

Curriculum Vitae

JUSTIN P. BOREN, PH.D.

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EDUCATION

Ph.D. • Organizational Communication • August 2010

Hugh Downs School of Human Communication • Arizona State University

Dissertation: “The Impact of an Enacted Social Support Training Intervention on WorkLife Interaction, Stress, and Burnout in Working Adults.”

Committee: Dr. Jess Alberts (Chair), Dr. Kory Floyd, Dr. Marilyn Thompson

M.A. • Speech Communication • January 2005 • California State University, Long Beach

Thesis: “Coming out in the Workplace: The influence of Violations of Employees’ Expectations on Perceptions of Managerial Credibility and Affect.”

Committee: Dr. Mary McPherson (Chair), Dr. Patricia Kearney, Dr. Amy Bippus

B.A. • Speech Communication: Rhetorical Studies • August 2002

ACADEMIC APPOINTMENTS

2016 – Present • Associate Professor • Santa Clara University, Department of Communication

2010 – Present • Affiliate • Health Communication Research Lab., Christopher Newport Univ.

2010 – 2016 • Assistant Professor • Santa Clara University, Department of Communication

2006 – 2010 • Graduate Teaching Associate • Arizona State University

2006 – 2010 • Associate • Communication Sciences Laboratory, Arizona State University

2005 – 2006 • Adjunct Lecturer • California State University, Department of Communication

2002 – 2004 • Teaching Associate • California State University, Department of Communication

ACADEMIC HONORS, FELLOWSHIPS, AND AWARDS

Recognition for Scholarship

February 2018 • Top Four Paper in Organizational Communication • Western States Communication Association.

February 2018 • The Top Paper in Interpersonal Communication • Western States Communication Association

January 2015 • Sage Publications Spotlight Video on Research:

Boren, J. P. (2014). The relationships between co-rumination, social support, stress, and burnout among working adults. *Management Communication Quarterly*, 26, 3-25. doi: 10.1177/0893318913509283. This recognition was given to researchers of highly-read/cited articles published in Sage Journals. I was asked to record a 10 minute video about the article for inclusion on the Sage website.

June 2013 • Top Paper in Organizational Comm. • International Communication Association

Presented at the annual meeting, London UK for the competitively-selected paper: *Worker co-rumination mediates the relationships between social support and stress and burnout*. Papers were first selected for the conference (~30% acceptance) and then the top-scoring papers were submitted to a panel of experts to select the top 4 papers in Organizational Communication.

February 2012 • Top Paper in Health Comm. • Western States Communication Association

Presented at the annual meeting, Albuquerque, NM for the competitive-selected paper: *Affectionate communication can suppress immunity: Trait affection predicts antibody titers to latent Epstein-Barr virus*.

November 2006 • Top Paper in Nonverbal Comm. • National Communication Association

Presented at the annual meeting, San Antonio, TX for the competitive-selected paper: *Synchrony and reciprocity of nonverbal behaviors between romantic partners during conflicts*.

November 2004 • The Top Paper in LGBTQ Studies • National Communication Association

Presented at the annual meeting, Chicago, IL for the competitively-selected paper: *Coming out in the workplace: The influence of norm violations on employees' perceptions of homosexual managers' credibility*. This paper was based on my MA thesis and was selected as the top paper (among all student and non-student papers) by the Caucus on LGBTQ Concerns.

Scholarships and Fellowships

September 2009 • Student Government Scholarship • Arizona State University

This scholarship was granted among ASU students (undergraduate and graduate) for their service to the university.

April 2009 • University Graduate Fellowship • Arizona State University

This was a competitively-selected fellowship for those with high research potential.

2008 – 2009 • Jeanne Lind Herberger Doctoral Fellow of Communication • Arizona State Univ.

This was a competitively-selected endowed fellowship by the Hugh Downs School of Human Communication

Recognition for Teaching

Spring 2010 • Continuing Excellence in Teaching • Arizona State University

March 2008 • Teaching Excellent Award • Arizona State University

September 2006 • Hugh Downs School Teaching Incentive Award • Arizona State University

Recognition for Service

February 2018 • Outstanding Publications Reviewer Award • Western Journal of Communication • This award was for being one of four outstanding reviewers during the term of the prior editor (2014-2017).

November 2017 • President Citation for Service • National Communication Association
This award was given to me for my work as a member of the Task Force for Diversity for the association where I worked with NCA leadership to improve the governance documents for the association.

September 2010 • Founder's Award • ASU Graduate & Professional Student Association
This award is given to the person who has contributed the highest-level of service for ASU's Graduate and Professional Student Association

April 2008 • Excellence in Service Award • ASU Graduate and Professional Student Association

SCHOLARSHIP

Refereed Journal Articles (n = 15, student coauthors underlined)

Boren, J. P. & McPherson, M. B. (2018). Is coming out in the classroom still an occupational hazard? A replication of Russ, Simonds, and Hunt (2002). *Communication Studies*, 69(3), 242-250. <https://doi.org/10.1080/10510974.2018.1466719>

Boren, J. P. & Veksler, A. E. (2018) Co-rumination and immune inflammatory response in healthy young adults: Associations with Interleukin-6 and c-Reactive Protein. *Communication Research Reports*, 35(2), 152-161. <http://dx.doi.org/10.1080/08824096.2017.1409619>

Veksler, A. E. & **Boren, J. P.** (2017). Communicatively restricted organizational stress (CROS) II: Development and validation of the CROS-14. *Communication Methods and Measures*, 11, 137-149. <http://dx.doi.org/10.1080/19312458.2017.1299120>

Floyd, K., Veksler, A. E., McEwan, B., Hesse, C., **Boren, J. P.**, Dinsmore, D. R., & Pavlich, C. A. (2017). Social inclusion predicts lower blood glucose and low-density lipoproteins in healthy adults. *Health Communication*, 8, 1039-1042. <http://dx.doi.org/10.1080/10410236.2016.1196423>

- Borofka, K., Boren, J. P., Ellingson, L. E. (2015). "Kind, sensitive, and above all honest": A multi-method study of long-term cancer survivors' quality of life and patient self-advocacy. *Communication Research Reports*, 32, 373-378.
<http://dx.doi.org/10.1080/08824096.2015.1089852>
- Riforgiate, S. E. & **Boren, J. P.** (2015). "I just can't clean the bathroom as well as you can!": Communicating domestic labor task equity-resistance and equity-restoring strategies among married individuals. *Journal of Family Communication*, 15, 309-329.
<http://dx.doi.org/10.1080/15267431.2015.1076421>
- Boren, J. P.** & Veksler, A. E. (2015). Communicatively restricted organizational stress (CROS) I: Conceptualization and overview. *Management Communication Quarterly*, 29(1). 28-55, <http://dx.doi.org/10.1177/0893318914558744>
- Floyd, K., Hesse, C., **Boren, J. P.**, & Veksler, A. E. (2014). Affectionate communication can suppress immunity: Trait affection predicts antibody titers to latent Epstein-Barr virus. *Southern Communication Journal*, 79, 2-13.
<http://dx.doi.org/10.1080/1041794X.2013.858178> [Lead Article]
- Boren, J. P.** (2014). The relationships between co-rumination, social support, stress, and burnout among working adults. *Management Communication Quarterly*, 28(1). 3-25.
<https://doi.org/10.1177/0893318913509283> [Lead Article]
- Boren, J. P.** (2013). Co-rumination partially mediates the relationship between social support and emotional exhaustion among graduate students. *Communication Quarterly*, 61(3), 253–267. <http://dx.doi.org/10.1080/01463373.2012.751436>
- Boren, J. P.**, & Johnson, S. L. (2013). Examining the relationships among peer resentment messages overheard, state guilt, and employees' perceived ability to use work/family policies. *Southern Communication Journal*, 78(2), 128–145.
<http://dx.doi.org/10.1080/1041794X.2012.736008>
- Boren, J. P.** & Veksler, A. E. (2011). The brain, nervous, endocrine, cardiovascular, and immune systems: A decade of research exploring biology and communication. *Communication Research Trends*, 30(4), 1 – 31.
- Boren, J. P.** & McPherson, M. B. (2009). The influence of being "out" in the workplace on perceptions of managerial credibility and affect. *Rocky Mountain Communication Review*, 6(2), 6- 17.
- Floyd, K., **Boren, J. P.**, Hannawa, A. F., Hesse, C., McEwan, B., & Veksler, A. E. (2009). Kissing in marital and cohabitating relationships: Effects on blood lipids, stress, and relationship satisfaction. *Western Journal of Communication*, 73(2), 113-133.
<http://dx.doi.org/10.1080/10570310902856071>

Bippus, A. M., **Boren, J. P.**, Worsham, S. (2008). Social exchange orientation and conflict communication in romantic relationships. *Communication Research Reports*, 25(3), 227-234. <http://dx.doi.org/10.1080/08824090802237584>

Book Chapters (n = 3)

Veksler, A. E., **Boren, J. P.**, & Priem, J. (In Press). Social support and physiology: Current trends and future directions. In K. Floyd & R. Weber (Eds.). *The Handbook of Physiology and Communication*. Los Angeles, CA: Sage.

Boren, J. P. (2017). Social Support. In C. Scott (Ed.), *The International Encyclopedia of Organizational Communication*.

Boren, J. P. & Veksler, A. E. (2017). Biology. In K. B. Jensen (Ed.), *The Wiley Encyclopedia of Communication Theory and Philosophy* (2nd ed.).

External Grants

National Institutes of Health • \$354,591 (not funded)

1R21AT009387-01 “RCT: Expressive Writing to Reduce Stress among Call Center Advice Nurses” Submitted March 2016 • Current Status: *Pending*

This is a grant for a two-year long study of call center advice nurses. The agency is the National Center for Complementary and Integrative Health.

Centers for Disease Control and Prevention / NIOSH • \$362,165 (not funded)

R21OH010850-01A1 “RCT: Expressive Writing to Reduce Stress Among Advice Nurse Call Center Employees” Submitted March 2015 • Current Status: *Not Funded*

This was a resubmission of an initial grant submitted in October 2014 for a two-year long randomized controlled study exploring stress in a sample of advice nurses.

Internal Grants

Terry Research Grant • Santa Clara University • \$5,200 • July 2016

Faculty-Student Research Assistant Award • Santa Clara University • \$1,000 • April 2015

Junior Faculty Development Leave Award • Santa Clara University • \$5,000 • March 2014

Terry Research Grant • Santa Clara University • \$5,000 • 2013-2014

Dean’s Travel Grant • Santa Clara University • \$1500 • January 2013

Provost’s Research Summer Stipend • Santa Clara University • Summer 2012

Terry Research Grant • Santa Clara University • \$5,000 • 2011-2012

Technology Development Grant • Santa Clara University • \$5,000 • 2011-2012

Provost’s Research Summer Stipend • Santa Clara University • Summer 2011

Competitively-Selected Conference Papers (n = 19, student coauthors underlined)

Boren, J. P., Veksler, A. E., Oviedo, A., & Katsura, M. (2014, November). Co-rumination and immune inflammatory response in healthy young adults: Associations with Interleukin-6

and c-Reactive Protein. *Paper presented at the annual meeting of the National Communication Association*. Chicago, IL.

Veksler, A. E. & **Boren, J. P.** (2014, November). Communicatively restricted organizational stress (CROS) I: Conceptualization and overview. *Paper presented at the annual meeting of the National Communication Association*. Chicago, IL.

Riforgiate, S. E. & **Boren, J. P.** (2013, November). "I just can't clean the bathroom as well as you can!" Communicating domestic labor task resistance and equity restoring strategies among married individuals. *Paper presented at the annual meeting of the National Communication Association*. Washington, D.C.

Boren, J. P. (2013, June). Worker co-rumination mediates the relationships between social support and stress and burnout. *Paper presented at the annual meeting of the International Communication Association*. London, U.K. [**Top 4 Paper in Organizational Communication**]

Boren, J. P. & Veksler, A. E. (2012, May). An exploratory study of communicatively-restricted organizational stress (CROS) II: Associations with organizational stress and elevated cholesterol. Paper presented at the annual meeting of the International Communication Association, Phoenix, A.Z.

Boren, J. P. (2011, November). The impact of an enacted social support training intervention on work-life interaction and stress in a sample of working adults. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.

Floyd, K., Hesse, C., **Boren, J. P.**, & Veksler, A. E. (2012, February). Affectionate communication can suppress immunity: Trait affection predicts antibody titers to latent Epstein-Barr virus. Paper accepted at the annual meeting of the Western States Communication Association, Albuquerque, N.M. [**Top 4 Paper in Health Communication**]

Veksler, A. E. & **Boren, J. P.** (2011, November). Some things are better left not unsaid: An exploratory study of the communicatively-restricted organizational stressor. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA.

Riforgiate, S. & **Boren, J. P.** (2011, February). Resistance and equity: Individuals' strategies to reallocate domestic tasks. Paper presented at the annual meeting of the Western States Communication Association annual Meeting, Monterey, CA.

Boren, J. P. (2009, November). Too much of a good thing? Co-rumination and the relationship between social support, stress, and burnout among graduate students. Paper presented at the meeting of the National Communication Association. Chicago, IL.

Boren, J. P. (2008, November). Without us the world would be lost: Institutional themes related to women's work life balance discourse. *National Communication Association Annual Meeting, San Diego, CA*

Boren, J. P. & Johnson, S. (2008, November). Factors Predicting Work/Life Balance Policy Use: Peer Resentment, Perceived State Guilt, and Job Burnout. *National Communication Association Annual Meeting, San Diego, CA.*

Floyd, K., **Boren, J. P.**, Hannawa, A. F., Hesse, C., McEwan, B. & Veksler, A. (2008, November). Effects of romantic kissing on blood lipids, stress, and relationship satisfaction among healthy adults. *National Communication Association Annual Meeting, San Diego, CA.*

Boren, J. P. (2008, February). *Investigating fairness and communication about the division of domestic labor in same sex romantic partners.* Paper presented at the annual meeting of the Western States Communication Association, Denver, CO.

Boren, J. P. (2007). *Negotiating the Division of Household Labor in Same Sex Romantic Partnerships.* Paper presented at the annual meeting of the National Communication Association, Chicago, IL

Dunbar, N., Bippus, A., Mejia, R., **Boren, J. P.**, Castro, P., Hairkul, V., Kahf, U., Mylott, K., Pfister, R. (2006, November). *Synchrony and reciprocity of nonverbal behaviors between romantic partners during conflicts.* Paper presented at the annual meeting of the National Communication Association, San Antonio, TX. **[Top 4 Paper in Interpersonal Communication]**

Bippus, A. M., **Boren, J. P.**, & Worsham, S. (2005, February). *Social exchange orientation and conflict communication in romantic relationships.* Paper presented at the annual meeting of the Western States Communication Association, San Francisco, CA.

Boren, J. P. & McPherson, M. B. (2005, November). *Coming out in the workplace: The influence of violations of employees' expectations on perceptions of managerial credibility and affect.* Paper presented at the annual meeting of the National Communication Association, Boston, MA.

Boren, J. P. (2004, November). *Coming out in the workplace: The influence of norm violations on employees' perceptions of homosexual managers' credibility.* Paper presented at the annual meeting of the National Communication Association, Chicago, IL. **[Selected as the top paper in the Caucus on LGBTQ Concerns]**

Competitively-Selected Panel Presentations (n = 2)

Boren, J. P. (2011, February). Communicating socially-supportive work policies. In S. Riforgiate & H. Canary (Chairs), *Practicing policy: Understanding how communication informs, supports, and reinforces organizational community.* Symposium conducted at the annual meeting of the Western States Communication Association, Monterey, CA.

Boren, J. P. (2004, November). Instructional-related issues of gay and lesbian students. In S. E. Stone-Watt (Chair), *I'm not a feminist, but...* Symposium conducted at the annual meeting of the National Communication Association, Chicago, IL.

Invited Addresses and Colloquia (n = 7)

- April 25, 2015** • We are all in this together! The communicative constitution of organizations, social support, and health • Keynote address to the Bay Area Undergraduate Communication Research Conference. • I was invited to be the key note speaker for the 7th annual undergraduate research conference held at Santa Clara University.
- April 8, 2015** • Moving beyond “balance”: Exploring work/life research, practice, and strategies. • Faculty Development Colloquium for Santa Clara University
- April 3, 2014** • Communication, social support, and health • Lambda Pi Eta Speaker Series • Christopher Newport University, Newport News, VA • I was invited to give an address to the staff and faculty in the department of communication at Christopher Newport University.
- March 7, 2014** • Stress and communication in the workplace – The state-of-the-art. • Occupational and Environmental Medicine Update • Sponsored by UCSF • This was a presentation to a group of 150 health practitioners and was a qualified American Medical Association CE program.
- October 18, 2013** • Recognizing our past: Exploring institutional memory in a social organization. • Arizona State University’s Graduate and Professional Association Decennial Celebration and Colloquia • Tempe, AZ • I was invited to speak to ASU’s graduate student organization during their 10-year anniversary.
- March 28, 2013** • Research update on communication and health in organizations. • University of California at San Francisco Medical School • Occupational and Environmental Health Interdisciplinary Grand Rounds • I was asked to present to a group of medical students, nurses, residents, and faculty about my research related to communication and health at work.
- Feb. 1, 2012** • Ethics and the expectations of gender: How should women and men negotiate when work/life roles change?” *Santa Clara University Ethics at Noon* • Sponsored by the Markkula Center for Applied Ethics at Santa Clara University • This was a panel discussion highlighting some of my research on division of household labor research and gender roles.

Non-academic Publications (n = 2)

- Boren, J. P.** (2015, August 7). Netflix’s policy deserves praise. *San Francisco Chronicle*, p. A10. Available: <http://www.sfchronicle.com/opinion/openforum/article/Praise-due-for-Netflix-s-paid-parental-leave-6430010.php> [Op-Ed]
- Boren, J. P.** (2013, August 9). Resentment keeps family-leave policies unused Commentary: If co-workers complain, many won’t take time off. Marketwatch.com (Wall Street Journal).

Retrieved from: <http://www.marketwatch.com/story/resentment-keeps-family-leave-policies-unused-2013-08-09> [Op-Ed]

Media Appearances and Mentions (n = 7)

Sugar, R. (2015, August 6). Here's the biggest challenge faced by Netflix's new 'unlimited parental leave' policy – and how to make it work. *Business Insider*. [Interview and focus on research]. New York, NY. Available: <http://www.businessinsider.com/problems-with-netflix-unlimited-parental-leave-2015-8>

Von Bergen, J. M. (2013, October 17). Picking up the slack for a co-worker on leave. *Philadelphia Inquirer*. [Interview, quote, research focus]. Philadelphia, PA. Available: <http://www.philly.com/philly/blogs/jobs/Inq-Jobbing-Picking-up-the-slack-for-a-co-worker-on-leave.html>

Groenke, M. (2012, September 9). Reframing what it means to have balance. *United Press International*. [Interview, quote, and attribution] Washington, D.C. Available: http://www.upi.com/Business_News/Consumer-Corner/2012/09/09/Consumer-Corner-Reframing-what-it-means-have-balance/UPI-23191347179400/

Haelle, T. (2012, October 9). The balance beam: Prioritizing and managing your time. *Student Health 101* [Extensive interview, quote, and attribution]. Washington, D.C. Available: <http://readsh101.com/m/1012/09/cwc.html>

Boren, J. P. (Appearance). (2012, July 16). Marissa Mayer's decision to take minimal maternity leave from Yahoo. *Nonstop News California* [Television Series]. San Jose, CA: NBC Universal Bay Area. Video available: pending production release.

McAllister, S. (2012, March 13). Text, call, email, IM, Facebook, tweet and meet? Communication has become confusing. *San Jose Mercury News*. [Interview, quote, and attribution]. Available: http://www.mercurynews.com/news/ci_20157579/how-we-communicate-is-confusing

Boren, J. P. (Appearance). (2007, September 26). The wage gap: Who makes more and why? *Good Morning America* [Television Series]. New York: American Broadcasting Corporation.

EDITORIAL BOARD MEMBERSHIP & REVIEWS

Journal Editorial Board Membership

2016 – Present • *Management Communication Quarterly* • Editorial Board Member

2014 • *Communication Monographs* • Editorial board for special issue on physiology

2013- Present • *Western Journal of Communication* • Editorial Board Member

2013-2016 • *Communication Studies* • Associate Editorial Board Member

2007-2010 • *Rocky Mountain Communication Review* • Editorial Board Member

Ad-hoc External Journal Reviews

December 2016 • *Journal of Family Issues*
November 2016 • *Communication Quarterly*
May 2016 • *Communication Monographs*
February 2016 • *Emotion*
September 2015 • *Communication Quarterly*
May 2015 • *Journal of Social and Personal Relationships*
April 2015 • *Communication Quarterly*
January 2015 • *Management Communication Quarterly*
October 2014 • *Communication Quarterly*
February 2014 • *Communication Quarterly*
August 2013 • *Journal of Social and Personal Relationships*
February 2013 • *Management Communication Quarterly*
November 2012 • *Journal of Social and Personal Relationships*
June 2012 • *Journal of Social and Personal Relationships*
March 2007 • *Journal of Family Communication*

SCHOLARSHIP IN PROGRESS

Current Research and Academic Interests

Social Support • Co-rumination • Physiological and psychosocial Stress • Psychoendocrinology • Psychoimmunology • Organizational climate, culture change, and leadership • Communibiology • Communication and health • Work-life research • Division of household labor • Training and instruction within organizations • Interpersonal relationships & families • Conflict, negotiation, and mediation • Quantitative research methodologies • Statistics • Programming with R

Research Currently in Progress

Veksler, A. E., Boren, J. P., & Priem, J. S. (2019). Social Support Book Chapter. [Status: Accepted with Minor Revisions]

Hesse, C., Floyd, K., & **Boren, J. P.** (R&R). Affectionate communication and testosterone among romantic partners. *Communication Quarterly* [Status: R&R with journal]

Boren, J. P. (In Progress). Associations among co-rumination, attachment security, and personality in a sample of working adults. [Status: Data Analysis Phase]

Veksler, A. E., & **Boren, J. P.** (In Progress). Associations between co-rumination, social support, and emotional support in a college student sample. [Status: Data Analysis Phase]

PROFESSIONAL AND ACADEMIC MEMBERSHIPS

- 2015 • Member, International Association for Relationship Research
- 2014 • Member, Health Psychology Division 38 of APA
- 2012 • Member (Elected), Society for Industrial/Organizational Psychology (Division 14)
- 2010 • Member, Society for General Psychology (Division 1 of the APA)
- 2010 • Member (Elected), American Psychological Association
- 2006 – 2010 • Member, Society for Human Resource Management
- 2004 • Member, National Communication Association
- 2003 • Member, Western States Communication Association

TEACHING

Teaching Experience

Santa Clara University

Sept. 2010 – Present

- COMM 1: Introduction to Interpersonal Communication
- COMM 110: Quantitative Research Methods
- COMM 151A: Organizational Communication
- COMM 153A: Communication Training and Development
- COMM 176A: Biology of Human Communication
- COMM 197: Senior Thesis (Topic: Organizational Cultures)
- COMM 197: Senior Thesis (Topic: Organizational Communication Seminar)
- COMM 197: Senior Thesis (Topic: Interpersonal & Organizational Seminar)

Arizona State University, Tempe, AZ

Aug. 2006 – Jul. 2010

- COM 230: Small Group Communication
- COM 250: Introduction to Organizational Communication
- COM 300: Organizational Communication for non-majors
- COM 308: Advanced Research Methods in Communication
- COM 400: Special Topics in Organizational Comm.
- COM 408: Adv. Quantitative Research Methods (Univariate Statistics) in Comm.
- COM 450: Research and Theory in Organizational Communication
- COM 453: Training and Development in Communication
- COM 594: Communication and Health (seminar assistant to Dr. Floyd)
- COM 691: Graduate Seminar in Conflict Resolution (seminar assistant to Dr. Alberts)

California State University, Long Beach, CA

Aug. 2002 – Aug. 2006

- COMM 130: Public Speaking
- COMM 132: Small Group Communication
- COMM 220: Organizational Communication

Course Descriptions for New Courses Developed at Santa Clara University

COMM 151A: Organizational Communication

This course provides students with an introduction to the principles of communication in organizations. Specifically, the class will explore the role of communication in achieving organizational and individual goals, theory and practice of communication in organizations, and techniques to enhance understanding among individuals in organizations. A variety of organizations will be explored including corporations, small businesses, non-profits, and social/fraternal organizations. Practical application of contemporary theories will provide students with the skills needed for successful communication in their current and future organizations. Topics will include the role of organizational culture, conflict management, work/life balance, human resource management, stress, globalization and the role of social justice in the contemporary organization.

COMM 176A: The Biology of Human Communication

This course examines the ways in which human communication affects, and is affected by, processes that occur in our bodies. We first explore the basic anatomy of the human body as it relates to communication, including the brain, nervous system, facial musculature, endocrine system, cardiovascular system, and the immune system. Then, we will explore how those body systems are implicated in a range of communicative phenomena, including emotion, conflict, stress, burnout, interpersonal relationships, social structure, organizational culture, relationship satisfaction, and sexual behavior. Finally, we will explore the impact of innovative healthcare treatments that utilize communication interventions, including providing social support, human affection, and organizational development.

COMM 197: Senior Thesis (Topic: Organizational Cultures)

Every organization has a culture. Many organizations have multiple co-cultures. Organizational culture is inherently a communication-based phenomenon. Humans have an inherent need to organize into groups that attempt to accomplish a common goal. When these groups form, a unique culture emerges that is representative of the individual members of the organization. With these assumptions in mind, this course will explore a variety of communication-enacted organizational cultures. These cultures typically set guidelines for acceptable behaviors, define the content of communication, and provide a framework for relationships between organizational members. We will explore the way that organizational stakeholders (members, workers, decision-makers, and outside forces) create, sustain, and challenge culture in their organizations by exploring a variety of different communicative antecedents to and consequents of organizational culture. Importantly, we will discuss how culture affects individual members including the impact of culture on communication, conflict management, work-life interaction, interpersonal relationships, stress, social support, health, socialization, assimilation, difference, and gender. As a class, we will explore a variety of organizations and their cultures through reading, discussing, and critiquing original research on culture. Students will prepare and collect data for an empirical research project and present their findings to a larger public audience.

COMM 197: Senior Thesis (Topic: Seminar in Organizational Communication)

Humans have an inherent need to organize into collectives that attempt to accomplish a common goal. In doing so, the collective constitutes an organization through the use of communication. In this course, we will take an in-depth exploration of organizations through the lens of communication. Specifically, we will explore how and why organizations are constituted, the benefits and pitfalls of organizing, and the impact of the organization on its direct and indirect

stakeholders. We will read and discuss original research on organizational theory, development, and behavior. We will also explore contemporary organizational communication topics, including socialization, assimilation, identity, dissent, emotion labor, gender, work/life integration, bullying and abuse, mistreatment at work, teams and politics, humor, compassion, and positive organizational communication. Our goal as a class is to engage in an extensive discussion of these topics. The final capstone project will include an original data-drive research paper on organizational communication using either quantitative or qualitative methods and will be presented to a larger audience.

SERVICE

Service to the Discipline

Major Service to the National Communication Association

- 2017-2018 • Member, Executive Committee • National Communication Association
- 2016 – Present • Chairperson, Diversity Council • National Communication Association.
• In this role, I serve as the elected chair of a standing committee at NCA. This committee is comprised of representatives from NCA’s various caucus and advises the Legislative Assembly and the Executive Committee on issues of diversity and inclusion. The committee also sponsors and administers a student travel grant program.
- 2011 – 2016 • Member, Affirmative Action & Intercaucus Council
- June 2014 • Executive Committee Task force on NCA Governance
- 2010 – Present • Elected Member of the Legislative Assembly • In this role, I serve as a representative to the governance body of the association. Legislative Assembly members are fiduciaries of the association. We meet as a board once per year (at the annual convention in November), but are active throughout the year to make necessary on-going decisions.
- 2012 – 2014 • Member, Resolutions Committee • In this role, I helped draft, refine, and modify public policy resolutions that were to be presented to the legislative assembly. This was a small committee that met virtually multiple times in the months leading up to a legislative assembly meeting.
- 2009 – 2010 • Immediate past chair & Awards Committee Chair for the Caucus on LGBTQ Concerns • In this role, I chair the committee that awarded the Randy Majors Memorial Award for Research and the Lambda Activism Award.
- 2008 – 2009 • Chairperson, Caucus on LGBTQ Concerns • I served as the chair of the caucus for this year.
- 2007 – 2008 • Vice Chairperson & Program Planner, Caucus on LGBTQ Concerns • In this role, I helped to program plan for the 2008 NCA Convention in San Diego, CA.
- 2005 – 2007 • Secretary, Caucus on LGBTQ Concerns • In this role, I served as the record-keeper for the Caucus. The caucus coordinates multiple competitively-selected panels each year along with awarding two national research and activism awards.

Other Service to the National Communication Association

- January 2015 • Paper reader for Caucus on LGBTQ Concerns
- January 2014 • Paper reader: GLBTQ Studies and Organizational Comm. Divisions.

- January 2013 • Paper Reader: Caucus on LGBTQ Concerns, GLBTQ Studies Divisions
- January 2012 • Paper reader: Caucus on LGBTQ Concerns, GLBTQ, and Organizational Communication Divisions
- January 2011 • Paper Reader: Org. Comm, Caucus on LGBTQ Concerns Divisions
- January 2010 • Paper Reader: Caucus on LGBTQ Concerns & GLBTQ Studies Divisions
- November 2010 • Panel Respondent, Caucus on LGBTQ Concerns
- November 2009 • Panel Chair, Caucus on LGBTQ Concerns

Western States Communication Association

- 2018-2019 • Second Vice President
- 2012 • Paper reader for Interpersonal Communication Division
- 2011 • Paper reader for Interpersonal Communication Division
- February 2007 • Respondent to panel on dark side of interpersonal communication

International Communication Association

- 2014 • Paper reader for Organizational Communication Division
- 2013, June • Panel chair for Organizational Communication Division
- 2013 • Paper reader for Organizational Communication Division

University Service

Service to Santa Clara University

- Summer 2017 • University incoming student academic adviser
- Summer 2016 • University incoming student academic adviser
- 2016 – Present • Chair, University Task Force on Conflict Management • In this role, I am leading a group of faculty, staff, and administrators at the university to make recommendations to the university for the establishment of a university-wide conflict management and/or ombuds office.
- Summer 2015 • University incoming student academic adviser
- June 2015 • University Representative (with a team) to the Michigan Intergroup Dialogue Institute • This trip was funded by the Office of Diversity and Inclusion and the President's Office for a team of SCU faculty to bring back ideas on improving intergroup relationships on campus through dialogue.
- 2013 – Present • Human Subjects Committee Representative • In this role, I serve as a content area representative for the Social & Behavioral Sciences. I review exempt and continuing applications for research.
- 2014 – 2015 • Ignatian Faculty Forum Participant • Members of this forum meet once per month in the academic year to discuss teaching and research in the context of Jesuit philosophy and higher education.
- February 2015 • CAFÉ Teaching and Technology Presenter, SCU Faculty Development
- Summer 2014 • University incoming student academic adviser
- February 2014 • Served on a faculty development panel discussing student evaluation and assessment.
- February 2014 • Coordinated a campus-wide presentation by Dr. Kory Floyd from Arizona State University

- Summer 2013 • University incoming student academic adviser
- 2013 – 2015 • DARE (Diversifying Academia, Recruiting Excellence) Program participant for visits from Stanford University graduate students • I have participated in this program for 3 consecutive years
- February 2012 • Coordinated a campus-wide talk with Tevis Rose Trower, work/life balance coach and founder of Balance Integration Corporation
- 2011 – 2014 • University Work/Life Committee, Member • This committee met regularly to discuss university policies surrounding work/life concerns of the faculty.
- 2011 • Interdisciplinary social science laboratory group • I worked with a group of scholars (communication, psychology, marketing, economics) to develop a proposal for an interdisciplinary laboratory.

Service to Arizona State University

- 2009 – 2010 • President of the Graduate and Professional Student Association • In this role, I represented over 14,000 graduate students at ASU to the Arizona Board of Regents, University Administration, and the Arizona State Legislature. In this role, I served on a variety of committees including as an ex-officio member of the Academic Senate. I was responsible for a budget of over \$650,000 and a staff of 12
- 2009 – 2010 • Member of the Board of Directors & Chair of the Finance Committee, Arizona Students' Association • In this role, I represented the diverse needs of higher-education students in Arizona (roughly 120,000 at 4 universities). Part of my role was the develop a strategic plan for the association, oversee the hiring of a new executive director, and manage the budget of nearly \$750,000.
- 2009 – 2010 • Voting Member, Arizona State University Recreation Board of Governors • This committee was responsible for oversight of ASU's student athletic and recreation services.
- 2008 – 2009 • Vice President of Internal Affairs of the Graduate and Professional Student Association • My primary role was to provide grant opportunities to graduate students at ASU.
- 2008 • Member of the ASU Student Fee Allocation Board • My role was to see funding requests on behalf of student governments, student groups, and individuals who were requesting funding from the university fee.
- 2007 – 2008 • Director of Issues Research, Graduate & Professional Student Association
- 2007 – 2008 • Assembly Parliamentarian, Graduate & Professional Student Association
- 2006 – 2008 • Hearing Board Member, Arizona State University • This committee was responsible for hearing cases of academic integrity violations

Department Service

Service to Santa Clara University's Department of Communication

- 2016 • Member, Department Evaluation Committee
- 2015 – 2016 • Chair, hiring committee for Tenure Track Line in Strategic Communication • This is a national search for a new tenure track assistant professor line in strategic communication
- March 2015 • Peer observation of Dr. Andrew Ishak's (lecturer) class.

- March 2015 • Member, Department Awards Committee
- 2014 – 2016 • Member, Department Budget Committee
- 2011 – 2016 • Adviser, Theta Rho Chapter of *Lambda Pi Eta* • In this role, I am the adviser to the communication honor society. As the adviser, I help the students in program planning, budgeting, and activities. The association also hosts the annual department awards banquet, to which I play a significant role in planning and organizing.
- April 2015 • Preview Day Representative
- 2013 – 2015 • Committee Member, Major review committee for program review • As part of our department's program review, I served on the committee that reviewed the goals and objectives of the major.
- 2013 – 2014 • Member, McLoughlin Grant Awards Committee
- Winter/Spring 2012 • Member, Faculty Hiring Committee for Renewable Term Lecturer in Public Speaking Line.
- 2011 – 2013 • Working with the department chair, I helped coordinate a forum for students who may be interested in graduate school

Service to the Hugh Downs School of Human Communication, Arizona State University

- 2009 – 2010 • School Pandemic Planning Committee
- February 2008 • Welcome Weekend Assistant Coordinator
- 2006 – 2008 • School PhD Association, Organizational Communication Coordinator

Relevant Community Service

2017-Present • Chair, Social Equity Committee • Santa Clara County Human Relations Commission

2017-Present • Commissioner, Santa Clara County Human Relations Commission

November 2014 • Precinct Inspector, Santa Clara County • Gubernatorial Election

June 2014 • Precinct Inspector, Santa Clara County • Gubernatorial Primary Election

November 2012 • Precinct Inspector, Santa Clara County • Presidential Election.

November 2010 • Precinct Inspector, Santa Clara County • State Gubernatorial Election

LICENSES AND CERTIFICATIONS

May 2008 • Community Mediation Certification, State of Arizona 40 Hour Requirement

July 2003 • Registered Principal License (Series 26), Financial Industry Regulatory Association

August 1999 • California Life, Health, and Disability Insurance License

July 1999 • Registered Representative Licenses (Series 6, 63, 65, & 7), Financial Industry Regulatory Association. (Formerly National Association of Securities Dealers)

PRIVATE INDUSTRY EXPERIENCE

2001 – 2006 • Branch Manager & Chief of Compliance • Lagos Wealth Advisors • Orange, CA

1999 – 2001 • Investment Specialist • APD Financial • Torrance, CA

1998 – 2002 • Founding Director, Creative Lucidity, Inc.

NON-PROFIT BOARD MEMBERSHIPS

2010 – Present • National Communication Assoc. • Legislative Assembly • Washington, DC

2009 - 2010 • Arizona Students' Association • Board Member • Phoenix, AZ