

***Debbie S. Dougherty***  
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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**

**Editor in Chief:** Journal of Applied Communication Research, a scholarly journal from the National Communication Research Association. Responsibilities include managing approximately 250 submissions per year, with six issues each year. 2017-Present,

**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. 2014-present

**Consultant:** National Park Service. Responsibilities include providing mental models on organizational communication, training on sexual harassment from a communication perspective, developing the communication infrastructure in order to create cultural change. 2015-2017.

**Interim Chair:** Department of Communication, University of Missouri. Responsibilities include overseeing teaching, research and service for the Department through appropriate fiscal planning, policy construction, and administrative activities. 2016-2017

**Faculty Fellow:** Vice Chancellor's Office for Inclusion, Diversity, and Equity, University of Missouri. Duties include providing scholarly support for the creation of a more diverse and equitable culture at the University of Missouri. 2016.

**Associate Dean of Research:** College of Arts and Sciences, University of Missouri. Duties include supporting the research mission of the college. 2014-2016

**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)

Clair, R. P., Brown, N. E., Dougherty, D. S., Delemeester, H. K., Geist-Martin, P., Gorden, W. I., Sorg, T. & Turner, P. K. (2019). #MeToo, sexual harassment: An article, a forum, and a dream for the future. *Journal of Applied Communication Research*, 47, 111-129, DOI: [10.1080/00909882.2019.1567142](https://doi.org/10.1080/00909882.2019.1567142) **Most Read Publication in the History of JACR.**

\*Anbari, A. B., Vogelsmeier, A., Dougherty, D. S. (2019) Patient Safety Communication Among Differently Educated Nurses: Converging and Diverging Meaning Systems. *Western journal of nursing research*,

Keyton, J., Clair, R., Dougherty, D.S., Compton, C., Forbes Berthoud, D., Manning, J., & Scarduzio, J. A. (2018). Addressing sexual harassment in a sexually charged national culture: a Journal of Applied Communication Research Forum. *Journal of Applied Communication Research*, 46, 665-683

- Dougherty, D. S. (2018). The Omissions That Make So Many Sexual Harassment Policies Ineffective. *Harvard Business Review—Must Reads for 2019*. (Reprinted from 2017 HBR)
- Dougherty, D. S., Schraedley, M. A., Gist-Mackey, A. N., & Wickert, J. (2018). A Photovoice study of food (in)security, unemployment, and the discursive-material dialectic. *Communication Monographs*. Online First.
- \*Compton, C. A., & Dougherty, D. S. (2017). Organizing sexuality: Silencing and the push-pull process of co-sexuality in the workplace. *Journal of Communication* 67, 874-89.
- Dougherty, D. S. (2017, May 31). The Omissions That Make So Many Sexual Harassment Policies Ineffective. *Harvard Business Review*. **(Invited)**
- Dougherty, D. S., \*Rick, J., & Moore, P. (2017). Unemployment and social class stigmas. *Journal of Applied Communication Research*, 45, 495-516.
- Smith, F. L. M., & Dougherty, D. S. (2017). Member-Created Participatory Paradoxes in Church Decision Making. *Southern Communication Journal*, 82, 140-151
- Dougherty, D. S. & \*Goldstein Hode, M. (2016). Binary logics and the discursive interpretation of organizational policy: Making meaning of sexual harassment policy. *Human Relations*. 69, 1729-1755
- Krone, K. J. & Dougherty, D. S. (2015). From emotional labor to critical emotional agency. *The Electronic Journal of Communication*. Volume 25, [http://www.cios.org/getfile/025302\\_EJC](http://www.cios.org/getfile/025302_EJC)
- Bisell, R. S., Barge, K. J., **Dougherty, D.S.** Lucas, K. & Tracy, S. J. (2014). A round-table discussion of “Big” data in qualitative organizational communication research. *Management Communication Quarterly*, 28, 625-649.
- \*Dixon, J., & **Dougherty, D.S.** (2014). A Language Convergence/Meaning Divergence Analysis Exploring How LGBTQ and Single Employees Manage Traditional Family Expectations in the Workplace. *Journal of Applied Communication Research* 42, 1-19
- 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-Wagner 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. & Sorg, T. (In Press). Sexual Harassment, Communication, and the Bystander: Setting an Applied Agenda. In D. O'Hair & M. J. O'Hair (Eds.), *Handbook of Applied Communication Research*. Wiley.
- Dougherty, D. S. (2018). Language convergence/meaning divergence theory: Creating conflict through miscommunication. In D. O. Braithwaite, E. A. Sutter, & K. Floyd (Eds). *Engaging theories in family communication. Multiple Perspectives* (2<sup>nd</sup> ed.). New York: Routledge.

Dougherty, D. S., & Denker, K. J. (2015). Reclaiming connections: Constructing a web-of-feminisms. In A. Martinez & Miller, L. (Eds) *Challenging Social Norms & Gender Marginalization in a Transitional Era*. Rowman & Littlefield Publishing Group. 229-245.

Dougherty, D. S. (2009). Sexual Harassment. In W. Eadie (Ed). *21<sup>st</sup> Century 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. & Harris, K. (2017). Feminism. *Encyclopedia of Organizational Communication*. Wiley

Dougherty, D. S. & McCormick, M. (2017). Sexual Harassment. *Encyclopedia of Organizational Communication*. Wiley

Dougherty, D. S. & Meyer, M. (2016). Sexual harassment. *The International Encyclopedia of Interpersonal Communication*. Wiley.

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.

### **Sample of Conference Presentations**

Dougherty, D. S. (2018). Addressing Sexual Harassment in a Sexually-Charged National Culture. Panelist. Presented at the National Communication Association Convention, Salt Lake City.

Dougherty, D. S. (2018) We're NOT playing: #Me Too, #Time's Up, and #the game IS changing. Panelist. Presented at the National Communication Association Convention, Salt Lake City.

Dougherty, D.S. (2017). Meet the NCA Journal Editors. Panelist. Presented at the National Communication Association Convention, Dallas.

- Dougherty, D. S. (2017) Re-Professionalizing the Professoriate: Next Steps for Communication Studies? Panelist. Presented at the National Communication Association Convention, Dallas.
- Wickert, J. E.; Gist-Mackey, A. N.; Dougherty, D. S. (2017). Using Communication Withdrawal to Manage Unemployment Stigma. Presented at the National Communication Association Convention, Dallas.
- Dougherty, D. S. (2017) Communicating Relevance at the Intersection of Food and Identity: Leaving a Legacy for Future Generations. Panelist. Presented at the National Communication Association Convention, Dallas.
- Dougherty, D. S.; Schraedley, M. A.; Wickert, J. E. (2016). Revealing/Concealing among the Unemployed: Body Class/Text Class Discourses of Food Insecurity. Poster Presentation. Presented at the National Communication Association Convention, Dallas.
- Dougherty, D. S. (2016) The Role of Communication in the Retirement Process: Understanding the Complexities of Retiring in the United States. Panelist. Presented at the National Communication Association Convention, Dallas.
- Dougherty, D. S., Rick, J. M., & Moore, P. (2015). Language Convergence/Meaning Divergence around the Stigmas of Social Class and Unemployment. Presented at the National Communication Association Convention, Dallas.
- Krone, K. J. & Dougherty, D. S. (2014). Re-claiming an unfinished past: From emotional labor to critical emotional agency. Presented at the National Communication Association Convention, Chicago.
- Dougherty, D. S., Koch, M. A., Wickert, J., & Gist, A. N. (2014). The Discursive Formation of Food Insecurity among the Unemployed. Presented at the National Communication Association Convention, Chicago.
- Dougherty, D. S. (2014). Sex at 100: The Past, Present, and Future of Sexuality and Communication Studies. Panelist. National Communication Association Convention, Chicago.
- Gist, A. N. & Dougherty, D. S. (2014). Weaving the web-of-power through divergent job search communication training for the working and middle classes. Presented at the National Communication Association Convention, Chicago.
- Dougherty, D. S. (2014). Top Papers in Organizational and Professional Communication. Respondent. The Central States Communication Association Convention, Minneapolis.



- Dougherty, D. S. (2014). The Gleeful Destruction of Elevated Emotions in Workplace Camaraderie. Paper presented at the Central States Communication Association Convention, Minneapolis. **Top Competitive Panel**
- Dougherty, D. S. (2013). A candid discussion about “Big” qualitative data in organizational communication. Panelist. National Communication Association, Washington D.C.
- Dougherty, D. S. & \*Goldstein Hode, M. (2013). A tool, a weapon, a double-edged sword: Contesting Sexual Harassment Policy through Organizational Culture. 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. 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**

Groves, P. S., Cram, E., & Richards, C. (2014). Assessing the Feasibility of a Patient-Safety Simulation Experiment. University of Iowa. Consultant. Total \$53,010. Funded

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. Not Funded.

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)*  
*Topics in Organizational Communication: Food and Organizing*  
*Topics in Organizational Communication: Organizing and the Chief Diversity Officer*  
*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)*  
*Research Methods*

**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  
Angela Gist, Doctorate completed in 2014  
Jonathon Wickert, Doctorate completed in 2014  
Megan Schraedly (Koch), Masters completed in 2014  
Cristin Compton, Doctorate Completed in 2016  
Marcus Ferguson, Masters completed in 2017  
Kenneth Akers, Doctorate Completed in 2017  
Megan Schraedly (Koch), Doctorate Completed in 2018  
Michael Halliwell, Completed in 2018

***Advisees in process***

Marcus Ferguson (Ph.D. Coursework)  
Tyler Sorg (Ph.D. Coursework)  
Scott Branton (Ph.D. 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  
Marlo Goldstein Hode, Ph.D. Committee, 2014  
Jackie Almquist, Ph.D. Committee, 2015  
Peter Jensen, Ph.D. Committee, 2016  
Jessica Rick, Ph.D. Committee, 2017  
Allison Anbari, Outside Reader, Ph.D. Committee (nursing), 2017



Putra Eka, Outside Reader, Ph.D. Committee (Restaurant & Hotel Management), 2017  
Kim Kelling, Ph.D Committee (Journalism), 2018

***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***

Jacklyn Brandhorst (Doctoral Candidate)  
Anna Valiavska (Doctoral Candidate)  
Dierdre Zerilli (Doctoral Candidate)  
Darvelle Hutchins (Ph.D. Coursework)

***Student in process—outside department***

Beatriz Costa Lima (Journalism)  
Elizabeth Fritz (Nursing)

**Honors and Awards**

**Research Awards and Honors**

- The Jack Kay Award for Community Engagement and Applied Communication Scholarship (2019). *Central States Communication Association*
- HBR Article identified as one of the 2019 Must Reads from the Harvard Business Review.
- Exemplar article in: Feeley, T. (2014) Research from the inside-out: lessons from eight exemplars in communication." (ME Sharpe Publisher).
- 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 panel Award in Organizational Communication, 2014 Central States Communication Association Convention, Minneapolis.*
- *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**

- Quoted in hundreds of magazines and newspapers including **Reuters, Washington Post, Huffington Post, etc.**, for my expertise as a scholar who studies Sexual Harassment
- **Oprah Magazine**, Featured expert, March 2018.
- SEC Leadership Fellow, University of Missouri representative to the South Eastern Conference, 2015-2016
- Hooding Faculty Marshal, University of Missouri Graduate School Commencement, May, 2014
- Faculty Mentor, National Doctoral Honors Seminar, University of Maryland, 2014
- Global Scholars, University of Missouri, 2013
- Academic Keys Who's Who in Social Sciences Higher Education (WWSSHE), 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

#### **Teaching and Mentoring Awards**

- Outstanding Faculty Award, Association of Communication Graduate Students, 2015
- Lambda Pi Eta, Honorary inductee, 2014
- Gold 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

**Invited presentations/trainings**

Dougherty, D. S. (March, 2019). *The Organizational Predator*. University of Southern California, Business School.

Dougherty, D. S. & Sorg, T. (January, 2019). *Sexual Harassment Training for PFS Brands*.

Dougherty, D. S. (October, 2018). *Sexual Harassment and the Bystander*. Concordia University, Montreal.

Dougherty, D. S. (May 2018). *Sexual Harassment as a Systemic problem* Singapore.

Dougherty, D. S. (2018) *Women in Medicine and Medical Research Annual Women's Faculty Development Conference*. Topic—*Being a Better Ally for Women Targeted with Sexual Harassment*, University of Missouri School of Medicine.

Dougherty, D. S. (2017-2019). *National Park Service Consortium*. Topic—*A Communication Approach to Sexual Harassment*. Gettysburg and Washington DC.

Dougherty, D.S. (April 2016). *Invited Speaker for the Public Affairs Conference*, Missouri State University. Topics *included Food, Language and Conflict; and Sexual Assault on College Campuses*. Springfield, Missouri.

Dougherty, D. S. (Nov. 2015). *The Reluctant Farmer—Doing Ethnography in Organizational Communication*. Qualitative Ethnography Class, Wayne State University, Detroit MI.

Dougherty, D. S., & Harris, Kate. *Sexual aggression: Power, agency, and organizing*. **Colloquium Presentation** for the Department of Communication, University of Missouri.

Dougherty, D. S. (Feb 6, 2015). *Selecting a qualitative Research topic*. Introduction to Graduate Studies. New Mexico State University.

Dougherty, D. S. (October 23, 2014). *Sexual Harassment and Organizational Culture*. Graduate Theory Course, Department of Communication, North Carolina State University.

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.

### **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/Volunteer Activity**

#### **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**

*Editor in Chief, Journal of Applied Communication Research, 2018-Present*

*Guest Co-Editor: Special issue of Journal of Applied Communication Research on Institutional Review boards.*

#### **National Service: Editorial Boards**

Management Communication Quarterly, 2013-present

Electronic Journal of Communication, special issue editorial board. 2014

Southern Communication Journal, 2013-present

Communication Monographs. March 2010-2015.

International and Intercultural Communication Journal, 2010-2014.

Journal of Applied Communication Research. November 2001-present.

Communication Studies. July 2002-present.

Women's Studies in Communication. 2006-2010.

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**

*Top Paper Selection Committee*, Organizational Communication Division, National Communication Association, 2017

*Top Paper Panel Respondent*, Organizational Communication Division, Central States Communication Association, 2014

*Article of the Year, selection committee*: Management Communication Quarterly, 2014

*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**

#### *University and College Service*

College Tenure and Promotion Committee, University of Missouri, 2018-2019

University Tenure and Promotion Committee, University of Missouri, 2017-2018

Advisor to Chuck Henson, Chief Diversity Officer, University of Missouri following the 2015 uprising at the University of Missouri. I worked behind the scenes to provide professional advice on how to use communication to create change in an organizational culture. Eventually I was given a Faculty Fellow role at the University to acknowledge my ongoing efforts.

Created the University messaging for Diversity, Inclusion, and Equity, 2015-2016—this was the messaging used by the University of Missouri to move forward after the events of 2015-2016. To accomplish this work, I designed the messaging, created a power point presentation, and then gave the presentation numerous times to people at various levels of the University. My impression is that the current administration and communication

Faculty Recognition Task Force, Provost's Office, University of Missouri, 2015-2016

Executive Committee, College of Arts and Sciences, 2014

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

Research Council, 2010-2014

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**

Awards Committee Member, 2015-2016  
Policy Committee Member, 2013-2014  
Undergraduate Advisory Committee, member, 2013  
Verser Grant Award committee member, 2013  
Director of Undergraduate Studies, 2012-2013  
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**

*Master of Ceremonies, fundraiser for North Callaway High School, 2018*

*Master of Ceremonies, fundraiser for Williamsburg Elementary.*

*The Columbia Community Montessori.* Vice President of Developmental Board Development.  
Responsibilities include fundraising, community awareness, and status development,  
2005-2017. From this work, I developed the “Dream Weaver” theory of nonprofit  
development and management.

*Williamsburg Elementary School President.* 2009-2011 & 2014-2016

*Fundraiser Event Coordinator, Williamsburg Elementary School, 2009-2011 & 2014-2016.* I  
organized and ran the major fundraiser for the Williamsburg Elementary school, which  
is a Title 1 School with a low socio-economic average income per family. I worked

with my team to increase profit from \$2500 the year before I began my work, to almost \$11,000 during the last year I was the event coordinator.

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