

Sue DeWine, Ph.D.

V I T A

EXPERIENCE

Provost—Marietta College, 2000-present

As Chief Academic Officer, I am responsible for all academic departments and academic support units including the library, academic resource center, continuing education, graduate programs, international students, international programs, records and registrar, career center, grants office, and instructional technology. At various times, I have also been responsible for information technology and athletics. Marietta College is a small liberal arts college with 22 major programs, several graduate programs, and a focus on leadership and globalization. I serve as the second in charge after the President and work closely with the President on the strategic plan for the college.

Achievements as Provost include the following: serving a key role, along with the President, in the successful implementation of a strategic plan to restructure the college for success and growth; part of a team working on a successful 65 million dollar campaign that included a 19 million dollar recreation center and a 10 million dollar science center; securing a 10 million dollar lead gift for a 17 million dollar new library; overseeing the design and implementation of a major general education revision with cross disciplinary, globalization and diversity, and leadership emphases; implementing a Title III grant for technology training; establishing significant improvement in faculty development and rewards structure, and the establishment of several new undergraduate and graduate degree programs including an MS in Physician Assistant Studies, MA in Psychology, and Master of Corporate Media.

A report to the Board of Trustees in May 2004, revealed that in the Strategic Plan 2001-2006, there were 158 strategies and 142 had been implemented two years before the end of the plan. An extension of that plan, focused on improving the quality of the student body and academic programs, has been developed for the next five years. In addition, we successfully completed an accreditation visit with Higher Learning Commission in November of 2005 with special emphasis on assessment, program review, and learning outcomes.

As Provost, I also hold the title of Professor of Organizational Communication and Leadership. For four of the last five years, I taught one course each year as Provost, ranging from the freshman year seminar to a Master's level course in Corporate Media.

School Director—School of Interpersonal Communication (renamed Communication Studies in 2003), Ohio University, 1988-1999. Responsible for faculty, teaching associates, adjunct faculty, and civil service employees in a school of over 500 undergraduate majors and 75 graduate students. Direct responsibility for budgeting, scheduling, planning, personnel, staffing, fund raising, alumni relations, and official representation of the school. The school offered classes to over 7,000 students per year. Initiated and directed two international programs: a bachelor's degree in Hong Kong and a Ph.D. degree in Bangkok. Traveled to Bangkok in 1994, 1996, 1997, 1998; to Hong Kong, Singapore, Korea, and China to negotiate contracts for the university several times from 1994 to 2000. As School Director, I was also responsible for master's and doctoral graduate programs of over 100 students.

Professor—Ohio University, 1985-2000

Teaching areas: Organizational Communication, Research, Consulting. Research interests: organizational socialization, organizational culture, instrumentation, interpersonal relationships in work environments. Taught in Hong Kong in December 1992 and Summer 1998.

Director of interactive video distance education program with Lorain Community College from 1999-2000.

As a Professor and Administrator, I served on 133 graduate committees; as a dissertation advisor, I directed 34 dissertations.

Consultant—for **change management, conflict management, and communication strategies**, to corporations, government, and education from 1975-1990; for **strategic planning** for organizations from 1991-current.

Faculty Planning Administrator—Ohio University, 1981-1983

Provost's Office-Half-time special assignment in the Provost's Office; responsible for the University Planning Advisory Council, making recommendations to the Provost and President on staffing, program development, budget considerations, allocation of funds, and university goals and objectives.

Associate Professor/Assistant Professor—Ohio University, 1977-1985

Teaching areas: interpersonal communication, organizational communication, training and development. Research interests: women in management, networking, mentoring, communication eagerness, and training evaluation.

Associate Instructor—Indiana University, 1975-1977

Teaching areas: interpersonal communication, nonverbal communication.

Senior Instructor—Miami University- Middletown, Middletown, Ohio, 1967-1975

Teaching areas: advanced classes in interpersonal communication and small group communication.

EDUCATION

Ph.D.	Indiana University	Interpersonal and Organizational Communication, Counseling Psychology
M.A.	Miami University	Rhetoric and Public Address
B.S.	Miami University	English and Speech Education

PUBLICATIONS

Books, Book Chapters, Professional Articles

Modaff, D., DeWine, S., Modaff, J. (in press) 2nd edition. Organizational communication: Foundations, challenges, and misunderstandings. New York, NY: Longman.

DeWine, S. (2005). Contributions of engaged scholarship to the academic community. In J. L. Simpson & P. Shockley-Zalabak (Eds.), Engaging communication, transforming organizations: Scholarship of engagement in action (pp. 191-201). Cresskill, NJ: Hampton.

Bantz, C., DeWine, S., & Shockley-Zalabak (2005, February). Practicing what we preach: Communication theories in higher education administration. Management Communication Quarterly, 18(3), 407-431.

Modaff, D., & DeWine, S. (2002). Organizational communication: Foundations, challenges, and misunderstandings. Los Angeles, CA: Roxbury. (second edition in progress)

DeWine, S. (2001). The consultant's craft: Improving organizational communication (2nd ed.). New York: St. Martin's Press.

DeWine, S., & Eicholtz, M. (2000). Managing after the merger: Feedback at the BAS case analysis. Management Communication Quarterly, 13, 679-684.

DeWine, S., Hancox, M., & Smith, M. (1999). Exploring human communication. Los Angeles, CA: Roxbury.

Cooks, L., Hale, C., & DeWine, S. (1996). Giving voice to sexual harassment: Dialogues in the aftermath of Thomas-Hill. In S. L. Regan, D. G. Bystrom, L. L. Kaid, C. S. Beck (Eds.), The lynching of language: Gender, politics, and power in the Hill-Thomas hearings (pp. ??). Urbana: University of Illinois Press.

DeWine, S. (1995, September). A new direction: Internationalizing communication programs. Journal of the Association for Communication Administration, 3, pp. 204-210.

DeWine, S. (1994). The Consultant's Craft: Improving Organizational Communication. New York: St. Martin's Press.

Hale, C. L., Cooks, L. M., & DeWine, S. (1994). Anita Hill on trial: A dialectical analysis of a persuasive interrogation. In S. Bingham (Ed.) Conceptualizing sexual harassment as discursive practice (pp. 71-87). Westport, CT: Praeger Publishers.

Downs, C., DeWine, S., & Greenbaum, H. (1994). Organizational communication instrumentation. In Rubin, R., Polmgreen, P., & Sypher, H. (Eds.). Communication research measures: A sourcebook, (pp. 57-80), New York, New York: Guilford Press.

DeWine, S., Pearson, J., & Yost, C. (1993). Intimate relationships and their impact on work group communication. In C. Berryman-Fink, D. Ballard-Reisch, and L. H. Newman (Eds.), Communication and sex-role socialization, (pp. 139-165) New York, New York: Garland Press.

- DeWine, S. & Daniels, T. (1993). Beyond the snapshot: Setting a research agenda in organizational communication. In S. Deetz (Ed.), Communication Yearbook 14, Newberry Park: Sage.
- Nicotera, A. & DeWine, S. (1991). Understanding Entry Into Controversy at Work and at Home. Communication Research Reports, 8, pg. 89-99.
- Smith, G. & DeWine, S. (1991). Perceptions of subordinates and requests for support: Are males and females perceived differently when seeking help?, Groups and Organizations, 16, 408-427.
- Daniels, T. & DeWine, S. (1991). Consultancy intervention: Rethinking a hackneyed theme. Journal of Educational and Psychological Consultation, 2, 303-322.
- DeWine, S., Nicotera, A., & Parry, D. (1991). Argumentativeness and aggressiveness: The flip side of gentle persuasion. Management Communication Quarterly, 4 , 386-411.
- Compton, C. , White, K. & DeWine, S. (1991). Techno-Sense: Making sense of computer mediated communication systems. Journal of Business Communication, 28, 24-43.
- James, A. C. & DeWine, S. (1990). Shootout at Midwest Manufacturing: When supervisors and staff clash. In B. Davenport Sypher (Ed.). Case Studies in Organizational Communication. (pp 177-189). New York: Guilford.
- Ugbah, S. D. & DeWine, S. (1989). New communication technologies: The impact on intra-organizational dynamics. Information and Management, 17, 181-186.
- DeWine, S. & Pearson, J. C. (1989). Communication competence among teachers: The Ohio Solution. Communication Education, 38, 372-376.
- DeWine, S. & James, A. C. (1988). Examining the Communication Audit: Assessment and modification. Management Communication Quarterly, 2, 144-169.
- Ross, R. & DeWine, S. (1988). Assessing the Ross-DeWine conflict management message style (CMMS). Management Communication Quarterly, 1, 389-413.
- DeWine, S. (1987). Evaluation of organizational communication competency: The development of the communication training impact questionnaire. Journal of Applied Communication Research, 15, 113-127.
- Perotti, V. S. & DeWine, S. (1987). Competence in communication: An examination of three instruments. Management Communication Quarterly, 1, 272-287.
- DeWine, S. (1987). The Cultural perspective: New wave, old problems. In J. Anderson (Ed.), Communication Yearbook 11 (pp. 346-355). Beverly Hills: Sage.
- Greenbaum, H., DeWine, S., & Downs, C. (1987). Organizational communication measurement: A call for review and evaluation. Communication Management Quarterly, 1, 129-144.
- DeWine, S. (1987). Female leadership in male dominated organizations. Association for Communication Administrators Bulletin, 67, 19-29.

- DeWine, S., Alspoch, S, A. Branch, S. Liston, N. McDaniel and A. Lambino. (1985). Women and Power in the Male-Dominated Organization: An Interpretive Study. In L. Moise (Ed.) Proceedings of the Organizational Policy and Development Conference, University of Louisville, Ky.
- Chillcoat, Y., & DeWine, S. (1985). Electronically Mediated Communications and its Impact on Receiver Perceptions of Source Credibility, Interpersonal Attractiveness, and Homophily. Journal of Applied Communication Research, 13, 14-32.
- DeWine, S. & Casbolt, D. (1983). Networking: External Communication Systems for Female Organizational Members. Journal of Business Communication, 20, 57-67.
- DeWine, S. (1983). Breakthrough: Making it Happen with Women's Networks. Women in Organizations: Barriers and Breakthroughs. (pp 85-101). Prospect Heights, Illinois: Waveland Press, 1983.
- DeWine, S. (1981). An alternative way of understanding organizational communication: The Study of Myths. SCA-ICA Proceedings on Alternative Methodology in Organizational Communications. Salt Lake: University of Utah.
- DeWine, S. (1980). Overview to androgyny in communication. International Communication Association Yearbook IV, (pp. 657-659) New Brunswick: Transaction Books.
- DeWine, S. (1980). Organizational research and organizational consulting: In concert or discord. Proceedings of the Buffalo Conference on Organizational Communication, Buffalo, New York: New York State University.
- DeWine, S. & Eadie, W. (1979). Credentialed standards for the communication specialist. Association for Communication Administration Bulletin, 29, 16-19.
- DeWine, S. (1978). Modeling and self-disclosure in the classroom. Small Group Behavior, 2, 25-32.
- Tortoriollo, T., Blatz, S., & DeWine, S. (1978). Communication in the organization: An applied approach. New York: McGraw-Hill.
- Tortoriolo, T., Blatz, S., & DeWine, S. (1978). Instructor's Manual for Communication in the Organization: An Applied Approach. New York: McGraw-Hill.
- Phelps, L., & DeWine, S. (1976). Interpersonal Communication Journal. St. Louis: West.
- Phelps, L., & DeWine, S. (1976). Instructor's Manual for Interpersonal Communication Journal. St. Louis: West.
- DeWine, S. (1976). Teaching interpersonal communication skills as crisis intervention tools in dyadic relationships. Crisis Intervention, 7, (1), 32-36.
- DeWine, S. (1976). Ten Designs for Integration in Experience Based Learning Environments. Washington, D.C.: Development Publications.
- DeWine, S. (1975). The role of the trainer/facilitator during group process. Organizational Renewal Newsletter, 5 (6), 16-19.

COMPETITIVELY SELECTED CONVENTION PAPERS AND PROGRAMS

(Professional presentations include over 100 programs and papers. Only papers presented in the last 10 years are listed here)

DeWine, S., & Vickers, L. (2006, November). "Effective Strategies for First-Year Programs", Institute for Chief Academic Officers, Council of Independent Colleges, St. Petersburg Beach, Florida.

DeWine, S. (2005, August). *A conversation with Sue DeWine*. A keynote presentation at the Aspen Conference on Organizational Communication, Aspen, Colorado.

DeWine, S. (2004, November). *Learning from leaders: What your dean and president need to know*. Presentation at the meeting of the National Communication Association, Chicago.

DeWine, S. (2004, November). *Leadership and ethics: Can the two co-exist?* Respondent at the meeting of the National Communication Association, Chicago.

DeWine, S. (2004, November). *Dealing with difficult people*. A seminar presented at the meeting for the Council for Independent College, Provosts' Institute, San Francisco.

DeWine, S. (2003, November). *Assessment and the scholarship of engagement*. Paper presented at the meeting of the National Communication Association, Savannah.

DeWine, S. (2002, November). *Communication scholars as presidents, provosts, and VPs*. Presentation at the meeting of the National Communication Association, New Orleans.

DeWine, S. (2002, November). *Teaching awards: Pitfalls and rewards*. Presentation at the Council of Independent Colleges, Provosts' Institute, Santa Fe.

DeWine, S. (2001, November). *Scholarship reconsidered: Research issues in teaching*. Paper presented at the meeting of the National Communication Association, Atlanta.

DeWine, S. (2001, March). *Preparing Faculty for Change*. Panel presentation at the American Association for Higher Education, Washington D.C.

DeWine, S. (1999, November). *Learning outside the classroom lines: Experiential designs for the organizational communication curriculum*. Paper presented at the meeting of the National Communication Association, Chicago.

DeWine, S. (1999, November). *Integrating organizational communication and human resources: Crossing between the organizational lines*. Paper presented at the meeting of the National Communication Association, Chicago.

DeWine, S. (1999, November). *Challenges and pitfalls facing applied communication scholars: An examination across key domains of inquiry and practice*. Paper presented at the meeting of the National Communication Association, Chicago.

DeWine, S. (1998, November). *Venus rises: Gender issues in consulting*. Paper presented at the meeting of the National Communication Association, New York.

DeWine, S. (1997, November) *Celebrating our centrality in communication training and development: Successful communication interventions for the past and the future.* Keynote panelist, Preconvention Conference at the meeting of the National Communication Association, Chicago.

DeWine, S., Hancox, M., & Smith, M. (1997, November). *Teaching the basic communication course: Interpersonalizing the student experience in the large lecture course.* Short course presented at the meeting of the National Communication Association, Chicago.

DeWine, S. (1997, November). *What do organizational consultants do anyway?* Paper presented at the meeting of the National Communication Association, Chicago.

DeWine, S. (1997, November). *Administrative headaches in a Teaching Teachers Program using an interactive video system.* Paper presented at the meeting of the National Communication Association, Chicago.

DeWine, S. (1997, November). *You've come a long way baby! Women scholars look back at the ups and downs of their careers.* Paper presented at the meeting of the National Communication Association, Chicago.

DeWine, S. (1997, November). *Angels, scoundrels and rats: Narratives of unethical behavior in communication training and consulting.* Paper presented at the meeting of the National Communication Association, Chicago

DeWine, S. (1996, November). *Ethical dilemmas in consulting.* Paper presented at the meeting of the National Communication Association, San Diego.

DeWine, S. (1996, November). *Honoring Paul Boase.* Paper presented at the meeting of the National Communication Association, San Diego.

DeWine, S. (1995, November). *Goal setting and strategic planning in culturally diverse organizations.* Paper presented at the meeting of the Speech Communication Association, New Orleans.

AWARDS AND HONORS

Elected into **Omicron Delta Kappa Society**, 2003

The **Sue DeWine Outstanding Book Award** was established by the Organizational Communication Division of NCA in 2000 to recognize outstanding applied communication books

Elizabeth G. Andersch Award for "Distinguished Scholarship, Teaching, Leadership and Mentor," Ohio University, Spring, 1999

Robert J. Kibler Outstanding Professional Award for "dedication to excellence, professional commitment, concern for others, acceptance of diversity, vision and forthrightness." National Communication Association, November 1998

Elected President, OU Chapter, **Phi Kappa Phi** Honorary, 1997-1998

Outstanding Service Award, Adult Learning, Ohio University, Spring, 1996

Nominated, **Outstanding Administrator**, Ohio University, 1994, 1995
(Not eligible for award because of faculty status.)

Outstanding College Teacher Award, Speech Communication Association of Ohio, Fall, 1992

Outstanding Member Award, Organizational Communication Division of International Communication Association, May 1991

Mentor of the Year Award, Women In Communication Chapter, Ohio University, 1990

Outstanding University **Graduate Faculty Award**, Ohio University, 1986

PROFESSIONAL ACTIVITIES

(selected sample)

- Selected as an evaluator for **Higher Learning Commission of North Central Accreditation Association**, September, 2005-present.
- Appointed by the State Board of Education to serve on the **Ohio's Educator Standards Board**, a year-long commission that will set standards for public school teachers and secondary education programs for the state of Ohio and provides on-going approval for all education programs in higher education in the state of Ohio, 2004-2006.
- Chair**, Phillips Award committee, NCA, 2004
- Chair**, Provost Mentoring Program for **Council of Independent Colleges**, 2004
- Keynote Speaker for **ILGARD** HR Institute, Zanesville, Ohio, March 2003
- External Reviewer**, Otterbein College, Fall, 2002
- External Program Evaluator**, Western Michigan University, Spring, 1998
- President**, Phi Kappa Phi Honorary, 1996-1997
- External Reviewer**, University of Colorado, Colorado Springs, 1996
- Visiting Professor/Guest Lecturer**, West Virginia University, Winter, 1995 on "Consulting Careers"
- Vice-President**, Phi Kappa Phi Honorary, Ohio University, 1994-2000
- Elected **Board Member**, Association for Communication Administrators, 1992-1994
- Co-Chair**, Instrumentation Task Force, International Communication Association, 1988 to 1991
- Executive Board Member**, Applied Communication Division, Speech Communication Association, 1986-1988
- Chair**, Organizational Communication Division of ICA, 1984-1986
- Editor**, Speech Communication Association of Ohio Journal,
- Elected **Vice-Chair of Organizational Communication Division** of the International Communication Association, 1983-1984
- Elected **Executive Board Member** by membership of over 2,000 colleagues, International Communication Association

PROFESSIONAL WORKSHOPS/SEMINARS

(selected sample)

- “Strategic Planning Retreat,” University of Colorado-Colorado Springs
- “Strategic Planning,” Communication Dept., Otterbein College
- “Assessing Public Opinion,” Ohio Supreme Court
- “Teambuilding,” Ohio Bankers Summer Institute
- “Bridging the Gender Gap: Overcoming Obstacles to Communication,” Keynote Address, Status of Women Conference, University of North Texas
- “Consulting and Communication Theory,” Ithaca College
- “Team Development,” Ohio Bankers Association
- USAID Grant, “Organizational Communication for Bankers,” Prague, Czech Republic
- “Strategic Planning and Goal Setting,” re-organizational seminar, Office of Persons with Disabilities, Ohio State University
- “Negotiating Sub Groups and Interorganizational Relationships,” Medical Association Seminar
- “Developing Stronger Working Relationships,” two-day retreat for organization in Columbus, Ohio
- “Team Building,” retreat for Hocking Technical College administration
- “Assertiveness and Responsiveness for Top Executives,” Arthur Andersen Corp., Chicago

Community Service

Civitan-Athens, Ohio-various projects and leadership roles

League of Women Voters-Athens, Ohio

Rotary International-Marietta, Ohio, Paul Harris Fellow-2000-present