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BIOGRAPHY

[Dr. Sarah J. Tracy](#) (Ph.D., University of Colorado, 2000) is Professor of organizational communication and qualitative methodology of The Hugh Downs School of Human Communication at Arizona State University. She is a Distinguished Scholar of The National Communication Association, Fellow of the International Communication Association, Distinguished Teacher of The Western States Communication Association, and Co-Founder of [The Transformation Project](#), a consortium of faculty, students, and community members who seek to discover and promote creative change processes that encourage healthy communication patterns, collaborative group behavior, and equitable forms of social organization. She has been listed in the top two percent of scientists in the world across all fields by Stanford University's Research Innovation Center's 2023 & 2024 career rankings.

Professor Tracy's scholarly work examines emotion, communication, and identity in the workplace with foci on emotional labor, compassion, bullying, and organizational flourishing. She is an interdisciplinary leader in qualitative research methods. She founded the Youtube channel [Get Your Qual On](#) and her award-winning research has resulted in two books including [Qualitative Research Methods: Collecting Evidence, Crafting Analysis, Communicating Impact](#), by Wiley, now in its third edition. This book elucidates a contextual approach for phronetic iterative qualitative data analysis (PIQDA), serving as a primary scholarly source on qualitative design and analysis, a practitioner's resource for assessment, and a pedagogical resource for short courses, workshops, and graduate and undergraduate courses. Dr. Tracy has published more than 100 scholarly monographs, with over 35,000 citations, appearing in outlets such as *Communication Monographs*, *Communication Theory*, *Management Communication Quarterly*, *Human Communication Research*, *Qualitative Inquiry*, *Health Communication*, *Journal of Management Studies*, and *Journal of Applied Communication Research*.

When she directed the School (2021-2025), her vision focused on inclusive excellence, entrepreneurial leadership, advancing top-tier use-inspired research, fostering impactful partnerships across the community and university, providing access to results-driven education in innovative formats, and cultivating organizational flourishing for school stakeholders during ambiguity and change. Strategic foci included using Artificial Intelligence (AI) for good, human-machine communication, and disrupting misinformation and propaganda in digital contexts.

Sarah has fostered collaborations with a number of industries and given over 75 keynotes and workshops worldwide for a variety of universities and organizations including Honeywell, Mayo Clinic, Metropolitan Association of Business Executives, and City of Phoenix. Her work inspires communication that builds resilience in the face of organizational disruption, burnout, and stress. Furthermore, Sarah regularly serves as a media resource—on topics such as the effects of digital interaction, leadership, burnout, toxic positivity, and work-life balance—contributing to outlets such as *National Public Radio*, *The Today Show*, *The Phoenix Business Journal*, and *The Arizona Republic*.

This vita covers the following areas in this order (and are hyperlinked here): 1) [education](#) & [academic positions](#); 2) research [citations](#) and [awards](#); 3) publications ([books](#), [journal articles](#), [book chapters](#), [creative activity](#)); 4) [grants](#); 5) [conference activities](#) and [invited scholarly presentations](#); 6) [teaching awards](#); 7) [courses taught](#), [pedagogical workshops](#), and [teaching evaluations](#); 8) [advising](#); 9) [service recognition](#); 10) [professional service](#); 11) [school and university service](#); 12) [community service](#) and public scholarship ([media](#) and [consulting](#)).

EDUCATION & TRAINING

Ph.D. Communication, 2000, University of Colorado, Boulder; Advisor: Stanley Deetz.
Gerald R. Miller Outstanding Doctoral Dissertation Award
W. Charles Redding Dissertation Award Honorable Mention

M.A. Communication, 1996, University of Colorado, Boulder; Advisor: Phillip K. Tompkins.

B.A. Public Relations & Communication, 1993, University of Southern California.
Phi Beta Kappa, Phi Kappa Phi, Mortar Board, Magna Cum Laude

Leadership Academy (2022-2023) – Intensive 12-month program focused on advancing executive university leadership. Created *The 100 Conversations Project*

Launching Leaders Program (2021-2020) – Selected by ASU provost office to participate in this 8-month senior university leadership program.

LEGO Serious Play Advanced Systems Certified Facilitator. Serious Work. July, 2025.

ADMINISTRATIVE POSITIONS (ALSO SEE SERVICE)

Director, Hugh Downs School of Human Communication, College of Liberal Arts and Sciences, Arizona State University (July 2021-June 2025)

Responsible for leading a tenure track and teaching faculty of ~60 (including six appointed admin positions), 15 staff members, ~45 graduate instructors or R.A.s, and ~40 instructional support workers educating ~1600 undergraduate majors, ~45 PhD students, and ~250 MA students. The School offers four degrees, a minor, two certificates, and universal learning opportunities in-person and online. The School houses a debate & forensics program, internships, study abroad, and an interpreter's theater.

Responsible for strategic planning, fiscal management and oversight of ~\$10 million budget; cultivating faculty research and development; personnel selection; promotion and evaluation; cultivating policies and processes of inclusive excellence; fundraising; alumni and community engagement; overseeing five research collaboratives/centers; cultivating industry and interdisciplinary collaborations; overseeing marketing and communications; developing new degree programs; and representing the school in the college, university and community.

Interim Director, Hugh Downs School of Human Communication, College of Liberal Arts and Sciences, Arizona State University (July, 2020-March, 2021)

Founding Co-Director, The Transformation Project, Hugh Downs School of Human Communication, Arizona State University (2005-2021); Member (2021-present)

Responsible for leading an interdisciplinary group of ~25 researchers and two part-time doctoral assistants in scholarly activities related to communicatively transforming lives and relationships at all levels of interaction. Responsible for strategic planning that led to an endowed gift that funds the collaborative, jurying and administering research grants and awards; developing research teams; cultivating industry and academic partners; seeking external funding; overseeing an annual budget of \$25 thousand.

Director, Graduate Faculty of Communication and Interdisciplinary Doctoral Program, Hugh Downs School of Human Communication, Arizona State University (2007–2011)

Responsible for graduate student admissions and recruitment; overseeing curriculum development; managing assistantships and disbursement of internal grants; course scheduling; student socialization via orientation and student association advising; developing and implementing annual evaluations; overseeing three faculty committees; procuring student scholarships and fellowships.

ACADEMIC POSITIONS

Professor, (2014-), Hugh Downs School of Human Communication, Arizona State University

Director, (2021-2025), Hugh Downs School of Human Communication, Arizona State University

Herberger Endowed Professor (2016-2019), Hugh Downs School of Human Communication, Arizona State University [rotating competitive 3-year professorship]

Senior Global Futures Scholar (2015-present), Wrigley Global Institute of Sustainability, Arizona State University

Affiliate Faculty (2011-2015), Center for Applied Behavioral Health Policy, College of Public Programs, Arizona State University

Associate Professor (2006-2013), Hugh Downs School of Human Communication, Arizona State University

Assistant Professor (2000-2006), Hugh Downs School of Human Communication, Arizona State University

Barrett Honors College Disciplinary Faculty (intermittently 2001-), Arizona State University
Affiliate Faculty (2004-2008), The School of Justice & Social Inquiry, Arizona State University

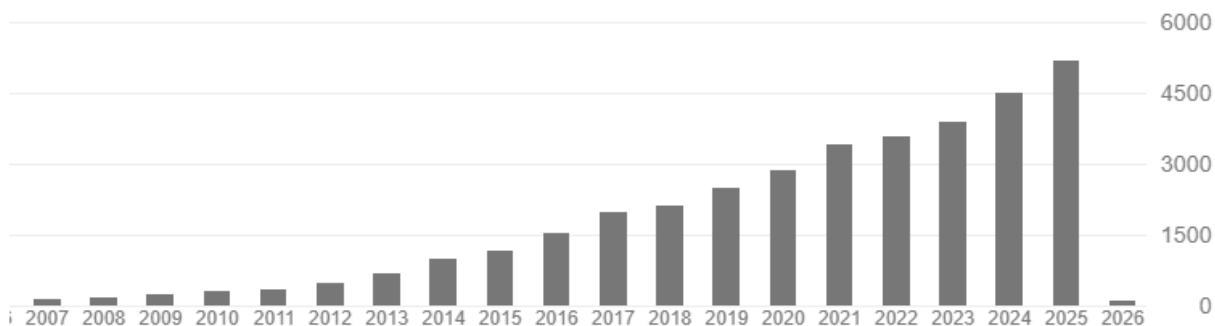
Graduate Part-time Instructor, Teaching Assistant, Research Assistant (1994-2000), Department of Communication, University of Colorado-Boulder

RESEARCH

RESEARCH SUMMARY (AS OF 01/2026)

100+ scholarly monographs (books, articles, chapters, invited pubs), 35k+ citations, 40 h-index.

	All	Since 2021
Professor, Human Communication, Arizona State University-Tempe	Citations 37016	20788
Verified email at asu.edu - Homepage	h-index 41	33
organizational communication qualitative research methods emotion identity compassion	i10-index 79	65



CAREER HONORS & RECOGNITION

Keynote Speaker, International Congress of Qualitative Inquiry, Presented “Creating a Big Tent for Excellent Qualitative Inquiry.”

ICA Fellow, International Communication Association, 2024. The highest accolade awarded in the international communication discipline, honoring a career of scholarly achievement communication.

Jablin Award for Outstanding Contributions to Organizational Communication, 2024. Honoring an esteemed career achievement, awarded by the organizational communication interest group of the International Communication Association.

Legacy Award, Ethnography Division, National Communication Association, 2024. Honoring a lifetime of high-quality qualitative and ethnographic research.

Top 2% of scientists in the world across all fields, [Stanford University’s Scientist Career Rankings](#), 2023 & 2024 and [Elsevier Data Repository](#).

Distinguished Scholar, The National Communication Association, 2020. The highest accolade awarded in the United States communication discipline, honoring a lifetime of scholarly achievement in the study of human communication.

2016-2019 – Jeanne Lind Herberger Endowed Professorship – rotating faculty-chosen award recognizing excellence in scholarship, The Hugh Downs School of Human Communication, ASU.

Charles H. Woolbert Research Award, National Communication Association, 2019. Award honors the journal article (*Crystallized Self*) that has stood the test of time and become a stimulus for new conceptualizations of communication phenomena.

Grazier Keynote Scholar, University of S. Florida, April, 2015
<http://communication.usf.edu/about/grazier/>

University of N. Carolina-Charlotte Communication Week Keynote Speaker, April, 2015

Marsico Visiting Scholar, University of Denver, January, 2014

Keynote Speaker, James Madison University’s 32nd Communication Studies Conference.
Getting Our Hands Dirty: Communicating, Organizing & Making a Difference, 2010

Promotion and Tenure Exemplar – Arizona State University (Named by President Michael Crow as one of six faculty “exemplars” across the ~40 university P&T cases in 2006)

TOP PUBLICATION AWARDS

Outstanding Article of the Year Award, 2024, Organizational Communication Division, National Communication Association.

Chapter author for the Outstanding Edited Book Award, Organizational Communication Division, National Communication Association, 2024. Awarded for the *SAGE Handbook of Qualitative Research in Organizational Communication*.

Outstanding Article of the Year, *Management Communication Quarterly*, 2023.

Outstanding Contributed Chapter Award, International Association of Autoethnography and Narrative Inquiry, 2022. Awarded for *The Routledge International Handbook of Organizational Autoethnography*.

Outstanding Contributed Chapter Award, Organizational Communication Division, National Communication Association, 2021. Awarded for “Creating the being of organizational inclusion” in M. L. Doerfel and J. L. Gibbs (Eds.), *Organizing Inclusion: Moving diversity from demographics to communication processes* (Routledge).

Chapter author for Best Book Award from the National Communication Association Ethnography Division, 2021. Awarded to *The Routledge International Handbook of Organizational Autoethnography*.

Chapter author for Distinguished Book Award from the Association for Business Communication, 2021. Awarded to *The Routledge International Handbook of Organizational Autoethnography*.

Outstanding Book Award, Organizational Communication Division, National Communication Association, 2020. Awarded for 2nd edition book *Qualitative Research Methods*.

Chapter author for NCA Applied Communication Division Edited Book Award, 2020. Awarded to *The Routledge Handbook of Communication and Bullying*.

2015 Emerald Literati Network Awards for Excellence, Highly Commended article.
<http://www.emeraldgrouppublishing.com/authors/literati/awards.htm?year=2015>

Bill Eadie Distinguished Award for Top Scholarly Article from the Applied Communication Division of the National Communication Association, 2012

Outstanding Article of the Year Award, Ethnography Division, National Communication Association, 2010

Outstanding Article of the Year Award, Applied Communication Division, National Communication Association, 2007

Article of the Year Award, Ethnography Division, National Communication Association, 2005

Winner, Gerald R. Miller Outstanding Dissertation Award, National Communication Association (across all divisions), 2001

Honorable Mention (First Runner Up), W. Charles Redding Dissertation Award, Organizational Communication Division, International Communication Association, 2001

TOP CHAPTER & CONFERENCE PAPER AWARDS

Top Paper Award, Group Communication Division, National Communication Association, 2025.

Top Paper Award, Ethnography Division, National Communication Association, 2025.

Top Paper Award, Ethnography Division, National Communication Association, 2023.

Top Paper Award, Organizational Communication Division, Western States Communication Association, 2023.

Top Four Paper Award, Organizational Communication Division, Western States Communication Association, 2023.

Top Paper Award, Organizational Communication Division, Western States Communication Association, 2022.

Top Paper Award, Instructional Communication Division, Western States Communication Association, 2022.

Top Paper Award, Ethnography Division, National Communication Association, 2019.

Top Paper Award, Activism & Social Justice Division, National Communication Association, 2017.

Top Four Paper Award, Organizational Communication Division, National Communication Association, 2015

Top Four Paper Award, Health Comm. Division, National Communication Association, 2012
 Top Four Paper Award, Organizational Communication Division, Western States Communication Association, 2011
 Top Paper Award, Ethnography Division, National Communication Association, 2010
 Top Paper Award, Organizational Communication Division, Western States Communication Association, 2005
 Top Paper Award, Organizational Communication Division, Western States Communication Association, 2004
 Top Four Paper, Ethnography Division, National Communication Association, 2001
 Top Paper, Organizational Communication Division, International Communication Assoc., 2001
 Top Four Paper & Top Student Paper, Language & Social Interaction Division, International Communication Association, 1999
 Top Four Paper, Language and Social Interaction Division, National Communication Association, 1997

PUBLICATIONS

Books

- 1a. Tracy, S. J. (2025). *Qualitative research methods: Collecting Evidence, crafting analysis, communicating impact, 3rd Ed.* Wiley. (450 pages).
- 1b. Tracy, S. J. (2020). 2nd Edition. (412 pages).
 Outstanding Textbook Award, Organizational Communication, NCA, 2020.
- 1c. Tracy, S. J. (2013). 1st Edition (340 pages).
2. Deetz, S., Tracy, S. J., & Simpson, J. L. (2000). *Leading organizations through transition: Communication and cultural change.* Thousand Oaks, CA: Sage (232 pages).
 Reviewed by Barrett, D. J. (2003). *Journal of Business Communication, 40*, 160-166.

Journal Articles

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

1. *Dehnert, M., Sharabi, L. L., & Tracy, S. J. (Accepted December 2025). The communicative construction of care: Evidence for subjectively reciprocal relations between humans and machines. *Journal of Sex Research.*
2. *Martinez, L., Zanin, A., Tracy, S. J. (Online First, December 2025). Occupational identification and assimilation of pain work: (Re)conceptualizing the experience of pain at work as an embodied, co-constructed process. *Communication Studies.*
<https://doi.org/10.1080/10510974.2025.2605333>
3. Tracy, S. J. (OnlineFirst July 2025). Practicing qualitative research under the “Big Tent”: Origins, development, and continuing relevance of the big tent framework for qualitative quality. *Qualitative Inquiry.* <https://doi.org/10.1177/10778004251348167>
4. *Kamrath, J. K., & Tracy, S. J. (OnlineFirst November 2025). The social construction and reciprocity of resilience: Enacting resilience interactionally through affirmative sensemaking and critical co-reflexivity. *Communication Quarterly.*
<https://doi.org/10.1080/01463373.2025.2587950>
5. *Martinez, L., Zanin, A., Tracy, S. J. (OnlineFirst, October 2025). (Re)producing d/Discourse as unobtrusive control: Identity enactments of complicity among aerial acrobats. *Management Communication Quarterly.* <https://doi.org/10.1177/08933189251387036>

6. Tracy, S. J. & *López, C. J. (2025). MashNUp as method: A gestalt qualitative practice using metaphor, arts-based research, and narrative analysis. *Journal of Creative Research Methods*, 1, 118-138. (Inaugural issue). <https://doi.org/10.1332/30502969Y2025D000000001>; Youtube teaser here: <https://youtu.be/fkZFCLChGvM>
7. Leach, R. B., & Tracy, S. J. (2025). Qualitative quality and the importance of play: Reflections on the big-tent model. *Journal of Modern Research in English Language Studies*, 12, 111-117. <https://doi.org/10.30479/jmrels.2025.3836>

Journal Articles, continued

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

8. Tracy, S. J. (2025). Qualitative quality: Eight big-tent criteria for excellent qualitative research. *Qualitative Inquiry*, 30. Special 30th anniversary virtual issue featuring open access to the journal's most cited 30 articles of the 1500+ published in its 30-year history. Note: this article (the 2nd most cited in the journal's history) was originally printed in 2010.
9. *Leach, R. B., Tracy, S. J., & Wong, T. (2024). Refreshing the positive: Bridging positive organizational communication and critical scholarship with Buddhist philosophies. *Communication Theory*, 34(1), 29-38. <https://doi.org/10.1093/ct/qtad015> **NCA Org Com Outstanding Article of the Year.**
10. *Leach, R., Zanin, A. Tracy, S., Adame, E. (2024). Collective compassion: Responding to structural barriers to compassion with agentic action in healthcare organizations. *Management Communication Quarterly*, 38(3), 477-503. <https://doi.org/10.1177/08933189231209724>
11. *Razzante, R. J., Hogan, M., Broome, B., Tracy, S. J., Chawla, D., & Skurzak, D. (2023). Interactive management research in organizational communication. *Management Communication Quarterly*, 37(4). <https://doi.org/10.1177/08933189231159386>
12. Zanin, A. C., *Avalos, B. L., Town, S., Tracy, S. J., & *Stanley, B. L. (2023). Discursive, communal, and individual coping strategies: How US adults co-constructed coping during preliminary COVID-19 stressors. *Health Communication*, 38(7), 1373-1387. <https://doi.org/10.1080/10410236.2021.2010347>
13. *Tietsort, C. J., Tracy, S. J., & Adame, E. A. (2023). "You just don't talk about certain topics": How concerns to disclose suffering to leaders constrain compassion at work. *Sustainability*, 15(5), 4628. <https://doi.org/10.3390/su15054628>
14. Piña, A., Stoll, R., Holly, L., Wynne, H., Chiapa, A., Parker, J., Caterino, L., Tracy, S., Gonzalez, N., & Valdivieso, A. (2023). Streamlined pediatric anxiety program for school mental health services. *Journal of Anxiety Disorders*, 93. <https://doi.org/10.1016/j.janxdis.2022.102655>
15. *Jones, S. E., & Tracy, S. J. (2022). Disciplined into hiding: Milk banking and the 'obscured organization'. *Management Communication Quarterly*, 6(3), 520-546. <https://doi.org/10.1177/08933189211068542>. **MCQ Article of the Year, 2023.**
16. *Dehnert, M., & Tracy, S. J. (2022). On dead-ends, pit-stops, and reimagining the road: How failure leads to teaching expertise and pedagogical transformation. *International Journal of Education and Social Science Research*, 5, 334-351. <http://dx.doi.org/10.37500/IJESSR.2022.5127> <https://ijessr.com/link4.php?id=573>
17. Peterson, B. L., Albu, O. B., Foot, K., Hutchins, D., Qiu, J., Scott, C. R., Stohl, M., & Tracy, S. J. (2022). Conducting research in difficult, dangerous, and/or vulnerable contexts: Messy narratives from the field. *Management Communication Quarterly*, 36(1), 174-204. <https://doi.org/10.1177/0893318921105870> Note: except for Peterson, authors in alpha order and contributed equally
18. Tracy, S. (2021). Calidad cualitativa: Ocho pilares para una investigación cualitativa de calidad. *Márgenes Revista de Educación de la Universidad de Málaga*, 2(2), 173-201. <https://doi.org/10.24310/mgnmar.v2i2.12937>
Note: I worked with the editors of this Spanish-language journal to create this translation of: Tracy, S. J. (2010). Qualitative quality: Eight "big-tent" criteria for excellent qualitative research. *Qualitative Inquiry*, 16, 837-851.
19. Taylor, B. C., Barley, W. C., Brummans, B. H. J. M., Ellingson, L. I., Ganesh, S., Hermann, A. F., Rice, R. M., Tracy, S. J. (2021). Revisiting ethnography in organizational communication studies. *Management Communication Quarterly*, 35, 623-652. <https://doi.org/10.1177/08933189211026700>.

Note: Taylor is lead author with the remaining alpha-order authors equally contributing.

Journal Articles, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

20. *Stanley, B. L., Zanin, A., *Avalos, B., Tracy, S., & Town, S. (2021). Collective emotion during collective trauma: A metaphor analysis of the COVID-19 global pandemic. *Qualitative Health Research, 31*, 1890-1903. <https://doi.org/10.1177/10497323211011589>.
21. Adame, E., Tracy, S., *Town, S., *Towels, M., *Razzante, R., *Tietsort, C., *Kamrath, J., Clark, L., *Tremblay, R., Pettigrew, J., *Donovan, M., & *Becker, K. (2021). Can we create the “Being” of leadership?: A mixed-methods study of two leadership pedagogies at a southwestern, US University. *Journal of Applied Communication Research, 49*(3), 286-304. <https://doi.org/10.1080/00909882.2020.1851040>
22. *Tietsort, C. J., *Hanners, K. A., Tracy, S. J. & Adame, E. A. (2021). Free Listening: Identifying and evaluating listening barriers through empathic listening. *Communication Teacher, 35*, 129-134. <https://doi.org/10.1080/17404622.2020.1851734>
23. Tracy, S. J. (2020). Let’s talk: Conversation as a defining moment for the communication discipline. *Health Communication, 35*(7), 910-916. <https://doi.org/10.1080/10410236.2019.1593081>
24. Tye-Williams, S., Carbo, J., D’Cruz, P., Hollis, L. P., Keashly, L., Mattice, C., Tracy, S. J. (2020). Exploring workplace bullying from diverse perspectives. *Journal of Applied Communication Research, 48*(6), 637-653. <https://doi.org/10.1080/00909882.2020.1830148>
Note: Tye-Williams is lead author and other authors listed in alpha order contributed equally.
25. Bisel, R. S., Kavva, P., Tracy, S. J. (2020). Positive deviance case study as a method for organizational communication: A rationale, how-to, and illustration. *Management Communication Quarterly, 34*, 279-296. <https://doi.org/10.1177/0893318919897060>
26. Tracy, S. J. (2019). A short soliloquy on merit. *Departures in Critical Qualitative Research, 8*:4, 46-48. Refereed special issue on: “Merit, Whiteness, and Privilege.”
27. *Malvini Redden, S., *Clark L. E., Tracy, S. J., Shafer, M. (2019). How metaphorical framings build and undermine resilience during change: A longitudinal study of metaphors in team-driven planned organizational change. *Communication Monographs, 86*:4, 501-525. <https://doi.org/10.1080/03637751.2019.1621361>
28. Huffman, T. P., Tracy, S. J., Bisel, R. S. (2019). Beautiful particularity: Using phronetic, iterative, and heuristic approaches to a positively deviant case. *Communication Research and Practice, 5*, 327-341. <https://doi.org/10.1080/22041451.2019.1676632>.
29. Tracy, S. J. (2018). A phronetic iterative approach to data analysis in qualitative research. *Journal of Qualitative Research, 19*: 2, 61-76. <https://doi.org/10.22284/jqr.2018.19.2.61>
www.qualitative.or.kr
30. Huffman, T. P., & Tracy, S. J. (2018). Making claims that matter: Heuristics for theoretical and social impact in qualitative research. *Qualitative Inquiry, 24*, 558-570. doi.org/10.1177/1077800417742411
31. Tracy, S. J. (2017). Practical application in organizational communication: A historical snapshot and challenge for the future. *Management Communication Quarterly, 31*(1), 139-145.
32. Tracy, S. J., & Huffman, T. P. (2017). Compassion in the face of terror: A case study of recognizing suffering, co-creating hope, and developing trust in a would-be school shooting. *Communication Monographs, 84*, 30-53. doi: 10.1080/03637751.2016.1218642
33. * Donovan, M. C. J., & Tracy, S. J. (2017). Critical pedagogy meets transformation: Creating the being of communication activists. *Communication Education, 66*, 378-380.
34. Dev, S., * Hoffman, T. K., Kavalieratos, D., Schwenke, D., Heidenreich, P. Wu, W., Tracy, S. J. (2016). Barriers to Adoption of Mineralocorticoid Receptor Antagonists in Patients with Heart Failure: A Mixed-Methods Study. *Journal of the American Heart Association, 5*(3) e002493. doi: 10.1161/JAHA.115.002493 (11 pages).

Journal Articles, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

35. * Hinrichs, M. M., Seager, T. P., Tracy, S. J., & Hannah, M. A. (2016). Innovation in the knowledge age: Implications for collaborative science. *Environment Systems and Decisions*, 1-12. DOI: 10.1007/s10669-016-9610-9
36. Tracy, S. J. (2016). Buds bloom in a second spring: Storying the male voices project. *Qualitative Inquiry*, 22, 17-24. DOI: 10.1177/1077800415603397
37. * Scarduzio, J. A., & Tracy, S. J. (2015). Sensegiving and sensebreaking via emotion cycles and emotional buffering: How collective communication creates order in the courtroom. *Management Communication Quarterly*, 29, 331-357. **Lead Article.**
38. * Way, A. K., Zwier, R. K., & Tracy, S. J. (2015). Dialogic interviewing and flickers of transformation: An examination and delineation of interactional strategies that promote participant self-reflexivity. *Qualitative Inquiry*, 21, 720-731. DOI: 10.1177/1077800414566686
39. Dev, S., * Hoffman, T., Kavalieratos, D., Schwenke, D., Heidenreich, P., Wu, W. C., & Tracy, S. (2015). Barriers to adoption and monitoring of mineralocorticoid receptor antagonists in a VA medical center. *Journal of the American College of Cardiology*, 65(10), A847.
40. Tracy, S. J., *Franks, T., *Brooks, M. M., *Hoffman, T. K. (2015). An OPPT-in approach to relational and emotional organizational communication pedagogy. *Management Communication Quarterly*, 29, 322-328.
41. Rivera, K. D., & Tracy, S. (2014). Embodying emotional dirty work: A messy text of patrolling the border. *Qualitative Research in Organizations and Management*, 9, 201-222. **Highly Commended paper by 2015 Emerald Literati Network Awards for Excellence.** <http://www.emeraldgrouppublishing.com/authors/literati/awards.htm?year=2015>
42. Bisel, R. S., Barge, J. K., Dougherty, D.S., Lucas, K., Tracy, S. J. (2014). A round-table discussion of “big” data in qualitative organizational communication research. *Management Communication Quarterly*, 625-649.
43. Tracy, S. J. (2014). Fieldwork horse-assery: Making the most of feeling humiliated, rebuffed, and offended during participant observation research. *Management Communication Quarterly*, 28, 459-466. doi. 10.1177/0893318914536965.
44. Tracy, S. J., Eger, E. K., Huffman, T. P., Malvini Redden, S., Scarduzio, J. A. (2014). Narrating the backstage of qualitative research in organizations: A synthesis. *Management Communication Quarterly*, 28, 423-432. doi. 10.1177/0893318914536964.
45. Allen, J. A., Scott, C. W., & Tracy, S. J., Crowe, J. (2013). The signal provision of emotion: Using emotions to enhance reliability via sensemaking. *International Journal of Work, Organisation, and Emotion*.
46. *Malvini Redden, S., Tracy, S. J., & Shafer, M. (2013). A metaphor analysis of recovering substance abusers’ sensemaking of medication assisted treatment. *Qualitative Health Research*, 23, 951-962.
47. *Way, D., & Tracy, S. J. (2012). Conceptualizing compassion as recognizing, relating and (re)acting: An ethnographic study of compassionate communication at hospice. *Communication Monographs*, 79, 292-315. Spurred performance, “A Good Death”, by Lou Clark, April 2013.
48. Tracy, S. J. (2012). The toxic and mythical combination of a deductive writing logic for inductive qualitative research. *Qualitative Communication Research*, 1, 109-141.
49. Lutgen-Sandvik, P., & Tracy, S. J. (2012). Answering five key questions about workplace bullying: How communication scholarship provides thought leadership for transforming abuse at work. *Management Communication Quarterly*, 26, 3-47. **Lead Article.** Featured on SAGE publication’s ["Management Ink"](#).

50. Alberts, J. K., Tracy, S. J., Trethewey, A. (2011). An integrative theory of the division of domestic labor: Threshold level, social organizing and sensemaking. *Journal of Family Communication, 11*, 21-38.

Journal Articles, cont.

Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

51. Alberts, J. K., *Riforgiate, S. E., Tracy, S. J., Trethewey, A. (2011). One more time with feeling: A rejoinder to Wood's and Clair's Commentaries. *Journal of Family Communication, 11*, 60-63.
52. Tracy, S. J. (2010). Qualitative quality: Eight "big-tent" criteria for excellent qualitative research. *Qualitative Inquiry, 16*, 837-851.

Ranked 1 of 22216 articles in [Social Sciences Interdisciplinary for 2010 to 2014](#).

53. Tracy, S. J., & *Rivera K. D. (2010). Endorsing equity and applauding stay-at-home moms: How male voices on work-life reveal aversive sexism and flickers of transformation. *Management Communication Quarterly, 24*, 3-43. **Lead Article.**

Recipient of 2012 **Bill Eadie Distinguished Scholarly Article Award**, Applied Division of National Communication Association; Basis for a chapter in Christine Davis's [Conversations about qualitative communication research](#) (2013) published by Left Coast Press.

54. *Rush, E. K., & Tracy, S. J. (2010). Wikipedia as public scholarship: Communicating our impact online. *Journal of Applied Communication Research, 38*, 309-315. Note: Authors contributed equally and listed in alpha order.; Used as part of the [NCA Wikipedia Initiative](#)
55. *LeGreco, M., & Tracy, S.J. (2009). Discourse tracing as qualitative practice. *Qualitative Inquiry, 15*, 1516-1543.

Recipient of the **2010 Article of the Year Award**, Ethnography Division, NCA.

56. Tracy, S. J. (2008). Care as a common good. *Women's Studies in Communication, 31*, 166-174.
57. *Lutgen-Sandvik, P., Tracy, S. J., & Alberts, J. K. (2007). Burned by bullying in the American workplace: Prevalence, perception, degree, and impact. *Journal of Management Studies, 44*, 837-862.
58. Tracy, S. J. (2007). Taking the plunge: A contextual approach to problem-based research. Essay for "Theorizing Communication Problems." *Communication Monographs, 74*, 106-111.
59. Tracy, S. J., *Myers, K. K., & *Scott, C. (2006). Cracking jokes and crafting selves: Sensemaking and identity management among human service workers. *Communication Monographs, 73*, 283-308.
60. Tracy, S. J., *Lutgen-Sandvik, P., & Alberts, J. K. (2006). Nightmares, demons, and slaves: Exploring the painful metaphors of workplace bullying. *Management Communication Quarterly, 20*, 148-185. Winner, **Article of the Year Award**, Applied Division, National Com. Assoc.
61. Tracy, S. J. & *Scott, C. (2006). Sexuality, masculinity and taint management among firefighters and correctional officers: Getting down and dirty with "America's heroes" and the "scum of law enforcement." *Management Communication Quarterly, 20*. 6-38. **Lead Article.**
62. Trethewey, A., Tracy, S. J., & Alberts, J. K. (2006). Crystallizing frames for work-life. In the special issue "Communication and the Accomplishment of Personal and Professional Life" in [Electronic Journal of Communication, 16:3,4](#).
63. Tracy, S. J. (2005). Locking up emotion: Moving beyond dissonance for understanding emotion labor discomfort. *Communication Monographs, 72*, 261-283. **Lead Article.**
64. Tracy, S. J., & Trethewey, A. (2005). Fracturing the real-self↔fake-self dichotomy: Moving toward crystallized organizational identities. *Communication Theory, 15*, 168-195.

Charles H. Woolbert Research Award, National Communication Association, 2019.

Award honors the journal article that has stood the test of time and has become a stimulus for new conceptualizations of communication phenomena.

Journal Articles, cont.

Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

65. Tracy, S. J. (2004). The construction of correctional officers: Layers of emotionality behind bars. *Qualitative Inquiry*, 10, 509-533. Winner, **Article of the Year**, Ethnography Division, NCA. Used as a model in H. L. Goodall, Jr., (2008) *Writing Qualitative Inquiry: Self, Stories, and Academic Life*. Walnut Creek, CA: Left Coast Press and in Ellingson, L. L. (2008). *Engaging crystallization in qualitative research*. Thousand Oaks, CA: Sage.
66. Tracy, S. J. (2004). Dialectic, contradiction, or double bind? Analyzing and theorizing employee reactions to organizational tensions. *Journal of Applied Communication Research*, 32, 119-146.
67. Tracy, S. J. (April, 2003). Correctional contradictions: A structural approach to addressing officer burnout. *Corrections Today*, 90-95. (Lead trade journal for correctional administrators and practitioners with a circulation of 21,000 and an estimated pass-along readership of 65,000).
68. Tracy, S. J. (2002). When questioning turns to face threat: An interactional sensitivity in 911 call-taking. *Western Journal of Communication*, 66, 129-157. **Lead Article** (Nominee, B. Aubrey Fisher Award for Outstanding Article in *WJC* in 2002).
69. Tracy, S. J. (2002). Altered practice→altered stories→altered lives: Three considerations for translating organizational communication scholarship into practice. *Management Communication Quarterly*, 16, 85-91.
70. Tracy, S. J. (2000). Becoming a character for commerce: Emotion labor, self subordination and discursive construction of identity in a total institution. *Management Communication Quarterly*, 14, 90-128. Reprinted in:
 - Grant, D., Hardy, C., & Putnam, L (Eds.), (2011). *Organizational Discourse Studies*. Sage.
 - M. B. Hinner (Ed.). (2010). *Freiberger Beitrage zur Interkulturellen und Wirtschaftskommunikation (The Inter-relationship of Business and Communication)*, Vol. 6. Frankfurt: Peter Lang.
 - M. B. Hinner (Ed.). (2007). *The role of communication in business transactions and relationships*, Vol. 3. (pp. 203-236). Frankfurt: Peter Lang.
71. Tracy, S. J., & Tracy, K. (1998). Emotion labor at 911: A case study and theoretical critique. *Journal of Applied Communication Research*, 26, 390-411.
72. Tracy, K., & Tracy, S. J. (1998). Rudeness at 911: Reconceptualizing face and face attack. *Human Communication Research*, 25, 225-251.

Book Chapters & Encyclopedia Entries

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

1. Tracy, S. J., & Malvini Redden, S. (2025). The structuration of emotion. In A. M. Nicotera (Ed.), *Origins and traditions of organizational communication: A comprehensive introduction to the field*, 2nd Ed (pp. 355-376). London: Routledge. <https://doi.org/10.4324/9781003484639-21>
2. Leach, R. B., *Dehnert, M., Reutlinger, C., *Marr, C., & Tracy, S. J. (2024). Setting up the tent poles: An overview, discussion, and extension of the big-tent model of qualitative quality. In U. Flick (Ed.), *The SAGE Handbook of Qualitative Research Quality* (pp. 469-483). SAGE. As final “anchor” author, I contracted the chapter, developed the outline, organized the author team, and contributed to the writing and editing.
3. Tracy, S. J., & Gist-Mackey, A. N. (2024). Qualitative methods in organizational communication. In V. D. Miller & M. S. Poole (Eds.), *Organizational Communication Theory and Research* (pp. 85-103). DeGruyter.

Book Chapters & Encyclopedia Entries, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

4. Tracy, S. J., Gist-Mackey, A. N., & *Dehnert, M. (2024). Phronetic iterative qualitative data analysis (PIQDA) in organizational communication. In B. H. J. M. Brummans, B. C. Taylor & A. Sivunen (Eds.), *The SAGE Handbook of Qualitative Research in Organizational Communication* (pp. 381-399). SAGE. **NCA Org Com Outstanding Edited Book Award, 2024.**
5. Riforgiate, S., & Tracy, S. J. (2023). Management, organizational communication, and emotion. In G. L. Schiewer, J. Altarriba, & B. C. Ng (Eds.), *Handbook on Language and Emotion* (pp. 1853-1871). De Gruyter.
6. Tracy, S. J., *Avalos, B., *Martinez, L., *Stanley, B. L., & Town, S., Zanin, A. (2022). Compassion, burnout, and self-care during COVID-19: On the collective impact of self-soothing super highways. In L. Browning, J. Sørnes, & P. J. Svenkerud (Eds.), *Organizational communication and technology in the time of coronavirus: Ethnographies from the first year of the pandemic* (pp. 191-209). Palgrave.
Organizational Communication and Technology in the Time of Coronavirus
7. Tracy, S. J., *Tietsort, C. J., & *Martinez, L. (2021). “Do something you're passionate about”: Planning and carrying out research. In B. W. Bach, D. Braithwaite, & S. Ganesh (Eds.), *By degrees: Resilience, relationships, and success in communication graduate studies*. Cognella. (8000 words)
8. Tracy, S. J., & *Reutlinger, C. (2020). How is qualitative data? An interrogation and puppet show dream. In M. D. Giardina, & N. K. Denzin (Eds.), *Qualitative Inquiry and the Politics of Resistance* (pp. 55-73). London: Routledge.
9. Tracy, S. J., & *Town, S. (2020). Real, fake, and crystallized identities in organizations. In A. Brown (Ed.), *The Oxford handbook of identities in organizations* (pp. 391-407). Oxford, UK: Oxford University Press.
10. *López, C., & Tracy, S. J. (2020). Anchoring the big tent: How organizational autoethnography exemplifies and stretches notions of qualitative quality. In A. F. Hermann's (Ed.), *The Routledge International Handbook of Organizational Autoethnography* (pp. 383-398). London: Routledge.
**Outstanding Edited Book, Int. Assoc. of Autoethnography & Narrative Inquiry, 2022
Best Book Award, National Communication Association Ethnography Division, 2021
Distinguished Book Award, Association for Business Communication, 2021**
11. Tracy, S. J., *Razzante, R., *Hanna, K. (2020). Creating the being of organizational inclusion. In M. L. Doerfel and J. L. Gibbs (Eds.), *Organizing Inclusion: Moving diversity from demographics to communication processes* (pp. 113-132). London: Routledge.
**Outstanding Contributed Chapter Award, Organizational Communication Division,
National Communication Association, 2021**
12. Tracy, S. J., & Malvini Redden, S. (2019). The structuration of emotion. In A. M. Nicotera (Ed.), *Origins and traditions of organizational communication: A comprehensive introduction to the field* (pp. 348-369). London: Routledge.
13. *Razzante, R., & Tracy, S. J. (2019). Co-cultural theory: Performing emotional labor from a position of exclusion. In C. J. Liberman, A. S. Rancer, & T. A. Avtgis (Eds.), *Casing communication theory* (pp. 117-130). Dubuque, IA: Kendall Hunt.
14. Tracy, S. J., & Malvini Redden, S. (2019). Workplace emotion and relationships. In J. McDonald & R. Mitra (Eds.), *Movements in organizational communication research: Current issues and future directions* (pp. 155-174). London: Routledge.

Book Chapters & Encyclopedia Entries, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

15. *Razzante, R., J., Tracy, S. J., Orbe, M. P. (2018). How dominant group members can transform workplace bullying. In R. West, & C. Beck (Eds.), *Routledge handbook of communication and bullying* (pp. 46-56). London: Routledge.
Recipient of the 2020 NCA Applied Communication Division Edited Book Award
16. Tracy, S. J., & *Donovan, M. C. J. (2018). Moving from practical application to expert craft practice in organizational communication: A review of the past and OPPT-ing into the future. In P. J. Salem & E Timmerman (Eds.), *Transformative practices and research in organizational communication* (pp. 202-220). Hershey, PA: IGI Global.
17. Tracy, S. J. & *Hinrichs, M. (2017). Big tent criteria for qualitative research. In J. Matthes, C. S. Davis, & R. F. Potter (Eds.) *The international encyclopedia of communication research methods* (pp.134-143). Hoboken, NJ: Wiley-Blackwell.
18. Tracy, S. J. & *Hinrichs, M. (2017). Phronetic iterative data analysis. In J. Matthes, C. S. Davis, & R. F. Potter (Eds.) *The international encyclopedia of communication research methods* (1444-1451). Hoboken, NJ: Wiley-Blackwell.
19. Tracy, S. J. (2017). Burnout in organizational communication. In C. Scott and L. Lewis (Eds.) *The international encyclopedia of organizational communication* (pp. 166-174). Hoboken, NJ: Wiley-Blackwell: Wiley Publishers.
20. Tracy, S. J., & Malvini Redden, S. (2016). Markers, metaphors, and meaning: Drawings as a visual and creative qualitative research methodology in organizations. In K. D. Elsbach, and R. M. Kramer (Eds.), *Handbook of qualitative organizational research: Innovative pathways and ideas* (pp. 238-248). New York: Routledge.
21. Tracy, S. J. (2014). Emotion and communication in organizations. In W. Donsbach (Ed.), *Concise International Encyclopedia of Communication*. Hoboken, NJ: Wiley-Blackwell.
22. Tracy, S. J., & Geist-Martin, P. (2014). Organizing ethnography and qualitative approaches. In D. Mumby and L. L. Putnam (Eds.), *SAGE handbook of organizational communication, 3rd ed.* (pp. 245-270). Thousand Oaks, CA: Sage.
23. Lutgen-Sandvik, P., Tracy, S. J., & Alberts, J. K. (2013). Prevalence, perception, degree, & impact of adult bullying in the American workplace. In P. Lutgen-Sandvik (Ed.), *Adult Bullying—A Nasty Piece of Work* (pp. 12-33). St. Louis, MO: ORCM Press.
24. Tracy, S. J., Lutgen-Sandvik, P., & Alberts, J. K. (2013). Explaining the unexplainable: The painful experiences of workplace bullying. In P. Lutgen-Sandvik (Ed.), *Adult Bullying—A Nasty Piece of Work* (pp. 86-110). St. Louis, MO: ORCM Press.
25. Lutgen-Sandvik, P., Tracy, S. J., & Alberts, J. K. (2013). Communicative nature of bullying and responses to bullying. In P. Lutgen-Sandvik (Ed.), *Adult Bullying—A Nasty Piece of Work* (pp. 175-193). St. Louis, MO: ORCM Press.
26. Lutgen-Sandvik, P., & Tracy, S. J.(2013). What we know about workplace bullying: A Review. In P. Lutgen-Sandvik (Ed.), *Adult Bullying—A Nasty Piece of Work* (pp. 324-357). St. Louis, MO: ORCM Press.
27. *Rivera, K. D., & Tracy, S. J. (2012). Arresting the American dream: Patrolling the borders of compassion and enforcement. In S. May (Ed.), *Case studies in organizational communication: Ethical perspectives and practices, 2nd ed.* (pp. 271-284). Thousand Oaks, CA: Sage.
28. Tracy, S. (2009). Managing burnout and moving toward employee engagement: A critical literature review and communicative approach toward reinvigorating the study of stress at work. In P. Lutgen-Sandvik & B. Davenport Sypher (Eds.), *The destructive side of organizational communication: Processes, consequences and constructive ways of organizing* (pp. 77-98). New York: Routledge.
- 29.

Book Chapters & Encyclopedia Entries, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

30. Planalp, S., Metts, S., & Tracy, S. (2009). The social matrix of emotion expression and regulation. In C. Berger, (Ed.), *Handbook of communication science*, 2nd edition (pp. 363-379). Thousand Oaks, CA: Sage.
31. Tracy, S. J. (2009). Navigating the limits of a smile: Emotion labor and concertive control on a cruise ship. In J. Keyton & P. Shockley-Zalabak (Eds.), *Case studies for organizational communication: Understanding communication processes*, 3rd edition (pp. 282-292). Los Angeles: Roxbury Publishing [reprinted from first edition, 2003, pp. 374-388 and second edition, 2006, pp. 394-407].
32. *Stewart, K. A., *Hess, A., Tracy, S. J., & Goodall, H. L. (2009). Risky research: Investigating the “perils” of ethnography. In N. K. Denzin & M. D. Giardina (Eds.), *Qualitative inquiry and social justice* (pp. 198-216). Walnut Creek, CA: Left Coast Press.
33. Tracy, S. J. (2009). Organizational Culture (2,300 words). *Encyclopedia of communication theory*. Thousand Oaks, CA: Sage.
34. Tracy, S. J. (2009). Power, paradox, social support and prestige: A critical approach to addressing correctional officer burnout. In S. Fineman (Ed.), *Le emozioni nell'organizzazione*. Milano: Raffaello Cortina Editore.
Reprinted from the English 2007 book chapter In S. Fineman (Ed.), *The emotional organization: Passions and power* (pp. 27-43). Oxford: Blackwell.
35. Tracy, S. J. (2008). Emotion and communication in organizations. *International communication association encyclopedia*. (pp. 1-7). Hoboken, NJ: Wiley-Blackwell
36. Hess, J. A., & Tracy, S. J. (2008). Finding your first job: The job search and interviewing process. In S. Morreale & P. Arneson (Eds.), *Getting the most from your graduate education in communication: A student's handbook*. Washington, DC: National Communication Association.
37. Tracy, S. J. & *Scott, C. (2007). Dirty work and discipline behind bars. In S. Drew, B. M. Gassaway, & M. Mills (Eds.), *Dirty work* (pp. 33-54). Waco, TX: Baylor U Press.
38. *Scott, C., & Tracy, S. J. (2007). Riding fire trucks and ambulances with America's heroes. In S. Drew, B. M. Gassaway, & M. Mills (Eds.), *Dirty work* (pp. 55-76). Waco, TX: Baylor University Press.
39. Tracy, S. J. (2003). Watching the watchers: Doing ethnography behind bars. In R. Clair (Ed.), *Expressions of ethnography* (pp. 159-172). Albany, NY: SUNY Press.

Invited Publications, Book Reviews, & Public Scholarship

1. Dehnert, M., Beach, E., Razzante, R., Kamrath, J., Scarduzio, J., Eger, E., & Tracy, S. (2025). Instructor's manual materials for Tracy, S. (2025). *Qualitative research methods: Collecting evidence, crafting analysis, and communicating impact, 3rd Ed.* Wiley-Blackwell Publishing.
2. Beach, E., *Razzante, R., *Kamrath, J., *Scarduzio, J., *Eger E., & Tracy, S. (2019). Instructor's manual materials for Tracy, S. (2020). *Qualitative research methods: Collecting evidence, crafting analysis, and communicating impact.* Hoboken, NJ: Wiley-Blackwell Publishing.
3. Tracy, S. J. (2015). Critical perspectives on leadership. [Review of the book *Critical perspectives on leadership: Emotion, toxicity, and dysfunction*, edited by J. Lemmergaard & S. L. Muhr]. *Organization, 22*, 948-950.
4. Tracy, S. J. (2013). Positive communication in health and wellness. [Review of the book *Positive communication in health and wellness*, by M. J. Pitts & T. J. Socha]. *The Journal of Positive Psychology, 9*, 279-280. DOI:10.1080/17439760.2013.831468
5. *Giannini, G. A., & Tracy, S. J. (2011). Communication resolutions for 2012: Gratitude. [Communication Currents](#), 6:6. Web Magazine of The Nat. Communication Association.
6. Tracy, S. J. (2010). Compassion: Cure for an ailing workplace? [Communication Currents](#), 5:6. The Web Magazine of The National Communication Association.
7. Tracy, S. J. (2008). Crystallized Self. Entry on [Wikipedia](#).
8. *Scott, C. W., Myers, K. K., & Tracy, S. J. (November, 2006). Humor as Serious Business. [Communication Currents](#), 1:1. The Web Magazine of The National Comm. Association.
9. Tracy, S. J., Trethewey, A., & *Montoya, Y. (April, 2006). Crystallized identity: Stop working toward a "real" self. *Personal Excellence*, p. 16.
10. "Locking up emotion" text box for Cheney, G., Chistensen, L. T., Zorn, T. E., & Ganesh, S. (2004). *Organizational communication in an age of globalization: Issues, reflections, practices.* Prospect Heights, IL: Waveland. (Box 4.9, p. 99).
11. Founder of YouTube Channel – "[Get Your Qual On](#)" –8 different 3-5 minute videos (recorded in 2016) on topics ranging from qualitative research design, to interview questions, to how to generalize. ~75k views as of 2023.

Scholarly Performances and Consultancies

1. Tracy, S. J. (October 4, 5, 6, 2013). *A Good Death*. [Empty Space Theater](#). The Hugh Downs School of Human Communication. Arizona State University. Activities: *Consultant to director*.
2. Tracy, S. J. (March 5 & 6, 2010). *Blue-Orange*. Empty Space Theater. The Hugh Downs School of Human Communication. Arizona State University. Activities: *Actress & Discussant*.
3. Tracy, S. J. (March 2, 3, 4, 2007). *Workplace Bullying Social Trigger Performance*. Empty Space Theater. Activities: *Data development, Consultant to director*.
4. Tracy, S. J. (April 30, 2005). The lasting impact of "Navigating the Cruise." Performance as part of *Fulfilling the empty space: A farewell tribute*. Empty Space Theater. The Hugh Downs School of Human Communication. Arizona State University.
5. Tracy, S. J. (February 7, 8, & 9, 2003). *Navigating the Cruise—A trigger script ethnodrama*. Empty Space Theater. The Hugh Downs School of Human Communication. Arizona State University. Activities: *Case study author, Lead performer, Dramaturge, Consultant to director*.

Scholarly White Papers

1. Tracy, S. J. & *Rivera, K. D. (2009). Work Hard, Live Hard. Distributed to work-life organizations, their websites, and media outlets internationally.
2. Tracy, S. J., Alberts, J. K., *Rivera, K. D. (2007). How to bust the office bully: Eight tactics for explaining workplace abuse to decision-makers. Distributed to workplace bullying websites, and media outlets internationally. Cited or copied in full to 98 other websites internationally.

Publications in Progress

1. Fairhurst, G., *Town, S., Tracy, S. J. (Revision invited 10-2025). Exploring leaders' mindfulness in navigating organizational paradox. *Organizational Science*.
2. *Kamrath, J. J., Adame, E., Town, S., & Tracy, S. J. (Second revision submitted 12-2025). Co-constructing organizational resilience: Invoking a bigger purpose and foregrounding growth mindset messages. *Management Learning*.
3. *Tietsort, C., Tracy, S. J., Adame, E. (Revision invited, June 2025). Leaders' enacted compassion: How sensitivity and helplessness messaging dimensions enable and (potentially) constrain compassion. *Journal of Applied Communication Research*.
4. Tracy, S. J. & Sharp, K. M. (Revision submitted November, 2025). Qualitative research: Illuminating interpersonal communication. In K. Magsamen-Conrad & M. Venetis (Eds.), *Handbook of Interpersonal Communication Theory: Communicating in a Diverse World*. Edward Elgar.
5. Tracy, S. J. & Marr, C. (Submitted November, 2025). Communicating impact: Engaging innovative representation avenues for practical application of social research. In U. Flick (Ed.), *SAGE Handbook of Social Research Impact*. SAGE.

GRANT ACTIVITY - AWARDED

1. Tracy, S. J., Principal Investigator (2021). National Communication Association Advancing the Discipline Grant (to fund #AltAC Workshop Series and affiliated public scholarship); supplemented by HDSHC matching grant. \$8,000. Contact: landerson@natcom.org.
2. Tracy, S. J., Consultant and Research Workshop Participant. Wellcome Trust (2020). [QUANTUM](#) network for establishing qualitative theory use and methodology. (Grant reference 219362/A/19/Z). £40,000. Contact: c.bradbury-jones@bham.ac.uk.
3. Tracy, S. J., Co-Principal Investigator with Elissa Adame (2017-2018). *The Leadership Transformation Project: Creating Integrity in Tomorrow's Leaders*, Lincoln Center for Applied Ethics, ASU. \$4,800. Contact: jennifer.craer@asu.edu.
4. Tracy, S. J., Co-Investigator (2015-2017). Next Generation Energy Technologies and Systems for Civilian and Military Applications (NEPTUNE). Office of Naval Research (ONRBAA15-001). Contact: PI [Bill Brandt](#) (Director of Strategic Integration, ASU LightWorks). \$1.5 million.
5. Tracy, S. J., Principal Investigator (2014-2016). A Humanities Perspective for the Science of Team Science. Institute for Humanities Research, ASU. \$12,000. Contact: Sally.Kitch@asu.edu.
6. Consultant. *Qualitative Research Ethics in the Era of Big Data*. National Science Foundation. Arlington, VA (December, 2016). PI: [Leland Glenna](#)
7. Tracy, S. J., Steering Committee Member. (2013-2015). [Nanotechnology Undergraduate Education \(NUE\): Cross-disciplinary Education in Social and Ethical Aspects of Nanotechnology](#). National Science Foundation. (PI: [Thomas Seager](#)). \$199,157.
8. Tracy, S. J., Co-Investigator (2012-2014). Pre-Implementation Study of Spironolactone Appropriateness and Safety Monitoring. Veteran's Admin QUERI. (PI: [Sandesh Dev](#)). \$100,000.
9. Tracy, S. J., Co-Investigator (2011-2014). Criminal Justice Drug Abuse Treatment Studies. National Institute on Drug Abuse, National Institute of Health. (PI: [Michael Shafer](#)). \$2,977,760.
10. Tracy, S. J., Qualitative Methodology Consultant (2011-2012). Workforce development to increase access to medication-assisted treatment (MAT) services among minority populations. (Workforce Development for MAT) Request for Applications No. TI-10-014). (PI: [Michael Shafer](#)). \$124,387.
11. Tracy, S. J. Qualitative Methodology Consultant (Summer, 2011). The Shakespeare cognition project: Classical drama and perceptions of race. ASU Institute for Humanities. \$12,000. Contact: Ayanna.Thompson@asu.edu.
12. Tracy, S. J., Qualitative Methodology Consultant (Fall, 2010). School-based Prevention for Childhood Anxiety; NIMH grant# 1K01MH086687-01A1 (period: 2010 – 2015); \$894,495 (PI: [Armando Piña](#)).
13. Tracy, S. J., Co-PI (2008). Crossing Borders: The Project for Wellness and Work-Life. Hugh Downs School of Human Communication Public Scholarship Grant Program. \$13,209.
14. Tracy, S. J., Co-PI w/ Jess K. Alberts. (2004). The form and frequency of workplace bullying in the United States. Jointly funded from the ASU College of Public Programs (\$17,549) and Office of the Vice President for Research and Economic Affairs (\$15,000). \$29,467.
15. Tracy, S. J., PI. (2003). Sexuality, masculinity and emotion: Intersecting power relations in organizations. Dean's Incentive Grant, ASU College of Public Programs, \$5,000.
16. Tracy, S. J., PI. (2002). Creative analytic practice ethnography: Writing emotionally about emotion. Dean's Incentive Grant, ASU College of Public Programs, \$5,000.
17. Tracy, S. J., PI. (2001). Locking up emotion: Emotion labor, contradiction and correctional officers. Dean's Incentive Grant, ASU College of Public Programs, \$5,000.

Grant Proposals Under Review

1. Mirhosseini, Seyyed-Abdolhamid (2025). Role: Consultant. Teaching and learning qualitative terearch in the field of education: Practices and gaps in Hong Kong universities. Under submission with the Hong Kong government General Research Fund (GRF). HK\$ 922,880

Grant Proposals Submitted and Unfunded

2. Kim, H., Zanin, A., & Tracy, S. J. (Co-PIs, January, 2019). Reinvigorating Organizational Communication Undergraduate Education at ASU and Beyond. Proposal for ASU's Faculty Fund for Teaching Excellence and Student Success. Contact: joan.brett@asu.edu
3. Tracy, S. J., Technical Expert (2017). Subjective determinants of recovery from traumatic brain injury: A systems approach. R21 funding proposal. National Institute of Mental Health (NIMH). (PI: [Nancy Carney](#)).
4. Tracy, S. J., Co-Principal Investigator (6/2016). *Building Civil and Sustainable Campus-Police Communities*. U.S. Department of Justice, Office of Community Oriented Policing Services (COPS). \$808,616. 25% Recognition.
5. Tracy, S. J. Co-Principal Investigator (12/2015). Revolutionizing the Core of Civil Engineering Education: An Approach to Scaling an Innovative Engagement Pedagogy. National Science Foundation, IUSE / Professional Formation of Engineers. NSF Proposal # 1623075. \$1,999,979. 10% Recognition. <http://www.nsf.gov/pubs/2015/nsf15607/nsf15607.htm>
6. Tracy, S. J. Principal Investigator (2/2015). Developing measures of interactional competence for team science. National Science Foundation, Science of Organizations. \$273,726.
7. Tracy, S. J. Co-Investigator (1/2015). Using positive deviance to improve aldosterone antagonist utilization. Veteran's Administration Health Services Research & Development. (PI: [Sandesh Dev](#)). \$100,000.
8. Tracy, S. J., Co-Investigator (9/2014). Nano Ethics at Play: Introducing the LEGO® Serious Play® Method in a University Curriculum. ASU Foundation. Women and Philanthropy. Contact: womenandphilanthropy@asu.edu. \$55,492.71.
9. Tracy, S. J., Consultant (2014). Pilot Efficacy and Implementation of Shared Medical Appointments for Patients with Heart Failure. Patient-centered Outcomes Research Institute (PCORI); VA MERIT (PI: [Wen-Chih Wu, M.D.](#)) \$500,000.
10. Tracy, S. J., Co-Investigator (3/2013). Integrated Health for People with SMI through Practice Research Collaboratives. RFA-MH-13-140. R-24 funding proposal, National Institute of Mental Health (NIMH). (PI: [Michael Shafer](#)). \$278,000. 10% Rec.
11. Tracy, S. J., Co-Investigator (3/2013). Parenting for Resilience. Department of Defense. (PI: [Armando Piña](#)). \$5,310,759.
12. Shafer, M.S. & Tracy, S.J., Co-Principal Investigators (Fall, 2012). Cultural Adaptations in Implementation: Preparing for a Systematic Replication of the CJDATSII Organizational Process Improvement Intervention in Accountable Care Organizations. *R-21 funding proposal, National Institute on Drug Abuse (NIDA) PAR-10-040*. \$415,964.
13. Tracy, S. J., PI (Summer, 2010). \$5,000 [QSR NVivo 9](#) Teaching Grant (for teaching qualitative methods at the graduate level).
14. Tracy, S. J., Advisory Board Member (2010). Why men participate: Identifying the characteristics and conditions that foster men's participation in gender reform. National Center for Women & Information Technology grant submitted to [NSF Sociology Program in the Social and Economic Sciences Division](#). \$400,000.
15. Tracy, S. J., PI (2009). More than just talk: How telling and hearing stories of generosity at work impact employees' creativity, courage, and prudence in high-stress organizational contexts. University of Notre Dame's "[Science of Generosity](#)." \$129,023.

Grants Proposals Submitted and Unfunded

16. Tracy, S. J. & Alberts, J. A. (2009). The “Communicating Compassion Project.” Women and Philanthropy, Arizona State University (<http://www.asufoundation.org/Default.aspx?tabid=201>). \$44,076.
17. Tracy, S. J., PI (March 2009). Cultivating Compassion in Organizations: A naturalistic study of compassionate communication, role play intervention and physiological outcomes. The University of Chicago’s “[Science of Virtues](#).” \$196,690.
18. Tracy, S. J. Technical Advisor-\$6,000 (2005). Understanding Arizona’s Undocumented Immigration. ASU Foundation. PI Sarah Amira De la Garza. NVivo Data Analysis Support.
19. Tracy, S. J. & Trethewey, A. (2006). A Proactive Approach to Managing the Health Care Costs of Stress: Innovations in Work-Life Policy. Letter of intent submitted for The Robert Wood Johnson Investigator Awards in Health Policy Research (\$275,000).
20. Tracy, S. J., Co-PI w/ Jess K. Alberts and Angela Trethewey (2005). Seven mini proposals submitted to *Strategic Partnerships, LLC*. \$250-600,000. Topics included women’s workforce transitions, dirty work in health care, workplace bullying, and employee retention.

INTERNATIONAL, NATIONAL AND REGIONAL CONFERENCE PAPERS & PRESENTATIONS

Pre-Conference Designing/Leading/Presenting

1. Tracy, S. J. & Cary Lopez (2025). *MAshN-up as Method: A gestalt qualitative workshop using metaphor, arts-based research, and narrative analysis*. Qualitative Research in Management and Organization Conference, Albuquerque.
2. Tracy, S. J. (2022). *Organizing for Renewal and Transformation*. Presenter for organizational communication preconference. National Communication Association, New Orleans.
3. Tracy, S. J. (2021). *Crafting Qualitative Evidence for Impact: A half-day Workshop for Students, Researchers, and Teachers*. Workshop Leader for 58 registrants. Annual Convention of The International Communication Association, Virtual.
4. Tracy, S. J. (2020). *Recrafting frameworks to create flourishing at work*. Presenter for the *Humanistic Management Preconference*. Academy of Management Annual Meeting, Virtual.
5. Tracy, S. J. (2020). Mentor and presenter for the *Organizational Communication Junior Faculty Consortium*. Academy of Management Annual Meeting, Virtual.
6. Tracy, S. J. (2017). *Creating the being of inclusion*. Presenter for organizational communication preconference, “Breaking down Privilege Using Communication Theory to Build Frameworks that Support Inclusion.” National Communication Association, Dallas.
7. Tracy, S. J. (2016). Presenter and discussant. *Bullying and Communication*. Sponsored by the Anti-Bullying Initiative of the National Communication Association, Philadelphia.
8. Tracy, S. J. (2014). *White papers, websites, and popular press books: How to make our qualitative research accessible to employees*. Ethnography division public scholarship preconference at the annual meeting of the National Communication Association, Chicago.
9. Tracy, S. J. (2013). Preconference designer, leader, presenter. *Making sense of qualitative data: A workshop illuminating the backstage practice of ethnographic analysis*. The annual meeting of the National Communication Association, Washington, D.C.
10. Tracy, S. J. (2012). Presenter. *Communication, Ethnography and Identity: Ethnography Preconference*. The annual meeting of the National Communication Association, Orlando, FL.
11. Tracy, S. J. (2012). Presenter. *Organizational Communication Preconference*. The annual meeting of the National Communication Association, Orlando, FL.
12. Tracy, S. J. (2012). Presenter. *Organizational Communication Junior Scholar Preconference*. The annual meeting of the International Communication Association, Phoenix, AZ.

Pre-Conference Designing/Leading/Presenting, cont.

13. Tracy, S. J. (2011). Presenter. *Graduate Workshop Roundtable*. The annual meeting of the Western State Communication Association, Monterey, CA.
14. Tracy, S. J. (2010). “Phronetic Research” statement for inclusion in three-day mini conference entitled *Multiple Stories for Multiple Audiences: Bridging Stakeholder Communities with Crystallization*. Led by Laura Ellingson, Ethnography Division, NCA.
15. Tracy, S. J. (2009). Presenter. “Engaging scholarship through phronesis, white papers, media relations, and web presence” for organizational communication preconference: *Engaged Scholarship*. The annual meeting of the National Communication Association.
16. Tracy, S. J. (2009). Discussion leader and author of position paper entitled, “Don’t Eat The Paste” for half-day preconference seminar: *The sustainable self: Exploration of work/life wellness through individual, organizational, and social action*. The annual meeting of the Western States Communication Association, Mesa, AZ.
17. Tracy, S. J. & Rivera, K. D. (2008). Presenter. “Body matters: How embracing our unconventional bodies is key to the ethnographic adventure.” Ethnography preconference seminar: *Performing Unconventional Identities*. The annual meeting of the National Communication Association, San Diego, CA.
18. Tracy, S. J., Trethewey, A., Alberts, J., & Canary, D. (2006). Coordinator and presenter for half-day preconference seminar, *Reframing work-life conflict: Interpersonal and organizational perspectives on paid (public) and unpaid (domestic) labor*. National Communication Association, San Antonio, TX.
19. Lyon, A., & Tracy, S. J. (2007). Co-Facilitator. *Private tour of Boeing’s New Final Assembly Facility in Renton, WA: “Move to the Lake.”* Western States Communication Association, Seattle, WA.
20. Daughton, S. & Tracy, S. J. (2007). Planning consultant for preconference seminar, *Promoting social justice through our work*. Western States Communication Assoc., Seattle, WA.
21. Tracy, S. J. (2003). *Getting into an organization to do field research*. Presenter for organizational communication preconference at the annual meeting of the International Communication Association, San Diego, CA.

Competitively Selected Conference Papers

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

1. *Tietsort, C., Tracy, S. J., Adame, E. A. (2026). Inviting, modeling, and validating: How leaders create space to disclose personal suffering at work. WSCA, San Diego.
2. Tracy, S. J. & *López, C. J. (2025) EmPathAct: A New Model for Collective Hope in Teams. NCA, Denver. **Top Paper, Group Communication Division.**
3. Tracy, S. J. & *López, C. J. (2025). MAshNup as method: A gestalt qualitative practice using metaphor, arts-based research, and narrative analysis. NCA, Denver. **Top Paper, Ethnography Division.**
4. Tracy, S. J. & *López, C. J. (2025). Jadedness as Latent Hope in Teams- Exploring the Complexity of Hope in Teams using the Gestalt Framework of Emotions in Organizations. Presented at the International Comm. Assoc. 74th Annual Conference, Denver.
5. Fairhurst, G.T., *Town, S., & Tracy, S.J. (2025, Mar. 12). Exploring leaders’ mindfulness in navigating organizational paradox. Paradox Research Education Practice (PREP), Virtual.
6. Dehnert, M., Sharabi, L. L., & Tracy, S. J. (2024, August). *Can a sex doll love you back? A metaphor analysis revealing reciprocal care between owners and their dolls*. 9th International Congress on Love & Sex with Robots, Montréal, Québec, Canada.
7. *Town, S., Fairhurst, G. Tracy, S. (2023). The underexplored role of mindfulness in paradoxical thinking. Paradox Research Education Practice (PREP) Conference, Virtual.

Competitively Selected Conference Papers, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

8. Leach, R. B., *Dehnert, M., Reutlinger, C., *Marr, C., & Tracy, S. J. (2023). Setting up the tent poles: An overview, discussion, and extension of the big-tent model. The Annual Meeting of the National Communication Association, Baltimore, MD. **Top Paper Ethnography Division**
9. *Town, S., Fairhurst, G., & Tracy, S. J. (2023). Processing organizational paradox: The role of mindfulness. Presented at the 83rd Annual Meeting, Academy of Management, Boston, MA.
10. *Leach, R. B., Zanin, A. C., Tracy, S. J., & Adame, E. A. (2023). Collective compassion: Responding to structural barriers to compassion with agentic action in healthcare organizations. Presented at the International Comm. Assoc. 73rd Annual Conference, Toronto, ON, Canada.
11. *Martinez, L. V., Zanin, A. C., Tracy, S. J. (2023). Occupational socialization and identification in pain work: (Re)conceptualizing the experience of pain as an interactional, co-constructed process. Presented at the Western States Communication Association's annual convention, Phoenix. **Top Paper Award, Organizational Communication Division.**
12. Tracy, S. J., *Dehnert, M., & Gist-Mackey, A. (2023). Phronetic iterative qualitative data analysis (PIQDA) in organizational communication research. Presented at the Western States Communication Association's annual convention, Phoenix. **Top Four Paper Award, Organizational Communication Division.**
13. *Kamrath, J. K., Tracy, S. J., Wahl, T. (2022). The social construction and reciprocity of resilience: Enacting resilience interactionally through affirmative retrospective sensemaking and critical co-reflexivity. Presented at the National Communication Association Convention, New Orleans.
14. *Tietsort, C., Tracy, S. J., Adame, E. A. (2022). Constrained compassion: Investigating constraints on expressed suffering as an influence on compassion at work. Presented at the National Communication Association Convention, New Orleans.
15. *Town, S., Fairhurst, G. T., Tracy, S. J. (2022). Mindfulness and workplace paradoxes. Presented at the National Communication Association Convention, New Orleans.
16. *Tietsort, C., Tracy, S. J., Adame (2022). Cultivating compassion at work: How leaders navigate dialectical tensions in discovering and enacting compassionate actions for suffering employees. Presented at the annual meeting of the Western States Communication Association, Portland. **Top Four Paper Award, Organizational Communication Division.**
17. *Dehnert, M., & Tracy, S. J. (2022). On dead-ends, pit-stops, and reimagining the road: How failure leads to teaching expertise and pedagogical transformation. Presented at the annual meeting of the Western States Communication Association, Portland. **Top Four Paper Award, Instructional Communication Division.**
18. *Leach, R., Tracy, S. J., Wong, T. (2021). How the study of organizational flourishing, meaningful work and positive deviance can incorporate critical research tenets: Moving beyond the positive versus negative dichotomy. Presented at the 2021 The National Communication Association annual meeting, Seattle.
19. Zanin, A., *Avalos, B., Tracy, S., *Stanley, L., & Town, S. (2021). "Trusting fate" and "gendering health concern": Ideological coping in the U.S. during the COVID-19 pandemic. Presented at the 2021 National Communication Association, Seattle. (Health Communication Division)
20. *Stanley, L., Zanin, A., *Avalos, B., Tracy, S., & Town, S. (2021). Collective emotion during collective trauma: A metaphor analysis of the COVID-19 global pandemic. Presented to the 2021 International Communication Conference. (Health Communication Division)
21. *Razzante, R., Broome, B. J., Tracy, S. T., Chawla, D., Hogan, M. J. (2020, November). Co-constituting pathways of an inclusive workplace: A participant-generated methodology. Paper presented at the annual meeting of the National Communication Association, Indianapolis, IN.

Competitively Selected Conference Papers, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

22. *López, C. J. S. & Tracy, S. J. (2019). Tuning the human instrument: How organizational autoethnography extends notions of qualitative quality. Presented at the annual meeting of the National Communication Association. **Top Four Paper Award, Ethnography Division.**
23. Adame, E. A., Tracy, S. J., *Towles, M., *Town, S., *Razzante, R., *Tietsort, C., *Kamrath, J., Clark, L., *Tremblay, R., Pettigrew, J., *Donovan, M., & Becker, K. (2019). Communicating Leadership Beyond Classroom Boundaries: An Investigation of Two Leadership Pedagogies. Presented at the National Communication Association Conference, Baltimore.
24. Tracy, S. J., & Malvini Redden, S. (2019). Explicating and illustrating a structuration model of emotion and organizational communication. Paper presented at the Western States Communication Association Conference, Seattle, WA.
25. Tracy, S. J., & *Town, S. (2019). Crystallized identities at work: A critical synthesis of past, present, and future research. Paper presented at the Western States Communication Association Conference, Seattle, WA.
26. *Razzante, R., & Tracy, S. (2018). Co-cultural theory: Performing emotional labor from a position of exclusion. Presented at the annual meeting of the National Communication Association, Salt Lake City, UT. Organization Communication Division.
27. *Town, S., Adame, E., Tracy, S., *Donovan, M., Clark, L., *Kamrath, J. K., Pettigrew, J., *Razzante, R., *Towles, M., *Tremblay, R., & *Becker, K. (2018). Would they get the job?: Predicting the hireability of transformational leaders. Paper presented to Western States Communication Association, Santa Barbara, CA.
28. Huffman, P., & Tracy, S. J. (2017). Making claims that matter: Heuristics for theoretical and social impact in qualitative research. The annual meeting of the National Communication Association, Dallas, TX. **Top Paper Award for Activism and Social Justice Division.**
29. *Clark, L., & Tracy, S. J. (2016). *Grieving adolescents co-perform compassion as they Stop in the Name of Love!: A qualitative study of collective compassion at Comfort Zone Camp.* Presented at the Annual Meeting of the National Communication Association, Philadelphia.
30. Tracy, S. J. (2016). *Creating Communication Expertise via an OPPT-in Approach: Moving from Practical Application to Practice in Context.* Presented at the annual conference of The Interdisciplinary Coalition of North American Phenomenology. Phoenix, AZ, 2016.
31. *Donovan, M., Tracy, S. J., *Kamrath, J. (2016). The Case of a Transformation Adventure: Meeting Phenomenology through Being a Leader Pedagogy. Presented at the annual conference of The Interdisciplinary Coalition of North American Phenomenology. Phoenix, AZ, 2016.
32. *Vortherms, K. S., Seager, T. P. Tracy, S. J. Spierre Clark, S., Jensen, C., Hinrichs, M. (2016). The Empathic Engineer. International Symposium for Sustainable Systems and Technology 2016. <https://www.conftool.net/issst2016/>
33. *Hinrichs, M. M., Seager, T. P., Tracy, S. J., Hannah, M.A. (2016). Rethinking collaborative science in the knowledge age: Implications for leadership and practice. International Symposium for Sustainable Systems and Technology 2016 <https://www.conftool.net/issst2016/>
34. Tracy, S. J. [in conversation with Jessica Kamrath and Sarah Jones] (2016). Why 'Practical Application' Isn't Enough: Creating Organizational Communication Scholarship that Matters. [*Organizational Communication Traditions, Transitions, and Transformations, a 40th Anniversary Conference.*](#) Austin, TX.
35. *Hinrichs, M. M., Seager, T. P., Tracy, S. J., Hannah, M.A. (2016). Addressing interdisciplinary challenges with emotional intelligence and leadership. The annual meeting of SCTS (The Science of Team Science). Phoenix, AZ.

Competitively Selected Conference Papers, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

36. *Malvini Redden, Clark, L., Brooks, M., Tracy, S., Shafer, M. (2015) *Making sense of “pink elephants,” “bureaucratic bullshit,” and other metaphors of change: A longitudinal study of inter-agency collaboration and organizational change.* Presented at the annual meeting of the National Communication Association, Las Vegas. (**Top Four Paper, Organizational Communication Division**).
37. Tracy, S. J. (2015). Being a leader: Reporting from the field and incorporating an OPPT-in approach in practice. Presented at The Conference of Ontological Inquiry, Los Angeles.
38. Dev, S., Hoffman, T. K., Kavalieratos, D., Schwenke, D., Heidenreich, P. Wu, W., Tracy, S. J. (2015). Barriers to adoption and monitoring of mineralocorticoid receptor antagonists in a VA medical center. Presented at ACC.15, the Annual Scientific Session & Expo American College of Cardiology, San Diego. Note: I am “anchor author” on this medical paper, I led the primary research design and management of the research that developed from this project. Dev is the cardiologist at the VA, and Hoffman is a HDSHC I oversaw.
39. *Vortherms, K., Tracy, S. J., Seager, T. (2015). Engineering empathy. Presented at the International Symposium for Sustainable Systems and Technology.
40. Tracy, S. J., & Huffman, T. P. (2014). Compassion, presence, and hope in the face of terror: How a school bookkeeper communicatively transformed a would-be school shooting. Presented at the annual meeting of the National Communication Association, Chicago.
41. Tracy, S. J., Malvini Redden, S., Brooks, M., Clark, L., Mulvey, P., Shafer, M. (2014). *Toward a meaningful, multi-sited, the big-data qualitative data analysis.* Presented to the Qualitative Research in Management and Organizations Conference, Albuquerque, NM.
42. *Way, A. K., Kanak, R., & Tracy, S. J. (2014). *Engaging meaning in motion: Proposing a critical interview methodology.* Presented to the Qualitative Research in Management and Organizations Conference, Albuquerque, NM.
43. Tracy, S. J. (2013). *Encountering a second spring: Finding the story of the male voices project.* Presented at the annual meeting of the National Communication Association, Washington, D.C.
44. Tracy, S. J., & Geist-Martin, P. (2013). *Tracing the history, form, and trajectory of ethnography and qualitative approaches in organizational communication.* Presented at the annual meeting of the National Communication Association, Washington, D.C.
45. *Rivera, K. D., & Tracy, S. J. (2013). *Embodying emotional taint management: Making connections between dirty research, messy texts, and dirty work at the U.S. Border Patrol.* Presented at the annual meeting of the National Communication Association, Washington, D.C.
46. *Malvini Redden, S., Tracy, S.J., & Shafer, M. (2012). *A metaphor analysis of recovering substance abusers’ sensemaking of medication assisted treatment.* Presented at the annual meeting of the National Communication Association (**Top Four Paper, Health Communication Division**).
47. *Way, D., & Tracy, S. J. (2012). *The contours of compassion in hospice: Toward a conceptual model of recognizing, relating, and (re)acting.* Presented to the annual meeting of The National Communication Association, New Orleans, LA.
48. *Scarduzio, J., & Tracy, S. J. (2012). *Paradoxes, dirty work, and intermediary emotional labor: The emotional work of female judges, bailiffs, and clerks.* Accepted (not presented illness) at the annual meeting of The National Communication Association, New Orleans, LA.
49. Tracy, S. J. (2012). *The epistemological and pedagogical violence of conventional writing logics for inductive qualitative research.* Presented to the Qualitative Research in Management and Organization Conference, Albuquerque, NM.

Competitively Selected Conference Papers, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

50. Lutgen-Sandvik, P., & Tracy, S. J. (2011). *Nightmares and demons revisited: An organizational communication approach to researching and ameliorating workplace bullying and employee emotional abuse*. Presented to the annual meeting of the Western States Communication Association, Monterey, CA. (**Top Four Paper, Organizational Communication Division**).
51. Tracy, S. J. (2010). *An eight-point conceptualization of quality in qualitative research: Distinguishing mean practices from end goals in our work*. Presented to the National Communication Association, San Francisco. (**Top Four Paper, Ethnography Division**).
52. Tracy, S. J. (2010). *The criteria controversy: Why qualitative research is still judged by functionalist yardsticks, and what we can do about it*. Presented to the Qualitative Research in Management and Organization conference. Anderson School of Management, University of New Mexico, Albuquerque, NM.
53. *LeGreco, M., & Tracy, S. (2009). *Discourse tracing and the qualitative study of social change*. Presented to the National Communication Association. Chicago, IL.
54. Tracy, S. J. (2009). *(Dialoging About) 'Care as a Common Good*. Presented to the annual meeting of the Org. for the Study of Communication, Language & Gender. Los Angeles.
55. Tracy, S. J. (2008). *Rules, tools, and best practices in qualitative research: The paradoxical role of methodological conventions*. Presented to the Qualitative Research in Management and Organization conference. Anderson School of Management, University of New Mexico, Albuquerque, NM.
56. Tracy, S. J. (2008). *Getting engaged with burnout: A critical literature review & communicative approach toward reinvigorating the study of stress at work*. Presented to the annual meeting of the Western States Communication Association. Boulder/Denver, CO.
57. Lutgen-Sandvik, P., Alberts, A., Tracy, S. (2008). *The communicative nature of workplace bullying and responses to workplace bullying*. Presented to the annual meeting of the Western States Communication Association. Boulder/Denver, CO.
58. *LeGreco, M., & Tracy, S. J. (2008). *Discourse tracing as qualitative practice*. Presented to the Sixth International Congress of Qualitative Inquiry, Champagne, IL.
59. Tracy, S. J., & Alberts, J. (2006). *Victim narratives: The challenges of telling stories about workplace bullying*. Presented to the 5th International Conference on Bullying and Harassment in the Workplace. Dublin, Ireland.
60. Tracy, S. J., *Myers, K. K., & *Scott, C. (2005). *Transforming complexity and absurdity to comedy and identity affirmation: A grounded multisite analysis of humor and organizational sensemaking*. Presented to the National Comm. Association, Boston.
61. Alberts, J. K., *Lutgen-Sandvik, P., & Tracy, S. J. (2005). *Escalated incivility: Analyzing workplace bullying as a communication phenomenon*. Presented at the annual meeting of the International Communication Association, New York.
62. *Lutgen-Sandvik, P., Tracy, S. J., Alberts, J. K., (2005). *Burned by bullying in the American workplace: A first time study of U.S. prevalence and delineation of bullying "degree."* Presented at the annual meeting of the Western States Communication Association, San Francisco. (**Top Paper, Organizational Communication Division**).
63. Tracy, S. J. (2004). *Moving beyond dissonance for understanding the discomfort of emotion labor: A qualitative analysis of correctional officers*. Presented at the annual meeting of the Western States Communication Association, Albuquerque, NM. (**Top Paper, Organizational Communication Division**).

Competitively Selected Conference Papers, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

64. *Lutgen-Sandvik, P., Tracy, S.J., & Alberts, J.K. (2004). *Investigating bullying in the United States: A communicative approach*. Presented at the 4th International Conference on Bullying and Harassment in the Workplace. Bergen, Norway.
65. Tracy, S.J. & Trethewey, A. (2003). *Producing the real self ← → fake self dichotomy: A critical examination of organizational discourse and identity*. Presented at the annual meeting of the International Communication Association, San Diego, CA.
66. Tracy, S. J. (2002). *Navigating the limits of a smile: A case analysis through creative analytic practice ethnography*. Presented at the annual meeting of the National Communication Association, New Orleans.
67. Tracy, S. J. & Trethewey, A. (2002) *Theorizing the persistence of the “real” self: A critical examination of organizational discourse, identity, and power*. Presented at the annual meeting of the National Communication Association, New Orleans.
68. Tracy, S. J. (2001). *The construction of correctional officers: A layered account*. Presented at the annual meeting of the National Communication Association, Atlanta. (**Top four paper, Ethnography Division**).
69. Tracy, S. J. (2001). *Locking up emotion: Emotion labor and correctional officers*. Presented at the annual meeting of the International Communication Association, Washington, D.C. (**Top Paper, Organizational Communication Division**).
70. Tracy, S. J. (1999). *Fooling each other or fooling ourselves? Toward a postmodern understanding of emotion labor*. Presented at the annual meeting of the National Communication Association, Chicago, IL.
71. Tracy, S. J. (1999). *Citywest emergency: (A fiction depicting) a day in the life of a 911 call-taker*. Presented at the annual meeting of the National Communication Association, Chicago, IL.
72. Tracy, S. J. (1999). *When questioning turns to face threat: An interactional sensitivity of 911 call-taking*. Presented at the annual meeting of International Communication Association, San Francisco, CA. (**Top Four Paper; Top Student Paper, Language & Social Interaction Division**).
73. Tracy, S. J. (1998). *Smile, you're at sea: A Foucauldian-informed analysis of emotion labor on a cruise ship*. Presented at the annual meeting of the National Com. Assoc., New York.
74. Tracy, S. J. & Tracy, K. (1997). *Managing emotion in emergencies: The case of 911 call-takers*. Presented at the annual meeting of the National Communication Association, Chicago, IL.
75. Tracy, K. & Tracy, S. J. (1997). *Rudeness at 911: Discursive manifestations and contextual triggers of face-attack*. Presented at the annual meeting of the National Communication Association, Chicago, IL. (**Top Four Paper, Language and Social Interaction Div.**)
76. Tracy, K. & Tracy, S. J. (1996). *Demeanor enactment failures in the discourse of 911 operators*. Presented at the annual meeting of the American Association of Applied Linguistics Conference, Chicago, IL.
77. Tracy, S. J. (1995). *Can public relations about social responsibility be socially responsible? An investigation of The Body Shop*. Presented at the annual meeting of the Western States Communication Association, Pasadena, CA.

Competitively-Selected Conference Presentations

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

1. Tracy, S. J. (2026). Building beyond convention: Using LEGO® Serious Play® to reimagine qualitative inquiry. WSCA, San Diego.
2. Dehnert, M., Sharabi, L., Tracy, S. J. (2025). The communicative construction of care: Evidence for reciprocal relations in human-machine communication. National Communication Association, Denver.
3. Tracy, S. J. (2025). ICA fellows' advice to their younger selves – small group mentoring session. International Communication Association, Denver.
4. Tracy, S. J. (2025). Compassion and Support at Work: Navigating Power and Identity in Communicating Support to Employees in Distress. Western States Communication Association. Albuquerque, New Mexico.
5. Tracy, S. J. (2025). Supporting Early Career Qualitative Scholars' Research Program: Choices, Strategies, and Development Opportunities. Western States Communication Association. Albuquerque, New Mexico.
6. Tracy, S. J. (2025). How to Develop New Theory: A Support Roundtable Featuring Experienced Theorists in the Field. Western States Communication Association. Albuquerque, New Mexico.
7. Tracy, S. J. (2024). “Yes, reviewer two, the research questions are MEANT to change during the study”: Building Greater Regard for Phonetic Iterative Qualitative Data Analysis. National Communication Association, New Orleans.
8. Tracy, S. J. (2024). For Greater (Dis)Regard of Saturation in Qualitative Research Methods. National Communication Association, New Orleans.
9. Honoring Living Legend Gail Fairhurst, Panelist. National Communication Association, New Orleans.
10. Tracy, S. J. (2024). Honoring Distinguished Scholar Laura Guerrero. Western States Communication Association. Reno, NV.
11. Tracy, S. J. (2023). How does organizational communication scholarship benefit (or problematize) academic administrative work? Tales from the field during a pandemic hangover. Presented at the annual meeting of The National Communication Association, National Harbor, MD.
12. Tracy, S. J. (2023). Moving beyond “frosting on a turd”: Avoiding toxic positivity while cultivating flourishing at work. Presented at the annual meeting of the Western States Communication Association, Phoenix, AZ.
13. Tracy, S. J. (2022). Remaking ethnography as compassionate inquiry: Honoring ethnographers' mental wellness amid the COVID-19 pandemic. Presented at the annual meeting of The National Communication Association, New Orleans.
14. Tracy, S. J. (2022). Leading in the midst of crisis and trauma: Cultivating compassion, resilience, and connection. Presented at the annual meeting of the Western States Communication Association, Portland.
15. Tracy, S. J & Kim, H. (2022). Daniel Brouwer as Colleague. Panelist for the Daniel C. Brouwer Memorial Panel. Presented at the annual meeting of Western States Communication Association, Portland. Note: this was invited not competitively selected.
16. Tracy, S. J. (2021). Transforming applied qualitative research in the time of COVID-19: Lessons taught, lessons learned. Presented at the annual meeting of The National Communication Association, Seattle.

Competitively-Selected Conference Presentations, cont.

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17. Tracy, S. J. (2021). Transforming communication expertise into #AltAC careers: Insights from industry professionals and reflections from graduate students. Presented at the annual meeting of The National Communication Association, Seattle.
18. Tracy, S. J., *Avalos, B., *Martinez, L., *Stanley, B.L., & Town, S., Zanin, A. (2021). Compassion, burnout, and self-care during COVID-19: On the collective impact of self-soothing super highways (2021). Compassion, burnout, and self-care during COVID-19: On the collective impact of self-soothing super highways. Presented at the annual meeting of The National Communication Association, Seattle.
19. Tracy, S. J. (2021). The examined life: Honoring the intellectual and collegial contributions of Karen Tracy. Presented at the annual meeting of The International Communication Association, Virtual.
20. Tracy, S. J. (2021). Blue Sky Workshop: Researching dangerous and/or difficult to access settings: Insights from communication experts in the field. Presented at the annual meeting of The International Communication Association, Virtual.
21. Tracy, S. J. (2020). Experiencing work: Broadening our sight using humanistic management perspectives. Presented at the annual meeting of the Academy of Management, Virtual.
22. Tracy, S. J. (2020). Advancing qualitative research: Perspectives on data generation and analysis. Presented at the annual meeting of the Academy of Management, Virtual.
23. Tracy, S. J. (2020). Researching dangerous and/or difficult to access organizations: Insights from experts in the field. Accepted for presentation to the annual meeting of the International Communication Association, Virtual.
24. Tracy, S. J., (2020). Opening closed communication: A disruptive dialogue about #CommunicationSoWhite, understanding across difference, social justice, and what's next. Accepted for presentation to the annual meeting of the International Communication. Cancelled due to COVID-19.
25. Tracy, S. J. (2019). Conversation as a defining moment for the communication discipline: How human connection can survive and thrive in an age of social media and digital communication. Presented at the annual meeting of the National Communication Association, Baltimore.
26. Tracy, S. J. (2019). Survival in the classroom: Pedagogical approaches to failure in the classroom. Presented at the annual meeting of the National Communication Association, Baltimore.
27. Tracy, S. J. & *Hanners, K. (2019). LEGO® SERIOUS PLAY® as a Space-Making in Qualitative Inquiry. Presented to the 15th International Congress for Qualitative Inquiry, Champaign, IL.
28. Tracy, S. J. (2019). Courage, confidence, self-righteousness, and mere competence: Some consequences of recipes and qualitative quality frameworks. Presented to the 15th International Congress for Qualitative Inquiry, Champaign, IL.
29. Tracy, S. J. (2018). Emotion in play: Obstacles and opportunities in interpersonal communication research. Presented at the annual meeting of the National Communication Association, Salt Lake City.
30. Bisel, R. S., Kavya, P., Tracy, S. J. (2018). Positive deviance case study as a method for organizational communication. Presented at the annual meeting of the National Communication Association, Salt Lake City.

Competitively-Selected Conference Presentations, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

31. Tracy, S., *Kamrath, J., Adame, E., Clark, L., *Donovan, M., Pettigrew, J., *Razzante, R., *Tietsort, C., *Towels, *Town, S., *Tremblay, R. (2018). How to qualitatively assess an intervention with a large collaborative (relatively unfunded) research team: A backstage story of analyzing the being of leadership. Presented to Qualitative Research in Management and Organization, Albuquerque, NM.
32. Adame, E., *Tietsort, C., Tracy, S., *Kamrath, J., Clark, L., *Donovan, M., Pettigrew, J., *Razzante, R., *Towels, *Town, S., *Tremblay, R. (2018). Teaching leadership or transforming students into leaders: A qualitative exploration of the role of transformational leadership pedagogy on student learning orientation. Presented Qualitative Research in Management and Organization, Albuquerque, NM.
33. Tracy, S. J. (2017). *Listening in the face of terror*. Presented at the National Communication Association, Dallas.
34. Tracy, S. J. (2017). *Breakthroughs, breakdowns, tips: Practical wisdom & negotiating organizational research access*. Presented at the National Communication Association, Dallas.
35. Tracy, S. J. (2017). *Honoring the contributions of Robert D. McPhee*. Presented at the National Communication Association, Dallas.
36. Tracy, S. J. (2017). *Preparing for the Academic Job Market*. Presented at the Organizational Communication Mini-Conference, Athens, OH.
37. Tracy, S. J. (2017). *How to "Get Your Qual on" – A story of a qualitative research YouTube channel*. Presented to the International Congress for Qualitative Inquiry, Champaign, IL.
38. *Tremblay, R., *Kamrath, J. K., *Town, S., *Towles, M., *Razzante, R., Tracy, S. J., Adame, E., Pettigrew, J., & *Becker, K. (2017). *Tomorrow's leaders: Crafting and assessing transformative pedagogy in leadership*. Presented at the annual meeting of The Aspen Conference on Engaged Scholarship, Aspen, CO.
39. Tracy, S. J. (2016). *Reflections on 40 years of organizational communication and projections for future directions*. Presented at the National Communication Association, Philadelphia.
40. Tracy, S. J. (2016). *Translational research in communication*. The annual meeting of the National Communication Association, Philadelphia.
41. Tracy, S. J. (2016). *Expanding research methods as part of our civic calling in organizational communication*. The annual meeting of the National Communication Association, Philadelphia.
42. Tracy, S. J. (2014). *Re-envisioning organizational communication pedagogy: Promoting the field by looking to our past(s) to envision our future(s)*. Presented at the National Communication Association, Chicago.
43. Huffman, T. P., & Tracy, S. J. (2014). *Meaning or mess? Pragmatic practices for moving from coding, to interpretation, to claim-making*. Presented to the 10th International Congress of Qualitative Inquiry, Champaign, IL.
44. Tracy, S. J. (2014). Panelist for *Researching Transformative Projects Grounded in Ontological / Phenomenological Inquiry*. Presented to the 10th annual meeting of the International Congress of Qualitative Inquiry.
45. Tracy, S. J. (2014). *Perspectives on the Benefits of Coding Analysis*. The annual meeting of the 10th International Congress of Qualitative Inquiry.
46. Tracy, S. J. (2013). *A candid discussion about "big" qualitative data in organizational communication*. The annual meeting of the National Communication Assoc, Washington, D.C.
47. Tracy, S. J. (2013). *Connecting qualitative communication scholarship through the generations*. The annual meeting of the National Communication Association, Washington, D.C.

Competitively-Selected Conference Presentations, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

48. Tracy, S. J., & *Malvini Redden, S. (2013). *Markers, metaphors and meaning: A playful and visual approach to teaching interpretation*. The Ninth International Congress of Qualitative Inquiry. Urbana-Champaign, IL.
49. Shafer, M. S., Prendergast, M., Duffee, D., Peters, R., Tracy, S. (2013). *The role of facilitation in organizational change in correctional settings: A mixed-methods analysis*. Presented to the annual meeting of The American Society of Criminology, Atlanta, GA.
50. Tracy, S. J. (2012). *Mainstream” versus “qualitative specific” communities: Discussing the advantages and disadvantages of pushing traditional publication norms versus building our own houses*. Presented at the National Communication Association, Orlando, FL.
51. Tracy, S. J. (2012). *How workplace bullying is talked into (and can be talked out of) being*. Presented at the annual meeting of the National Communication Assoc., Orlando, FL.
52. Tracy, S. J. (2012). *Democracy in an age of corporate colonization & organizational scholarship: Reflecting on the past while looking toward the future*. Presented at the annual meeting of the National Communication Association, Orlando, FL.
53. Tracy, S. J. (2012). *The wandering, worrying, and wondering travels of a critical-qualitative methodology consultant in evidence land*. Presented at the Eighth International Congress of Qualitative Inquiry, Champaign, IL.
54. Tracy, S. J. (2012). *Is “positive organizational scholarship” a positive move for organizational communication? Forging toward a critical embrace*. Annual meeting of the International Communication Association, Phoenix, AZ.
55. *Leier, C., & Tracy, S. J. (2012). *Male voices for the panel, “How the communication discipline offers key insights to public and private work-life negotiations.”* Presented at the Inaugural Meeting of the Work and Family Researchers Network. New York.
56. *Rivera, K. D., & Tracy, S. J. (2011). *Giving voice to organizational ethics: Case studies as engaged pedagogy*. Annual meeting of the Nat Commun. Association, New Orleans, LA.
57. Tracy, S. J. (2011). *Conflict across work-life boundaries: How public and private responsibilities interact*. [Arizona State Summit on Conflict Management Resolution](#).
58. Tracy, S. J. (2011). *Understanding bullying in the classroom and workplace*. [Arizona State Summit on Conflict Management Resolution](#).
59. Riforgiate, S., Knight, K., Alberts, J. K., & Tracy, S. J. (2011). *Fighting over the dishes: Reducing family conflict according to the integrative theory of the division of domestic labor*. Growing Stronger Families through Communication: [Family Communication Consortium](#).

Competitively-Selected Conference Presentations, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

60. Tracy, S. J. (2011). *How to get to graduate school*. Annual meeting of the Western States Communication Association, Monterey, CA.
61. Tracy, S. J. (2011). *Teaching sustainability in the communication course*. Annual meeting of the Western States Communication Association, Monterey, CA.
62. Tracy, S. J., & *Wong, T. S. (2010). *Can we be positive yet critical? Making a case for the study of positive emotion at work*. Presented at the National Communication Association, San Francisco.
63. Tracy, S. J. (2010). *The promise of talk for transforming work-life scripts*. Presented at the National Communication Association, San Francisco.
64. Tracy, S. J., & *Rivera, K. D. (2009). *Multiple and varied male voices: How male executive's viewpoints on public work-life intersect with their roles and practices in the private sphere*. Presented at the Western States Communication Association, Mesa, AZ.
65. Tracy, S. J. (2009). *Panty-waisted, sound-bitten, limp-wristed, and mediated: The joys and challenges of workplace bullying as public scholarship*. Presented at the annual meeting of the Western States Communication Association, Mesa, AZ.
66. Tracy, S. J. w/ Cliff Scott and Elizabeth Richard (2008). *"But what if the research questions really didn't come first?": The paradoxes and challenges of methodological conventions and interpretive qualitative research*. Presented at the annual meeting of National Communication Association. San Diego.
67. Hess, J. A., & Tracy, S. J. (2008). *Finding your first job: The job search and interviewing process*. For panel related to S. Morreale & P. Arneson (Eds.), *Getting the most from your graduate education in communication*. Presented at the National Communication Association. San Diego.
68. Tracy, S. J. (2008) *Making a case for the worth of our work: New strategies for qualitative researchers and writers seeking tenure and promotion*. Presented at the Congress of Qualitative Inquiry, Champagne, IL.
69. Tracy, S. J. (2008). *Public scholarship: The challenges of baring a (critical, academic, panty-waisted) self*. Presented at Organizational Communication at Alta Revisited: Reflection, Synthesis and Engagement. Snowbird, Utah.
70. Tracy, S. J. (2008). *Risky research: Investigating the perils of ethnography*. Presented at the Sixth International Congress of Qualitative Inquiry, Champagne, IL.
71. Tracy, S. J. (2007). *Following then forgetting the rules: The paradox of expert ethnography*. Presented at the annual meeting of the National Communication Association, Chicago.
72. Tracy, S. J., & *Rivera, K. (2007). *'I can't see my daughter making the same choices as my best female employee': How male managers' private gendered expectations intersect with work-life policy*. Presented at the National Communication Association, Chicago.
73. Tracy, S. J., Alberts, J.A., & *Rivera, K. (2007). *Building workplace bullying seminars: Grounding training and development in strong communication scholarship*. Presented at the annual meeting of The National Communication Association, Chicago.
74. Tracy, S. J. (2007). *The metaphors, narratives and emotions of workplace bullying*. Presented at the 7th Annual Association for Conflict Resolution Conference, Phoenix, AZ.
75. Tracy, S. J. (2007). *Why Foucault is practical*. Position paper for the annual meeting of the Western States Communication Association, Seattle, WA.

Competitively-Selected Conference Presentations, cont.

Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

76. Alberts, J. K., Tracy, S. J., Trethewey, A. T., *Montoya, Y., & *Riforgiate, S. (2006). *Retheorizing domestic division of labor*. Presented at the annual meeting of the National Communication Association, San Antonio, TX.
77. *Montoya, Y., & Tracy, S. J. (2006). *Exploring the intersections of everyday practices and discourses of gender at work*. Position paper for the annual meeting of the International Communication Association, Dresden, Germany.
78. Tracy, S. J. (2006). *Theorizing future directions on work-life transition/balance research: Crystallizing frames for work-life*. Presented at the annual meeting of the Western States Communication Association, Palm Springs, CA.
79. Tracy, S. J. (2006). *Addressing burnout in correctional officers: A structural approach*. Presented at the annual meeting of the Western States Communication Association, Palm Springs, CA.
80. Trethewey, A., Tracy, S.J., & Alberts, J. (2006). *Collaboration, community, and confidence*. Presenter for panel workshop entitled "From Idea to Article" at the annual meeting of the Western States Communication Association, Palm Springs, CA .
81. Tracy, S. J., Alberts, J. K. (2005). *Why define myself as a low-status organizational victim?: The challenges of telling stories about workplace bullying*. Panel paper presented to the annual meeting of the National Communication Association, Boston.
82. Tracy, S. J. (2005). *Designing, teaching and managing the qualitative communication methods course*. Chair, designer and presenter for double panel roundtable presented at the annual meeting of the National Communication Association, Boston.
83. Tracy, S. J. (2005). *Occupational identity: What differentiates those who chose to work behind bars?* Presenter for roundtable presented at the annual meeting of the National Communication Association, Boston.
84. Tracy, S. J. (2005). *Finding the feeling of workplace bullying: A qualitative analysis of bully target narratives, drawings and metaphors*. Presented at the fifth annual UC-Davis Conference on Qualitative Research. Davis, CA.
85. Tracy, S.J. (2005). *Performing organizations, organizing performance: Negotiating a third space between performance studies and organizational communication*. Presented at the annual meeting of the Western Communication Association, San Francisco.
86. Tracy, S.J., *Lutgen-Sandvik, P., & Alberts, J.K. (2004). *Is it really that bad? Exploring the emotional pain of workplace bullying through target narratives, drawings and metaphors*. Presented at the annual meeting of the National Communication Association, Chicago.
87. Tracy, S. J. (2004). *Paradoxes of the humanized organization: Lessons learned from the qualitative study of correctional officers*. Presented at the annual meeting of the National Communication Association, Chicago.
88. Tracy, S.J. (2004). *Myths or consequences: Widening the circle of the public work (life) or private (work) lives*. Presented at the annual meeting of the Western States Communication Association, Albuquerque, NM.
89. Tracy, S.J. & *Scott, C. (2003). *Sexuality, masculinity and taint management among firefighters and correctional officers: Getting down and dirty with "America's heroes" and the "scum of law enforcement."* Presented at the Nat. Commun. Association, Miami, FL.
90. Tracy, S. J. (2003). *"Let's talk About sex": The commodification and organization of sexualities*. Presented at the Western States Communication Association, Salt Lake City, UT.
91. Tracy, S. J. (2003). *Scholarship on stage: The researchers, artists and audiences of ethnotheatre*. Presented at the annual meeting of the Western States Communication Association, Salt Lake City.

Competitively-Selected Conference Presentations, cont.

* Asterisk (*) denotes a co-author who was a student I mentored when material was developed.

92. Tracy, S. J. (2002). *Managing fractured identities in total institutions: Intersections among societal stereotypes, organizational constructions and private understandings*. Presented at the annual meeting of the Western States Communication Assoc., Long Beach, CA.
93. Tracy, S. J. (2002). *Contradiction and paradox in a total institution of mistrust*. Presented at the annual meeting of the National Communication Association, New Orleans.
94. Tracy, S. J., *Myers, K. K., & *Scott, C. (2002). *Humor as organizational sense-making: A qualitative multisite analysis of dirty workers*. Presented at the annual meeting of the National Communication Association, New Orleans.
95. *Tibbles, P., Messman, S. & Tracy, S. J. (2002). *An examination of how internet usage may enhance learning for two versions of the basic course: A live large-lecture and a television broadcast lecture*. Presented at the Nat. Commun. Association, New Orleans.
96. Tracy, S. J. (2002). *Dissertation Advice from the Gerald R. Miller Outstanding Doctoral Dissertation Award Recipient*. Presented at the annual meeting of the National Communication Association, New Orleans.
97. Tracy, S. J. (2001). *A participatory action research primer*. Presented at the annual meeting of the Western States Communication Association, Coeur d'Alene, Idaho.
98. Tracy, S. J. (2001). *Translating scholarship into pedagogical practice: Three organizational communication exercises*. Presented at the annual meeting of the Western States Communication Association, Coeur d'Alene, Idaho.
99. Tracy, S. J. (2001). *Academic interviewing: Advice to grad students*. Presented at the annual meeting of the National Communication Association, Atlanta. [Similar presentation in 2001 to the annual meeting of the International Communication Association. Washington, D.C.]
100. Tracy, S. J. (2000). *Identification and burnout in boundary-role-spanning positions: A literature review and survey study of public relations and advertising practitioners*. Presented at the annual meeting of the National Communication Association, Seattle, WA.
101. Tracy, S. J. (2000). *Being professional in prison: A study of contradiction and emotional construction among correctional officers*. Presented at the annual meeting of the International Communication Association, Acapulco, Mexico.
102. Tracy, S. J. (1999). *Coloring outside the lines in organizational emotion research*. Presented at the annual meeting of the National Communication Association, Chicago, IL.

Conference Poster Presentations

1. Dev, S., Hoffman, T., Kavalieratos, D., Schwenke, D., Heidenreich, P., Wen-Chih, W., Tracy, S. (2015). *Barriers to Adoption and Monitoring of Mineralocorticoid Receptor Antagonists in a VA Medical Center*. American College of Cardiology Scientific Session 2015, San Diego, 64th annual Scientific Session and Expo - <http://accscientificsession.acc.org/ACC.aspx>
Note: I am anchor author on this publication, signifying that I oversaw the design, grant-writing, data collection, analysis and writing of the research.
2. Shafer, M. S., Prendergast, M., Duffee, D., Peters, R., Tracy, S. (2013). *The role of facilitation in organizational change in correctional settings: A mixed-methods analysis*. The annual meeting of Community Health Planning and Policy Development program of The American Public Health Association annual meeting, Boston: MA.
3. Shafer, M. S., Hobbs, E., Malvini Redden, S., Tracy, S. J., Roberto, A., Rivera, R., Krom, L. (2012). *Development of informational materials about medication-assisted treatment*. Presented at the National Institute of Drug Addiction College of Problems on Drug Dependence. Palm Springs, CA.

INVITED SCHOLARLY PRESENTATIONS, WORKSHOPS, & KEYNOTES

1. Discourse Tracing & Phronetic Iterative Qualitative Analysis, University of Connecticut, Department of Communication. March 29, 2022. Contact: elizabeth.hintz@uconn.edu
2. Qualitative research, the basics. Thompson School of Social Work and Public Health. Feb. 24, 2022. Contact: fjic@hawaii.edu
3. Synthesizing practical advice on #AltAC and “pracademic” career opportunities for graduate students. Career “Prep” Talk with *Marco Dehnert for NCA’s Career Fair, Seattle. Nov, 2021. Contact: kyednock@natcom.org.
4. *Emotion and ethnography in organizations*. Guest speaker for University of Wisconsin-Milwaukee’s Department of Communication. Oct, 2021. Contact: sriforgi@uwm.edu.
5. *Emotional Labor*. Guest speaker for D. Annegret Hannawa’s Video Communication Series, *The Power of Communication*. June, 2021. Available: <https://annegrethannawa.com/the-power-of-communication>.
6. *Applied and ontological approaches to communication research*. Guest speaker for California State University-Sacramento’s Department of Communication Studies. Contact: malviniredden@csus.edu, March, 2021.
7. *Communication and Cultural Change*. Guest speaker for University of Colorado’s Masters of Organizational Leadership program. Feb 5, 2021. Contact: [Dr. Jennifer Simpson](mailto:Dr.JenniferSimpson).
8. *Fieldwork Horse-Assery*. Guest Speaker for Department of Communication Studies, Texas State University. Feb. 8, 2021. Contact: [Dr. Jasmine Austin](mailto:Dr.JasmineAustin).
9. *Conversation, compassion, and listening for survival and wellbeing*. Hosted guest presenter for Department of Management Seminar and Workshop Series, Macquarie University. Sydney, AU. May, 2020. Canceled due to COVID-19. Contact: [Patrick Raymund James M. Garcia](mailto:PatrickRaymundJamesM.Garcia)
10. *Publishing Qualitative Research*. College of Communication, Penn State University. April, 21, 2020. Contact: smadden@psu.edu.
11. *Qualitative Analysis in the 21st Century*. Sacramento Faculty Scholarly Community. April 17, 2020. Contact: malviniredden@csus.edu.
12. *When concealment is not a choice: Theorizing the “obscured organization” through body product exchange*. Presentation of S. Jones & S. Tracy research delivered by S. E. Jones at University of Manizales—Ohio University Symposium in Manizales, Colombia. February 2020.
13. *Moving from surviving to thriving in graduate school: How to battle burnout and flourish in academia*. On-site hosted workshop for the Society of Communication and Leadership at San Diego State University. February, 2020. Contact: hcanary@sdsu.edu
14. *Qualitative Analysis and Coding*. Virtual guest lecturer for Mixed Methods at University of California Santa Barbara. January, 2020. Contact: gibbs@comm.ucsb.edu
15. *Fieldnotes as Qualitative Data Collection*. Virtual guest lecturer for Research Methods in Rhetoric and Composition at Florida State University. January, 2020. Contact: mrneal@fsu.edu.
16. *Transformational Learning in Organizational Communication*. On-site lecture and office hours. School of Communication, University of Oklahoma. July, 2018. Contact: ryanbisel@ou.edu
17. *An Autoethnographic Reflection on Qualitative Writing*. Virtual guest workshop for U of Kansas’s “Data Representation and Writing in Qualitative Research”. March, 2018. Contact: kakalibh@ksu.edu
18. *Toward creating wisdom via experiential organizational Communication*. Virtual guest lecturer for Introduction to Graduate Studies, Sacramento State University. October, 2018. Contact: malviniredden@csus.edu
19. *OPPT-in Scholarship and Teaching*. Virtual guest lecturer for Organizational Communication M.A. course, Sacramento State University. February 28, 2017. Contact: malviniredden@csus.edu

INVITED SCHOLARLY PRESENTATIONS, WORKSHOPS, & KEYNOTES, CONT.

20. *Drawing as a creative way to trigger and analyze storytelling*. Onsite keynote workshop for Organizational Communication Mini-Conference. 2017, Athens, OH.
21. *Language for Transformation*. Keynote panelist for the 2016 Aspen Conference for Engaged Communication. Engaged Scholarship as Pathways to Transformation.
22. *A Case study of iterative phronetic qualitative research in action: The communication of compassion*. Presentation for the School of Management, University of Canterbury. Christchurch, New Zealand. July, 2014. Contact: [Dr. Colleen Mills](#).
23. *Answering Five Key Questions about Workplace Bullying*. Presentation for the School of Management, University of Canterbury. Christchurch, New Zealand. July, 2014. Contact: [Dr. Colleen Mills](#).
24. *Learning and Teaching a Phronetic Iterative Approach for Qualitative Data Analysis: An Overview of Tips, Activities, and Exercises*. Workshop for University of Colorado-Boulder doctoral students. January, 2014. Contact: [Dr. Larry Frey](#).
25. *The only thing that can stop a bad guy with a gun is... the communication of compassion(?): One analytic project in action*. University of Denver. Marsico Visiting Scholar Colloquium. January, 2014. Contact: [Dr. Bernadette Calafell](#).
26. *Learning (how to learn) about compassion using narrative interviews, visual imagery & metaphors*. University of Denver. Undergraduate Students. January 2014. Contact: [Dr. Erin Willer](#).
27. *Constructing a Crystallized Self: Identity, Authenticity, and Integrity*. University of Denver. Undergraduate Students. January 2014. Contact: [Dr. Darrin Hicks](#).
28. *Iterative Qualitative Research Methods: Providing a Path through the Maze*. Workshop for University of Denver doctoral students. January, 2014. Contact: [Dr. Beth Suter](#).
29. *An Organizational/Relational Research Program and One Analytic Project in Action*. University of California Santa Barbara. Colloquium. December, 2013. Contact: [Dr. Howard Giles](#).
30. *Qualitative Data Analysis*. George Mason University. Doctoral Students. March 2013. Contact: Dr. [Katherine E. Rowan](#).
31. *Workplace Bullying Research in Organizational Communication*. Pittsburg State University. Undergraduate Students. April 2012. Contact: [Dr. Shirley Drew](#).
32. *Access, Theory Building and Subjectivity in Organizational Qualitative Research*. University of Southern California. Doctoral Students. Sept. 2011. Contact: [Dr. Patricia Riley](#).
33. *Fieldwork and Fieldplay: Negotiating Ethnography Access & Exploring the Scene*. Annenberg School for Communication, University of Southern California. Sept. 2011. Contact: [Dr. Patricia Riley](#).
34. *Endorsing equity and applauding stay-at-home moms: How male voices on work-life reveal aversive sexism and flickers of transformation*. National Center for Women & Information Technology. Nov. 2010. Contact: [Jill K. Ross](#).
35. *Nightmares, Demons & Slaves: How communication research helps us "see", understand and combat workplace bullying*. Keynote Speaker for James Madison University's 32nd Annual Communication Studies Conference: Communicating, Organizing and Making a Difference. April 19, 2010. Contact: [Dr. Melissa Wood Aleman](#).

INVITED SCHOLARLY PRESENTATIONS, WORKSHOPS, & KEYNOTES, CONT.

36. *Endorsing Equity and Applauding Stay-at-Home Moms*: How male voices on work-life reveal aversive sexism and flickers of transformation. The University of North Carolina-Charlotte Communication Studies and Organizational Science Programs. April 22, 2010. Contact: [Dr. Clifton Scott](#).
37. *Battling the Office Jerk: Exploring the characteristics and costs of workplace bullying*. Lyndon State University, Vermont. April, 2007. Contact: [Vicki Litzinger](#).
38. *Examining Emotion as Grounded Research*, School of Communication Studies, Ohio University, February, 2007. Contact: [Dr. Scott Titsworth](#).
39. *Fracturing the real-self↔fake-self dichotomy: Moving toward crystallized organizational identities*. Communication Department, University of Utah-Salt Lake. April, 2004.
40. *Identity, emotion and organizations*. Com. Department, University of Texas-Austin, April 2004.
41. *Emotion labor: Research trends*. Communication Dept, U. of Nevada-Las Vegas. March, 2003.
42. *Conflict in the cockpit*. Flight Standards Seminar; Department of Aerospace Science. Metropolitan State College of Denver. Denver, CO. October, 2002.
43. *Becoming a character for commerce: Emotion labor, self subordination and the discursive construction of identity in a total organization*. Department of Management Communication, University of Waikato. Hamilton, New Zealand. August, 1999.

INSTRUCTION AND ADVISING ACTIVITIES

PEDAGOGICAL RECOGNITION & AWARDS

- Outstanding Mentoring Award, National Communication Association, Organizational Communication Division, 2023
- Distinguished Teaching Award. Western States Communication Association, 2019
- Faculty Merit Award, Communication Graduate Student Association, The Hugh Downs School of Human Communication, 2016
- Faculty Mentor Award, 2007, Presented by the ASU Graduate College and the Office of the Vice President for Research and Economic Affairs (\$1,000 research award)
- Most Inspirational Faculty Member, 2007. Awarded by the ASU Intercollegiate Athletics Board for education commitment and excellence. Nominated by student athlete Littrele Jones
- Outstanding Faculty Award, College of Extended Education, Arizona State University, 2003
- Apple Polisher Award (student recognition for outstanding contribution to higher education), Arizona State University, 2003
- Teaching Excellence Award, Graduate Instructor, University of Colorado-Boulder, 2000
- Teaching Excellence Award, Teaching Assistant, University of Colorado-Boulder, 1999

NOMINATIONS / UNAWARDED

- The College of Liberal Arts & Sciences Teaching Award, 2021.
- Centennial Professorship Award, Assoc. Students of Arizona St U., 2003, 2020
- President's Professor Award, Arizona State University, 2019.
- ASU Graduate College's Outstanding Faculty Mentor Award, 2018, 2010.
- Elizabeth, G. Andersch Award for exemplary teaching, mentoring, and scholarship. Ohio University, 2014.
- Last Lecture Series, Memorial Union Programs & Activities, 2007, 2006

CURRICULUM REVIEW

- M.A., Department of Communication Skills; King Abdulaziz University (1st comm academic department in Saudi Arabia) Contact: Nawal Al-Dhobaiban at dhobaiban@hotmail.com.

PROGRAMS LED

Undergraduate Study Abroad Communication Program to London, Edinburgh, and Dublin.

Eight different times I have served as core faculty and assisted leading this six-week summer undergraduate program, participating in marketing, student recruitment, facilitation of miscellaneous side-trips, training in safety and travel, and all the activities required to serve as a responsible mentor to 20-30 undergraduates as they study overseas. 2002, 2006, 2009, 2011, 2013, 2015, 2017, 2019, 2023.

COURSES TAUGHT

Arizona State University

COM 100 - Introduction to Human Communication – Large lecture version and televised version

Large lecture to 430 students or television broadcast on Cable TV to ~150 students; entails creation / use of Blackboard website, management of teaching assistants and handling logistics of the university's ASUTV and distance learning program.

COM 312 - Communication, Conflict & Negotiation - Includes in-class negotiation simulations.

COM 450 - Theory and Research in Organizational Communication

Introduces org theories through readings, activities, and multi-learning-style exams.

COM 404 – Research Apprenticeship – Pair students with mentors; oversee the apprenticeships

COM 407 - Advanced Critical Methods in Communication Studies

Course redesign in 2018-2019. Includes managing 30+ students' engagement in 25+ hours each of service learning community work and their development of qualitative analyses of this work. Also includes being departmental supervisor for this capstone course.

COM 452 (formerly, 494) – Communication and the Art of Happiness

Design of this course—including syllabus, readings, lectures and activities; first course of its kind in the nation. [Syllabus](#) publically available on Project for Wellness and Work-Life website and shared with professional list-servs. After teaching it for several years, was transformed from a special topics to a regularly numbered and scheduled course in the HDSHC curriculum. Sharing course materials has spurred the development of a com & happiness course at DePaul University. Professor at DePaul: [Suchitra Shenoy-Packer](#).

COM 494 – Being a Leader – Ontological, Phenomenological, Phronetic, Transformative (OPPT) Approach

Design of this course—including syllabus, readings, lectures and activities; first course of its kind taught in the communication discipline.

COM 494 – Being a Leader – Traditional Approach

Design of this course—including syllabus, readings, lectures and activities; exams. Uses as a basis the most popular leadership text in the nation. Designed and taught as an experimental intervention to compare to the OPPT approach above.

COM 604 – Theory Construction in Communication

Team taught required course for all first semester doctoral students in The Hugh Downs School of Human Communication. Syllabus and course redesigned and taught for the first time by newly acquainted trio of instructors.

COM 609 - Advanced Qualitative Research Methods in Communication

Involves overseeing students' IRB-approved original semester-long qualitative analysis projects (which often extend into multiple year projects). As a result of course, students consistently develop publications, write dissertation prospectuses, earn "top" paper honors and publish articles. [Syllabus](#) publically available.

COM 691 – Communication for Wellbeing and Social Impact

Design of this Ph.D. seminar. Focused on how we can design scholarship and engage in pedagogical approaches that create the being of wellbeing in one or more desired focused audiences, including in the communication classroom.

COM 691 – Being a Leader through Language

Design of this Ph.D. seminar. Built around an ontological-phenomenological-phronetic-transformative (OPPT) pedagogical approach. Led to the emergence of 10-person research project testing the efficacy of this pedagogical approach compared to traditional epistemological leadership pedagogy.

COM 691 – Communication and Happiness / Organizational Well-Being

Design of this Ph.D. seminar. As results of this class, I organized a panel entitled "Is "positive organizational scholarship" a positive move?" featuring student work for 2012 International Communication Association, Phoenix, AZ. Furthermore, the "SparkPlug" solution was developed for the [ASU Solutions Project](#), and a White Paper, "Connecting a College Community with Social Media" was linked to HDSHC website.

COM 691 – Navigating Work/Life through Communication

Design of this Ph.D. seminar. As a result of projects developed in this class, I co-edited a forum in *Women and Language* (2010) where eight students published book reviews.

COM 691 - Emotions in Organizations: Communication, construction & control of work feeling

Design of this Ph.D. seminar; course has served as model of a similar courses at University of New Mexico, is listed on ICA Org Com website as a model organizational communication seminar and was listed as a model on NCA's virtual faculty lounge.

COM 691: Being a Leader through Language & COM 692: Ontological-Phenomenological Pedagogy

Design of this Ph.D. module and seminar. The course material centers on moving participants from a focus on epistemological mastery to ontological "being" inquiry in the domain of leadership and communicative construction of reality.

COM 692 – Organizational Sensemaking & Metaphor. Design of this Ph.D. theory intensive.

Course focused on close study and application of scholarship by K. Weick and G. Lakoff.

COM 692 – The Publication Process. Design of this Ph.D. module.

This was offered in response to student demand and included students from across interest areas. It was writing and feedback intensive as students transformed a past course paper into an essay ready for academic publication.

COM 692 – Advanced Qualitative Data Analysis

Design of this Ph.D. methods module. Training on NVivo qualitative data analysis software, grounded analysis, code book construction, descriptive and predictive matrices, metaphor analysis and discourse tracing.

COM 692 – Transforming Scholarship for the Stage

Design of this Ph.D. methods module co-taught with Performance Artist and Director of the Empty Space Theatre, Jennifer Linde. Course included leading students in the adaptation of original scholarship, construction of creative texts/scripts and the performance of this scholarship at the graduate student Empty Space showcase.

Arizona State University Courses, cont.

COM 792C – Prospectus/Dissertation Practicum - This two-part graduate course is required of all doctoral students. I arrange guest speakers (HDSHC colleagues, GFC members from across the University and external practitioners), reviewed and provided feedback on student progress, and led writing and goal-setting workshops. Topics included:

- Academic publishing and thriving through the revise and resubmit process
- Creating the Application Packet and Planning the Job Talk
- Transitioning from Grad to Professor: What They (Usually) Don't Tell You
- Preparing for the Community College Teaching Career
- Toward Meaningful Teaching: Learning Objectives Rather Than Classroom Management
- Conference "Interviews" and the On-site Interview: What to expect and how to prepare
- Teaching and Service Portfolios: How to Make Wise Choices, Document your Hard Work, & Highlight your Experience in Job Applications & Interviews
- Show me the Money: Job and Salary Negotiation
- Negotiating the "isms" in the Academy: Race, Sex, Politics, Religion, Methodology
- Developing Interdisciplinary Research Connections
- Navigating and Creating a Sustainable Work-Life in the Academy
- Creative Nonfiction as a Method of inquiry
- Finding Flow in Doctoral Studies: Creating a mission, constructing a timeline and balancing goal-setting with staying present
- Prospectus Writing: The basic ingredients and tips for making it pay-off for the final project
Creating a marketable identity: Finding a good fit & crafting the applicat
- How to get funding for research you love: Asking big questions, framing your research, searching for grants, the grant applicationion
- Making the most of professional conferences: Presenting, networking, and partying
- How to write a dissertation or thesis (even if you've never written one before)
- Life on the other side: Tips for navigating research relationships, teaching assignments, and disciplinary commitments in your first academic job
- Topic: Designing, Building and Teaching Courses from the Ground Up: Tips for efficiency, and aligning teaching development with an ongoing research program
- The promises, perils, pay-offs and pitfalls of academic service
- The Academic Administration Track: Advantages, disadvantages, and tips
- Consulting with your PhD
- Practicing mini-job talks.
- "You" as Expert - Making Connections with the Media, the Government and Civic Leaders

Courses Taught at Other Universities (All CU-Boulder unless otherwise noted)

Qualitative Research Methods Doctoral Seminar – Texas A&M University (Summer, 2016)

COMM 1300 – Public Speaking

COMM 2200 – Argumentation

COMM 2600 – Introduction to Organizational Communication

COMM 3210 – Communication Theory (Teaching Assistant)

COMM 4600 – Senior Seminar: Communication, Emotional Control & Burnout in Organizations

TLEN 5835 – Telecommunication Management and Policy (Instructor for several-week unit on organizational communication and leadership)

Pedagogical Workshops Given & Curriculum Development

1. Tracy, S. J. (December 2025-Jan 2026). Design and delivery of four-hour workshop entitled, “Collaborative, Participatory Inquiry and Civic Engagement in Arts-Based Sampling” for Dr. Alaina Zanin’s *Qualitative Research Design Ethics* 692 Module.
2. Tracy, S. J. (Fall 2025-Sp 2026). Development of Happiness and Wellbeing Module for intro Health Communication Emphasis Online M.A. Introduction Course. Included design, reading choice, discussion board questions and two online lectures.
3. Tracy, S. J. (July, 2025). Conducting Qualitative Research in an AI Context. For National Communication Association’s Institute for Faculty Development. Virtual.
4. Tracy, S. J. (July, 2025). From Stories to Science: Crafting qualitative research. Two-day, four-hour workshop for the African Doctoral Academy at Stellenbosch University. Virtual.
5. Tracy, S. J., & Dehnert, M. (Nov, 2024). *Transform Your Qualitative Data into Actionable Insights: Coding & Interpretation Using Phronetic Iterative Qualitative Data Analysis (PIQDA)*. Three-hour short course at annual meeting of The National Communication Association, New Orleans.
6. Tracy, S. J. (September, 2024). Crafting Qualitative Evidence for Impact: Insider Methods for Qualitative Data Analysis, Claim-Making, and Quality. University of Illinois fully day workshop. Center for Social & Behavioral Science. Contact: lukacen2@illinois.edu
7. Video contribution on the value of interviewing for COM 453: Training and Development, Arizona State University, HDSHC. Spring, 2023. <https://asuonline.wistia.com/medias/ekwjrjke7v>
8. Tracy, S. J. (May, 2021). Formatting and framing qualitative research for presentation and publication: Principles and practical steps. Half-day workshop at the 17th International Congress of Qualitative Inquiry, Champaign, IL.
9. Tracy, S. J. (May, 2021). *Taking qualitative methods from good to great: A half-day workshop for students, researchers, and teachers*. Offered at the annual meeting of the International Communication Association, Denver.
10. Tracy, S. J. (October, 2020). Crafting qualitative evidence for impact: Insider methods for qualitative data analysis, claim-making, and presentation. University of Illinois Center for Behavioral Science. Full day course, 201 participants. Contact: alvarez9@illinois.edu.
11. Tracy, S. J. (July, 2020). *Qualitative research methods: Collecting evidence, crafting analysis, communicating impact*. Two-day course at the 17th Annual Qualitative Research Summer Intensive, UNC-Chapel Hill and Research Talk. Contact: www.researchtalk.com.
12. Tracy, S. J. (July, 2020). *Moving toward presentation and publication: Principles and practical steps*. One-day course at the 17th Annual Qualitative Research Summer Intensive, UNC-Chapel Hill and Research Talk. Contact: www.researchtalk.com.
13. Tracy, S. J. (June, 2020). *Crafting high quality qualitative research via a phronetic iterative approach*. 2.5 day course for the Consortium for the Advancement of Research Methods and Analysis (CARMA) at Wayne State University. Contact: larry.williams@ttu.edu
14. Tracy, S. J. (May, 2020). *Phronetic iterative qualitative methods*. A three-hour workshop hosted by the Department of Management Seminar and Workshop Series, Macquarie University. Sydney, AU. Canceled due to COVID-19. Contact: [Patrick Raymund James M. Garcia](mailto:Patrick.Raymund.James.M.Garcia)
15. Tracy, S. J., & Huffman, T. P. (Nov, 2019). *Crafting qualitative research for social impact: Surviving and thriving through qualitative theory building and claim making*. Three-hour short course at annual meeting of The National Communication Association, Baltimore.
16. Tracy, S. J. (May, 2019). *Eight “Big-Tent” Criteria for Creating Quality in Qualitative Research*. Half-day workshop at the 15th International Congress of Qualitative Inquiry, Champaign, IL.

17. Tracy, S. J. (Feb, 2019). *Qualitative data analysis: The backstage steps of crafting qualitative evidence*. Three-hour workshop at The Western Speech Communication Association Convention, Seattle.
18. Tracy, S. J. (Feb, 2019). Evidencing Interpretation, *Theory-building, and Claim-making in Qualitative Inquiry*. Three-hour workshop at The Western Speech Communication Association Convention, Seattle.

Pedagogical Workshops Given & Curriculum Development, cont.

19. Tracy, S. J. (July, 2018). *Making Claims and Building Theory in Qualitative Inquiry. A two-day short course.* 12th Annual Qualitative Research Summer Intensive, UNC-Chapel Hill and Research Talk. Contact: www.researchtalk.com.
20. Tracy, S. J. (July, 2018). *Creating Quality in Qualitative Research. A one-day short course.* 12th Annual Qualitative Research Summer Intensive, UNC-Chapel Hill and Research Talk. Contact: www.researchtalk.com.
21. Tracy, S. J. (December, 2017). *Data Collection and Analysis in Qualitative Inquiry: A 1.5 Day Workshop.* Korean Center for Qualitative Methodology (KCQM) Meeting at Ewha Womans University, Seoul, S. Korea. Contact: Dr. Sujin Shin, ssj1119@ewha.ac.kr.
22. Tracy, S. J. (September 2016). *Compassion in The Face of Terror.* 1.5-hour class presented to community members at the Tempe Public Library for Osher Lifelong Learning Institute (OLLI). <https://lifelonglearning.asu.edu/>
23. Tracy, S. J. (May, 2017). *Eight "Big-Tent" Criteria for Creating Quality in Qualitative Research.* Half-day workshop at the 10th International Congress of Qualitative Inquiry, Champaign, IL.
24. Tracy, S. J. (July, 2015). *Making Claims and Building Theory in Qualitative Inquiry. A two-day short course.* 12th Annual Qualitative Research Summer Intensive, UNC-Chapel Hill and Research Talk. Contact: www.researchtalk.com.
25. Tracy, S. J. (July, 2015). *8 Criteria for Creating Quality in Qualitative Research. A one-day short course.* 12th Annual Qualitative Research Summer Intensive, UNC-Chapel Hill and Research Talk. Contact: www.researchtalk.com.
26. Tracy, S. J. (June 30-July 3, 2015). *Qualitative research methods: Creating a path through the maze.* Four day workshop for faculty and doctoral students in the [Optentia Research Focus Area](#), North-West University, Vanderbijlpark, S. Africa. Contact: [Prof Ian Rothmann](#).
27. Tracy, S. J., Eger, E., Huffman, T., Malvini-Redden. *Organizing, Analyzing, and Coding Qualitative Data: Creating a Path through The Maze.* Three hour short course presented at the annual meeting of the National Communication Association Convention. 2015 Las Vegas
28. Same short course as above. Offered 2014 – Chicago
29. Tracy, S. J. (July, 2014). *Iterative phronetic qualitative research in organizations: A 12-hour short course on conceptualization, design, quality, analysis, and writing in qualitative methods.* Massey University, Wellington, New Zealand. Contact: [Shiv Ganesh](#).
30. Tracy, S. J. (April, 2014). *Qualitative data analysis: Creating a path through the maze.* Half-day workshop presented at The Qualitative Research in Management and Organizations Conference. Albuquerque, NM.
31. Tracy, S. J., & Poulos, C. (May, 2014). *Writing Qualitative Inquiry: Embracing the Mystery.* Half-day workshop presented at the 10th International Congress of Qualitative Inquiry, Champaign, IL.
32. Tracy, S. J., Brooks, M., Generous, M., Hack, T., Hoffman, T. K., (2013). *The power of positive scholarship: How to create an entire class, specific curricula, and/or an action research project related to the bright side of communication.* Three hour short course presented at the annual meeting of the National Communication Association, Washington, D.C.
33. Tracy, S. J. (May, 2013). *Iterative Qualitative Research Methods: Creating Quality and Finding a Path through the Maze.* Half-day workshop presented to doctoral students from across Northern England. Leeds University Business School. Contact: [Dr. Anne Cunliffe](#).
34. Tracy, S. J., & Poulos, C. (May, 2013). *Creating Resonance in Qualitative Research.* Half-day workshop presented at the Ninth International Congress of Qualitative Inquiry, Champaign, IL.

Pedagogical Workshops Given & Curriculum Development, cont.

35. Tracy, S. J., (Feb., 2013). [*Iterative Qualitative Data Analysis: Providing a Path through the Maze*](#). Three-day workshop provided to faculty and students through the Institute for Social Science Research at Arizona State University. Contact: Dean [Patrick Kenney](#).
36. Tracy, S. J., Eger, E., Huffman, T., Malvini-Redden, S., Scarduzio, J. *Qualitative data analysis: Unmasking the backstage steps of making sense of qualitative data*. Three hour short course presented at the annual meeting of the National Communication.
Offered 2013 – Washington DC
37. Same short course as above offered 2012 – Orlando
38. Poulos, C., & Tracy, S. J. (2012). *Accidentally on Purpose: The inconsistency, dialectic, and dialogue of improvisation and structure in ethnography*. Half day workshop presented at the Eighth International Congress of Qualitative Inquiry, Champaign, IL.
39. Designed & wrote organizational communication unit for Motorola distance program, 2001.
40. Creative Organizational Cultural Change; Co-wrote on-line course, Seton Hall Executive Communication Program, 1999.

ADVISING

Ph.D. Students - Completed

1. External Examiner, Stephen Taylor, 2025. PhD in Organisational Health and Well-being. *An exploration of the perceptions and effects of using humour in health and safety communication*. Lancaster University. [Note: this role included reading and reviewing the dissertation, writing and submitting two official evaluative reports, meeting with other committee members before and after the defense; leading the dissertation defense].
2. Ph.D. Committee, Chandler Marr, 2025. *Compassion and Carcerality: An Ethnography of Compassion in Parole Work*. Employment: Tenure-track assistant professor at University of Kentucky.
3. Ph.D. Co-Advisor, Marco Dehnert, 2024. *Human-Machine Relationality and the Illusion of Being Cared For: An In-Depth Exploration of Relationships with Communicative Machines*. Employment: Tenure-track assistant professor at University of Arkansas.
4. Ph.D. Advisor, Cary López, 2023. *How Teams Navigate the Ebbs and Flows of Hope in Organizational Life*. Employment: Entrepreneur in Workplace Culture Design, Leadership.
5. Ph.D. Advisor, Florencia Durón, 2023. *Fusing Music-Making and Storytelling to Facilitate Trust in a Heartfelt Team Dialogue*. Employment: Independent User Experience Researcher.
6. Ph.D. Co-Advisor, Laura Martinez, 2022. *Circus Hurts: Exploring Occupational Identification and Socialization to Pain Work Among Aerial Acrobats*. Employment: Tenure-track assistant professor, University of Nevada-Las Vegas.
7. Ph.D. Co-Advisor, Rebecca Leach, 2022. *Collective Compassion: How Structures and Agency Influence Individual, Group, and Organizational Compassion in Healthcare Organizations*. Recipient of the Herberger Work-Life Fellowship (\$3000). Recipient of the P.E.O. Scholar Award (\$20,000). Employment: Tenure-track assistant professor, University of Arkansas.
8. Ph.D. Co-Advisor, Cristopher Tietsort, 2021. *Compassionate leadership at work: Cultivating compassion by reducing uncertainty, emphasizing personal well-being, and aligning compassionate actions*. Recipient of the Herberger Work-Life Fellowship (\$3,000). Employment: Tenure-track assistant professor, University of Denver.
9. Ph.D. Co-Advisor, Robert Razzante, 2020. *Communicatively Co-Constituting Pathways of an Inclusive Workplace: A Participant-Driven Methodology*. Herberger Fellowship (\$3,000). Recipient of ASU PULSE Student Scholarship (\$900). Employment: Visiting Assistant Professor, College of Wooster; Visiting Assistant Professor, Western Washington University.
10. Ph.D. Advisor, Sarah Jones, 2019. *Breastmilk as invisible currency: Alternative organizing, inequality regimes, and corporeal commodification in the milk banking industry*. Employment: Tenure track assistant professor, The Ohio University. Recipient of P.E.O. International Scholar Award (\$15,000), Herberger Fellowship (\$3000), and ASU Graduate Completion Fellowship (\$8,500). Employment: Tenure-track assistant professor, Ohio University.
11. Ph.D. Advisor, Matt Donovan, 2019. *Pop-up hacktivism: A case study of organizational, pharmaceutical, and biohacker narratives*. Employment: Professional work in pharmaceutical industry. Recipient of Harry Lowell Swift Advancing Health Scholarship in the College of Liberal Arts and Sciences, 2018, \$2,000.
12. Ph.D. Advisor, Sophia Town, 2019. *'Mindful disengagement': Extending the constitutive view of organizational paradox by exploring leaders' mindfulness, discursive consciousness, and more-than-responses*. Recipient of the Herberger Work-Life Fellowship (\$3,000). Recipient of the [International Humanistic Management Association](#) Best Dissertation Award 2019. Employment: Tenure Track Assistant Professor, Gabelli School of Business, Fordham University, "Leading People and Organizations" area.

13. Ph.D. Advisor, Jessica K. Kamrath. 2018. *The social construction and reciprocity of resilience: An empirical investigation of an organizational context*. Employment: Tenure Track Assistant Professor, California State University-Fullerton.
14. Ph.D. Co-Advisor, Margaret Hinrichs. 2016. *Negotiating (inter)disciplinary identity in integrative graduate education*. Employment: Postdoctoral Research Associate, School for the Future of Innovation in Society, Arizona State University.

Ph.D. Students – Completed, cont.

15. Ph.D. Committee, Amy Jung, 2016. *Communication strategies contributing to the positive identities of third culture kids: An intercultural communication perspective on identity*. Employment: Lecturer, University of Florida.
16. Ph.D. Advisor, Louise Clark, 2015. *Grieving adolescents co-perform collective compassion in a concert of emotions as they Stop! In the Name of Love at Comfort Zone Camp*. Employment: Assistant Dean of Clinical Skills Education and Innovation, TCU School of Medicine.
17. Ph.D. Co-Advisor, Trisha K. Hoffman, 2015. *Exploring Communal Coping: Witnessing the Process of Empowerment Unfold During Shared Medical Appointments*. Employment: Learning and Development Analyst for the Executive Leadership Team, State Farm Insurance.
18. Ph.D. Co-Advisor, Tara Franks, 2015. *Hair Raising Humor: A Critical Qualitative Analysis of Humor, Gender, and Hegemony in the Hair Industry*. Employment: Instructor, Sierra College and Arizona State University.
19. Ph.D. Advisor, Shawna Malvini Redden, 2013. *How discourses cast airport security characters: A discourse tracing and qualitative analysis of identity and emotional performances*. Employment: Assistant Professor, Sacramento State University.
Accolades: Top 4 ICA Org Com Paper (from dis); Top 4 NCA Health Comm Paper (from research assistant work); ASU Graduate College Completion Fellowship recipient (\$9,500).
20. Ph.D. Committee, Timothy Huffman, 2013. *Organizing compassionate communication: Pragmatic fieldwork with nonprofits and homeless young adults*. Employment: Tenure-Track Assistant Professor, Communication Department, Loyola Marymount University.
Accolades: ASU Martin Luther King Student Servant Leadership award.
21. Ph.D. Advisor, Jennifer Scarduzio, 2012. *Emotion cycles, sensegiving, and sensebreaking in the municipal courtroom*. Employment: Tenure-Track Assistant Professor, Department of Communication, Lamar University (in Texas State system), Beaumont, TX. Accolades: Outstanding HDSHC Student Research Award Recipient; President of the Communication Graduate Student Association.
22. Ph.D. Committee, Amy Way, 2012. *Apprentices & worker bees: Discursive constructions of youth's work identity*. Employment: Assistant Professor, Communication Studies, Vanderbilt University. Accolades: Recipient of the Gerald R. Miller Dissertation Award, National Communication Association.
23. Ph.D. Committee, Yvonne Montoya, 2012. *Hispanic entrepreneurs' anticipatory work-life socialization: Conceptual analysis of narrative accounts*. Employment: Assistant Professor, Colorado State Pueblo. Accolades: Ford Foundation Fellowship; 3-year, \$20,000 award.
24. Ph.D. Committee, Jie Young Kong, 2012. *Opening fields through Aikido: An embodied dialogic practice at a martial art dojo*. Employment: Tenure-Track Assistant Professor, Communication, Western Kentucky University, Bowling Green. Accolades: Top Four NCA Ethnography Paper (drawn from pilot study dissertation research under my supervision in COM 609 course).
25. Ph.D. Advisor, Kendra Rivera, 2010. *Emotional labor, dirty work and the "face of immigration" at the U.S. Border Patrol*. Employment: Tenure-Track Assistant Professor, Department of

Communication, California State University-San Marcos. Accolades: Recipient of over \$30,000 of internal ASU grant funds; Recipient of HDSHC Outstanding Student Research Award.

26. Ph.D. Advisor, Deborah Way, 2010. *Recognizing, relating and responding: Hospice workers and the communication of compassion*. Employment: Visiting Faculty, Department of Communication, University of Washington.
27. Ph.D. Committee, Lucas Messer, 2010. *Queer migrant culture: Undocumented queer Latinos and queer clubs in Phoenix*. Employment: Scottsdale Community College.

Ph.D. Students – Completed, cont.

28. Ph.D. Committee, Emily Cripe, 2010. *Breastfeeding Support Explored through Mixed Methods: How Support Groups can Function as an Effective Health Intervention*. Employment: Tenure-Track Assistant Professor, Communication, Kutztown U of Pennsylvania. Accolades: Top 4 Health Communication Paper (drawn from dis) WSCA, 2011.
29. Ph.D. Committee, Karen Stewart, 2010. *From ritual to spectacle: A narrative journey into the communal heart of public art at the Burning Man festival*. Employment: Lecturer, The Hugh Downs School of Human Communication, Arizona State University. Accolades: Recipient of \$9,500 Graduate College Completion Fellowship.
30. Ph.D. Committee, Miriam Sobre, Summer 2009. *More than the sum of its parts: The story of a cosmopolitan third culture social support group*. Employment: Tenure-Track Assistant Professor, University of Southern Illinois-Carbondale.
31. Ph.D. Committee, Marianne LeGreco, Spring 2007. *Consuming Policy: Organizing School Meal Programs to Promote Healthy Eating Practices*. Employment: Tenure-Track Assistant (now Associate) Professor, University of North Carolina-Greensboro. Accolades: NCA Ethnography Division Top Article of the Year (2009) (from dissertation).
32. Ph.D. Committee, Shelley Erickson (Justice Studies), Fall 2007. *Engineering the hidden curriculum: How women doctoral students in engineering navigate belonging*. Employment: Faculty Associate, Arizona State University
33. Ph.D. Co-Advisor, Kurt Lindemann, Summer 2006. *Living out of bounds, pushing toward normalcy: (Auto)ethnographic performances of disability and masculinity in wheelchair rugby*. Employment: Tenure-Track Assistant (now Associate) Professor, San Diego State. Accolades: Winner: Norman K. Denzin Qualitative Research Award Winner; Winner: Illinois Qualitative Dissertation Award, Honorable Mention, “Experimental”
34. Ph.D. Committee, Andrea Lewis, Summer, 2006. *Communicating lesbian identity: Critically analyzing popular culture representations and occupational narratives*. Employment: Visiting Professor, Western Illinois University, Fall, 2006.
35. Ph.D. Advisor, Pamela Lutgen-Sandvik, Summer 2005. *Water smoothing stones: Subordinate resistance to workplace bullying*. Employment: Tenure-Track Assistant Professor, University of New Mexico, Fall 2005 (now Associate at University of North Dakota). Accolades: Multiple Top papers; NCA Organizational Communication Top Article; NCA Organizational Communication Top Book
36. Ph.D. Committee, Clifton Scott, Spring 2005. *The discursive organization of risk and safety: How firefighters manage occupational hazards*. Employment: Tenure-Track Assistant (now Associate) Professor, University of North Carolina-Charlotte, Fall 2005.

Ph.D. Students – In Progress

M.A. Students Completed

1. Committee Member, Marco Dehnert, 2020. M.A. in Passing – Comprehensive Exams Successfully completed Fall, 2020.
2. Committee Member. Sophia Holeman, 2016. M.A. in Passing - Comprehensive Exams Option. Continued with Ph.D. program at ASU.
3. Committee Member, Kaitlin Vortherms, 2016. *Engineering Empathy*. School of Sustainable Engineering and the Built Environment.
4. Advisor, Elizabeth K. Eger (formally Rush), 2010. *The Conceptual Construction of Innovation: Performance Labor to Manufacture Mood, Chase Goals, and Assemble Success in Incubator Organizations*. Entered Ph.D. program at CU-Boulder. Accolades: Outstanding Master's Thesis Award from the Master's Education Section of the National Communication Association, 2011.
5. Committee Member, Amy Way, Spring, 2008. *On your mark: Constructing an alternate discourse of femininity through running*. Entered PhD program at ASU in Fall 2008. Accolades: Outstanding Thesis Award – Organization for the Study of Communication, Language and Gender.
6. Advisor, Yvonne Montoya, 2005-2007. Advised through comprehensive exams and thesis prospectus defense. She forewent completion and entered straight into the ASU PhD.
7. Committee Member, Erin Gavin, Spring 2007. *Breaking Through the Glass Ceiling: Women Helping Women Climb the Corporate Ladder*. Employment: Business Consulting.
8. Advisor, Sundae R. Bean. Summer, 2006. *Exploring tourist-host encounters through communication, culture and identity*. Employment: Intercultural Communication Consultant.
9. Co-Advisor, Jennifer Mease. Summer, 2005. *Doing white identity, (un)doing whiteness: A field study at the intersection of white identity and the discourse of whiteness*. Entered University of North Carolina-Chapel Hill Ph.D. program Fall, 2005.
10. Committee Member, Milissa Hutloff Koehler. Fall, 2005. *Politics of privacy: The handling of privacy violations experienced by graduate teaching assistants*.
11. Co-Advisor, Sara McKinnon, Summer 2004. *Navigating Deserts: Interpretive Research of the "Lost Boys of Sudan" Identity and Settlement*. Entered ASU Ph.D. program Fall, 2004. Employment: University of New Mexico, 2008.
12. Committee Member (Thesis Reader & Defense Evaluator), Michael R. Hinson. Sum, 2004. *Student ratings of instruction as a human technology: A critical rhetorical analysis of academic discourse*.
13. Advisor, Kimberly Cantrell, Summer, 2003. *The language of power: Tensions of cultural identity, power, and language negotiation onboard a multicultural cruise ship*.
14. Committee Member, Marianne LeGreco, Fall 2002. *Organizing the Politics of Public and Private: A Case Study of the First Governor-Mom*. Entered ASU Ph.D. program Fall, 2002.

Temporary Advising

Ph.D. Co-Advisor, Kyle Hanners, Advised through successful defense of comprehensive exams.

Terminated program to pursue non-academic professional work. Spring 2023

Temporary Ph.D. Advisor, Megan Towles, 2016-2018

Temporary Ph.D. Advisor, Catelina Cayetano, 2014-2015

Ph.D. Committee, Alison Trego, comprehensive exams defended. Terminated program in 2012.

Temporary Ph.D. Advisor, Yvonne Montoya, 2005-2007

Temporary Ph.D. Advisor, Marianne LeGreco, 2003-2004

Temporary Ph.D. Advisor, Christina Bates, 2003-2004

Temporary Ph.D. Advisor, Karen Myers, 2001-2002

Temporary Ph.D. Advisor, Jamie Korus, 2001-2002

Ph.D. Advisor through planning of comprehensive exams, Gino Giannini, 2010-2012.

Changed research direction and advisor.

Ph.D. Advisor, Marsha Atteberry, Advised through successful defense of comprehensive exams. Terminated program to pursue non-academic professional work, Spring 2012.

M.A. Advisor, Jolene Slama. Advised through successful defense of comprehensive exams and thesis prospectus defense. Terminated program to pursue non-academic professional work, Spring 2006.

Committee Member, Spring, 2005. Aaron Rigamonti, Member through comprehensive exams.

Temporary Advisor, Jill Schiefelbein, completed Spring 2006.

Advisor, Betsy Rose Rice, Terminated program, Fall 2002.

Graduate Mentoring (Research Assistantships, Independent Studies, etc.)

1. Overseeing research assistantships with three undergraduate students and doctoral student Marco Dehnert on their activities associated with my 3rd Edition qualitative research book. 2023.
2. Overseeing IRB research study “Art-based Sensemaking Amidst a Pandemic” with doctoral students Cary López and Angela Labador. 2020-2022.
3. COM 792 Apprenticeship (Fall, 2021). *COM 609 – Advanced Qualitative Research Methods in Communication*. Briana Avalos & Florencia Durón.
4. Research Advisory Committee member (2020-2021) ASU Culture Ripples, IRB approved research project headed by Cary López (ASU doctoral student and director of strategic initiatives in ASU University Design Institute).
5. Readings and Conference (Summer, 2020), *Pedagogy, Skill Acquisition and Queer Failure*. Marco Dehnert.
6. COM 792 Apprenticeship (Spring, 2019). *COM 609 – Advanced Qualitative Research Methods in Communication*. Laura Martinez & Cary López.
7. COM 792 Apprenticeship (Fall, 2019). *COM 604 – Theory Construction in Communication*. Tyler Rife and Corey Reutlinger.
8. Readings and Conference (Summer, 2019), *Legos as Serious Play*. Kyle Hanners.
9. Readings and Conference (Sp 2019). *Organizational Autoethnography*. Cary López.
10. Course Coordinator and Teaching Supervision (Fa 2015-present), *COM 452: Communication and The Art of Happiness*. Regularly meet, interact, and provide advice/resources to doctoral students teaching this undergraduate class.
11. Course Coordinator and Teaching Supervision (Sp 2013-Present), *COM 407: Critical Methods in Communication* Regularly meet, interact, and provide advice/resources to doctoral students teaching this undergraduate class.
12. COM 792 Apprenticeship (Fall, 2018). *COM 604 – Theory Construction in Communication*. Megan Towles.
13. COM 792 Apprenticeship (Fall, 2018). *COM 609 – Advanced Qualitative Research Methods in Communication*. Robert Razzante & Sophia Town.
14. Readings and Conference (Sp 2017). *Transformational Pedagogy and Leadership*. Rikki Tremblay & Sophia Holeman.
15. Readings and Conference (Sp 2017) – Supervisor of Record. *Critical Whiteness Studies*. Robert Razzante.
16. COM 792 Apprenticeship (Fall, 2017). *COM 609 – Advanced Qualitative Research Methods in Communication*. Sarah Jones.
17. COM 792 Apprenticeship (Fall, 2017). *COM 604 – Theory Construction in Communication*. Anna-Marie Campbell.
18. Readings and Conference (Fall 2016). *Leadership, Charisma, and Experiential Pedagogy*. Sophia Town.

Graduate Mentoring (Research Assistantships, Independent Studies, etc.), cont.

19. COM 792 Apprenticeship (Fall, 2016). *COM 604 – Theory Construction in Communication*. Melissa Frammer.
20. COM 792 Apprenticeship (Fall, 2016). *COM 604 – Being a Leader through Language*. Jessica Kamrath and Matthew Donovan.
21. COM 792 Assistantship (Spring, 2016). *COM 609 – Advanced Qualitative Research Methods in Communication*. Versha Anderson.
22. Readings and Conference (Fall 2015). *Ontological/Phenomenological Leadership*. Jessica Kamrath & Matt Donovan.
23. Readings and Conference (Spring 2015). *Leadership and Transformation*. Jessica Kamrath & Matt Donovan.
24. Research Assistantship (2014-2015). Supervised Margaret Brooks as a research assistant as part of our IHR internal seed grant on the Science of Team Science.
25. Research Assistantship (2014). Supervised Margaret Brooks as an unfunded research assistant for my grant work with the NUE Legos as Serious Play project.
26. COM 792 Apprenticeship (Fall, 2014). *COM 604 – Theory Construction in Communication*. Steven Hitchcock.
27. Assistant Research Professor / Post-Doc (2013-2014). Supervised Shawna Malvini Redden, Ph.D., as post-doc and assistant research professor for my grant work with the Center for Applied Behavioral Health. Half-time.
28. Research Assistantship (2013-2014). Supervised Margaret Brooks as a research assistant for my grant work with the Center for Applied Behavioral Health. Quarter-time, Sp, Sum, Fa '13, Sp '14.
29. Research Assistantship (Fa, 2012, Sp, Fa '13, Sp '14). Supervised Trisha Hoffman as a research assistant for my grant work with the Veterans Administration, 10 hours a week.
30. Research Assistantship (2013). Supervised Lou Clark as a research assistant for my grant work with the Center for Applied Behavioral Health. Quarter-time Sp, Sum, Fa '13.
31. COM 792 Apprenticeship (Spring, 2013). *COM 609 – Advanced Qualitative Research Methods in Communication*. Trisha Hoffman.
32. COM 792 Apprenticeship (Spring, 2013). *COM 609 – Advanced Qualitative Research Methods in Communication*. Tara Hack.
33. Research Assistantship (2011-2012). Supervised Shawna Malvini Redden as a research assistant for my grant work with the Center for Applied Behavioral Health Half-time assistantship Sp and Fa '11; Quarter-time Sp '12. Half-time Fa '12.
34. COM 792 Apprenticeship (Spring, 2012). *COM 609 – Advanced Qualitative Research Methods in Communication*. Shawna Malvini-Redden & Timothy Huffman.
35. Readings and Conference (Fall 2011). *Introduction to Qualitative Methods*. Trisha Hoffman.
36. COM 792 Apprenticeship (Fall, 2011). *COM 691 – Communication and the Art of Happiness / Organizational Well-being*. Amy Way.
37. COM 792 Apprenticeship (Fall, 2010). *COM 609 – Advanced Qualitative Research Methods in Communication*. Jennifer Scarduzio.
38. Readings & Conference (Fall, 2009). *Qualitative Methods, Reviewing and Book Editing*. Jennifer Scarduzio.
39. COM 590 – Readings and Conference (Fall, 2009). *Qualitative Research Matters*. Elizabeth K. Rush.
40. COM 792 Apprenticeship (Spring, 2009). *COM 609 – Advanced Qualitative Research Methods in Communication*. Kendra Rivera and Karen Stewart.
41. COM 792 Apprenticeship (Fall, 2008). *COM 691 – Emotions in Organizations: Communication, construction & control of work feeling*. Alison Trego.

Graduate Mentoring (Research Assistantships, Independent Studies, etc.)

42. Research Assistantship (2008-2009). *Project for Wellness and Work-Life*, Jennifer Robinson. Through ASU's Underrepresented Graduate Enrichment Match (UGEM) Program. PI on research study entitled, "And That's What Made Me Stay: African American Students Speak about Wellness, Relationships and College Space."
43. Advisor (2008). Edson Student Entrepreneur Initiative New Venture Concept Proposal entitled "Laty Ace, Inc." led by doctoral student Yvonne J. Montoya (project was not funded).
44. COM 792 Apprenticeship (Fall, 2007). *COM 609 – Advanced Qualitative Research Methods in Communication*. Miriam Sobre.
45. Research Fellowship (Fall 2006). *Project for Wellness and Work-Life*, Kendra Rivera.
46. Research Assistantship (Spring 2006). *Project for Wellness and Work-Life*, Yvonne Montoya. Through ASU's Underrepresented Graduate Enrichment Match (UGEM) Program.
47. Advisor for Independent Study led by Sara L. McKinnon (Spring, 2006). *Subjectivity, identity and feminist activism*.
48. COM 792 Apprenticeship (Fall, 2005). *COM 609 – Advanced Qualitative Research Methods in Communication*. Ragan Fox
49. Readings & Conference (Summer, 2005). *Introduction to Fieldwork*. LaKresha Graham & Sundae Bean.
50. COM 792 Apprenticeship (Fall, 2004). *COM 691 – Emotions in Organizations: Communication, construction & control of work feeling*. Pamela Lutgen-Sandvik.
51. Research Assistantship (Spring 2004, Summer 2004, Fall 2004 and Spring 2005). *Workplace Bullying*. Pamela Lutgen-Sandvik. Included on-line survey, focus group coordination, interviews, data analysis and drafting of five manuscripts.
52. Readings & Conference (2003). *Workplace Bullying Literature Review*. Pamela Lutgen-Sandvik.
53. Directed research & readings (2002). *Humor and sensemaking*. Karen Myers & Cliff Scott, 2002
54. Directed research (2002). *Comparison analysis of the communication introductory course*. Paul Tibbles and undergraduate students Carolyn Donnerstein & Janice Oestreich.
55. Directed research (2002). *Emotional abuse in the workplace*, Pamela Lutgen-Sandvik
56. Readings & Conference (2002). *Communication, work and family*. Christina Yoshimura.

Undergraduate Advising

1. Independent Study, Kyli Bonavich and Madelein Roberts (Spring 2022-December 2023). Assisted with textbook and student material research and editing.
2. Barrett Honors Research Assistant, Jaden Hallisey (Fall 2021-Spring 2022). Assisted with textbook research and editing.
3. Barrett Honors Thesis Advisor (Fall 2021-Spring 2022). Margot Plunkett. *Gender and participation in coursework*.
4. Communication Apprentice (received course credit); Caroline Cook and Evyn Mar, Spring 2021; Assisted with COM 407, Critical Methods in Communication
5. Independent Study; Nicole Hinshaw, Spring, 2020; Researched COM 407, Critical Methods in Com.
6. Communication Apprentice (received course credit); Sarah Balis & Marley Caliendo, Fall 2019; Assisted with COM 407, Critical Methods in Communication
7. Supervise Honors Contract, COM 407, Sarah Balis in Sp 2019; Tori Vanderkop, Fa 2019
8. Barrett Honors Thesis 2nd Chair (Sp 2019-Fa2020). Marley Fischer, *Work-life balance among pilots*.
9. Communication Apprentice (received course credit); Sarah Jesseph, Spring 2019; Assisted with COM 407, Critical Methods in Communication
10. Co-Design and consulting on Free Listening Project which included participation with 12 honors students via an honors contract in Dr. Elissa Adame's COM 100 course. Fall, 2018.

Undergraduate Advising, cont.

11. Communication Apprentice (received course credit); Spring 2018; Marco Dehnert & Patrick Park; Assisted with Communication and Art of Happiness Course.
12. Barrett Honors Thesis Second Reader (Spring, 2017). Lauren Hanneman, *Mindful Leadership: An Initiative to Integrate Transformative Learning into Barrett, the Honors College*.
13. Research Assistant (paid); 2015-2016; Susana Valenzuela; Assisted with updating public scholarship outreach via ResearchGate, Academia.edu, and www.SarahJTracy.com.
14. Communication Apprentice (received course credit); Spring 2015; Maureen Luc & Morgan Vaughn; Assisted with Communication and Art of Happiness Course.
15. Communication Apprentice (received course credit); Fall 2014; Susana Valenzuela; Assisted with Communication and Art of Happiness Course.
16. COM 404 R.A. Advisor, Fall 2012; Alison Graham – Engaged in various projects associated with my book and Center for Applied Behavioral Health Research.
17. Communication Apprentice (received 3 course credit); Fall 2012; Michelle Arndt and Cortney Solheim; Assisted with Communication and Art of Happiness Course.
18. Communication Apprentice (received course credit); Fall 2011; Christen Navarette; Assisted with Communication and Art of Happiness Course.
19. Research Assistantship (received course credit); Fall 2011; Alisa Willner – Assistant with Communication and Art of Happiness Course and several research projects.
20. COM 404 R.A. Advisor, Spring 2011; Collene Sessink – MAT grant project focus group coordination and transcription.
21. COM 404 R.A. Advisor, Fall 2008; Scott Parr—Qualitative book editing and reviewing.
22. COM 404 R.A. Advisor, Fall 2007; Cody Frank – Graduate website research and development.
23. COM 404 R.A. Advisor, Fall 2007; Vicente Lopez – Research summaries & Wikipedia entries.
24. Undergraduate Honors Committee Member, Lexi Noice, Completed, Fall 2006, *An analysis of the students' needs: Exploring the organizational structure of Barrett, the Honors College*.
25. Footnote 18 (end-of-semester) Honors Project Advisor (Spring, 2005). Michelle Clements, *Communication and the airline industry*. Maxwell Cava. *Computer-mediated communication and richness today*
26. Barrett Honors Thesis Member, Tyler Kent McKinzie, Completed, Spring 2004, *Avoiding burnout: Examining the relationships between job satisfaction and work variables among resident assistants at Arizona State University*.
27. Barrett Honors Thesis Advisor, Rosa Metzger, Completed, Spring 2003, *Constructing a collective safety net for American's #1 fear: A case analysis of social support, organizational culture, and public speaking*. **Distinguished Honors Thesis Award.**

My own Pedagogical and Leadership Development

Participant, *Creating Course Leaders - an Ontological Phenomenological Model to Teaching Leadership* 5-day seminar, July, 2016, New York City. Contact: [Dr. Jeri Echeverria](#).

Participant, *Creating Course Leaders - an Ontological Phenomenological Model to Teaching Leadership* 5-day seminar, July, 2015, Toronto. Contact: [Dr. Jeri Echeverria](#).

Participant, *Creating Course Leaders - an Ontological Phenomenological Model to Teaching Leadership* 4-day seminar, August, 2014, Toronto. Contact: [Dr. Jeri Echeverria](#).

Participant and student, *Being a Leader—an Ontological Phenomenological Model to Practicing Leadership* 10-day seminar, October, 2013, Cancun. Information [here](#).

SERVICE

SERVICE RECOGNITION

Big Sister of the Year finalist (2021), Big Brothers, Big Sisters of Maricopa County.
Big Sister “Big Thanks” Award (2020), Big Brothers, Big Sisters of Maricopa County.
Big Sister of the Year (2019). Big Brothers, Big Sisters of Maricopa County.
2018-2019 Recognition for Academic Program Review - Hugh Downs School of Human Communication
Faculty Exemplar Award - Hugh Downs School of Human Communication (2016)
Big Sister of the Year Finalist (2016). Big Brothers, Big Sisters of Maricopa County.
Recipient, ASU Sun Award, 2013. Recognition from ASU co-worker [Linda Uhley](#) for my research and work on The Sunshine for SunDevils project.
Nominee, ASU Commission on the Status of Women (2010, 2012). Outstanding Achievement and Contribution Award. Honors outstanding advocacy, mentorship, and research benefiting women and other underrepresented groups.

PROFESSIONAL SERVICE

Professional Leadership and Service Positions

Distinguished Scholar Selection Committee (2025). Western States Communication Association.
International Association of Qualitative Inquiry Board of Directors, 2024-2025. Note: I terminated service in Spring 2025 due to mismatch in time expectation.
Member, American Association for the Advancement of Science – 2025-present
Mentor (2022-2023). Organizational Communication Mentoring Pod Leader. National Communication Association.
Qualitative Research Task Force (2019-2022), National Communication Association.
Mentor (2022), Western States Communication Association Mentorship Program.
Distinguished Teaching Award Committee (2020), Western States Communication Association.
Chair, Professional Service Awards Committee (2019), National Communication Association.
Ethnography Division Awards Committee (2019), National Communication Association.
Professional Service Awards Selection Committee (2018), National Communication Association.
Nominating Committee (2016-2017), National Communication Association (responsible for recruiting, deliberating on and determining candidate slate for officer positions).
Immediate Past Chair (2016), Chair (2015), Vice-Chair & Program Planner (2014), Vice-Chair Elect & Preconference Program Planner (2013) Ethnography Division, National Communication Association.
Activities included: Planning and leading division preconference in 2013; Planning the program, recruiting reviewers, overseeing the review process in 2014; Overseeing division budget, recruiting and overseeing nominating committee, and leading the annual business meeting 2015; Overseeing Division Awards and bylaw changes 2016; Serving as Representative to NCA Legislative Assembly in 2105, 2016
Chair (2016) and Program Planner (2014 & 2015). Organizational Communication Application Domain. The Conference on Organizational Communication Traditions, Transitions, and Transformation. Austin, Texas. <http://www.commstudies.txstate.edu/organizational-conference.html> - *Activities included co- drafting the call for papers, advertising and outreach to potential submitters, and will include jurying submissions, correspondence with authors, design of panel presentations.*

Professional Leadership and Service Positions, cont.

Program Planner (2014 & 2015). The Conference on Ontological Inquiry. University of California Los Angeles, March, 2015. Contact: [Tony Zampella](#).

Activities included designing structure for conference, drafting the call for papers, outreach / advertising to potential submitters, jurying ~30 entries, correspondence with authors, design and organizations of presentations, creating conference program.

Chair (2014), Vice-Chair (2013), Member (2012), Doctoral Education Committee, National Communication Association, 2012-2014.

Yearly in-person meeting and regular email contributions regarding discipline-wide doctoral education matters such as refereeing the Gerald R. Miller dissertation award, planning the doctoral student summer conference, doctoral reputation survey, etc.

Chair & Program Planner (2006-2007) and Vice-Chair (2005-2006), Organizational Communication Interest Group, WSCA. - *Papers/panel reviewer, respondent for top paper panel, assisted Chair in 2005-2006. Coordination of review of ~30 papers/panels, scheduling, recruiting chairs and respondents, co-facilitating a workshop, coordinating division awards, and leading business meeting at annual meeting in 2006-2007.*

Program Planner / Scholarship Chair, The 2nd Annual Nuevo Dia Southwest Organizational Communication Conference, Arizona State University, Tempe, AZ; January, 2005. *Included reviewing, planning and coordinating the presentation of more than 40 papers, as well as managing on-site logistics and moderation duties for this two-day conference.*

Co-Secretary & Executive Committee, Organizational Commun. Division, NCA, 2003-2005.

Included website writing, taking minutes, determining award criteria & reviewing papers.

Member/Referee, Ethnography Division Awards Committee, NCA, 2005.

Member/Referee, Organizational Communication Division Awards Committee, NCA, 2002.

Member, Student Affairs Committee, ICA, 2001-2003.

Secretary, Organizational Communication Division, WSCA, 2002-2003. - *Took minutes at annual meeting and developed division newsletter.*

Member, Board of Directors, International Communication Association, 1999-2001. - *Wrote annual and mid-year reports for the student affairs committee and represented student interests at a series of four mid-year and annual meetings.*

Co-chair, Student Affairs Committee, International Communication Association, 1999-2001. - *Developed funding motions for merit-based conference scholarships and student board. Planned two conference receptions, managed a student email list, coordinated two student-targeted conference panels and wrote five columns for the ICA newsletter.*

Co-chair, Membership Committee, Organizational Communication Division, ICA, 2001. - *Designed and coordinated the printing and distribution of division lapel stickers, assisted designing division brochure, and publicized and co-hosted the "new member" breakfast.*

Editing and Reviewing Activities

Associate Editor, *Management Communication Quarterly*, 2011-2014. – *Responsible for assigning reviewers, writing decision letters, and shepherding manuscripts through the review, revision and publication process.*

Special Forum Editor, *Management Communication Quarterly*, 2013-2014. “Narrating the backstage of qualitative research in organizational communication.” – *Responsible for designing the call, recruiting authors, reviewing five essays and providing feedback, writing introduction, and shepherding manuscript through review, revision, and publication.*

Editorial Board (~2-3 reviews each year served)

Communication Monographs, 2013-present

Qualitative Research Reports in Communication, 2013-present

Departures in Critical Qualitative Research, 2019-present

Management Communication Quarterly, 2002-2024

Women and Language, 2010-2015; 2020-2022

Journal of Applied Communication Research, 2014-2019

Communication Studies, 2002-2006; 2008-2015

Qualitative Communication Research, 2011-2013

Western Journal of Communication, 2006-2013

Communication Yearbook, 2011

Communication Theory, 2008-2011

Human Relations, 2007-2010

International Journal of Management Studies & Research, 2008-2009

Communication Research Reports, 2005-2007

Ad Hoc Journal Article Reviewer (1+ review for each year listed)

Discover Education - 2025

Journal of Management Inquiry - 2025

Communication Research – 2023, 2025

Journal of Applied Communication Research, 2020, 2025

Journal of Communication, 2020, 2021, 2024, 2025

Western J of Communication, 2002, 2005, 2021, 2024, 2025

Journal of Computer Mediated Communication, 2023

Human Communication Research, 2023

Health Communication, 2019, 2022

International Journal of Qualitative Methods, 2020, 2021

Journal of Clinical Child and Adolescent Psychology, 2019

Organizational Behavior and Human Decision Processes, 2018

Communication Theory, 2017

Journal of Communication, 2017

Human Relations, 2013, 2014, 2015, 2016 (3 in 2016)

Qualitative Inquiry, 2016

Journal of Engineering Education, 2015

Organizational Research Methods, 2014, 2015

Sociological Methodology, 2014

Qualitative Research in Organizations and Management, 2012, 2013

Communication Monographs, 2004, 2005, 2006, 2010, 2011, 2012

Journal of Applied Communication Research, 2001, 2002, 2009, 2012

Human Relations, 2003, 2004, 2005, 2011, 2012

Criminal Justice Review, 2012

Journal of Organizational Ethnography, 2012

Communication Studies, 2012

Journal of Communication, 2011

Australian Journal of Communication, 2011

Scandinavian J. of Management, 2010, 2011

Ad Hoc Journal Article Reviewer, cont. (1+ review for each year listed)

Journal of Hospitality and Tourism Management, 2010

Journal of Family Communication, 2008, 2009, 2010

Journal of Management Studies, 2004, 2007, 2008

Gender, Work & Organization, 2008

Communication Theory, 2007, 2008

International Journal of Work, Organisation, and Emotion, 2006

Communication Quarterly, 2008

Communication Yearbook, 2005

Electronic Journal of Communication, 2005

Social Problems, 2004

Women's Studies in Communication, 2005

Southern Communication Journal, 2003

Management Comm. Quarterly, 2000, 2001

Awards and Paper Reviewer

Organizational Communication Special Issue, 2023

Special Journal Issue, NCA, ethnography division, 2019

Book Chapter, NCA, ethnography division, 2018

Legacy Award, NCA, ethnography division, 2014

Paper Reviewer, Centennial Division, NCA, 2014

Service Award, NCA, organizational communication division, 2012

Article of the Year Award, *Management Communication Quarterly*, 2011

Top Book Award, NCA, organizational communication division, 2010

Paper Reviewer, WSCA, organizational communication interest group, 2006, 2007, 2010

Article of the Year Award, NCA, applied communication division, 2009

Top Book Award, NCA ethnography division, 2005

Top Paper Awards, NCA organizational communication division, 2005

Paper Reviewer, ICA, organizational communication division, 2002

Top Paper Awards, NCA organizational communication division, 2002

Book Reviewer

Touched. Ragan Fox. Routledge. 2025.

Diving into Deep Analysis: Structured Improvisation and the Paradoxes of Qualitative Data.

Scarduzio, J. A., Way, A. K., Malvini Redden, S. for Routledge, 2025.

Creative Research Methods, 2nd Edition, Helen Kara, for Bristol University Press, 2023.

The Power of Strangers: The Benefits of Connecting in a Suspicious World, Joe Keohane, for Random House Books, 2021.

101 Pat-downs: An undercover look at airport security and the TSA, Shawna Malvini

Redden, for Potomac Books, 2021.

Creative Research Methods, 2nd Edition by Helen Kara, for Policy Press, 2020.

Book proposal from Larry Browning. *Transformative learning via qualitative research:*

Ethnographies on becoming a researcher. For Routledge, 2019.

Grounded Practical Theory: Investigating Communication Problems by Robert Craig & Karen Tracy, for Cognella, 2019.

Case Studies in Courageous Communication by Alexander Lyon, for Peter Lang, 2017

Embodiment in Qualitative Research by Laura Ellingson for Routledge, 2016

Bullied: Tales of Torment, Identity, and Youth, by Keith Berry, for Routledge, 2016

Book proposal from K. Lindemann for Wiley-Blackwell, 2013

Co-Editor, Book Review Series, 2010 (with Erika Kirby). "When women "opt" into and out of paid work." *Women and Language*, 33.

Text for Routledge. 2013.

Text for "Bus 600". Bridgepoint Education. 2011.

Analysing Qualitative Data. Harding, J. Sage. 2009
Human Communication & Society, Alberts, Nakayama & Martin. Prentice Hall. 2004
Introduction to Human Communication, Spitzberg, Morreale & Barge. Wadsworth. 2002
*Contemplating Maternity in an Era of Choice: Explorations into Discourses of
Reproduction,*" edited by S. Hayden D. L. O'Brien Hallstein. Lexington Books, 2010

Editing and Reviewing Activities, cont.

Grant Reviewer

Wayne State University's Arts and Humanities Research Support Program. *Public Sense-making of Sustainable Water Access in Urban Communities*, 2018. Contact: sjames@wayne.edu

National Science Foundation. Decision Risk and Management Science. CAREER: Worker Capacity Management: A New Framework for Improving Organizational Decision-Making in Complex Service Systems Proposal Number 1552365. 2016. Contact: jleland@nsf.gov.

Health Research Council of New Zealand and the Department of Labour. Workplace Stress and Bullying study, 2007. Contact: Fiona Kenning, fkennin@hrc.govt.nz

Nominator and Reviewer, Francine Merritt Award for Distinguished Service to Women in the Communication Discipline; Dr. Amira DeLaGarza. Result: Awarded.

External Reviewer, Presidential Research Scholars Award, The University of Ohio. For Dr. Devika Chawla. Result: Awarded. Contact: [Amy Meeks](#).

External Tenure and/or Promotion Reviewer

Summer, 2025, file reviewed and submitted to Dr. Elizabeth Behm-Morawitz, U of Missouri

Summer, 2024, file reviewed and submitted to Dr. Marya Doerfel, Rutgers.

Summer, 2024, file reviewed and submitted to Dr. Masahiro Yamamoto, U of Albany.

Summer, 2023, file reviewed and submitted to [Dr. Greg Dickinson](#), Colorado State U.

Summer, 2022, file reviewed and submitted to [Dr. Paul Haridakis](#), Kent State U.

Fall, 2021, file reviewed and submitted to [Dr. Darrin Hicks](#), University of Denver.

Summer, 2021, file reviewed and submitted to [Dr. Tim Kuhn](#), U of Colorado-Boulder

Summer, 2021, file reviewed and submitted to [Dr. Ahmed Rukhsana](#), SUNY-Albany.

Summer, 2020, file reviewed and submitted to [Dr. Greg Dickinson](#), Colorado State U.

Summer, 2020, file reviewed and submitted to [Dr. Patrice Buzzanell](#), U of S. Florida.

Fall, 2019, file reviewed and submitted to [Dr. Peter Simonson](#), U of Colorado-Boulder.

Summer, 2019, file reviewed and submitted to [Ronald Walter Greene](#), U of Minnesota

Summer, 2019, file reviewed and submitted to [Dr. Kevin Barge](#), Texas A&M.

Fall, 2018, file reviewed and submitted to [Dr. Bernadette Calafell](#), University of Denver.

Summer, 2018, file reviewed and submitted to [Dr. Patrice Buzzanell](#), U of S. Florida.

Summer, 2018, file reviewed and submitted to [Dr. Paul LeBlanc](#), U of Texas-San Antonio.

Summer, 2017, file reviewed and submitted to [Dr. Barry Brummet](#), U of Texas-Austin

Summer, 2017, file reviewed and submitted to [Dr. Clayton Peoples](#), U of Nevada-Reno.

Fall, 2016, file reviewed and submitted to [Dr. William Boddy](#), Baruch College

Summer, 2016, file reviewed and submitted to [Dr. Jason Black](#), UNC-Charlotte

Summer, 2016, file reviewed and submitted to [Dr. Amber Kinser](#), E. Tennessee State U

Fall, 2015, file reviewed and submitted to [Dr. Laurie Lewis](#), Rutgers.

Summer, 2015, file reviewed and submitted to [Dr. Benjamin Bates](#), University of Ohio

Fall, 2014, file reviewed and submitted to [Dr. Paul LeBlanc](#), U of Texas – San Antonio.

Fall, 2014, file reviewed and submitted to [Dr. Elizabeth Suter](#), University of Denver.

Fall, 2011, file reviewed and submitted to [Dr. Dawn Braithwaite](#), U of Nebraska-Lincoln.
Summer, 2010, file reviewed and submitted to [Dr. Mark McPhail](#), Southern Methodist U.
Summer, 2008, file reviewed and submitted to Dr. [Linda Kean](#), East Carolina University.

Academic Program Review (APR) – requires multiple day on-site commitment and writing indepth evaluation report.

Sp, 2025, Texas A&M University, Communication & Journalism, hblanton@tamu.edu

Fall, 2021, The Ohio University, School of Communication Studies, frymier@ohio.edu

Response / Chairing / Service Activities at Professional Conferences

Chair and Discussant (2026). Methodological Mavericks: Creative and Participatory Approaches to Communication Inquiry. WSCA, San Diego.

Discussant and Respondent (2025). Developing Novel Methods and Approaches for Organizational Communication Scholarship. International Communication Association, Denver.

Reviewer and Respondent (2025). Organizational Communication Escalator Session. International Communication Association, Denver.

Chair and Discussant (2025). Two panels. Qualitative Research and Management and Organization Conference. Albuquerque, New Mexico.

Participant/Mentor. (2024). Scholars Office Hours. The Annual Meeting of the National Communication Association, National Harbor. Also in 2021, 2022, 2023.

Reviewer and Respondent (2024). Organizational Communication Escalator Session. International Communication Association, Virtual.

Discussant. (2020). Tensions in identity and identification in organizational communication. International Communication Association, Virtual Conference.

Chair and Discussant. (2019). Conversation as a defining moment for the communication discipline: How human connection can survive and thrive in an age of social media and digital communication. Presented at the annual meeting of the National Communication Association, Baltimore. Note: this highlighted the work of 20+ faculty and graduate students in the Hugh Downs School of Human Communication.

Participant/Mentor. (2019). Scholars Office Hours. The Annual Meeting of the National Communication Association, Baltimore.

Respondent (2019). Graduate Research-in-Progress. The Annual Meeting of the Western States Communication Association.

Participant/Mentor. (2018). Scholars Office Hours. The Annual Meeting of the National Communication Association, Salt Lake City.

Respondent and Chair (2017). Transparency, Reflexivity, and Identity: Examining the Researcher in Ethnographic Communication Research. The Annual Meeting of the National Communication Association, Dallas.

Participant/Mentor. (2017). Scholars Office Hours. The Annual Meeting of the National Communication Association, Dallas.

Chair. (2016). *Expanding research methods as part of our civic calling in organizational communication*. National Communication Association, Philadelphia.

Participant/Mentor. (2016). Scholars Office Hours. The Annual Meeting of the National Communication Association, Philadelphia.

Respondent and Chair (2016). Organizational Communication Applications. [Organizational Communication Traditions, Transitions, and Transformations, a 40th Anniversary Conference](#). Austin, TX.

Respondent (2015). Top Four Papers in Ethnography. The Annual Meeting of the National Communication Association, Las Vegas.

Participant/Mentor. (2012, 2013, 2015). Scholars Office Hours. The Annual Meeting of the National Communication Association. Orlando, Washington, D.C., Las Vegas.

Chair (2012). Reflexivity and embodiment in organizational ethnography. Qualitative Research in Management and Organization Conference, Albuquerque, NM.

Response / Chairing / Service Activities at Professional Conferences, cont.

Mentor & Reviewer (2012). Research Escalator for Organizational Communication. Annual meeting of the International Communication Association, Phoenix, AZ.

Discussant and Moderator (2012). Key trends and best practices. National Dialogue on Workplace Flexibility: Challenges and Opportunities for Arizona's Military Families.

Respondent (2011). Between balance and fusion: Recognizing the employee, organizing community. Western States Communication Association, Monterey, CA.

Chair and Discussant (2011). Reshaping organizational communities: Best practices and programs for integrating family, work, and life. Annual meeting of the Western States Communication Association, Monterey, CA.

Respondent (2009). Questioning our bodies of work: Navigating research identities in varying contexts. Annual meeting of the Western States Communication Association, Mesa, AZ.

Chair (2007). The sometimes-ugly underbelly of work-life: Bullying, deception, and envy. Annual meeting of The National Communication Association, Chicago, IL.

Chair (2007). Top four papers in organizational communication. Annual meeting of the Western States Communication Association, Seattle, WA.

Respondent (2006). Top four papers in organizational communication. Annual meeting of the Western States Communication Association, Palm Springs, CA.

Chair (2005). Communication, knowledge, and transactive memory. Annual meeting of the International Communication Association. New York.

Chair (2005). Competitive papers on power and control in organizations. Annual meeting of the Western States Communication Association. San Francisco.

Respondent (2004). Democracy, Civility and Social Capital. Annual meeting of the National Communication Association. Chicago.

Respondent (2004). Organizational culture and negotiation: Paper development workshop. Nuevo Dia Southwest Organizational Communication Conference. Austin, TX.

Chair (2003). Organizational communication processes in healthcare contexts. Annual meeting of the International Communication Association, San Diego, CA.

Chair & Acting Respondent (2003). Organizational discourse and the color of your collar. Annual meeting of the International Communication Association, San Diego, CA.

Chair (2003). Just reading the script: Identity and role performance in organizations. Annual meeting of the International Communication Association, San Diego, CA.

Respondent (2003). Sustainability and the diffusion of ideas and practices: Theorizing and applying organizational communication. Annual meeting of the Western States Communication Association, Salt Lake City, UT.

Chair, designer (2002). Identity construction at work: Public and private intersections. Annual meeting of the Western States Communication Association, Coeur d'Alene, Idaho.

Chair (2001). A critical and cultural examination of organizing from marginalized perspectives. Annual meeting of the National Communication Association, Atlanta, GA.

Co-chair, co-designer (2001). Doctoral Preconference in Organizational Communication, Annual meeting of the International Communication Association, Washington, D.C.

Chair. (2000) Gender-Related Dynamics and Organizational Communication. Annual meeting of the International Communication Association, Acapulco, MX.

Chair (2000). Becoming a Communication Scholar and Mentor: B. Aubrey Fisher Award Recipients Offer Insight and Expertise to Graduate Students. Annual meeting of the International Communication Association, Acapulco, MX.

Professional Newsletter Contributions

Interviewing for academic jobs: An incomplete list of tips. *ICA Newsletter* (2002, Jan-Feb).

Graduate student funding approved by ICA board of directors. *ICA Newsletter* (2001, July/Aug).

Annual conference programs for graduate student members. *ICA Newsletter* (2001, Apr).

Graduate student representatives offer goals and reflections. *ICA Newsletter* (2000, Sept).

The best dissertation is a finished dissertation: Tips on getting done. *ICA Newsletter* (1999, Nov).

ARIZONA STATE UNIVERSITY LEADERSHIP AND SERVICE

Director & Interim Director, The Hugh Downs School of Human Communication, 2021-

- Responsible for leading 175 employees including 68 faculty (including tenure track, teaching track, and five appointed leadership positions), 18 staff members, 46 graduate student instructors or research assistants, and a team of ~40 instructional support workers.
- Oversee the education of ~1,600 undergraduate majors; ~250 MA students, and ~50 PhD students; a total annual enrollment of ~20k; with 60+ different courses taught each semester and ~375 sections).
- Appoint, lead, and regularly meet with 6-member executive committee made up of Associate Director, Director of Doctoral Studies, Director of Undergraduate Education, Personnel Chair, Director on Online M.A., Director of Stakeholder Innovation & Engagement
- Support faculty research and development; personnel selection, promotion and evaluation processes and procedures; fundraising. Major accomplishments since '21 include:
 - Overseeing bylaw and tenure and promotion policy revisions with focus on inclusive excellence
 - Tenure and promotion review of five assistant professors and one associate professor
 - Five sabbatical reviews
 - Emeritus recommendations for three professors
 - Tenure and promotion preparatory support for two professors
 - Hiring nine new staff members in the areas of business operations, student advising, and human resources
 - Restructuring staff office organization
- Oversee the school's fiscal well-being; managing an annual budget of ~\$9.5 million.
- Fundraising and relationship building that resulted in two new student scholarships.

Member and Founding Co-Director, The Transformation Project (Formerly The Project for Wellness and Work-Life) 2005-2020.

- Presentation 10/2025 - LEGO as Serious Play
- Activities over the years
 - Jury applications for Transformation Project seed grants.
 - Plan and lead working 5-10 group meetings each year
 - Manage endowment budget and write yearly Endowment report for ASU foundation
 - Jury the HDSHC Herberger work-life graduate student fellowship
- Consult with Drs. Elissa Adame and Alaina Zanin on Grief Retreat (March, 2022). Multi-day event including faculty, staff, and students working through grief related to COVID-related deaths and the passing of our dear colleague Daniel Brouwer.
- Plan #AltAC virtual speaker series, 2020-2021.
- Lead redesign of COM 452 Communication and the Art of Happiness curriculum with team of ~10 graduate students.

Transformation Project responsibilities, cont:

- Consulted with Dr. Jess Alberts as she planned Spring 2019 2.5-day Writing Retreat – in Payson AZ with 20+ members of the group. Activities will include leading writing workshop, offering office hours and writing review with students.
- Douglas Rushkoff's "Team Human" Reading Group (discussant) – February, 2019.
- Co-host and consult with Dr. Elissa Adame on *Communication Pedagogy as Conversation three-day workshop* with Drs. Kevin Barge, Ryan Bisel, Robin Boylorn, Mohan Dutta, and Erin Willer (2018 through event in October, 2019). The event included a reception, workshops, meals, public forum, and backyard barbecue. More than 30 faculty and graduate students and 80+ undergraduates took part.
- Co-Host multi-day visit in April, 2019 from Dr. Amber Johnson, Assoc. Professor at St. Louis University, as she provided a keynote lecture (50 attendees), pop-up exhibit with forgiveness quilt on campus (~75 people stopped by), a workshop on identifying implicit biases (12 doctoral students).
- Host Dr. Bundy (ASU management) who presented on too much empathy among executives – Feb, 2019
- Sherry Turkle's "Reclaiming Conversation" Reading Group (discussant) – October 2018.
- Co-organized Summer Solstice Two-day Writing Retreat – Held at Dr. Jess Alberts' home. Activities included helping with planning and offering office hours and writing review with students.
- Planned, Organized, and Hosted Spring 2018 2.5-day Writing Retreat – in Payson AZ with 20+ members of the group. Activities included finding location, making food and destination plans, leading writing workshops, and offering office hours and writing review with students.
- Hillbilly Elegy Reading Group – October 2017
- Co-Host two-day visit of HDSHC Fellow Gail Fairhurst (interviewed her for online M.A. program, co-led Friday forum, coordination of public lecture, office hours, group meals). September 2017.
- 2016-2017 -- Ontological Research Team Supervisor. Serving as principal investigator and leading 6 doctoral students (M. Donovan, S. Holeman, J. Kamrath, R. Razzante, M. Towles, R. Tremblay) one undergraduate honors student (Katie Becker) and two HDSHC faculty (Elissa Adame and Jonathan Pettigrew) in experimental comparison of two different pedagogical approaches to teaching leadership. Among other activities include: IRB and citi certification, research design, interviewing, survey design, experimental design, data analysis, project management, and publication planning.
- Strangers in Our Own Land Reading Group – January 2017
- Urban Confessional Project / Free Listening Activity – February 2017
- Angry White Men Reading Group and co-Coordination of campus visit by Michael Kimmel – March, 2017
- Create, sponsor and lead a Being a Leader 3-day Workshop for 30 participants, Fall, 2014
- Oversee the development of a new logo and identity for The Transformation Project – which transitioned from PWWL in 2015.

Transformation Project responsibilities, cont:

- Plan and lead working group meetings ~3-5 times each year (examples include: “Discussing Gail Collins ‘When Everything Changed: Amazing Journey of American Women’”; “Arlie Hochschild’s the Outsourced Self;” “Is positive organizational scholarship a positive move for organizational communication? Forging toward a critical embrace”; “Creating a Panel for Inaugural Work and Family Research Network Conference”; “Talking about Tomorrow’s Work” and “The Maid’s Daughter”).
- Co-Create, sponsor, and present multiple times at [Conflict Transformation Summit, April, 2015](#). This full day conference, held at Tempe Mission Palms, brought together faculty, students, and community members across disciplines to discuss a variety of communication and organizational issues related to transformation. My roles:
 - Multiple planning meetings to co-design conference
 - i. Recruited Presenters and Served as Chair for two Panels, “Communicating Compassion and “Engineering Empathy” & Communication for Sustainability, Happiness, and Neighborhood Development”
 - Presented the Summit’s Plenary Workshop entitled, *Creating a Context for Transformation: An interactive plenary session on language and leadership*
 - Scholarly presentation entitled, *Compassion in the Face of Terror*.
- Sponsor and/or provide guest presentations in classes and for other community groups. E.g., in 2011 co-sponsored the Department of Labor’s National Dialogue on Workplace Flexibility’s [“Challenges and Solutions for Arizona’s Military Families”](#)
- Coordinate guest lectures and visits [e.g., from Mary Romero (Justice and Social Inquiry), Eric Harding (Intel), Pamela Lutgen-Sandvik (UNM), Karen Myers (UCSB), Tevis Gale (Balance Integration, Corporation), Nick Head (USPS)]

Director, Sunshine for SunDevils, 2012-2014

Sunshine for SunDevils was a network of ASU students, staff, and faculty focused on creating organizational structures that promote collaboration, community and morale. Activities included:

- 2013 ASU gratitude letter writing campaign that touched 200+ people
- HDSHC website devoted to stories about kindness
- Sunshine Celebration with “kindness” raffle prizes donated by staff, faculty & students
- Facebook page which regularly features media, research, and activities associated with happiness and positive organizational scholarship.
- Workshops, presentations, research, teaching, and media relations related to positive organizational scholarship and happiness

Director, Interdisciplinary Doctoral Program & Graduate Faculty of Com. Aug. 07 – Aug 11

- Oversee doctoral admissions & recruitment
 - Oversee the preparation of recruitment packet materials and host graduate student recruitment booths at national conferences every year
 - Review 60-100 applications each year
- Plan and oversee admissions committee, decision-making and recruitment
 - In 2010, 80% of top 12 recruits accepted offer
 - In 2009, 70% of top 22 recruits accepted offer (including two members of under-represented racial groups and two international students)
- Coordinate assistantships and disbursement of recruitment grants
- Manage Graduate Student Curriculum Rotation
 - Lead HDSHC executive committee meetings regarding graduate curriculum
 - Collect graduate seminar descriptions and student preferences and coordinate distribution of HDSHC seminar descriptions to other departments
 - Lead HDSHC in planning and choosing courses for our graduate curriculum
- Plan, oversee, lead and participate in Graduate Student Orientation Week. This 3-day event includes my leading the following presentations/events included: Meet the faculty; *Overview of Program; Entering the Profession; Professionalism in the Graduate Program*; Graduate Student Research Colloquium; Interest Area and Strategic Initiative Meetings; Social Events
- Advise the Communication Graduate Student Association (CGSA). Activities include meeting regularly with leadership; planning yearly activities; responding to Graduate Student Concerns Document and assisting with bylaw administration.
- Oversee and Administer Annual Doctoral Student Evaluations. Activities included: Updating and communicating evaluation procedures; meeting with deficient students and their advisors; processing probation/termination paperwork, collecting and analyzing evaluation data; creating & presenting the overall evaluation document to faculty and graduate students.
- Plan, oversee, lead and participate in recruitment Welcome Weekend. This 2-day event involves coordination of multiple meetings and events including: meet the faculty; overview of program; graduate student research colloquium; social events & cultural activities; transportation and housing for recruits
- Write applications and nominations that procure scholarships and fellowships for our doctoral students (awarded unless otherwise noted)
 - Graduate College Completion Grant, Elizabeth Cantu (\$9,500), 2010
 - Graduate College Doc Enrichment Fellowship, Aaron Sanchez (\$17,000), 2010
 - \$54,000 for recruitment and research fellowships, ASU block grant program, 2010
 - \$2,000 in airfare recruitment awards, ASU Graduate College, 2010
 - Grad College Completion Grants, 2009, Kendra Rivera & Karen Stewart (\$9,500 x 2)
 - Graduate College Doc Enrichment Fellowship for Artesha Taylor (\$17,000).
 - GPSA JumpStart Grants, 2009, Amy Pearson & Erin Bryant (\$500 x 2)
 - UGEM quarter-time fellowship, Jennifer Robinson, 2008-2009 (equiv to ~\$7,500)
 - \$2,000 for Alice Veksler, Demund Award, 2009
 - \$54,000 for recruitment and research fellowships, ASU block grant program, 2009
 - \$2,000 in airfare recruitment awards, ASU Graduate College, 2009
 - \$50,000 for recruitment and research fellowships, ASU block grant program, 2008
 - \$1,700 in airfare recruitment awards, ASU Graduate College, 2008

ASU Leadership & Service

Chair, Daniel Brouwer Mentoring Scholarship Development Committee. Developed the procedures and process for this endowed award's jurying and coordination. Spring, 2022.

Chair, Hugh Downs Innovation Award Process Development Committee. Developed the procedures and process for this endowed award's jurying and coordination. Spring, 2021.

Project Humanities "[Hacks for Humanity](#)" Mentor. Mentored "hackathon for social good" over the course of several hours as they created a new telephone application. October, 2020.

Social Sciences Dean Search Committee. The College, Liberal Arts and Sciences, 2019-2020.

Co-founder and member, Committee for inclusion and disrupting #CommunicationSoWhite. The Hugh Downs School of Human Communication, 2019-2020. Included designing programming and presentations for HDSHC retreat and faculty meetings.

Chair, Assistant Professor Search Committee. The Hugh Downs School of Human Communication, 2018. Result: Hiring Elissa Adame.

Graduate Curriculum Committee, Graduate Faculty in Communication, 2019. The Hugh Downs School of Human Communication.

Personnel Committee Member, Hugh Downs School of Human Communication. Review sabbatical requests, tenure and promotion files, and conduct annual review of faculty. 2017-2019.

Executive Committee, Graduate Faculty in Communication, 2016-2018.

Ad Hoc graduate student funding committee, Graduate Faculty in Communication, 2017-2018

Unit level tenure and promotion review committee, College of Integrative Sciences and Arts, Arizona State University. 2017.

Undergraduate Curriculum Committee, HDSHC. Activities include rewriting titles and course descriptions for COM 250 and COM 450, and helping shepherd them through ASU's Curriculum ChangeMaker system; meeting every other month; advising on and implementing undergraduate curriculum modifications. 2016-2017.

Critical Cultural Communication Assistant Professor Search Committee. The Hugh Downs School of Human Communication, 2016-2017. Result: Benny LeMaster.

Deans Faculty Advisory Council (2015-2016). Committee advises the dean in personnel matters, including evaluating promotion and tenure cases, continuing status, and fixed-term promotions. Note: This service included: twelve (12) 2.5-hour meetings. Each meeting required ~2.5 hours of prep and follow-up in the form of evaluating dossiers and writing letters of review. This nine-person committee reviewed and wrote evaluations for 82 cases across all three divisions of CLAS: 35 tenure and promotion cases, 33 probationary (3rd year review) cases, and 14 fixed term (e.g., lecturer) cases. A conservative estimate of time devoted is 60 hours.

Chair, Organizational Communication Assistant Professor Search Committee. The Hugh Downs School of Human Communication, 2015-2016. Result: Hiring Dr. Heewon Kim.

Health Communication Adv. Assistant / Associate Professor Search Committee, The Hugh Downs School of Human Communication, 2014-2015. Result: Hiring Dr. Jonathan Pettigrew

Personnel Committee Member, Hugh Downs School of Human Communication. Review sabbatical requests and conduct annual review of faculty. 2012-2013.

Graduate Curriculum Committee, Graduate Faculty in Communication. Review course requests, and meet with other committee members and HDSHC doctoral director to discuss curricular matters. 2011-2013.

Academic Integrity Investigatory Committee. Review case and jury hearing for doctoral graduate charged with plagiarism. March, 2012. Contact: Ayanna.Thompson@asu.edu.

ASU Committee Memberships and Service, cont.

New Media Assistant Professor Communication Professor Search Committee, The Hugh Downs School of Human Communication, 2011-2012.

ASU Program Review Committee, Hugh Downs School of Human Communication, 2011-2012.

Faculty Women's Association Member. Participate in local leadership and informational meetings. Intermittently, 2001-2006; 2010-present.

Third-Year Personnel Review Committee, Heather Canary, College of Letters, Arts and Sciences, ASU-Polytechnic, 2009.

Academic Integrity Committee. ASU College of Liberal Arts and Sciences. Participated in brainstorming and contributions to three blackboard website discussions on improving CLAS best practices and policies about academic integrity, Spring, 2008.

Graduate Faculty Planning Committee, Summer 2007 – ASU Graduate College

- Participation in three meetings during unpaid summer time
- Development of Graduate Faculty Model via month-long email dialogue
- Work with graduate school Vice Provost Maria Allison editing and constructing document

Personnel Committee Member, Hugh Downs School of Human Communication. Review sabbatical requests, evaluate five personnel for tenure and promotion, and conduct annual review of all faculty, 2012-2013.

Graduate Faculty in Communication Executive Committee, 2005-2007.

Graduate Faculty in Communication Committee on graduate methods curriculum, 2005-2006.

Undergraduate Committee, Hugh Downs School of Human Communication, 2002-2004.

ASU Speakers Association, 2001-2007—resource for various external audiences (e.g., media, community groups) on issues related to my research.

Distance Learning Technology Representative, 2000-2005. Ongoing technology training via ASU Center for Learning and Teaching Excellence and communication of relevant issues to school.

ASU Faculty Ambassador, 2002-2003. High school student outreach and on-site presentations, encouraging students to stay in school and prepare successfully for college-level work.

Reader, College of Public Programs Graduation Ceremony, Spring 2003.

Information Technologies Advisory Committee (ITAC), College of Public Prog. 2001-2002.

Organizational Communication Professor Search Committee, Hugh Downs School of Human Communication, 2000-2001.

ASU Lectures, Workshops, Facilitation, Consulting

1. *Practical Tools for Thriving in Uncertain Times: Lessons in Adaptive Leadership*. Faculty Women's Association (FWA) and the Chicano/Latino Faculty and Staff Association (CLFSA). Facilitated panel and workshop October, 2025.
2. *How to run an effective meeting*. ASU Leadership Network, Office of the President. Fall, 2024.
3. *The brighter side of (work) life: Exploring ways to help ourselves and our teams flourish at work*. Workshop leader for ASU Executive Education in March 2022 and [Faculty Women's Association](#) October 2022.
4. Discussant for [Toxic Positivity: The Good, Bad, and the Made Pretty](#). ASU Project Humanities Signature Lecture featuring Nora McInerney, March 25, 2021.
5. [Battling burnout and crafting meaningful work in a period of social distancing](#). ASU Leadership Network, Office of the President. 72 attendees and available asynchronously. April 29, 2020. Contact: uchelsea.chamberlain@asu.edu.

ASU Lectures, Workshops, Consulting, cont.

6. *From surviving to thriving: How to battle burnout and craft meaningful work.* [Thunderbird School of Global Management Executive Education Webinars](#) Contact: [Dr. Laura Polk](#). March, 19, 2020. 60 synchronous participants and 140 registrants (some who watched asynchronously).
7. *The benefits of organizations for creating leadership and community.* Association of Human Communication, The Hugh Downs School of Human Communication. Contact: [Carol Comito](#). Sept 24, 2019.
8. *How to bust the office bully and manage the workplace jerk.* Enrichment Series for Enrollment Services Staff, Arizona State University. Contact: [Julie Lane](#). Oct. 2, 2018.
9. *Creating a North Star: Visioning through Communication* (April, 2016). Four-hour workshop offered for ASU Sparxx Women's Entrepreneurship Leadership Academy. <https://entrepreneurship.asu.edu/sparXX>. Contact: [Dr. Michelle Rudy](#).
10. *Leadership: Creating a Powerful Context for the Future* (Dec, 2015). Four-hour workshop offered for ASU Sparxx Women's Entrepreneurship Leadership Academy. <https://entrepreneurship.asu.edu/sparXX>. Contact: [Dr. Susan Halverson](#).
11. *Is kindness as a moral imperative? Toward a pragmatic model of kindness, and 3 ways to cultivate it.* Presentation in ASU's Lincoln Center for Ethics Speakeasy Series (Oct. 21, 2015). See more at: <https://humanities.asu.edu/lincoln-center-speakeasy-series-7-principles-humanity-101#sthash.opUV6YmE.dpuf>
12. *Compassion in the Face of Terror.* Presentation in ASU's Project Humanities Speakers Series (Sept. 23, 2015). See more at: <http://humanities.asu.edu/e/community-events/compassion-face-terror-talk-dr-sarah-tracy-hughs-down-school-human-communication>.
13. *Response to and discussion facilitator for: Dr. Desiree Rowe's performance of "Depressive Realism is Why No One Showed Up to My 6th Birthday Party."* (Sept. 17, 2015). The Intersections of Civil, Critical, and Creative Communication (I-4C) Speaker Series. ASU Empty Space Theatre.
14. *Promoting Happiness in the Workplace: Creating Kindness through Communication*, Presenter with Trisha Hoffman for ASU's [University Career Women's](#) 2013 Professional Development Conference. Contact: [Tami McKenzie](#).
15. *Navigating Work-life Balance as an Assistant Professor.* Panelist and presenter for Preparing Future Faculty (PFF) Session. March, 2012. Contact: David.Nutt@asu.edu.
16. *Qualitative Methods and IRB Consulting* to Gregory Sale, Curator, Herberger Institute for Design and Arts, for *It's not just Black and White* – show at the ASU Art Museum, Feb 1-May 14, 2011. Contact: Gregory.Sale@asu.edu.
17. *Nightmares, Demons & Slaves: How to identify, understand and combat workplace bullying.* ASU University Career Women: Women's Professional Development Conference. July 23, 2010. Contact: Maureen.Duane@asu.edu.
18. *Gender and Communication.* Presented to "The Lives of Girls and Boys Initiative on Gender Development and Relationships," the School of Social and Family Dynamics. Contact: [Rick Fabes](#) - September. 2009.
19. *Cultivating Compassion in the Academy: Communicating joy, social support, compassion and gratitude in grad school.* Presented for the ASU Graduate Student and Professional Association's Graduate Student Appreciation Week. March, 2009.
20. *How to Write a White Paper.* Presented at The Hugh Downs School Colloquium Series. 2/2009.
21. *Workplace Bullying: What it looks like and how to fight it.* ASU College of Liberal Arts and Sciences staff leadership council meeting, January, 14, 2009. Contact: [Kathleen Given](#).
22. *Preparing Future Faculty.* Presentation on *Becoming a Member of Your Profession/Discipline.* February 22, 2008. Contact: Joan.Brett@asu.edu.
23. *Constructing a Crystallized Self: Moving Toward a Brilliant, Multi-faceted Identity.* Women and Philanthropy, ASU Foundation, April, 2007. Contact: [Michele Rebeor](#).

ASU Lectures, Workshops, Consulting, cont.

24. *What does an abusive workplace feel like? Exploring the emotional pain of workplace bullying through narratives, drawings and metaphors.* Intergroup Relations “Faculty Cross Talks” Program, Office of the Executive Vice President and Provost, ASU, March 2005.
25. *Communicating Ethically with the People in Our Relationships and at Work* – Half day seminar offered to ASU students through the Jacob Burns Endowment in Ethics. February, 27, 2005.

ASU Guest Presentations from Visiting Scholars or Public Experts Coordinated by Me

1. Maryanne LeGreco, Ph.D., Assoc. Professor, Department of Communication, UNC-Charlotte. Discourse Tracing one unit module (Week-long 792 course). “Discourse Tracing.” May, 2017.
2. Michael Kimmel, Ph.D., *Angry White Men: American Masculinity at the End of an Era.* Large Lecture, office hours, and dinner. March, 2017.
3. Dr. Mary Romero, Ph.D., Professor, School of Justice and Social Inquiry, ASU. “Writing the Maid’s Daughter.” February, 27, 2012.
4. Eric Harding, Optimization Manager for Human Resource Employee Services, Intel. “A Behind The Scenes Look at Work-Life at Intel—‘The world leader in silicon innovation’”. October 29, 2010.
5. Marcy Karin, Associate Clinical Professor of Law and Director of the Work-Life Policy Unit, Civil Justice Clinic Sandra Day O’ Connor College of Law at ASU. “Colloquium and Conversation.” October 28, 2009.
6. Tevis Gale, Founder, Balance Integration Corporation. “Sustainable Success: Work/Life Balance Initiatives in Corporate America.” January, 2009.
7. Dr. Karen Myers, University of California Santa Barbara, “Anticipatory Vocational Socialization Related to Girls’ Involvement in Science and Math,” January 2009.
8. Dr. Pamela Lutgen-Sandvik, University of New Mexico, State of the Art Research in Workplace Bullying, October, 2008.
9. Nick Head, Workplace Environmental Director, United States Postal Service. “Behind the scenes at the post office: The work-life of an organizational environmental specialist.” February, 2008.

PUBLIC SERVICE & COMMUNITY OUTREACH

Scholarship and International Peace Scholarship Committees, [PEO International](#)—Chapter CZ, Tempe (2004-present). Women’s philanthropic and educational organization. I lead recruitment and coordination for fellowships—regularly tapping Hugh Downs doctoral students). Monthly two-hour meetings and participation in fundraising of ~2.5k each year. I sponsored and wrote fellowship letters of recommendation, for example, for Margaret Brooks in 2014, Versha Anderson in 2015, Sophia Town & *Sarah Jones in 2018, *Rebecca Leach in 2020, and B. Liahna Stanley in 2022. * = received fellowship (currently \$20k)

Big Sister through [Big Brothers Big Sisters of Central Arizona](#). May 2015-2021; In this role I met with my little sister 2-4 times per month for several hours, engaged in a range of social, cultural, mentoring, and educational experiences, and served as advocate when her family surrendered her to the state. Contact: bnez@bbbsaz.org

Holiday Family Sponsor, [Save the Family](#), Dec 2010, 2011, 2012, 2013. Funding, shopping, wrapping and delivering holiday gifts for a small family each year.

PUBLIC SERVICE & COMMUNITY OUTREACH, CONT.

Coach, mentor and small group facilitator, [Girls On The Run](#). - Encouraging young girls to develop self-respect, health and wellness through small group activities and run training. My involvement includes coaching a team of 15 3rd-5th grade girls leading to a 5k run. This public service includes 8 hours of training, weekly lesson plan prep, and 25 hours of face time with the girls over 12 weeks. *Spring, 2009 – Manitas Elementary School, Tempe, AZ; Fall, 2008 – Rover Elementary School, Tempe, AZ; Fall, 2007 – Rover Elementary School, Tempe, AZ*

Member, [Phoenix Triathlon Club](#) (2006-2011). Raised \$4,500 for *Girls on the Run* in 2007 through triathlon sponsorships; 3rd Place, Women's 35-39, Las Vegas Olympic Triathlon 10/2010. AZ Ironman Triathlon Finisher, 11/23/2008

Community Pro Bono Consulting, Presentations & Workshops Associated with my Scholarship

[Face-to-face Conversation](#). YouTube video for The Communication Coach. Recorded February, 2020.

[Communicating Compassion in an Era of Social Media](#). Podcast for Defining Moments, WOUB Public Media, NPR Affiliate. Recorded June, 2019.

Four easy habits that will increase your happiness at work and play. [Spirit of the Senses Salon](#). Contact: Thomas Houlon at thesalons@gmail.com. November, 2019.

How to bust the office bully and manage the workplace jerk. Enrichment Series for Enrollment Services Staff, Arizona State University. Contact: [Julie Lane](#). Oct. 2, 2018.

Using arts-based research to assessing kindness among children and senior citizens. Pro bono consulting for www.kindness.org's *Education "Citizen Scientist" Program* which includes a drawing assignment that I helped design. Contact: amelia.erikson@kindness.org at www.kindness.org. August, 2018.

Creating an environment of civility at work and ameliorating bullying. Aero Women's Council. Honeywell Lunch & Learn. Contact: [Tina Oliver](#). March 20, 2018. 120 employee participants.

Entrepreneurializing Happiness. [Metropolitan Association of Business Executives](#). Contact: ryan@jumpstartkidsfitness.com. Dec. 2011.

Creating Your Own Happiness Project. PEO International—Chapter CZ, Tempe (Women's philanthropic and educational organization). October, 2011.

Participant, [Department of Labor Women's Bureau National Dialogue on Workplace Flexibility](#), sponsored by U.S. Dept. of Labor; 2/17/2011.

Communicating compassion in our everyday lives. PEO International—Chapter CZ, Tempe (Women's philanthropic and educational organization). November, 2010.

An Overview of The Project for Wellness and Work-Life and its Projects including: Male Voices, Work-Life and the Presidency, and Work-Life and Aging. Arizona Work/Life Network Meeting. March, 2010. Contact: Marcy.Karin@asu.edu.

How to increase your holiday cheer without spending a dime: Communication and the art of happiness. PEO International—Chapter CZ, Tempe (Women's philanthropic and educational organization). December, 2009.

Working the Backstage of the Cruise Ship. PEO International—Chapter CZ, Tempe (Women's philanthropic and educational organization). October, 2008.

Battling the Office Jerk: Understanding the Interactional Dynamics of Bullying in the Workplace. Presented with colleague Jess Alberts to the American Association of Conflict Resolution membership meeting, Saturday May 10, 2008. Contact [Ruth Lusby](#).

Community Pro Bono Consulting, Presentations & Workshops, cont.

ProBono Work-Life Wellness consulting with:

- Nick Head, U.S. Postal Service Workplace Environment Analyst; Dec, 2007; nick.Head@usps.gov.
- Tevis Gale, Balance Integration Corporation; October, 2007; tevis@balanceintegration.com.

Faculty Advisor, Alpha Delta Pi Sorority – Gamma Rho, Arizona State University, 2006-2009.

Making sense of your identity after surviving workplace bullying. Alliance Counseling of Arizona, Women’s Empowerment Group. January 29th, 2008. Contact: Therapist [Debra Low](#).

Navigating the Backstage of a Cruise Ship. Westminster Village Retirement Community.

November, 2005. Contact: Vern Severston – 480-451-2289.

Workplace bullying: What does it feel like? PEO International—Chapter CZ, Tempe (Women’s philanthropic and educational organization). May, 2005.

Men are from Mars, Women are from Venus—NOT!! PEO International—Chapter CZ, Tempe (Women’s philanthropic and educational organization). August, 2004.

Communication and gender in the workplace: Issues to consider during women’s history month.

Financial Administrative Credit Services Group. Tempe, AZ., March, 2004.

Gender (mis)communication: Causes and tips for managing. Phoenix Rotary Club. Dec., 2003.

Public speaking 101. Desert Botanical Gardens Docent/Speakers Bureau Group. Phoenix, AZ. August, 2002.

Correctional officer burnout: A view from the trenches. Florence Community Library

“Corrections Series.” Florence, AZ. July 2002.

Emotion labor and correctional officers: Research report and practical considerations. Three presentations. Denver Women’s Correctional Facility. Denver, CO. July, 2000.

Emotion labor and correctional officers: Research report and practical considerations. Three presentations. Boulder County Jail. Boulder, CO. July, 2000.

Media Resource / Media Coverage (including film) affiliated with my scholarship

Note: I engage in media relations in the hope of achieving three goals:

- 1) translating my scholarship so that it is more understandable to students and lay audiences;
- 2) sharing practical implications of my research with media leaders and decision-makers;
- 3) extending the reach of my scholarship;
- 4) providing positive publicity for ASU, the HDSHC and ASU.

1. Brodie, M. (April 10, 2025). [From parks to public spaces, how government policy can play a role in constituents' happiness.](#) KJZZ Phoenix NPR Affiliate.
2. Young, Amy M. (March 23, 2023). [What Lies Underneath the Secrets and Silence at Work? | Psychology Today.](#)
3. Sebold, C. (Oct. 20, 2023). [Communication scholars address challenges, solutions regarding bullying.](#) ASU News.
4. Gilger, L. (September 5, 2023). [What's lost in the hyper-convenience of drive-thru culture?](#) KJZZ Phoenix NPR Affiliate.
5. Ford, B. (Nov., 2022). Living a Joyful Life. Hale Magazine.
6. Sebold, C. (June, 2022). [ASU’s Hugh Downs School names Sarah J. Tracy as school director.](#) ASU News.

Media Resource / Media Coverage of my Research, cont.

7. Clancy, B. (2022). Scholarly Interview with Sarah J. Tracy, Ph.D. from Arizona State University on [Organizational Communication, Qualitative Research, and Emotional Labor](#). *Master's in Communications*.
8. Krishnamurthy, S. (March 1, 2021). [ASU wellness days versus spring break](#). The State Press. Provided expert commentary related to workplace wellness.
9. Terrill, M. (Mar 29, 2021). [The not-so-positive side of positivity](#). ASU Now. Provided expert commentary related to my discussion with toxic positivity podcast host Nora McNerny.
10. Myskow, W. (Sept, 8, 2020). [Barrett faculty participate in National Scholar Strike for racial justice](#). ASU State Press. Provided expert commentary and story featured my tweet. Contact: wyatt.myskow2000@gmail.com.
11. Park, S. (June, 23, 2020). [The real reason lockdown is exhausting](#). BBC Online Magazine. Expert interview and commentary.
12. Katelynne, S. (May, 2020). [Practicing humanistic management through compassionate listening and constructive feedback](#). International Humanistic Management Association Blog. Provided expert input.
13. Garrison, J. (March 20, 2020). [Battling burnout and finding your 'core genius' at work](#). ASU Now. Contact: Jimena.Garrison@asu.edu. Feature story on a webinar I provided at ASU.
14. Brody, M. (Oct. 18, 2019). [Toxic positivity isn't cheering anyone up](#). In-studio interview with NPR affiliate KJZZ, "The Show." Contact: mbrodie@kjzz.org.
15. Sebold, C. (Feb. 28, 2019). Hugh Downs School faculty, students earn accolades at communication conference. <https://asunow.asu.edu/20190228-hugh-downs-school-faculty-students-earn-accolades-communication-conference>
16. Holm, G. (Feb. 25, 2019). What's the secret to happiness? These ASU professors might have the answer. <https://www.statepress.com/article/2019/02/spcommunity-whats-the-secret-to-happiness-these-asu-professors-might-have-the-answer>
17. Greguska, E. (Jan. 25, 2019). ASU professors share how our relationships with each other, the world around us and ourselves can make us happy. <https://asunow.asu.edu/20190125-solutions-pursuit-happiness>.
18. Kaufman, S. (Dec. 2018). Keeping your New Year's resolutions. Interviewed for CBS Radio (clip distributed to CBS radio stations around the United States). Contact: (928) 277-1375.
19. Kraklio, K. (Dec, 2018). Top 5 Tips for Keeping New Year's Resolutions. ASU Now. <https://asunow.asu.edu/20181217-solutions-top-five-tips-keeping-new-years-resolutions> Contact: kirsten.kraklio@asu.edu.
20. Mewes, T. (August, 2018). Consulting on workplace bullying in city administration. *Mankato Free Press*. Contact: tmewes@mankatofreepress.com
21. Stoneman, A. (September 18, 2017). ASU professor guides students to realize own revelations. *ASU Now*. Spotlight article on my scholarship and teaching. <https://asunow.asu.edu/20170919-asu-professor-guides-students-realize-own-revelations>
22. MacDonald, L. (July 12, 2017). ASU professor teaches students to become experts on happiness, leadership. *ASU Now*. Spotlight article on my mentorship. <https://asunow.asu.edu/20170712-asu-professor-teaches-students-become-experts-happiness-leadership>
23. ASU embraces random acts of kindness week on campus (February 2017). *The State Press*. Interviewed about my teaching and research related to happiness. <http://www.statepress.com/article/2017/02/spcampus-random-acts-of-kindness-at-asu>

Media Resource / Media Coverage of my Research, cont.

25. Santiago, R. (In Post Production, 2017). *The Bully Exposed*. I served as the workplace bullying expert in this documentary film. Research, prep and filming occurred Jan & Feb. 2016. Trailer available: <https://youtu.be/hkU8u2APUz4>. Contact: <http://thebullyexposed.com/>.
26. Beals, E. (September 23, 2015). [Compassion in the Face of Terror' discusses how empathy can save lives](#). Covers my research and presentation on compassion and Antoinette Tuff.
27. O'Dowd, P. (August 18, 2014). [More men put ambitions on back burner for their partners' careers](#). National Public Radio, All Things Considered. I was interviewed and quoted for this national broadcast.
28. Overholt, E. (June 6, 2014). [Entrepreneur plans tech-free weekend camp](#). Phoenix Business Journal. I was interviewed and quoted in story.
29. Sexton, C. C. (Jan, 2014). [Valley Residents Resolve to Improve Lives in Ways Big and Small](#). Arizona Republic. Story highlighting my scholarly work on creating healthy habits.
30. Reynolds, L. (April, 2013). [Sun Devils Explore Bright Side of the Moods](#). College Times. Story about Sunshine for SunDevil's project.
31. [Agnihotri, Iti](#), (March, 2013). ASU News. [Sunshine for Sun Devils encourages kindness through action](#). Story and video about PWWL's Sunshine for SunDevil's project.
32. Conflict Resolution series at [KGNU Radio](#), Boulder/Denver (September 2011). One hour radio show. Served as guest on expert panel about workplace bullying. Contact: [Mary Zinn](#).
33. EHS Today, The Magazine for Environment, Health and Safety Leaders (accessed January, 2011). [Compassion: Cure for an Ailing Workplace](#) (picked up my column written for NCA's Communication Currents).
34. <http://hr-worldview.blogspot.com/> (accessed January, 2011). [Compassion: Cure for an Ailing Workplace](#) (picked up my column written for NCA's Communication Currents).
35. [Bellanger, A.](#) (Oct. 23, 2010). Bullying in the 21st Century. *News-Talk 92.3 KTAR*.
36. Weaver, R. (June 14, 2010). [ASU Graduate Student Studies "Work Identities" of Border Patrol Agents](#). *ASU State Press*.
37. [Adams, J.](#) (Feb. 3, 2010). Served as spotlight guest (with Kendra Rivera) on the radio show, "[Talk About Talk](#)," discussing our published research on male executives and work-life balance.
38. [Epler, Patti](#) (October 29, 2009). Served as expert resource on story regarding lack of civility in political dialogue. *Arizona Guardian*.
39. [Rachel](#) (September 12, 2009). Provided resource materials to organizational consultant writing about women's experiences of workplace bullying in Israel.
40. [Wingett, Yvonne M.](#) (October, 21, 2008). Provided background on story regarding correctional officers. *The Arizona Republic*.
41. [Goodman, N.](#) (September 17, 2008). Story on workplace bullying. *Idaho State Journal*.
42. [Abeita, J.](#) (August, 29, 2008). Native America Calling Radio Show; Through the Koahnic Broadcast Corporation aired to various Public Radio Stations. One hour on-air commentary on workplace bullying research. Archive available, "[Bullies at Work](#)".
43. [Lundstrum, Jim](#) (August, 2008). Provided research materials and telephone commentary for lead article on workplace bullying. Available at [The Scene](#).
44. [Lundstrum, Jim](#) (July, 2008). Provided research materials and telephone commentary for article on workplace bullying in business publication *Northwoods Commerce*.
45. WalletPop (March 28, 2008). [Are there bullies in your 'Office Space?'](#) Featuring our workplace bullying research and Project for Wellness and Work-Life.

Media Resource / Media Coverage of my Research, cont.

47. Van Dusen, Allison (March, 24, 2008). [Ten Signs You're Being Bullied at Work](#). *Forbes*. Referencing our workplace bullying research and Project for Wellness and Work-Life.
48. [Ashford, Kate](#) (February 7, 2008). Provided background materials and commentary for work-life balance article in *More Magazine*.
49. [Holt, Shirleen](#). (January 21, 2008) Beating back the office bully. *Seattle Times*. Features research from our "Bust Bully" white paper on PWWL website.
50. Farrel, M. (10/2007). [So, you married a workaholic: When your partner's real partner is work, here's what to do](#). *Forbes*. Interviewed and quoted in article.
51. Fox, Zach (July 20, 2007). Why Americans take so few vacations. Provided phone interview on work-life balance. Business Section, *Denver Post*.
52. Mancow (May, 4, 2007). Bullies in the Workplace. Live 3-Minute Interview for the [Mancow Show](#) (*Nationally Syndicated Radio Show*). Contact: Marissa Sanchez, 773-306-9923.
53. Graham, Chad (April 19, 2007). Blackberry Outage Wreaks Havoc. Provided background information and quotation via email. Business Section, *The Arizona Republic*.
54. Bryner, Jeanna (April, 2, 2007). [8 Tactics to Bust the Office Bully](#). Feature article based upon our "Busting the Office Bully" white paper. The piece was also distributed to thousands of readers during April 2007, through outlets including "Yahoo."
55. Jung, M. (March 26, 2007). [Learning and Teaching in the Field](#): Dr. Sarah Tracy. *ASU in The Community*. Feature article on S. Tracy.
56. The 2006 promotion and tenure exemplars (Fall/Winter, 2006). *CLAS News*, p. 19-20. Feature article on being chosen one of four exemplars from the CLAS.
57. Wisecracks in the workplace offer more than comic relief (Fall/Winter, 2006). *CLAS News*, p. 8. Article summarizes my research on humor and sensemaking in the workplace.
58. Keeler, S. (December 15, 2006). Study calls out workplace bullies. *ASU Insight*. Article that summarized our research on workplace bullying and included my quotes.
59. Feature Piece on Workplace Bullying (November 26, 2006). *Today Show Weekend*. Consulted with NBC show producers and provided background research on emotional pain associated with workplace bullying.
60. Kapel, K. (November 2, 2006). Fighting an Office Bully. "Good Evening Arizona" - Channel Three Local News. One hour meeting with journalists, and 1.5-minute television feature on workplace bullying research.
61. Barrick, N. (November 2, 2006). Workplace Bullies Live. I was the featured guest for 3-minute live radio interview with *KOMO 1000 News* – ABC News Affiliate in Seattle, WA.
62. Bryner, J. (October 31-?, 2006). [Office Bullies Create Workplace "Warzone."](#) *LiveScience*.
63. Distributed to thousands of readers November 2006, through outlets including "Yahoo" and "AOL News." I received and responded to over 75 emails regarding the piece. As of 11/10/06, the article had generated 3,722 postings on Yahoo's discussion board.
64. Barnes, R. (June 5, 2005). Cover Story on Bullying for Sunday Business Magazine. *San Antonio Express News*. Was interviewed and quoted in story.
65. Expertise & provision of research materials to the *Commission on Safety and Abuse in America's Prisons*. (A 22-member nonpartisan commission organized to examine the consequences of abusive penal environments for the health and safety of prisoners, corrections officers, and the families and communities to which they return). January, 2005.
66. Grant, B. (Fall/Winter, 2004). Battling bullies at work: Communication researchers find negativity common in U.S. organizations. *CLAS News*, 8.
67. Derra, S. (Fall, 2004). Bullies at work. *Research: Magazine of scholarship and creative activity at Arizona State University*, 18-19.

Media Resource / Media Coverage of my Research, cont.

69. Neal, E. (August, 2004). Are you being bullied by your boss? (Freelance writer submitted story to *Cosmopolitan-Australia*).
70. Sagario, Dawn (July 26, 2004). Survey finds bullying common at work: Researchers found that more Americans than Europeans reported abuse. *The Des Moines Register*, Business.
71. Taylor, Ed (July 19, 2004). Working for a bully. *East Valley Tribune*, B1.
72. Bodarky, George (July 17, 2004). Cityscape Public Affairs Show. *WFUV 90.7 from Fordham University (NPR affiliate)*. Eight-minute on-air interview on workplace bullying research. Archive of show available from <http://www.wfuv.org>.
73. Braun, Janna (July 1, 2004). Bullying prevalent in many workplaces. *Arizona Business Gazette*, front page.
74. Taylor, Ed (March 8, 2004). Workplace bullying: ASU team studies intimidation on the job. *East Valley Tribune*, B1.
75. Butler, Lindsey (March 2, 2004). ASU researchers track harassment at work. *The (ASU) State Press*, front page.
76. Medina, Mekahlo (February 25, 2004). Workplace bullying. *Channel 12 News-Phoenix metro*. (Interviewed and appeared during 5 p.m. broadcast; rebroadcast at least one time over following weekend).
77. Herman, William (February 25, 2004). Today's talker: Do you work with a bully? *Arizona Republic*, B1. ("Today's Talker").
78. Rich Dubek (January 29, 2004). Emotion, stress and burnout in a corrections atmosphere. *Channel 12 News-Phoenix metro*. (Interviewed and appeared during 10 p.m. broadcast).
79. Art Rotsein (January 23, 2004). Correctional officers say being taken hostage is greatest fear. *Associated Press-Arizona*. (Expert testimony for story that ran in newspapers and on radio stations across Arizona).
80. Steve Kratz (January 23, 2004). Negotiating with hostages in a corrections atmosphere. *Fox 10 News-Phoenix metro*. (Provided background for broadcast story).
81. Cowling, M. (July, 2002). Burned out? Correctional officers must deal with the job's inherent tensions, *Florence Reminder and Blade-Tribune*, p. 1. (Feature article covering a presentation I conducted with correctional officers in Florence, AZ).
82. Andrea Bishman (October, 2000). Locking up emotion. *Coloradan*, p. 8-9. (Feature article on dissertation research with correctional officers).