

**Curriculum Vita  
of**

**WILLIAM C. SHARBROUGH, Ph.D.**

**School of Business  
171 Moultrie Street, The Citadel, Charleston, SC 29409**

**WORK EXPERIENCE:**

**1/16- Present**      **MBA Program Director**, The Citadel School of Business.

**8/85- Present**      **PROFESSOR of Business Administration**, The Citadel, Tenured 5/89.  
Promoted to Professor, 5/08

**UNDERGRAD COURSES:** Principles of Management & Organizational Behavior,  
Business Communication, Leadership in Organizations, Entrepreneurship

**GRADUATE COURSES:** Organizational Communication, Professional  
Communication, Organizational Behavior, Managing  
Organizational Change (OD), Teambuilding, Leadership

**5/02- 8/10**      **DIVISION HEAD**, Management & Marketing Division, Department of Business  
Administration, The Citadel. **RESPONSIBLE FOR:** leading and supervising sixteen  
faculty, hiring new faculty, student advising, etc. Recruited 6 new faculty.

**8/93- 5/97**      **ASSISTANT TO THE DEAN FOR UNDERGRADUATE STUDIES**, The Citadel  
(1/2 time). **RESPONSIBLE FOR:** Supervising Cadet Academic Officers who  
monitor and advise cadets in achieving academic success. Aided in developing and  
implementing freshman orientation program and activities related to Cadet Corps.

**EDUCATION:**

**1983**      **Ph.D. in Management.** LOUISIANA STATE UNIVERSITY. Dissertation: The  
Interrelationships between Organizational Communication, Organizational Climate and Job  
Satisfaction in a Local Government Agency.

**1975**      **MBA**, MISSISSIPPI STATE UNIVERSITY. Electives in Management and Organizational  
Communication

**1972**      **BS**, MISSISSIPPI STATE UNIVERSITY. Industrial Technology major.

## **PROFESSIONAL CONTRIBUTIONS:**

### **Articles & Cases:**

"Strategic Vision and Values in Top Leaders' Communications: Motivating Language at a Higher Level," With Jackie Mayfield and Milton Mayfield, *International Journal of Business Communication*, Vol. 52, no. 1, January, 2015, pp. 97-121.

"Back To The Future: Using An Historical Perspective To Demonstrate Teambuilding Initiatives In An MBA Class," With Mick Fekula, *Business Education Innovation*, vol. 6, no. 1. June, 2014, pp. 66-75.

"An Analysis of Leader and Subordinate Perception of Motivating Language," With Susan Simmons, *Journal of Leadership, Accountability and Ethics*, Vol. 10, no. 3, November, 2013, pp 11-27.

"Learn, Love, and Laugh to Lead," with Shelia Foster, Al Lovvorn, R. Franklin Morris, Jr., and W. Earl Walker. *Washington Business Research Journal*, Vol. 2, no. 1, December, 2011, pp. 82-100.

"Finance Training and Team Building: An Example of Finance Training Leading to Team Building." with Sam G. Berry. *Journal of Executive Education*, vol. 10, no.1, 2011, pp. 87-110.

"Motivating Language in Industry: Its Impact on Job Satisfaction and Perceived Supervisor Effectiveness." with Susan A. Simmons, and David A. Cantrill. *The Journal of Business Communication*, October 2006, pp. 322-343.

"Bringing Outdoor Challenge Education Inside the Business Communication Classroom," with Debbie D. Dufrene, Timothy Clipson, and Miles McCall, *Business Communication Quarterly*, vol. 62, no. 3, September, 1999, pp. 24-36.

"Handling the Media When a Crisis Arises in the IS Department," with Janette Moody, *Journal of Systems Management*, July/August, 1995, pp. 1-6.

"Kim Dyer and Tri-Star, Inc." A case published in Bedian, Arthur G., *Management*, 3rd ed., Dryden Press, Fort Worth, 1993. p. 153.

"Policy Changes in the Treasurer's Office," case published in Huseman, Lahiff and, Penrose, *Business Communication: Strategies and Skills*, fourth ed., Dryden Press, Chicago, 1990, pp. 343-4.

"Applying Business Management Techniques to Report Writing Classes," *Journal of Education for Business*, February, 1988, pp. 205-208.

"Topics for Business Communication Research," (as a member of the Research Topics Subcommittee, *ABCA Bulletin*, vol. 51, no. 2, 1988, pp. 32-39.

"Increasing Student Involvement: Using Nominal Grouping to Generate Formal Report Topics," *ABCA Bulletin*, Vol. 45, no. 2, 1982, pp. 42-3.

### **Books:**

*Communicating to Lead and Motivate*, Business Expert Press, New York, Expected publication date, 2017.

### **Chapters:**

"The Collection Letter," A chapter in *Out of the Red and Into The Black: A Credit and Collections Guide for Radio*, Kathy Checkley and Joy Farmer Dunlap, eds., National Association of Broadcasters, Washington, DC, 1992, pp. 31-38.

"Surveys," A chapter in *Conducting Research In Business Communication*, Patty G. Campbell, et.al., eds. Association for Business Communication, Urbana, IL, 1988, pp. 47-84.

### **Text Ancillaries:**

"Annotated Instructor's Edition." George and Jones, *Organizational Behavior*, 1<sup>st</sup> ed., Addison Wesley Publishers, Inc., Reading, MA, 1996.

"NBC Video Guide," for George and Jones, *Organizational Behavior*, Addison Wesley Publishers, Inc., Reading, MA, 1996.

"MacNeil/Lehrer Video Guide," for George and Jones, *Organizational Behavior*, Addison Wesley Publishers, Inc., Reading, MA, 1996.

### **Conference Proceedings:**

"An Analysis of Gender Differences in Leader-Worker Communication," With Susan Simmons, Southeastern Regional Convention of the Decision Sciences Institute, Charleston, February, 2009, pp. 529-545.

"The Language of Leadership: How to Motivate Your Followers," Southeastern Regional Meeting of the Association for Business Communication, Columbia, SC, March, 2008, pp.

"Integrating Motivating Language Theory and Leader-Member Exchange Theory to increase motivation in the workforce," with Katherine Brough, Southeastern Regional Convention of the Decision Sciences Institute, Savannah, February, 2007, pp. 802-810.

"Effective Use of Communication Network Channels and its Role in Job Satisfaction for Telecommuting Consultants," with Brett Smith. *Refereed Proceedings*, Association for Business Communications—Southwestern United States, Houston, March, 2003, pp. 1-5.

"Diversity in the Health Care Industry: Its Impact on Productivity: A Review of the Literature," with Keli Patterson, *Proceedings*, Southeastern Regional Convention of the Decision Sciences Institute, Williamsburg, February, 2003, pp. 316-318.

"A Study of the Relationship between Personality and Type A Behavior: The Myers-Briggs Type Inventory and the Jenkins Activity Survey," with Allison D. Wright. *Proceedings*, Southeastern Regional Convention of the Decision Sciences Institute, Williamsburg, March, 1994, pp. 116-118.

"Improving Group Interaction in Case Discussion Classes: A Comparison of Nominal and Brainstorming Groups," with Ronald Zigli. *Proceedings*, Southeastern Regional Convention of the Decision Sciences Institute, Williamsburg, March, 1994, pp. 83-85.

"An Empirical Evaluation of Teaching Materials from the Excellence in Audit Education Program," with John P. Snyder, *Proceedings*, Midwestern Accounting Association Convention, October, 1991.

"Central City Zoo," Case presented before the 1990 convention of the Decision Sciences Institute, Abstract appears, *Proceedings*, (on microfiche), San Diego, CA, November, 1990.

"Communication Patterns of the Type A Personality: Managerial Implications," with Danna Gaynor, *Proceedings*, ABCA International Convention, November, 1989, pp. 157-166.

"An Analysis of the Effectiveness of Business Communication Pedagogy in Reducing Changes in Blood Pressure Associated With Writing," *Proceedings*, Southwest Division of the Association of Business Communication, March, 1989, pp. 95-101.

"A Study of the Effect of the Act of Writing on Blood Pressure," *Proceedings*, ABCA International Convention, 1988, pp. 331-340.

"A Template for Understanding Managerial Communication--Managerial Role Theory," presented before the 1987 national meeting of the Academy of Management. Abstract appears, *Proceedings*, New Orleans, 1987, p. 415.

"The Relationship Between Managerial Communication Role Overload and Perceived Stress Reactions Among Lower Level Managers," with Peggy Golden and Lyle Sussman. *Proceedings*, Southwest Division, Academy of Management, 1987, pp. 80-84.

"Managerial Communication and Job Satisfaction: Expanding on Mintzberg's Typology," with Lyle Sussman and Peggy Golden, *Proceedings*, ABCA International Convention, 1984, pp. 83-92.

"An Analysis of the Satisfaction with Brainstorming and Nominal Grouping: Student Reactions To Being Involved in Developing Business Report Topics," *Proceedings*, ABCA International Convention, 1984, pp. 25-34.

"The Effect of Oral Communication Patterns on Stress Levels in Individuals: A Review of the Literature," *Proceedings*, ABCA International Convention, 1983, pp. 49-62.

"The Interrelationship Between Organizational Communication and Organizational Climate in a Local Government Agency," *Proceedings*, Southwest regional ABCA Meeting, 1983, pp.

"Flextime: Theory Being Practiced and Refined," with Michael R. Carrell, *Proceedings*, Southern Management Association, 1982, pp. 73-75.

"Nonverbal Communication Aspects of Resumes: Perceptions of Personnel Professionals: A Preliminary Investigation," with D. C. Krebs, *Proceedings*, Southeast Regional ABCA Meeting, 1982, pp. 107-122.

"Student Involvement in Report Topic Generation: Satisfaction with Brainstorming and Nominal Grouping in Business Communication Classes," *Proceedings*, Southwest Regional ABCA Meeting, 1982, pp. 75-84.

"Getting Students Involved: Using Nominal Grouping to Generate Formal Report Topics," *Proceedings*, Southeast Regional ABCA Meeting, 1981.

"A Brief Introduction to Contingency Factors in Designing Organizational Communication Systems," *Proceedings*, Southeast Regional meeting of the ABCA, 1980.

"A Macro-Model of the Organizational Communication System," *Proceedings*, Southwest Regional meeting of the ABCA, 1978, pp. 85-102.

"A Suggested Methodology for Measuring the Effect of Organizational Environment on Organizational Communication," *Proceedings*, Southwest Division, Academy of Management, 1977, pp. 238-243.

### **Presentations Before Academic Meetings:**

DOES LEADERSHIP TRAINING LEAD TO INCREASED USE OF MOTIVATING LANGUAGE IN A MILITARY COLLEGE SETTING? With Tanner B. Knox, MBA, Presented before the 2016 ABC Caribbean, Mexico, Central and South America/GABC Conference, San Luis Potosi, MX, May 25-28, 2016.

CONCEPTS IN CONTRAST: DEMONSTRATING DISPARATE LEADERSHIP STYLES THROUGH THE LAST CASTLE. With Mick Fekula. Presented before the annual conference of the Association for Business Simulation and Experiential Learning, New Orleans, LA, March 23-16, 2016.

IMPACT OF LEADER TRAINING ON THE USE OF MOTIVATING LANGUAGE IN A MILITARY COLLEGE ENVIRONMENT, presented before the Association for Business Communication international Conference, Seattle, October, 2015.

BACK TO THE FUTURE: USING AN HISTORICAL PERSPECTIVE TO DEMONSTRATE TEAMBUILDING INITIATIVES IN AN MBA CLASS, Presented before the annual conference of the Association for Business Simulation and Experiential Learning, Orlando, FL, March 19-21, 2014.

STRATEGIES FOR BECOMING AQ AS A BUSINESS COMMUNICATION PROFESSOR. With Ron Dulek, Deborah D. DuFrene, Katie O'Neill, and Deborah Roebuck. Panel presented before the Association for Business Communication international Conference, New Orleans, October, 2013.

ANALYZING MOTIVATING LANGUAGE: A LEADER SELF-REPORT STUDY. With Robert Riggle, and Susan Simmons. Presented before the Southeastern US Regional Meeting of the Association for Business communication, Louisville, March, 2013.

TEAM EFFECTIVENESS: AN ANALYSIS OF TEAM CHARACTERISTICS. With Sam Berry, Bob Riggle, and Danni Ginn. Presented before the Southeastern Regional Meeting of the Decision Sciences Institute, Charleston, February, 2013.

VISION WITHOUT IMPLEMENTATION IS ONLY HALLUCINATION: THE IMPORTANCE OF COMMUNICATION TO EFFECTIVE LEADERSHIP. Presented before the Association for Business Communication International conference, Montreal, October, 2011

THE LANGUAGE OF LEADERSHIP: HOW TO MOTIVATE YOUR STAFF. American Institute of Higher Education, Charleston, SC, April, 2011.

USING MOTIVATING LANGUAGE: THE IMPACT ON PERCEIVED EFFECTIVENESS OF CADET LEADERS IN A MILITARY COLLEGE. Presented before the Krause Leadership Symposium, Charleston, March, 2011.

A CASE STUDY OF STUDENT-ATHLETE PERCEPTIONS OF MOTIVATING LANGUAGE USE BY COACHES OF NCAA DIVISION 1 ATHLETIC TEAMS. Presented before the Association for Business Communication International conference, Chicago, October, 2010.

LEADER LANGUAGE: A PRACTICAL EXERCISE IN USING MOTIVATING LANGUAGE. . Presented before the Southeastern US Regional Meeting of the Association for Business communication, Birmingham, March, 2010.

LEADER COMMUNICATION LESSONS FOR TODAY'S EXECUTIVES FROM GETTYSBURG, 1863. Presented before the Southeastern US Regional Meeting of the Association for Business communication, Atlanta, March, 2009.

AN ENTREPRENEURSHIP COURSE WITH A TWIST. Presented before the Southeastern Regional Meeting of the Decision Sciences Institute, Charleston, February, 2009.

THE ROLE OF BUSINESS EDUCATORS IN ADDRESSING THE CRISIS OF CORPORATE INTEGRITY. With Wes Jones and Sheila Foster, Presented by Wes Jones before the Business Education, Higher Education, or Ethics Education Track, Hawaii International Conference on Education, January, 2005.

MOTIVATING LANGUAGE IN INDUSTRY: ITS IMPACT ON JOB SATISFACTION AND PERCEIVED SUPERVISOR EFFECTIVENESS. with Susan Simmons and David Cantrill, Presented before the Southeastern Regional Meeting of the Decision Sciences Institute, Charleston, 2004.

THE ROLE OF BUSINESS EDUCATION IN ADDRESSING THE CRISIS IN CORPORATE INTEGRITY. with Wes Jones and Sheila Foster, Southeastern Regional Meeting of the Decision Sciences Institute, Williamsburg, VA, February 26-28, 2003

A PLAN FOR BUILDING TEAMS IN AUDITING CLASSES—RESEARCH FORUM. with Sheila Foster, Southeast Region Meeting, American Accounting Association, Charleston, SC, March 27-29, 2003.

COMMUNICATING ETHICAL STANDARDS TO STUDENTS, with Wes Jones and Sheila Foster, International Conference of the Association for Business Communication, Albuquerque, NM, October, 2003.

A PLAN FOR BUILDING TEAMS IN AUDITING CLASSES. With Sheila Foster, Hawaii International Conference for Business, Honolulu, June 2002.

GRAPPLING WITH GROUPS: HELPING STUDENTS IMPROVE THEIR GROUP SKILLS. Presented before the International Convention of the Association for Business Communication, Atlanta, October, 2000. Carol S. White, Chair, Panel included Nancy Schullery, and William C. Sharbrough.

PEDAGOGICAL PHILOSOPHY AND APPLICATION: A PANEL DISCUSSION. Presented before the Southwestern Division of the Association for Business Communication, Houston, March, 1999. Anita S. Bednar, Chair, Panel included Donna W. Luse, William C. Sharbrough, Robert J. Olney, and Mary Jane Nelson.

USING MOTIVATING LANGUAGE: THE IMPACT ON PERCEIVED EFFECTIVENESS OF CADET LEADERS IN A MILITARY COLLEGE. Presented before the International Convention of the ABC, San Antonio, TX, November, 1998.

BRINGING THE OUTDOORS INTO THE CLASSROOM: A WORKSHOP. With Tim Clipson, Debbie DuFrene, and Miles McCall. Presented before the International Convention of the ABC, Washington, DC, November, 1997.

A PLAN FOR BUILDING TEAMS FOR GROUP PROJECTS IN BUSINESS COMMUNICATION CLASSES, Presented before the International Convention of the ABC, Chicago, November, 1996.

ADVANTAGES AND DISADVANTAGES OF RELYING ON E-MAIL/VOICE MAIL TECHNOLOGY: A SURVEY OF BUSINESS PROFESSIONALS, with Darla Frederickson, Presented before the International Convention of the ABC, Chicago, November, 1996.

TEAMBUILDING: TODAY'S CORPORATE TACTIC FOR IMPROVING COMMUNICATION, Presented before the Southwestern Division of the Association for Business Communication, San Antonio, March, 1996.

WHAT IS WRITING ANXIETY ANYWAY?, with Thomas Thompson, Presented before the International Convention of the ABC, Orlando, November, 1995.

FRIEND OR FOE: ROLES TEACHERS PLAY WHEN RESPONDING TO STUDENT WORK. with Thomas Thompson and Gretchen Vik, Presented before the International Convention of the ABC, San Diego, November, 1994.

A STUDY OF THE RELATIONSHIP BETWEEN PERSONALITY, COMMUNICATION AND BLOOD PRESSURE: IMPLICATIONS FOR MANAGEMENT. With Allison D. Wright, Presented before the International Convention of the ABC, Montreal, November, 1993.

A MEDIA VIEW OF CORPORATE CRISIS COMMUNICATION, With David Flander, Presented before the International Convention of the ABC, New Orleans, November, 1992.

INFORMATION RESOURCE MANAGEMENT IN ENTREPRENEURIAL FIRMS: A PANEL DISCUSSION, with Charles H. Davis and Gary A. Giamartino, Presented before the 1992 Information Resources Management Association International Conference, Charleston, May, 1992.

OUTDOOR/ADVENTURE EDUCATION PROGRAMS AS A WAY TO INCREASE TRUST, OPENNESS AND COMMUNICATION IN WORK TEAMS, Presented before the International Convention of the ABC, Honolulu, November, 1991.

COMMUNICATION: THE KEY TO A SUCCESSFUL PERSONNEL/HUMAN RESOURCES DEPARTMENT, Presented before the International Convention of the ABC, San Antonio, November, 1990.

THE EFFECT OF COMMUNICATION ON BLOOD PRESSURE, Presented before the Southeast Regional meeting of the ABC, Charleston, SC, March, 1990.

A SURVEY OF METHODS FOR EVALUATING ORAL CASE PRESENTATIONS, Presented before the Midwest Society for Case Research, Chicago, March, 1990.

ONE MORE TIME: MANAGEMENT IS COMMUNICATION--EVIDENCE FROM MINTZBERG. Presented before the International Convention of the ABC. Chicago, November, 1985.

QUANTITATIVE RESEARCH METHODS IN BUSINESS COMMUNICATION--A PANEL DISCUSSION. with R. V. Lesikar and J. Pettit, Presented before the International Convention of the ABC. Chicago, November, 1985.

READER-BASED WRITING: OR IS THERE A GENERAL THEORY OF BUSINESS COMMUNICATION? Presented before the International Convention of the ABC. Salt Lake City, 1984.

**Speeches For Local Organizations (Discipline or Citadel specific):**

*THE CITADEL MILITARY LIVING HISTORY SOCIETY*, With Luke Sollitt, Erik Cox, and Steve Smith, Charleston Area Citadel Alumni Club, June 11, 2016.

*MY JOB AS SOCON PRESIDENT*, Charleston Area Citadel Alumni Club, December 3, 2005.

*THE CITADEL CIVIL WAR REENACTMENT SOCIETY*, with Erik Cox, Janson Cox, Steve Smith, and Ed Freeman, Atlanta Citadel Alumni club, 2004.

with Steve Smith, Raleigh-Durham Citadel Alumni Club, 2003.

*THE BEHAVIORAL SIDE OF SAFETY*, Low Country Chapter, American Society of Safety Engineers, Charleston, 1994.

*PERFORMANCE APPRAISAL*. Lowcountry Chapter, American Society for Training and Development, Charleston, 1993.

*THE CITADEL BUSINESS PROGRAM*. West Ashley Optimist Club, Charleston, 1989.

*TEAMBUILDING*. Local Chapter of the International Management Council, Charleston, 1988.

*BARRIERS AND GATEWAYS TO PURCHASING COMMUNICATION*. Lowcountry Chapter, Purchasing Management Association--Carolinas--Virginia, Charleston, 1987.

*BURNOUT: WHAT IS IT? HOW TO COMBAT IT*. Kentucky Association of Health Care Facilities. Lexington, KY, 1984.

*COMMUNICATION AND PRESENTATION SKILLS*. Ohio Valley Chapter of the Institute of Business Designers, Louisville, 1984.

*IMPROVING BUSINESS COMMUNICATIONS*. National Association of Accountants, Louisville chapter, 1983.

*STRESS IN HOTEL/MOTEL SALES MANAGEMENT*. Hotel/Motel Sales Association, Louisville chapter, 1983.

*IMPROVING LISTENING SKILLS--WHAT DID YOU SAY?* Lutheran Church Communication Professionals, National Meeting, Louisville, 1981.

**CONSULTING:**

TEAMBUILDING, South Carolina Association of Oncology Professionals, June, 2014.

STRATEGIC PLANNING SEMINAR, South Carolina Cotton Museum, November, 2007.

LEADERSHIP WORKSHOP, Rick Hendrick Imports, 2005.

STRATEGIC MANAGEMENT SESSION FACILITATOR, With Ron Zigli, for Giant Resource Recovery, Inc., Charleston, SC, 2003.

HUMAN RESOURCES MANAGEMENT CONSULTANT, Trident Academy, Developing compensation plan/job descriptions for academic staff. Charleston, SC, 1992-1993.

FACILITATOR/CONSULTANT for Business Dynamics, Inc., a Management Consulting Firm, Charleston, SC, 1992-3.

RETREAT FACILITATOR Trident Academy, a private school specializing in students with Learning Disabilities, Board of Directors, Strategic Planning Meeting, 1993.

GROUP PROBLEM SOLVING. Daniel Library Staff, The Citadel, August 10, 1992.

COMMUNICATION SKILLS FOR MANAGERS--A SURVIVAL COURSE. Center for Management Development, University of Louisville, 1982-85.

WRITING SKILLS FOR EXECUTIVES. Center for Management Development, University of Louisville, 1982-84.

WRITTEN COMMUNICATION. Training module for Community Action Agency and Fire Department, City of Louisville, 1983.

INTERPERSONAL COMMUNICATION. Training module for Fire Department, City of Louisville, 1983.

TIME MANAGEMENT. Jefferson County Department of Education, Louisville, 1982.

WRITTEN COMMUNICATION. Juvenile Officers' Institute, Louisiana State University, 1977-1978.

### **GRANTS:**

**SC Tourism Board Grant** to The Citadel Civil War Reenactment Society. Was part of a 5-person team who developed the grant proposal and managed the grant funds. 2006.

**Citadel Development Foundation Grant** to study the economic impact of Southern Conference basketball and baseball tournaments. With Harry Davakos, 2002.

**C. R. Anderson Foundation Grant** to study the relationship between communication, blood pressure, and personality. 1993.

**Citadel Development Foundation Grant** to investigate the change in blood pressure/stress caused by writing and speaking. 1987.

**Citadel Development Foundation Grant for New Faculty** for training in Transactional Psychophysiology. 1985.

### **PROFESSIONAL ACTIVITIES:**

#### **Reviews for Publishers:**

Final expert review of *Organizational Behavior* by Mitchell Neubert and Bruno Dyck for John Wiley & Sons, 2013,  
 Developmental review of proposed Organizational Behavior Text for John Wiley & Sons, 2011.  
 Developmental review of proposed Leadership Text for Sage Publications. 2007.  
 Developmental review of proposed business communication text for Southwestern College Publishing, 2000.  
 Cummings & Worley, *Essentials of Organization development and Change*. Review of table of Contents for a paperback version. Southwestern College Publishing, 2000.  
 Nahavandhi, A. *The Art and Science of leadership*, Prentice Hall, Upper Saddle River, NJ, complete chapter review for new edition. 1998.  
 George and Jones, *Organizational Behavior*, Addison Wesley, Reading, MA, first and second review of complete text, 1993-4. published in 1996. Chapter reviews for second edition, published in 2000.  
 Carrell, Kuzmits, and Elbert, *Personnel: Human Resource Management*, fourth ed., Merrill Publishing Company, Columbus, OH, 1992.  
 Huseman, Lahiff and, Penrose, *Business Communication: Strategies and Skills*, fourth ed., Dryden Press, Chicago, 1991.  
 Gibson and Hodgetts, *Organizational Communication: A Managerial Perspective*, Harper Collins publishers, New York, 1990.

#### **Professional Honors:**

**ALGERNON SIDNEY SULLIVAN AWARD** the Citadel, 2008  
**OUTSTANDING SCHOLAR AWARD** ABC Southwestern U.S., 2000.  
**COMPANY ACADEMIC ADVISOR OF THE YEAR** The Citadel, 1999-2000.  
**BPI/IRWIN DISTINGUISHED PAPER AWARD** Southwest Regional Meeting of the ABCA, 1983.

#### **SERVICE:**

##### **Service to Professional Associations:**

**SOUTHEAST US REGIONAL VICE PRESIDENT**, Association for Business Communication, 2008-2012.  
**ASSOCIATE EDITOR**, *Journal of Business Communication*, 2007-2009.  
**STUDENT PAPER COMPETITION JUDGE**, Association for Business Communication, 2006-2013.

- NCAA CERTIFICATION TEAM MEMBER**, Murray State University, 2008.  
Steven F. Austin University, 2006.  
Dartmouth College, 2004.
- NCAA DIVISION I TRANSCRIPT-CHANGE/GRADE-POINT-AVERAGE WAIVER SUBCOMMITTEE**, 2006-2009.
- OUTSIDE REVIEWER FOR FULL PROFESSOR** for a Business Communication Professor in the Department of Management, School of Business, University of Mississippi, October, 2006.
- LOCAL ARRANGEMENTS CO-CHAIR**, with Wes Jones, Southeast Regional Meeting of the Decision Sciences Institute, Charleston, SC, February, 2004.
- PRESIDENT, Association** for Business Communication—Southwest United States, 2002-3.
- VICE-PRESIDENT & PROGRAM CHAIR** Association for Business Communication—Southwest United States, 2001-2.
- SECRETARY/TREASURER** Association for Business Communication—Southwest United States, 2000-01.
- HISTORIAN** Association for Business Communication—Southwest United States, 1999-2000.
- CONFERENCE CHAIR:** Association for Business Communication—Southeastern United States, Charleston, SC, April 15-17, 1999.
- CONFERENCE CHAIR:** Spring Conference of the Carolinas Society for Training and Development, Charleston, SC, October 24-26, 1995.
- PUBLICATIONS BOARD:** Association for Business Communication. Three year term, 1990-3. Served as CHAIR, 1991.
- EDITORIAL REVIEW BOARD:** *International Journal of Applied Quality Management*, 1997-2000.  
*Journal of Business Communication*, 1988-92.  
*Southwest Business Review*. 1991-3.
- AREA COORDINATOR:** Teaching and Pedagogy Track, Southeast Regional Meeting of the Decision Sciences Institute, 2009.
- TRACK CHAIR:** Management Education & Development Track, Southwest Division of the Academy of Management, 2003  
Individual Development/Research Methods Track, Southwest Division, Academy of Management, 1998.  
Management Education & Development/Faculty Development Track, Southwest Division, Academy of Management, 1990.  
Organizational Behavior/Theory/Communication track, Southwest Division, Academy of Management, 1987.
- PUBLICITY CHAIR:** American Business Communication Association International Convention, 1982.
- STUDENT PAPER JUDGE** Southeastern Decision Sciences Institute Convention, 2002.
- SESSION CHAIR** Southeast Region, Association for Business Communication, 2013.  
Southwest Academy of Management, 1998, 2007.  
Southeastern Decision Sciences Institute, 1992, 1994, 2001, 2003, 2009.  
Southwest Region, Association for Business Communication, 1993, 1996, 1997, 2001.

Association for Business Communication International Convention, 1982, 1983, 1991.

Organizational Behavior Track, Association for Management, National Convention, 1990.

Organizational Communication Track, Academy of Management National Convention, 1988.

**DISCUSSANT:** Southwest Academy of Management 1981, 1983, 1985, 1991, 2007.  
Southeast Division, Decision Sciences Institute, 1990, 1993, 1995, 2003, 2009.

Information Resources Management Association, Conference, 1992.

Academy of Management, National Convention, 1991.

**REVIEWER:** *Journal of Business Communication*, 1988-92, 1994; special issue, 2007. 2010-16.

*Chinese Journal of Communication*, 2015

*Management Communication Quarterly*, 1993-4, 2000.

Academy of Management National Convention, 1987, 1988, 1991, 1993, 1995, 1998-2000, 2002-2004, 2007. 2009.

Southwest Division, Association for Business Communication, 1984, 1988, 1994, 2000-2003.

Outstanding Paper Review Committee, Southwest Division, American Business Communication Association, 1984.

Southeast Division, Decision Sciences Institute, 1993, 1995, 2008.

Southwest Division, Academy of Management, 1983-1992, 1996-2000, 2007.

Best Paper Review Committee, Southwest Division, Academy of Management, 2000, 2004, 2005.

Best Reviewer Committee, Southwest Division, Academy of Management, 2000.

Association for Business Communication International Convention, 1984, 1988, 1991, 1996, 2013.

Decision Sciences Institute, International Convention, 1991, 1994.

Southern Management Association, 1986-7, 1993-4.

Southwest Case Research Association Workshop, 1992.

**MEMBERSHIPS:** Phi Kappa Phi  
Beta Gamma Sigma  
Academy of Management  
Association for Business Communication (ABC)

### **Community Service:**

**VESTRY**, St. Francis Episcopal Church, Charleston, SC 2016-2019

**INSTRUCTOR TEAM FOR TRAINER DEVELOPMENT CONFERENCE**, Coastal Carolina Council, Boy Scouts of America, August 4, 2007

**COURSE DIRECTOR FOR INTRODUCTION TO OUTDOOR LEADER SKILLS**, Coastal Carolina Council, Boy Scouts of America, January 27-8, 2007

**DISTRICT MEMBERSHIP CHAIR** Kiawah District, Coastal Carolina Council, Boy Scouts of America, 2004-5.

**DISTRICT TRAINING CHAIR** Kiawah District, Coastal Carolina Council, Boy Scouts of America, 2003-4.

**ADULT LEADER TRAINING, WOODBADGE STAFF**, Kiawah District, Coastal Carolina Council, Boy Scouts of America, 1998, 2004, 2005.

**VICE PRESIDENT FOR MEMBERSHIP** Parks of Charleston Sertoma Club, 2002-3.

**ROUNDTABLE COMMISSIONER**, Kiawah District, Coastal Carolina Council, Boy Scouts of America, 1999-2000.

**DISTRICT ADVANCEMENT CHAIR**, Kiawah District, Coastal Carolina Council, Boy Scouts of America, 1998.

**SCOUTMASTER**, Boy Scouts of America, Troop #79, Charleston, SC. August 1995-January, 1998.

**ASSISTANT SCOUTMASTER**, Boy Scouts of America, Troop #79, Charleston, SC. August 1993-August 1995.

**BOARD MEMBER** (1994-1996), Carolinas Society for Training and Development. (serves both South Carolina and western North Carolina. Elected, October, 1994).

**CHAIR**, (1995), Lowcountry Local Area Group, Carolina Society for Training and Development (previously Lowcountry chapter of ASTD), Charleston, SC.

**PRESIDENT-ELECT** (1994), Lowcountry chapter of the ASTD, Charleston, SC.

**VICE PRESIDENT-FINANCE** (1993), Lowcountry Chapter of the ASTD, Charleston, SC.

**CO-VICE PRESIDENT FOR MEMBERSHIP** (1992), Lowcountry Chapter of the ASTD, Charleston, SC.

**BUSINESS AND INDUSTRY GROUP, STRATEGIC MANAGEMENT TASK FORCE**, (1992) Berkeley, Charleston, Dorchester County Council of Governments.

**SECRETARY** (1989-1990), Charlestowne Soccer Club, Charleston. SC.

**VESTRY** (1989-1992), Grace Episcopal Church. Chair, Personnel Committee. Risk Manager, Charleston, SC.

**LOUISVILLE ZOOLOGICAL COMMISSION** (1983-85), The Commission sets policy for the Louisville Zoological Garden (\$2.5 million annual budget). .

**MISSION CLERGY SALARY COMMITTEE** (1983-85), Episcopal Diocese of Kentucky. Responsible for performance evaluation of mission clergy and the Bishop. Appointed Chair, 1984.

**VESTRY** (1985), St. Mark's Episcopal Church, Louisville.

### **Service To The College:**

**FACULTY TENURE & PROMOTION COMMITTEE**, 2010-present.

**FACULTY EMPLOYMENT COMMITTEE**, Chair, 2008.

**ASSISTANT COMPLIANCE COORDINATOR SEARCH COMMITTEE**, 2008.

**NCAA CERTIFICATION STEERING COMMITTEE**, 2006-7.

**PRESIDENTIAL INAUGURATION COMMITTEE**, Responsible for line-up of delegates from other institutions, April, 2006.

**VOLLEYBALL COACH SEARCH COMMITTEE**, Athletics Department, Spring, 2006.

**SOCCER COACH SEARCH COMMITTEE**, Athletics Department, Spring, 2005, Spring, 2006.

**COMPLIANCE COORDINATOR SEARCH COMMITTEE**, Athletics Department, Fall, 2005, Spring, 2006.

**CSBA FACULTY SEARCH COMMITTEES**

Leadership Department faculty Search Committee, 2015.

Marketing Faculty Search Committee, (Chair) 2004, 2006. 2008.

Strategic Management Faculty Search Committee, 2005.

Finance Faculty Search Committee, 2005, 2006.

Various other search committees for CSBA and HESS.

**PRESIDENT** of The Southern Conference, FCS Intercollegiate Athletics Conference, June, 2005-June, 2007.

**VICE PRESIDENT** of the Southern Conference, FCS Intercollegiate Athletics Conference, June, 2003-June, 2005.

**Ad hoc MEMBER, FACULTY ATHLETICS ADVISORY COMMITTEE**, 2005-2010.

**FACULTY ATHLETICS REPRESENTATIVE** to the Southern Conference, FCS Intercollegiate Athletics Conference, 1999-2010.

**COLLEGE-WIDE STRATEGIC PLANNING COMMITTEE**, 2000-2003.

**CHAIR**, Faculty Athletics Committee, 2000-2003.

**CHAIR**, Graduation Line-up Committee, 1998-2005.

**MEMBER**, Employment Committee, 2001.

**FACULTY ADVISOR**, Military Living History Society. 2003-present

**COMPANY ACADEMIC ADVISOR**, 1986-2001, 2007-present.

**OFFICER IN CHARGE**, 1997-2001.

**Prepared: August, 2016**