

**Yang Soo Kim, Ph.D.**  
**Professor**  
**Department of Communication Studies**  
**Middle Tennessee State University**  
**Murfreesboro, TN 37132**

**EDUCATION**

PhD Communication, 2003, University of Oklahoma  
M. Div/Christian Education, 1997, Southeastern Baptist Theological Seminary  
MA Communication, 1995, Southwestern Baptist Theological Seminary  
BA Malay-Indonesian, 1984, Hankuk University of Foreign Studies, Seoul, Korea

**PROFESSIONAL EXPERIENCE**

**2017-Present** Professor  
**2008-2017** Associate Professor  
**2003-2008** Assistant Professor  
**1989-1993** Assistant Manager , Overseas Business Department  
Shinhan Engineering & Construction Company, Ltd. Seoul, Korea  
**1985-1988** Marketing Chief/International Marketing  
Middle East Branch Office in Kingdom of Saudi Arabia  
Shinhan Engineering & Construction Co., Ltd.

**TEACHING ACTIVITY**

**Middle Tennessee State University**

- MALA 6040 Global Competence: Communication, Culture and Society
- ORCO 3240 Introduction to Organizational Communication
- ORCO 4200 Multinational Organization
- COMM4800 Special Topics—Multicultural Forensic Communication
- COMM 3560 Intercultural Communication
- COMM 3350 Diversity in Communication
- COMM 4600 Communication Research Methods
- COMM 3300 Theory, culture and Film
- COMM 3220 Small Group Communication
- COMM 2300 Interpersonal Communication
- COMM 2200 Fundamentals of Communication

**Invited Lectures Overseas for International Programs**

- **Ewha Graduate School of Business, MBA program (Fall 2018)**  
-International Business  
Ewha Womans University, Seoul, Korea
- **Pusan National University, Department of Communication (Fall 2018)**  
-Intercultural Communication  
Pusan National University, Busan, Korea

- **Hanyang University International Summer School (Summer 2015)**  
 -International Business  
 -Business Communication  
 Hanyang University, Seoul, Korea
- **Hanyang University International Summer School (Summer 2014)**  
 -International Business  
 -Business Communication  
 Hanyang University, Seoul, Korea
- **Cyber Hankuk University of Foreign Studies On-line Lecture (2011-2013)**  
 -Understanding Global Media  
 Cyber Hankuk University of Foreign Studies, Seoul, Korea
- **Hanyang Cyber University On-line Lecture (2011-2013)**  
 -Understanding Mass Media and Pop Culture  
 Hanyang Cyber University, Seoul, Korea
- **Sookmyung Women's University Summer School (2011)**  
 -Leadership and Organizational Communication,  
 Sookmyung Women's University, Seoul, Korea

## RESEARCH

### Book Publications

- \* Koh, Y. H., & Kim, Y. S. (2017). Global Business-Wa-Indonesia- I-Moonhwa-I-Hae [Global Business and Understanding Indonesian Culture] Hankuk University of Foreign Studies (HUFS) Knowledge Press. Seoul, Korea.

### Academic Journal Publications

01. Kim, Y.S., & Lee, S. C. (in press). Adaptive personality, Communication Competence and Psychological Health: An Exploratory Study of Cross-cultural Adaptation of Korean Expatriates in India. *Journal of Intercultural Communication*.
02. Kim, Y.S., & Kim, Y. Y. (2016). Ethnic Proximity and Cross-Cultural Adaptation: A Study of Asian and European Students in the United States. *Intercultural Communication Studies*, xxv ( 3), 61-80.
03. Kim, Y.S. (2016). Multiculturalism and Interethnic Communication in Korea: An Examination of the Context-Behavior Factors. *Intercultural Communication Studies*, xxv (3), 81-98.
04. Ahn, J., & Kim, Y.S. (2015) Communication Experiences of North Korean Defectors in Los Angeles: An Exploratory Interview Study of Cross-Cultural Adaptation, *International Journal of Arts and Humanities*, 1(1), 13-24.
05. Jones, R., & Kim, Y. (2013). Communication Experiences of International Students in the U.S.: A Comparison Study of Cross-Cultural Adaptation between European and Asian Students. *Scientia et Humanitas*, Vol.3, 83-104.
06. Kim, H., & Kim, Y. (2013). Invisible Americans: Exploring Asian Parents' Perception about School Discrimination in the U.S. *Scientia et Humanitas*, Vol. 3, 133-146.
07. Kim, Y.S. (2012). An Island of Koreanness in the Sea of Americanness: An Ethnographic Case Study of Intercultural Communication in Two Tae Kwon Do Schools in the U.S. *Human Communication*, 15(2), 85-101.
08. Kim, Y.S. (2012). Exploring Communication Competence and Psychological Health: A Study of Cross-cultural Adaptation among Young Korean Immigrants (1.5ers) in the U.S. *Journal of Intercultural Communication*, 28, p4-4, 1p.
09. Kim, Y.S. (2008). Communication Experiences of American Expatriates in South Korea: A Study of

- Cross-Cultural Adaptation. *Human Communication, 11*, 511-528.
10. Kim, Y.S. (2007). Communication Experiences of Korean Expatriates in the U.S.: A Study of Cross-cultural Adaptation. *Human Communication, 10* (3), 213-230.
  11. Kim, Y.S., & Kim, Y. Y. (2007). Communication Patterns and Psychological Health in the Process of Cross-cultural Adaptation: A Study of American and Korean Expatriate Workers. *International and Intercultural Communication Annual, 30*, 229-258.
  12. Kim, Y. Y., & Kim, Y. S. (2004). The Role of Host Environment in Cross-cultural Adaptation: A Comparison of American Expatriates in South Korea and Their Korean Counterparts in the United States. *Asian Communication Research, 3*, 5-25.
  13. Kim, Y. S. (2001). Host communication competence and psychological health: exploring cross-cultural adaptation of Korean expatriate workers in the U.S. *The Journal of Intergroup Relations, 28*, 33-47.

### **Conference Papers/Presentations**

01. Kim, Y.S. (2019). Adaptive personality, communication competence and psychological health: A study of cross-cultural adaptation of Korean Expatriates in Indonesia. Panel for Korean American Communication Association Division (“Hi)stories and voices of survivors: Korean immigrants and sojourners across the world”) at the annual conference of the National Communication Association, Baltimore, MD
02. Kim, Y.S. (2017). Korean Expatriates in India: Preparedness, Adaptive Personality, Host Communication Competence and Cross-cultural Adaptation. Asian/Pacific American Communication Studies Division at the annual conference of the National Communication Association, Dallas, TX.
03. Kim, Y.S. (2017). The Legacy and Relevance of Korean Communication Studies: Establishing a New Agenda. Asian/Pacific American Communication Studies Division & International and Intercultural Communication Division. Dallas, TX.
04. Kim, Y. S., & Kim Y. Y. (2016) Ethnic Proximity and Cross-Cultural Adaptation: A Study of Asian and European Students in the United States. International and Intercultural Communication Division at the annual conference of the National Communication Association, Philadelphia, PA.
05. Kim, Y.S. (2016). Preparedness, Adaptive Personality and Cross-cultural Adaptation: A Study of Korean Expatriates in Indonesia Asian/Pacific American Communication Studies Division at the annual conference of the National Communication Association, Philadelphia.
06. Ahn, J., & Kim, Y. (2015). **(Top session paper)** Communication Experiences of North Korean Defectors in Los Angeles: An Exploratory Interview Study of Cross-Cultural Adaptation. The Korean American Communication Association at the annual conference of the National Communication Association, Las Vegas, NV.
07. Kim, Y. S. (2015). Ethnic proximity, Communication competence, and Psychological Health: A study of cross-cultural Adaptation among International Students in the U.S. at 9<sup>th</sup> Biennial Congress of the International Academy for Intercultural Research, Bergen, Norway,
08. Kim, Y.S. (2014). Communication Competence and Its Influence on the Process of International Students’ Cultural Adjustment: Reexamining An Integrative Theory. The International & Intercultural Communication Division at the annual conference of the National Communication Association, Chicago, IL.
09. Kim, Y.S. (2013). Interethnic Attitudes and Multiculturalism in South Korea. The Korean American Communication Association at the annual conference of the National Communication Association, Washington, DC.
10. Kim, Y. S. (2013). Business managers and sojourner adaptation. The panel of Research, Application, and Future Frontiers: Y. Y. Kim’s Integrative Theory of Communication and Cross-Cultural Adaptation. Annual conference of International Academy of Intercultural Research (IAIR), Reno, NV.
11. Kim, Y.S. (2012). Ethnic proximity, host communication competence, and psychological health: a study of cross-cultural adaptation among international students in the U.S. The International & Intercultural

- Communication Division at the annual conference of the National Communication Association, Orlando, FL.
12. Kim, Y.S. (2010). **(Top session paper)** Communication Competence and Psychological Adaptation among Young Korean Immigrants (1.5ers) in the U.S. Korean American Communication Association at the annual conference of the National Communication Association, San Francisco, CA.
  13. Kim, Y.S. (2008). Exploring Communication Competence and Psychological Adaptation among Korean Immigrant Adolescents (1.5ers) in the U.S. Extended Abstract presented to the Korean American Communication Association at the annual conference of the National Communication Association, Chicago, IL.
  14. Kim, Y.S. (2007). An Island of Koreanness in the Sea of Americanness: An Ethnographic Case Study of Two Tae Kwon Do Schools. Paper presented to the International & Intercultural Communication Division at the annual conference of the National Communication Association, Chicago, IL.
  15. Kim, Y.S. (2006). Communication Experiences of Korean Expatriates in the U.S.: A Study of Cross-cultural Adaptation. Paper presented to the International & Intercultural Communication Division at the annual conference of the National Communication Association, San Antonio, TX
  16. Kim, Y.S. (2006). Intercultural Leadership in Globalized Business Environment. Paper presented to the Corporate and Organizational Communication Interest Group at the annual conference of Tennessee Communication Association, Murfreesboro, TN.
  17. Kim, Y.S., & Kim, Y. Y. (2005). Communication Patterns and Psychological Health in the process of Cross-cultural Adaptation: A Study of American and Korean Expatriate Workers. Paper presented to the International & Intercultural Communication Division at the annual conference of the National Communication Association, Boston. M.A.
  18. Kim, Y.S. (2005). Communication competence and psychological health: a study of cross-cultural adaptation among American expatriate workers in South Korea. Paper presented at the 2<sup>nd</sup> international conference on Cultural Diversity at MTSU.
  19. Kim, Y. S. (2005). The necessity of intercultural training program in health care setting. Paper presented to the Corporate and Organizational Communication Interest Group at the annual conference of Tennessee Communication Association.
  20. Kim, Y. Y., & Kim, Y. S. (2004). The Role of Host Environment in Cross-cultural Adaptation: A Comparison of American Expatriates in South Korea and Their Korean Counterparts in the United States. Paper presented to the International & Intercultural Communication Division at the annual conference of the National Communication Association, Chicago, IL.
  21. Kim, Y. Y., Ogawa, N., McClure, R., & Kim, Y. S. (2003, November). Interethnic Communication among Adult Americans: an examination of contextual and behavioral factors. Paper presented to the International & Intercultural Communication Division at the annual conference of the National Communication Association, Miami, FL.
  22. Kim, Y.S. (2003). **(Top Student Paper)** Host Communication Competence and Psychological Health: A Study of Cross-cultural Adaptation of Korean Expatriate Employees in the United States. Paper presented to the Intercultural Communication Division at the annual conference of the International Communication Association, San Diego, CA.
  23. Kim, Y. Y., McClure, R., Ogawa, N., & Kim, Y. S. (2003, May). Patterns of Interethnic Communication: A quantitative-qualitative examination of behavioral and contextual factors among Adult Americans. Paper presented to the International & Intercultural Communication Division at the annual conference of the International Communication Association, San Diego, CA.
  24. Kim, Y. Y., Kim, Y. S., Duty, D., & Yoshitake, M. (2002). Patterns of Interethnic Communication among University Students: A Survey. Paper presented to the International and Intercultural Communication Division at the annual conference of the National Communication Association, New Orleans, LA.

25. Kim, Y. S. (2001). A stranger in a new cultural milieu: expatriates and cross-cultural adjustment. Paper presented to the International and Intercultural Communication Division at the annual conference of the National Communication Association, Atlanta, GA.
26. Kim, Y.S. (2000). Host communication competence and psychological health: an exploratory study of cross-cultural adaptation of Korean expatriate workers in the United States. Paper presented to e International and Intercultural Communication Division at the annual conference of the National Communication Association, Seattle, WA.
27. Kim, Y.S., & Wanstrom, J. (2000). Exploratory study of the portrayal of ethnic minority groups in political advertising. Paper presented to the Communication Scholar Conference, Norman, OK.
28. Kim, Y.S. (1999). Host communication competence and psychological health: a study of Korean students' cross-cultural adaptation to an American campus. Paper presented to the Korean American Communication Association at the annual conference of the National Communication Association, Chicago, IL.

## **TRAINING/INVITED LECTURES/INVITED PUBLICATION**

### **Invited Publications in Korean**

01. The Magazine of Human Resources Management (April, 2015). "Components of Successful Corporate Cultures for U.S. Companies."
02. The Magazine of Human Resources Management (December, 2014). "Effective Virtual Team Management."
03. JOBKOREA (October, 2014), "Effective Presentation Skill to Promote Your Brand Value"
04. The Magazine of Human Resources Management (September, 2014). "The Civil Rights Act and HR Issue in the U.S."
05. The Magazine of Human Resources Management (June, 2014). "Effective Employee Training in US Companies."
06. The Magazine of Human Resources Management (March, 2014). "Outlook of HR Technology in the U.S."
- 07 The Magazine of Human Resources Management (December, 2013). "The Changes at Workplace in the U.S. for 2014."
08. The Magazine of Human Resources Management (September, 2013). "The Development of Global Leaders in the U.S."
09. JOBKOREA (July, 2013). "Guidelines for the future young global leaders: how to deal with culture shock successfully overseas."
10. The Magazine of Human Resources Management (June, 2013). "Management of Expatriate Managers in the U.S."
11. JOBKOREA (March, 2013). "Guidelines for college graduates who want to work in global company"
12. The Magazine of Human Resources Management (March, 2013) "E-learning and HR"
13. The Magazine of Human Resources Management (December, 2013). "U.S. Election and Future of HR in the U.S."
14. The Magazine of Human Resources Management\* (September, 2012). "Multigenerational workforce and HR strategy for U.S. Companies."
15. The Magazine of Human Resources Management (June, 2012). "Cross-cultural Training for U.S. companies"
16. The Magazine of Human Resources Management (March, 2012). "The Social media and HR in the U.S."
17. The Magazine of Human Resources Management (December, 2011). "Upcoming HR trends in the U.S. for 2012."
18. The Magazine of Human Resources Management (September, 2011). "HR issues and challenges in the U.S. for 2011."
19. The Magazine of Human Resources Management (June, 2011). "Corporate Diversity Training in the U.S."

20. The Magazine of Human Resources Management (March, 2011). “Ethics and corporate culture for global organizations: lessons from Google.”
21. The Magazine of Human Resources Management (December, 2010). “HR issues and tasks for the U.S companies in 2011.”
22. The Magazine of Human Resources Management (November, 2010). “The Global Trend of the New Employee Training—the Case of US Companies.”
23. Plus Life (October, 2010). “Who is our neighbor?—how to accommodate multiculturalism in Korean Society.”
24. The Magazine of Human Resources Management (September, 2010). “BP Oil Spill and the Lesson for Human Resource Management.”
25. The Magazine of Human Resources Management (June, 2010). “The Successful Human Management Case of FedEx.”
26. The Magazine of Human Resources Management (March, 2010). “Global Business and Intercultural Training in the U.S.”

### **Invited Keynote Speeches/Presentations**

- “Global Business and Cross-cultural Adaptation,” Colloquium, Hankuk University of Foreign Studies (HUFS), Seoul, Korea (November, 2018)
- “International Development Project and Effective Cross-cultural Communication,” Welfare Institute for Disabled, Seoul, Korea (October, 2018).
- “Korean expatriate managers in India: A study of cross-cultural competence and adjustment for successful international market entry,” Special Research Seminar, Center for Area Studies (Asia Pacific Team), Korea Institute for International Economic Policy (KIEP), Seoul, Korea (September, 2018)
- “Global Manager, Global Competence,” Pohang University of Science and Technology (POSTECH), Pohang, Korea (June, 2014)
- “International Students’ Adjustment to American Environment,” ESL center, Murfreesboro, TN (February, 2013)
- “Managing Diversity for International Managers,” Training Workshop, LG Electronics, Seoul, Korea (July, 2012)
- “Effective Communication for Health Care Professionals,” Jeju University Medical School, Jeju, Korea (July, 2010)
- “Understanding Culture and Cross-cultural Adaptation,” Senior School, Nashville, TN (April, 2009)
- “Effective Cross-cultural Adaptation in the U.S.,” Senior School, Nashville, TN (October, 2008)
- “Understanding American Culture,” Senior School, Nashville, TN (April, 2008)
- “Cross-cultural Adaptation for Mission Workers,” Media Mission class, Southwestern Baptist Theological Seminary, Fort Worth, TX (February, 2000)
- “Intercultural Communication Competence for Mission Workers,” Media Mission class, Southwestern Baptist Theological Seminary, Fort Worth, TX (February, 2002)

### **AWARDS, HONORS & GRANTS**

- **MTSU Non-Instructional Assignment Grant**  
Middle Tennessee State University (Fall, 2018)
- **MTSU URECA (Undergraduate Research Experience and Creative Activity) Grant**  
Middle Tennessee State University (Summer, 2016)
- **MTSU URECA (Undergraduate Research Experience and Creative Activity) Grant**  
Middle Tennessee State University (Fall, 2012)

- **MTSU FIRE (Forensic Institute for Research and Education) Grant**  
(for new course creation with forensic emphasis)  
Middle Tennessee State University, Forensic Institute for Research and Education (Summer, 2012)
- **Faculty Development Grant**  
Middle Tennessee State University, Office of the Vice Provost for Academic Affairs (Spring, 2012)
- **Academic Year Research Grant** (Research fund to support the scholarly/research activity for faculty)  
Middle Tennessee State University (Spring, 2009)
- **Summer Research Grant**  
Middle Tennessee State University (Summer, 2009)
- **Funding Liberal Arts Faculty Grant-Writers** (Pilot program designed to encourage Liberal Arts faculty to seek external grant support)  
Middle Tennessee State University (Fall, 2008)
- **H. Wayland Cummings Dissertation Proposal Award**  
University of Oklahoma, Department of Communication 2001-2002
- **Graduate College Dissertation Research Grants**  
University of Oklahoma, 2002
- **Ralph Cooley Memorial Intercultural Research Award**  
University of Oklahoma, Department of Communication 2000-2001
- **Graduate Student Senate Travel Grant**  
University of Oklahoma, 2000
- **Graduate Student Senate Travel Grant**  
University of Oklahoma, 1999

#### **SERVICE ACTIVITIES to the Community Diversity Initiative (Public Service)**

- Invited lecturer (2013)  
“International Students’ Adjustment to American Environment”  
at ESL Center, Murfreesboro, TN
- Presenter of Korean culture, Asian Culture Night (2014, 2016) at Black Fox Elementary School, Murfreesboro, TN.

#### **SERVICE ACTIVITIES to Professional Organizations**

##### **Committee Member**

- Editorial board member for the *Journal of International and Intercultural Communication* (2015-)
- Nominating committee for Distinguished Scholarship Awards for International and Intercultural Communication Division of NCA (2015- )
- Chair, Corporate and Organization Communication Interest Group for Tennessee Communication Association (TCA) (2013-)
- The ICA Fellows Book Award Committee for International Communication Association (2010-2011)
- The Awards Nominating Committee for Intercultural Communication Division of International Communication Association (2010-2011)
- The Nominating Committee for The International and Intercultural Communication Division of National Communication Association (2008, 2009)
- The Awards Nominating Committee for The International and Intercultural Communication Division of National Communication Association (2006)

- *Mentor*, Korean American Communication Association (KACA) for The International Communication Association (ICA) (mentoring program for graduate students and junior faculty) (2016-2017).
- *Mentor*, Korean American Communication Association (KACA) for The National Communication Association (NCA) (mentoring program for graduate students and junior faculty) (2016-2017).

### **Panelist**

- Panel Chair (2017)  
("Organizational Culture")  
Organizational Communication Division of National Communication Association (NCA), Dallas, TX
- Panel Respondent (2016)  
("Methodological Approaches to Research on Civics in International and Intercultural Communication")  
International & Intercultural Communication Division of National Communication Association (NCA), Philadelphia, PA.
- Panel Chair (2015)  
("Intercultural Competence, Sensitivity, and Willingness to Communicate")  
International & Intercultural Communication Division of National Communication Association (NCA), Las Vegas, NV.
- Panel Chair (2015)  
("Communication Implications of Policy Making")  
Organizational Communication Division of National Communication Association (NCA), Las Vegas, NV.
- Panel Moderator (2015)  
("Innovative Courses: story telling for teaching tools")  
Tennessee Communication Association, Burns, TN
- Panel Chair (2013)  
("Health, Healing, and Intercultural Communication: Problems and Prospects")  
International and Intercultural Communication Division of National Communication Association (NCA), Washington, D.C.
- Panel Chair (2009)  
("Relationships, Marriage, Business, and Technology as cultural institutions")  
Intercultural Communication Division of International Communication Association (ICA), Chicago, IL.
- Panelist (2005)  
("Cultural Diversity")  
Columbia State Community College, Tennessee
- Panel Chair (2004)  
("Cultural Adaptation Examined: What Says, What Doesn't")  
International & Intercultural Communication Division of National Communication Association (NCA), Chicago, IL.

### **Journal/Textbook/Conference Paper Review**

#### **Journal Articles Review**

- Journal of International and Intercultural Communication (January 2018/2019)
- Journal of Community Psychology (July, 2017/December 2018/March 2019)
- Journal of International and Intercultural Communication (March, September, October, 2017)
- Journal of International and Intercultural Communication (February, 2016/August, 2016)
- Journal of International and Intercultural Communication (2008, 2010)



- The Korea TESOL Journal (2014)
- The Journal of Cross-cultural Psychology (2014)
- Communication Research (2013)
- Asian Journal of Communication (September, 2012)
- International Journal of Intercultural Relations (April, September, 2012)
- International Journal of Intercultural Relations (December, 2011)
- International Journal of Intercultural Relations (August, 2011)
- Journal of Cross-cultural Psychology (July, 2011)
- International Journal of Intercultural Relations (January, 2011)
- Western Journal of Communication (April, 2010/October, 2010)
- Communication Research (2010)
- European Journal of Social Psychology (2008)
- Social Identity (2007)
- Journal of Ethnic and Migration Studies (2006)
- International Journal of Intercultural Relations (2006)

### **Textbook Review**

- Mixed Company (Oxford University Press) (November, 2017; February, 2018)
- Teaching from the Heart: Critical Communication Pedagogy in the Communication Classroom (Cognella) (February, 2017)
- Intercultural Communication: From Critical Practice to Civil Action, Wiley-Blackwell (Malden, MA) (September, 2012)
- Intercultural Communication: A Reader, Wadsworth (Boston, MA) (February, 2012)
- The Communication Age, Sage (Los Angeles, CA) (2011)
- Intercultural Communication, Wiley-Blackwell (Malden, MA) (2009, 2010)
- Intercultural Communication, Oxford University Press (New York, NY) (2007)

### **Conference Paper Review**

- Korean American Communication Association/Organizational Communication Division of NCA (2019)
- Korean American Communication Association/International and Intercultural Communication Division of NCA (2018)
- Asian/Pacific American Communication Studies Division/Korean American Communication Association/Organizational Communication Division of NCA (2017)
- Intercultural Communication Division/Organizational Communication Division of ICA (2017, 2018, 2019)
- Asian/Pacific American Communication Studies Division of NCA (2015, 2016)
- International and Intercultural Communication Division of NCA (2015, 2016)
- Organizational Communication Division of NCA (2015, 2016)
- Korean American Communication Association of ICA (ad-hoc reviewer) (2016)
- Organizational Communication Division of ICA (2016)
- Intercultural Communication Division/Ethnicity and Race Division of ICA (2015, 2016)
- Training and Development Division of NCA (2015)
- Asian/pacific communication division of NCA (2013, 2014)
- Organizational Communication division of NCA (2013)
- Intercultural communication division of NCA (2013)
- Intercultural Communication Division of ICA (2013)

- Intergroup Communication Division of ICA (2013)
- Intercultural Communication Division of ICA (2012)
- International and Intercultural Communication Division of NCA (2011)
- Korean American Communication Association Division of NCA (2008, 2009)
- Intercultural Communication Division of ICA (2009)
- Intergroup Communication Division of ICA (2009)
- Ethnicity and Race in Communication Division of ICA (2008-2010)
- International and Intercultural Communication Division of NCA (2006-2008)

### **International Essay Review**

- Assessment of the essay for the project titled “Screening Ethnicity/Identity construction in the classroom” in University of Targu Mures at Petru Maior, Romania (2012)

### **SERVICE ACTIVITIES at the Middle Tennessee State University**

#### **Department**

- Search committee, Tenure track Intercultural Communication position (2019-2020)
- Chair, Promotion and Tenure Committee (2019)
- Search committee, FTT faculty search committee (2019)
- Vice Chair, Promotion and Tenure Committee (2017-2018)
- Chair, Search Committee, Tenure track Organizational Communication position (2017-2018)
- Chair, Tenure track Communication Studies position (2016-2017)
- Chair, FTT Evaluation/Retention Committee (2016-)
- Department faculty senate representative (2015-2018)
- Search committee, Tenure track Organizational Communication position (2015-2016)
- Search committee for on-line course instructor position (FTT) (2015)
- Course Designer, MTSU on-line course (COMM 3560) (2014- )
- COMM 2200 Committee (2015- )
- Communication bench mark subcommittee (2013-2014)
- Faculty mentor (Communication Faculty: Xiaowei Shi) (2011-present)
- Search Committee for Dance position (FTT) (2014)
- Data analysis, COMM2200 Assessment Project (2014)
- Faculty mentor (Lighting faculty: Darren Levin) (2013-2014)
- Curriculum committee (2013-)
- Chair, Search committee for FTT position (communication studies/ORCO) (2013)
- Search committee for Lighting position (TT) (2012-2013)
- Search committee for Lighting position (FTT) (2012)
- Chair, Search committee for Tenure Track Debate position (2012)
- Course Designer, On-line/RODP course (COMM 3560) (2012-2014)
- Data analysis, COMM2200 Assessment Project (2012)
- Chair, Search committee for Distance Learning—Communication studies & Organizational communication position (2011)
- Search Committee for Department Chair (2011)
- Chair, Graduate Certificate Committee (2011)
- Search Committee for Debate position (FTT) (2011)
- Search Committee for Communication Studies position (TT) (2010, 2011)

- Chair, Search Committee for Communication studies position (FTT) (2009, 2010)
- Search Committee for Organizational Communication position (2009, 2011)
- Search Committee for Communication Studies position (Rhetoric) (TT) (2008)
- Search Committee for Communication Studies position (Interpersonal) (TT) (2008)
- Tenure and Promotion Committee (2008-present)
- Search Committee for Leadership Studies position (2008)
- Curriculum Committee (2007-2010)
- Reviewer, Arnold Scholarship Application (2007)
- Evaluator, COMM 4700 Senior Seminar (2004)
- Search Committee for Communication Studies position (FTT) (2003)

### College & University

- Presenter, Faculty Diversity Workshop (October 2017, January 2019) at Learning, Teaching & Innovative Technologies Center (“Managing Cultural Diversity: Understanding/Accommodating International Students”)
- Judge, MTSU Scholars Week (March, 2018)
- Judge, MTSU Scholars Week (April, 2017)
- Facilitator, Faculty Learning Community (“Teaching and mentoring International Students Faculty Learning Community”)  
Learning, Teaching, and Innovative Technologies Center. (2016-2017)
- Presenter, Faculty Diversity Workshop (April, 2016) at Learning, Teaching & Innovative Technologies Center  
 (“Managing Cultural Diversity: Understanding/Accommodating International Students”)
- Honors College, Honors Thesis Director (2015-2016)
- Faculty Senate department representative(2015-2018)
- Judge, MTSU Scholars Week (April, 2015)
- University Committee on General Education (2014-2017 )
- Judge, MTSU Scholars Week (April, 2014)
- Judge, MTSU Scholars Week (April, 2013)
- Faculty Research and Creative Activity Committee (2012-2014)
- Judge, MTSU Scholars Week (March, 2012)
- Faculty mentor for international students, International Student Services (2012-)
- Faculty Senate Committee (Committee on International Programs and Services) (2007-2010)
- Panelist, International Conference on Cultural Diversity at MTSU (“Language Gap in Intercultural Communication”) (2007)
- Panelist, Freshman Summer Institute Workshops for Cultural Diversity Institute at MTSU  
 (“Understanding  
Cultural Diversity in the U.S.”) (2007)
- Faculty Research/Workload Committee (2006)
- Faculty Advisor, International Christian Fellowship (2004-2011)

### **PROFESSIONAL MEMBERSHIP**

- (NCA) National Communication Association
- (ICA) International Communication Association
- (TCA) Tennessee Communication Association
- (IAIR) International Academy for Intercultural Research

