

ACADEMIC CURRICULUM VITAE (short form)

STANLEY DEETZ, Ph.D.

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BIOGRAPHIC SKETCH

Stan Deetz is a Professor Emeritus and a President's Teaching Scholar at the University of Colorado at Boulder. At UCB he was Founding Director of the Center for the Study of Conflict, Collaboration and Creative Governance; Managing Director for Institutional Evaluation and Transformation for the Center for STEM Learning (CSL); and Director of the Peace and Conflict Studies Program.

Deetz specializes in the study of the design of human interaction, processes of institutional change and collaborative decision making focusing on organizations and the decision contexts resting between commercial, civic and governmental organizations. His studies of organizations and communities have provided a theoretical understanding of governance and decision making with the intent of promoting a more in-depth understanding of various collaborative interaction designs and organizational forms and encouraging the exploration of alternative more collaborative communication practices, especially inter-sector practices, that allow greater democracy, higher quality decisions, and more productive collaboration among stakeholders.

He is author/coauthor of *Doing Critical Research* (Sage 2021), *Leading Organizations through Transitions* (Sage 2000), *Doing Critical Management Research* (Sage 2000), *Transforming Communication*, *Transforming Business* (Hampton, 1995), *Democracy in an Age of Corporate Colonization* (SUNY, 1992), and *Managing Interpersonal Communication* (HarperCollins, 1986), and editor or author of 7 other books. He has published over 140 essays in scholarly journals and books regarding stakeholder representation, decision-making, culture, and communication in corporate organizations and has lectured widely in the U.S. and Europe. In his professional practice he has worked with the design of communication processes for multi-party decision-making both within organizations and between organizations and external communities. He has lectured widely in the U.S., Latin America, and Europe giving over one hundred and fifty visiting scholar and invited public lectures at over seventy universities in twenty-four countries.

He was a Senior Fulbright Scholar at Göteborgs Universitet (Sweden, 1994), and has held visiting appointments at Arizona State University, the University of Texas, the University of Iowa, Federal University of Minas Gerais (Brazil), the Copenhagen Business School (Denmark), Colegio Mayor University (Colombia), Universidad Autonoma Metropolitana-Iztapalapa (Mexico). He is a Fellow of the International Communication Association serving as its President, 1996-97, and has held many other elected professional positions. In 2004 he received the National Communication Association Distinguished Scholar Award (a lifetime achievement award).

After leaving the university, as President of Interaction Design for Innovation, LLC, he has continued as an active consultant and does training and development work for companies and communities in the U.S. and across the world.

EDUCATION

- Ph.D. Interdisciplinary/Communication; Ohio University; 1973
Dissertation: Essays on Hermeneutics and Communication Research (Kenneth Williams, Advisor)
- M.A. Interdisciplinary/Communication; Ohio University; 1972.
Thesis: An Ethnomethodological Analysis of Selected Approaches to the Speech Act (Kenneth Williams, Advisor)
- B.S. (with distinction); Economics and Speech/Drama; Manchester College, 1970.

PROFESSIONAL EXPERIENCE

- 2014-continuing. President, Interaction Design for Innovation, LLC.
- 1997-2014. Professor; Graduate School (2011-2014); Department of Communication (1997-2010); Director of the Center for the Study of Conflict, Collaboration and Creative Governance (2009-2014) and the Peace and Conflict Studies Program (2004-2014); President's Teaching Scholar (2008-continuing). University of Colorado at Boulder.
- 1984-1997. Professor I (1992-97), Associate Professor (1984-92), Department of Communication. 1985-88, Chairperson, Administrative and fiscal officer responsible for 18 full-time and 16 part-time faculty and 1000 undergraduate majors. Rutgers University.
- Spring Semester 1994. J. William Fulbright Senior Scholar Award; Göteborgs Universitet, Sweden. Supplemented by a Rickart Malmsten Foundation Research Grant.
- 1977-84. Associate Professor (1979-84), Assistant Professor (1977-79). Southern Illinois University at Carbondale. (Promoted to Professor, 1984)
- 1973-77. Assistant Professor, Graduate Faculty; Bridgewater State College. (Promoted to Associate Professor with Tenure, 1977)
- 1972-73. Claude Kantner Fellow; Ohio University.
- 1970-72. Graduate Teaching Assistant; Ohio University.
- Visiting Appointments: University of Texas (1982), Arizona State University (1989), Göteborgs Universitet (1994), Copenhagen Business School (1998), University of Iowa (1999), Federal University of Minas Gerais (Brazil) (2008), Colegio Mayor University (Colombia) (2017), Universidad Autonoma Metropolitana-Iztapalapa (Mexico) (2018).

PUBLICATIONS

BOOKS:

- Alvesson, M. & Deetz, S. (2021). *Doing critical research*. London: Sage. 222 pages.
- Deetz, S., Tracy, S., and Simpson, J. (2000). *Leading organizations through transitions: Communication and cultural change*. Thousand Oaks, CA: Sage. 230 pages, plus xi. Hrd & pbk.

- Alvesson, M. & Deetz, S. (2000). *Doing critical management research*. London: Sage. 240 pages. Hrd & pbk. Translated into Swedish as *Kritisk samhällsforskning*. Lund, Sweden: Studentlitteratur.
- Deetz, S. (1995). *Transforming communication, transforming business: Building responsive and responsible workplaces*. Cresskill, NJ: Hampton Press, Inc. 205 pages. Hrd & pbk. Award for the outstanding research book, 1994-95, given by Organizational Communication Division of the National Communication Association.
- Deetz, S. (Ed.) (1994). *Communication yearbook 17*. Thousand Oaks, CA: Sage. 624 pages. With editor's introductory chapter.
- Deetz, S. (Ed.) (1993). *Communication yearbook 16*. Thousand Oaks, CA: Sage. 656 pages. With editor's introductory chapter.
- Deetz, S. (1992). *Democracy in an age of corporate colonization: Developments in communication and the politics of everyday life*. Albany: State University of New York Press. 399 pages, plus x. Hrd & pbk. Award for the outstanding research book, 1991-92, given by Organizational Communication Division of the National Communication Association.
- Deetz, S. (Ed.) (1992). *Communication yearbook 15*. Thousand Oaks, CA: Sage. 677 pages, plus xvii. With editor's introductory chapter.
- Deetz, S. (Ed.) (1990). *Communication theory*. Boston, MA: Ginn Press. 255 pages. Five chapters written by the editor.
- Deetz, S. (Ed.) (1988 & 89). *Introduction to communication: 1st and 2nd Editions*. Boston, MA: Ginn Press. 320 pages. With editor's introductory chapter.
- Deetz, S. & Stevenson, S. (1986). *Managing interpersonal communication*. New York: HarperCollins. 242 pages.
- Deetz, S. & Stevenson, S. (1983). *Managing interpersonal interaction*. Minneapolis: Burgess Publishing Company. 146 pages.
- Deetz, S. (Ed.) (1981). *Phenomenology in rhetoric and communication*. Current Continental Research Series. Washington, DC: Center for Advanced Research in Phenomenology and the University Press of America. 233 pages. With editor's introductory chapter.

BOOK-LENGTH MONOGRAPHS

- Deetz, S. (2011). *A basic introduction to interaction design, collaborative processes and generative democracy*. 106 pages.
- Deetz, S., and Radford, G. (2008). *Communication and collaboration: Rethinking communication theory for a globalized, pluralist and interdependent world*. 400 pages.

ESSAYS IN SCHOLARLY JOURNALS AND BOOKS:

- Deetz, S. (2021). Connecting more deeply with life in organizations. In *M. S. Poole and A. Van De Ven (Eds.) Oxford Handbook of Organization Change and Innovation, 2nd Edition* (pp. 868-876). Oxford: Oxford University Press.

- Deetz, S. (2021). The politics of mediation: Colonization to co-generative democracy. In J. Wasko and J. Swartz (Eds.) *MEDIA: A Transdisciplinary Inquiry* (pp. 132-145). Chicago: Intellect/University of Chicago Press.
- Deetz, S. (2017). Disarticulation and conflict transformation: Interactive design, collaborative processes, and generative democracy. In T.G. Matyok and P. Kellett (eds). *Communication and conflict transformation through local, regional and global engagement* (pp.3-24). Lexington books.
- Corbo, J. C., Reinholz, D. L., Dancy, M. H., Deetz, S., & Finkelstein, N. (2016). Framework for transforming departmental culture to support educational innovation. *Physical Review Physics Education Research*, 12(1), 010113. <http://dx.doi.org/10.1103/PhysRevPhysEducRes.12.010113>
- Reinholz, D. L., Corbo, J. C., Dancy, M. H., Finkelstein, N., & Deetz, S. (2016). Towards a model of systematic change in university STEM education. In G. C. Weaver, W. D. Burgess, A. L. Childress, & L. Slakey (Eds.), *Transforming institutions: Undergraduate STEM education for the 21st century* (pp. 115-124). West Lafayette, IN: Purdue University Press.
- Deetz, S. (2014). Power and the possibility of generative community dialogue. In S. Littlejohn and others, *The coordinated management of meaning: A festschrift in honor of W. Barnett Pearce* (pp. 217-234). Fairleigh Dickinson University Press.
- Deetz, S. & Eger, E. (2014). Developing a metatheoretical perspective for organizational communication studies. In L. Putnam and D. Mumby (eds.) *Handbook of organizational communication, 3rd edition* (pp. 27-48). Thousand Oaks, CA: Sage.
- Deetz, S. (2013). Preface. In M. Marchiori (ed.) *Faces da Cultura e da Comunicação Organizacional (Faces of organizational culture and communication)*. São Paulo: Difusão.
- McClellan, J. & Deetz, S. (2012) Sustainable change: A politically attentive discursive analysis of collaborative talk. In J. Aritz & R. Walker (eds.), *Discourse perspectives on organizational communication* (pp. 33-58). Fairleigh Dickinson University Press.
- Deetz, S. (2012). Critical theory of communication. In *Encyclopedia of Management Theory*. Thousand Oaks, CA: Sage Publications.
- *Newton, T., Deetz, S & Reed, M. (2010). Social constructionism and critical realism: Thinking through governance issues and climate change. *Organization Studies* 32: 1-24.
- Deetz, S. (2010). Comunicação organizacional: fundamentos e desafios (Organizational communication: Foundations and challenges). In M. Marchiori (ed.), *Comunicação e organização em processos e práticas (Organizational communication processes and strategy)* (pp. 83-102). São Paulo: Difusão.
- McClellan, J., Williams, S. & Deetz, S. (2010). The consequences of different ways of talking about intervention goals. In D. Mumby (ed.), *Organizing difference: Research, pedagogy and practice* (pp.193-218). Thousand Oaks, CA: Sage.
- McClellan, J., & Deetz, S. (2009). Communication and critical management Studies. In H. Willmott, T. Bridgman and M. Alvesson (eds.), *Handbook of critical management studies* (pp. 433-453). Oxford: Oxford University Press.

- Deetz, S. (2009). Politically attentive relational constructionism (PARC) and making a difference in a pluralistic, interdependent world. In D. Carbaugh and P. Buzzanell (eds.) *Reflections on the distinctive qualities of communication research in the social sciences* (pp. 32-52). New York: Taylor Francis.
- Deetz, S. (2009). O surgimento da governança corporativa e o redesenho da comunicação (The rise of stakeholder governance models and the redesign of communication necessary for them). In M. Kunsch (ed.), *A comunicação na gestão para sustentabilidade das organizações* (pp. 85-105). São Paulo: Difusão.
- Wieland, S. & Bauer, J. & Deetz, S. (2009). Excessive careerism and destructive life stresses: The role of entrepreneurialism in colonizing identities. In B. Sypher and P. Lutgen-Sandvik (eds.) *The destructive side of organizational communication* (pp. 99-120). Mahwah, NJ: Lawrence Erlbaum.
- Deetz, S. (2009). Organizational research as alternative ways of attending to and talking about structures and activities. In A. Bryman and D. Buchanan (eds.), *Handbook of organizational research methods* (pp. 19-38). London: Sage Publications.
- Deetz, S. & McClellan, J. (2009). Critical studies. In F. Bargiela (ed.), *Handbook of business discourse* (pp. 119-131). Edinburgh: University of Edinburgh Press.
- Deetz, S. (2009). Corporate colonization theory. In S. Littlejohn and S. Foss, *Encyclopedia of Communication Theory*. Thousand Oaks, CA: Sage.
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- Deetz, S. & Irvin, L. (2008). Governance, stakeholder involvement and new communication models. In S. Odugbemi & T. Jacobson (Eds.) *Governance reform under real world conditions: Citizens, stakeholders, and voice* (pp. 163-180). Washington DC: The World Bank.
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- Deetz, S., MacDonald, J. & Heath, R. (2007). On talking to not make decisions: Models of bridge and fish markets. In F. Cooren (ed.), *Interacting and organizing: Analysis of a board meeting* (pp. 225-244). Mahwah, NJ: Lawrence Erlbaum.
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- *Deetz, S. (2000). Putting the community into organizational science: Exploring the construction of knowledge claims. *Organization Science*, 11: 732-738.
- Deetz, S. (2000). The a priori of the communication community and the hope for solving real problems. In S. Corman and S. Poole (eds.) *Perspectives on organizational communication: Finding the common ground* (pp.105-112). New York: Guilford
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- Deetz, S. (1999). Participation as a normative foundation for communication studies. In T. Jacobson and J. Servaes (eds.), *Theoretical approaches to participatory communication: Perspectives for international development*, pp. 131-167. Cresskill, NJ: Hampton.

- Deetz, S. (1999) Multiple stakeholders and social responsibility in the international business context: A critical perspective. In P. Salem (ed.), *Organization communication and change: Challenges in the next century* (pp. 289-319). Cresskill, New Jersey: Hampton Press.
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- Deetz, S. (1997). Communication in an Age of Negotiation: International Communication Association Presidential Address. *Journal of Communication*, 47: 118-135.
- Deetz, S., Cohen, D., & Edley, P. (1997). Toward a dialogic ethic in the context of international business organization. In F. Casmir (ed.), *Ethics in international and intercultural communication* (pp. 183-226). Mahwah, NJ: Lawrence Erlbaum.
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- Alvesson, M. & Deetz, S. (1996). Postmodernism and critical approaches to organizations. In S. Clegg, C. Hardy & W. Nord (eds.), *Handbook of organization studies* (pp. 191-217). London: Sage.
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- *Presnell, M. & Deetz, S. (1996). Interpersonal icons: Remembered images and the closure of discourse from a Lacanian perspective. In H. Mokros (ed.), *Interaction and identity: Information and behavior*, volume 6 (pp. 297-315). New Brunswick, NJ: Transaction Press.
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- *Deetz, S. (1979). Social well-being and the development of an appropriate organizational response to de-institutionalization and legitimation crises. *Journal of Applied Communication Research*, 7, 45-54.
- *Deetz, S. (1979). De-institutionalization, legitimation, and the possibility of mutual problem solving. *Journal of the Communication Association of the Pacific*, 7, 12-23.
- *Deetz, S. (1978). Conceptualizing human understanding: Gadamer's hermeneutics and American communication research. *Communication Quarterly*, 26, 12-23.
- *Deetz, S. (1977). Interpretive research in communication. *Journal of Communication Inquiry*, 3, 53-69.
- *Deetz, S. (1973). An understanding of science and a hermeneutic science of understanding. *Journal of Communication*, 23, 139-159.
- *Deetz, S. (1973). Structuralism: A summary of its assumptive and conceptual bases. *The Review of Social Theory*, 2, 138-163.
- *Deetz, S. (1973). Words without things: Toward a social phenomenology of language. *Quarterly Journal of Speech*, 59, 40-51.

(*Refereed serial publication)

PRESENTATIONS

Over one hundred and fifty visiting scholar and invited public lectures given at over seventy different universities in twenty-four countries.

Over two hundred papers presented at conferences and annual meetings of professional associations, including around 50 keynote addresses and several top paper awards.

TEACHING

Specializations

Organization and Community Development
Stakeholder Collaboration and Cross-Sector Decision Making
Organizational Communication
Qualitative Research Methods

Development of Online course in communication and cultural change in organizations, Seton Hall University, Executive Master's program

Graduate Committees

Over 150 Master's and Ph.D. Committees, Chair of 64. 19 Master's Theses and 29 Dissertations Directed (Several awards including the 2001 and 1999 winners of the National Communication Association's Miller Outstanding Dissertation Award; Two National Communication Association Golden Anniversary Awards [best article published in a communication journal in the prior year] based on dissertation chapters, eight dissertations published as books).

Dissertations Directed

The Competing Discourses of Medicine at the End of Life. Carey Candrain, University of Colorado. 2011.

The Business of Bereavement: Investigating the Construction of Emotion at the Intersection of Grief and Work. Janell Bauer. University of Colorado, 2010.

Adolescent identity construction in an empowerment program for minority girls. Erin Foley-Reynolds. University of Colorado, 2009.

The structure and measurement of Chinese university leadership. Kiabin Xu. University of Colorado, 2008

Talking on and about the Hill: Community development, participatory communication and stakeholder theory. Devon Brown. University of Colorado, 2007.

The "network aesthetic:" Reconfiguring/reorganizing connection and communication in the information age. Sarah Dempsey, University of Colorado, 2005.

- Interorganizational collaboration: Implications for democracy in community models of communication and problem solving.* Renee Heath, University of Colorado, 2005. (with Tim Kuhn)
- Managing cultural change in a non-profit organization: Implementing participatory decision-making in a healthcare facility.* Randy Ford. University of Colorado, 2005.
- Public involvement in dispensing public funds: Values, native communication theories and collaboration.* Jessica MacDonald, University of Colorado, 2004
- Organizational culture and information and communication technology: Toward a "cultural-technical" theory of organizations,* Guowei Jian, University of Colorado, 2003.
- Merged high-tech cultures in a public bureaucracy: Micropractices of organizational change in information technology teams,* Jeanne McPherson, University of Colorado, 2003.
- Disarming genes and the discursive re-organization of knowledge, technology and self in medicine,* Kristen Broadfoot, University of Colorado, 2002.
- Power struggles involving culture, intellectual capital, and social capital: A knowledge-intensive organization in the midst of change,* Alex Lyons, University of Colorado, 2002.
- Emotional labor and correctional officers: A study of emotion norms, performance and unintended consequences in a total institution,* Sarah Tracy, University of Colorado, 2000. Winner of 2001 Miller Dissertation Award from the National Communication Association.
- Substantive and procedural rationalities and their consequences for member subjectivities: Communication and decision making in a private affordable housing affiliated organization,* Jennifer Thackaberry, University of Colorado, 2000.
- Communication and the construction of knowledge in a scientific community: An ethnographic study,* William Kinsella, Rutgers University, 1998. Winner of 1999 Miller Dissertation Award from the National Communication Association.
- Designing culture: A feminist study of power and gender in a woman-owned and operated interior design firm,* Paige Edley, Rutgers University, 1997.
- Diversity, the corporate construction of the minority other, and the implications for cross-cultural communication,* Shylaja Yaddanapud Nukala, Rutgers University, 1997. Employed in Business.
- Discursive construction of identity in female adolescents through discussing "Beverly Hills 90210,"* E. Graham McKinley, Rutgers University, 1996.
- Communication and the constitution of scientific knowledge: A Foucaultian examination of the discursive production of subliminal perception in psychology,* Gary Radford, Rutgers University, 1991.
- Interpersonal competency-based programs: Assessing their effectiveness,* Sheryl Stevenson, Southern Illinois University, 1985.
- The subject of weight consciousness: A discursive analysis of experiential unity,* Carole Spitack, Southern Illinois University, 1984.

Ideology and power in organizations: A radical theory of organizational culture, Dennis Mumby, Southern Illinois University, 1984.

Faculty career paths in speech communication, David Buckley, Southern Illinois University, 1982.

Community image, communication and quality of life, John Wittig, Southern Illinois University, 1981.

PROFESSIONAL AWARDS/OFFICES (major)

Outstanding Teaching Award, Western States Communication Association, 2011.

President's Teaching Scholar. University of Colorado. A life-time achieve award for combined teaching and research achievements. 2008-

Distinguished Scholar, National Communication Association. Elected 2004. A Lifetime achievement award with four or less given each year to members of the association with a current membership of over 8000.

Fellow, International Communication Association. Elected 1999. A life-time distinction held by less than one percent of the membership.

Outstanding Member Award. Organizational Communication Division, International Communication Association, 1997.

President, International Communication Association. Responsible for planning the 1996 annual convention as President-Elect, 1995-96, and serving as President, May, 1996-May, 1997.

Chair and Program Planner, Communication and Information Systems Track, Employee Rights and Responsibility Association, 1992-93.

Chairperson, Organizational Communication Division, Speech Communication Association, 1990-91.

Board Member-at-Large, Board of Directors, International Communication Association, 1987-90.

Chairperson, Philosophy of Communication Division, International Communication Association, 1983-84

Directed Speech Communication Association Doctoral Honors Seminar entitled, "Phenomenological Research in Speech Communication," 1979.

EDITORIAL POSITIONS

Special Issue Editor, *Organization Studies*, 2007-09; Editor, *Communication Yearbook*, 15, 16, & 17, 1992-95; Editorial Board, *Administrative Science Quarterly*, 1995-98; Editorial Board, *Organization: The Interdisciplinary Journal of Organization, Theory, and Society*, 1993-continuing; Editorial Board, *Journal of Critical Studies on Business and Society*; Associate Editor, *Management Communication Quarterly*, 2002-05; Associate Editor, *Communication Theory*, 1999-2002; Editorial Board, *Employee Rights and Responsibilities Journal*, 1986-1996; Editorial Board, *New Jersey Journal of Communication*, 1993-continuing; Associate Editor, *Communication Quarterly*, 1987-90;

Editorial Board, *Text and Performance Quarterly*, 1988-94; Associate Editor, *Journal of Applied Communication Research*, 1981-86; Associate Editor, *Quarterly Journal of Speech*, 1982-85.

Manuscript Referee: *Organization Science; Human Relations; Human Studies; Journal of Communication; Management Communication Quarterly; Human Communication Research; Academy of Management Journal; Academy of Management Review; Accounting, Organization and Society; Communication Studies; Communication Theory; Communication Research; Communication Monographs; Communication Education; Southern Speech Communication Journal; Quarterly Journal of Speech; Western Journal of Speech Communication; Reflections: Essays in Phenomenology; Critical Studies in Mass Communication; Communication; International and Intercultural Communication Annual.*

Reviewed over 100 manuscripts for the following publishers: Harvard University Press; Oxford University Press; Cambridge University Press; Gallaudet University Press; Rutgers University Press; SUNY Press; Iowa State University Press; Ohio University Press; Southern Illinois University Press; Purdue University Press; Erlbaum; Guilford; HarperCollins; Mayfield; Addison-Wesley; Wm. C. Brown; Allyn and Bacon; Sage; Holt, Rinehart and Winston; Wadsworth; McGraw Hill; St. Martin; Blackwell; Wiley; and Prentice-Hall.

UNIVERSITY SERVICE

University of Colorado

University and Collegiate Level

Director, Center for the Study of Conflict, Collaboration and Creative Governance, 2009-continuing.

Board Member, Science Education Initiative (SEI), 2005-continuing.

Board Member, Center for Advanced Research and Teaching in the Social Sciences (CARTSS), 2006-continuing.

Director, Peace and Conflict Studies Program, 2005-continuing.

Chancellor's White Paper Committee on Alcohol and Interventions, 2006-07.

Numerous Leadership Education Advancement Program (LEAP, an NSF Advance program) programs including day long sessions for junior faculty, senior faculty and department chairs. Retreats and interventions for departments including Geology, Aerospace Engineering, and Computer Sciences. NSF review preparation.

Vice Chancellor Advisory Committee, 1998-2002. Oversee committee for all promotion and tenure decisions in the university.

Leeds School of Business Personnel Committee, 2002-03, 2006-07.

Leeds School of Business External Review Committee, 2001-02.

School of Journalism and Mass Communication Dean's Review Committee, 1998-99, 2002-03.

Information Telecommunication Program Dean's Search Committee, 1999-2000.

College of Arts and Science Curriculum Subcommittee on Major Restrictions, 2000-02.

Department

Associate Chair for Graduate Studies. Direct graduate program and Chair of Admission and Policy Committees. 2001-03

Associate Chair for Undergraduate Studies. Direct undergraduate program and Chair of Policy, Curriculum, Diversity, and Outcomes Assessment Committees, 1999-2001.

Several Search Committees.

Committee for the Development of the MA Program, 1998-2000.

Numerous other committees and task groups.

COMMUNITY SERVICE AND CONSULTING

Consulting and training for IBM, SCT Corporation, Lucent Technologies, Reliance National, Rapistan Corporation, Kimme Corporation (Finland), VIACOM, AT&T, and others.

University of Colorado workshops for twenty some units in campus, including Student Affairs, Employee Services, University Leadership Forum, University Foundation, University Communications, and Environmental safety.

School Improvement Team, Bear Creek Elementary, Boulder, Colorado

Numerous workshops and talks at area service organizations.

Long term leader and contributor to health and community planning.