

Debbie S. Dougherty
Department of Communication
214 Switzler Hall
University of Missouri
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Education

Doctorate Ph.D in Communication Studies, University of Nebraska-Lincoln, 2000.
Emphasis: Organizational Communication
Secondary Area: Interpersonal Communication
Outside Minor: Management

Dissertation: Understanding Misunderstandings: Men and Women's Standpoints of Sexual Harassment.

Masters M.A. in Communication, University of The Pacific, May of 1992.
Emphasis: Conflict Management and Gender and Communication

Thesis: The Mediating Effects of Gender on Negotiated Settlements.

Bachelors B.A. in Speech Communication, California Polytechnic State
University, San Luis Obispo, 1990.
Minor: Theater

Senior Project: Produced and directed "The Medicine Show" for Cal Poly's Small Theater.

Scholarly Interests: I study organizational power using a web of power metaphor. Power is never singular, but is multiple and complex, with strands woven together into a web through which escape becomes impossible. This web both enables and constrains meaningful dialogue.

Professional Experience

Associate Professor: Department of Communication, University of Missouri. Duties include research, teaching both graduate and undergraduate students, and service at the departmental, university, and community levels. 2006-present.

Affiliate Faculty: Women's and Gender Studies, University of Missouri. 2004-present.

Director of Graduate Studies: Department of Communication, University of Missouri. Duties include recruiting and admitting graduate students, managing graduate retention processes, and working with the graduate school. 2009-2011

Interim Director of the Public Speaking Course: Department of Communication, University of Missouri. Duties include creating syllabus and course content, Directing course instructors, conducting teacher training for teaching assistants. 2008 & 2010.

Assistant Professor: Department of Communication, University of Missouri. Duties include research, teaching both graduate and undergraduate students, and service at the departmental, university, and community levels. 2000-2006.

Assistant Professor: Department of Speech Communication, St. Cloud State University, Minnesota. Duties include teaching Introduction to Speech Communication and serving on university committees. 1999-2000.

Graduate Teaching Assistant: Communication Studies Department, University of Nebraska, Lincoln. Duties include teaching various communication courses. *1995-1999.*

Visiting Lecturer: Communication Department, University of the Pacific.
Duties include teaching courses and directing graduate teaching assistants. *1992-1995.*

Director of Forensics: Communication Department, University of the Pacific. Duties include, directing and coaching the debate and individual events team, and supervising forensics graduate assistants. *1992-1995.*

Graduate Assistant for Public Speaking: Communication Department, University of the Pacific. Duties included teaching public speaking. *1990-1992.*

Forensics Coach: Communication Department, University of the Pacific.
Duties included coaching primarily debate, but some individual events as well. *1990-1992.*

Communication Audit: Conducted a communication audit for the United States Forest Service in the Eldorado National Forest, 100 Forni Road, Placerville CA. The audit consisted of problem assessment through interviews with management, focus groups with employees, and an organization wide survey. *1992.*

Research

Authored Books

Dougherty, D. S. (2011). *The Reluctant Farmer: An Exploration of Work, Social Class, and the Production of Food*. Troubador Publishing.

- Reviewed by Patrice Buzzanell for *Women and Language*
- Reviewed by Maxwell Philbrook in *Food, Culture, and Society*
- Reviewed by Jeff Motter and Ross Singer in *Quarterly Journal of Speech*.
- Reviewed by Anita Taylor on *Amazon.com*
- This book was the focus of a panel for the Organizational Communication division of the National Communication Association in Orlando.

Publications in Peer Reviewed Journals

(*indicate work done with graduate students)

Kramer, M.W., & Dougherty, D. S. (2013). Groupthink as Communication Process, Not Outcome. *Journal of Communication and Social Change*.

*Denker, K, & Dougherty, D.S. (2013). Corporate colonization of couples' work-life negotiations: Rationalization, emotion management, and silencing conflict. *Journal of Family Communication, 13*, 242-262.

*Smith, F., & Dougherty, D. S. (2012). Retirement and the American dream: A master Narrative. *Management Communication Quarterly, 26*, 453-478. **Winner of the Management Communication Quarterly Article of the Year.**

Dougherty, D. S., *Baiocchi, L., & *McGuire, T. (2011). Managing Sexual Harassment Through Enacted Stereotypes: An Intergroup Perspective. *Western Journal of Communication, 75*, 259-281.

Dougherty, D. S., *Mobley, S., & *Smith, S. (2010). Language Convergence and Meaning Divergence: A theory of intercultural communication. *Journal of International and Intercultural Communication, 3*, 164-186.

*Dixon, M. A. & Dougherty, D. S. (2010) Managing the Multiple Meanings of Organizational Culture in Interdisciplinary Collaboration and Culture. *Journal of Business Communication, 47*, 3-19.

Dougherty, D. S., Kramer, M. W., *Klatzke, S. R. & *Rogers, T. K. K. (2009) Language convergence and meaning divergence: A meaning centered communication theory. *Communication Monographs, 76*, 20-46.

- Aubrey, J.S., Click, M.A., Dougherty, D.S., Fine, M.A., Kramer, M.W., Meisenbach, R.J., Olson, L.N., & Smythe, M.J. (2008). "We do babies!": The trials, tribulations, and triumphs of pregnancy and parenting in the academy. *Women's Studies in Communication*, 31, 186-195
- Olson, L. N., *Coffelt, T. A., Dougherty, D. S., & Gynn, A. (2007). Doing difference: An intergenerational analysis of the performance of age in the workplace. *International and Intercultural Communication Annual*.
- *Armfield, G. G, *Dixon, M. A, & Dougherty, D. S. (2006). Organizational power and religious individuals' media use. *Journal of Communication and Religion*, 29, 421-444.
- Dougherty, D. S. (2006). Gendered constructions of power during discourse about sexual harassment: Negotiating competing meanings. *Sex Roles*, 54, 495-507.
- *Atkinson, J., & Dougherty, D. S. (2006). Alternative media and social justice movements: The development of a resistance performance paradigm of audience analysis. *The Western Journal of Communication*, 70, 64-88.
- Dougherty, D. S., & *Drumheller, K. (2006). Sensemaking and emotions in organizations: Accounting for emotions in a rational(ized) context. *Communication Studies* 57, 215-238.
- *McGuire, T., & Dougherty, D. S., & *Atkinson, J. (2006). "Paradoxing the dialectic": The impact of patients' sexual harassment in the discursive construction of nurses' caregiving roles. *Management Communication Quarterly*, 19, 416-450.
- Dougherty, D. S., & *Atkinson, J. (2006). Competing ethical communities and a researcher's dilemma: The case of a sexual harasser. *Qualitative Inquiry*, 12, 292-315.
- Dougherty, D. S., & Kramer, M. W. (2005). A rationale for scholarly examination of institutional review boards: A case study. *Journal of Applied Communication Research*, 33, 183-188.
- Dougherty, D. S., & Kramer, M. W. (2005). Organizational power and the Institutional Review Board. *Journal of Applied Communication Research*, 33, 277-284.
- Dougherty, D. S., & Smythe, M. J. (2004). Sensemaking, organizational culture, and sexual harassment. *Journal of Applied Communication Research*, 32, 293-317.
- Kramer, M. W., Dougherty, D. S., & *Pierce, T. A. (2004). Managing uncertainty during a corporate acquisition: A longitudinal study of communication during an airline acquisition. *Human Communication Research*, 30, 71-101.
- *Pierce, T., & Dougherty, D. S. (2002). The construction, enactment, and maintenance of power-as-domination through an acquisition: The case of TWA and Ozark Airlines. *Management Communication Quarterly*, 16, 129-164.

Dougherty, D. S., & Krone, K. J. (2002) Emotional intelligence as organizational communication: An examination of the construct. *Communication Yearbook*, 26, 202-229.

Dougherty, D. S. (2001) Sexual harassment as [dys]functional process: A feminist standpoint analysis. *Journal of Applied Communication Research*, 29, 372-402.

Dougherty, D. S. (2001). Women's discursive construction of a sexual harassment paradox. *Qualitative Research Reports in Communication*, 2, 6-13.

Dougherty, D. S., & Krone, K. J. (2000). Overcoming the dichotomy: Cultivating standpoints in organizations through research. *Women's Studies in Communication*, 23, 16-40.

Dougherty, D. S. (1999) Dialogue through standpoint: Understanding women's and men's standpoints of sexual harassment. *Management Communication Quarterly*, 12, 436-468.

Book Chapters

Dougherty, D. S., & Denker, K. J. (Accepted). Feminist Spinning for Strength and Reclaiming Connections: Constructing a Web of Feminisms. In A. Martinez (Ed) *Challenging Social Norms & Gender Marginalization in a Transitional Era*

Dougherty, D. S., *Dixon, J. & *Compton, C. (Invited/in process). Organizing sexuality: Organizational communication and sexuality. *The Handbook of Sexuality and Communication*. Sage.

Dougherty, D. S. (2009). Sexual harassment as destructive organizational process. In P. E. Lutgen-Sandvik & B. D. Sypher (Eds.), *Destructive Processes in Organizational Communication*. New York: Routledge.

Dougherty, D. S., & Duncan, V. J. (1998) Perceptions of power and conflict management strategies in African American dating relationships. In V. J. Duncan (Ed.), *Towards achieving Maat: Communication patterns in African American, European American, and interracial relationships* (pp. 135-151). Dubuque: Kendall Hunt.

Other Publications

Dougherty, D. S. (2009). Sexual Harassment. In W. Eadie (Ed). *21st Century Communication*. Sage.

Kramer, M.W., & Dougherty, D.S. (2009). Language convergence; Meaning divergence. *Communication Currents*, 4 (2).

Krone, K. J., & Dougherty, D. S. (1999). Working with emotional intelligence [Review of the book *Working with emotional intelligence*]. *Management Communication Quarterly*, 13, 337-343.

Manuscripts Under Review

*Dixon, J., & Dougherty, D.S. (Under Review). The Family Hegemony: Exploring How LGBTQ and Single Employees Work around Traditional Family Expectations. (Minor revision—resubmitted to Journal of Applied Communication Research)

Dougherty, D. S. & *Goldstein Hode, M. (Under Review). A tool, a weapon, a double-edged sword: Contesting Sexual Harassment Policy through Organizational Culture. (Under review at Journal of Applied Communication Research)

*Wickert, J., Dougherty, D. S., & *Gist, A. (Under Review). Lost in Uncertainty: How the Unemployed Experience and Manage their Uncertainty. (Under Review at Management Communication Quarterly)

Work In Progress

*Gist, A., Dougherty, D. S., & *Wickert, J. (Manuscript under revision) Liquefying Identity: Unemployment and the Discursive Meaning of Work.

Dougherty, D. S., *Cole, H., *Kristiansen, L.J. (Manuscript under revision). Exploring the constantly shifting discourse of social class as discursive closure.

Dougherty, D. S., *Henson, J. (Manuscript under revision). Sexual harassment in black, white, and shades of grey: Reopening organizational closure

Conference Presentations

Dougherty, D. S. & *Goldstein Hode, M. (2013). A tool, a weapon, a double-edged sword: Contesting Sexual Harassment Policy through Organizational Culture. To be presented at the Central States Communication Association, Kansas City.

*Gist, A., Dougherty, D. S., & *Wickert, J. (2013). Liquefying Identity: Unemployment and the Discursive Meaning of Work. To be presented at the Central States Communication Association, Kansas City. **Top four competitive paper panel.**

Dougherty, D. S. (2012). Celebrate COMMunity by Disorganizing Social Class. Panel respondent at the National Communication Association Convention, Orlando.

*Wickert, J., Dougherty, D. S., & *Gist, A. (2012). Lost in Uncertainty: How the Unemployed Experience and Manage their Uncertainty. To be presented at the National Communication Association Convention, Orlando.

*Dixon, J., & Dougherty, D.S. (2012). The Family Hegemony: Exploring How LGBTQ and Single Employees Work around Traditional Family Expectations. To be presented at the National Communication Association Convention, Orlando. **Top four competitive paper.**

- Dougherty, D. S., *Cole, H., *Kristiansen, L.J. (2010). Exploring the constantly shifting discourse of social class as discursive closure. Paper presented at the National Communication Association Convention, San Francisco.
- Dougherty, D. S., *Cruz, D. (2009). Micromomentary organizations and institutional subversion: A case analysis of the Buck-a-Person for relief fund. Paper presented at the National Communication Association Convention, Chicago.
- Dougherty, D., *Dixon, J., & *Chou, C. (2009). Organizing Work: The Communication Problematics of Socio-Economic Class. Paper presented at the National Communication Association Convention, Chicago.
- Dougherty, D. S., *Henson, J. (2009). Sexual harassment in black, white, and shades of grey: Reopening organizational closure. Paper presented at the National Communication Association Convention, Chicago.
- *Armstrong, G., & Dougherty, D. S. (2009). Discursive construction of the difficult coworker. Paper presented at the National Communication Association Convention, Chicago.
- *Smith, F., & Dougherty, D. S. (2009). Retirement and the American dream: A master Narrative. Paper presented at the National Communication Association Convention, Chicago.
- Dougherty, D. S.; *Mobley, S., & *Smith, S. (2008). Language Convergence and Meaning Divergence: A theory of intercultural communication. Paper presented at the National Communication Association, San Diego.
- *McGuire, T., & Dougherty, D. S., (2008). Parochial boarding schools as total institutions: All-encompassing organizational life in the eye of the Panopticon. Paper presented National Communication Association, San Diego.
- Dougherty, D. S. (2007). Seeking Meaning: Exploring questions of validity and rigor in qualitative research methods. Panel Respondent at the National Communication Association, Chicago.
- Dougherty, D. S. (2007). Womentoring Panel on Advising Graduate Students. Panelist at the National Communication Association, Chicago.
- Dougherty, D. S., & *McGuire, T. (2007, November). Sexual harassment of nurses by patients: Competing tensions of identity and control. Paper presented at the National Communication Association, Chicago.
- Dougherty, D. S. (2007, October). *“What do you Advise? How do you Advise?”: Raising the Curtain on the Practical Details of Managing a Graduate Student Advising Relationship.* Panelist for panel discussion at the annual convention of the Organization for the Study of Communication, Language and Gender, Omaha, NE.

- Meisenbach, R. J., & Dougherty, D. (2007, October). *Corporate Colonizing Ourselves: Managing Maternity Leave in Academe*. Paper presented at the annual convention of the Organization for the Study of Communication, Language and Gender, Omaha, NE.
- Dougherty, D. S. (2006, November). *Sexual Harassment: Chronic Destruction in the Workplace*. Panel presentation at the National Communication Association, San Antonio, TX.
- Dougherty, D. S., Kramer, M. W., *Hamlett, S., & *Kurth, T. K. (2006, November). *Language Convergence meaning divergence: An Examination of Language and Meaning for Social-Sexual Behaviors in Organizations*. Paper presented at the National Communication Association, San Antonio, TX.
- Dougherty, D. S. (2005, November). *Second Opinions and Family History: An Intergenerational Dialogue on the Future of Organizational Communication*. Chair of panel at the National Communication Association, Boston, M.A.
- *Armfield, G. G., & Dougherty, D. S. (2005, November). *Measuring vocational anticipatory socialization: The Vocational Anticipatory Socialization Index (VASI)*. Paper presented at the National Communication Association, Boston, MA.
- Dougherty, D. S., & *Smith, F. (2005, November). *Male victims of sexual harassment: A sensemaking approach*. Paper presented at the National Communication Association, Boston, MA.
- Dougherty, D. S. (2005, November). *Feminist Standpoint(ing) as Process: A Grounded Theory Study of Reflexivity and Reflexivity Evasion During Sexual Harassment*. Paper presented at the National Communication Association, Boston, MA.
- *McGuire, T., & Dougherty, D. S., & *Atkinson, J. (2005, November). "Paradoxing the dialectic": *The impact of patients' sexual harassment in the discursive construction of nurses' caregiving roles*. Paper presented at the National Communication Association, Boston, MA.
- *Dixon, M. A. & Dougherty, D. S. (2004, November) *Bridging the gap: Managing the multiple meanings of organizational culture*. Paper presented at the meeting of the National Communication Association, Chicago, IL.
- Dougherty, D. S., & *Atkinson, J. (2004, November) *Profile of a sexual harasser: Competing ethical communities and a researcher's dilemma*. Paper presented at the meeting of the National Communication Association, Chicago, IL.
- *Jergens, R., & Dougherty, D. S. (2004, November). *Labeling effects: A feminist standpoint analysis of marginalizing through labeling in teen courts*. Paper presented at the meeting of the National Communication Association, Chicago, IL.

- Kramer, M. W., & Dougherty, D. S. (2004, November) *Groupthink that succeeds?* Paper presented at the meeting of the National Communication Association, Chicago, IL.
- Dougherty, D. S., & Smythe, M. J. (2003, November). *When a stranger comes calling: A case study of sexual harassment in an academic department.* Paper presented at the meeting of the National Communication Association, Miami, FL.
- *Pfaffman, T., & Dougherty, D. S. (2003, November). *The Power Paradox.* Paper presented at the meeting of the National Communication Association, Miami, FL.
- Dougherty, D. S., & *Drumheller, K. (2003, February). *Sensemaking and emotions in organizations: Accounting for emotions in a rational(ized) context.* Paper presented at the meeting of the Western States Communication Association, Salt Lake City, UT. **Top four competitive paper.**
- Dougherty, D. S. (2002, November) *The gendered construction of power during talk about sexual harassment.* Paper presented at the meeting of the National Communication Association, New Orleans, LA. **Top four competitive paper.**
- Dougherty, D. S., & Holbert, R. L. (2002, November). *A methodological reconsideration of sociological gender.* Paper presented at the meeting of the National Communication Association, New Orleans, LA.
- Kramer, M. W., Dougherty, D. S., & *Pierce, T. A. (2002, November). *Managing uncertainty during a corporate acquisition: A longitudinal study of communication during an airline acquisition.* Paper presented at the meeting of the National Communication Association, New Orleans, LA.
- Dougherty, D. S., & Smythe, M. J. (2002, November). *Naming the new face of sexual harassment for the next generation of women in the academy.* Panelists at the National Communication Association, New Orleans.
- Dougherty, D. S. (2001, November). *Feminist standpoints in organizational communication: From epistemology to grounded theory.* Paper presented at the meeting of the National Communication Association, Atlanta, GA.
- *Pierce-Plank, T., & Dougherty, D. (2001 April). *The discursive construction of power during an acquisition: The case of TWA and Ozark Airlines.* Paper presented at the meeting of the Central States Communication Association, Cincinnati, OH. **Top three competitive paper.**
- Dougherty, D. S. (2000, November). *Sexual harassment as [dys]functional process: A feminist standpoint analysis.* Paper presented at the meeting of the National Communication Association, Seattle, WA.

- Krone, K. J., Dougherty, D. S., Sloan, D. K. (2000, May). *Managed and unmanaged hearts: Men's and women's emotions in a corrections organization*. Paper presented at the meeting of the International Communication Association, Acapulco, Mexico.
- Dougherty, D. S., & Sommer, S. (1999, November). *Role status expectancy and gendered transactions: Sociological gender and perceptions of conflict*. Paper presented at the meeting of the National Communication Association, Chicago, IL.
- Dougherty, D. S., & Krone, K. J. (1999, November) *Emotional intelligence as organizational communication: A look at the construct, its possibilities, and its dark side*. Paper presented at the meeting of the National Communication Association, Chicago, IL.
- Dougherty, D. S. (1999, April). *Communication during transformation: A preliminary grounded theory of mind body integration*. Paper presented at the joint meeting of the Central States Communication Association/Southern States Communication Association, St. Louis, MO. **Top competitive paper.**
- Dougherty, D. S. (1998, April). *Emotional intelligence as organizational communication: An examination of the construct*. Paper presented at the meeting of the Central States Communication Association, Chicago, IL. **Top four competitive paper.**
- Dougherty, D. S. (1997, November). *The Co-construction of family values: Individual representation of dining table conversation and family interaction patterns*. Paper presented at the meeting of the Speech Communication Association, Chicago, IL.
- Dougherty, D. S. (1997, November). *Dialogue through standpoint: Understanding women's and men's standpoints of sexual harassment*. Paper presented at the meeting of the Speech Communication Association, Chicago, IL. **Top competitive paper.**
- Borske, A. R., & Dougherty, D. S. (1997, November). *He said/she said: Change agents within gendered interactions*. Paper presented at the meeting of the Speech Communication Association, Chicago, IL.
- Dougherty, D. S. (1997, April). *Role status expectancy and gendered transactions: Does the gender of the interactants influence perceptions of conflict styles?* Paper presented at the meeting of the Central States Communication Association, St. Louis, MO. **Top competitive paper.**
- Dougherty, D. S. (1996, November). *The mediating effect of gender on negotiated settlements*. Paper presented at the meeting of the Speech Communication Association, San Diego, CA.
- Dougherty, D. S., & Duncan, V. (1996, November). *Perceptions of power and conflict management strategies in African American dating relationships*. Paper presented at the meeting of the Speech Communication Association, San Diego, CA.

Dougherty, D. S., (1996, November). *Structuration and conflict management: Women weight lifters and change*. Paper presented at the meeting of the Speech Communication Association, San Diego, CA.

Schamber, J. & Dougherty, D. S. (1993, November). *The late nineteenth century preachers of Anglo-Israelism and the roots of the Christian Identity Movement*. Paper presented at the meeting of the Speech Communication Association, Miami, FL.

Schamber, J., Dougherty, D. S., & Dorff, T. (1991, November) *Preliminary results of an investigation on the philosophy, research techniques, and constraints of communication consultants*. Paper presented at the meeting of the Speech Communication Association, Atlanta, GA.

Dougherty, D. S. (1989, March) *Surrender oratory of Chief Seattle*. Presented at the Hayward Rhetorical Criticism Conference, Hayward, CA.

Grants and Leaves

Dougherty, D. (2013). Managing Unemployment. Faculty Incentive Grant. \$750. Funded.

Rathert, C., Simoes, E., Popejoy, L., Dougherty, D. S., Hicks, L. (2013). Advanced Planning Initiatives. Patient-Centered Outcome Research Institute, Co PI. 10%. \$1,961,672. Submitted.

Rathert, C., Popejoy, L., & Dougherty, D. (2011). Complex Healthcare Communications: Tools for Patient-Centered Conversations, Patient Centered Outcomes Research Institute, Co-PI. 10%\$221,138.00. Not funded.

Dougherty, D. S., Gist, A., & Wickert, J. (2011). Experiences of unemployment. MU Research Council Small Grant. \$980. Funded,

Popejoy, L. L. (2009). Building Academic Geriatric Nursing Capacity. Claire M. Fagin Fellowship. (Dougherty, D. S. as contract consultant for research methods. 5%). \$179,161.41. Funded.

Scott, J., & Dougherty, D. S. (December 2007). Examining Communication Challenges between Nurses and Clinical Leaders in Resolving Patient Safety Incidents. Robert Wood Johnson Foundation. Not funded.

Dougherty, D. S., Kramer, M., Hamlett, S., & Kurth, T. (May 2006). *Telling the Difference: Flirting versus Sexual Harassment*. MU Research Council Small Grant. \$613.

Dougherty, D. S. (April 2003). *Nurses Experiences with Sexual Harassment by Patients*. MU Summer Research Fellowship. \$7,000.

Dougherty, D. S., & Armfield, G. (November 2002). *Religiosity and Power as a Factor of Organizational Media Use of Technology*. MU Research Council Small Grant. \$981.00.

Dougherty, D. S. (May 2001). *Understanding Sexual Harassment Policies: Gender, Meaning, and Functionality*. MU Research Council. \$1705.00.

Teaching and Advising

University of Missouri-Columbia (2000-Present)

Graduate Seminars

Introduction to Graduate Studies in Communication

Seminar in Organizational Communication Theory (Com 8410)

Topics in Organizational Communication: Power and Organizations (Com 9430)

Topics in Organizational Communication: Structures (Com 9430)

Seminar in Qualitative Methods in Communication (Com 8130)

Research Practicum (Com 9170)

Undergraduate courses

Senior Project (Com 4974)

Organizational Communication (Com 4476)

Conflict and Communication (Com 3525)

St. Cloud State University, Minnesota (1999-2000)

Introduction to Speech Communication

University of Nebraska-Lincoln (1995-1999)

Business and Professional Communication

Communication Research

Small Group Communication

Interviewing

Fundamentals of Human Communication (Personalized System of Instruction, PSI)

Fundamentals of Human Communication (Continuing Education)

Fundamentals of Human Communication (Traditional student)

Public Speaking

Interpersonal Communication

University of the Pacific (1990-1995)

Public Speaking

Interpersonal Communication

Introduction to Argumentation

Argumentation: Theory and Practice

Persuasion Independent Study

Mentor Seminar

Forensics Practicum

Graduate Student Committees

Committee Chair

Completed degrees

Greg Armfield. Doctorate completed in 2004
Joshua Atkinson. Doctorate completed in 2004
Maria Dixon. Doctorate completed in 2004
Denise Gates, Co-Chair. Doctorate completed in 2004
Tammy McGuire, Doctorate completed in 2006
Francie Smith, Doctorate completed in 2008
Teddy K. K. Rogers, Masters completed in 2009
Kathy Denker, Doctorate completed in 2009
Joy Piazza, Doctorate completed in 2010
Jenny Dixon, Doctorate completed in 2011

Advisees in process

Ken Akers, Chair (Doctoral Candidate)
Angela Gist, Chair (Doctoral Candidate)
Jonathon Wickert, Chair (Doctoral Candidate)
Cristin Compton, Chair (Coursework)
Michael Halliwell (Coursework)

Committee Member

Completed member service—Examination/dissertation

Kris Drumheller, Member, Ph.D. Committee, 2004
John McGuire, Member, Ph.D. Committee, 2004
Laura Hudson, Member, Ph.D. Committee, 2005
Carrie Prentice, Member, Ph.D. Committee, 2005
Barbara Williams, Member, Ph.D. Committee (outside member), 2005
Amy Daulton, Member, Ph.D. Committee, 2006
William Reid, Member, Ph.D. Committee, 2006
Elizabeth Dudash, Member, Ph.D. Committee, 2007
Tina Coffelt, Member, Ph.D. Committee, 2008
Stephanie Hamlett, Member, Ph.D. Committee, 2008
Brian Kaylor, Member, Ph.D. Committee, 2008
Joy Daggs, Member, Ph.D. Committee, 2008
Claire Tan, Member, Ph.D. Committee, 2008
Amy Volgelsmeier, Outside Reader, Ph.D. Committee, 2008
Disraelly Cruz, Ph.D. Committee, 2009
Annie Yang, Ph.D. Committee, 2009
Ryan Montague, Ph.D. Committee, 2012
LuAnn Tandy, Outside Reader, Ph.D. Outside reader, 2013

Completed member service—Comprehensive exam only

Brent Foster, Member, Ph.D. Comprehensive Exam Committee, 2003
Siobhan Smith, Member, Ph.D. Comprehensive Exam Committee, 2008

Sarah Symonds, Member Ph.D. Comprehensive Exam Committee, 2010

Student in process—in department

Jackie Almquist (Doctoral Candidate)

Marlo Goldstein Hode, (Doctoral Candidate)

Peter Jensen (Coursework)

Phillip Tschirhart

Student in process—outside department

Allison Anbari, Outside Reader, Ph.D. Committee (nursing)

Putra Eka, Outside Reader, Ph.D. Committee (Restaurant & Hotel Management)

Honors and Awards

Invited presentations

Keyton, J. & Dougherty, D. S. (2013). Communicating in the interstices: Animating organizational culture. **Featured Conference Presentation.** Culture. Collaboration. Communication. Diederich College of Communication, Marquette University

Dougherty, D. S. (2012). The Reluctant Farmer: An exploration of work, social class, and the production of food. **Colloquium Presentation** for the Department of Communication, University of Missouri.

Dougherty, D.S., & Wickert, J. (2011) Emotional Intelligence. **Key Note Presentation** for the Missouri Milk, Food, and Environmental Health Association Conference. Columbia Missouri

Dougherty, D.S. (2008). Sexual harassment. **Speaker Series Presentation** at Missouri University of Science and Technology. Rolla Missouri.

Dougherty, D. S. (2007). Sexual Harassment. **Training presentation** to Registrar Personnel, University of Missouri.

Teaching and Mentoring Awards

- Golden Chalk Award, Graduate Student Association, University of Missouri, 2013.
- Excellence in Education Award, University of Missouri, 2006.
- Outstanding Professor of the Year Award, Intercollegiate Communication Organization of Mizzou, 2006
- Nominee for excellence in Graduate Research Mentoring Award. University of Missouri-Columbia chapter of Sigma XI. 2004

Research Awards

- Exemplar article in: Feeley, T. (in Press) Research from the inside-out: lessons from eight exemplars in communication." (ME Sharpe Publisher), 2013
- Article of the Year, Management Communication Quarterly, 2013

- Chapter published in the Book of the Year for the National Communication Association's, Organizational Communication Division, 2009.
- Outstanding Journal Special Issue of a Journal in Applied Communication (With Michael Kramer). National Communication Association. 2006
- Norman K. Denzin Qualitative Research Award, Carl Couch Center for Internet Research. 2004

Research Awards--Top Conference Papers

- *Top four competitive paper in Organizational Communication, 2013* Central States Communication Association Convention, Kansas City.
- *Top four competitive paper in Organizational Communication, 2012* National Communication Association Convention, Orlando.
- *Top four competitive paper in Organizational Communication, 2003* Western States Communication Association Conference.
- *Top four competitive papers in Organizational Communication, 2002* National Communication Association Conference.
- *Top three competitive papers in Organizational Communication 2001* Central States Communication Association Conference.
- *Top competitive paper/Top student paper in Communication Theory 1999* Central States Communication Association/Southern States Communication Association joint Conference.
- *Top four competitive papers in Organizational Communication 1998* Central States Communication Association Conference.
- *Top Paper in Organizational Communication/Top student paper in Organizational Communication 1997* National Communication Association Conference.
- *Top Paper in Organizational Communication 1997* Central States Communication Association Conference.

Awards and Honors--Other

- Global Scholars, University of Missouri, 2013
- Academic Keys Who's Who in Social Sciences Higher Education (WSSHE), 2009.
- Who's Who in the World, 2008.
- Madison's Who's Who Among Executives and Professionals--Honor's Edition, 2008.
- Empire Who's Who of Women in Education, Honors Edition, 2006/2007
- Hooding Faculty Marshal, University of Missouri Graduate School Commencement, May 2004
- National Honors Doctoral Seminar for selected doctoral students in communication related disciplines.1999
- Preparing Future Faculty Fellow. Program designed to teach graduate students how to work within diverse forms of academic environments. University of Nebraska, 1997-1998
- New Coach of the Year Award. Northern California Forensics Association. 1994

Fellowships

University Graduate Fellowship for outstanding academic and professional achievement.

University of Nebraska, 1998

Regents Graduate Tuition Fellowship for outstanding academic and professional achievement.

University of Nebraska, 1998

American Association of University Women Fellowship for scholastic performance and accomplishments as a student scholar. University of Nebraska, 1998

Service

External Grant Reviewer

Marsden Fund, New Zealand, Research Grant Reviewer, 2009

Social Sciences and Humanities Research Council of Canada, Research Grant Reviewer, 2008-2009

National Service: Editor

Guest Co-Editor: Special issue of Journal of Applied Communication Research on Institutional Review boards. Projected publication date is August 2005.

National Service: Editorial Boards

Communication Monographs. March 2010-present.

International and Intercultural Communication Journal, 2010-present.

Journal of Applied Communication Research. November 2001-present.

Communication Studies. July 2002-present.

Women's Studies in Communication. 2006-present.

International and Intercultural Communication Annual. 2005.

Gendered Approaches to Applied Communication. May 2001-December 2002. (Book Edited by L. Turner, H. Sterk, & P. Buzzanell).

National Service: Other

Dissertation of the Year Selection Committee: National Communication Association, 2013.

Doctoral Education Committee: National Communication Association, 2010-present

Organizational Communication Mini Conference: Identified funding and helped with organizing. The University of Missouri, 2011

Service Award Selection Committee: Organizational Communication Division of the National Communication Association. Spring 2011

Wandering Scholar: National Communication Association poster session, Fall 2010.

Top paper panel selection committee: Organizational Communication Division of the National Communication Association. Spring 2010.

Awards selection committee: Organizational Communication Division of the National Communication Association. Fall 2009.

Manuscript Reviewer for most communication journals as well as numerous interdisciplinary journals.(2000-present)

Paper reader: Feminist and Women's Studies Division of the National Communication Association. Spring 2004.

Paper reader: Organizational Communication Division of the Central States Communication Association. Fall 2000.

University Service

Curriculum, Instruction, and Advising Committee Member, 2012-2013

Research Council, 2010-present

Lectures Committee, 2009-2011

Faculty Development Awards Advisory Committee, 2009-2010

Selection Committee for the Middlebush Chair in Humanities, member 2009.

Faculty Responsibility Committee for the University of Missouri. 2005-2006.

Institutional Review Board member for the University of Missouri, 2001-2005.

Balancing Family and Academic Careers Panel presentation for the University of Missouri
Preparing Future Faculty program, April, 2005.

The A&S Committee for the Status of Women. 2002-2003.

Departmental Service

Director of Undergraduate Studies, 2012-continuing

Undergraduate Admissions, committee chair, 2012-2013

Awards Committee, committee member, 2010-2013

Director of Graduate Studies, 2009-2011

Interim Director of Public Speaking, 2008 & 2010

Faculty and Alumni Grant Committee, Chair, 2008-2011

Graduate Selection, committee chair, 2008-2011

Policy Committee member, 2010-2011

Building Renovation Suggestion Committee, member 2009-2010

Graduate Admissions Committee, member, 2007-2008

Awards Committee, Chair, 2007-2009

Policy Committee, chair, 2007-2009

Personnel, committee member, 2006

Graduate Recruitment, committee member, 2001-2005

Undergraduate Admissions, committee member 2003-2005

Graduate Student Grant Awards committee member, 2004-2005

Policy, committee member, 2001-2002

Graduate Curriculum, committee member, 2000-2002

Community Professional Service

Buck-a-Person Fund. Created and Coordinated the fundraising for a micro nonprofit organization 09-01-2005 - 12-15-2005.

The Columbia Community Montessori. Vice President of Developmental Board Development. Responsibilities include fundraising and community awareness. 2007-present.

Professional Organizations

National Communication Association

Central States Communication Association