Standard 5

Scholarship: Research, Creative and Professional Activity

Professor David Copeland has authored 12 books and edited a series on American war reporting

Highlights

❖ The school's faculty reports more than 1,000 scholarly and creative activities in the past six years, from books and documentaries to conference papers and grants.

❖ The school's definition of scholarship embraces both traditional research as well as creative activity, professional publication and newer media forms.

❖ The school stimulates professional activity by providing substantial travel funding and reimbursing an academic membership for faculty members each year.

❖ Newer faculty members receive a one-semester teaching sabbatical around the midpoint of their tenure timetable to help them achieve scholarly goals.

❖ Eight tenured or continued faculty members have taken sabbaticals in the past six years, including two on sabbatical this fall.

Standard 5. Scholarship
Research, Creative and Professional Activity

1. Describe the institution's mission regarding scholarship by faculty and the unit's policies for achieving that mission.

At Elon, teaching is the first priority, but not the only priority. Faculty are expected to contribute to intellectual discovery in their disciplines and beyond.

Elon is not a Research I institution and does not aspire to become one. Nonetheless, professional activity including some peer-reviewed publication or creative activity is a vital component of the teacher-scholar-mentor model, and peer-reviewed scholarship is required for tenure and promotion.

Because the definition of scholarship can differ so substantially among disciplines, each department has defined "peer review" in its discipline. The School of Communications statement, drafted in 2004 and revised in 2014, is on the following two pages.

The statement says the school is open to many forms of professional activity, ranging from traditional research to multimedia activity to professional publications. The document says of the faculty: "Scholarship in the School of Communications resides at the intersection of the humanities, social sciences, fine arts, and professional practice… All forms of professional activity are valued, and much of a faculty member's record may consist of work outside the realm of peer-reviewed scholarship."

To help faculty achieve scholarly goals, tenure-track and continuing-track faculty receive a teaching sabbatical around the midpoint of their tenure or continuation cycle. As noted in Standard 4, faculty also receive course reassignments and financial support from the school and university to support research and creative activity. The school monitors scholarly productivity during the annual evaluation process and provides guidance as needed to assist faculty members pursuing scholarly and creative activity.

School of Communications:
Peer-Reviewed Scholarship, Other Forms of Professional Activity,
and Indicators of High Quality

Elon nurtures a rich intellectual community characterized by active student engagement with a faculty dedicated to excellent teaching and scholarly accomplishment. The Elon faculty embrace the idea that scholarship and teaching are inseparable, for scholarship is the foundation of teaching. The faculty of Elon also embrace the idea that scholarship is essential to an intellectually vibrant and enriching community, and so it represents the most fundamental form of professional activity.[2]

Professional activity is an essential criterion by which all faculty performance is judged, along with the criteria of teaching, which is given top priority, and contributions to the life of the university (service). Defined broadly, professional activity results in a range of valued work involving the serious practice of disciplinary expertise[2], including academic presentations, exhibitions, creative performances, leadership positions in professional organizations, consulting, and mentored student research.[3]

Peer-reviewed scholarship is a crucial subset of professional activity and, with evidence of activity at a high level, a necessary but not sufficient condition for promotion and tenure.[3] Scholarship is the creative process of inquiry and exploration that adds to the knowledge or appreciation of disciplinary or interdisciplinary understanding,[2] and is not limited to traditional basic research, also sometimes referred to as "the scholarship of discovery." Elon faculty embrace the full range of scholarly activity reflected in the Boyer Model (Ernest L. Boyer, *Scholarship Reconsidered: Priorities of the Professoriate*, 1990) as valued by and valuable to Elon's intellectual community and traditions.

Across all disciplines, recognized peer-reviewed scholarship shares some common features:

- It results in a product, presentation, exhibition, or performance that expands knowledge, skills, or understanding that can be shared with others;
- It extends beyond the limits of the institution;
- It develops and/or expands the expertise of the faculty member and lifts the faculty member's standing within the institution and in his/her greater community (scholars, artists, researchers, professional practitioners); and
- The work is reviewed by those outside the institution who have appropriate expertise.[2]

However, distinct differences exist in the types of peer-reviewed scholarly activities, what characterizes high quality, and the tangible results of peer-reviewed scholarship that are valued both within and between disciplines.[2] Though faculty who prepare their annual reports or tenure/promotion files carry the primary burden of clearly articulating the significance and quality of their scholarship, departments must – for both the effective development and review of their faculty – clearly distinguish and characterize high quality peer-reviewed scholarship in their specific disciplines.

Therefore, in what follows, the School of Communications characterizes peer-reviewed scholarship for its discipline(s), distinguishing it from more general forms of professional activity and also distinguishing what is generally considered high quality scholarly activity.

Scholarship in the School of Communications resides at the intersection of the humanities, social sciences, fine arts, and professional practice. This scholarship takes many forms: books, monographs, journal articles, presentations, trade publications, documentaries, screenplays, exhibitions, articles and programming in media, works in new media, external grants, and granted intellectual property rights. A teacher-scholar may work in multiple areas of discovery and creativity, including pedagogical research.

Defining Peer-Reviewed Scholarship in the Discipline

Peer-reviewed scholarship is academic, creative or professional work that is evaluated, in its entirety, by academic peers, editors or other professionals and is judged worthy of entering the public discourse or the domain of the discipline.

Distinguishing Peer-Reviewed Scholarship from Other Scholarship and Professional Activity

All forms of professional activity are valued, and much of a faculty member's record may consist of work outside the definition of peer-reviewed scholarship. Other scholarship includes presentations or papers selected on the basis of an abstract, participation in invited panels, published or produced reviews, and self-published works. Other forms of professional activity include leadership roles in academic and professional organizations, professional internships, consulting or pro bono work, academic or professional judging, leadership or participation in workshops or seminars intended to improve command of the field, external grant applications, and professional involvement within the community.

Characterizing "High Quality" in All Forms of Scholarship and Professional Activity

The level of quality of scholarship and professional activity is measured by the impact of the work or activity, using a variety of measures, as appropriate. Measures of impact may include:

> **Substance:** Refers to the significant content and complexity of the work, such as a comprehensive work compared with one of less breadth or depth.

> **Reach:** Refers to the size and/or composition of the audience, such as a nationally presented work compared with a locally presented one.

> **Selectivity:** Refers to the stringency of the review process prior to the work entering the public discourse or the domain of the discipline, such as acceptance rates or qualified professional review.

> **Permanence:** Refers to the work's durability, such as publication being more permanent than presentation.

> **Significance:** Refers to the importance of the work as measured by the use of the work by others, such as citation or adoption.

> **Recognition:** Refers to accolades that the work receives from qualified evaluators and critics, such as positive reviews, awards and honors.

Faculty members are responsible for making an evidence-based case for the quality of their academic, creative and professional works and explaining their roles in multiple-author works.

2. Define the group of faculty whose work is included in this section and state time restrictions used to incorporate activities of faculty who were not employed by the unit during all of the previous six years (for example, new faculty and retired faculty).

This section includes the scholarly and creative activity of the 52 Communications faculty members listed in Table 2 as full professors, associate professors, assistant professors and lecturers as of fall 2017. It does not include the six instructors on fixed-term contracts who do not have scholarly expectations, or the work of those no longer at Elon. Remarkably, the school has not had a Communications faculty member retire in its 17-year history.

Because of enrollment growth and additional course releases, the school steadily adds new faculty positions. Those hired into permanent positions are eligible to come with associate professor rank if they have six or more years of full-time teaching experience, and they are eligible to seek an accelerated tenure/continuation cycle (four or five years instead of six) if they have previous full-time college teaching experience.

3. Using the grid that follows, provide counts of the unit's overall productivity in scholarship for the past six years by activity; first the totals for the unit as a whole and then for the individuals who produced these totals, broken down by academic rank. The chart should provide a snapshot of scholarship activity within the unit during the six-year period. Therefore, the grid should capture relevant activity by all full-time faculty only while at the accredited unit. Provide the total number of individuals in each rank. Adapt the grid to best reflect institutional mission and unit policies and provide a brief narrative.

The school's intellectual climate is reflected in the quality and quantity of faculty research and creative activity. Overall, the school counts more than 1,000 scholarly and creative works and honors among its faculty during the past six years. Faculty have authored six scholarly books, six textbooks and 38 book chapters in the past six years – a significant statement for a non-Research I university. Faculty productivity also is robust in terms of journal articles, conference presentations, creative activity, and awards and honors.

Scholarship, Research, Creative and Professional Activities	Totals by Unit	By Individuals				
		Full Professors (6)	Associate Professors (24)	Assistant Professors (17)	Lecturers (5)	Totals by Faculty (52)
Awards and Honors	56	6	15	35	3	59
Grants Received, Internal	99	5	51	45	0	101
Grants Received, External	17	8	3	6	0	17
Scholarly Books, Sole- or Co-Authored	6	3	2	1	0	6
Textbooks, Sole- or Co-Authored	6	1	5	0	0	6
Books Edited	5	5	0	0	0	5
Book Chapters	34	8	19	10	0	37
Monographs	0	0	0	0	0	0
Articles in Refereed Journals	121	13	74	50	0	137
Refereed Conference Papers	277	36	137	139	1	313
Invited Academic Presentations	148	17	42	87	15	161
Encyclopedia Entries	9	2	6	1	0	9
Book Reviews	8	1	4	3	0	8
Articles in Non-Refereed Publications	110	30	52	27	7	116
Juried Creative Works	42	0	1	15	27	43
Non-Juried Creative Works	26	0	4	23	0	27
Total		135	415	442	53	1,045

Note

- Totals by unit differ from totals by faculty because co-authored works are counted a single time in the totals by unit.

4. List online the scholarly, research, creative and professional activities of each member of the full-time faculty in the past six years. Limit to 10 per faculty member through the six-year period.

The following is a listing of faculty scholarly activity such as books, book chapters, journal articles, newspaper and trade publications, academic presentations, panels and creative projects. The listing includes no more than 10 entries per faculty member.

Bill Anderson

Anderson, W.B. (2017). Labor's denial: A case study of how labor used the media and public relations to block the first NBA-ABA merger attempt. *International Journal of Sport Communication, 10,* 1, 105-123.

Anderson, W.B. (2017). The great war against venereal disease: How the government used public relations to wage an anti-vice campaign. *Public Relations Review, 43*(3), 507-516.

Anderson, W.B. (2017). Social movements and public relations in the early twentieth century: How one group used PR to curtail venereal disease rates. *Journal of Public Relations Research, 29,* 3-15.

Anderson, W.B. (2017). Keeping fit: How the U.S. government used public relations to fight venereal disease after World War I. Presentation at the International History of Public Relations Conference 2017, Bournemouth, United Kingdom.

Anderson, W.B. (2017). "The next great plague to go": How the U.S. government used public relations to fight venereal disease during the Great Depression. Presentation at the International History of Public Relations Conference 2017, Bournemouth, United Kingdom.

Anderson, B. (2016). What Gramsci can tell sport communication scholars about how civic leaders sell sports to their communities: A look at the Braves' move to Atlanta. *International Journal of Sport Communication, 9*, 261-277.

Anderson, W.B. (2016, August 4-7). "Labor's rejection: How the National Basketball Players Association blocked management before congress." Presented at Association for Education in Journalism and Mass Communication conference, Minneapolis, Minn.

Janna Anderson

Anderson, J. (2017). "The Fate of Online Trust in the Next Decade." With L. Rainie. *Pew Internet, Science and Technology Project of the Pew Research Center.*

Anderson, J. (2017). "The Internet of Things Connectivity Binge: What Are the Implications?" With L. Rainie. *Pew Internet, Science and Technology Project of the Pew Research Center*.

Anderson, J. (2017). "The Future of Jobs and Jobs Training: Will Well-Prepared Workers Be Able to Keep Up in the Race With AI and Will Market Capitalism Survive?" With L. Rainie. *Pew Internet, Science and Technology Project of the Pew Research Center*.

Anderson, J. (2017). "The Future of Free Speech, Trolls, Anonymity and Fake News Online." With L. Rainie and J. Albright. *Pew Internet, Science and Technology Project of the Pew Research Center*

Anderson, J. (2017). "Code-Dependent: Pros and Cons of the Algorithm Age – Will Impacts of the Networked, Automated World be Mostly Positive?" With L. Rainie. *Pew Internet, Science and Technology Project of the Pew Research Center*.

Anderson, J. (2015, April-June). Individualization of higher education; How technology evolution can revolutionize opportunities for teaching and learning. *International Social Science Journal,* UNESCO.

Anderson, J., and Rainie. L. (2015). "The next digital disruptions." Future of the Net Conference, Milan, Italy.

Anderson, J., and Rainie. L. (2015). "The changing privacy landscape." South by Southwest. Austin, Texas.

Anderson, J., and Rainie. L. (2014). "The Internet's turbulent next decade." Keynote speech at World Future Society, Orlando, FL.

Anderson, J., and Rainie. L. (2013). *The Battle for Control: The Future of the Internet V*. Amherst, NY: Cambria Press.

Brooke Barnett

Miller, B., Xu, Q. and Barnett, B. (2016). "Do online news comments matter? Anonymity, argument quality and valence." *Newspaper Research Journal*, 37(2).

Barnett, B., Hopgood, M. and Sanders, M. (2016). "From the newsroom to the classroom: What you need to know about teaching." Workshop for Asian American Journalists Association, Las Vegas, August 2016.

Barnett, B., Pelton, W., Masuka, F., Morrison, K., & Moore, J. L. (2016). Diversity, global citizenship, and writing transfer. In R. Bass & J. L. Moore (Eds.), *Understanding Writing Transfer*. Edited Collection in Development for Stylus.

Cate, F. H. and Barnett, B. (2015). "Privacy." In W. Donsbach (Ed.), *Concise Encyclopedia of Communication*. Oxford, UK: Publishing Ltd.

Barnett, B. (2015). "Diversity in the classroom: Concepts, practices and conversations," Panel for Association for Education in Journalism and Mass Communication conference, San Francisco, CA

Barnett, B. and Sanders, M. (2015). "Teaching and working across the generations," Blue Sky session at International Communications Association conference, San Juan, Puerto Rico, May 2015.

Miller, B., Xu, Q. and Barnett, B. (2014). "Do online news comments matter? Anonymity, argument quality and valence," Association for Education in Journalism and Mass Communication conference, Montreal, Canada, August 2014.

Xu, Q., Miller, B. and Barnett, B. (2013). "I'll buy that: Electronic word of mouth applied to a persuasion knowledge model." Association for Education in Journalism and Mass Communication conference, Washington, D.C., August 2013.

Xu, Q., Miller, B. and Barnett, B. (2013). "What others are saying about the product? Anonymity, argument quality & valence effects in eWOM." International Communications Association conference, London, England, June 2013.

Gelpi, C., Roselle, L. and Barnett, B. (2013). "Polarizing patriots: Divergent responses to patriotic imagery in news coverage of terrorism." *American Behavioral Scientist*, 57(1), 8-45.

David Bockino

Bockino, D. (2017) Preparatory journalism: The college newspaper as a pedagogical tool. *Journalism and Mass Communication Educator* (in press).

Bockino, D. (2016). Greetings from Myanmar: Exploring the price of progress in one of the last countries on earth to open for business. Amazon Digital Services. Released as a Kindle Single.

Bockino, D. (2016). Indian field notes: new institutionalism and journalism education. *Asian Journal of Communication*, 1–18.

Bockino, D. (2015). Times-Picayune coverage differs print to online. *Newspaper Research Journal, 36*(1), 58–74.

Bockino, D. (2015). The guidebook experiment: Discovering exploration in a hyper-connected world. Palo Alto, California: Travelers' Tales

Bockino, D. (2016) "The noble path: Using habitus to explore the motivations of journalism students." Presented at International Communication Association Annual Conference – Journalism Studies Division, Fukuoka, Japan.

Bockino, D. (2016) "Indian field notes: new institutionalism and journalism education." Presented at International Communication Association Annual Conference – Journalism Studies Division, Fukuoka, Japan.

Bockino, D. (2014) "Preparatory journalism: An examination of the pedagogical functions of the college newspaper." Presented at Association for Education in Journalism & Mass Communication Annual Conference - Newspaper and Online News Division, Montreal, Canada.

Bockino, D. (2014) "Google as market information regime: How Indian students choose a journalism school." Presented at International Communication Association Annual Conference – Journalism Studies Division, Seattle, WA.

Bockino, D. (2014) "The noble path: Vocational motivations of U.S. and Indian journalism students." Presented at "Local journalism around the world: professional practices, economic foundations, and political implications" conference sponsored by the Reuters Institute at the University of Oxford.

Vanessa Bravo

DeMoya, M. & Bravo, V. (2016). The role of public relations in ethnic advocacy and activism: A proposed research agenda. *Public Relations Inquiry 5*(3), 1-18.

Bravo, V. (2016). Coping with dying and deaths at home: How undocumented migrants in the United States experience the process of transnational grieving. *Mortality*, 1-12.

Bravo, V. (2015). Applying the situational theory of publics to the first external voting process for Costa Ricans abroad: Lessons for international public relations and public diplomacy. *Revista Internacional de Relaciones Públicas, 5* (10), 124- 140.

Bravo, V. & De Moya, M. (2015). Communicating the homeland's relationship with its diaspora community: The cases of El Salvador and Colombia. *The Hague Journal of Diplomacy, 10* (1), 70-104.

Bravo, V. (2014). El Salvador and Costa Rica's state-diaspora relations management. *International Journal of Communication,* 8 (22).

Bravo, V. (2014). The importance of diaspora communities as key publics for national governments around the world. In G.J. Golan, S.U. Yang, & D. Kinsey (Eds), *International Public Relations and Public Diplomacy: Communication and Engagement*. New York: Peter Lang.

Bravo, V. (2013). Studying diaspora relations in the field of global public relations. In P. Moy (Ed), *Communication and Community*. ICA Annual Conference Theme Book Series. New York: Hampton Press.

Bravo, V. (2013). Communicating external voting rights to diaspora communities: Challenges and opportunities in the cases of El Salvador and Costa Rica. *Revista Internacional de Relaciones Públicas, 3* (5), 5-26.

Bravo, V., Molleda, J.C., Giraldo, A.F., & Botero, L.H. (2013). Testing cross-national conflict shifting theory: an analysis of Chiquita Brands' transnational crisis in Colombia. *Public Relations Review, 39*(1), 57-59.

Bravo, V. (2012). Engaging the diaspora: El Salvador and Costa Rica's use of social media to connect with their diaspora communities in the United States. *Global Media Journal – American Edition, 11*(21). Fall 2012 edition, 1-19.

Lee Bush

Bush, L., Haygood, D.M., & Vincent, H. (2016). Student-run communications agencies: Providing students with real world experiences that impact their careers. *Journalism and Mass Communication Educator.*

Bush, L., Haygood, D.M., & Vincent, H. (2016). "Student-run communications agencies: Providing students with real world experiences that impact their careers." Presented at Association for Education in Journalism and Mass Communication, Minneapolis, MN.

Bush, L. (2015). "Ten considerations for developing and maintaining a student-run communications agency." *Journal of Advertising Education*, May 2015.

Bush, L. (2014). "Creating our own line-up: identities and shared cultural norms of surfing women in a U.S. East Coast community." *Journal of Contemporary Ethnography*, November 12.

Bush, L. (2013). "Creating our own lineup: Identities and shared cultural norms of surfing women in a U.S. East Coast Community," Presented at International Organization of Social Science and Behavioral Research Conference, New Orleans, Louisiana. *Received Best Paper Award.*

Bush, L. (2012). "Brand marketing, integration and the power of the human network." Presented at Public Relations Society of America Southeast District Conference, Chattanooga, TN.

Naeemah Clark

Clark, N. (2016). "Teaching media history online." Presented at American Journalism Historians Association, St. Petersburg, FL.

Clark, N. (2016) Connection in the Scandalverse: The power of social media and parasocial relationships. In J. Pavlik (Ed.). *Digital Technology and the Future of Broadcasting*. Routledge, New York, NY.

Clark, N. (2016). TEDx Mid Atlantic: "Women aging in front of the audience." October 2016.

Clark, N. (2015). "Brought to you by the letters HBO and $$$." *Atlanta Journal Constitution*, October 7.

Clark, N. (2014). "Diversity in broadcasting in the digital age." Presented at Broadcast Education Association Research Symposium, Las Vegas, NV.

Clark, N. (2014). "Using television and film to teach diversity." Presented at Association for Education in Journalism and Mass Communication, Montréal, Canada.

Clark, N. (2014). "Diversity in broadcasting in the digital age." Presented at Broadcast Education Association Research Symposium, Las Vegas, NV.

Clark, N. (Ed.). (2014). *African Americans in Mass Communication*. New York, NY: Peter Lang Publishing.

Lee, S.Y. and Clark, N. (2014). The normalization of cosmetic surgery in women's magazines, 1960-1989. *Journal of Magazine and New Media Research*.

Lee, S.Y. and Clark, N. (2012). "The normalization of cosmetic surgery in women's magazines, 1960-1989." Presented at Association for Education in Journalism and Mass Communication, Chicago, IL.

David Copeland

Copeland, D. (2017). The Colonial Press, 1690-1765. In W.D. Sloan (Ed.), *The Media in America: A History*. 10th ed., Northport, Ala.: Vision Press.

Copeland, D. (2014). "Religious press, print culture, and defining the nation." Keynote speech at Religious Press and Print Culture, Mainz, Germany.

Copeland, D. (2013). Foreward. In C.S. Humphrey (Ed.), *The American Revolution and the Press: The Promise of Independence*. Evanston, Ill.: Northwestern University Press.

Copeland, D. (2013). How powerful are the media? In J.D. Greer & W.D. Sloan (Eds.), *Media Issues: Point/Counterpoint*. Northport, Ala.: Vision Press.

Copeland, D. (2012). The colonial era and the early republic. In D. Winston (Ed.), *Oxford Handbook of Religion and the News*. New York: Oxford University Press.

Copeland, D. & Sloan, W.D. (2012). *The News Media: A Documentary History*. Northport, Ala.: Vision Press.

Vic Costello

Costello, V. (2016). *Multimedia Foundations: Core Concepts for Digital Design (2nd ed.)*. New York, NY: Taylor and Francis.

Costello, V. (2016). "From newsroom to control room: The effects of automation and virtual sets on content & production workflows." Presented at BEA Super-Regional Conference, Columbia, SC.

Costello, V. (2016). "Transitioning to a networked TV studio operation and the effect on newsroom and production workflows, best practices, and curriculum." Presented at Broadcast Education Association, Las Vegas, NV.

Costello, V. (2015). "Understanding legal licenses and clearances in the digital age: The use and misuse of third-party content in faculty and student productions." Presented at Broadcast Education Association, Las Vegas, NV.

Costello, V. (2013). Award of Excellence. "Elon Academy: Preparation, opportunity and success." BEA Festival of Media Arts Faculty Video Competition.

Costello, V. (2013). "Offering multimedia storytelling across multiple contexts: Advice from administrators and instructors." Presented at Broadcast Education Association, Las Vegas, NV.

Costello, V. (2013). "This isn't "A" work: Model rubrics for major feedback." Presented at Broadcast Education Association District 2 Regional Conference, Boca Raton, FL.

Costello, V. (2012). "Tipping technology in your favor: Strategies for designing and implementing research and teaching laboratories." Presented at Broadcast Education Association, Las Vegas, NV.

Costello, V. (2012). *Multimedia Foundations: Core Concepts for Digital Design*. Waltham, MA: Elsevier (Focal Press).

Ahmed Fadaam

Fadaam, A. (2016). Baghdad Art Museum exhibits, including several award-winning works.

Fadaam, A. (2016). Iraqi refugees art exhibit, Raleigh, NC.

Fadaam, A. (2016). Building bridges Iraqi and Syrian artist exhibition, Wichita State University, Kansas

Kenn Gaither

Gaither, T.K., & P.A. Curtin (in press). Articulating national identity in postcolonial democracies: Defining relations and interests through competing publics. In J. Johnston & M. Pieczka (Eds.), *Confronting the Public Interest: A Communication Dialectic*. London: Routledge UK.

Miller, B., & Gaither, T.K. (2016). "Marketplace advocacy by the U.S. fossil fuel industries: Issues of representation and environmental discourse." *Mass Communication and Society 2016 Special Issue: Climate & Sustainability Communication, (19)*5.

Curtin, P. A., Gaither, T.K., & Ciszek, E. (2015). "Articulating the conjunction of public relations practice and critical/cultural theory through a cultural-economic lens." In L'Etang, McKie, Snow, & Xifra (Eds.), *Routledge Handbook of Critical Public Relations*. New York, NY: Routledge.

Gaither, T.K., & Al-Kandari, A. A. (2014). The cultural-economic model and public relations in the Middle East: An examination of the Islamic banking system in Kuwait. *Public Relations Review, (40)*1.

Miller, B.M., & Gaither. T.K. (2014). "Marketplace advocacy by the fossil fuel industries: issues of identity and influence in environmental policy." Presented at Association for Education in Journalism and Mass Communication, Montréal, Canada.

Gaither, T.K. (2013). "Public relations as a global practice: A cultural studies approach through the circuit of culture." In R. Heath (Ed.), *Encyclopedia of Public Relations (2nd ed*.). Sage Publications.

Curtin, P.A., Ciszek, E., & Gaither, T.K. (2013). "challenging the viability of public relations as a management function: Building inclusive and sustainable public relations theory and practice." Presented at International Communication Association, London, England.

Curtin, P.A., & Gaither, T.K. (2012). *Globalization and Public Relations in Postcolonial Nations: Challenges and Opportunities*. Amherst, NY: Cambria Press.

Gerald Gibson

Gibson, G. (2016): Presenter, "You May Be Right; I May Be Crazy": for the panel "Transitioning to a Networked TV Studio Operation and the Effect on Newsroom and Production Workflows, Best Practices, and Curriculum." Broadcast Education Association, Las Vegas, NV.

Gibson, G. (2014): Panel chair and presenter: "Television production and the intersection of Portlandia and Vine." Broadcast Education Association, Las Vegas, NV.

Gibson, G. (2013). Panelist, "Real World Right Now: Implementing a multimedia news collaborative service." Broadcast Education Association, Las Vegas, NV.

Gibson, G. (2013). "Your college radio station: Launching, programming, promoting and recruiting." Broadcast Education Association, Las Vegas, NV.

Gibson, G. (2012). Presenter, "Final Cut X: Is it still a professional tool worth teaching? A survey of professional editors": for the panel "To Final Cut X or Not Final Cut X." Broadcast Education Association, Las Vegas, NV.

Jessica Gisclair

Gisclair, J. (2016). A place for mixed-source technology in China. *Southeast Review of Asian Studies, 38.*

Gisclair, J. (2016). "A place for mixed-source technology in China: Bye, bye Microsoft?" Presented at Southeast Conference of the Association for Asian Studies, James Madison University, Harrisonburg, VA.

Gisclair, J. (2016). "Keeping pace with China's progress towards intellectual property law." Presented at Popular Culture/American Culture Association South, Nashville, TN.

Gisclair, J. (2015). China's Progress in Intellectual Property Law Compliance." Presented at Southeast Conference of the Association for Asian Studies, Charlottesville, VA.

Gisclair, J. (2012). "Advocating and advancing ethics in the age of me: Best practices." Presented at PRSA Southeast District Conference, Chattanooga, TN.

Gisclair, J. (2012). Participant, Oxford Round Table: "Women in the university." Oxford, England.

Gisclair, J. (2012). "How to find a work/life balance." Presented at Academic Chairpersons Conference, Orlando, FL.

Don Grady

Grady, D. (2015). Programmatic assessment: Beyond student-learning outcomes. *Journal of Media Education, 6,* 1.

Grady, D. (2015). Panelist and presenter: "Beyond student-learning outcomes." Assessment Boot Camp. Broadcast Education Association, Las Vegas, NV.

Grady, D. (2015). Accountability in journalism and communications: What we've learned about assessment. *Journal of Media Education, 6,* 1.

Grady, D. (2014). Panelist and presenter: "What we've learned about and from assessment." Broadcast Education Association, Las Vegas, NV.

Grady, D. (2013). How can e-portfolios be used as part of assessment? *Journal of Media Education*, *4*, 3.

Grady, D. (2013). Panelist and presenter: "How can e-portfolios be used as part of assessment?" Assessment Boot Camp. Broadcast Education Association, Las Vegas, NV.

Grady, D. (2013). Award of Excellence, "Elon Academy: Preparation, opportunity and success." BEA Festival of Media Arts Faculty Video Competition. Las Vegas, NV.

Grady, D. (2012). Panelist and presenter: "Direct student measures and programmatic assessment." Broadcast Education Association, Las Vegas, NV.

Grady, D. (2012). Panelist and presenter: "Assessing interactive media graduate program learning outcomes." Broadcast Education Association, Las Vegas, NV.

Grady, D. (2012). Moderator and presider: "Countering stereotypes: Media coverage of minorities." Association for Education in Journalism and Mass Communication, Chicago, IL.

Ben Hannam

Sturgill, A., Hannam, B., and Walsh, B. (2017). "Teaching coding in the mass communication classroom." *Journal of Media Education.*

Sturgill, A., Hannam, B., and Walsh, B. (2017). "External resource use for undergraduates learning coding in communications." *Journalism and Mass Communication Educator*.

Hannam, B. (2016). "Oh @#$% I'm Graduating." Southeastern College Art Conference, Roanoke, VA

Sturgill, A., Hannam, B., Walsh, B. (2015). "External resource use for undergraduates learning coding in communications." Presented at Association for Education in Journalism and Mass Communication, San Francisco, CA.

Hannam, B. (2013). Chair and presenter: "Chaos in the Classroom," Foundations in Art: Theory and Education: PostHaus, Savannah, GA.

Hannam, B. (2013). Retrospective Exhibitions and Group Expositions. United States and China Typographic Poster Exchange. Beijing Institute Of Graphic Communication, Beijing, China, and Richmond, VA.

Hannam, B. (2012). "Fire my students…Please!" Southeastern College Art Conference, Durham, NC.

Hannam, B. and Abel, T. (2012). "Design Education in 5 Minutes or Less," Southeastern College Art Conference, Durham, NC.

Hannam, B. (2012). *A Graphic Design Student's Guide to Freelance: Practice Makes Perfect.* Hoboken: John Wiley & Sons. *Also translated into Mandarin Chinese in 2016.*

Sana Haq

Haq, S. (2017). Panelist, "Women with a Movie Camera." Teachers, Teaching and Media Conference, Wake Forest University, Wake Forest, NC.

Haq, S. (2013). Producer, editor, narrator, camera: "The Other Army" documentary film.

Haq, S. (2013). Panelist, "Pakistan's Role in the War Against Terror." Department of Politics and International Affairs, Wake Forest University.

Haq, S. (2013). Co-producer, editor: "The Art of Remembering" documentary short.

Haq, S. (2013), Presented film "The Art of Remembering." Finding Humanity in Advanced Dementia Conference. Washington University, St. Louis, MO.

Haq, S. (2012). Co-producer, editor: "Wicked Silence" documentary short.

Anthony Hatcher

Hatcher, A., & Watkins, M. (2016). Finding patterns and making predictions: A dialogue on mentored student research and engaged learning abroad. *Perspectives on Undergraduate Research and Mentoring,* 5, 1.

Hatcher, A. (2016). "Moral Mondays in the South: God-talk, Christian activism, and civil disobedience in the digital age." Presented at Association for Education in Journalism and Mass Communication, Minneapolis, MN.

Hatcher, A. (2015). Oral History Methods. In D. Sloan & S. Zhou (Eds.), *Research Methods in Communication.* Northport, AL: Vision Press. *3rd revision; previous 2011, 2008.*

Hatcher, A. (2015). *TIME* (entry one), *U.S. News & World Report* (entry two), and the 19th Amendment (entry three). In G.H. Stempel III and T.K. Hargrove (Eds.), *The 21st-Century Voter: Who Votes, How They Vote, and Why They Vote.* ABC-CLIO, Santa Barbara, CA.

Hatcher, A. (2014). "Christian commerce, creationism, and capitalism: Religion in the retail marketplace." Presented at Association for Education in Journalism and Mass Communication, Montréal, Canada.

Hatcher, A. (2014). "Writing with context on social media." Presented at Journalism Education Association/National Scholastic Press Association, Washington, DC.

Hatcher, A. (2014). "Is Journalism -- and journalism school -- still relevant in the age of blogs, tweets and citizen journalism?" Presented at Osher Lifelong Learning Institute, NC State University, Raleigh, NC.

Hatcher, A. (2013). Panelist, "Internet Censorship" at DEKRA Hochschule, Berlin, Germany.

Hatcher, A. (2013). "Neither fish nor fowl: Covering the private/religious campus." Presented at College Media Advisers Conference, New York, NY.

Hatcher, A. (2013). 'It didn't sell much': The Publishing struggles of novelist turned newspaperman James Ross." *North Carolina Literary Review, 22.*

Dan Haygood

Haygood, D.M. (2017). "Globalization as expressed by global brands: An analysis of countries and the best global brands." Presented at Global Communication Association Conference, High Point, NC.

Haygood, D. (2016). Hard sell or soft sell? The advertising philosophies and professional relationship of Rosser Reeves and David Ogilvy." *American Journalism*, *33*, 1.

Bush, L., Haygood, D.M., & Vincent, H. (2016). Student-run communications agencies: Providing students with real world experiences that impact their careers. *Journalism and Mass Communication Educator.*

Bush, L., Haygood, D.M., & Vincent, H. (2016). "Student-run communications agencies: Providing students with real world experiences that impact their careers." Presented at Association for Education in Journalism and Mass Communication, Minneapolis, MN.

Haygood, D.M. (2016). "Glasnost Bowl: The best sports broadcasting idea that never happened." American Journalism Historians Conference, Saint Petersburg, FL.

Haygood, D.M. (2016). "Tel Ra Productions & *TeleSports Digest*: The unknown story of American television's early chronicler and archivist of U.S. Sports." Presented at Association for Education in Journalism and Mass Communication, Minneapolis, MN.

Haygood, D.M. (2015). "Now we move to further action: The story of the Notre Dame Football Sunday morning replays." Presented at Association for Education in Journalism and Mass Communication, San Francisco, CA.

Haygood, D.M. (2014). "The many lives of the USP: A history of advertising's famous and infamous unique selling proposition." Presented at Association for Education in Journalism and Mass Communication, Montréal, Canada.

Haygood, D.M. (2014). "A case history of small advertising agency leadership: An in-depth look at Knoxville's Lavidge & Associates." Presented at Association for Education in Journalism and Mass Communication, Montréal, Canada.

Haygood, D.M. (2013). "This has been a C.D. Chesley Production: The Story behind the early broadcasting and sponsoring of Atlantic Coast Conference Basketball." Presented at Association for Education in Journalism and Mass Communication, Washington DC.

Denise Hill

Hill, D. (2017). "Public relations history in the classroom: Making more time for meaning-making." Association for Education in Journalism and Mass Communication national conference, Chicago.

Hill, D. (2016). "Public relations to free Rosa Lee Ingram." In L. Capozzi & S. Spector (Eds.), *Public Relations for Social Good*. New York: Business Expert Press.

Hill, D. (2016). "From the Top" interview in Corporate Communications book chapter. In F.P. Seitel, *The Practice of Public Relations, 13th ed.* Boston: Pearson.

Hill, D. (2016). "The historiography of public relations." Presented at The Arthur W. Page Society Diverse Future conference, Lenox, MA.

Lamme, M., Miller, K., Hill, D., & Spector, S. (2016). "Public relations strategy in history." In T. Watson (Ed.), *North American Perspectives on the Development of Public Relations: Other Voices*. New York: Palgrave Macmillan.

Hill, D. (2015). Panelist, "Diversity in public relations," Public Relations Student Society of America regional conference, Chapel Hill, N.C.

Hill, D. (2015). Lead panelist and presenter, "Public relations history, public relations leadership, and the practice of public relations," Public Relations Society of America international conference, Atlanta, Ga.

Hill, D. (2015). Presenter, "Communication models and communication theory," Public Relations Society of America accreditation education program, Charlotte, N.C.

Jooyun Hwang

Kim, S., & Hwang, J., & Zhang, A. (2016). The impact of organization's ethical approaches in times of crisis (125-136). In B. Brunner-Johnson (Ed.), *Ethics, CSR, Public Communication and Civic Professionalism*. London: Routledge.

Borden, J., Zhang, X., & Hwang, J. (2016). "'Hit' or 'Hurt'? An examination of linguistic intergroup bias in media and public responses to corporate crises." Presented at International Communication Association, San Diego, CA.

Hwang, J., & Kiousis, S. (2012). "Analyzing the relationships among website interactivity and organization impression, trust and purchase intention for a product recall crisis." Presented at Association for Education in Journalism and Mass Communication, Chicago, IL.

Ray Johnson

Johnson, R. (2016). Co-producer, camera operator and editor: "An End to Silence" documentary film about the formation of Crossroads, rape crisis support organization and the empowerment of women in the 1970s.

Johnson, R. (2015). Produced, shot and edited online training videos for Alamance-Burlington School System.

Doug Kass

Kass, D. (2013). Director, cinematographer, camera operator: "Emptying The Skies" feature documentary. Official selection at more than 25 festivals around the world, winning two awards. Licensed for distribution by Al Jazeera Europe, the Canadian Broadcast Corporation and Music Box Films.

Kass, D. (2012). Consultant and assistant editor: "A River Changes Course" documentary feature. Won award at Sundance Film Festival, 2012.

Kass, D. (2004-17). Creator, advisor and mentor: Documentation Center of Cambodia, the documentary division of the foremost human rights NGO focusing on documentation of the Khmer Rouge genocide. Phnom Penh, Cambodia.

Derek Lackaff

Lackaff, D. (2017). "Interactive media design for minoritized languages." Presented at the First International Conference on Revitalization of Indigenous and Minoritized Languages, Universitat de Barcelona and Universitat de Vic-Universitat Central de Catalunya, Barcelona and Vic, Spain.

Lackaff, D. (2017). "Software localization for language revitalization." Presented at Global Communication Association, Greensboro, NC.

Lackaff, D. (2016). Better Reykjavik: Open municipal policymaking. In E. Gordon & P. Mahailidis, (Eds.). *Civic Media: Technology, Design, Practice*. Cambridge, MA: MIT Press.

Lackaff, D. (2015). Escaping the Middleman Paradox: Better Reykjavik and open policy innovation. *Journal of eDemocracy & Open Government, 7*(2).

Lackaff, D. (2015). За По-Добър РейКявик: От Е-Правителство Към Е-Демокрация [Building a Better Reykjavik: From e-Government to e-Democracy] (В. Божинова, trans.). In Божинова, Д. (Ed.) Електронна ДемокраЦия [*Electronic Democracy*]. Burgas, Bulgaria: Burgas Free University.

Lackaff, D. (2013). Dark Horse Comics. In Duncan, R. & Smith, M. J., (Eds.), *Icons of the American Comic Book: From Captain America to Wonder Woman*. Santa Barbara, CA: ABC-CLIO/Greenwood.

Lackaff, D. & Sales, M. (2013). Black comics and social media economics: New media, new production models. In S. Howard & R. Jackson (Eds.), *Black comics: Politics of race and representation*. New York: Continuum.

Chung, C. J., Barnett, G. A., Kim, K. & Lackaff, D. (2013). An analysis of communication theory and discipline. *Scientometrics, 95*.

Stefanone, M. A., Kwon, K. H. & Lackaff, D. (2012). Exploring the relationship between perceptions of social capital and enacted support online. *Journal of Computer-Mediated Communication, 17*.

Lackaff, D. (2012). New opportunities in personal network data collection. In M. Zacarias & J. de Oliviera (Eds.), *Human-computer interaction: The agency perspective*. Frankfurt, Germany: Springer.

Byung Lee

Lee, B. (2016). Presidential Candidates' Twitter Use and the Linkage Pattern of Twitter users in the 2012 Presidential Election. *Journal of Research Methodology, 1*(2).

Lee, B, & Mincer, C. (2017). "The use of social media in the classroom." Presented at Global Communication Association Conference, Greensboro, N.C.

Lee, B (2016). "Q, compared and contrasted with other Methods." Presented at International Society for the Scientific Study of Subjectivity (ISSSS), New Orleans, LA.

Lee, B. (2016). Pre-conference workshop leader, "Q Software Workshop: LeeQSort." ISSSS, New Orleans, LA.

Lee, B. (2016). Workshop leader, "Visualization of big data and analysis: Gephi and Tableau." Kyungpuk University, Korea.

Lee, B (2016). Workshop leader, "Easy, beautiful and useful data visualization using Tableau 2." Association for Education in Journalism and Mass Communication, Minneapolis, MN.

Lee, B (2015). "What factor analysis software to use for Q studies." Presented at ISSSS Q Conference, Ancona, Italy.

Lee, B (2015). "College students' attitudes toward Facebook." Presented at ISSSS Q Conference, Ancona, Italy.

Lee, B (2013). "Potentials online sorting holds for Q researchers." Presented at the ISSSS Q Conference, Amsterdam, Netherlands.

Lee, B (2012). "Q study: Does social networking lead to loneliness?" Presented at the ISSSS Q Conference, Pittsburgh, PA.

Julie Lellis

Lellis, J. (2017, March 27). Values count: Five tips for increasing job satisfaction via self reflection. *PR News 74*(12), 6.

Fitzgerald, F., Miller, A., Lellis, J. (2017, March 13). How millennials can help your brand succeed and what they seek in return. *PR News 74(10)*, 2.

Eggleston, M. & Lellis J. (2017, February). Identity matters: How content strategists can build trust and loyalty. *Chief Content Officer*, 12-15.

Lellis, J. & Eggleston, M. (2017). *The Zombie Business Cure: How to Refocus Your Company's Identity for More Authentic Communication.* New York: Career Press.

Lellis, J. (2016). Waving the red flag: FTC regulation of deceptive weight-loss advertising 1951-2009. *Health Communication 31(1),* 47-59.

Miller, B., & Lellis, J. (2015). Audience response to values-based marketplace advocacy by the fossil fuel industries. *Environmental Communication.*

Miller, B., & Lellis, J. (2015). Response to marketplace advocacy messages by sponsor and topic within the energy industry: Should corporations or industry trade groups do the talking? *Journal of Applied Communication Research 43(1),* 66-90.

Lellis, J. (2014). Dreaming of a black Christmas and "what is best" for Durham: Strategic advocacy during the selective buying campaign. In N. Clark (Ed.), *African Americans in the History of Mass Communication: A Reader.* Peter Lang Publishing.

Lellis, J. (2014). Organizational identity in nonprofit communication about disability. In R. Hart (Ed.), *Communication and Language Analysis in the Public Sphere.* IGI Global, 358-390.

Clark, N., Lellis, J., & Padgett, G. (2013). Communitarian ethics and achieving diversity in mediated communications: A panel discussion. *The International Journal of Organizational Diversity 12*(1), 61-71.

Harlen Makemson

Makemson, H. (2014). "Selling space: A semiotic analysis of aerospace industry advertising During NASA Mercury's Program, 1960-1963." Presented at American Journalism Historians Association Convention, St. Paul, MN.

Makemson, H. (2013). "Anglophobia as Art: Free trade and protection in Grover Cleveland political cartoons." In D.B. Sachsman & D.W. Bulla (Eds.), *Sensationalism: Murder, Mayhem, Mudslinging, Scandals, and Disasters in 19th Century*, New Brunswick: Transaction Publishers.

Makemson, H. (2013). "Setting the stage for the 'Institutional Vice Presidency': Coverage of Gerald Ford by Marjorie Hunter of *The New York Times*." Presented at Joint Journalism and Communication History Conference, New York, NY.

Kolodrubetz, L., & Makemson, H. (2012). "'A daily threat hanging over you and your family': Pleas for better roads through a Cold War prism in popular magazine advertisements, 1953-1954." Presented at American Journalism Historians Association Convention, Raleigh, NC.

Makemson, H. (2012). Workshop presenter, "Beginning Desktop Publishing." North Carolina Scholastic Media Institute, Chapel Hill, NC.

Barbara Miller

Miller Gaither, B., & Sinclair, J. (in press). The ethics and boundaries of industry environmental campaigns. In Priest, S., Goodwin, J., & Dahlstrom, M. (Eds.), *Science Communication Ethics: State of the Art.* Chicago: University of Chicago Press.

Miller Gaither, B., & Austin, L. (2016). Campaign and corporate goals in conflict: Exploring company-issue congruence through a content analysis of Coca-Cola's twitter feed. *Public Relations Review 42*(2016).

Miller, B.M., & Gaither, T.K. (2016). Marketplace advocacy by the U.S. fossil fuel industries: Issues of representation and environmental discourse. *Mass Communication and Society 19*(5).

Austin, L., & Miller, B.M. (2016). Examining public response to Corporate Social Initiative Types: A quantitative content analysis of Coca-Cola's social media. *Social Marketing Quarterly 22*(4).

Miller, B.M., Xu, Q., & Barnett, B. (2016). Commenter anonymity affects reader perceptions. *Newspaper Research Journal.*

Miller, B.M., & Lellis, J. (2015). Response to marketplace advocacy messages by sponsor and topic within the energy industry: Should corporations or industry trade groups do the talking? *Journal of Applied Communication Research 43*(1).

Miller, B.M., & Lellis, J. (2015). Audience response to values-based marketplace advocacy by the fossil fuel industries. *Journal of Environmental Communication.*

Ware, W.B., Ferron, J., & Miller, B.M. (2013). *Introductory Statistics: A Conceptual Approach Using R.* New York: Taylor & Francis.

Miller, B.M. (2012). *Generating public support for business and industry: Marketplace advocacy campaigns.* Cambria Press.

Miller, B.M., & Sinclair, J. (2012). Risk perceptions in a resource community and communication implications: Emotion, stigma, and identity. *Risk Analysis 32*(3), 483-495.

William Moner

Moner, W., & Pope-Ruark, R. (2017). "Multidisciplinary collaboration in design thinking for social innovation immersive semester." Presented at American Association of Colleges and Universities (AAC&U) Network for Academic Renewal Conference, Phoenix, AZ.

Motley, P., Pope-Ruark, R., Moner, W., and Hollingsworth, J. (2016). "An immersive semester in design

thinking and social innovation." Presented at the International Society for the Scholarship of Teaching and Learning (ISSOTL) Conference, Los Angeles, CA.

Lackaff, D., and Moner, W. (2016). Local languages, global networks: Mobile design for minority language users. In Proceedings of the 34th ACM International Conference on the Design of Communication (SIGDOC '16). New York: ACM.

Moner, W., Aumiller, R., Shawyer, S., & Tourek, S. (2016). Video and real-time media project coordinator, "Dancing in the Landscape: Meditations on Surveillance." Elon University, Elon, NC.

Lackaff, D., and Moner, W. (2016). "Local languages, global networks: Mobile design for minority language users." Presented at SIGDOC: ACM International Conference on the Design of Communication, Silver Spring, MD.

Moner, W., Hollingsworth, J., Motley, P., and Pope-Ruark, R. (2016). "Design thinking and evidence-based learning." Presented at the Teaching and Learning Conference at Elon University, Elon, NC.

Moner, W. (2014). Panelist, "Why all your students must be programmers II." Association for Education in Journalism and Mass Communication, Montréal, Canada.

Moner, W. et al. (2014). The Better Alamance Project: New technologies and writing as citizenship. Panel. With Dianne Finch, Derek Lackaff, and Glenn Scott. Panel presented at the International Writing Across the Curriculum Conference (IWAC), Minneapolis, MN, on June 14, 2014.

Moner, W. (2014). Panel Moderator, "Open Data in North Carolina." Elon University Sunshine Day, Elon, NC.

Strover, S., and Moner, W. (2014). The Contours of On-Demand Viewing. In J. Holt & K. Sanson (Eds.), *Connected Viewing: Selling, Streaming, & Sharing Media in the Digital Age*. New York: Routledge.

Phillip Motley

Divan, A., Ludwig, L., Matthews, K., Motley, P., & Tomljenovic-Berube, A. (2017). Research approaches in scholarship of teaching and learning publications: A systematic literature review. *Teaching and Learning Inquiry, 4.*

Motley, P. (2016). "Critique and process: Signature pedagogies in the graphic design classroom." *Arts and Humanities in Higher Education*, *2016.*

Motley, P., Chick, N., & Hipchen, E. (2016). A conversation about critique as a signature pedagogy in the arts and humanities." *Arts and Humanities in Higher Education*.

Motley, P. (2015). "Learning—to and from—the visual critique process." *New Directions for Teaching and Learning*, *2015(*141).

Motley, P. & Sturgill, A. (2014). "Cultivating a professional ethic in covering marginalized populations: Learning about the poor through service-learning." *Journalism and Mass Communication Educator, 69*(2).

Sturgill, A. & Motley, P. (2014). Methods of reflection: Guided vs. free, public vs. private, dialogic vs. expressive. *Teaching and Learning Inquiry, 2*(1).

Matthews, K., Divan, A., John-Thomas, N., Lopes, V., Ludwig, L., Martini, T., Motley, P., & Tomljenovic-Berube, A. (2013). SoTL and students' experiences of their degree-level program: An empirical investigation. *Teaching and Learning Inquiry, 1*(2).

Sturgill, A., Motley, P. & Saltz, S. (2013). "Using service-learning to teach communications skills in the context of economic diversity." *Teaching Journalism and Mass Communication, 3*(2).

Sturgill, A. & Motley, P. (2013). "Indirect vs. direct service-learning in communication: Implications for student learning and community benefit." *Teaching Journalism and Mass Communication, 3*(2).

Motley, P. & Sturgill, A. (2013). "Assessing the merits of international service-learning in developing professionalism in mass communication." *Communication Teacher, 27*(3).

Max Negin

Negin, M. (2016). Director and writer, "Chained, Unchained" short narrative film.

Negin, M. (2016). Director and writer, "Jail" short narrative film.

Negin, M. (2016). Presenter, "Art of the Interview" and "How to be a Better Storyteller." Journalism Education Association/National Scholastic Press Association (JEA/NSPA), Indianapolis, IN.

Negin, M. (2015). Presenter, "Art of the Interview" and "Finding your First Journalism Job." JEA/NSPA, Washington, DC.

Negin, M. (2015). Director, "Sons of Bill, The Sons Also Rise" documentary.

Negin, M. (2015). Co-producer, "History of AfriCobra" documentary.

Negin, M. (2015). Co-producer and director: Re:View. A student crew production of a live dance and music performance, with a remote production crew. Elon University, Elon, NC.

Zumoff, M., & Negin, M. (2014). *Total Sportscasting: Performance, Production & Career Development*. Burlington, MA: Taylor & Francis.

Negin, M. (2013). Co-Director and producer: "Seven Days," multi-screen installation. Elon University, Elon, NC.

Negin, M. (2013). Presenter, "Upping your game in sportscasting, keeping it local and career development." Radio Television Digital News Association (RTDNA) Excellence in Journalism Conference, Anaheim, CA.

Tom Nelson

Nelson, T. (2017). "History shows that 'alternative facts' journalism can have real consequences." Burlington Times-News, March 5. *Syndicated*.

Nelson, T. (2016). "Remember the Spanish Civil War to understand the dangers of 'righteousness' today." Burlington Times-News, Nov. 3. *Syndicated.*

Nelson, T. (2015). "The Night of the Sharks." Winston-Salem Journal, July 21. *Syndicated.*

Nelson, T. (2013). Moderator, "The role of liberal arts in social media pedagogy." Broadcast Education Association, Las Vegas, NV.

Nelson, T. (2012). Presenter, "Prisoners of Plenty," Popular Culture Association, Boston, MA.

Nelson, T. (2012). "In my words: 'Neil Armstrong, a retrospective.'" Gaston Gazette, August 31. *Syndicated.*

Nelson, T. (2012). "The imperative of empathy: A first person exploration of empathy as a pedagogical tool." *Journal of Media Education, 3*, 1.

Youssef Osman

Osman, Y. (2016). "The Egyptian identity in Shady AbdelSalam's The Mummy." Presented at University of Film and Video Association Conference (CILECT), American University, Washington, DC.

Osman, Y. (2015). Panelist, "Screen visions: Commodification, controversy, and identification." University of Film and Video Association (CILECT), American University, Washington, DC.

Osman, Y. (2015). "Youssef Chahine's Egypt: Film, politics and controversy." Presented at University of Film and Video Association (CILECT), American University, Washington, DC.

Osman, Y. (2015). Director, "Just Human" short fiction film, University of Film and Video Association (CILECT), American University, Washington, DC.

Osman, Y. (2014). Presenter, Red Camera Workflow and Color Grading Workshop. University of Film and Video Association, Montana State University, Bozeman, MT.

Osman, Y. (2013). Paper author and panelist, "Religious representations in Arab Cinema." Religion and Media Conference, Elon University, Elon, NC.

George Padgett

Padgett, G. (2017). "Surprise: Transgender deniers blame liberals and progressives." Burlington Times-News, January 15.

Padgett, G. (2016). "Apologies to Kentucky, Mississippi and Alabama," Burlington Times-News, April 25.

Padgett, G. (2016). *Along the Way: Stories from An Ordinary Life*, Third Act Books at Amazon.com, Burlington, NC.

Padgett, G. (2015). "Liberal and loving it," Burlington Times-News, October 2.

Padgett, G. (2014). *Just the Facts: Murder on the McKinley University Campus*, Third Act Books at Amazon.com, Burlington, NC.

Clark, N., Lellis, J.C., & Padgett, G.E. (2013). Communitarian ethics and achieving diversity in mediated communications: A panel discussion. *The International Journal of Organizational Diversity 12*(1), 61-71.

Padgett, G. (2012). *Random Acts: An Eli Hurlbert Mystery Novel,* Third Act Books at Amazon.com, Burlington, NC.

Lellis, J.C., Clark, N., & Padgett, G.E. (2012). "Communitarian ethics and achieving diversity in mediated communications." Presented at Diversity in Organizations, Communities, and Nations, University of British Columbia, Vancouver, Canada.

Paul Parsons

Parsons, P. (2017). "Assessment is not a bad word." Presented at plenary session of the Standing Committee on Teaching, Association for Education in Journalism and Mass Communication conference, Chicago, IL.

Parsons, P. (2016). "Recruitment and retention at the intersections: Colleagues." In B. Barnett & P. Felten (Eds.), *Intersectionality in Action: A Guide for Faculty and Campus Leaders for Creating Inclusive Classrooms and Institutions.* Sterling, VA: Stylus Publishing.

Parsons, P. (2016). "Accreditation of graduate programs." Presented at Association for Education in Journalism and Mass Communication conference, Minneapolis, MN.

Parsons, P. (2015). Presenter, "Insights into academic administration," and participation in the new Institute for Diverse Leadership in Journalism and Communication. Association for Education in Journalism and Mass Communication conference, San Francisco, CA.

Parsons, P. (2015). "Accreditation in higher education." Presented at Scripps Howard Leadership Academy, Baton Rouge, LA.

Parsons, P. (2014). "Who will be the next academic leaders: A collaborative on the landscape ahead." Presented at Association for Education in Journalism and Mass Communication, Montreal, Canada.

Parsons, P. (2014). "Strategies, achievements and reflections: Showcasing the AEJMC Equity & Diversity Award recipients." Presented at Association for Education in Journalism and Mass Communication, Montreal, Canada.

Parsons, P. (2013). "The Dreaded 'A' Word: Using assessment to make long overdue changes and validate what you are doing right." Presented at Association for Education in Journalism and Mass Communication, Washington, D.C.

Parsons, P. (2013). Convenor, "Quality oversight of journalism programs around the world." World Journalism Education Congress, Mechelen, Belgium.

Parsons, P. (2012). "News21 and the teaching hospital model." Presented at Association for Education in Journalism and Mass Communication, Chicago, IL.

Randy Piland

Piland, C.R. (2016). Photographer and videographer: Swift Water Rescue/Lifesaving video, Colorado.

Piland, C.R. (2014). Instructor, Photojournalism and Photoshop workshop for Wycliffe Global Alliance staff, Kandern, Germany.

Piland, C.R. (2012). National Press Photographers Association, Robert F. Garland Educator Award.

Piland, C.R. (2010-present). Summer Faculty for the Visual Storytelling Workshop. Philmont Training Center, Cimarron, NM.

Staci Saltz

Saltz, S. (2014): Panelist, "Television production and the intersection of Portlandia and Vine." Broadcast Education Association, Las Vegas, NV.

Saltz, S. (2013). Award of Excellence, "Elon Academy: Preparation, opportunity and success." BEA Festival of Media Arts Faculty Video Competition. Las Vegas, NV.

Glenn Scott

Scott, G. (2014). "The Better Alamance Project: New technologies and writing as citizenship." Presented at International Writing Across the Curriculum Conference, Minneapolis, MN.

Scott, G. (2016). "Can transparency bridge the political divide? The Conversation: Experts' Roundtable: The Future of Journalism in Trump's America. *Syndicated.*

Scott, G. (2016). "Analyzing elements of 'Fractured Lands' – college-level lesson." *The Pulitzer Center on Crisis Reporting*.

Scott, G. (2012). Fulbright lectureship grant, awarded for teaching at University of the Ryukyus, Okinawa, Japan.

Scott, G. (2012). Guest lecturer at academic and professional journalism gatherings in Naha, Ginowan, Fukuoka, Kitakyushu, and Sendai, Japan. Topics: Journalism ethics, cross-cultural educational approaches, and considerations for Japan's bid to host 2020 Olympic Games.

Michael Skube

Skube, M. (2015). "'Watchman' a truer novel than 'Mockingbird.'" Critical retrospective of a classic novel by Harper Lee and its unexpected "prequel" published in 2015. The Raleigh News & Observer, July 18. *Syndicated.*

Jessalynn Strauss

Lambert, C. A.; Strauss, J. R.; and Tindall, N. T. J. (2016). "Public relations in popular culture: A 'scandal' on primetime television." In A.F. Herrmann & A. Herbig (Eds.), *Popular Culture in Perspective*. Lanham, MD: Lexington Books.

Stansberry, K., & Strauss, J. R. (2016). A Cavalier approach to public relations: The unconventional image restoration of LeBron James. *Case Studies in Strategic Communication, 5*.

Strauss, J. R. (2016). "Driving Las Vegas: News coverage of Uber's clash with unions in sin city." Presented at Association for Education in Journalism and Mass Communication, Minneapolis, MN.

Strauss, J. R. (2016). "A his- and- herstory of marriage in Sin City: How promoting the wedding industry helped Las Vegas establish itself as one of the world's most popular tourist destinations." Presented at International History of Public Relations Conference, Bournemouth, England.

Strauss, J. R. (2015). Becoming respectable: A history of early social responsibility in the Las Vegas casino industry. *UNLV Gaming Research & Review Journal, 19*(2).

Strauss, J. R. (2015). *Challenging corporate social responsibility: Lessons for public relations from the casino* industry. Routledge: London, UK.

Stansberry, K., & Strauss, J. R. (2015). Standing out in a neon crowd: How Las Vegas casinos use Twitter to establish brand personalities to cultivate relationships with 'fans' and brand advocates. *PRism, 12*(1).

Strauss, J. R. (2013). A history of casino public relations in Las Vegas. *Journal of Gaming, Tourism, and Leisure Research, 1*(1).

Strauss, J. R. (2013). "From the Last Frontier to the New Cosmopolitan: A history of casino public relations in Las Vegas." In D. Schwartz, (Ed.), *Frontiers in chance: Gaming research across the disciplines.* Las Vegas, NV: University of Nevada Las Vegas Gaming Press.

Strauss, J. R. (2013). From the last frontier to the new cosmopolitan: A history of casino public relations in Las Vegas. *Public Relations Review, 39*(2).

Amanda Sturgill

Sturgill, A. (2015). "Missionaries." In M.A. Odekon (Ed.), *The SAGE encyclopedia of world poverty.* Thousand Oaks, CA: SAGE Publications, Inc.

Sturgill, A. (2015). "Technology diffusion." In M.A. Odekon (Eds), *The SAGE encyclopedia of world poverty.* CA: SAGE Publications, Inc.

Sturgill, A., Hannam, B. and B. Walsh. (2015). External resources use for undergraduates learning coding in communications. Presented at Association for Education in Journalism and Mass Communication, San Diego, CA.

Sturgill, A. & Gullquist, D. (2014). Get it first, get it fast, get it in fewer than 140 characters: local vs. regional news microblogging. Presented at Association for Education in Journalism and Mass Communication, Montréal, Canada

Sturgill, A., & Motley, P. (2014). Methods of reflection about service learning: Guided vs. free, dialogic vs. expressive and public vs. private. *Teaching and Learning Inquiry: the ISSOTL Journal, 2*(1).

Motley, P. & Sturgill, A. (2014). Cultivating a professional ethic in covering marginalized populations: Learning about the poor through service-learning. *Journalism and Mass Communication Educator*, 69(2).

Collins, B., & Sturgill, A. (2013). The effects of media use on religious individuals' perceptions of science. *Journal of Media and Religion*, 12(4).

Sturgill, A., Motley, P. & Saltz, S. (2013). Using service-learning to teach communications skills in the context of economic diversity. *Teaching Journalism and Mass Communication.* Summer.

Sturgill, A. & Motley, P. (2013). Indirect vs. direct service-learning in communication: Implications for student learning and community benefit." *Teaching Journalism and Mass Communication.* Summer.

Motley, P. and Sturgill, A. (2013). Assessing the merits of international service-learning in developing professionalism in mass communication. *Communication Teacher*, 27(3), 172-189.

Nicole Triche

Triche, N. (2017). Panelist, **"**From the Field: Difficult Documentary Interviews" at the University Film and Video Association Annual Conference, July 30, 2017, Los Angeles.

Triche, N. (2017). Panelist, "Women with a Movie Camera" at the Teachers, Teaching, and Media Conference, March 3, 2017, Winston-Salem, NC.

Triche, N. (2016). Producer, director, editor and cinematographer: "All Skate, Everybody Skate," documentary film. Five peer-reviewed screenings.

Triche, N. (2012). Producer, director, editor and cinematographer: "Taxidermists," documentary film. Eight peer-reviewed screenings, three curated screenings; 1st place award in Faculty Short Documentary, University Film & Video Association Annual Conference, 2013.

Triche, N. (2015). Panelist, "Developing Undergraduate Documentaries Outside the Classroom: A Case Study of the elondocs Production Program." University Film and Video Association Annual Conference, Washington DC.

Triche, N. (2015). Workshop Leader, "Pitching Short Documentaries." University Film and Video Association Annual Conference, Washington, DC.

Hal Vincent

Vincent, H. (2017). "Agency Spotlight: Live Oak Communications." In D.J. Swanson (Ed.), *Real World Career Preparation: A Guide To Creating A University Student-Run Communications Agency*. New York: Peter Lang Publishers.

Bush, L., Haygood, D.M., & Vincent, H. (2016). Student-run communications agencies: Providing students with real world experiences that impact their careers. *Journalism and Mass Communication Educator.*

Bush, L., Haygood, D.M., & Vincent, H. (2016). "Student-run communications agencies: Providing students with real world experiences that impact their careers." Presented at Association for Education in Journalism and Mass Communication, Minneapolis, MN.

Vincent, H. (2016). Invited presenter, "When marketing starts making money." The Co|Operative entrepreneurship incubator, Graham, NC.

Vincent, H. (2016). Moderator, "The state of Triangle creative." AdFed Triangle professional program, Raleigh, NC.

Vincent, H. (2016). Workshop leader, "Creative communications for nonprofits." The Chautauqua Institution, Chautauqua, NY.

Vincent, H. (2016). Invited panelist, "Creating unique experiential opportunities: The case for student-led ad agencies." American Academy of Advertising Annual (AAA), Seattle, WA.

Vincent, H. (2016). Special Topics Panel author and presenter, "Entrepreneurship in the advertising/public relations/strategic communications curriculum." Presented at Association for Education in Journalism and Mass Communication Mid-Winter conference for Media Management, Economics, and Entrepreneurship, Norman, OK.

Vincent, H. (2015). Invited Panelist, "Creating spaces for engagement, student run agencies – a space for engagement." UNC-Wilmington, Integrated Marketing Communications Bi-Annual Conference. Wilmington, NC.

Vincent, H. (2015). Invited Presenter, "Timeless traits of an advertising account executive," University of South Carolina College of Mass Communications and Information Studies Advertising Speaker Series. Columbia, SC.

Brian Walsh

Sturgill, A., Hannam, B. and B. Walsh. (2015). External resources use for undergraduates learning coding in communications. Presented at Association for Education in Journalism and Mass Communication, San Diego, CA.

Walsh, B. (2015). "Memory picture: The history & practice of embalming human cadavers." SURF Poster Session, Elon, NC.

Walsh, B., Sturgill, A., & Motley, P. (2013). "Developing mentoring relationships across classrooms." Poster Session, Elon Teaching & Learning Conference, Elon, NC.

Qian Xu

Xu, Q., & Sundar, S. S. (2016). Interactivity and memory: Information processing of interactive versus non-interactive content. *Computers in Human Behavior, 63*.

Miller, B., Xu, Q., & Barnett, B. (2016). Commenter anonymity affects reader perceptions. *Newspaper Research Journal, 37*(2).

Xu, Q., & Behring, D. (2014). The richer, the better? Effects of modality on intercultural virtual collaboration. *International Journal of Communication, 8*.

Xu, Q., & Qi, L. (2014). Use of SNSs, political efficacy, and civic engagement among Chinese college students: Effects of gratifications and network size. *International Journal of Interactive Communication Systems and Technologies, 4*(1).

Xu, Q. (2014). Should I trust him? The effects of reviewer profile characteristics on eWOM credibility. *Computers in Human Behavior*, 33.

Xu, Q., & Sundar, S. S. (2014). Lights, camera, music, interaction! Interactive persuasion in ecommerce. *Communication Research, 41*(2).

Sundar, S. S., Bellur, S., Oh, J., Xu, Q., & Jia, H. (2014). User experience of on-screen interaction techniques: An experimental investigation of clicking, sliding, zooming, hovering, dragging and flipping. *Human-Computer Interaction, 29*(2).

Xu, Q. (2013). Social recommendation, source credibility and recency: Effects of news cues in a social bookmarking website. *Journalism & Mass Communication Quarterly, 90*(4).

Xu, Q., Schmierbach, M., Bellur, S., Ash, E., Oeldorf-Hirsch, A., & Kegerise, A. (2012). The effects of "friend" characteristics on evaluations of an activist group in a social networking context. *Mass Communication & Society, 15*(3).

Schmierbach, M., Xu, Q., & Boyle, M. P. (2012). The role of exemplification in shaping third person perceptions and support for restrictions on video games. *Mass Communication & Society, 15(*5).

5. **Describe the institution's policy regarding sabbaticals, leaves of absence with or without pay, etc. List faculty who have taken sabbaticals or leaves during the past six years. Give one-sentence descriptions detailing the academic achievements of each sabbatical.**

Full-time faculty may apply for a sabbatical in their sixth year at Elon. The university's Faculty Research & Development Committee (which has a School of Communications faculty member on it) considers all requests and makes the selections. Faculty can choose

a one-semester sabbatical at full salary, or a one-year sabbatical at half salary. In practice, the first sabbatical is timed for the period after the granting of promotion.

Leaves of absence are determined by the dean in consultation with the provost, based on the specific circumstance and in accordance with the Faculty Handbook.

Eight faculty members in the school have been awarded sabbaticals in the past six years: Janna Anderson (spring 2012), Barbara Miller (2013-14), Vic Costello (fall 2014), Jessica Gisclair (fall 2014), George Padgett (fall 2015), Julie Lellis (spring 2017), Lee Bush (fall 2017) and Anthony Hatcher (fall 2017).

Anderson used her sabbatical to research and write *Battle for Control: The Future of the Internet V* with Lee Rainie, published by Cambria Press in 2013. Barbara Miller was recipient of the Elon Sabbatical, a competitive full-year, full-pay sabbatical in 2013-14. The award is for faculty members who propose a significant research project in their fields and who demonstrate a record of scholarly excellence. Miller's sabbatical resulted in the co-authored textbook *Introductory Statistics: A Conceptual Approach Using R*, published by Taylor & Francis in 2013, two peer-reviewed journal articles, two presentations at ICA and three at AEJMC. Vic Costello used his sabbatical to spur activity for the second edition of his book *Multimedia Foundations: Core Concepts for Digital Design,* published by Taylor & Francis in 2016. Gisclair developed new courses and enhanced present courses in media law and ethics with specific emphases on intellectual property issues on the Internet for her sabbatical. Her sabbatical led to three conference papers, with a focus on intellectual property and mixed-source technology in China. Padgett spent his 2015 sabbatical writing a book of personal reflections, essays, editorials, and short stories on the CreateSpace Independent Publishing Platform. Lellis co-authored *The Zombie Business Cure: How to Refocus Your Company's Identity for More Authentic Communication,* which was published by Career Press in 2017.

Outside of maternity or medical leave, faculty rarely request leaves of absence at Elon. The dean has received three special requests in the last six years and granted them all after consulting with the provost. Glenn Scott received a Fulbright Professorship to Japan for part of the 2012 academic year, and the university provided a leave of absence. Kenn Gaither took a leave of absence from Elon for the 2014-15 academic year to serve as the president/CEO of the Institute for Shipboard Education, and in fall 2017 Jessalyn Strauss took leave to collaborate with the Clerk of Clark County (NV) and a professor at UNLV's hospitality school to examine the recent decline in weddings in Las Vegas, a trend that has impacted the local economy.

6. Describe travel funding, grant support, or other methods or programs the unit uses to encourage scholarship, research, and creative and professional activity.

The university provides about $1,000 a year per faculty member for travel, which doesn't come close to meeting the needs of an energetic and widely traveled faculty. As a result,

the school reallocates from other budget lines or draws from private funds to provide up to $1,700 a year for a faculty member's travel (and sometimes more when justified). In addition, the school offers to pay for one academic or professional membership for each faculty member each year.

The result is twofold: 1) Faculty are more prominent at AEJMC, BEA and other conferences and have shown a significant increase in scholarly productivity, and 2) The school keeps scrambling to cover both more faculty travel and the escalating costs of travel.

The school spent $130,100 for faculty travel, memberships and other forms of professional development in 2016-17.

Another means for encouraging scholarship and professional activity are course reassignments that reduce a faculty member's teaching assignment by one course to provide more time and focus for scholarship.

Summer research funding is another motivator. The university's Faculty Research and Development Committee awards summer grants of $8,000 to promote scholarship and awards of varying amounts to cover the expenses of research or publication. The dean has a $17,000 summer allocation to support professional development, which can range from conference travel to the school creating its own technology workshop. Through the years, summer funding provided stipends for a faculty workshop to enhance a new course and helped faculty members attend Poynter Institute workshops.

The university offers Hultquist Awards for first-year faculty members pursuing summer faculty development. Five or more awards are given each year across the university through a competitive process. Communications faculty have been highly competitive. Summer 2017 recipients were Doug Kass and Sana Haq. Each received about $2,000.

7. List faculty who have taken advantage of those programs during the past six years.

All faculty use travel funds, literally. One year, every faculty member in the school participated in at least one conference that was reimbursed from the travel budget. Most faculty follow up on the school's offer to pay for an academic or professional membership each year.

In terms of competitive FR&D summer fellowships, faculty members in the school have been successful. Across the university, only about half of applicants receive a summer funding award. In 2017, five of the 11 proposals submitted by Communications faculty for summer research fellowships were selected:

Bill Anderson: Social hygiene and public relations history

Vanessa Bravo: The role of diaspora communications in public relations and public diplomacy

Derek Lackaff: Indigenous language localization workshop and online localization platform development

William Moner: Design thinking as communication practice

Phillip Motley: Experiential learning program assessment and scholarship

In summer 2016, four faculty received summer fellowships: Barbara Miller, for corporate social responsibility and marketplace advocacy research for articles in *Public Relations Review, Mass Communication and Society* and *Social Marketing Quarterly;* Phillip Motley, for research on pedagogy and graphic design *for Teaching and Learning Inquiry* and two articles in *Arts and Humanities in Higher Education;* George Padgett for research on media law & ethics, diversity and the evolution of the publishing industry; and Nicole Triche, who served as producer, director, editor and cinematographer of "All Skate, Everybody Skate," a documentary film that has garnered more than three peer-reviewed screenings.

In previous years, School of Communications faculty have been equally as successful in receiving FR&D support:

2017
Amanda Sturgill, for peer-reviewed articles in *Journal of Radio and Audio Media* and *Journalism and Mass Communication Educator*

Naeemah Clark, for a chapter titled "Connection in the Scandalverse: The Power of Social Media and Parasocial Relationships" In *Digital Technology and the Future of Broadcasting*

2016
Barbara Miller, for an analysis of Coca-Cola's Twitter feed in *Public Relations Review* and an article on marketplace advocacy in *Mass Communication and Society*

Qian Xu, for a book chapter titled "Public discourse on genetically modified foods in mobile sphere: Framing risks, opportunities, and responsibilities on mobile social media in China" in *Mobile media, political participation, and civic activism in Asia: Private chat to public sphere*

Dan Haygood, for an article in *American Journalism* exploring the advertising philosophies and professional relationship of legendary ad men Rosser Reeves and David Ogilvy

2015
Vanessa Bravo, for an article analyzing the role of public relations in ethnic advocacy and activism in *Public Relations Inquiry*

Barbara Miller, for articles on marketplace advocacy in the *Journal of Applied Communication Research* and *Journal of Environmental Communication*

Julie Lellis, for an article on FTC regulation of weight-loss advertising in *Health Communication*

2014
Janna Anderson, for several *Pew Internet Project of the Pew Research Center* papers on topics including net neutrality, cyber security and privacy

Vanessa Bravo, for two journal articles concerning communications in Latin America in *Revista Internacional de Relaciones Públicas* and *The Hague Journal of Diplomacy*

2013
Barbara Miller, to research and co-author *Introductory Statistics: A Conceptual Approach Using R*

Vanessa Bravo, for a book chapter on the importance of diaspora communities for international governments in *International Public Relations and Public Diplomacy: Communication and Engagement*

Julie Lellis, for a book chapter on strategic advocacy in *African Americans in the History of Mass Communication*

Qian Xu, for journal articles in *Computers in Human Behavior* and the *International Journal of Communication*

2012
Julie Lellis, for a co-authored article in *The International Journal of Organizational Diversity*