

CURRICULUM VITAE

Diane S. Grimes

Associate Professor of Communication
Syracuse University
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January 2025

A. General Information

1. Academic Record

Ph.D. 1996 Organizational Communication, Purdue University.

Major Professor: Dennis Mumby.

Title: "When and Where I Enter": Adding in Black Women's Insights to Critique Organization Studies

M.A. 1990 Anthropology, University of Kentucky

Practicum Title: Prejudice Reduction and Diversity Enhancement at the University of Kentucky

B.A. 1984 Psychology, University of Kentucky
(with high honors)

2. Academic Appointments

2003- Associate Professor, Syracuse University

1996-2003 Assistant Professor, Syracuse University

1993-1996 Teaching Assistant, Purdue University

3. Awards and Honors

a. Selected to participate in Syracuse University Faculty Diversity, Equity, and Inclusion Institute, August 14-16, 2019.

b. Nominated April 2017 for "Spotlight of the Year" Award by Office of Residence Life and the National Residence Hall Honorary

c. Selected as 2007-2008 fellow for Syracuse University Interdisciplinary Research Group on "Arts and Community" (\$1500 stipend).

d. Dissertation nominated for Charles Redding Award (International Communication Association, Organizational Communication Division)

- e. Dissertation nominated for Cheri Kramer Award (Organization for the Study of Communication, Language and Gender)
 - f. Dissertation nominated for University Microfilms Dissertation Award (Council of Graduate Schools)
 - g. Andrews Doctoral Fellow, Purdue University, 1992-1994. (12-month fellowship, 2 years)
4. Membership in Academic, Professional, & Scholarly Societies
National Communication Association
Association for Contemplative Mind in Higher Education

B. Publications

1. Book

Grimes, D. S & Cooney, L. (2023). *Through the lens of whiteness: Challenging racialized imagery in pop culture*. Skinner House.

2. Edited Book

Grimes, D. S., Wang, Q., Lin, H. (Eds.) (2018). *Empirical studies of contemplative practices*. Hauppauge, NY: Nova Science Press. ISBN: 978-1-53614-081-1

3. Articles

Grimes, D. (2020). How to be angry on the internet (mindfully), Part 2. Commonplace. <https://doi.org/10.21428/6ffd8432>
<https://commonplace.knowledgefutures.org/pub/p419jqut/release/1>

Grimes, D. S. & Parker, P. S. (2009). Imagining organizational communication as a decolonizing project: In conversation with Broadfoot, Munshi, Mumby, and Stohl. *Management Communication Quarterly*, 22(3), 502-511. [Forum Contribution]

Grimes, D. S. & Richard, O. C. (2003). Could communication form impact organizations' experience with diversity? *The Journal of Business Communication*, 40, 7-27.

Grimes, D. S. (2002). Challenging the status quo? Whiteness in the diversity management literature. *Management Communication Quarterly*, 15, 381-409.

Grimes, D. S. (2002). "I dream a world": Re-imagining change. *TAMARA: The Journal of Critical Postmodern Organization Science*, 1(4), 13-28.

Grimes, D. S. (2001). Putting our own house in order: Whiteness, change and organization studies. *Journal of Organizational Change Management*, 14, 132-149.

Grimes D. S. (2000). Essentialism and difference in community building. *Electronic Journal of Radical Organization Theory*, 6(2).
<http://www.mngt.waikato.ac.nz/ejrot/>

Richard, O. C. & Grimes, D. S. (1996). Bicultural interrole conflict: An organizational perspective. *The Mid-Atlantic Journal of Business*, 32, 155-170.

4. Special Issue /Section

Western Journal of Communication

Lead editor of special section (with Shinsuke Eguchi and Bernadette Calafell): *Can the Communication Discipline Engage Critically with Mindfulness*, 86(2).

Grimes, D. S., Eguchi, S., & Calafell, B. (2022). Introduction: Can the communication discipline engage critically with mindfulness. *Western Journal of Communication*, 86(2), 215-223, DOI: 10.1080/10570314.2021.1949029

Social Politics

Special Issue Co-Editorship (with Shona Hunter and Elaine Swan): *Reproducing and Resisting Whiteness in Organizations, Policies, and Places*. October 2010, Volume 17, Number 4.

Hunter, S., Swan, E., & Grimes, D. (2010). Introduction: Reproducing and resisting whiteness in organizations, policies, and places. *Social Politics*, 17, 407-422.

5. Book Chapters

Grimes, D. S. & Glenn, C. L. (2023). Race and organizational communication: Tired of saying it. In B. Calafell & S. Eguchi (Eds.), *The Routledge Handbook of Ethnicity and Race in Communication*. Routledge.

Grimes, D. S., & Razza, R. (2018). An assessment framework for contemplative practice in higher education. In D. Grimes, Q. Wang, H. Lin (Eds.), *Empirical studies of contemplative practices*. Hauppauge, NY: Nova Science Press.

Grimes, D.S. (2017). You don't have to stop your thoughts: Meditation and the Syracuse Veterans' Writing Group. In I. Kleinbart, P. McShane, & E. E. Schell (Eds.), *The weight of my armor: Creative non-fiction and poetry by the Syracuse Veterans' Writing Group* (pp. 136-143). Philadelphia, PA: New City Community Press.

Faulkner, S. L., Calafell, B. M., & Grimes, D. S. (2009). Hello Kitty goes to college: Poems about harassment in the academy. In M. Prendergast, C. Leggo & P. Sameshima (Eds.), *Poetic inquiry: Vibrant voices in the social sciences* (pp. 187-208). Rotterdam: Sense.

Parker, P. S. & Grimes, D. S. (2009). 'Race' and management communication. In F. Bargiela-Chiappini (Ed.), *The handbook of business discourse* (pp. 292-304). Edinburgh: Edinburgh University Press.

Grimes, D. S. (2006). "Getting a bit of the Other": Sexualized Stereotypes of Asian and Black Women in Planned Parenthood Advertising. In Reichert, T. & Lambiase, J. (Eds.), *Sex in consumer culture: The erotic content of media and marketing* (pp. 301-318). New York, NY: Lawrence Erlbaum.

6. Book Review

Grimes, D. S. (1998). Review of *Teaching diversity: Listening to the soul, Speaking from the heart* by Joan V. Gallos, V. Jean Ramsey, and Associates. *Management Communication Quarterly*, 12, 147-150.

7. Work in Progress

With Diane Swords, an exhibit of "The A-Bomb and Humanity" panels to honor Nihon Hidankyo, Japanese Hibakusha (atomic bomb survivors), who created the panels and who received the Nobel Peace Prize in December 2024.

8. Papers /Presentations Delivered at Professional Meetings

Huston, D., Ernst, J., Grimes, D., & Owen, B. (2018, February). *Three teachers, three courses: Extending mindfulness from personal practice to the college classroom*. Discussion Panel presented at the annual convention of the Western Communication Association, Santa Clara, CA. Panel member and co-organizer.

Grimes, D. S. (2016, October). *Assessing the outcomes of contemplative pedagogy with Syracuse's TLC* [Teaching and Learning Center]. Poster presented at the annual meeting of the Association for the Contemplative Mind in Higher Education, Amherst, MA (with Rachel Razza).

Grimes, D. S. (2014, November). *Practicing presence: Contemplative pedagogy in the communication classroom*. Short Course presented at the annual convention of the National Communication Association, Chicago, IL. Spiritual Communication Division. Short course co-organizer.

Grimes, D. S. (2014, October). *The learning spaces and places of Cosmopolis 2045: Making better social worlds in communication*. Panel presentation at the XI International Transformative Learning Conference, New York, NY, [Though I contributed to the paper written for the panel, I was unable to attend due to a death in the family]

Grimes, D. S. (2013, November). *Meditation across the communication curriculum: Making connections in practice, pedagogy & theory*. Discussion Panel presented at the annual convention of the National Communication Association, Washington, DC. Spiritual Communication Division. Panel member.

Grimes, D. S., & Parker, P. S. (2009, November). *Decolonizing diversity in the age of globalization: Writing against the persistence of racialization in organization theory and practice*. Paper presented at the annual convention of the National Communication Association, Chicago IL. Organizational Communication Division.

Grimes, D. S. & Chou Y. L. (2007, November). *Juicy fruit charms: Race, bodies, and representation in "Teen Vogue" magazine*. Paper presented at the annual convention of the National Communication Association, Chicago IL. Visual Communication Division.

Grimes, D. S. (2007, November). *Can feminist communicology suggest evaluative criteria for organizational ethnography?* Paper presented at the annual convention of the National Communication Association, Chicago

IL. Ethnography Division.

Grimes, D. S. (2007, June). "*White, male, and worried*": *Illustrations of victimhood in the managing diversity literature*. Paper presented at the 5th annual Gender, Work and Organization interdisciplinary conference, Keele, England. White Spaces? Racialising Organisational Femininities and Masculinities stream. [Stream Co-organizer]

Faulkner, S. L., Calafell, B. M., Grimes, D. S. (2007, May). *Hello Kitty Goes to College: Poems about Harassment in the Academy*. Paper presented at the 3rd International Conference of Qualitative Inquiry, Urbana-Champaign, IL.

Grimes, D. S. (2005, November). (*Performing*) *in Sync: A feminist communicology of a multicultural dance company*. Paper presented at the annual convention of the National Communication Association, Boston, MA. Organizational Communication Division. [Panel Organizer]

Grimes, D. S. (2003, November). *Could communication perspective impact organizations' experience with diversity?* Paper presented at the annual convention of the National Communication Association, Miami, FL. Organizational Communication Division.

Grimes, D. S. (2002, March). *The difference that whiteness makes: Students probing the subtext*. Paper presented at the annual convention of the Conference on College Composition and Communication, Chicago, IL.

Grimes, D. S. (2001, November). *Challenging the status quo: Examining whiteness in the managing diversity literature*. Paper presented at the annual convention of the National Communication Association, Atlanta, GA. Critical and Cultural Studies Division.

Grimes, D. S. (2000, November). *Interrogating whiteness: Collaboration between organizational communication and cultural studies*. Paper presented at the annual convention of the National Communication Association, Seattle, WA. Organizational Communication and Cultural Studies Divisions.

Grimes, D. S. (1999, November). *Ruth's paper*. Paper presented at the annual convention of the National Communication Association, Chicago, IL. Ethnography Division.

Grimes, D. S. (1999, November). *Organizational communication and difference*. Paper presented at the annual convention of the National Communication Association, Chicago, IL. Organizational Communication Division.

Grimes, D. S. (1997, November). *"When and where I enter": Adding in Black women's insights to critique organization studies*. Paper presented at the annual convention of the National/Speech Communication Association, Chicago, IL. Organizational Communication Division.

Grimes, D. S. (1997, November). *Situating whiteness through personal narratives*. Paper presented at the annual International Conference on Narrative, Lexington, KY.

Grimes, D. S. (1996, October). *Narrating the Other as self: The tale of the liberal subject in the managing diversity literature*. Paper presented at the annual International Conference on Narrative, Lexington, KY.

Grimes, D. S. (1995, November). *Getting a bit of the Other: The sexualized Other in advertising for Planned Parenthood*. Paper presented at the annual convention of the Speech Communication Association, San Antonio, TX. International and Intercultural Communication Division.

Grimes, D. S. (1995, November). *Tales out of school: "Playing" with research in the interest of teaching*. Paper presented at the annual convention of the Speech Communication Association, San Antonio, TX. Feminist and Women's Studies Division.

Grimes, D. S. (1995, October). *"Just senseless" or "just a phase": Metaphor in the representations of student protesters in two university histories*. Paper presented at the annual International Conference on Narrative, Lexington, KY.

Grimes, D. S. (1994, November). *Building community: Race, resistance, and dialogue*. Paper presented at the annual convention of the Speech Communication Association, New Orleans, LA.

Grimes, D. S. (1993, October). *Interrogating whiteness: Race and the organization literature*. Paper presented at the annual Organizational Communication Mini-Conference, Kalamazoo, MI.

9. Current Research Interests

Mindful communication theory; the interrelationships between dialogic communication theory, difference, and contemplative practice.
 Issues of race/whiteness and gender in relation to communication, (visual) representation, identity, change, and power in organizations.

C. Grants

1. Office of Diversity and Inclusion, Syracuse University, February 2024, to support Dr. Aminata Cairo visit (\$1300).
2. Contemplative Collaborative, Syracuse University, February 2024 to support Dr. Aminata Cairo visit (\$984).
3. SOURCE (Syracuse Office of Undergraduate Research and Creative Engagement) Summer Research Assistant Grant, Summer-Fall 2020. (Two Assistants, 100 hours each, 50 additional hours in fall).
4. Syracuse City School District (with Crysten Rushmore, Frazer Elementary first grade teacher), October 2019 (\$2600).
 Project title: Mindfulness for Learning (yoga teacher training for classroom teachers, classroom yoga program, family yoga event for 2 first grade classrooms). Delayed due to pandemic.
5. Syracuse University Humanities Center, February 2019 (\$200).
 Project: For *Empirical Studies of Contemplative Practices* book launch.
6. Syracuse University Humanities Center Syracuse Symposium (with Dessa Bergen-Cico), September 2015 (\$2000).
 Project title: Neural networks.
7. Contemplative Mind Teaching and Learning Center Grant (with Bron Adam and Rachel Razza). Faculty consultant and evaluator, August 2015. (\$5000).
 Project title: Assessing the outcomes of contemplative pedagogy.
8. VPA Faculty Development Grant, June 2009 (\$970).
 Project: To create materials for the Communication and Contemplative Engagement course.

D. Creative Activities

1. Co-organizer with Diane Swords of “Present tense: Selections from ‘The A-Bomb and Humanity’” (“The A-Bomb and Humanity” is a set of 40 panels which depict in photographs and drawings the suffering created when Hiroshima and Nagasaki were destroyed by atomic bombs.)
 August 9 to September 8, 2017, Bishop Harrison Center, Syracuse
 August 10 to August 19, 2017, 914Works Gallery, Syracuse
 October 31 to December 15, 2017, Bird Library, Syracuse University

Co-organizer with Rashid Mamun "The A-Bomb and Humanity"
 August 4 to August 6, 2019, Jagannath University, old Dhaka, Bangladesh (I did not personally organize the exhibit but persuaded the survivors’ organization in Japan to donate a new 30-panel set to be shown in Bangladesh).

2. Producer of two short meditation videos in collaboration with Yao Xu, Markus Pierce-Brewster and students of Summer 2013 Communication and Contemplative Engagement class, October 2013. (Posted to Syracuse University Student Affairs LivingSU webpage December 2013.)

Meditation in motion [Meditation in motion - YouTube](#)

Why meditate? [Why meditate - YouTube](#)

3. Photography for Zen Center of Syracuse. 2010-2014
4. Urban Video Project, Syracuse NY, *Contemplative Clouds*, accepted October 2008.

E. Teaching and Advising

1. Courses Taught

Purdue University (1993-96):

COM 324 Organizational Communication	1993-1996
COM 114 Principles of Human Communication	1994-1996

Syracuse University (1996-):

CRS 181 Concepts and Perspectives in Comm Studies/ Introduction to Speech Communication	1999-2015
CRS 235 Small Group Communication	1996-2003
CRS 300/500 Organizational Simulation	1997

CRS 336 Communication and Org'l Diversity	1998-2025
CRS 338 Organizational Communication	1996-2016
CRS 338 Organizational Communication On-line	2005
CRS 347 Mindful Communication Skills	2014-2024
CRS 360 Communication and Contemplative Engagement	2009-2014
CRS 360 Mindful Communication Theory	2012-2018
CRS 360 Confronting Learning	2024
CRS 447 Mindful Communication Theory	2019-2025
CRS 360 Organizational Culture	2011
CRS 360 Communication, Mindfulness and Social Justice	2017
CRS 400 Critical Organizational Communication	2010-2014
CRS 400/600 Critical Whiteness Studies	2006-2023
CRS 439 Critical Whiteness Studies	2018-2022
WSP 414/CRS 414 (now 323) Gender and Communication	1997-2019
CRS 538 Advances in Organizational Communication	1997-2009
CRS 604 Qualitative Research Methods	1998
CRS 605 Communication and Cosmopolitan Studies	2006-2007
WSP 615/CRS 614 Gender, Power, and Communication	1997-2005

2. Course and Curriculum Development

- a. Redesigned CRS 336 Communication and Organizational Diversity for the current moment.
- b. Designed new course CRS 360 (Confronting Learning) for Spring 2024. An experimental course that allows students to combine mindfulness with reflection on their learning history, assumptions and styles.
- c. Redesigned 4 courses (Fall 2020: CRS 336 Communication and Organizational Diversity & CRS 347 Mindful Communication Skills, Spring 2021: CRS 439 Critical Whiteness Studies & CRS 447 Mindful Communication Theory) to an online format due to pandemic.
- d. Moved 2 courses (CRS 439 Critical Whiteness Studies and CRS 447 Mindful Communication Theory) online midsemester due to pandemic.
- e. Worked to cross-list Intergroup Dialogue course with CRS.
- f. Redesigned and updated Critical Whiteness Studies for the changed political situation and needs of 2018.

- g. Gathered materials and developed contacts for Communication, Mindfulness and Social Justice (CRS 360). Students work in the community. Taught in Spring of 2017.
- h. Redesigned CRS 336 (Communication and Organizational Diversity) to further emphasize self-awareness as a prerequisite to deal well with diversity. Taught Fall of 2016.
- i. Completely redesigned the freshman theory class, CRS 181 (a small section), synthesizing earlier versions I taught with ways the course had been organized more recently, taught Spring 2015.
- j. Completely redesigned existing course CRS 336 (Communication and Organizational Diversity) to include mindfulness practices and theory (for Spring 2014).
- k. Regularized two special topics courses: Critical Whiteness Studies and Communication and Contemplative Engagement (new title: Mindful Communication Skills).
- l. Designed new course CRS 360 (Mindful Communication Theory) for Summer 2012. This course takes elements from the Jensen/Grimes version of 181 and combines it with mindfulness practice. Rethought for Spring 2013, revised by reverse designing the course for Spring 2015. Combined the two versions for Spring 2016. Course regularized as CRS 439 in 2019.
- m. Designed new course CRS 360 (Organizational Culture) for Spring 2011.
- n. Designed new course CRS 360 (Communication and Contemplative Engagement) for Spring 2009. Redesigned for Fall 2009.
- o. Completely redesigned existing course CRS 538 (Advanced Organizational Communication) to introduce students to critical organizational communication (for Spring 2009). Redesigned for a 400-level class for Spring 2010.
- p. Redesigned CRS 414 using a new critical textbook for Spring 2008.
- q. Redesigned existing graduate core seminar CRS 605: Communication and Cosmopolitan Studies. Taught redesigned version for the first time Fall, 2006.

- r. Developed new course, CRS 300: Communication and Whiteness. Taught for the first time, Spring 2006.
 - s. Redesigned existing course, CRS 181 for a small section (from large lecture) format. Taught redesigned version for the first time, Fall 2003. Earlier redesign (with Arthur Jensen), taught for the first time, Fall 1999.
 - t. Redesigned existing course, CRS 338: Organizational Communication for an *on-line* format. Taught first time, Summer 2005.
 - u. Redesigned existing course, CRS 338, Organizational Communication. Taught redesigned version for the first time, Spring 2005.
 - v. Developed new course, CRS 300: Managing Diversity. Taught for the first time, Spring 1998. Accepted as regular course offering (CRS 336), Spring 2003.
 - w. Designed new course CRS 400: Gender and Communication. Taught for the first time, Spring 1997. Accepted as regular course offering (CRS 414), Fall 1998. Cross-listed with Women's Studies as WSP 414.
 - x. Redesigned existing course, CRS 604: Qualitative Research Methods. Taught redesigned version for the first time, Fall 1998.
 - y. Redesigned existing course, CRS 538: Advances in Organizational Communication. Taught redesigned version, Fall 1997.
 - z. Redesigned existing course, CRS 614: Gender, Power, and Communication. Taught redesigned version for the first time, Spring 2005. Earlier redesign, taught for the first time, Spring 1997. Cross-listed with Women's Studies as WSP 615.
5. Involvement in Graduate Research Programs
- a. Advisor for the following master's students
 - Chima Onwukwe (temporary)
 - Xinyue (Luisa) Tao (temporary)
 - Tomas O'Rourke (temporary)
 - Alexa Eisner (Applied Research Project)
 - Andrew Almanza (Thesis)

Erica Clarke (Thesis)
 Yu-Lun Chou (Thesis)
 Vivian (Hsueh-Hua) Chen (Thesis)
 [Winner of VPA Master's Prize and Best Master's Thesis
 from NCA's Intercultural Communication Division]

b. Committee member for the following master's students

Kerry Lynn Mess (Thesis)
 Laura McArdle (Thesis)
 Sally Spalding (Thesis)
 Danny Stofleth (Thesis)
 Midori Shiroyama (Thesis)
 Katie Frawley-Hollenbeck (Applied Research Project)
 Kimberly Williams (Thesis)
 Monica Schreiber (Thesis)
 Matthew Richards (Thesis)
 Rebecca Schwartz (Thesis)
 Howard Johnson (Thesis)
 Marsha Attebury (Thesis)
 Elizabeth Wimer (Thesis)
 Nana Utake (Faculty guided research project)
 Ai Zhang (Faculty guided research project)
 Doug Schules (Thesis)
 Jennifer Bieselin (Thesis)
 Abigail Buckler (Comprehensive exams)
 Kim Burkland-Ward (Comprehensive exams)
 Meredith Marko (Comprehensive exams)
 Mark Mohammed (Comprehensive exams)
 Joanne Sourril (Comprehensive exams)

c. Key stakeholder (informal mentor)

M'Tia Williams
 (I was M'Tia's undergraduate advisor; she works at SU and is currently a graduate student in the HED Master's Program. I assisted her with her Capstone Project in October and November of 2024.)

d. Ph.D. dissertation defense chair

Sarah Bratt (I-School)
 Crista Gray (School of Education)
 Stacey Ann Reid (Human Development & Family Science)
 Katie Roquemore (Cultural Foundations of Education)
 Carolyn Ostrander (Composition and Cultural Rhetoric)

Lindsay Banister (Composition and Cultural Rhetoric)
 Kathryn Navickas (Composition and Cultural Rhetoric)
 Kurt Stavenhagen (Composition and Cultural Rhetoric)
 Rachel Shapiro (Composition and Cultural Rhetoric)
 Emily Billo (Geography)
 Stephanie Crist (Sociology)
 Heather Schearer (Composition and Cultural Rhetoric)
 Joe Williams (Composition and Cultural Rhetoric)
 Ted Grace (Education)

6. Advising: Syracuse University (1996-):

Advise/mentor 30 undergraduate students each year

Honors Undergraduate Thesis Advisor (Ellany Tsin, Jackelyn Villatoro-Ortiz, Caitlin Cochran, Jill Ennis, Caitlin Coleman, Danielle Nottingham)

Honors Undergraduate Thesis Committee (Claudia Tejada)
 Honors Undergraduate Thesis Reader (Paulina Han)
 Political Science Distinction Thesis informal advising (Danielle Clough)

McNair Mentor (Miriam Reed)

Office of Multicultural Affairs (Monique McNellie)

VPA Scholar Award Sponsor (Ellany Tsin, Noel Ben Salam, Marne Brown, Dylon Goris, Maya Powe, Ryan Chadick, Kiana Cornish, Casey Macdonald, Travis Altman)

Class Marshall Sponsor (Nurie Metodieva)

Future Professoriate Teaching Mentor (Aevyn Barnett, Easton Draut, Ashley Hay, Shewit Mikael, Logan Rae Gomez, Angela Mika Holton, Megan Chapman, Chloe Hanson, Dave Richardson, Matt Sonneborn, Bryan Walsh, Jill Ennis, Vivian Chen, Meredith Marko)

Attended Gathering our Strength, weekly CRS graduate student/faculty informal gathering time, Spring 2020.

Faculty Sponsor for several internships each year

7. Teaching workshops attended

2024 Summer Institute for Technology-Enhanced Teaching and Learning

2020 Summer Institute for Technology-Enhanced Teaching and Learning

Inclusive Teaching Strategies Assignment Charrette (Focus on Teaching and Learning Workshop Series)

Member of Engaged Buddhism reading group.

Member of year-long contemplative reading group reading a special issue of *Teachers College Record* on “Contemplative Practices and Education”

Selected to participate in conference on “Bringing Contemplative Practice into the Classroom” August 2008, Smith College.

F. Service

Profession

Member of the *Communication Studies* editorial board for 2024-2026.

Reviewed tenure and promotion case of Dr. Nathalie Desrayaud of the School of Communication at Florida International University, Summer 2024.

Member of the *Journal of International and Intercultural Communication* editorial board for 2021-2023.

Reviewed tenure and promotion case of Dr. Jacquelyn Harvey-Knowles, University of Minnesota, Duluth, Summer 2019.

Co-organizer of stream “‘Feminism and Critical Race Theory? That’s Chapter 12.’ Critical Management Studies as if Feminist and Critical Race Theory Really Mattered” for Critical Management Studies Conference 2009.

Member of Scientific Committee for Equal Opportunities International 2009 Conference (held July 15-17, Istanbul, Turkey).

Co-organizer of stream “Fear, Shame, Anger, and Pride: Emotions, Diversity and In/Equalities in Organizations” for the Equal Opportunities International Conference, July 2008.

Co-organizer (with Shona Hunter and Elaine Swan) of stream “White Spaces? Racialising Organisational Femininities and Masculinities?” for the Gender, Work and Organization 5th annual interdisciplinary conference, June 2007.

Involved with several divisions of the National Communication Association: Organizational Communication Division, Ethnography Division and Social Construction Division. Alternate between divisions as paper reader and/or panel chair and/or respondent 1998 - 2008.

(As reviewer)

Reviewed manuscript for *Communication Studies* (ABOLISH: Analysis of One Women’s Civic Leadership Nonprofit Organization’s Digital Activism Campaign for Human Trafficking Awareness), 4/2024.

Reviewed manuscript for *Oxford Research Encyclopedia of Business and Management* (White Supremacy in Business Practices), 7/2021.

Reviewed manuscript for *Journal of International and Intercultural Communication* (Workplace Inclusion: Co-Cultural Requests for Dominant Group Action), 6/2021.

Reviewed manuscript for *Public Administration Review* (The myth of representation: identity and workplace expectations in public administration), 4/2021.

Reviewed Dan Huston’s book *Communicating Mindfully* for August Learning Solutions as they plan for a revised edition, 4/2021.

Reviewed manuscript for *Communication Theory* (Unlearning border defensiveness, undermining white supremacist violence: Renewing the case for organizational communication as interdisciplinary inquiry), 12/2020.

Reviewed manuscript for *Interpersona: An International Journal on Personal Relationships* (Self-disclosure and psychological resilience: The mediating roles of self-esteem and self-compassion), 12/2020.

Reviewed manuscript for *Journal of International & Intercultural Communication* (Toward “Radical Inclusion”: A Communication Approach to Diversity and Inclusion Research), 11/2020.

Reviewed manuscript for *Journal of International & Intercultural Communication* (Inter-Cultural Sensitivity, Cultural Intelligence and Conflict Handling Styles in Cross-cultural Interactions: A Study of India-Kuwait Work Interactions), 6/2020.

Reviewed manuscript for *Journal of International & Intercultural Communication* (Fluctuating Power Distances in Workplace Intercultural Communications: A case study of Taiwanese interns in Australian and Thai contexts). 5/2020.

Reviewed manuscript for *Journal of Intercultural Communication Research* (Mindful Heresy as Conscious Social Praxis: Embodying Possibility Through Mindful Violation of Hegemonic Orthodoxy), 1/2020, 4/2020.

Reviewed manuscript for *Management Communication Quarterly* (Exploring the Career Resilience Strategies of Women in the Early Stages of Traditionally Male Careers), 10/2019, 5/2020.

Reviewed manuscript for *Organization* ("If it wasn't for you..." Foot-falls and heart-prints for indigenous inclusion), 3/2019, 4/2020, 9/2020.

Reviewed manuscript for *Departures in Critical Qualitative Research* (We are Pilots, not Horses: Performing Professionalism through Resistance from Taiwanese Commercial Airline Pilots), 9/2017, 4/2018.

Reviewed manuscript for *Journal of Applied Communication Research* (The Articulation and Reiteration of White Normativity in a Court System's Cultural Competency Program), 10/2017.

Reviewed manuscript for *Interpersona: An International Journal on Personal Relationships* (Mindfulness and the quality of romantic relationships: Is it all about well-being?), 3/2017.

Reviewed book proposal for Routledge (*Listening across Differences: From Self-Compassion to Compassionate Action*), 12/2016.

Reviewed manuscript for *Gender, Work and Organization* (What White People Can Do? Listening, Generous Encounters, Communicative Legacies and the 'Not Yet' as Diversity Research Praxis), 11/2015, 9/2016.

Reviewed manuscript for *Mindfulness* (Minding Your Matters: Predicting Satisfaction, Commitment, and Conflict Strategies from Trait Mindfulness), 4/2015.

Reviewed manuscript for *Mindfulness* (The Mindful Communication Scale (MCS): Development and Initial Validation), 10/2014.

Reviewed manuscript for *Human Relations* (Gender as Symbolic Capital and Violence: The Case of Corporate Elites in Turkey), 11/2012, 6/2013

Reviewed manuscript for *Tamara Journal of Critical Inquiry* (Race, Pedagogy, Community and Our Critical Moment: Impertinent Relations in the Liberal Arts), 9/2012

Reviewed manuscript for *Journal of Managerial Psychology* (The Whiteness of a Name: When “White” is the Baseline), 5/2012, 7/2012

Reviewed manuscript for *Organization* (Acknowledging power: The application of Kaupapa Māori principles and processes to developing a new approach to organization-public engagement), 7/2011

Reviewed manuscript for *Management Communication Quarterly* (Ambivalent, Political, and Erotic Mentoring: Popular Culture and Mentor<->Mentee Relational Processes in Mad Men), 12/2010, 1/2011, 3/2012

Reviewed manuscript for *Journal of Public Relations Research* (The White Leader Prototype: A Critical Analysis of Race in Corporate America and Public Relations), 11/2010, 3/2011

Reviewed manuscript for *Human Relations* (“One Mirror in Another”: Managing Diversity and the Discourse of Fashion), 2009, 4/2010, 7/2010.

Reviewed manuscript for *Organization* (Towards a Postcolonial Storytelling Theory that Interrogates Tribal Peoples’ Material-Agential-Storytelling Ignored in Management and Organization Studies), 3/2010.

Reviewed introductory organizational communication textbook by Dennis K. Mumby for Sage, 1/2010.

Reviewed manuscript for *Human Relations* (Classification as production of difference, or how to deal with monsters), 2008-2009.

Reviewed manuscript for *Space and Culture* (Spatial Stigma and the

Discourses of Order and Cleanliness), 8/08.

Reviewed manuscript for *Organization* (Managing the Spaces of Whiteness: Identity Work in Post-colonial Hong Kong Organizations), 4/07.

Reviewed manuscript for *Management Communication Quarterly* (Commodification and Co-modification: A poststructuralist feminist reading of Black female sexuality in organizations), 3/07.

Reviewed a manuscript for a special issue of *Equal Opportunities International* (Political Correctness as resistance to anti-racism), 1/07.

Reviewer for *The International and Intercultural Communications Annual*, Vol. 27, 2004. Theme: Dialogue among Diversities.

Reviewed a manuscript for Linda Putnam at *Human Relations* (“A Dialogue on Diversity, an Exploration of Racial and Ethnic Differences in Organizations”), 2004.

Reviewed a manuscript for Jean Ramsey and Jean Latting (management professors), (“Developing Intergroup Competence: A Model”), 2004.

Reviewed for Thomson/Western (managerial communication series module—Managing Conflict in Workplace Relationships)

Reviewer for *Management Communication Quarterly*, *Journal of Management Education*.

University

University Senate, 2000-2003, 2005-2008, 2019-2021, 2024-

Intersectional Equity for Race, Ethnicity, Sexuality, Gender, and Disability University Senate Committee, Fall 2024-

Campus Cursive student organization, faculty advisor, December 2023-

Syracuse University AAUP Executive Committee, Treasurer, Fall 2022-

Syracuse Veterans’ Writing Workshop, one of two leaders, monthly meetings for veterans working towards publishing their work, Summer 2021-

Lead meditation and am one of three leaders in the Syracuse Veterans' Writing Group, including monthly meetings, co-organizing yearly Veteran's Day readings, and three retreats (Clear Path retreat, Women Veterans' retreat, Saranac Lake retreat, August 2019). Spring 2013-

African American Studies Department Chair Search Committee, Fall 2021-Spring 2022

University Senate Ad Hoc Committee on Gender Pay Equity, Summer 2019 – Spring 2021

Co-Chair University Senate Women's Concerns Committee, Fall 2018-Summer 2021

University Senate Women's Concerns Committee, Fall 2015-Summer 2021

Joint AFTPE/ WCC subcommittee revising Faculty Manual policies on consensual faculty /student relationships, Spring 2018.

Pay equity coordinating group, Spring 2018

Curator for TEDx Syracuse University 2020 and faculty advisor for TEDx student organization, Fall 2020-Summer 2021.

Director of the Contemplative Collaborative, Summer, 2015-

Director responsibilities and activities:

Member Contemplative Collaborative Steering Committee, Fall 2014 –

Co-owner (with Jikyo Bonnie Schultz) of listserv "contemplativestu" 2009-

BeWell Expo. Organized and staffed contemplative arranging of rocks and shells and "Zen garden." Opportunity to expose first year students to mindfulness and to engage current mindfulness students. 2018, 2019.

Support the graduate students creating Calm Connections, a non-profit organization whose goal is to bring yoga and meditation to Syracuse city students. 2018-2020

Hendricks Chapel Strategic Planning Committee, Fall 2017-Spring

2018

Led Interfaith Dialogue Dinner event, March 2018

Member of the Moral Injury Group, which focuses on addressing the traumas associated with war, led meditation workshop for 2017 conference. Fall 2015-Fall 2018

Guest lecture, Ivy Kleinbart's honors WRT 205 class. How can meditation be useful for writers? Taught them meditation in the meditation classroom, Spring 2018.

Developed and lead weekly "Short sit" meditation times for SU community, Fall 2015-Fall 2017.

SU Humanities Center's Contemplative Collaborative Brown Bag Series. Presented (with Kurt Stavenhagen) "Practicing presence: Mindfulness practices for teaching and learning" January 16, 2015

Led a workshop on contemplative practices for SUPA Writing 114 teachers in Syracuse and NYC, April 2015

Contributed materials to and photographed university-wide contemplative arranging activity "Sticks and Stones" sponsored by Hendricks Chapel and the Contemplative Collaborative, 12/2015.

Led discussion group for The Moral Injury Project Conference, panel on "The Power of Veterans' Narratives: Making Sense of Moral Injury, Syracuse, NY, April 2015

End of Collaborative Director responsibilities and activities

Reviewed undergraduate research proposals for SOURCE (Syracuse Office of Undergraduate Research and Creative Engagement), April 2021.

Joined with DEI Institute participants and others to create S.U. Social Justice Collaborative, a new diversity network, Fall 2019.

Panel member for Professional Fraternity Council and Multicultural Greek Council's professional development event "Diversity and Inclusion in the Workforce," March 2018

Coordinated an informal group organized to honor those who took the SU

staff buy-out (VSIP). Fall 2015.

African American Studies Department Search Committee, Fall 2014-
Spring 2015

Faculty advisor to student organization Couture Dolls Dance Troupe, Fall
2012- Fall 2015.

Jonathan Chayat Memorial Award Committee, 2009-2014

Bird Library Wellness Advisory Group, 2009-2014

Led meditation for the School of Social Work, Fall 2013

Served on 3rd Year Review Committee for Himika Bhattacharya in
Women's and Gender Studies, Spring 2012

Organized two yoga and meditation workshops open to the SU
community, Fall 2012

Organized yoga and meditation summer four-class series open to the SU
community, Summer 2012

University Senate Academic Affairs committee 2005-2012
Ad hoc faculty committee reviewing Middle States (accrediting
body) Self Study report, 2007

Chair of Academic Affairs subcommittee review of School of
Management reorganization, 2006

Academic Affairs, Scholarship in Action subcommittee on Public
Humanities, Public Communication and the Arts, 2006

Led Thursday afternoon meditation class at Archbold Gym that was open
to the SU community, Spring 2010

Gave a talk for McNair Summer Academy's Graduate School Workshop
Series on "Graduate Applications and Admissions Process," 2009

Panel member for the SU Association of Black Journalists and SU Black
Communications Society professional development event "All the things
you wish you knew. . . Now," October 2006

Ad hoc committee to draft a Managing Diversity program for SU Faculty, 2003-2004

University Senate committee on Diversity 2001-2003

Office of Multicultural Affairs mentoring program, 1998-2001

Judge for Composition and Cultural Rhetoric Alex Weirich Prize in scholarly writing, 2001

College

Applications review for the VPA Faculty Enrichment Fund and VPA Graduate Memorial Scholarship and Fellowship Fund, Summer 2023-

CVPA Grade Appeals Committee, Fall 2022-

Visual and Performing Arts Faculty Council, Fall 2014 - Spring 2016, Fall 2021-Spring 2023

Co-organized, co-hosted alumni event featuring Danielle Nottingham (with Patti Bevans, Folabomi Olujimi), January 2021

Appointed to School of Visual and Performing Arts Curriculum Committee, Fall 1999, Fall 2002, Spring 2018

College Promotion and Tenure Committee alternate, 2008, 2012-2015 (Served Fall 2013, Spring 2018)

Sims Hall Renovation Committee, Fall 2011, Spring 2012

Committee member for VPA graduate program research/creative grant competition, Summer 2010

Consultant for COLAB VPA "Communication Project," Summer 2010

Appointed to hybrid third year review committee for faculty member in Retail, 2005

Appointed to Ad Hoc Committee on Structure and Governance, Fall 2002, Spring 2003

Appointed to School of Visual and Performing Arts Search Committee for Director of Professional Development Center, Spring 2001

Appointed to School of Visual and Performing Arts Committee Charged with Creating a Grade Grievance Policy, Spring 1998

Appointed to two-year terms as alternate to School of Visual and Performing Arts College Board, Fall 1998, Fall 2002

Appointed to School of Visual and Performing Arts College Board agenda committee, Fall 1997

Appointed to School of Visual and Performing Arts College Board, Fall 1996

Department

Tenure and promotion committee, 2005-
Chair, 2020-2022

Mary Earle Prize for Undergraduate Writing, Chair, Fall 2015-Spring 2016, Spring 2020, Spring 2024

Race, Communication and Digital Culture faculty position Search committee member, Fall 2022-Spring 2023

Communication, Culture, and Digital Technologies faculty positions (2) Search Committee member, Fall 2017-Spring 2018

Faculty advisor Lambda Pi Eta (Communication Honor Society), Fall 2016-Fall 2018

Curriculum Assessment Associate Coordinator, Fall 2016-Spring 2017

Academic and Athletic Support Committee, Spring – Summer 2016

Curriculum Assessment Committee, Fall 2015-Spring 2016

Speaker and Colloquium Series Committee, Fall 2015-Spring 2016

Undergraduate Development Liaison, Summer 2014-Summer 2015

Undergraduate Development Committee, Chair, Summer 2014-Summer 2015

Assessment Coordinator, Spring 2012

Chair evaluation subcommittee, March 2012

Communication and Rhetorical Studies Coordinator of Graduate Studies,
Spring 2003, Fall 2003, Fall 2005, Fall 2011

Discourse Analysis Position Search Committee member, Fall 2011

Represented the department in New York City during CRS senior class trip to network with alumni. Accompanied the students to and from the City. 2010, 2011, 2012

Organized (2011) and judged for (2010) Mary "K" Earle CRS Research Paper Award
Member, Curriculum Committee, 2009

Chaired panel for Visible Memory Conference, October 2-4, 2008

Critical/Performance Studies Search Committee Chair, Fall 2007, Spring 2008

Panelist for All-SU Alumni event on presidential election, Chicago Illinois, Fall 2007

Chair for panels "Sites of Memory" and "Memorial Effects" at the Contesting Public Memories conference, Syracuse, NY, October 2005

Department of Speech Communication Search Committee (ex officio),
Fall 2002, Spring 2003

Department of Speech Communication Curriculum Committee (Chair),
December 2001, Spring 2002, Fall 2002, Spring 2003

Developed (with Michelle Holling) a critical pedagogy workshop for TAs,
Fall 2002

CAS Committee. Created new area of graduate program (Cosmopolitan Studies), Fall 2001, Spring 2002

Department of Speech Communication Search Committee (for two tenure track positions). Fall 2000, Spring 2001

Department of Speech Communication Curriculum Committee,
1998, Spring 2000

Community

Advisory Board of Calm Connections (A Syracuse nonprofit offering mentorship and mindfulness activities to youth). 2019-2020.

Creator of the Grant Writing Support Group, Summer 2019
(Once-a-month group with a grant writing expert present to provide information, networking and accountability partners for small non-profits or people who want to write grants to help their community or organization.)

Joint Wacheva/Dance Theater of Syracuse Grant Writing Group, Summer 2019-Fall 2020.

Working to stabilize and support Wacheva Dance and Drum Studio as the director was losing non-profit status and solvency. Summer 2018, Summer 2019.

Walk with OGs against Violence, 2018-2019.

Coordinate volunteers and create and provide programming and support (emotional intelligence curriculum, yoga teacher visits) for two first grade classrooms at Frazer School in Syracuse. [paused during pandemic]
December 2015-

Coordinate volunteers and volunteer opportunities full community self-help in Central New York via #Shift180 Facebook and Twitter page. Fall 2016-

Volunteer at least once a week and coordinate throughout the week, gathering donations for new Syrian refugees and others at Jesus, Son of Mary Mosque on the North Side. Fall 2016-Spring 2018

G. References

Dennis Mumby, dissertation advisor
Professor of Communication
University of North Carolina, Chapel Hill

Patricia Boling
Professor of Political Science and Women's Studies
Purdue University