**MYRIA WATKINS ALLEN**

University of Arkansas

Department of Communication

Fayetteville, AR 72704

(479) 575-5952 myria@ uark.edu

**FACULTY POSITIONS**

Professor (2009-present). Department of Communication, Fulbright College of Arts & Sciences, University of Arkansas, Fayetteville, AR.

Associate Professor (1999-2009). Department of Communication, Fulbright College of Arts & Sciences, University of Arkansas, Fayetteville, AR. Designated an Honors College faculty member in 2006. Honor’s Director since 2006.

Assistant Professor (1993-1999). Department of Communication, Fulbright College of Arts & Sciences, University of Arkansas, Fayetteville, AR. Middle East Studies Faculty (1996-1998).

Assistant Professor (1988‑1993). Department of Speech Communication, Louisiana State University, Baton Rouge, LA.

Teaching Assistant (1982‑88). Department of Communication, University of Kentucky, Lexington, KY.

**EDUCATION**

 Ph.D., University of Kentucky, 1988

 Major Emphasis: Organizational communication

 Cognate Emphasis: Management

 M.A., University of Kentucky, 1984

 Major Emphasis: Mass Communication

 B.A., University of Kentucky, 1975

 Major Emphasis: Journalism/Public Relations

**DISSERTATION**

Allen, M. W. (1988). Communicators spanning the boundaries: Their role, power, communication-related skills, and conflict management styles. Unpublished doctoral dissertation, University of Kentucky.

**TEACHING EXPERIENCE**

*Undergraduate Courses at Arkansas: Graduate Seminars at Arkansas:*

 Organizational Communication Organizational Communication Theory

 Introduction to Communication Research Organizational Communication Research

 Small Group Communication Graduate Research Methods II (Quantitative)

 Contemporary Communication Theory Graduate Seminar: Organizational Communication

Fundamentals of Communication in a Multicultural Workplace

 Intercultural Communication Graduate Seminar: Intercultural Communication

 Environmental Communication Graduate Seminar: Communication & Human Health Communication Resource Management

 Communication, Negotiation, Graduate Seminar: Sustainability Communication

 Mediation and Conflict

*Study Abroad courses at Arkansas:*

Intercultural Communication: Cambridge University, England, Summer 2004 (graduate level),

 Summer 2005 (Honors).

Intercultural Communication: Cambridge University and Oxford University, England, Summer 2001 and Summer 2002 (graduate level).

*Undergraduate Courses at LSU: Graduate Seminars at LSU:*

 Organizational Communication Conducting the Communication Audit

 Intercultural Communication Organizational Communication Theories

 Interpersonal Communication External Organizational Communication

 Speech Communication for Business and the Professions

*Undergraduate Courses at Kentucky:*

 Basic News Writing Public Speaking

 Persuasive Speaking Introduction to Communication

 Business and Industrial Communication

# GRANTS

2007: Co-PI on proposal funded for $13,000 to collect data from information technology departments in state governments. The Diane Blair Center for Southern Politics and Society ($6,500) and the Sam Walton College of Business at the University of Arkansas ($6,500) co-funded the project.

2005: Co-PI on grant proposal funded for $10,000 by The Ford Foundation entitled “Difficult dialogues: Promoting pluralism and academic freedom on campus.” Project received another $15,000 in funding from internal University sources.

2002-2004: PI on grant proposal funded for $106,741 by the National Endowment for Financial Education entitled “Improving parent-college student discussions about credit.”

1999: A Charles and Nadine Baum Teaching Innovation Grant for $1,000 to take conflict mediation training.

# PUBLICATIONS

**BOOK**

**Allen,** M. W. (2015). *Strategic communication for sustainable organizations: Theory and practice*. London: Springer. http://news.uark.edu/articles/32012/new-book-focuses-on-sustainability-communication-in-organizations

**REFEREED JOURNAL ARTICLES AND BOOK CHAPTERS**

**41.** Craig, C., & **Allen,** M. W. (forthcoming). The impact of curriculum-based learning on environmental literacy, energy consumption, and policy. Utility Policy.

.

**40.** Wicks, R. H. & **Allen**, M. (2015). Correlates of environmental political and civic engagement and political consumerism among youth during the 2008 Presidential Campaign. In E. Thorson, M. McKinney, and D. Shah (Eds.), Political socialization in a media saturated world. Peter Lang.

**39.** Craig, C., & **Allen,** M. W. (2014). Connecting energy efficiency stakeholders: Energy consumer attitudes, planned behaviors, and perceptions of government energy subsidies and utility energy use. Energy Policy, 66, 224-233.

**38.** Craig, C., & **Allen, M.** (2013). Sustainability information sources: Employee knowledge, perceptions, and learning. Journal of Communication Management, 17(4), 292–307.

**37.** Craig, C., **Allen,** M. W., Reid, M. F., Riemenschneider, C. K., & Armstrong, D. J. (2013). The impact of career mentoring and psychosocial mentoring on affective organizational commitment, job involvement, and turnover intention. Administration & Society*,* 45(8), 949-973. First published on July 5, 2012 as doi:10.1177/0095399712451885

**36. Allen,** M. W., Wicks, R., & Schulte, S. (2013). On-line environmental engagement among youth: Influences of parents, attitudes and demographics. Mass Communication & Society, 16:5, 661-686. First published online on July, 22, 2013 as doi: 10.1080/15205436.2013.770032.

**35. Allen,** M.W., Walker, K., & Brady, R. (2012). Sustainability discourse within a supply chain relationship: Mapping divergence and convergence. Journal of Business Communication, 49, 210-236.

**34.** Reid, M. F., **Allen,** M. W., Armstrong, D. J., & Riemenschneider, C. K. (2010). Perspectives of challenges facing women in IS: The cognitive gender gap. European Journal of Information Systems, 19, 526-539.

**33.** Riemenschneider, C., **Allen,** M. W., Armstrong, D. J., & Reid, M. F. (2010). Potential absorptive capacity of state IT departments: A comparison of perceptions of CIOs and IT managers. The Journal of Organizational Computing and Electronic Commerce, 20, 68-90.

**32. Allen,** M. W., Edwards, R., Hayhoe, C., & Leach, L. (2009). College students’ imagined interactions with parents about spending and credit: The influence of attitudes toward money and family communication patterns (pp. 129-147). In J. Honeycutt (Ed.), Imagine that: Studies in imagined interaction*.* Hampton Press.

**31. Allen,** M., Armstrong, D., Reid, M. F., & Riemenschneider, C. (2008). Factors impacting the perceived organizational support of IT employees. Information & Management, 45, 556-563.

**30.** Reid, M., **Allen,** M., Riemenschneider, C., & Armstrong, D. (2008). The role of mentoring and supervisory support for state IT employees’ affective organizational commitment. Review of Public Personnel Administration, 28, 3-19.

**29. Allen,** M. (2008). Consumer finance and parent-child communication: Useful theories for future explorations. In Jing Xia (Ed*.),* Handbook of consumer finance research (pp. 351-362)*.* New York: Springer.

**28.** Reid, M., Riemenschneider, C., **Allen**, M., & Armstrong, D. (2008). Information technology employees in state government: A study of affective organizational commitment, job involvement, and job satisfaction. American Review of Public Administration, 38, 41-61.

**27.** Armstrong, D., Reid, M., Riemenschneider, C., & **Allen,** M. W. (2007). Managing IT employee retention: Challenges for state government. In G. D. Garson (Ed.), Modern public management information systems(pp. 221-238). New York: Hershey.

**26.** Edwards, R., **Allen,** M. W., & Hayhoe, C. (2007). Financial attitudes and family communication about students’ finances: The role of sex differences. Communication Reports, 20, 2, 90-100.

**25. Allen,** M. W., Coopman, S., Hart, J. & Walker, K. (2007). Workplace surveillance and managing privacy boundaries. Management Communication Quarterly, 21, 2, 172-200.

**24.** Armstrong, D. J., Riemenschneider, C. K., **Allen,** M. W., & Reid, M. F. (2007). Advancement, voluntary turnover and women in IT: A cognitive study of work-family conflict. Information and Management, 44, 2, 142-153.

**23. Allen,** M. W., Edwards, R., Hayhoe, C., & Leach, L. (2007). Imagined interactions, family money management patterns and coalitions, and attitudes toward money and credit. Journal of Family and Economic Issues, 28, 3-22.

**22.** Riemenschneider, C., **Allen,** M., Reid, M., & Armstrong, D. (2006). The effects of mentoring to reduce stress in a state IT department during times of transformational change. International Journal of Learning and Change, 1, 4, 429-445.

**21. Allen,** M. W., Armstrong, D. J., Riemenschneider, C. K., & Reid, M. F. (2006). Making sense of the barriers women face in the information technology work force: Standpoint theory, self-disclosure, and causal maps. Sex Roles: A Journal of Research, 54, 831-844.

**20**. Riemenschneider, C. K., Armstrong, D. J., **Allen,** M. W., & Reid, M. F. (2006). Barriers facing women in the IT workforce. The DATA BASE for Advances in Information Systems, 37, 4, 58-78.

**19.** Hayhoe, C. R., Leach, L., **Allen,** M. W., & Edwards, R. (2005). Credit cards held by college students. Financial Counseling & Planning, 16, 1-10.

**18. Allen**, M. W., Reid, M., & Riemenschneider, C. (2004). The role of laughter when discussing workplace barriers: Women in information technology jobs. Sex Roles: A Journal of Research, 50, 177-189.

**17.** Webb, L. M., **Allen,** M. W., & Walker, K. L. (2002). Feminist pedagogy: Identifying basic principles. Academic Exchange, 6, 1, 67-72.

**16.** Amason, P., Gibson, D. M., Amason, P., Webb, L., & **Allen,** M. W. (2002). Family and medical leave act: Its communicative impact on families and employers. Communication Law Review (online) http://commlawreview.org/Archives/v4i1/Family%20and%20Medical%20Leave%20Act.pdf

**15.** Amason, P., **Allen,** M. W., & Holmes, S. (1999). Social support and acculturative stress in a multicultural workplace. Journal of Applied Communication Research, 27, 310-334.

**14. Allen**, M. W., Amason, P., & Holmes, S. (1998). Social support, Hispanic emotional acculturative stress, and gender. Communication Studies, 49, 139-157.

**13**. Amason, P., & **Allen,** M. W. (1997). Intraorganizational communication, perceived organizational support, and gender. Sex Roles, 37, 11/12, 955-977.

**12**. Patterson, J., & **Allen,** M. W. (1997). Accounting for your actions: How stakeholders respond to the strategic communication of environmental activist organizations. Journal of Applied Communication Research, 25, 293-316.

**11.** Coopman, S., Hart, J., **Allen,** M. W., & Haas, J. (1997). Detecting cultural knowledge in organization members’ personal construct systems. Journal of Constructivist Psychology, 10, 321-338.

**10. Allen,** M. W., & Brady, R. (1997). Total Quality Management, organizational commitment, perceived organizational support, and intraorganizational communication. Management Communication Quarterly, 10, 316-341.

**9.** Caillouet, R. H., & **Allen**, M. W. (1996). Employee impression management strategy use when

 discussing their organization’s public image. Journal of Public Relations Research, 8, 211-228.

**8. Allen,** M. W. (1996). The relationship between communication, affect states, and voluntary turnover intentions. The Southern Communication Journal, 61, 198-209.

**7. Allen**, M. W. (1995). Communication variables shaping perceived organizational support. Western Journal of Communication, 59, 326-346.

**6. Allen,** M. W., & Caillouet, R. H. (1994). Legitimation endeavors: Impression management strategies

 used by an organization in crisis. Communication Monographs, 61, 44-62.

**5. Allen**, M. W. (1992). Communication and organizational commitment: Perceived organizational support as a mediating factor. Communication Quarterly, 40, 357-367.

**4. Allen**, M. W., Gotcher, J. M., & Seibert, J. H. (1992). A decade of organizational communication research: Journal articles 1980-1991. In S. Deetz (Ed.), Communication yearbook 16 (pp. 252- 330). Newbury Park, CA: Sage.

**3.** Stone, B., & **Allen**, M. W. (1990). The impact of new technology on employees: A guide to consultants. Consultation: An International Journal, 9, 229-240.

**2. Allen**, M. W., Seibert, J. H., & Rush, R. (1990). Gender differences in perceptions of work: Limited access to decision-making power and supervisory support. Women's Studies in Communication, 13, 1-20.

**1.** **Allen,** M. W., Seibert, J. H., Haas, J. W., & Zimmermann, S. (1988). Broadcasting's silent majority: Departmental influence on perceptions and conflict. Journalism Quarterly, 65, 668-677.

**CREATIVE PRODUCT**

**Allen**, M. W., & Hayhoe, C. R. (2005). MoneySpeaks: Helping teens and parents communicate about money [CD-ROM]. Fayetteville AR: University of Arkansas. National Endowment for Financial Education (NEFE) grant project #011-10-2001.

This interactive CD-ROM provides teens and parents with information about a variety of financial and communication topics ranging from buying a car to improving family financial discussions. It features an interactive video that illustrates parent-teen interactions in several financial situations, and includes information files, self-assessment quizzes, worksheets, and activities designed to involve both parents and teens.

**INVITED JOURNAL ARTICLES**

**Allen,** M. W. (2002). Creativity as expressed in the avocations and vocation of communication scholars. American Communication Journal, 6.1. (online at <http://acjournal.org/holdings/vol6/iss1/>).

**Allen,** M. W. (2002). Family businesses: Communication, conflict, planning and succession. (Review essay). Journal of Family Communication, 2, 4, 217-226.

**CONFERENCE PROCEEDINGS**

**6. Allen,** M. W., Armstrong, D. J., Reid, M. F., & Riemenschneider, C. K. (2009). IT employee retention: Employee expectations and workplace environments. Proceedings of the SIGMIS-CPR ’09 Conference.

**5**. Riemenschneider, C., Armstrong, D., **Allen,** M., & Reid, M. (2004). What I’m not willing to share: A discussion of turnover and barriers to promotion with women IT workers. Proceeding of the Tenth Americas Conference on Information Systems (pp. 1238-1244). New York, NY.

**4.** Leach, L., Hayhoe, C., **Allen,** M., & Brewster, B. (2003). Improving parent-college student discussions about credit. In R. Travnichek (Ed.) Proceedings of the Association for Financial Counseling and Planning Education (pp 58-59). Savannah, GA.

**3.** Riemenschneider, C. K., **Allen,** M. W., & Reid, M. (2002). Potential antecedents to the voluntary turnover intentions of women working in Information Technology (pp. 2018-2022). In R. Ramsower, J. Windsor, & J. DeGross (Eds.), Proceeding for the Eighth Americas Conference on Information Systems, [http://aisel.isworld.org/Proceedings/AMCIS/2002/home.asp](http://aisel.isworld.org/Proceedings/AMCIS/2002).

**2.** Patterson, J., & **Allen**, M. A. (1995). Accounting for your actions: How stakeholders respond to the strategic communication of environmental activist organizations. In D. B. Sachsman, K.

Salomone, & S. Senecah (Eds.), Proceeding of the Conference on Communication and our Environment (pp. 165-169). Chattanooga, TN: The University of Tennessee.

**1. Allen,** M. W., & Seibert, J. H. (1991). Organizational commitment: The influence of relationships, information quality, and support. Proceedings of the 1991 Southern Management Association annual meeting, Atlanta, GA.

**BOOK REVIEWS**

Allen, M. W. (1993). Book review of Organizational communication: Balancing creativity and constraint, written by E. M. Eisenberg & H. L. Goodall, Jr. The Journal of Communication Studies, 12, 48-50.

Allen, M. W. (1992). Book review of Rhetoric in an organizational society: Managing multiple identities, written by G. Cheney. The Southern Communication Journal, 57, 161.

**CASE STUDIES**

Seibert, J. H., & Allen, M. W. (1994). Pointing fingers versus working as a team. In G. Peterson (Ed.), Organizational communication cases (pp. 133-137). Scottsdale, AZ: Gorsuch Scarisbrick.

Seibert, J. H., & Allen, M. W. (1994). Working at county pool. In G. Peterson (Ed.), Organizational communication cases (pp. 94-98). Scottsdale, AZ: Gorsuch Scarisbrick.

Allen, M. W., & Seibert, J. H. (1990). Communicators across governmental lines: How organizational changes increase role pressures. In B. D. Sypher (Ed.), Case studies in organizational communication (pp. 140-149). New York: Guilford.

Allen, M. W. (1988). The revolving door: A case study of conflict in a media organization. In J. H. Seibert, J. W. Haas, & M. W. Allen (Eds.), Workbook in organizational communication (pp. 32- 35). Champaign, IL: Stipes.

**WORKBOOK**

Seibert, J. H., Haas, J. W., & Allen, M. W. (Eds.), (1988). Workbook in organizational communication. Champaign, IL: Stipes.

**PARTICIPATION AT PROFESSIONAL MEETINGS**

**64.** Nelms, C., Craig, C. A., Riggs, S., & **Allen,** M. W. (2015, November). Who is the young environmentalist? Environmental attitudes, identity, media usage and communication orientation. Paper accepted for presentation at the NCA 101st Annual Convention, Los Vegas. (refereed)

**63.** Craig, C. A., & **Allen**, M. W. (2015, November). Embracing educational interventions to increase environmental literacy and decrease energy consumption. Paper accepted for presentation at the NCA 101st Annual Convention, Los Vegas. (refereed)

**62**. Craig, C. A., & **Allen,** M. W. (2015, August). The impact of curriculum-based learning on
school and home energy consumption. Paper presented at the 2015 Academy of Management meeting, Vancouver, BC, Canada. (referred)

**61.** Craig, C. A., & **Allen,** M. W. (2014, October). Curriculum-based learning: Empowering students to reduce electricity while learning. General session presentation at the 8th Annual Rocky Mountain Utility Efficiency Exchange, Aspen, CO. (non-refereed)

**60.** Craig, C. A., & **Allen,** M. W. (2013, November). The use of environmental messaging to drive energy efficiency awareness and pro-environmental behavior: A quantitative approach. Poster presentation at the Behavior, Energy, & Climate Change Conference, Sacramento, CA. (refereed)

**59.** Craig, C. A., & **Allen,** M. W. (2013, October). Consumer perceptions of government energy subsidies and utility energy use. Poster presentation at the 7th Annual Rocky Mountain Utility Efficiency Exchange, Aspen, CO. (refereed)

**58.** Craig, C., & **Allen**, M. (2012). Sustainability information sources: Employee knowledge, perceptions, and learning. Paper presented at the annual meeting of the National Communication Association, Orlando, FL, 2012.

**57. Allen**, M. W., Wicks, R., & Schulte, S. (August 2011). On-line environmental engagement among youth: Influences of parents, attitudes and demographics. Paper presented at annual meeting of the AEJMC annual conference, St. Louis, MO, 2011.

 **56**. Allen, M. W., Walker, K. L., Brady, R., Johnson, T. K., & Rusinowski, J. T. (2010, June). Sustainability discourse within a supply chain relationship: Mapping divergence and convergence. International Communication Association Conference, Singapore.

**55**. Son, M. S., Webb, L. M.**, Allen,** M. W., & Amason, P. U. S. (2010, November). Women’s communication with heterosexual partners about sexual discrepancies: A first examination. National Communication Association, San Francisco, CA.

**54. Allen**, M. W., Armstrong, D. J., Reid, M. F., & Riemenschneider, C. K. (2009, May 28-30). IT employee retention: Employee expectations and workplace environments. Paper presented at the SIGMIS-CPR ’09 Conference in Limerick, Ireland.

**53.** Reid, M., Riemenschneider, C., **Allen,** M., & Armstrong, D. (2008, May 18-21). Adaptive capacities of state IT departments: Perceptions of CIOs coping with change. Paper presented at the 9th Annual International Conference on Digital Government Research, Montreal, Canada.

**52. Allen,** M., Armstrong, D., Reid, M., & Riemenschneider, C. (2007, April 19-21). Lessons learned from conducting interdisciplinary IT workforce research. Panel presented at the annual meeting of the 2007 SIGMIS Computer Personnel Research Conference, St. Louis, Missouri. Funding provided by Fulbright College Travel Fund.

**51.** Drain, R., Brewster, B., Castleberry, B., Dunnahoe, R., Warford, E. M., Norwood, K. M., & **Allen,** M. W. (2007, March 28-April 1). Why rumors spread at the fire house and the post office. Paper presented at the Southern States Communication Association annual meeting, Louisville, KY. Funding provided by Fulbright College Travel Fund.

**50. Allen,** M. W. (2007, March 28-April 1). Panelist on a panel entitled “Relationships and communities in the digital age: Interdisciplinary perspectives” at the Southern States Communication Association annual meeting, Louisville, KY. Funding provided by Fulbright College Travel Fund.

**49.** Coopman, S., **Allen,** M. W., & Hart, J. L. (2006, Nov. 16-19). Workplace surveillance and managing privacy boundaries. Paper presented at the National Communication Association annual meeting, San Antonio, TX.

**48**. Reid, M. F., Riemenschneider, C., **Allen,** M. W., & Armstrong, D. (2006, April 14-15). Affective organizational commitment in state government: A case of IT employees. Paper presented at the annual meeting of the 2006 SIGMIS Computer Personnel Research Conference, Claremont, CA.

**47**. Edwards, R., **Allen,** M. W., Keogh, J., Hayhoe, C., & Leach, L. (2005, May). Financial attitudes and family communication about students’ finances: The role of sex differences. Paper presented at the International Communication Association annual meeting, New York.

**46. Allen**, M. W., & Amason, P. (2004). A path analysis of the relationship between employee empowerment, organizational commitment, perceived organizational support, social support, and exhaustion in a health care setting. Paper presented at the annual meeting of the National Communication Association, Chicago. Funding provided by Fulbright College Travel Fund.

**45.** Gibson, D. M., Webb, L. M., & **Allen**, M. W. (2004, November). Family communication environment and willingness to medicate an ADHD-diagnosed child: A preliminary examination of the social construction of an ambiguous illness. Paper presented at the annual meeting of the National Communication Association, Chicago.

**44**. Armstrong, D. J., Riemenschneider, C. K., Reid, M. F., & **Allen,** M. W. (2004, September). Voluntary turnover and women in IT: A cognitive study of work-family balance. Paper presented at the Fourth Annual SIG-IS Core Cognitive Research Workshop, Washington, DC.

**43.** Riemenschneider, C. K., Armstrong, D., Reid, M., & **Allen,** M. W. (2004, August). What I’m not willing to share: A discussion of turnover and barriers to promotion with women IT workers. Paper presented at the AMCIS2004 Conference, New York, NY.

**42. Allen,** M. W., Edwards, R., Hayhoe, C., Brewster, B., Leach, L., & Waldhart, E. (2004). Imagined interactions, attitudes toward money and credit, and family dynamics. Paper presented at the annual meeting of the Southern States Communication Association, Tampa, FL.

**41.** Edwards, R., **Allen,** M. W., Brewster, B., Hayhoe, C., Leach, L., & Waldhart, E. (2004). Family communication about credit card use by college students. Paper presented at the annual meeting of the International Communication Association, New Orleans, LA. Funding provided by National Endowment for Financial Education Grant.

**40.** Coopman, S., **Allen,** M. W., & Hart, J. L. (2004). Resistance is futile: Assimilating into the surveillance workplace. Paper presented at the annual meeting of the Association of Internet Researchers, Sussex, England.

**39.** Leach, L., Hayhoe, C. R., **Allen,** M. W., & Brewster, B. (2003). Improving parent-college student discussions about credit. Paper presented at the Association for Financial Counseling and Planning Education annual meeting. Savannah, GA.

**38. Allen,** M., Hart, J., & Coopman, S. (2003). Submit, resist, or subvert? Organization members' responses to electronic surveillance. Paper presented at the Association of Internet Researchers Conference, Toronto: Canada.

**37. Allen,** M. W., Amason, P., Warren, R. B., Lin, L., Dubbs, K., & Copeland, K. (2002). Financial discussion within the family: Conversational climate, discussants, topics, and advice. Paper presented at the National Communication Association’s annual meeting, New Orleans, LA. Funding provided by Fulbright College Travel Fund.

**36.** Riemenschneider, C. K., **Allen,** M. W., & Reid, M. (2002). Potential antecedents to the voluntary turnover intentions of women working in Information Technology. Paper presented at the Americas Conference for Information Systems annual meeting, Dallas, TX.

**35**. Gibson, D. M., Amason, P., **Allen**, M. W., & Webb, L. (2001). Family and medical leave act: Its communicative impact on families and employers. Paper presented at the Southern States Communication Association annual meeting, Lexington, KY.

**34.** Webb, L. M., & **Allen,** M. W. (2000). A meta-analysis of the literature on feminist practice: The major tenets of a practical theory for enlightened scholars. Paper presented at the National Communication Association annual meeting, Seattle, WA.

**33. Allen**, M. W. (1999). Observing power and ideology in a corporate language class. Paper presented at the National Communication Association annual meeting, Chicago. Funding provided by Fulbright College Travel Fund.

**32. Allen,** M. W., & Amason, P. (1999). Organizational experiences related to perceived organizational support and employee trust. Paper presented at the joint Central States Communication Association and Southern States Communication Association annual meeting, St. Louis, Missouri. *Top Paper in the Applied Communication Division.* Funding provided by Fulbright College Travel Fund.

**31. Allen,** M. W., Amason, P., & Holmes, S. (1998). Social support, Hispanic acculturative stress, and gender. Paper presented at the National Communication Association annual meeting, New York. Funding provided by Fulbright College Travel Fund.

**30. Allen,** M. W., & Brady, L. (1997). Organizational communication and the female scholar: Multiple voices discuss gender, content, and role enactment. Paper presented at the National Communication Association annual meeting, Chicago, IL. Funding provided by Fulbright College Travel Fund.

**29**. Amason, P., **Allen**, M. W., & Holmes, S. (1997). Social support and acculturative stress in a multicultural workplace. Paper presented at the Central States Communication Association annual meeting. Chicago, IL.

**28**. Amason, P., & **Allen**, M. W. (1997). Intraorganizational communication, perceived organizational support, and gender. Paper presented at the Southern States Communication Association annual meeting in Savannah, GA. *Top Paper in the Applied Communication Division*.

**27.** Zimmermann, S., Hart, J., **Allen**, M. W., & Haas, J. (1995). Cultural information and organization members’ personal construct systems. Paper presented at the Speech Communication Association annual meeting, San Antonio, TX.

**26. Allen,** M. A., Brady, R., & Kratz, J. (1995). The influence of Total Quality Management on the relationships between organizational commitment, perceived organizational support, and intraorganizational communication. Paper presented at the Speech Communication Association annual meeting, San Antonio, TX.

**25.** Patterson, J., & **Allen,** M. W. (1995). Accounting for your actions: How stakeholders respond to the strategic communication of environmental activist organizations. Paper presented at the Communication and Our Environment Conference, Chattanooga, TN.

**24. Allen,** M. W. (1995). Communication consulting: Multiculturalism and environmentalism as presenting ethical dilemmas. Paper presented at the Southern States Communication Association annual convention in New Orleans.

**23.** Caillouet, R. H., & **Allen,** M. W. (1995). Employee impression management strategy use when discussing their organization’s public image. Paper presented at the Southern States Communication Association annual convention in New Orleans. *Top Paper in the Public Relations Division.*

**22. Allen,** M. W. (1994). Further investigations into variables relating to perceived organizational support. Paper presented at the Southern States Communication Association annual convention, Norfolk, VA. *Top Paper in the Applied Communication Division*.

**21. Allen,** M. W. (1993). The relationship between communication, affect states, job alternatives, and voluntary turnover intentions. Paper presented at the Southern States Communication Association annual convention.

**20. Allen,** M. W., & Edwards, J. R. (1992). Metaphorical reflections of changing selves: An intercultural investigation. Paper presented at the Southern States Communication Association annual meeting, San Antonio, TX.

**19. Allen,** M. W., & Gotcher, J. M. (1991). Cognitive reactions within a permanently declining organization: Self-justifications and related accounts. Paper presented at the Speech Communication Association annual meeting, Atlanta, GA.

**18.Allen**, M. W., & Seibert, J. H. (1991). Exploring the linkages between communication, perceived support, and commitment. Paper presented at the Speech Communication Association annual meeting, Atlanta, GA.

**17. Allen,** M. W., & Seibert, J. H. (1991). Organizational commitment: The influence of communication relationships, information quality, and perceived organizational support. Paper presented at the Southern Management Association annual meeting, Atlanta, GA.

**16. Allen,** M. W. (1991). Developing a bigger picture: Future trends in researching and assessing organizations. Paper presented at the Southern Speech Communication Association annual meeting, Tampa, FL.

**15**. Seibert, J. H., Gotcher, J. M., & **Allen,** M. W. (1991). Data generation and analysis: Past practices and future directions. Paper presented at the Southern Speech Communication Association annual meeting, Tampa, FL.

**14.** Stone, B., & **Allen,** M. W. (1991). The impact of new technology on employees: A guide to consultants. Paper presented at the Southern Speech Communication Association annual meeting, Tampa, FL. *A Top-Five paper in the Applied Division*.

**13. Allen,** M. W., & Fontenot, K. A. (1990). Top management's secrecy: Its impact on employee commitment, knowledge of goals, communication satisfaction, and perceptions of organizational support. Paper presented at the Speech Communication Association annual meeting, Chicago, IL.

**12. Allen,** M. W., Solivan, D., Gotcher, M., & Seibert, J. H. (1990). Publication outlets for organizational communication research: 1978-1989. Paper presented at the Academy of Management annual meeting, San Francisco, CA.

**11.** Seibert, J. H., & **Allen,** M. W. (1990). Everyday events: Assessing different themes in a workplace culture. Paper presented at the Southern Speech Communication Association annual meeting, Birmingham, AL.

**10. Allen**, M. W. (1989). Structural and individual difference determinants of conflict management styles. Paper presented at the Southern Speech Communication Association annual meeting, Louisville, KY. *A Top-Five Paper in the Applied Division*.

**9. Allen**, M. W. (1989). Factors influencing the power of a linking role: An investigation into interorganizational boundary spanning. Paper presented at the International Communication Association annual meeting, San Francisco, CA.

**8. Allen,** M. W., & Seibert, J. H. (1989). The impact of organizational culture on the cognitive constructs organizational members use when describing liked and disliked co-workers. Paper presented at the International Communication Association annual meeting, San Francisco, CA.

**7.** **Allen,** M. W., Seibert, J. H., & Rush, R. (1988). Gender differences in a mass media organization: Limited access to decision-making and role support. Paper presented at the International Communication Association annual meeting, New Orleans, LA.

**6.** **Allen**, M. W., & Seibert, J. H. (1988). Organizational culture: Old wine in new bottles. Paper presented at the Southern Speech Communication Association annual meeting, Memphis, TN.

**5.** **Allen**, M. W. (1987). Communicators spanning the boundaries: A review and redirection. Paper presented at the Kentucky Association of Communication Arts annual meeting, Lexington, KY. *Top Graduate Student Paper*.

**4.** **Allen,** M. W. (1987). Helping students understand the faces of conflict. Paper presented at the Kentucky Association of Communication Arts annual meeting, Lexington, KY.

**3.** **Allen**, M. W., Seibert, J. H., Haas, J. W., & Zimmermann, S. (1987). Broadcasting's silent majority: Departmental influence on perceptions and conflict. Paper presented at the International Communication Association annual meeting, Montreal, Canada.

**2.** Haas, J. W., **Allen,** M. W., Seibert, J. H., & Zimmermann, S. (1987). Learning about organizational communication: Research is not always fun. Paper presented at the International Communication Association annual meeting, Montreal, Canada.

**1.** Donohue, T. R., Nair, M., & **Allen**, M. W. (1986). Source trustworthiness and usefulness: A study of Kentucky legislators. Paper presented at the International Communication Association annual meeting, Chicago, IL.

**INVITED PRESENTATIONS**

Allen, M. W. (2005, September). Improving parent-teen conversations about financial issues. The 2nd Annual Statewide Parental Involvement Conference educational conference sponsored by the Arkansas Department of Education, Little Rock, AR.

Allen, M. W. (2005, March). Panelist on a “The Life of a Woman Working in IT,” panel discussing gender research in IT. Women in IT Conference 2005: Learning, Leading and Living, Rogers, AR.

Allen, M. W. (2005, March). The excitement associated with using quantitative research tools. Keynote speaker at the University of North Texas 3rd annual graduate student academic conference.

Allen, M. W. (2004, April). Family communication regarding credit cards and other financial issues. The 21st Century Families Emerging Issues Conference, Little Rock, AR.

Allen, M. W. (2004). Family communication regarding credit cards and other financial issues. Women’s Giving Circle: Campaign for the Twenty-First Century. University of Arkansas, Fayetteville.

Allen, M. W. (1998). Effective cross-cultural communication. Altrusa International, Fayetteville, AR.

Allen, M. W. (1998). Effective conflict resolution. Televised lecture broadcast throughout Arkansas on closed circuit television. University of Arkansas, Fayetteville, AR.

Allen, M. W. (1996). The reaction of Northwest Arkansas’ legal and law enforcement personnel to the increasingly multi-cultural nature of the area. Rogers Multi-cultural Forum, Rogers, AR.

# PROFESSIONAL MEMBERSHIPS

 National Communication Association (previous)

 Southern States Communication Association (previous)

 Academy of Management (previous)

 International Communication Association (previous)

**SERVICE**

**Editorial Service**

* Editorial board of Management Communication Quarterly (2000-present).
* Editorial board of International Journal of Business Communication (2014-present).
* Editorial board of The Western Communication Journal (2013).
* Editorial board of The Southern Communication Journal (1993-1995, 2004-2008).
* Editorial board of Communication Studies (2002-2005)
* Editorial board of the American Communication Journal (2001-2002).
* Book Review Editor, the Southern Communication Journal (2002-2005).
* Special Issue Editor of an issue of the American Communication Journal (2002) focusing on Creativity and Communication Scholars.
* Editorial board of the Quarterly Journal of Speech (1999-2003).
1. Reviewer for Management Communication Quarterly, Western Journal of Communication, Journal of Management, Journal of Managerial Issues, Communication Yearbook (2002), Journal of Marriage and the Family, Southern Communication Journal, Journal of Business Communication, Information & Management, Journal of Economic Psychology, Communication and Sport.

**Association Service**

* Manuscript reviewer for the Organizational Communication Division of the International Communication Association’s Annual Meeting (2011, 2013)
* Southern States Communication Association’s (SSCA) 2001 representative to the National Communication Association’s Nominating Committee (2001).
* Nominating committee, SSCA's Communication Theory Division (1997).
1. Member, SSCA’s Placement Committee (1996).
* Secretary, SSCA's Communication Theory Division (1993-1996).
* Chair, nominating committee, SSCA’s Communication Theory Division (1997).
* Served either as panel chair or respondent at SSCA annual meetings from 1990-1995.
1. Reviewed articles submitted to the Cognition Division of the Academy of Management for presentation at the 1991 and 1992 annual meeting.

**University Service**

* Member, Applied Sustainability Center Advisory Council (2011-2014)
* Member, Sustainability Curriculum Steering Committee (2012-present)
* Advisor, Student Sustainability Council (2011-2013)
* Academic Programs Committee (2011-2013)
* Chair of University Core Curriculum Committee (2011-2013)
* Reviewer, research grant applications, Honor’s College (2011)
* Cohort Leader, First Year Graduate Student Orientation (2011, 2012)
* Faculty Senate (2009-2011)
* Sustainability Council (2008-2012)
* Technology Fee Review Committee (2008-2010)
* Traffic Appeals Court (2007-2009).
* Chair of theResearch Council (2007), member (2005-2007)
* Chair of the Research Council Investigative Committee (2007)
* Faculty Committee on Admission of Transfer Credit (2005-2008), member.
* Chair of Committee on Committees (2007), member (2005-2007).
* Steering Committee for grants program available to faculty for professional career development

 connected to any discipline that studies community. This funding is available by the Bernice Jones

 Endowed Chair in Community (2006-2011).

* Steering Committee for the Difficult Dialogues Project funded by the Ford Foundation (2006-

 2008t).

* Campus Climate Committee (2004-2007), member.
* University Promotion and Tenure Committee (2000-2002), member.
* University of Arkansas Press Committee (1998-2000), member.
* Represented the University of Arkansas in Saudi Arabia and Jordan (1997).

**Additional Professional Service**

* Letter writer for scholars seeking promotion to Full Professor:

 Dr. Rebecca Chory, Department of Communication Studies, West Virginia University

 Dr. Virginia Kupritz, School of Communication Studies, University of Tennessee, Knoxville

* Sponsored visiting Fulbright Researchers and Scholars: Elena Samoilik (2011) from Belarus; Zarfa

 Hrnjic (2011) from Croatia; Irena Turovskaya (2012) from Belarus

**Departmental Service**

* Department Graduate Coordinator (2011-present)
* Department of Communication Undergraduate Committee (2005-2008)
* Departmental Honors Director (2006-2011)
* Department of Communication Executive Committee (1994-2000; 2006-2007; 2010-2012; 2014-present)
* Department of Communication Graduate Committee (1997-2000; 2002-2005)
* Co-director of the Undergraduate Program (2000-2002)
* Faculty Secretary (1996-2002)
* Internship Coordinator (1995-2001)
* Internal Reviewer for Institutional Review Board protocols (1995-2000)

**Community Service**

* UARK Federal Credit Union, board chair (2010), board member (2006-2012), board vice president (2007), ALCO committee chair (2008, 2011)
* The Northwest Arkansas Dependency-Neglect/FINS Mediation project, volunteer mediator (2000-2002)

# HONORS

* 2006 Top Paper, SIGMIS Computer Personnel Research Conference, Claremont, CA.
* 2004 Top Three Paper, Applied Communication Division, Southern States Communication

 Association annual meeting.

* 1999 Top Paper, Applied Communication Division, Southern Speech Communication Association

 annual meeting, Norfolk, VA.

1. 1997 Top Paper, Applied Communication Division, Southern Speech Communication Association annual meeting, Savannah, GA.
2. 1995 Top Paper, Public Relations Division, Southern Speech Communication Association convention, New Orleans, LA.
3. 1994 Top Paper, Applied Communication Division, Southern Speech Communication Association

 annual meeting, Norfolk, VA.

1. 1991 Top Five Paper, Applied Communication Division, Southern Speech Communication Association annual meeting, Tampa, FL.
2. 1989 Top Five Paper, Applied Communication Division, Southern Speech Communication Association annual meeting, Louisville, KY.
* 1987 Top Graduate Student Paper, Kentucky Association of Communication Arts annual meeting, Lexington, KY.

# THESES AND DISSERTATIONS DIRECTED

**Honors:**

Antley, C. (2009). Influence of short-term cultural immersion on intercultural sensitivity. Unpublished honor’s thesis. University of Arkansas.

Curtis, Z. (2009). Transformational leadership in a turbulent reality. Unpublished honor’s thesis. University of Arkansas.

Han, H. (2007). A Japanese-American comparative study on close friendships in a college setting: Based on the individualism vs. collectivism concept. Unpublished honor’s thesis. University of Arkansas.

Moser, A. (2006). A student’s acquisition of a second language and its effect on the power dynamics within the family. Unpublished honor’s thesis. University of Arkansas. Student won State of Arkansas’ SURF award to fund her research.

Crosby, V. G. (1994). The importance of communication training to the team concept used within industry: A study of industries in Northwest Arkansas. Unpublished honor’s thesis. University of Arkansas.

**Masters:**

Wu, Chen Wei (2012). Chinese international students’ cross-cultural adaptation and online communication. Unpublished master’s thesis. University of Arkansas.

Sweeney, M. (2007). Attitudes and claimed behaviors of celebrity endorsers and product claims among Hispanic Americans. Unpublished master’s thesis. University of Arkansas.

Al-Musallam (2000). The role of public relations practitioners in the State of Kuwait and the areas for improvement. Unpublished master’s thesis. University of Arkansas.

Delay, M. (1998). Emotional labor among nurses: Antecedents and consequences. Unpublished master’s thesis. University of Arkansas.

Kilpatrick, L. (1997). The impact of perceived teacher immediacy behaviors on perceived teacher communicative competence across grade levels. Unpublished master’s thesis. University of Arkansas.

Holmes, S. A. (1997). Hispanic acculturative stress: Language, gender, & perceived support. Unpublished master’s thesis. University of Arkansas.

Brady, Laurie (1994). Aerobic instructor communicative behavior and participant motivation. Unpublished master’s thesis. University of Arkansas.

Patterson, James D. (1994). Audience response to the impression management strategies used by environmental activist organizations facing legitimacy threats. Unpublished master’s thesis. Louisiana State University.

**Doctoral:**

Fontenot, Karen A. (1993). The relationship of conversational sensitivity and employment interview

experience to deception detection in employment interviews. Unpublished doctoral dissertation. Louisiana State University.

Caillouet, Rachel H. (1991). The quest for legitimacy: Impression management strategies used by an organization in crisis. Unpublished doctoral dissertation. Louisiana State University.

**EVALUATIVE RESEARCH OR CONSULTING**

 AERT (plastics recycler), Springdale, AR, 2012

 Tyson Foods, Fayetteville, AR., 1996; 2009.

 Unilever, Bentonville, AR, 2006; 2009.

 Fayetteville Fire Department, Fayetteville, AR, 2003.

Office of Services to Business and Industry, Division of Continuing Education, University of

 Arkansas, Fayetteville, AR., 1998.

 Northwest Arkansas Multi-cultural Forum, Rogers, AR., 1995.

 J. B. Hunt Driver Personnel Division, Fayetteville, AR., 1994.

 Springdale Memorial Hospital, Fayetteville, AR., 1994.

 Vietnam Veterans of American, Baton Rouge, LA., 1992.

 Woodward-Clyde Consultants, Baton Rouge, LA., 1992.

 WBRZ-TV, Baton Rouge, LA., 1989.

 National Tour Association, Lexington, KY., 1987‑1992.

 Council of State Governments, Lexington, KY., 1987‑1988.

**CORPORATE REPORTS**

* AERT: Communicating about designer recycled resin. Editor (2012).
* Tyson Foods: Communicating sustainability. Editor (2009).
* Unilever Corporation: Communicating sustainability. Editor (2009).
* Unilever Corporation: Global corporate communication assessment. Editor (2005, 2006).
* The American Heart Association: Improving communication with volunteers. Editor (2005)
* The Fayetteville Post Office: Organizational communication assessment. Editor (2005).
* Fayetteville Fire Department: Organizational communication assessment. Editor (2003).
* University of Arkansas, Fayetteville, AR: Analysis of the college decision-making process among 1998 Arkansas national merit scholar semi-finalists. Editor (1998)
* Tyson Foods: Organizational communication assessment. Editor (1996).
* The reaction of Northwest Arkansas’ legal and law enforcement personnel to the increasingly multi- cultural nature of the area. Author (1995).
* J.B. Hunt: Organizational communication assessment. Editor (1994).
* Springdale Memorial Hospital: Organizational communication assessment. Editor (1994).
* Woodward-Clyde Consultants: Organizational communication assessment. Author (1993).
* CMTA Engineering: Organizational communication assessment. Author (1993).
* A communication assessment of WBRZ-TV. Editor (1989).
* National Tour Association: Tour & travel exchange: Statistical evaluation of attendees’ responses

 (1987-1992). Co-author.

**Some corporations within which either I or my students have conducted research:**

* AERT, AR.
* Unilever Corporation, AR.
* The American Heart Association, AR.
* Gallo Wine, CA.
* The National Council for State Chief Information Officers, KY.
* The Arkansas State Information Technology Office, AR.
* The Fayetteville Post Office, AR.
* Fayetteville Fire Department, AR.
* Tyson Foods, AR.
* J.B. Hunt, AR.
* Springdale Memorial Hospital, AR
* Woodward-Clyde Consultants, LA.
* CMTA Engineering, KY.
* WBRZ-TV, LA.
* National Tour Association, KY.
* WKYT-TV, KY.

**BUSINESS EXPERIENCE**

 Managing Editor (1980‑81). Garrard County News, Lancaster, KY.

 Proofreader/Writer (1979‑80). The Blood‑Horse Magazine, Lexington, KY.

 Mental Health Educator (1978‑79). Cumberland River Comprehensive Care Center, Harlan, KY.

 Reporter/Photographer (1977‑78). Harlan Daily Enterprise Newspaper, Harlan, KY.

 Public Relations Officer (1976-1977). Belleville Area College, Belleville, IL.