# Stephen A. Cox, Ph.D.

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# **EDUCATION:**

- **Ph.D. in Communication** (1996), Organizational Communication emphasis University of Missouri, Columbia, MO
- M.A. in Communication (1990), Organizational & Interpersonal Communication emphases Western Kentucky University, Bowling Green, KY
- **B.A. in Corporate & Organizational Communication** (1989)

Western Kentucky University, Bowling Green, KY

#### **TEACHING EXPERIENCE:**

Murray State University, Murray, KY

Dept. of Organizational Communication

- Department Chair (2001-Present)
- Associate Professor with tenure (2002-Present)
- Assistant Professor (1997-2002)

Graduate Courses: Advanced Organizational Communication

Foundations of Organizational Communication

Fall 1997 - Present

Seminar in Managerial Communication Seminar in Customer Communication Seminar in Interpersonal Communication Seminar in Intercultural Communication

Research Methods in Organizational Communication

Research Practice

Directed Courses: Readings in Organizational Communication

**Directed Study in Organizational Communication** 

**Directed Study in Communication Theory** 

Cooperative Education in Organizational Communication

Thesis

Undergraduate: Senior Seminar in Organizational Communication

Advanced Organizational Communication Communication Skills for Professionals Contemporary Issues in Communication

Intercultural Communication Interpersonal Communication

Introduction to Interpersonal Communication

Public Speaking (mass-lecture & self-contained formats)

Freshman Orientation/Transitions

Denison University, Granville, OH

Dept. of Communication

Visiting Assistant Professor

Courses: Organizational Communication

**Public Relations** 

**Small Group Communication** 

Middle Tennessee State University, Murfreesboro, TN

Dept. of Speech & Theatre

• Adjunct Instructor

Courses: Public Speaking

University of Missouri, Columbia, MO

Dept. of Communication

Graduate Teaching Assistant

Courses: Public Speaking

Western Kentucky University, Bowling Green, KY

Dept. of Communication & Broadcasting

Dept. of Teacher Education

Part-time Instructor & Graduate Teaching Assistant

Courses: Small Group Communication

**Public Speaking** 

Library Media Education

Fall 1996 - Spring 1997

Fall 1995

Fall 1991 - Summer 1995

Fall 1989 - Spring 1991

# **ACADEMIC INTERESTS FOR TEACHING:**

My primary teaching interests include undergraduate and graduate courses in organizational communication, managerial communication, and customer communication. I also have experience teaching research methods, interpersonal, intercultural, group, public relations and basic courses.

# **ADMINISTRATIVE EXPERIENCE:**

Murray State University, Murray, KY

May 2001 - Present

Department Chair, Organizational Communication

### Responsibilities as Chair:

- Manage a department of 11 full-time faculty, 18 adjuncts and 6 graduate teaching assistants.
- Promote faculty participation and collaboration in departmental matters.
- Develop and administer assessment processes.
- Ensure compliance with accreditation standards and collegiate objectives.
- Ensure mission, goals, and programs complement those of the college and university.
- Promote the needs of the department to collegiate and university administrators.
- Promote the needs of the college, university, and service region to the faculty.
- Acquire and allocate resources for the department.
- Establish and monitor departmental budgets.
- Initiate and facilitate faculty meetings and committee work.
- Hire and supervise adjunct instructors.
- Serve on search committees for tenure-track and non-tenure track faculty.
- Evaluate faculty and staff performance.
- Create course schedules (F, Sp, Sm) for on-campus and off-campus COM programs.
- Collaborate with and supervise the Basic Course Director, Graduate Director, and Racer Communication Center Director.
- Promote, schedule, advise and teach in our off-campus, accelerated M.S. in Organizational Communication program.
- Supervise and direct both the on-campus undergraduate program and off-campus BIS in Organizational Communication program.
- Develop faculty and adjuncts to expand online undergraduate and graduate course offerings.
- Promote and encourage continuous faculty development.
- Encourage scholarly activities and secure travel support of faculty.
- Ensure quality and currency in undergraduate and graduate curriculum.
- Ensure adequate facilities and equipment for instructional purposes.
- Promote and monitor progress of departmental initiatives and new programs.
- Lead the department's annual strategic planning and reporting process.
- Recruit, welcome, and initially advise all new majors, minors, and transfer students.
- Collaborate and build relationships with departments and administrators across the university.
- Represent the department at university and community meetings and special events.

- Initiate and maintain critical linkages between the department and the service region.
- Strengthen alumni and corporate relations.
- Network to help students secure internships and job opportunities.
- Solicit donations from alumni and businesses.
- Teach a 2/2 load, plus all directed study, internship, and arranged courses.
- Serve as advisor to 20 majors and all Organizational Communication minors.
- And most importantly, listen to students and help them resolve problems.

# Noteworthy accomplishments as Chair:

- Staff, schedule and supervise COM 161 (Public Speaking) and COM 131 (Introduction to Interpersonal Communication) for "Racer Academy", a dual-credit program for high school students. Annually, over 150 high school students earn credit through these COM courses.
- Expanded faculty from 10 full-time faculty and 3 adjunct faculty in 2002 to 11 full-time faculty and 18 adjunct faculty in 2012.
- Secured funding, helped design, and staffed the new Racer Oral Communication Center in Waterfield Library. Working with the Office of Development and the Dean of Libraries, Jessie D. Jones donated over \$75,000 to create the Center and ensure students across MSU would receive one-on-one presentation and communication skills training.
- Worked with university administrators and Academic Council in 2009 to require COM 161— Public Speaking, of all incoming Freshmen. Since, our deliver of COM 161 has increased from under 1000 to over 1500 students taught each year.
- Secured funding and helped supervise over \$150,000 in renovations and new equipment purchases for departmental classrooms and offices.
- Established the departments first PC-computer lab to support COM instruction and research.
- Began the first "accelerated" off-campus graduate program in Organizational Communication. Designed, scheduled, staffed, recruited, admitted, and enrolled 23 students between May 2007 and August 2007. Secured \$113,000 to support the program and hire an additional faculty.
- Designed and staffed the university's first "accelerated" BIS program in Organizational Communication in response to the state mandate that every university in Kentucky have an accelerated degree program. Since 2007, I have designed, scheduled, staffed, and supervised these BIS in Organizational Communication programs.
- Facilitated the first revision of the department's mission statement and goals since 1989.
- Expanded and revised the curriculum for the major and minor while reducing the overall requirement for graduation from 128 to 120 hours.
- Facilitated development of new undergraduate and graduate program assessment procedures and learning goals aligned with SACS and university expectations.
- Initiated the faculty's development of two customized textbooks for our COM 161 (Public Speaking) course. The new texts reduced student expenses for a text from \$90 to \$40. Royalties have generated approximately \$1000 per year to support faculty development and equipment purchases since 2004.
- Established new auditing procedure to ensure students comply with departmental GPA requirements and achieve graduation.
- Established the Rho Beta chapter of Lamba Pi Eta, the NCA student honor society.

- Expanded the content and supervised the revision of the departmental website to enhance the site's effectiveness as an information resource and recruitment tool for the department.
- Established and organize the annual "Organizational Communication Day" during homecoming week to support alumni/student networking, information sharing, and new student recruitment.
- Persuaded the administration to increase departmental Graduate Teaching Assistants' pay from \$2650 to \$3500 per-semester, and offer a \$500 tuition scholarship for GTAs.
- Initiated with the Director of Forensics a new "MSU Speech & Debate Union" to modify the traditional traveling team and promote on campus debates.
- Designed a graduate degree program for the country of Cyprus in Organizational Communication (with an emphasis in Educational Administration) delivered in a live, 10-day instructional format supplemented with online instruction.

# Curricular Developments as Chair:

Lead the development of new courses in collaboration with faculty:

- HON 165—Honors Seminar in Communication,
- COM 160—Managing Public Speaking Anxiety
- COM 260—Communication Ethics
- COM 345—Diversity, Communication, and the Workplace
- COM 422—Communication and Technology
- COM 439—Conflict and Communication
- COM 622—Communication Technology in Organizations
- COM 631—Interpersonal Communication at Work
- COM 635—Customer Communication
- COM 636—Health Communication
- COM 677—Organizational Dialogue and Learning
- COM 682—Seminar in Crisis Communication
- COM 687—Leadership Communication

#### **RESEARCH INTERESTS:**

My research has primarily focused the communication processes of "employee exit" including both voluntary (e.g., resignations and transfers) and involuntary (e.g., layoffs and terminations) forms of exit. Of special interest is exit in high-turnover, service industries (e.g., healthcare, shipping/logistics, and social services). Additional areas of interest include communication processes of collaborative innovation, entrepreneurial organizations, and civility and dialogue in the workplace. I have also conducted research on health communication, basic courses and communication administration.

#### **REFEREED PUBLICATIONS:**

Cox, S.A. & Moode, M.S. (2008). Managerial communication and innovation: Strategies to initiate innovation development by workgroups. *International Journal of the Academic Business World*, *2*, 33-39.

- Cox, S.A. & Todd, T.S. (2005). Reorganizing academics: A descriptive treatise on the creation of a department of Organizational Communication and its collegiate affiliation within a College of Business. *Kentucky Journal of Communication*, 24, 145-156.
- Cox, S.A. & Todd, T.S. (2001). Contrasting the relationships between teacher immediacy, teacher credibility, and student motivation in self-contained and mass-lecture courses. In D.D. Sellnow (Ed.), *Basic Communication Course Annual 13* (pp. 23-45). Boston, MA: American Press.
- Cox, S.A. (2000). Institutional shareholder activism: The storm that cleaned out the boardroom. *Kentucky Journal of Communication, 19,* 137-154.
- Todd, T.S., Tillson, L.D., Cox, S.A., & Malinauskas, B. (2000). Assessing the perceived effectiveness of the basic communication course: An examination of the mass-lecture versus the self-contained format. *Journal of the Association for Communication Administration*, 29, 185-195.
- Cox, S.A., & Edwards, J.W. (2000). Communication traits of emergent leaders: Cognitive complexity and communication apprehension in small groups. *Proceedings of the Association for Business Communication Joint Regional Conference*, 79-90.
- Cox, S.A. (1999). Group communication and employee turnover: How coworkers encourage peers to voluntarily exit. *Southern Communication Journal*, *64*, 181-192.
- Cox, S.A., & Kramer, M.W. (1995). Communication during employee dismissals: Social exchange principles and group influences on employee exit. *Management Communication Quarterly*, *9*, 156-190.

# **BOOK CHAPTERS:**

- Cox, S.A. (2010). Your career: Communicating, leading and listening (Revised 2<sup>nd</sup> ed.). In R.M. Bokeno, C.R.C. Coleman, T.A. Coffelt, S.A. Cox, C.P. Duffy, D.M. Gesler, M.D. Miller, P.S. Parish, F.L.M. Smith, & L.D. Tillson's *Selling yourself and your ideas: A guide for building presentation skills* (pp. 219-228). Dubuque, IA: Kendall/Hunt Publishing.
- Cox, S.A. (2010). Audience analysis and research (Revised 2<sup>nd</sup> ed.). In R.M. Bokeno, C.R.C. Coleman, T.A. Coffelt, S.A. Cox, C.P. Duffy, D.M. Gesler, M.D. Miller, P.S. Parish, F.L.M. Smith, & L.D. Tillson's *Selling yourself and your ideas: A guide for building presentation skills* (pp. 53-84). Dubuque, IA: Kendall/Hunt Publishing.
- Cox, S.A. (2006). Research: Building the foundation of your presentation. In R.M. Bokeno, E.C. Brewer, W.D. Cole, C.R.C. Coleman, S.A. Cox, C.P. Duffy, S.D. Lidzy, B.K. Malinauskas, & L.D. Tillson's (2<sup>nd</sup> Ed.), *A manner of speaking: Successful presentations for work and life* (pp. 44-75). Dubuque, IA: Kendall/Hunt Publishing. (note: 1st Ed. 2004)

### **CONVENTION PAPERS:**

# 2008

- Cox, S.A., & Moode, M.S. (2008, May). *Managerial Communication and Innovation: Strategies to Initiate Innovation Development in Workgroups.* A "Best Paper" presented at the Academic Business World International annual conference, Nashville, TN.
- Gesler, D.M., & Cox,S.A. (2008, March). The Relationship Between Parental Communication, Exercise, and BMI in Young Adults: "Go Ride Your Bike!" A paper presented to the Southern States Communication Association Annual Convention, Savannah, GA.

### 2007

- Cox, S.A., & Miller, M.D. (2007, October). *Teaching Speech Using Mass-Lecture: Best Practices.*A paper presented to the Kentucky Public Speaking Conference, Bowling Green, KY.
- Gesler, D.M., & Cox, S.A., (2007, March). "If You're Good I'll Give You a Cookie: Parental Communication and Childhood Obesity. A paper presented to the Southern States Communication Association Annual Convention, Louisville, KY.

# 2005

Cox, S.A. (2005, January). *Breaking Up is Hard to Do: Managing Employee Turnover and Retention in Nonprofits.* A paper presented to the American Humanics Management Institute annual meeting, Atlanta.

#### 2004

- Cox, S.A., & Moode, M.S. (2004, November). *Communication Strategies Managers Use to Initiate the Creation of Innovations by Employees.* A paper presented to the Organizational Communication Division of the National Communication Association annual meeting, Chicago.
- Cox, S.C. (2004, November). *The MS/MA Program in Organizational Communication at Murray State University*. A paper presented at the National Communication Association Conference annual meeting, Chicago.

# 2003

Tillson, L.D., Cox, S.A., & Wray, A. (2003, February). Why 409 is More than a Spray Cleaner: Ideas for Capstone Courses and Program Assessment. A paper presented at the Ken-Tenn Business Faculty Best Practices Conference, Paris Landing, TN.

# 2001

- Cox, S.A. (2001, November). Covert Relationship Termination Strategies: How to Get Him or Her to Say, "It's over!" A paper presented at the National Communication Association annual meeting, Atlanta.
- Cox, S.A. (2001, April). Predictors of Job Satisfaction and the Comparison Level of Alternatives:

  Supervisor Communication, LMX, Coworker Communication, and Freedom to

  Communicate. "Top Paper" in Organizational and Professional Communication presented at the Central States Communication Association annual meeting, Cincinnati.

(NOTE: This paper was also presented in March, 2001, at the Ken-Tenn Business School Conference, Austin Peay State University, Clarksville, TN.)

#### 2000

- Cox, S.A., & Todd, T.S. (2000, November). Supervisor Communication, LMX, Coworker Communication, and Freedom to Communicate as Predictors of Turnover Intentions. A paper presented at the National Communication Association annual meeting, Seattle.
- Cox, S.A. (2000, November). On-line Communication Courses: Courses Being Offered and Practices of Faculty Who Use New Technologies in Instruction. A paper presented at the National Communication Association annual meeting, Seattle.
- Cox, S.A. (2000, November). *Engaged in the Public and Private Sector.* A paper presented at the National Communication Association annual meeting, Seattle.
- Cox, S.A., & Edwards, J.W. (2000, March). *Communication Traits of Emergent Leaders: Cognitive Complexity and Communication Apprehension in Small Groups.* A paper presented at the Association for Business Communication Joint Regional Conference, Nashville.

# 1999

- Cox, S.A., & Todd, T.S. (1999, November). Examining the Relationship between Student Motivation, Teacher Credibility, Teacher Immediacy, and Communication Apprehension in Mass-Lecture and Self-Contained Formats of the Basic Communication Course. A paper presented at the National Communication Association annual meeting, Chicago.
- Hester, J., Todd, T.S. & Cox, S.A. (1999, November). Examining Communication Apprehension and Its Relationship with Key Classroom Variables: Mass-Lecture versus Self-Contained Formats of the Basic Communication Course. A paper presented at the National Communication Association annual meeting, Chicago.
- Cox, S.A. (1999, April). *Employee Exit and Communication: Looking Forward/Looking Back.* A paper presented at the Southern States/Central States Communication Association annual meeting, St. Louis.

# 1998

- Cox, S.A. (1998, November). Coworker Strategies to Encourage Peer Exit: How Coworkers Juice the Lemons out of the Organization. A paper presented at the National Communication Association annual meeting, New York.
- Cox, S.A. (1998, November). Persuasion and Employee Exit: Reconceptualizing the Voluntary/Involuntary Dichotomy. A paper presented at the National Communication Association annual meeting, New York.
- Cox, S.A. (1998, April). A Social Exchange Model of Employee Satisfaction, Voice, and Exit. A "Top 5 Paper" presented to the Communication Theory Division at the Southern States Communication Association annual meeting, San Antonio.

# **1997**

- Cox, S.A. (1997, November). *Managerial Strategies to Encourage Voluntary Employee Exit.* A paper presented at the National Communication Association's annual meeting, Chicago.
- Cox, S.A. (1997, May). Communication and the Employee Exit Decision: A Social Exchange Model.

  A paper presented at the A.F. Jacobson Symposium in Communication, Creighton
  University, Omaha.
- Cox, S.A. (1997, April). *Institutional Shareholder Activism: The Storm that Cleaned Out the Boardroom.* A paper presented at the annual meeting of the Eastern Communication Association, Baltimore.

### 1994

Cox, S.A., & Kramer, M.W. (1994, November). *Employee Dismissals: Antecedents and the Communication Process.* A paper presented at the annual meeting of the Speech Communication Association, New Orleans.

#### **OTHER SCHOLARSHIP:**

"Research Coordinator" for R.M. Weis and V.W. Gantt's (2009) *Leading with character, purpose, and passion: A model for successful leadership at work and home.* Dubuque, IA: Kendall/Hunt Publishing.

# **FUNDED RESEARCH**:

"Learning about Communication and Technology." A 1999 CFAC Summer Professional Development Grant: \$1065

"The Relationship Between Cognitive Complexity and the Communication Strategies Managers Use to Encourage Employee Exit." A 1998-99 CISR Grant: \$640.

### **GRANT WORK:**

"Health Matters for Students" grant from the Kellogg Foundation awarded to the Youth and Nonprofit Leadership program. Served as the faculty recruitment and communication consultant to encourage participation at MSU and other universities.

# **FACULTY DEVELOPMENT PRESENTATIONS:**

Cox, S.A. (2003 & 2007). How to Work with your Dean and Secretary. A presentation to the CTLT New Chair's Orientation.

Cox, S.A. (1999, December). *New Communication Technologies: Implications and Applications for our Department*. A paper presented to the faculty of the Department of Organizational Communication, Murray State University.

# **SERVICE ACTIVITIES:**

# **University & College Service**

- COB Budget Planning and Review Team—(2012-2013)
- SACS Reaccreditation Report Writing Team—Standard 4.2 (2011-2013)
- Blue-Ribbon Task-Force on Campus Diversity (2002-2009)
- University Strategic Planning Committee (SACS) (2002)
- University Strategic Planning Action Team for Academic Goals (SACS) (2003)
- University Studies Committee (2007)
- Faculty Senate (2000-2002)
- Faculty Senate Personnel and Handbook Committee (2000-2002)
- University Admission Appeals Committee (1998-01)
- President's Faculty Advisory Committee (2002)
- MSU Higher Education Leadership Development Program (2004)
- BPA Undergraduate Programs Committee (2000-2002)
- BPA Technology Committee (2000-2002)
- BPA Curriculum and Cross-Disciplinary Task Force (2000-01)
- BPA Cross-Disciplinary Opportunities Task Force (2000-01)
- BPA Strategic Planning Committee (2003-Present)
- Broughton & Breazeale Scholarship Committee (1998, 2000-Present)
- Judge for DECA competition (2004-Present)
- Judge for FBLA competition (2002-Present)
- CTLT Committee on New Chair's Orientation (2003-Present)
- Global Campus Committee/International Education Week (2006-2010)
- School Visit Committee (Roads Scholars) (2008)

# Roads Scholars & Residential College Service

- Roads Scholars Team Captain, Muhlenberg North High School (2000-2008)
- Roads Scholars Team Captain, Providence High School (2005-2006)
- Roads Scholars Team member for Hardin Central and Elizabethtown High Schools (1999-00)
- Richmond Residential College Committee on Student Retention & Orientation (1998)
- Richmond Residential College "special events" –Spring Breakfast, Graduation Dinner, Richmondon-the-Green, Residential College Campus Debates, Fall Planning Committee (1998-2001)
- Great Beginnings—Richmond Residential College (1997-Present)

# Departmental Service

- Lamba Pi Eta Honor Society Advisor/Co-Advisor (2003-2008)
- Departmental Curriculum Committee (1997-Present)
- Departmental Technology Committee (2000-2005)
- Departmental Academic Reorganization Committee (1999-00)
- Grant Award: \$1000 TVA University Grant (2003)
- MA Thesis Director for three students (1998-Present)
- MA Thesis Committee Member for five students (1998-Present)
- Comprehensive Exam Committees each semester (1998-Present)
- Director for one Senior Honors Thesis (1999)
- Director for six BIS Senior Theses (2001-Present)
- Judge for the Ruby C. Krider/HCC Open Forensics Tournament (1998)
- Faculty Search Committee (1999, 2000)
- Departmental representative for "Summer O" and "Transfer O" registration (1998-Present)
- Departmental representative for Regional College Fair, Senior Day, & Junior Jam (1998-Present)
- Departmental representative for Racerthon (1998-Present)
- Departmental representative for college New Graduate Student Orientation (2000-Present)

# Other Campus, Community, & Discipline Service

- Youth and Nonprofit Leadership Advisory Council Member and Chair (2002-Present)
- Serve on professional staff search committees in Student Affairs division and the Center for Continuing Education and Academic Outreach (2011, 2012)
- Leadership Paducah—Guest Speaker, "What Every Employee Wants to Know..." (2004-2005)
- Homecoming Queen Selection Committee (2002-2004)
- Search Committee for Annual Fund Director (2003)
- Student Leadership Workshop: "Motivating Members of Your Leadership Team" (2003)
- Calloway 2020—Leadership & Unity Committee (2002)

- "Mock interviews"—Dr. Tom Auer's graduate Management of Technology class (2002)
- Outside reviewer for Tenure, Michelle Johnson, Wooster College (2002)
- Reviewer for the *Kentucky Journal of Communication* (1998-Present)
- Reviewer for Special Issue of the *Journal of Organizational Change Management* (2002-2003)
- Reviewer for CSCA Organizational & Professional Communication Interest Group (2002)
- Lecturer & mentor for Hopkinsville Community College Upward-Bound program (1998-00)
- Summer MSU Upward-Bound Mentor (1998)
- JMC Dept. (Adv. PR & International Mass Comm. courses)—Guest Lecturer: "Culture and Communication" (2004-2011)
- Departmental tours for student/athlete recruits (1998-Present)
- Phi Eta Sigma Freshman Honor Society; Keynote Speaker (1999)
- FBLA Regional Conference—Guest Speaker, "Team Development" (2001)
- Spring & Fall "Senior Breakfast" & Commencement (1998-Present)
- Conducted teambuilding session for BPA new graduate student orientation (2001)
- Leadership Tomorrow, Murray/Calloway High School students—Guest Speaker: "Developing Leaders" (2006) and "Developing your Leadership Team" (2009).

# **Consulting** (examples)

- Kentucky Association of Chiefs of Police—Communication styles and skills at work.
- Murray-Calloway County Hospital—Leading organizational change.
- ArvinMeritor, Hopkinsville, KY—Communication styles and skills at work.
- Harrah's, Metropolis, IL—Organizational change and employee motivation.
- Trover Foundation, Madisonville, KY—Communication skills for entrepreneurial management.
- Kentucky Department of Criminal Justice Training, Richmond, KY—Strategic managerial communication, behavioral assessments, listening, and conflict resolution.
- Murray-Calloway County Hospital—Culture assessment w/ physicians, board, and executives.
- Tennessee Technology Center at McKenzie, TN—Workplace communication skills.
- Western Baptist Hospital, Paducah, KY—Quality tools, statistical data analysis, display tools, workplace communication skills, organizational change, and leadership.
- Murray/Calloway Transit Authority, Murray, KY—Strategic planning.
- Kentucky Department for Community Based Services (Cabinet for Families & Children) and the Kent School of Social Work, University of Louisville, KY—Research on turnover among social service workers.
- W.W. Wood Products—Organizational communication assessment.
- Milwaukee Tool—Organizational communication assessment.
- PhyCor, Inc., Nashville, TN—Workplace communication and public speaking skills.

### **PROFESSIONAL MEMBERSHIPS**:

- National Communication Association
- Southern States Communication Association

#### **HONORS**:

- "Top Paper Award", 2008 Academic Business World International Annual Conference
- "Top Paper," Organizational Communication Division, 2001 Central States Communication Association Convention
- "Top 5 Paper," Communication Theory Division, 1998 Southern States Communication Association Convention
- Nominee for the Board of Regent's Award for Teaching Excellence (2000-01)

# **GRADUATE COURSE WORK:**

Organizational Communication & Management Courses:

- Communication in Organizations
- Seminar in Organizational Communication
- Seminar in Organizational Behavior
- Organizational Behavior & Group Dynamics
- Organizational Theory & Design
- Employee Communication
- Crisis Communication
- Values & Leadership in Organizational Communication

#### Small Group & Interpersonal Communication Courses:

- Seminar in Group Communication
- Small Group Communication
- Seminar in Interpersonal Communication
- Interpersonal Communication
- Gender Communication
- Nonverbal Communication
- Intercultural Communication

# Communication Theory & Education Courses:

- Seminar in Communication Theory
- Seminar in Mass Communication Theory
- Seminar in Communication Education
- Persuasive Communication
- Communication Concepts
- Introduction to Graduate Studies in Communication

# Research Methodology Courses:

- Seminar in Quantitative Methods in Communication
- Statistics I -- Correlation, Regression, & Hypothesis Testing

- Statistics II -- ANOVA, Multiple Regression, & Experimental Design
- Seminar in Qualitative Methods in Communication
- Qualitative Research Methods
- Rhetorical Criticism
- Research Practicum
- Research Methodology