Curriculum Vitae

KATHLEEN J. KRONE

(revised 6.29.24)

Address

Department of Communication Studies
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University of Nebraska
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Education

Ph.D. Organizational Communication
The University of Texas at Austin, 1985

M.S. Counselor Education
Illinois State University, 1975

B.S. Elementary Education
Illinois State University, 1973

Academic Appointments

Professor, Communication Studies, 2005-2022
Program Faculty member, Women's and Gender Studies, 2009-2022
University of Nebraska-Lincoln

Associate Professor
University of Nebraska-Lincoln, 1996-2005

Assistant Professor
University of Nebraska-Lincoln, 1991-1996

University of New Mexico, Michigan State University (visiting), Ohio State University (1984-1991)

Scholarly Goals

My scholarship highlights ways in which various forms of organizing enable and constrain participation and the development of voice. Past and current research projects take up this issue as it arises in a local community consensus-building process, in accounts of intercultural conflict between Chinese and American managers of Sino-American joint ventures, and in challenges of organizing on behalf of refugee resettlement. Together these projects share a concern for the creative potential of communication to work more meaningfully with socially complex situations.

My teaching helps challenge common sense understandings of communication so that students can begin to imagine a broader range of communicative choices in their everyday lives.

PUBLICATIONS

Edited Volumes

Putnam, L. L., & Krone, K. J. (Eds.) (2006). *Organizational communication* (Volumes 1-5). London: Sage.

Chapters & Publications in Books

Krone, K. J., & Kirby, E. L. (2024). Organizing social change. In V. D. Miller & M. S. Poole (Eds.), *Handbook of organizational communication theory & research* (pp. 525-544). Boston: DeGruyter. doi: 10.1515/9783110718508-027

Krone, K. J. (2022). Community conflict over Woodland Park. In A. L. Meluch & H. L. Walter (Eds.), *Casing conflict.* (pp. 195-202). Dubuque, IA: Kendall Hunt Publishing.

Krone, K. J., & Sodeke, C. U. (2019). New beginnings, new challenges when global and local communities meet. In R. S. Bisel & M. W. Kramer (Eds.), *Case studies in organizational communication: A life-span approach*. New York: Oxford University Press.

Krone, K. J., & Turner, P. K. (2017). Metaphors. In C. R. Scott & L. K. Lewis (Eds.), *International Encyclopedia of Organizational Communication*. Hoboken, New Jersey: John Wiley & Sons.

Krone, K. J. (2013). Section IV Introduction: Managing organizational knowledge, meaning & change. In L. L. Putnam & D. K. Mumby (Eds.), *The SAGE Handbook of Organizational Communication* (pp. 475 – 480). Thousand Oaks, CA: Sage.

Krone, K. J., Kramer, M. W., & Sias, P. M. (2010). Theoretical developments in organizational communication research. In C. R. Berger, M. E. Roloff, & D. Roskos-Ewolsen (Eds.), *The handbook of communication science* (pp. 165-182). Thousand Oaks, CA: Sage.

Krone, K. J. (2008). Organizational metaphors. In W. Donsbach (Ed.) *The international encyclopedia of communication (Volume 8)*. Oxford: Blackwell Publishing.

Putnam, L. L., & Krone, K. J. (2006). Introduction. In L. L. Putnam & K. J. Krone (Eds.), *Organizational communication* (Volume 1, pp. xxiii-xliii). London: Sage.

Krone, K.J., Schrodt, P., & Kirby, E. L. (2006). Structuration theory: Promising directions for family communication research. In D. O. Braithwaite & L. A. Baxter (Eds.), *Engaging theories in family communication* (pp. 293-308). Thousand Oaks, CA: Sage.

Sias, P., Krone, K. J., & Jablin, F. M. (2002). An ecological systems perspective on workplace relationships. In M. Knapp & J. A. Daly (Eds.), *Handbook of interpersonal communication* (3rd edition, pp. 615-642). Thousand Oaks, CA: Sage.

(Chapters & publications in books, cont.)

Dougherty, D., & Krone, K. J. (2002). Emotional intelligence as organizational communication: An examination of the construct. In W. B. Gudykunst (Ed.), *Communication yearbook 26* (pp. 202-229). Mahwah, NJ: Lawrence Erlbaum Associates, Inc.

Krone, K. J. (2001). Reframing organizational communication theory and research through spirituality. In A. Rodriguez (Ed.), *Essays on communication and spirituality: Contributions to a new discourse on communication (*pp. 21-46). Lanham, MD: University Press of America, Inc.

Krone, K. J. (2000). Becoming deeply multi-perspectival: Commentary on finding common ground in organizational communication research. In S. Corman & M. S. Poole (Eds.), *Perspectives on organizational communication: Finding common ground* (pp. 144-151). New York: The Guilford Press.

Krone, K. J. & Morgan, J. M. (2000). Emotion metaphors in management: The Chinese experience. In S. Fineman (Ed.), *Emotion in organizations* (2nd edition, pp. 83-100*)*. London: Sage.

Krone, K. J., Allen, M., & Ludlum, J. (1994). A meta-analysis of gender research in managerial compliance gaining. In L. H. Turner & H. Sterk (Eds.), *Differences that make a difference: Examining research assumptions in gender issues* (pp. 73-84). Westport, CT: Greenwood Publishing Group.

Jablin, F. M., & Krone, K. J. (1994). Task/work relationships: A life-span perspective. In M. L. Knapp & G. R. Miller (Eds.), *Handbook of interpersonal communication* (2nd edition, pp. 621-675). Newbury Park, CA: Sage.

Krone, K. J. (1993). A review and assessment of communication research on questioning. In B. Dervin & U. Hariharan (Eds.), *Progress in communication sciences* (vol. 11, pp. 179-206). Norwood, NJ: Ablex Publishing Co.

Krone, K. J., & Ludlum, J. T. (1990). An organizational perspective on interpersonal influence. In J. P. Dillard (Ed.), *Seeking compliance: The production of interpersonal influence messages* (pp. 123-142). Scottsdale, Arizona: Gorsuch Scarisbrick Publishers.

Krone, K. J., Jablin, F. M., & Putnam, L. L. (1987). Communication theory and organizational communication: Alternative perspectives. In F. M. Jablin, L. L. Putnam, K. H. Roberts, &

L. W. Porter (Eds.), *Handbook of organizational communication: An interdisciplinary perspective* (pp. 18-40). Newbury Park, CA: Sage. (Lead Chapter)

Jablin, F. M., & Krone, K. J. (1987). Organizational assimilation and levels of analysis in organizational communication research. In C. Berger & S. Chaffee (Eds.), *Handbook of communication science* (pp. 711-746). Newbury Park, CA: Sage.

Krone, K. J., & Hanson, G. R. (1982). Assessment in student development programming: A case study. In G. R. Hanson (Ed.), *New directions in student services: Measuring student development* (No. 20, pp. 93-110). San Francisco: Jossey-Bass.

Refereed Journal Articles

Kang, D. J.,& Krone, K. J. (2021). Organising dissonance on the Tibetan Plateau: Insights from the wisdom of nonduality. *Culture and Organization,* published online in August. doi.org/10.1080/14759551.2021.1963963

Tye-Williams, S., & Krone, K. J. (2017). Identifying and re-imagining the paradox of workplace bullying advice. *Journal of Applied Communication Research, 45,* 218-235. doi.org/10.1080/00909882.2017.1288291

Invited translational essay of this article appears in Communication Currents, 2017

Krone, K. J., & Dougherty, D. S. (2015). Re-claiming an unfinished past: From emotional labor to critical emotional agency/Reprendre possession d'un passe inacheve: du travail emotionnel a l'agence emotionnelle critique. *Electronic Journal of Communication*/La *Revue Electronic de Communication, 25* (3 & 4). Retrieved from http://www.cios.org/www/ejc/v25n34toc.htm.

Tye-Williams, S., & Krone, K. J. (2015). Chaos, reports and quests: Narrative agency and co-workers in stories of workplace bullying. *Management Communication Quarterly*, *29*, 3-27. **(**Lead Article**)** doi: 10.1177/0893318914552029

Recipient of *Management Communication Quarterly's* 2015 Article of the Year Award

Gallant, L. M., & Krone, K. J. (2014). Tensions in talking diversity. *Communication Reports*, *27,* 39-52. doi: 10.1080/08934215.2013.837497

Krone, K. J., & Steimel, S. J. (2013). Cooperative struggle: Reframing intercultural conflict in the management of Sino-American joint ventures. *Journal of International and Intercultural Communication*, *6*, 259-279. **(**Lead Article**)** doi:10.1080/17513057.2013.829577.

Invited translational essay of this article appears in Communication Currents, 2014

Dempsey, S. E., Parker, P. S., & Krone, K. J. (2011). Navigating socio-spatial difference, constructing counter-space: Insights from transnational feminist praxis. *Journal of*

International and Intercultural Communication, 4, 201-220. doi: 10.1080/17513057.2011.569973

Krone, K. J. (2005). Trends in organizational communication research: Sustaining the discipline, sustaining ourselves. *Communication Studies, 56*, 95-105. doi: 10.1080/0008957042000332269

(Refereed journal articles, cont.)

Chen, L., Krone, K. J., & Song, Z. (2003). Influence message type and environment: Study on Chinese employees as objects of compliance-gaining. *China Media Report, 6,* 113-122.

Kirby, E. L., & Krone, K. J. (2002). "The policy exists, but you can't really use it": Communication and the structuration of work-family policies. *Journal of Applied Communication Research, 30*, 50-77. doi: 10.1080/00909880216577

Recipient of NCA's Charles H. Woolbert Research Award, 2015
Competitively selected to appear in Volume 4 of the multi-volume reference Organizational Communication, 2006

Harter, L. M., & Krone, K. J. (2001). Exploring the emergent identities of future physicians: Toward an understanding of the ideological socialization of osteopathic medical students. *Southern Communication Journal, 67,* 66-83. doi: 10.1080/10417940109373219

Morgan, J. M., & Krone, K. J. (2001). Bending the rules of "professional" display: Emotion negotiation in caregiver performances. *Journal of Applied Communication Research, 29,* 317-340. doi: 10.1080/00909880128114

Harter, L. M., & Krone, K. J. (2001). The boundary-spanning role of a cooperative support organization: Managing the paradox of stability and change in non-traditional organizations. *Journal of Applied Communication Research, 29*, 248-277. doi: 10.1080/0090988012811

Sloan, D. K., & Krone, K. J. (2000). Women managers and gendered values. *Women's Studies in Communication, 23,* 111-130.

Dougherty, D. S., & Krone, K. J. (2000). Overcoming the dichotomy: Cultivating standpoints in organizations through research. *Women's Studies in Communication, 23*, 16-40.

Krone, K. J., Chen, L., Sloan, D. K., & Gallant, L. (1997). Managerial emotionality in Chinese factories. *Management Communication Quarterly, 11*, 6-50. **(**Lead Article**)** doi: 10.1177/0893318997111002

Krone, K. J., Chen, L., & Xia, H. (1997). Approaches to managerial influence in the People's Republic of China. *The Journal of Business Communication, 34*, 289-315. doi: 10.1177/002194369703400305

Krone, K. J. (1994). Structuring constraints on perceptions of upward influence and supervisory relationships. *The Southern Communication Journal, 59,* 215-226. doi: 10.1080/1041794909372940

Krone, K. J., Garrett, M., & Chen, L. (1992). Managerial communication practices in Chinese factories: A preliminary investigation. *The Journal of Business Communication, 29,* 229-252. doi: 10.1177/002194369202900303

(Refereed journal articles, cont.)

Krone, K. J. (1992). A comparison of organizational, structural and relationship effects on subordinates' upward influence choices. *Communication Quarterly, 40, 1-15.* (Lead Article) [Also appears in *Communication Abstracts, 16, No. 2,* April, 1993.] doi: 10.1080/01463379209369816

Krone, K. J. (1991). The effects of leader-member exchange on subordinates' upward influence attempts. *Communication Research Reports, 8,* 9-18. doi: 10.1080/08824099109359870

Waldron, V. R., & Krone, K. J. (1991). The experience and expression of emotion in the workplace: A study of a corrections organization. *Management Communication Quarterly, 4, 287-309*. (Lead Article) doi: 10.1177/0893318991004003002

Ragle, J., & Krone, K. J. (1985). Extending orientation: Telephone contacts by peer advisors. *Journal of College Student Personnel, 26,* 80-81.

Jablin, F. M., & Krone, K. J. (1984). Characteristics of rejection letters and their effects on job applicants. *Written Communication, 1,* 387-406. doi: 10.1177/0893318909332073

Invited Research Translations

Krone, K. J., & Steimel, S. J. (2014). Struggling to cooperate in the management of Sino-American joint ventures. *Communication Currents*, February.

Kirby, E. L. & Krone, K. J. (2003). To use or not to use?: Dilemmas in the implementation of work-family policies. Invited prototype for what became *Communication Currents*.

Management Communication Quarterly Forum Introductions & Essays

Krone, K. J. (2009). Post-forum reflections: On becoming organizational communication. *Management Communication Quarterly, 22(4),* 639-XXX. doi: 10.1177/0893318909332073

Krone, K. J. (2008). Forum introduction: Reflections on discursive and psychological approaches to leadership from around the globe. *Management Communication Quarterly, 21(4),* 508-XXX. doi: 10.1177/0893318907313718

Krone, K. J. (2007). Forum introduction: Diverse voices and alternative rationalities. *Management Communication Quarterly, 21(2),* 248-XXX. doi: 10.1177/0893318907306036

Krone, K. J., & Harter, L. M. (2007). Forum introduction: Organizational communication scholars as public intellectuals. *Management Communication Quarterly, 21 (1),* 75-79. doi: 10.1177/0893318907302637

Krone, K. J.(2007). Twenty years of Management Communication Quarterly. *Management Communication Quarterly, 20(4)*, 430-XXX. doi: 10.1177/0893318907299341

Krone, K. J. (2006). In memory of Fred Jablin: What might have been and still might be. *Management Communication Quarterly, 20 (1),* 91-93. doi: 10.1177/0893318906288484

Book Reviews

Krone, K. J., & Dougherty, D. S. (1999). A review and commentary on Working with Emotional Intelligence by Daniel Goleman. *Management Communication Quarterly, 13,* 337-343. doi: 10.1177/0893318999132010

Krone, K. J. (1995). A review of The Reinvention of Work: A New Vision of Livelihood for Our Time by Matthew Fox. *Management Communication Quarterly, 8,* 495-504. doi: 10.1177/089331899500800400

Pedagogical Publications: Featured Course Profile

Krone, K. J. 2020 contribution to the "Organizational Communication in the News" website https://orgcominthenews.com/ a clearinghouse for assignments highlighting the role of organizational communication in current events.

Krone, Kathy. "2004 Course Portfolio for COMM 486: Organizational Communication." Highlighted in *Making Teaching and Learning Visible: Course Portfolios and the Peer Review of Teaching,* by D. Bernstein, A.N. Burnett, A. Goodburn, and P. Savory, pp. 45-86. Boston: Anker Publishing, 2006.

AWARDS & HONORS

Recognition for Research

2020 Co-authored article "Tensions in Talking Diversity" one of six publications selected by the President-elect of the Western Communication Association and made available to the public along with the organization's public statement in opposition to racial violence.

2017 Recipient of the Fredric M. Jablin Award for Outstanding Contributions to Organizational Communication, Organizational Communication Division, International Communication Association.

2016 Top-four paper Award, Organizational Communication Division, National Communication Association (co-authored with Stacy Tye-Williams)

Recipient of the 2015 *Management Communication Quarterly* Article of the Year Award for: Tye-Williams, S., & Krone, K. J. (2015). Chaos, reports and quests: Narrative agency and co-workers in stories of workplace bullying. *Management Communication Quarterly, 29,* 3-27.

(Awards & honors, cont.)

Recipient of the 2015 National Communication Association's Charles H. Woolbert Research Award for:
Kirby, E. L. & Krone, K. J. (2002). "The policy exists but you can't really use it": Communication and the structuration of work-family policies. *Journal of Applied Communication Research, 30*, 50-77, a research article that "has stood the test of time and become a stimulus for new conceptualizations of communication phenomena."

Top-panel Award, "Emotions and Organizations", Organizational Communication Division, Central States Communication Association, 2014

Top-paper Award, Peace & Conflict Division, National Communication Association (co-authored with Sarah Steimel), 2011

Top-three paper Award, Organizational Communication Division, International Communication Association (co-authored with Sarah Dempsey and Pat Parker), 2007.

Keynote Speaker, 16th annual Organizational Communication Mini-Conference, Western Michigan University, "Trends in Organizational Communication Research: Sustaining the Discipline, Sustaining Ourselves", 2003.

Visiting Scholar, Visiting Scholars and Artists Program, Western Michigan University, "Stakeholder Turning Points in Community Consensus-Building", 2003

Top-four paper award, Organizational Communication Division, National Communication Association (co-authored with Erika Kirby), 2001

Top-four paper award, Organizational Communication Division, National Communication Association (co-authored with Diane Kay Sloan), 2001
(Recognition for research, cont.)

Top-three paper award, Organizational Communication Division, National Communication Association (co-authored with Jayne Morgan), 1999

Article of the Year Award nominee for "A Comparison of Organizational, Structural, Relationship Effects on Subordinates' Upward Influence Choices," Organizational Communication Division, Speech Communication Association, 1992

Top-three paper award, Organizational Communication Division, International Communication Association (co-authored with Fred Jablin), 1986

W.C. Redding Dissertation of the Year Award - Honorable Mention, 1985. Dissertation: Subordinate Influence in Organizations: The Differential Use of Upward Influence Messages in Decision Making Contexts supervised by Fredric M. Jablin

Recognition for Teaching
Nominee for the Kendall Teaching Award Communication Studies Departmental Teaching Award (2018, 2017, 2016, 2015, 2014, 2013, 2011, 2022)

Student-generated nomination for the College of Arts & Sciences “Distinguished Teaching Award”, 1999

Nominee, “Outstanding Teacher of the Year Award”, Association of Students at the University of Nebraska-Lincoln, 1996

Rated as "Excellent" Instructor, University of New Mexico, 1986

Received “My Favorite Professor Award”, Michigan State University, Delta Delta Delta Sorority, 1987

Additional Awards & Honors
Recipient of "Judge's Choice Award", Ohio State University Faculty Photographic Society, for entry: "Kiva Ladder", Acoma, New Mexico, Spring 1988.

Selected as a member of "Outstanding Young Women of America", 1986

Mortar Board, Illinois State University, 1972

Illinois State Scholar, 1969-1973.

CONVENTION PAPER & PANEL PRESENTATIONS

Kang, D. J., & Krone, K. J. (2019). Organizing dissonance on the Tibetan Plateau: The technological constitution of *Niamle*. Competitive paper presented to the Organizational Communication Division of the National Communication Association, Baltimore.

Krone, K. J. (2018). New directions in organizational communication pedagogy: Organizations as sites and agents of social justice and change. Competitive panel presentation to the Social Justice & Activism Division at the annual conference in Salt Lake City.

Krone, K. J. (2018). Sexual harassment, diversity, and sensitivity training: Proposing a different direction. Competitive panel presentation to the Organizational & Professional Communication Interest Group of the Central States Communication Association at the annual conference in Milwaukee.

Krone, K.J., & Ewalt, J. P. (2017). Re-thinking voice and stakeholder models of community consensus building. Competitive paper presented to the Organizational Communication Division of the National Communication Association at the annual conference in Dallas.

Krone, K. J. (2016). Respondent, "Charles H. Woolbert Award Research Award 2015 – Erika Kirby's and Kathleen Krone's "The Policy Exists But You Can't Really Use It: Communication and the Structuration of Work-Family Policies." National Communication Association at the annual conference in Philadelphia.

Tye-Williams, S., & Krone, K. J. (2016). The paradox of workplace bullying advice: Re-imagining advice through the lens of critical emotional agency. Competitive presented to the Organizational Communication Division of the National Communication Association at the annual conference in Philadelphia. **(Top-four Paper Panel)**

Krone, K. J., & Carter, J. S. (2015). Organizing a technoscientific community: The constitutive role of *Ferminews*. Competitive paper presented to the Organizational Communication Division of the National Communication Association at the annual conference in Las Vegas.

Krone, K. J., & Dougherty, D. S. (2014). Re-claiming an unfinished past: From emotional labor to critical emotional agency. Competitive paper presented to the Organizational Communication Division of the National Communication Association at the annual conference in Chicago.

Krone, K. J. (2014). "Elevating Emotional Labor to Emotional Agency" invited talk prepared for a competitively selected panel on emotions and organizations at the annual meeting of the Central States Communication Association, Minneapolis. **(Top-ranked Panel)**

Krone, K. J., Ewalt, J., Utah, C., & Walther, J. (2013). Organizing on behalf of refugee resettlement: Re-thinking inter-organizational collaboration and conflict as organizing struggle. Competitive paper presented to the Organizational Communication Division of the National Communication Association at the annual conference in Washington, D. C.

Tye-Williams, S. & Krone, K. J. (2013). Narrative agency and co-workers in stories of workplace bullying. Competitive paper accepted for presentation to the Organizational Communication Division of the National Communication Association at the annual conference in Washington, D. C.

Krone, K. J. & Steimel, S. J. (2011). Cooperative struggle: Reframing intercultural conflict in the management of Sino-American joint ventures. Competitive paper presented to the Peace & Conflict Division of the National Communication Association at the annual conference in New Orleans. **(Top Paper)**

Krone, K. J., & Ewalt, J. (2010). The problem of voice in stakeholder models of community consensus-building. Competitive paper presented to the Peace & Conflict Division of the National Communication Association at the annual conference in San Francisco.

Krone, K. J. (2009). Cultivating citizen scholars and engaged organizational communication scholarship in Nebraska. Invited position paper prepared for the 7th annual Conference on Engaged Organizational Communication, Aspen.

Krone, K. J., Kramer, M. W., & Sias, P. M. (2008). Assessing the possibility of theoretical developments through paradigmatic pluralism in organizational communication research. Competitive paper presented at the annual meeting of the National Communication Association, San Diego **(Top-four paper panel)**.

Krone, K. J. (2008). Organizational communication: The next twenty years. Invited position paper prepared for "Alta Revisisted: Reflection, Synthesis and Engagement". Snowbird, Utah.

Dempsey, S. E., Parker, P. S., & Krone, K. J. (2007). An analysis of organizing tensions in women's transnational networks. Competitive paper presented at the annual meeting of the International Communication Association, San Francisco **(Top paper panel)**

Putnam, L. L., & Krone, K. J. (2006). Building a Discipline: Reflections on major works in organizational communication. Competitive paper presented at the annual meeting of the National Communication Association, San Antonio.

Parker, P. S., Dempsey, S. E., & Krone, K. J. (2006). Organizational leadership as global activism: Lessons from transnational feminist networks. Paper presented at the annual meeting of the National Communication Association, San Antonio.

Castle, K. M., & Krone, K. J. (2006). Re-conceptualizing individualization: Negotiating the dialectics of success. Competitive paper presented at the annual meeting of the National Communication Association, San Antonio.

Morin, A., & Krone, K.J. (2006). Submission Part I: Free speech issues in Theo Van Gogh's controversial film and subsequent murder. Paper presented to Freedom of Expression Division at the annual meeting of the National Communication Association, San Antonio.

Dempsey, S.E., Parker, P.S., & Krone, K.J. (2006). Organizing tensions within transnational collective action spaces: An analysis of feminist transnational networks. Paper presented at the 12th annual International Conference of the International Association for Intercultural Communication Studies. San Antonio.

Krone, K. J. & Kirby, E. L. (2005). Disagreements as Cultured Enactments of Managerial Masculinity in Sino-American Joint Ventures. Competitive paper presented to the Organizational Communication Division at the annual meeting of the International Communication Association, New York.

Krone, K. J. (2005). Challenging the secular hegemony of organizational communication research: Theorizing a spirituality of agency, resistance and transformation. Paper presented at the annual meeting of the Central States Communication Association, Kansas City.

Krone, K. J. (2004). Stakeholder turning points in a planned public involvement process. Paper presented at the annual meeting of the National Communication Association, Chicago.

Gallant, L. M., Krone, K. J., Newell, S. M., & Foster, C. (2004). Diversity policy as a contradictory "structure in action". Paper presented at the annual meeting of the National Communication Association, Chicago.

Krone, K. J., Hubbard, M. A., & Xia, H. (2002). Experiencing and framing intercultural disagreements in Sino-American joint ventures. Paper presented at the annual meeting of the National Communication Association, New Orleans.

Gallant, L.M., & Krone, K. J. (2002). Workplace fairness tensions: Equal employment opportunity, affirmative action and diversity in organizational communication. Competitive paper presented at the annual meeting of the National Communication Association, New Orleans.

Kirby, E. & Krone, K. J. (2001). "The policy exists, but you can't really use it: Negotiating tensions in work-family policy. Competitive paper presented at the annual meeting of the National Communication Association, Atlanta. **(Top paper panel)**

Sloan, D. K., & Krone, K. J. (2001). Gendered abusive organizational communication: Thirty women define and describe their experience. Competitive paper presented at the annual meeting of the National Communication Association, Atlanta. **(Top paper panel)**

Chen, L., & Krone, K. J. (2001). Influence message type and situation: A study of Chinese employees as the target of compliance gaining. Competitive paper presented at the annual meeting of the National Communication Association, Atlanta.

Krone, K. J., Dougherty, D., & Sloan, D. K. (2001). Gendered emotion and communication in a corrections organization: A test of feminist standpoint theory. Paper presented at the annual meeting of the Western Communication Association, Coeur d'Alene Idaho.

Krone, K. J. (2000). Followers as mystics and prophets. Paper presented at the annual meeting of the National Communication Association, Seattle.

Harter, L. M., & Krone, K. J. (2000). The boundary-spanning role of a cooperative support organization: Managing the paradox of stability and change. Competitive paper presented to the Organizational Communication Division of the National Communication Association, Seattle.

Krone, K.J., Dougherty, D., & Sloan, D.K. (2000). Managed and unmanaged hearts: Men's and women's emotional experiences in a corrections organization. Paper presented to the Organizational Communication Division of the International Communication Association, Acapulco, Mexico.

Krone, K.J. (2000). Reframing organizational communication theory and research through spirituality. Paper presented at the annual meeting of the Central States Communication Association, Detroit.

Krone, K.J. (1999). Followers as Mystics and Prophets. Panel presentation made to the Organizational Communication Division of the National Communication Association, Chicago.

Morgan, J., & Krone, K.J. (1999). Bending (but not breaking) the rules of "professional display": Emotion negotiation in caregiver performances. Competitive paper presented to the Organizational Communication Division of the National Communication Association, Chicago. **(Top paper panel)**

Dougherty, D.S., & Krone, K.J. (1999). Emotional intelligence as organizational communication: An examination of the construct. Competitive paper presented to the Organizational Communication Division of the National Communication Association, Chicago.

Krone, K.J., & Morgan, J. (1998). Emotion metaphors and their consequences for Chinese managers' responses to emotional situations. Paper presented to the Organizational Communication Division of the National Communication Association, New York.

Gallant, L., & Krone, K.J. (1998). Diversity issues in LMX and TMX: A framework for communication research. Competitive paper presented to the Organizational Communication Division of the International Communication Association, Jerusalem.

Sloan, D.K., & Krone, K.J. (1997). Women managers and the dialectic of gendered values. Competitive paper presented to the Organizational Communication Division of the International Communication Association, Montreal.

Krone, K.J. (1996). The role of emotion in the communicative construction of "jointness" during public labor-management meetings. Paper presented at the Organizational Communication Preconference, "The Future of Work: Communicating Under a New Social Contract", International Communication Association.

Krone, K.J., Chen, L., Gallant, L.M., & Sloan, D.K. (1995). The nature of managerial facework during emotional encounters in Chinese factories. Competitive paper presented to the organizational communication division of the Speech Communication Association, San Antonio.

Krone, K.J., Carter, K., & Szwapa, C. (1995). Reasons to continue gendering organizational communication studies. Competitive paper presented to the interpersonal and small group division of the Speech Communication Association, San Antonio.

Krone, K.J., Chen, L., Sloan, D. K., & Gallant, L. M. (1995). Managerial emotionality in Chinese factories. Competitive paper presented to the organizational communication division of the International Communication Association, Albuquerque.

Krone, K.J., & Chen, L. (1994). A culturally sensitized assessment of factory directors' compliance gaining attempts in mainland China. Competitive paper presented to the organizational communication division of the Speech Communication Association, New Orleans.

Krone, K.J., Waldron, V.R., & Cavanaugh, S.K. (1992). Gender issues in emotional experience in a corrections organization. Competitive paper presented to the organizational communication division of the Speech Communication Association, Chicago.

Krone, K.J. (1992). Relationship and communicative consequences of centralized authority structures. Competitive paper presented to the organizational communication division of the Speech Communication Association, Chicago.

Krone, K.J., Allen, M., & Ludlum, J. (1991). A meta-analysis of gender research in organizational compliance gaining. Paper presented at the annual conference of the Association for the Study of Communication, Language and Gender, Milwaukee.

Allen, M., & Krone, K.J. (1991). Formalization's relationship to centralization: A meta-analysis. Competitive paper presented to the organizational communication division of the Speech Communication Association, Atlanta.

Krone, K., Garrett, M., & Chen, L. (1991). Communication practices in Chinese manufacturing organizations: A preliminary investigation. Competitive paper presented to the organizational communication division of the International Communication Association, Chicago.

Miller, V., Allen, M., Krone, K., & Preiss, R. (1991). Integrating micro-macro organizational communication research: Rationale, issues, and mechanisms. Competitive paper presented to the organizational communication division of the International Communication Association, Chicago.

Krone, K.J. (1991). Communicating "jointness" in trying times: A message analysis of public labor-management communication. Presentation made at the Association for Business Communication-Midwest Regional Conference, Akron, Ohio.

Ludlum, J.T., & Krone, K.J. (1990). Toward a competency-based perspective on compliance gaining in organizational settings. Competitive paper presented to the organizational communication division of the Speech Communication Association, Chicago.

Krone, K.J., & Ludlum, J.T. (1990). Compliance gaining in organizational contexts. Competitive paper presented to the organizational communication division of the International Communication Association, Dublin, Ireland.

Krone, K.J. (1989). A cross-context survey of communication research on question asking/answering. Competitive paper presented to the speech and language sciences division of the Speech Communication Association, San Francisco.

Waldron, V.R., & Krone, K.J. (1989). Emotional communication events in the workplace: An exploratory study of a corrections organization. Competitive paper presented to the organizational communication division of the International Communication Association, San Francisco.

Krone, K.J. (1987). The effects of leader-member exchange on subordinates' upward influence attempts. Competitive paper presented to the organizational communication division of the International Communication Association, Montreal.

Krone, K.J. (1986). The effects of decision type, messages initiation and perceptions of centralization of authority on subordinates' use of upward influence message types. Competitive paper presented to the organizational communication division of the International Communication Association, Chicago.

Jablin, F.M., & Krone, K.J. (1986). Organizational communication and organizational assimilation: An intra- and inter-level analysis. Competitive paper presented to the organizational communication division of the International Communication Association, Chicago. **(Top paper panel)**

Krone, K.J. (1984). A framework for studying upward influence messages in organizations with varying decision structures. Competitive paper presented to the organizational communication division of the International Communication Association, San Francisco.

Jablin, F.M., & Krone, K.J. (1984). Characteristics of rejection letters and their effects on job applicants. Competitive paper presented at the annual meeting of the American Business Communication Association - Southwest Conference, San Antonio.

Ragle, J., & Krone, K.J. (1983). Extending orientation: An evaluation of a peer advisor telephone contact project. Presentation made at the annual meeting of the American College Personnel Association, Houston.

Krone, K.J. (1982). Achieving balanced superior-subordinate relationships during organizational socialization. Paper presented at the SCA-ICA Summer Conference on Interpretive Approaches to the Study of Organizations, Alta, Utah.

Krone, K.J. (1981). Maximizing possibilities for student development in high-rise housing. Presentation made at the annual meeting of the Texas Psychological Association, Austin, Texas.

Hanson, G.R., & Krone, K.J. (1980). The interaction of college students and their environments: A focus on empirical results. Presentation made at the annual meeting of the American College Personnel Association, Boston.

Krone, K.J., Hanson, G.R., Melecki, S., & Cooke, R. (1980). Developing and using a data base in a residence halls system. Presentation made at the annual meeting of the American College Personnel Association, Boston.

Krone, K.J., & Unruh, D. (1980). The student developmental task inventory: A way to organize developmental programming in high-rise housing. Presentation made at the annual meeting of the Association of College and University Housing Officers, Southwest Conference, Denton, Texas.

INVITED TALKS & PRESENTATIONS

"Reflections on the Emergence & Evolution of the Aspen Conference," invited talk presented to The Aspen Conference on Engaged Scholarship", July 30-August 1, 2022.

"Transnational Organizing: Communicating & Negotiating Across Differences," invited talk updated for students visiting UNL from Angola, Botswana, Mozambique, South Africa & Zimbabwe as a part of the "Study of the United States Institutes" co-sponsored with UNL's Institute for Civic Engagement, February 2016.

"Transnational Organizing: Communicating & Negotiating Across Differences," invited talk updated for students visiting from Angola, Mozambique, South Africa and Zambia as a part of the "Study of the United States Institutes" co-sponsored with UNL's Institute for Civic Engagement, February 2015.

(Invited talks & presentations, cont.)

"Transnational Organizing: Communicating & Negotiating Across Differences," invited talk prepared for students visiting from Angola, Mozambique, South Africa and Zambia as a part of the "Study of the United States Institutes" co-sponsored with UNL's Institute for Civic Engagement, February 2014.

Invited participant in the 2011 Aspen Conference on Engaged Communication Research held in partnership with the Center for Global Health/Centers for Disease Control. Met with CDC staff to explore theoretical and practical connections with CDC's mission in the global context., Aspen, Colorado, 2011.

"Cultivating Citizen Scholars in Nebraska", invited presentation at the 8th annual Aspen Conference: Engaging Communication in Practice, Aspen, Colorado, 2010.

"Communication Issues in Transitional Forms of Organizing and Organizing for Social Change in China", presentation on competitive panel entitled "Organizational Communication in China", International Communication Association, Montreal, 2008.

Respondent to panel entitled "Dynamics and Dimensions of Influence in Organizations", National Communication Association, San Diego, 2008.

Respondent to panel entitled "Examining the Ontology of Spirituality and Communication from Diverse Perspectives", National Communication Association, Chicago, 2007.

Discussant on panel entitled "Democracy and Tensions within Dialogue and Collaborative Groups", National Communication Association, San Antonio, 2006.

Respondent to panel entitled "Death & the Organization: Grief, work and renewal", National Communication Association, Boston, 2005.

Discussant on panel entitled "Second Opinions and Family History: An Inter-generational Dialogue on the Future of Organizational Communication", National Communication Association, Boston, 2005.

Discussant for organizational communication pre-conference entitled "Internationalizing Organizational Communication Research and Instruction", International Communication Association, New York, 2005.

Respondent on panel entitled "Beyond the managed heart: New directions in emotional labor scholarship", Central States Communication Association, Kansas City, 2005.

Discussant on panel entitled "Extending the boundaries of family communication research: Family as a Site of Socialization to Democracy and the Democratic Workplace", National Communication Association, Chicago, 2004.

(Invited talks & presentations, cont.)

Keynote address entitled "Trends in Organizational Communication Research: Sustaining the Discipline, Sustaining Ourselves", delivered at the 16th annual Organizational Communication Mini-Conference, Western Michigan University, 2003.

Visiting scholar, "Stakeholder Turning Points in Community Consensus-Building", research presentation sponsored by the Visiting Scholars & Artists Program, Western Michigan University, 2003.

Respondent on panel entitled "Communicating at the Crossroads of the Academy: Reflections on the Experience of New Faculty Members", Central States Communication Association, Omaha, 2003.

Respondent on panel entitled “Communication and Emotion in the Workplace: Analyzing the Experience of Specific Emotions”, Organizational Communication Division, National Communication Association, New Orleans, 2002.

Dinner and talk with ACE (Achievement, Commitment, and Excellence) Learning Community, University of Nebraska, East Campus Union, 2001.

Visiting scholar, “Stakeholder Participation in Community Consensus-building”, Research Colloquium, University of South Dakota, 2001.

Visiting scholar, “From Emotional Labor to Emotional Learning”, Research Colloquium, University of South Dakota, 2001.

Respondent on panel entitled “International and Intercultural Organizational Communication”, Organizational Communication Division, National Communication Association, Seattle, 2000.

Respondent on panel entitled “ Managerial and Leader-Member Communication “, Organizational Communication Division, International Communication Association, Acapulco, 2000.

Krone, K.J. (2000). “Understanding the Managerial Heart in China”, Research Colloquium, Department of Communication, Michigan State University.

Krone, K.J. (1998). “Managing Conflicts Effectively”, Cather-Pound-Neihardt Residence Halls Complex, University of Nebraska.

Krone, K.J. (1997). “The Managerial Heart in China”, Research Colloquium, Department of Communication Studies, University of Montana.

Krone, K.J. (1997). Response to top-four graduate student papers. Northwest Communication Association, Coeur d’Alene, Idaho.

Krone, K.J. (1995). Response to competitive panel entitled "Strategies for Circumventing Organizational Emotionality Rules", Applied Communication Division, Speech Communication Association, San Antonio.

Krone, K.J. (1995). "Managerial Emotionality in Chinese Factories." Presentation made for the Department of Communication Studies Colloquium Series, University of Nebraska-Lincoln.

Krone, K.J. (1993). "Gender and Emotional Communicative Encounters in a Corrections Organization." Presentation made for the College of Journalism Colloquium Series, University of Nebraska-Lincoln.

Krone, K.J. (1992). "Multicultural Social Influence and Change in Organizations." Presentation for the Communication Achievement Series, CorpNet Program, University of Nebraska-Lincoln.

Krone, K.J., & Chen, L. (1990). "Japanese vs. American Managerial Styles." Presentation made to visiting delegation of managers from Chinese manufacturing organizations. Co-sponsored by the Sino-Ohio Center and the Chinese State Council of Mechanical and Electrical Products. Columbus, Ohio.

Krone, K.J., & Jablin, F.M. (1990). "Research collaboration between advisors and advisees." Presentation made as part of panel discussion devoted to "Issues in Collaboration", sponsored by Task Force on Professional Development for Women, International Communication Association, Dublin, Ireland.

Jablin, F.M., & Krone, K.J. (1989). "Effects of employment rejection letters on applicant perceptions of organizations." Scholars' Project Discussion in honor of the silver anniversary of the founding of the College of Communication, The University of Texas at Austin.

Krone, K.J. (1989). A response to competitive paper panel entitled "Employee Selection, Socialization and Career Development", Organizational Communication Division, International Communication Association, San Francisco.

Krone, K.J. (1988). A response to competitive paper panel entitled "Compliance Gaining, Influence, and Negotiation Strategies", International Communication Association, New Orleans.

Krone, K.J. (1986). "How employees influence their supervisors and upper-level management." Presentation to the International Association of Business Communicators-New Mexico Chapter, Albuquerque.

Krone, K.J. (1986). "Leadership and the practice and consequences of influence attempts." The University of New Mexico chapter of S.P.U.R.S. (Collegiate International Sophomore Service Honorary), Albuquerque.

Krone, K.J. (1986). "A communicative analysis of the anticipatory socialization process: Theory and practice." Organizational Communication Division, Pre-Conference, International Communication Association, Denver.

Krone, K.J. (1984). "Improving communication during telephone interviews." Presentation to Dunhill Personnel Systems, Albuquerque.

GRANT ACTIVITY

2000 Stakeholder Turning Points in Community Consensus-Building and Interest Representation in High Energy Physics
Granting Source: Humanities Research Center
Purpose: To pay for transcription and technical services related to both research projects
Amount: $1,500.

1999 Integrating Service Learning into the Organizational Communication Course
Granting Source: Nebraska Consortium for Service-Learning in Higher Education
Purpose: To further develop the service learning component of this course as a capstone experience for Communication Studies majors and minors
Amount: $1,500.

1997 Intercultural Conflict Management in Chinese-U.S. Joint Ventures
Granting Source: University of Nebraska Research Council
Purpose: To explore the role of culture and emotion in approaches to conflict management in Chinese-U.S. Joint ventures
Role: Principal Investigator
Amount: $6,500.

1991 Organizational Communication in Chinese Factories
Granting Source: Office of Research, The Ohio State University
Purpose: To fund translation of Chinese managers' responses to survey questions
Role: Co-Investigator
Amount: $1,000.

1989 Communication Patterns and Change
Granting Source: The United Auto Workers of America and Inland Fisher Guide
Purpose: To examine communication issues related to change (shift to labor-management "jointness" and to a synchronous manufacturing process)
Role: Principal Investigator
Amount: $15,000.

1988 Seed Grant Support
College of Social and Behavioral Sciences
Purpose: To cover basic research-related expenses
Amount: $500.

EDITORIAL EXPERIENCE

Grant Proposal Reviews - Social Sciences and Humanities Research Council of Canada, 2008

Forum Editor - *Management Communication Quarterly**, Volumes 20-23***, 2006-2009.

Book Review Editor - *Management Communication Quarterly, Volumes 20-23, 2006-2009.*

Editorial Board Member

Management Communication Quarterly, 2019- 2022; 2016-2019, 2013-2016; 2009- 2012; 2003-2006; 2000–2003; 1997-2000
Communication Monographs, 2016- 2019; 2013-2016; 2007-2010
Journal of International and Intercultural Communication 2010-2013
Journal of Applied Communication Research, 2002-2005; 1998-2001
Quarterly Journal of Speech, 1998 - 2001
Communication Studies, 2004-2007; 2000-2003; 1995–1998; 1989-1991

Reviewer for Special Issues

Communication Theory (2018, special issue devoted to southern hemisphere communication theorizing)
Organizational Behavior & Human Decision Processes (2018, special issue devoted to organizational paradoxes)
Journal of Applied Communication Research (2017, special issue devoted to the work of David Seibold)

Ad Hoc Reviewer

Communication Theory, 2019, 2018
Journal of Applied Communication Research, 2019
Women's Studies in Communication, 2018
American Communication Journal, 2017
Communication Research Reports, 2017
Qualitative Research in Organizations & Management, 2016
Culture and Organization 2013, 2012
Organization, 2010
Health Communication 2016; 2005
Human Communication Research, 2008; 2005
Communication Theory, 2008, 2007, 2004, 1999
Communication Monographs, 2010, 2004, 1991, 1990, 1989
Journal of Applied Communication Research, 2017, 2016, 2015, 2009, 1998, 1997, 1996
Communication Yearbook, 1997, 1994
Management Communication Quarterly, 1996, 1995, 1994, 1993, 1992, 1990, 1987, 1986
Human Relations, 2005, 2004, 2002, 2001, 2000
The Journal of Business Communication, 1999, 1994
Western Journal of Communication, 2010, 2001, 1999, 1997, 1996, 1995, 1993, 1989, 1986
The International Journal of Conflict Management, 1990
Communication Research, 2000, 1988
Progress in Communication Sciences, 1989, 1988, 1987
The Journal of Communication and Religion, 1991

Textbook and Academic Book Reviewer

Rowman & Littlefield, 2020
University of California Press, 2017
Oxford University Press, 2016
Routledge, 2016

Wadsworth/Cengage, 2012
Routledge, 2009
Wadsworth, 2009
Bedford/St. Martin's, 2008
Polity Press, 2010, 2009, 2008, 2007
Waveland Press, 2006
Blackwell Publishers, 2006
Sage Publications, 2007, 2004
Routledge Publishing, 2002
Lawrence Erlbaum Associates, Publishers, 1999
Harcourt Brace College Publishers, 1995
Gorsuch Scarisbrick Publishers, 1994, 1988
McGraw-Hill Publishers, 1993
Prentice-Hall Publishers, 2006, 1988
Random House Publishers, 1985
Longman Publishing, 1989

FINAL RESEARCH REPORTS

Krone, K.J. (2000). Themes in participants' advice to future participants in community consensus-building. Presented to The Mediation Center, Lincoln, Nebraska.

Krone, K.J. (2000). Changes experienced due to participation in community consensus-building. Presented to The Mediation Center, Lincoln, Nebraska.

Krone, K.J., & Teboul, B. (1990). Becoming "synchronous" at Inland Fisher Guide. Presented to the OSU/UAW/IFG Research Steering Committee, Columbus, Ohio.

Krone, K.J., Teboul, B., & Soller, R. (1990). Enhancing labor-management "jointness" through public meetings at Inland Fisher Guide. Presented to the OSU/UAW/IFG Research Steering Committee, Columbus, Ohio.

Krone, K.J. (1984). A comparison of the use of upward influence tactics in five organizations. Presented to the Lower Colorado River Authority, American Founders Life Insurance, State Department of Human Resources, TRACOR Aerospace, Inc., and Continuum Systems Research, Inc., all in Austin, Texas.

Krone, K.J. (1984). Upward influence in organizational decision making at LCRA. Presented to the Lower Colorado River Authority, Austin.

Krone, K.J. (1984). Upward influence in organizational decision making at AFLI. Presented to American Founders Life Insurance, Austin.

Krone, K.J. (1984). Upward influence in organizational decision making at DHR. Presented to the State Department of Human Resources, Austin.

Krone, K.J. (1984). Upward influence in organizational decision making at TRACOR. Presented to TRACOR Aerospace, Inc., Austin.

Krone, K.J. (1984). Upward influence in organizational decision making at CSRI. Presented to Continuum Systems Research, Inc., Austin.

Ragle, J., & Krone, K. (1984). Evaluation of the peer advisor telephone contact project. Presented to the Vice President for Student Affairs, The University of Texas at Austin.

Krone, K.J. (1983). Evaluation of the 1982 Summer Orientation Program. Presented to the Dean of Students, The University of Texas at Austin.

Hanson, G.R., & Krone, K.J. (1983). An evaluation of the 2nd annual University Honors Colloquium. Presented to the Vice President for Student Affairs, The University of Texas at Austin.

Justice, S., Keating, L., & Krone, K. (1982). A comparison of undergraduate advising practices across colleges at The University of Texas. Presented to the Vice President for Student Affairs, The University of Texas at Austin.

Krone, K.J. (1982). An evaluation of the ODK Leadership Institute. Presented to the Dean of Students, The University of Texas at Austin.

TEACHING AND ADVISING

Graduate Courses Developed and Taught at UNL
An Organizational Communication Perspective on Health & Well-being
Organizing Social Change
Perspectives on Engaged Communication Research
An Organizational Communication Perspective on Globalization
Organizational Communication and Organizing for Social Change
Organizing Emotion: Constructing, Communicating and Controlling Feelings in the Workplace
Communication and Alternative Organizational Forms
Readings in Organizational Assimilation, Emotionality and Diversity
Organizational Communication and Structure
Organizational Emotionality and Spirituality
Communication Issues in Organizational Socialization
Perspectives in Organizational Communication Research
Gendering Organizational Communication Studies

Undergraduate Courses Developed and Taught at UNL
Organizing Social Change
Introduction to Communication, Collaboration & Community
Communicating Organizational Culture and Power
Communication and Socially Responsible Organizations (freshman honors course)
Communication and the 21st Century Workplace (freshman honors course)

Introduction to Organizational Communication
Organizational Communication and Emotional Labor
Organizational Communication: Diagnosis and Change
Theories of Persuasion
Introduction to Communication Theory
Communication in Negotiation and Conflict Resolution

Teaching-Related Professional Development
Completed UNL's 2020 Summer Institute for Online Teaching sponsored by the Center for Transformational Teaching

Participant in university-wide Peer Review of Teaching Project, University of Nebraska-Lincoln, 2003-2004 academic year. Constructed teaching portfolio for Organizational Communication parts of which were selected for inclusion in D. Bernstein, A. Burnett, A. Goodburn, & P. Savory (Eds.) (in progress) Peer review of teaching: Excellence in student learning made visible, Bolton, MA: Anker Publishing.

Presenter on "Service Learning in Organizational Communication Studies" at 2000 and 2001 annual meetings of the National Communication Association in Seattle and in Atlanta.

Participant in National Communication Seminar Series: Teaching Undergraduate Courses in Emotion and Communication, Chicago 1997.

"The Courage to Teach" a workshop facilitated by Parker Palmer, University of Nebraska, 1994.

"Hanging Together or Hanging Separately: Quest for Community in Higher Education" by Parker Palmer, University of Nebraska, 1994.

Student Advising Responsibilities
<u>Graduate Advisor</u>

Chigozirim Utah Sodeke (PhD Communication Studies, completed 2015)
Dissertation: "Beyond Corruption: Assessing the Organizational Potential in Alternative Discourses of Struggle in Nigeria"

Stacy Tye-Williams (PhD Communication Studies, completed 2012)
Dissertation: "From Order to Chaos: A Narrative Analysis of Workplace Bullying"

Sarah Steimel (PhD Communication Studies, completed 2011)
Dissertation: "Negotiating Tensions across Organizational Boundaries: Communication and Refugee Resettlement Organizations"

Dongjing Kang (M.A. Communication Studies, completed 2011)

Travis Bartosh (M.A. Communication Studies, completed 2010)

Shireen Ghorbani (M.A. Communication Studies, completed 2009)

Patty Hawk (PhD Communication Studies, completed 2008)
Dissertation: "Organizing Resistance: The Case of "Call To Action" Nebraska

Kathy Castle (M.A. Communication Studies, completed 2005)
Thesis: "Negotiating Organizational Meanings of Success"

Melody Hubbard (PhD Communication Studies, completed 2003)
Dissertation: "Negotiating the Enabling and Constraining Features of a Formal Model of Mediation"

Debbie Dougherty (PhD Communication Studies, completed 2000)
Dissertation: "Understanding Men's and Women's Standpoints on Sexual Harassment"

Lynn Harter (PhD Communication Studies, completed 2000)
Dissertation: "Managing the Paradox of Stability and Change: A Case Study of the Nebraska Cooperative Council"

Erika Kirby (PhD Communication Studies, completed 2000)
Dissertation: "Negotiating Work-Family Tensions"

Sandy Cavanaugh (PhD Communication Studies, completed 1999)
Dissertation: "The Experience and Management of Dialectical Tensions in Leader-Member Relationships"

Diane Kay Sloan (PhD Communication Studies, completed 1999)
Dissertation: "Women Managers' Definitions of, Experiences with, and Responses to Abusive Organizational Communication"

Linda Gallant (PhD Communication Studies, completed 1999)
Dissertation: "Organizational Discourse about Equal Employment Opportunity, Affirmative Action, and Diversity: An Interpretive Structuration Analysis of Organizational Individualization and Re-socialization"

Jayne Morgan (PhD Communication Studies, completed 1998)
Dissertation: "Negotiating Workplace Expressiveness and Role Identities: Emotional Performances in a Cardiac Care Center"

Cynthia (Szwapa) Irizarry (PhD Communication Studies, completed 1998)
Dissertation: "The Emotional Management of Facework: A Study of Professional Women in Law, Medicine and Academe"

Julie Romero Spale (MA Communication Studies, completed 1994)

Communication Studies Graduate Committee Member

Janell Walther (PhD, completed 2019)
Adam Blood (PhD)
Nicole Allen (PhD, completed 2017)
Getachew Dinku Godana (PhD, completed 2014)
Sara Jones (PhD, completed 2014)
Janell Walther (M.A., completed 2013)
Rachel Stohr (PhD, completed 2013)
Sara Baker (PhD, completed 2014)
Zantel Nichols (PhD, completed 2017)
Karla Bergen (M.A., completed 2002)
Mary Ann Danielson (PhD, completed 1997)
Scott Dickmeyer (PhD, completed 2000)
Mary Douglas (M.A., completed 2003)
Jean Dufresne (PhD, completed 1999)
Joshua Ewalt (M.A., completed 2010)
Kyle Griffin (M.A., completed 2003)
Zhou Li (M.A., completed 2011)
David Montgomerie (M.A., completed 2007)
Aysel Morin (PhD, completed 2004)
Evelyn Nikkel (PhD, completed 1993)
Loreen Olson (PhD, completed 2000)
Melanie Reese (PhD, completed 1996)
Diana Rehling (PhD, completed 1998)
Jack Sargent (PhD, completed 2000)
Paul Schrodt (PhD, completed 2003)
Paige Toller (PhD, completed 2006)
Duane Wiles (M.A.)
Brent Yergensen (PhD, completed 2011)

External Graduate or Examining Committee Member

Lisa Schuelke (PhD Department of History, completed 2017)
Will Cooney (PhD Department of Communication Studies)
Jonathan Carter (PhD Department of Communication Studies)
Joshua Ewalt (PhD Department of Communication Studies)
Jessy Ohl (PhD Department of Communication Studies)
Jeff Johnson (PhD Department of Marketing)
Mary Finnegan (PhD Department of Human Resources, completed 1998)
Cynthia Kraus (PhD Department of Psychology, completed 2006)
Bianey Ruiz (PhD Systems and Industrial Engineering, completed 2004)
Liu Shuang (PhD Communication Studies, Hong Kong Baptist University, completed 1999)

Mary Sulley (PhD Department of Management, completed 2000)
Preeti Wadhwa (MS Department of Agricultural Leadership, completed 2004)
Melody Wollan (PhD Department of Management, completed 2002)

Undergraduate Advising

Maxwell Adams, Independent Study: Informal Ways of Organizing Social Change: "Curiosity Can't Kill the Black Cat", 2021

Erin Schmidt, Honors Project: "A Comparison of Organizational Communication in Domestic and International Accounting" 2021

Joy Karges, Honors Project: "The Role of Religion in Organizing Social Change Around the World"

Danielle M. Kerr, Co-advised (with Kelly Payne, Department of English) Senior Honors Thesis entitled "Organizational Communication Challenges in Student Government: A Comparative Analysis of the Association of Students at the University of Nebraska-Lincoln (2015)

Paul Anderson, Internship entitled "The Application of Communication Concepts within Mediation: Recognizing Opportunities in Conflict", the Lincoln Mediation Center (2008)

Elissa Dahlberg, Co-advised Senior Honors Thesis entitled "Crisis Communication and Latinos: Source Preference and Spokesperson Credibility" (graduated with **Highest Distinction**, 2007)

Allison Michl, Advised Senior Honors Thesis entitled "Communication, Coping, and HIPPA: Listening to the Voices of Emergency Caregivers", 2004-2005.

Nichole Brockhoft, Research Internship, UNL U-CARE Program, "Communication Issues Related to Workplace Bullying", 2002.

Brandy Dalton, Internship with the American Arthritis Association

Monique Ellert, Integrative Studies Major: Information Systems Consultation

Carla Ericksen, Honors Independent Study, "The Persuasive World of a Woman Optometrist".

PROFESSIONAL ASSOCIATIONS

International Communication Association
National Communication Association

NATIONAL PROFESSIONAL SERVICE

Committee Member, ICA's Fredric M. Jablin Award for Outstanding Contributions to Organizational Communication, 2024, 2021, 2019

Competitive Paper Reviewer, Organizational Communication Division, National Communication Association, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014

Competitive Paper/Panel Reviewer, Organizational Communication Division, International Communication Association, 2021, 2020, 2019, 2018, 2017, 2016, 2015

Book Awards Committee Member, Organizational Communication Division, National Communication Association, 2022, 2021, 2012

Research Awards Committee Member, Organizational Communication Division, National Communication Association, 2016, 2015

Engaged Scholarship Award Committee Member, Organizational Communication Division, National Communication Association, 2019

Book Awards Committee Member, Applied Communication Division, National Communication Association, 2012

Nominating Committee Member, Organizational Communication Division, International Communication Association, 2016

Co-Coordinator, Research Escalator Session, Organizational Communication Division, International Communication Association, Fall 2014-Spring, 2015.

Competitive Paper Judge, Top Paper Panel, Organizational Communication Division, National Communication Association, 2013

Member, Planning Committee of the Aspen Conference on Engaged Scholarship, 2018 2017, 2016, 2015, 2014, 2013, 2012

Invited by NCA's Leadership Development Committee to serve as a discussant on NCA unit leadership for the Workshop for Rising Leaders (2012, 2011, 2010)

<u>Promotion & Promotion & Tenure Reviewer</u>
Arizona State University, University of Kansas, Colorado State University (2), University of Maryland, Baruch College-The City University of New York, University of Texas-El Paso, Villanova University, University of Nevada-Reno, University of Houston, North Carolina State University, University of South Florida (2), University of Colorado-Boulder, East Carolina University, Temple University, Texas A&M University, University of Miami, University at

Buffalo-The State University of New York, University of Colorado School of Medicine, Rutgers University (2), University of Cincinnati, University of California-Santa Barbara, Southern Methodist University, The University of Waikato (New Zealand), University of New Mexico, Purdue University, Arizona State University, University of Missouri-Columbia, University of Houston, Arizona State University-West, Northern Illinois University (2), Ohio University, University of Colorado-Colorado Springs, Cleveland State University (2), University of Wisconsin-Milwaukee (2), Northeastern University, Creighton University, State University of New York-Albany

Facilitator, Alta Revisited Conference, "Reflecting, Reframing and Re-Directing", Snowbird, Utah, 2008

Coordinated and co-chaired a panel discussion entitled "Engaging Conversation about Major Works in Organizational Communication", International Communication Association, San Francisco, May 2007

Coordinated panel discussion to honor the scholarship of Fred Jablin, annual meeting of the International Communication Association, New York, May 2005

Constructed prototype for NCA Research Board's proposed publication outlet for applied communication research, Kirby, E.L., & Krone, K. J. "To Use or Not to Use: Dilemmas in the Implementation of Work-Family Policies", May 2003

External Reviewer, Organizational Communication Masters Degree Program, Kean University, May 2002.

External Reviewer, Faculty Sabbatical Leaves: Texas A & M University (2), Ohio University

Research/Book Awards Committee Member, Organizational Communication Division, National Communication Association, 2012, 2009, 2007, 2000, 1991, 1990

Chair, Nominating Committee, Organizational Communication Division of the International Communication Association, 2000.

NCA Legislative Council Member, 1998 and 1999.

NCA Nominating Committee Member, 1998 and 1999.

Chair, Organizational Communication Division, National Communication Association, 1998. (With 1,246 members, the Organizational Communication Division is one of the 4 largest divisions of NCA.)

Judge, Organizational Communication Prize Lecture Competition, Arizona State University, 1998.

Vice Chair - Organizational Communication Division, Speech Communication Association, 1997. Responsibilities included planning the division's program for the Chicago convention.

Awards Chair, Organizational Communication Division, National Communication Association, 1995.

Judge, Redding Dissertation of the Year Award, 2010, 2006, 1996, 1995 and 1990

Elected and served as competitive paper reader, Organizational Communication Division, International Communication Association, 1989 and 1994.

Elected and served as competitive paper reader, Organizational Communication Division, Speech Communication Association, 1993 and 1994.

Invited participant in celebration to honor the career of Gerald R. Miller and the 35th anniversary of the Department of Communication at Michigan State University, March 1993.

Panel Moderator, ASU Conference on Organizational Communication: Perspectives for the 90's. Spring, 1990.

Panel Respondent, International Communication Association, 2000, 1989; 1988.

Nominating Committee Member, Organizational Communication Division, International Communication Association, 1992; 1989; 1987.

ADMINISTRATIVE SERVICE

University

2013 -	Mentor, Student Veteran Task Force
2000 – 2003	Member, Chancellor's Commission on the Status of Women
2000 - 2002	Member, University Curriculum Committee
1996	Member, Honors Convocation Committee of the Academic Senate

College

2013-2016	Member, Women's & Gender Studies Personnel Committee
2012-2013	Member, Women's & Gender Studies Advisory Board
2010-2014	Member, College of Arts & Sciences Promotion & Tenure Committee (Served as committee Chair in 2013-2014)
2012	Co-chaired Faculty Search Committee with Sociology
2010	Member, Global Security Studies Certificate Program Advisory Board
2001-2005	Member, College of Arts & Sciences Assessment Committee
1997-1999	Member, College of Arts & Sciences Curriculum Committee

Department

2021-2022	Member, Departmental Executive Committee

2015-2021 Chair, Departmental Grading Appeals Committee
2015-2022 Member, Departmental Awards Committee
2015-2018 Member, Departmental Executive Committee
2015-2018 Chair, Departmental Grievance Committee
1991- Member, Departmental Governing Body
2013 Led arrangements for Visiting Scholar, Stanley Deetz , founder & director of the Center for the Study of Conflict, Collaboration & Creative Governance at the University of Colorado-Boulder
2013-2014 Chair, Departmental Grievance Committee
2013-2014 Member, Departmental Awards Committee
2012-2013 Member, COMM 101 Planning Committee
2012 Chair, Faculty Search Committee (with Sociology)
2002-2013 Member, Graduate Selection Committee
2008, 2011 Member, Faculty Search Committee
2005-2012 Member, Departmental Colloquium Committee
2005 Chair, Faculty Search Committee
2004-2005 Chair, Faculty Search Committee for joint appointment with UNL's Institute for Ethnic Studies
2003-2008 Chair, Departmental Executive Committee
Fall, 2002 Member, Departmental Executive Committee
1993-2005 Chair, Departmental Human Subjects Committee
2002-2005 Coordinator, Laase Communication Laboratory
2002-2003 Member, Faculty Search Committee
1997-1998 Member, Faculty Search Committee
1996-1997 Chair, Faculty Search Committee

1994-1997 Member, Graduate Colloquium & Visiting Professor Committee
1991-2002 Member, Graduate Committee, University of Nebraska-Lincoln
1991-2002 Member, Graduate Curriculum Committee
1993-1997 Member, Committee on Laase Communication Research Center
1991-1992 Member, Human Subjects Committee, University of Nebraska-Lincoln

COMMUNITY SERVICE

2016 *XSTREAM CLEANUP* Volunteer – Sunset Park/Mississippi River

2015 *XSTREAM CLEANUP* Volunteer – Sunset Park/Mississippi River

2014 *XSTREAM CLEANUP* Volunteer – Sunset Park/Mississippi River

2011 Provided group facilitation services on behalf of the Nebraska Public Policy Center to support public deliberation regarding the city of Lincoln's budget

2008 Collaborated with the University of Nebraska Public Policy Center to provide group facilitation services for the public deliberation process on the development and use of

electronic medical records throughout Nebraska, sponsored by the Nebraska Information Technology Commission.

2008 Collaborated with the University of Nebraska Public Policy Center to provide group facilitation services for the public deliberation process entitled: "Priority Lincoln: We're Listening, a community conversation on the City of Lincoln's budget, sponsored by the Mayor's office.

2008 Facilitated long-range planning workshop for the leadership of Wachiska Audubon Society, Lincoln, Nebraska

2003 Developed and delivered an in-service training program on "Constructive Conflict Management" for the faculty of Jordan Catholic Schools, Rock Island, Illinois

2000-2003 Provided mediation services to Small Claims Court, Lincoln/Lancaster County, Nebraska

2000-2003 Volunteer, Blue Birds Across Nebraska. Monitored and cared for trail of 33 nesting sites

1999 Race Volunteer, the Lincoln Marathon

1989-90 Volunteer Ronald McDonald House, Columbus, OH

RELATED WORK EXPERIENCE

Professional Consulting

2001 -2004 "Creating and Managing Teams" – workshop developed and conducted twice annually for the UNL Department of Management, Business Seminars Management Certificate Program

1986 Statewide Municipal Clerks' Institute - Pecos River Conference Center, New Mexico, "Public Presentation Skills".

1985 Los Alamos National Laboratories. "Rape, Seduction and Love: Forms of Influence in Superior-Subordinate Relationships".

Evaluation Research

1982-1984 Research Associate, Student Life Studies Office in the Dean of Students Office, The University of Texas at Austin

Conducted evaluation research related to new student orientation, the recruitment of honors students, minority student retention & campus-wide academic advisement procedures

University Administration

1980-1981 Assistant Director for Student Life, Jester Center Halls, The University of Texas at Austin
Assumed administrative responsibility for the student life operation in a residence hall complex housing 3,000 students and budgeted at approximately 7 million dollars annually. Recruited, selected and directly supervised five masters-level professional staff and three area desk operations. Coordinated the recruitment, selection, training and supervision of 65 student Resident Assistants. Provided leadership for student development programming.

1977-1980 Assistant to the Director, Jester Center/Men's Residence Halls, The University of Texas at Austin
Assisted the Director with student life and administrative functions across 7 residence halls housing 4,000 students. Directly supervised accounts receivable, coordinated the selection and evaluation of 90 student life staff, and created and evaluated student development programming.

1975-1977 Assistant Coordinator, Jester Center Halls, The University of Texas at Austin
Selected and directly supervised 15 Resident Assistants, developed the Living Option Program in Jester Center East and counseled students.