, R. (2012, November). What makes performance feedback seem fair? Synchronicity, channel, and valence effects on perceptions of organizational justice in feedback delivery. Presented at the annual conference of NCA, Orlando, FL.
- Kingsley Westerman, C., & Westerman D. (2012, May). What's fair? Public and private delivery of project feedback. Presented at the International Communication Association Conference, Phoenix, AZ.
- Kingsley Westerman, C.Y., Kosmoski, C., & Brnich, M. (2011, November). Giving coal miners voice: Development and evaluation of training on radio use in underground coal mines. Presented at the annual conference of NCA, New Orleans, LA.
- Kingsley Westerman, C. Y., Margolis, K. A., & Kowalski-Trakofler, K. M. (2010, November) Dealing with the unknown: An inoculation theory approach to emergency safety training in mining. Presented at the annual conference of NCA, San Francisco, CA. Top four paper award in Training & Development Division.
- Kosmoski, C., Margolis, K. A., Kingsley Westerman, C. Y., & Mallett, L. (2010, October). Communicating under SCSR: Nonverbal Communication Signals and Training. Presented at the annual conference of Training Resources Applied to Mining, Beckley, WV.

- Kingsley Westerman, C.Y., Margolis, K. A., & McNelis, K. (2010, October). Recommendations for Refuge Chamber Operations Training. Presented at the annual conference of Training Resources Applied to Mining, Beckley, WV.
- Kingsley Westerman, C. Y. & Westerman, D. (2009, November) Supervisor Impression Management: Message Content and Channel Effects on Impressions. Presented at the annual conference of NCA, Chicago, IL.
- Margolis, K. A. & Kingsley Westerman, C. Y. (2009, October). Refuge Chamber Expectations Training. Presented at the annual conference of Training Resources Applied to Mining, Beckley, WV.
- Kingsley Westerman, C. Y. What type of facework is preventative? (2008, November) A test of Lim and Bower's ideas on face threat. Paper presented at the annual conference of NCA, San Diego, CA.
- Kingsley Westerman, C.Y., Madlock, P. E., & Jacobi, M. E. (2008, November) Forgiveness, derogation, and communication: How people restore equity at work and play. Paper presented at the annual conference of NCA, San Diego, CA.
- Kingsley Westerman, C. Y. (2008, April). Negative performance feedback. Panel discussion presented at the annual conference of ECA, Pittsburgh, PA.
- Kingsley Westerman, C. Y. & Park, H. S. (2007, November). Can supervisor facework strategies buffer negative feedback to improve receiver performance? Paper presented at the annual conference of NCA, Chicago, IL.
- Silk, K., Kingsley Westerman, C. Y., Yun, D., Strom, R., Strom, T. (2007, November) Compliance gaining in traumatic brain injury rehabilitation: Strategies, adaptation, and communication competence. Paper presented at the annual conference of NCA, Chicago, IL.
- Kingsley, C. Y., Park, H. S., Lee, H., Guan, X, & Orfgen, T. A. (2006, November). We want a team player: A formative cross-cultural investigation in the USA, China and Korea. Paper presented at the annual conference of NCA, San Antonio, TX.
- Kingsley, C. Y., Park, H. S., & Shemanski, R. (2006, November). Forgiveness, derogation, and communication in response to friendship inequity. Paper presented at the annual conference of NCA, San Antonio, TX.
- Silk, K., Westerman, D., Kingsley, C., Strom, R., & Mackert, M. (2006, November). A test of competing models: Mindfulness as a moderator of past behavior in the theory of planned behavior. Paper presented at the annual conference of NCA, San Antonio, TX.
- Kingsley, C. Y. (2006, October). Anger, guilt, and communication in inequitable friendships. Presented at the annual Organizational Communication Mini-Conference, Michigan State University, East Lansing, MI.

- Silk, K., Strom, R., & Kingsley, C. Y. (2006, June). The role of patient-centeredness in predicting compliance with mammogram recommendations: An analysis of the HINTS national survey. Paper presented at the annual conference of ICA, Dresden, Germany.
- Boster, F., Baker, C., Kingsley, C., Kotowski, M., Strom, R., & Westerman, D. (2005, November). The norm of reciprocity: Simply a favor for a favor or also an eye for an eye? Paper presented at the annual conference of NCA, Boston, MA.
- Silk, K., Westerman, D., Kingsley, C., & Mackert, M. (2005, November). The role of mindfulness and past behavior in the theory of planned behavior. Paper presented at the annual conference of NCA, Boston, MA.
- Kingsley, C. Y., Park, H. S., & Lee, H. E. (2005, November). A test of equity theory in the context of workplace friendship. Paper presented at the annual conference of ICA, New York, NY.
- Kingsley, C. Y. (2005, October). Blended friendships and inequity. Presented at the annual Organizational Communication Mini-Conference, Ohio University, Athens, OH.
- Silk, K. J., Bigsby, E., Volkman, J., Ferrara, M., Kingsley, C., Atkin, C., Ball, V., & Goins, L. A. (2005, May). Breast cancer and environmental factors: A formative research evaluation of adolescent and adult females' risk perceptions. Paper presented at the annual conference of ICA, New York, NY.
- Park, H. S., Levine, T. R., Kingsley, C. Y., Orfgen, T., & Foregger, S. (2004, November). The effects of involvement type and argument quality on attitude formation and attitude change. Paper presented at the annual conference of NCA, Chicago, IL. Top paper in Interpersonal Communication Division.
- Kingsley, C. Y. & Park, H. S. (2004, November). Relational dimension and type of inequity: Restoration of equity in coworker friendships. Paper presented at the annual conference of NCA, Chicago, IL.
- Kingsley, C. Y., & Park, H. S. (2004, May). Inequity, attraction, and relational involvement in workplace friendships. Paper presented at the annual conference of ICA, New Orleans, LA.
- Park, H. S., Foregger, S., Orfgen, T., & Kingsley, C. Y. (2003, November). Romantic partners' love styles: Perceived similarity, perspective taking, satisfaction, and relational termination. Paper presented at the annual conference of NCA, Miami, FL.

### **Invited Lectures**

- Westerman, C.Y.K. (2017, Sept.-Oct.). *Crucial Conversations*. Invited lecture series at the University of Jamestown doctoral program in Physical Therapy in Fargo, ND.
- Westerman, C.Y.K. (2017, May). *LMX and Transformational Leadership*. Invited talk with Senior Non Commissioned Officer Core, 178 ATKS, North Dakota Air National Guard (NDANG).

- Westerman, C.Y.K. (2016, Jan.-Feb.). *Self-Reflection and Crucial Conversations*. Invited lecture series at the University of Jamestown doctoral program in Physical Therapy in Fargo, ND.
- Westerman, C.Y.K. (2015, April). *Managing Health Information at Work*. Delivered as part of the colloquium series in the Department of Communication at University of Minnesota-Duluth.
- Westerman, C.Y.K. (2013, April). *Refuge Chamber Expectations*. Delivered at 17th International Seminar on Safety in Mining Operations in Lima, Peru.
- Kingsley Westerman, C. Y. (2010, September). *Behavioral Considerations for Proximity Warning Implementation*. Delivered at NIOSH Open Industry Briefing on Proximity Detection Systems.
- Kingsley Westerman, C. Y. (2009, December). *Occupational Safety and Health in Mining: Proximity Detection Systems*. Keynote speaker at Rochester Institute of Technology Department of Communication Health Communication Symposium.
- Kingsley, C. Y. (2004, 2005, 2006). *Successful thesis writing: It's rooted in due diligence*. Delivered in graduate-level class: Communication Theory and Research.

### **Awards & Honors**

- |      |   |
|------|---|
| 2016 | E. James Ubbelohde Departmental Service Award, Department of Communication, North Dakota State University   |
| 2016 | “Student’s Choice” Outstanding Undergraduate Teaching Award, Department of Communication, North Dakota State University                               |
| 2015 | Top Four Paper Award, Organizational & Professional Communication Interest Group, Central States Communication Association                            |
| 2015 | NDSU Provost’s Travel Grant for travel to Central States Communication Association, \$1000  |
| 2011 | Pittsburgh Federal Executive Board Bronze Award for Outstanding Team (presented to the Office of Mine Safety and Health Research Safety Culture Team) |
| 2010 | NIOSH Alice Hamilton Award for Excellence in Occupational Safety and Health, Educational Materials Category   |
| 2010 | Top Four Paper Award, Training and Development Division, NCA  |
| 2007 | Dissertation Completion Fellowship, \$6000  |
| 2006 | Excellence-In-Teaching Award, Department of Communication, Michigan State University  |
| 2006 | Doctoral Honors Seminar, Purdue University  |
| 2006 | Graduate Student Teaching Award, Instructional & Developmental Division, International Communication Association                                      |



2005	Summer Acceleration Fellowship, \$3500
2004	Top Paper Award, Interpersonal Division, NCA
2003	Interpersonal Division Thesis of the Year, International Communication Association
2002-2006	MSU University Distinguished Fellowship

### **Professional Memberships**

2003-Present	National Communication Association
2002-Present	International Communication Association
2013-Present	Central States Communication Association
2008	Eastern Communication Association

### **Teaching Experience**

COMM 702	Introduction to College Teaching, NDSU	Fall 2016
COMM 487	Organizational Power & Leadership, NDSU	Fall 2015, Fall 2016, Fall 2017
COMM 790	Professionalization 101, NDSU	Fall 2014
COMM 783	Organizational Communication, NDSU	Fall 2014, Spring 2016, Fall 2017
COMM 750	Relationships in Organizations, NDSU	Spring 2014, Spring 2017
COMM 483	Organizational Communication II, NDSU	Spring 2014, Spring 2017
COMM 321	Communication Theory, NDSU	Fall 2013, Spring 2016
COMM/ BUSN 383	Organizational Communication I (cross-listed business course), North Dakota State University	Fall 2013, Summer 2014 (online), Fall 2014, Fall 2015
CMST 442	Advanced Organizational Communication, University of Tennessee	Spring 2012, Spring 2013
CMST 356	Research Methods, University of Tennessee	Fall 2011, Spring 2012, Fall 2012, Spring 2013
COMM 306	Communication in Organizations/Institutions, West Virginia University	Fall 2007, Spring 2008
COMM 200	Communication Theory/Research I, West Virginia University	Fall 2007
COMM 406	Advanced Organizational Comm., West Virginia University	Fall 2007, Spring 2008
COMM 404	Persuasion, West Virginia University	Spring 2008, Summer 2008 (online & FtF)

COM 325	Interpersonal Communication & Conflict, Michigan State University	Summer 2006
COM 240	Intro to Organizational Communication, Michigan State University	Summer 2005
COM 340	Leadership & Group Communication, Michigan State University	Spring 2003, Summer 2004, Fall 2005
COM 100	Human Communication, Michigan State University	Summer, 2002

### **Teaching Experience: Teaching Assistant**

COM 225	Intro to Interpersonal Communication Dr. Katie Margolis	Spring 2007
COM 240	Intro to Organizational Communication Dr. Janet Lillie	Fall 2006
COM 440	Organizational Communication Structure Dr. Hee Sun Park / Dr. Vernon Miller	Spring 2004 Fall 2004
COM 340	Leadership & Group Communication Dr. Gwen Wittenbaum / Dr. Michael Papa	Fall 2002 Spring 2002

### **Graduate Committees & Advising**

*North Dakota State University*

**Advisor**, Josh Parcha (doctoral)

**Advisor**, Ann Brooks (masters; comprehensive exams defended spring 2017)

**Advisor**, Caitlin Stoecker (masters)

**Advisor**, Jennifer Hanson (masters; thesis defended spring 2016)

**Member**, Jillene Krause (doctoral)

**Member**, Kelli Chromey (doctoral; dissertation defended summer 2017)

**Member**, Renee Bourdeaux (doctoral; dissertation defended spring 2016)

**Member**, Emily Paskewitz (doctoral; dissertation defended spring 2015)

**Member**, Larissa Kunde (masters)

**Member**, Erin Ahneman (masters; comprehensive exams defended spring 2017)

**Member**, Emily Bublitz (masters; thesis defended spring 2016)

**Member**, Emily Schubert (masters)

**Editorial Boards & Reviewing****Associate Editorial Board Member***Communication Studies*

2012- Present

**Ad Hoc Reviewer**

Journal of Family Communication (2017)

Journal of Career Development (2016)

Sage Open (2016)

Communication Reports (2016)

Journal of Business and Technical Communication (2015)

Journal of Social and Personal Relationships (2015)

Electronic Journal of Communication (2014)

Management Communication Quarterly (2012, 2014, 2015, 2016, 2017)

Journal of Applied Communication Research (2011, 2013, 2015)

Journal of Business Communication (2012, 2013)

Communication Research Reports (2009, 2016)

International Journal of Emergency Management (2011)

Journal of Homeland Security and Emergency Management (2011)

Minerals (2012)

Safety Science (2012, 2014)

**Service Activities**

2017-18	<b>Member</b>	Scholarship & Events Committee, Department of Communication, North Dakota State University
2017	<b>Panelist</b>	Reviewer Roundtable at the NDSU Graduate Center for Writers Disquisition Boot Camp
2016-17	<b>Mentor</b>	NDSU College of AHSS New Faculty Mentoring Group
2016	<b>Member</b>	Award Nominating Subcommittee, Organizational Communication Division, National Communication Association
2016	<b>Member</b>	Associate Dean Search Committee, College of Arts, Humanities, & Social Sciences
2016	<b>Member</b>	Faculty Search Committee, Department of Communication
2015-18	<b>Co-Chair</b>	Women in Research, North Dakota State University
2015-16	<b>Member</b>	Curriculum Committee, Department of Communication, North Dakota State University
2015	<b>Member</b>	Dean's Advisory Committee, College of Arts, Humanities, & Social Sciences, North Dakota State University
2015	<b>Paper Reviewer</b>	Organizational Communication Division, International Communication Association (ICA)
2015	<b>Paper Reviewer</b>	Organizational Communication Division, National Communication Association (NCA)

2015	<b>Respondent</b>	Organizational & Professional Communication Interest Group, Annual CSCA Conference
2014	<b>Paper Reviewer</b>	Instructional and Developmental Division, International Communication Association (ICA)
2014	<b>Paper Reviewer</b>	Organizational and Professional Communication Interest Group, Central States Communication Association (CSCA)
2013-17	<b>Member</b>	Graduate Committee, Department of Communication, North Dakota State University
2012	<b>Member</b>	Dean's Advisory Committee, College of Communication & Information, University of Tennessee
2012	<b>Member</b>	Curriculum Committee, School of Communication Studies, University of Tennessee
2012	<b>Paper Reviewer</b>	Organizational Communication Division, National Communication Association (NCA)
2009-11	<b>Member</b>	Work Organization and Stress-Related Disorders Steering Committee, NIOSH
2008-11	<b>Member</b>	Bruceton Network Group Organizing Committee, Office of Mine Safety and Health Research, NIOSH
2009	<b>Moderator</b>	National Safety Council Congress & Expo
2006	<b>Conference Planner</b>	Organizational Communication Mini-Conference, Michigan State University
2006-07	<b>Member</b>	Advisory Committee, Department of Communication, Michigan State University
2006-07	<b>Member</b>	Doctoral Affairs Committee, Department of Communication, Michigan State University
2006-07	<b>Member</b>	Dean's Advisory Committee, College of Communication Arts & Sciences, Michigan State University
2005-06	<b>President</b>	Association of Graduate Students in Communication, Michigan State University
2005	<b>Reviewer</b>	Interpersonal Division, ICA Annual Conference, Dresden, Germany
2005	<b>Coordinator</b>	Revitalization of G.R. Miller Laboratory
2004-05	<b>Vice President</b>	Association of Graduate Students in Communication, Michigan State University
2003-04	<b>Committee Member</b>	<i>Bowling for Scholars</i> Charity Event, Michigan State University
2003-04	<b>Member</b>	Faculty Search Committee, Department of Communication, Michigan State University

2002-03    **Member**            Master's Affairs Committee, Department of Communication,  
Michigan State University