

JENNIFER L. GIBBS

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RESEARCH INTERESTS

Collaboration in global teams and other distributed work arrangements, social media and knowledge sharing, affordances of new technologies for strategic communication practices, tensional and constitutive approaches, organizational communication, computer-mediated communication, intercultural communication

ACADEMIC APPOINTMENTS

2016 – present	Professor, Department of Communication, University of California, Santa Barbara
2016 – 2016	Professor, Department of Communication, Rutgers University
2014 – 2016	Affiliated Appointment, Department of Management and Global Business, Rutgers University
2013	Visiting Professor, School of Business, University of Western Australia
2012 – 2016	Director, Masters of Communication & Information Studies (MCIS) program, Rutgers University
2010 – 2016	Associate Professor, Department of Communication, Rutgers University
2004 – 2010	Assistant Professor, Department of Communication, Rutgers University
2002 – 2004	Postdoctoral Research Fellow, Center for Research on Information Technology and Organizations (CRITO), University of California, Irvine
2000 – 2001	Assistant Lecturer, University of Southern California
1996 – 2000	Research and Teaching Assistant, University of Southern California

EDUCATION

Ph.D.	2002	Annenberg School for Communication, University of Southern California. Emphasis: Organizational Communication. Dissertation Title: <i>Loose Coupling in Global Teams: Tracing the Contours of Cultural Complexity</i> . Committee: Patricia Riley (Chair), Sandra Ball-Rokeach, Cristina Gibson. Recipient of the W. Charles Redding Dissertation Award in Organizational Communication from the International Communication Association.
M.A.	1999	Annenberg School for Communication, University of Southern California. Emphasis: Organizational Communication.
B.A.	1992	Pomona College. Claremont, CA. Major: Philosophy, <i>Cum Laude</i> .

AWARDS AND HONORS

2015	SC&I Department of Communication Award for Excellence in Service
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- 2015 2nd Place Competitive Poster Session, NJ Social Media Summit, William Paterson University
- 2014 Emerald Best International Symposium Award Finalist for Symposium on “Understanding the Dynamics of Global Teams”, Academy of Management Convention, Philadelphia, PA, August 2014
- 2014 SC&I Outstanding Faculty Award (selected by PhD students and awarded to the best faculty advisor schoolwide), 2014-2015
- 2013 Article featured in *Human Relations* Editor’s Choice Collection
- 2013 Article featured in *Administrative Science Quarterly*’s Editor’s Choices for Group Diversity and Performance
- 2012 University of Western Australia School of Business Dean’s Best Paper Award
- 2011 SC&I Department of Communication Award for Excellence in Research
- 2010 MCIS Faculty Appreciation Award (selected by the MCIS students)
- 2009 *Human Relations* Article of the Year Award
- 2006 SCILS Department of Communication Award for Excellence in Teaching
- 2005 Top 8 Paper Award for conference paper entitled “Are we a 'match'? Choosing partners in the online dating market,” presented at International Communication Association convention, Communication and Technology Division, New York, NY
- 2003 Recipient of the W. Charles Redding Dissertation Award in Organizational Communication from the International Communication Association
- 2002 Top 3 Paper Award and Top Student Paper Award for conference paper entitled “Loose Coupling in Global Teams: Reconciling Cultural Tensions across Time and Space,” presented at International Communication Association convention, Organizational Communication Division, Seoul, Korea
- 2001 Top Student Paper Award for conference paper entitled “Loose Coupling in Global Teams: Towards a New Conceptualization of Culture,” presented at Rochester Institute of Technology convention, Rochester, NY
- 1997 Outstanding Research Award for Best Paper in Organizational Communication, Annenberg School for Communication, University of Southern California

RESEARCH

Books

Kurtzberg, T., & Gibbs, J. L. (in progress). *Distracted: Staying connected without losing focus*. Under contract with Praeger Press. [Full draft due by July 2016, expected publication in 2017]

Peer-Reviewed Journal Articles

Erhardt, N., Gibbs, J. L., Martin-Rios, C., & Sherblom, J. C. (in press). Exploring dimensions of team learning processes through email over time. *Small Group Research*.

Gibbs, J. L., Kim, H., & Ki, S. (in press). Investigating the role of control and support mechanisms in members’ sense of virtual community. *Communication Research*.

- Gibbs, J. L., Sivunen, A., & Boyraz, M. (in press). Investigating the impacts of team type and design on virtual team processes. *Human Resource Management Review*, special issue on "Virtual Teams in Organizations".
- Gibbs, J. L., Eisenberg, J., Rozaidi, N. A., & Griaznova, A. (2015). The "megapozitiv" role of enterprise social media in enabling cross-boundary communication in a distributed Russian organization. *American Behavioral Scientist*, *59*, 75-102.
- Ellison, N. B., Gibbs, J. L., & Weber, M. S. (2015). The use of enterprise social network sites for knowledge sharing in distributed organizations: The role of organizational affordances. *American Behavioral Scientist*, *59*, 103-123.
- Erhardt, N., & Gibbs, J. L. (2014). The dialectical nature of impression management in knowledge work: Unpacking tensions in media use between managers and subordinates. *Management Communication Quarterly*, *28*, 155-186. [Lead Article]
- Gibbs, J. L., Rozaidi, N. A., & Eisenberg, J. (2013). Overcoming the "ideology of openness": Probing the affordances of social media for organizational knowledge sharing. *Journal of Computer-Mediated Communication*, *19*(1), 102-120.
- Halpern, D., & Gibbs, J. L. (2013). Social media as a catalyst for online deliberation? Exploring the affordances of Facebook and YouTube for political expression. *Computers in Human Behavior*, *29*, 1159-1168.
- Gibson, C. B., Gibbs, J. L., Stanko, T., Tesluk, P., & Cohen, S. G. (2011). Including the "I" in virtuality and modern job design: Extending the Job Characteristics Model to include the moderating effect of individual experiences of electronic dependence and co-presence. *Organization Science*, *22*(6), 1481-1499. **Awarded UWA School of Business Dean's Best Paper Award 2012.**
- Gibbs, J. L., Ellison, N. B., & Lai, C. H. (2011). First comes love, then comes Google: An investigation of uncertainty reduction strategies and self-disclosure in online dating. *Communication Research*, *38*(1), 70-100.
- Heino, R. D., Ellison, N. B., & Gibbs, J. L. (2010). Relationshopping: Investigating the market metaphor in online dating. *Journal of Social and Personal Relationships*, *27*(4), 427-447. [Lead Article]
- Gibbs, J. L. (2009). Dialectics in a global software team: Negotiating tensions across time, space, and culture. *Human Relations*, *62*(6), 905-935. **Awarded Human Relations Paper of the Year 2009. Featured in the HR Editor's Choice Collection (Paul Edwards).**
- Gibbs, J. L., Nekrassova, D., Grushina, Y., & Abdul Wahab, S. (2008). Reconceptualizing virtual teaming from a constitutive perspective: Review, redirection, and research agenda. In C. S. Beck (Ed.), *Communication yearbook 32* (pp. 187-229). New York: Routledge.
- Gibson, C. B., & Gibbs, J. L. (2006). Unpacking the concept of virtuality: The effects of geographic dispersion, electronic dependence, dynamic structure, and national diversity on team innovation. *Administrative Science Quarterly*, *51*, 451-495. **Featured as one of the ASQ Editor's Choices for Group Diversity and Performance.**
- Gibbs, J. L., Ellison, N. B., & Heino, R. D. (2006). Self-Presentation in online personals: The role of anticipated future interaction, self-disclosure, and perceived success in Internet dating. *Communication Research*, *33*(2), 152-177.
- Ellison, N. B., Heino, R. D., & Gibbs, J. L. (2006). Managing impressions online: Self-Presentation processes in the online dating environment. *Journal of Computer-Mediated Communication* *11*(2), 415-441.
- Kraemer, K. L., Gibbs, J. L., & Dedrick, J. (2005). Impacts of globalization on e-commerce use and firm performance: A cross-country investigation. *The Information Society*, *21*(5), 323-340. [Lead Article]

- Gibbs, J. L., & Kraemer, K. L. (2004). A cross-country investigation of the determinants of scope of e-commerce use: An institutional approach. *Electronic Markets*, 14(2), 124-137.
- Xu, S., Zhu, K., & Gibbs, J. L. (2004). Global technology, local adoption: A cross-country investigation of Internet adoption by companies in the United States and China. *Electronic Markets*, 14(1), 13-24.
- Gibbs, J. L., Kraemer, K. L., & Dedrick, J. (2003). Environment and policy factors shaping global e-commerce diffusion: A cross-country comparison. *The Information Society*, 19(1), 5-18. [Lead Article]
- Kraemer, K. L., Dedrick, J., & Gibbs, J. (2003). Introduction to the special volume on globalization and e-commerce. *Communications of the Association for Information Systems*, 10, Article 1.
- Matei, S., Ball-Rokeach, S. J., Wilson, M., Gibbs, J., & Gutierrez Hoyt, E. (2001). Metamorphosis: A field research methodology for studying communication technology and community. *Electronic Journal of Communication/ La Revue Electronique de Communication* [On-line serial], 11(2). Available <http://www.cios.org/ejcpublish/011/2/01125.html>.

Book Chapters and Proceedings

- Gibbs, J. L., Kim, H., & Boyraz, M. (in press). Virtual teams. In C. R. Scott & L. K. Lewis (Eds.), *International encyclopedia of organizational communication*. Hoboken, NJ: Wiley.
- Gibbs, J. L., Doerfel, M., & Ki, S. (in press). Field methods in organizational communication. In C. R. Scott & L. K. Lewis (Eds.), *International encyclopedia of organizational communication*. Hoboken, NJ: Wiley.
- Gibbs, J. L. (in press). Managing tensions in virtual work arrangements. In D. Ballard & M. McGlone (Eds.), *New Agendas Series: Work Pressures*. New York: Routledge.
- Eisenberg, J., Gibbs, J. L., & Erhardt, N. (2016). The role of vertical and shared leadership in virtual team collaboration. In C. M. Graham (Ed.), *Strategic management and leadership for systems development in virtual spaces* (pp. 22-42). Hershey, PA: IGI Global.
- Gibbs, J. L., & Gibson, C. B. (2015). Making virtual teams more innovative through effective communication. In K. D. Elsbach, A. B. Kayes, & D. C. Kayes (Eds.), *Contemporary organizational behavior in action* (pp. 331-339). New York: Pearson.
- Gibson, C. B., & Gibbs, J. L. (2015). Leading global teams. In J. M. Bennett (Ed.), *The SAGE Encyclopedia of intercultural competence* (pp. 586-589). Boston: Sage.
- Gibbs, J. L., & Boyraz, M. (2015). International HRM's role in managing global teams. In Collings, D. G., Wood, G., & Caligiuri, P. (Eds.), *The Routledge companion to international human resource management* (pp. 532-551). New York: Routledge.
- Doerfel, M., & Gibbs, J. L. (2014). Field research. In L. L. Putnam & D. K. Mumby (Eds.), *The SAGE handbook of organizational communication* (3rd Edition, pp. 223-243). Los Angeles: Sage.
- Gibbs, J. L., Grushina, S. V., Gibson, C. B., Dunlop, P., & Cordery, J. (2013). Encouraging participation in global teams: Unpacking the role of language, culture, and communication practices. In T. Lee, K. Trees and R. Desai (Eds.), *Refereed Proceedings of the Australian and New Zealand Communication Association conference: Global Networks-Global Divides: Bridging New and Traditional Communication Challenges*, ISSN 1448-4331, available at: www.anzca.net/conferences/past-conferences/161.html
- Gibbs, J. L. (2012). How to be successful in online dating. In A. K. Goodboy & K. Schulz (Eds.), *Introduction to communication studies: Translating communication scholarship into meaningful practice* (pp. 3-9). Dubuque, IA: Kendall/Hunt.

- Gibbs, J. L., Scott, C. R., Kim, Y. H., & Lee, S. K. (2010). Examining tensions in telework policies. In S. D. Long (Ed.), *Communication, relationships, and practices in virtual work* (pp. 1-25). New York: IGI Global.
- Gibbs, J. L. (2009). Culture as kaleidoscope: Navigating cultural tensions in global collaboration. In *Proceedings of the ACM International Workshop on Intercultural Collaboration (IWIC 2009)* (pp. 89-98), available at: <http://dl.acm.org/citation.cfm?id=1499239&CFID=709826531&CFTOKEN=49301086>
- Gibbs, J. L., Kraemer, K. L., & Dedrick, J. (2007). Environment and policy factors shaping global e-commerce diffusion: A cross-country comparison. In C. Avgerou (Ed.), *Information systems, globalization, and developing countries* (pp. 336-355), Volume VI of *Major currents in information systems 2* (Eds. L. P. Willcocks & A. S. Lee). London: Sage.
- Gibbs, J. L. (2006). Decoupling and coupling in global teams: Implications for human resource management. In G. K. Stahl & I. Bjorkman (Eds.), *Handbook of research in international human resource management* (pp. 347-363). Northampton, MA: Edward Elgar.
- Gibbs, J. L. (2005). The complexity of organizational culture in global teams. In L. C. Lederman, W. D. Gibson, & M. Taylor (Eds.), *Communication theory casebook* (2nd Ed.) (pp. 245-260). Dubuque, IA: Kendall/Hunt.
- Gibbs, J. L., Ball-Rokeach, S. J., Jung, J., Kim, Y., & Qiu, J. (2004). The globalization of everyday life: Visions and reality. In M. Sturken, D. Thomas, & S. Ball-Rokeach (Eds.), *Technological visions: The hopes and fears that shape new technologies* (pp. 339-358). Philadelphia: Temple University Press.

Invited Book Reviews

- Gibbs, J. L. (2010). The constitutive role of communication in organizing. Review of *Building theories of organization: The constitutive role of communication* (L. L. Putnam & A. M. Nicotera, Eds.). *Administrative Science Quarterly*, 55, 159-161.
- Gibbs, J. L. (2009). Organizational identification as expressed through Latino political partisanship. Review of *Inviting Latino voters: Party messages and Latino party identification* (S. L. Connaughton). *Review of Communication*, 9(2), 138-141.

Published Reports and White Papers

- Ball-Rokeach, S. J., Gibbs, J., Gutierrez Hoyt, E., Jung, J., Kim, Y., Matei, S., Wilson, M., Yuan, Y., & Zhang, L. (2000). *The challenge of belonging in the 21st century: The case of Los Angeles* (White Paper 1). Los Angeles: Annenberg School for Communication, Communication Technology and Community Program.
- Ball-Rokeach, S. J., Gibbs, J., Jung, J., Kim, Y., & Qiu, J. (2000). *The globalization of everyday life: Visions and reality* (White Paper 2). Los Angeles: Annenberg School for Communication: Communication Technology and Community Program.
- Becklund, L., Pryor, L., Heino, R., & Gibbs, J. (1998). *Ready or not: High school journalism in the 21st century*. Study funded by the Soros Foundation, New York, NY and published by the Annenberg School for Communication, USC.

Work in Progress

- Gibbs, J. L., Gibson, C. B., Grushina, S. V., & Dunlop, P. D. (under review). Understanding participation in global teams: Overcoming status differences to foster engagement in global teams.
- Gibbs, J. L., Eisenberg, J., & Nekrassova, D. (in progress). When proximity hinders identification: Identity negotiation in global work arrangements.

Gibbs, J. L., Sivunen, A., Boyraz, M., & Nordback, E. (in progress). Who is this “we”? Examining the development of identification and conflict in global teams through talk.

Gibbs, J. L., & Kim, H. (in progress). Invoking the power of Book Club: An investigation of concertive control in an online community.

Gibbs, J. L. (in progress). Rethinking virtuality in a social media age.

Competitively Selected Conference Papers

Gibbs, J. L., Boyraz, M., Sivunen, A., & Nordback, E. (2016, November). *Psychologically safe communication climate in global teams: Overcoming subgroups in electronic communication practices*. Paper to be presented at ECREA, 6th European Communication Conference, Prague, Czech Republic.

Gibbs, J. L. (2016, November). *Group communication: More than decision making or problem solving*. Panelist for panel accepted to the National Communication Association Convention, Philadelphia, PA.

Rozaidi, N. A., Gibbs, J. L., & Eisenberg, J. (2016, September). *Accept or reject? Predicting ideation outcomes through enterprise social media*. Paper presented at the International Conference on Communication and Media 2016, Kuala Lumpur, Malaysia. **Top 6 Paper Award**.

Gibbs, J. L. (2016, August). *Definition and measurement of team virtuality*. Panelist for panel presented at the Academy of Management Convention, Anaheim, CA.

Gibbs, J. L. (2016, August). *Rethinking virtuality in a digital media age*. Paper presented at the Academy of Management Convention, Anaheim, CA.

Gibbs, J. L. (2016, July). International, interdisciplinary perspectives on global teams. Panelist for panel presented at INGroup, Helsinki, Finland.

Gibbs, J. L., Sivunen, A., & Boyraz, M. (2016, June). *Investigating the impacts of team type and design on virtual team processes*. Paper presented at the International Communication Association Convention, Fukuoka, Japan.

Gibbs, J. L. (2015, November). Panelist for *Creating collaborative opportunities: Examining interactive communities in social media research & practice*. Panel presented at the National Communication Association Convention, Las Vegas, NV.

Gibbs, J. L. (2015, November). Panelist for *Embracing group and team research opportunities*. Panel presented at the National Communication Association Convention, Las Vegas, NV.

Gibbs, J. L. (2015, November). Panelist for *Managing interactivity for interdisciplinary teamwork and collaboration: Facilitating across boundaries of knowing*. Panel presented at the National Communication Association Convention, Las Vegas, NV.

Eisenberg, J., Gibbs, J. L., & Erhardt, N. (2015, August). *Shared leadership: Investigating the contingency factors influencing virtual team effectiveness*. Paper presented at the Academy of Management Convention, Vancouver, Canada.

Erickson, I., Gibbs, J., & Mazmanian, M. (2015, August). *Field research of the future: Challenges, opportunities, pragmatics*. Professional Development Workshop (PDW) presented at the Academy of Management Convention, Vancouver, Canada.

Boyraz, M., Nordback, E., Gibbs, J. L., & Sivunen, A. (2015, May). *Who is this “we”? Examining the development of identification and conflict in global teams through talk*. Paper presented at the International Communication Association Convention, San Juan, Puerto Rico.

- Eisenberg, J., Nekrassova, D., Gibbs, J. L., & Rozaidi, N. (2015, April). *Making sense of enterprise social media (ESM) in a globally distributed organization*. Poster presented at the NJ Social Media Summit, William Paterson University. **2nd Place, Competitive Poster Session.**
- Gibbs, J. L., Eisenberg, J., Rozaidi, N. A., & Griaznova, A. (2014, November). *The “megapozitiv” role of enterprise social media in enabling cross-boundary communication in a distributed Russian organization*. Paper presented at the National Communication Association Convention, Chicago, IL.
- Gibbs, J. L., Gibson, C. B., & Grushina, S. V. (2014, August). *Understanding participation in global teams*. Paper presented at the Academy of Management Convention, Philadelphia, PA. ***Emerald Best International Symposium Award Finalist for Symposium on “Understanding the Dynamics of Global Teams”.***
- Gibbs, J. L., Sivunen, A., Boyraz, M., & Nordback, E. (2014, May). *Investigating the affordances of group-based ICTs for global team participation, conflict, and identification*. Paper presented at the International Communication Association Convention, Seattle, WA.
- Gibbs, J. L., Gibson, C. B., & Grushina, S. V. (2014, May). *Understanding participation patterns in global teams and how they lead to meaningful engagement across boundaries*. Paper presented at the International Communication Association Convention, Seattle, WA.
- Rozaidi, N. A., Gibbs, J. L., & Eisenberg, J. (2014, May). *Exploring technological affordances for identification in global outsourcing work*. Paper presented at the International Communication Association Convention, Seattle, WA.
- Gibbs, J. L., Kim, H., & Ki, S. (2013, November). *Supporting or controlling? Investigating the role of concertive control, normative influence, and social support in online community belonging*. Paper presented at the National Communication Association Convention, Washington, DC.
- Eisenberg, J. R., Rozaidi, N. A., Gryaznova, A., & Gibbs, J. L. (2013, September). *“Social” knowledge sharing in a Russian MNC: The role of enterprise social media in cross-boundary collaboration*. Paper presented at the Association for International Business Convention, Moscow, Russia.
- Gibbs, J. L., Grushina, Y. V., Gibson, C. B., Dunlop, P. D., & Cordery, J. (2013, July). *Encouraging participation in global teams: Unpacking the role of language, culture, and communication practices*. Paper presented at the Australian and New Zealand Communication Association (ANZCA) Convention, Fremantle, Western Australia.
- Gibbs, J. L. (2013, June). *Managing tensions in distributed collaboration*. Paper presented at the International Communication Association Convention, London, England.
- Gibbs, J. L., Boyraz, M., & Goldthwaite, C. (2013, June). *From conflict to creativity in global teams: The moderating role of shared identity and perceived proximity*. Paper presented at the International Communication Association Convention, London, England.
- Kim, Y. H., Gibbs, J. L., & Erhardt, N. (2013, June). *The coevolution of communication networks and expertise recognition-induced information-seeking behaviors*. Paper presented at the International Communication Association Convention, London, England.
- Ellison, N. B., Gibbs, J. L., & Weber, M. S. (2013, April). *The role of social media for knowledge sharing in distributed work: A conceptual framework*. Paper presented at Collaborative Organizations and Social Media 2013 (COSM2013) Symposium, Brunswick, Maine.
- Gibbs, J. L., Rozaidi, N., & Eisenberg, J. (2012, November). *Overcoming the “ideology of openness”: Probing the affordances of social media for organizational knowledge sharing*. Paper presented at the National Communication Association Convention, Orlando, FL.

- Gibbs, J. L. (2012, November) *Mixed methods and behavioral data in social media research*. Paper presented at the National Communication Association Convention, Orlando, FL.
- Erhardt, N. L., & Gibbs, J. L. (2012, May). *Managing impressions in knowledge work: Unpacking affordances of media use*. Paper presented at the International Communication Association Convention, Phoenix, AZ.
- Kim, Y. H., & Gibbs, J. L. (2012, May). *A network approach to trust in computer-mediated temporary teams*. Paper presented at the International Communication Association Convention, Phoenix, AZ.
- Gibbs, J. L. (2011, December). *Invoking the power of Book Club: An investigation of community-based online relationships*. Paper presented at Oxford Internet Institute Symposium on Relationships and the Internet, Oxford, England.
- Gibbs, J. L., & Kim, H. (2011, May). *Invoking the power of Book Club: An investigation of concertive control in an online community*. Paper presented at the International Communication Association Convention, Boston, MA.
- Halpern, D., & Gibbs, J. L. (2011, May). *Social media as a catalyst for online deliberation: When does the medium matter?* Paper presented at the International Communication Association Convention, Boston, MA.
- Gibbs, J. L., Scott, C. R., Kim, Y. H., & Lee, S. K. (2010, November). *Examining tensions in telework policies*. Paper presented at the National Communication Association Convention, San Francisco, CA.
- Gibbs, J. L., Scott, C. R., Kim, Y. H., & Lee, S. K. (2010, June). *Examining dialectical tensions in the discourse of organizational telework policies*. Paper presented at the International Communication Association Convention, Singapore.
- Gibbs, J. L., & Cho, S. E. (2010, June). *A cross-cultural investigation of privacy management in Facebook and Cyworld*. Paper presented at the International Communication Association Convention, Singapore.
- Erhardt, N. L., & Gibbs, J. L. (2009, August). *Politics in team-based knowledge work: Exploring the link between knowledge processes and media use*. Paper presented at the Academy of Management Convention, Chicago, IL.
- Gibbs, J. L., Lai, C. H., & Ellison, N. B. (2009, May). *An investigation of communication privacy management and self-disclosure in online dating*. Paper presented at the International Communication Association Convention, Chicago, IL.
- Gibbs, J. L. (2009, February). *Culture as kaleidoscope: Navigating cultural tensions in global collaboration*. Paper presented at ACM International Workshop on Intercultural Collaboration, Stanford University, Palo Alto, CA.
- Erhardt, N. L., & Gibbs, J. L. (2008, November). *Dynamics of team-based knowledge work: Exploring the link between knowledge processes and media use*. Paper presented at the National Communication Association Convention, San Diego, CA.
- Gibbs, J. L., Ellison, N. B., & Lai, C. H. (2007, October). *Identity management in online dating profiles: Negotiating privacy and security concerns*. Paper presented at the Internet Research 8: The Association of Internet Researchers Conference, Vancouver, Canada.
- Gibbs, J. L., Nekrassova, D., Abdul Wahab, S., & Grushina, Y. (2007, May). *Reconceptualizing virtual teaming from a communicative perspective: Review, redirection, and agenda for future research*. Paper presented at the International Communication Association Convention, San Francisco, CA.

- Gibbs, J. L., Heino, R. D., & Ellison, N. B. (2006, June). *Privacy vs. security?: Identity management in online dating*. Paper presented at the International Communication Association Convention, Dresden, Germany.
- Gibbs, J. L. (2005, November). *Negotiating identity in virtual work arrangements*. Paper presented at the National Communication Association Convention, Boston, MA.
- Ellison, N. B., Gibbs, J. L., & Heino, R. D. (2005, November). *Social networks in online dating: The strength of no ties?* Paper presented at the National Communication Association Convention, Boston, MA.
- Gibson, C. B., & Gibbs, J. L. (2005, May). *Unpacking the concept of virtuality: The role of supportive communication climate in facilitating team innovation*. Paper presented at the International Communication Association Convention, New York, NY.
- Heino, R. D., Ellison, N. B., & Gibbs, J. L. (2005, May). *Are we a 'match'? Choosing partners in the online dating market*. Paper presented at the International Communication Association Convention, New York, NY. **Top 8 Paper Award, Human Communication and Technology Division.**
- Gibbs, J. L., Ellison, N. B., & Heino, R. D. (2004, November). *Self-Presentation in online personals: The role of anticipated future interaction, self-disclosure, and success in Internet dating*. Paper presented at the National Communication Association Convention, Chicago, IL.
- Gibbs, J. L. (2004, May). *Culture as kaleidoscope: Reframing the study of cultural complexity in global teams*. Paper presented at the International Communication Association Convention, New Orleans, LA.
- Ellison, N. B., Heino, R. D., & Gibbs, J. L. (2004, May). *Truth in advertising?: An exploration of self-presentation and disclosure in online personals*. Paper presented at the International Communication Association Convention, New Orleans, LA.
- Gibbs, J. (2003, May). *Diffusion and impacts of e-commerce in China*. Paper presented at USC China and the Internet Conference, University of Southern California, Los Angeles, CA.
- Kraemer, K. L., Gibbs, J., & Dedrick, J. (2002, December). *Environment and policy factors shaping e-commerce diffusion*. Paper presented at the ICIS Convention, Barcelona, Spain.
- Gibbs, J. (2002, July). *Loose coupling in global teams: Reconciling cultural tensions across time and space*. Paper presented at the International Communication Association Convention, Seoul, Korea. **Top 3 Paper Award and Top Student Paper Award, Organizational Communication Division.**
- Gibbs, J. (2002, July). *Loose coupling in global teams: Managing cultural tensions across time and space*. Paper presented at International Western Academy of Management Convention, Lima, Peru.
- Gibbs, J. (2001, July). *Loose coupling in global teams: Towards a new conceptualization of culture*. Paper presented at the Rochester Institute of Technology convention on "The Intercultural World and the Digital Connection," Rochester, NY. **Top Student Paper Award.**
- Gibbs, J., Ball-Rokeach, S. J., Kim, Y., & Jung, J. (2000, July). *The globalization of everyday life: Visions and realities of social justice in the Internet age*. Paper presented in Plenary Session at the Rochester Institute of Technology convention on "Social Justice, Peace, and International Conflict Resolution: Civic Discourse Beyond the Millennium," Rochester, NY.
- Gibbs, J. (1999, May). *Negotiating cultural diversity in a global work team: A communicative approach*. Paper presented at the International Communication Association Convention, San Francisco, CA.
- Ball-Rokeach, S. J., Matei, S., Wilson, M. E., Gibbs, J., & Gutierrez Hoyt, E. (1999, May). *Metamorphosis: Transforming the ties that bind*. Paper presented at the International Communication Association Convention, San Francisco, CA.

- Matei, S., & Gibbs, J. (1998, November). *Expression of local/global identity in personal homepages: Development of a content analysis category system and coding instrument*. Paper presented at the National Communication Association Convention, New York City, NY.
- Gibbs, J. (1998, April). *Anomie and the stranger: Durkheim and Simmel in a globalizing world*. Paper presented at the University of Southern California Interdisciplinary Graduate Student Conference, Los Angeles, CA.
- Gibbs, J. (1997, November). *The post-communist rejection of feminist rhetoric in Eastern Europe*. Paper presented at the National Communication Association Convention, Chicago, IL.
- Gibbs, J., Matei, S., Mandavilli, A., & Yi, H. (1997, November). *Expression of local/global identity in personal homepages*. Paper presented at the National Communication Association Convention, Chicago, IL.
- Rumsey, S. B., Matei, S., Gibbs, J., Heino, R., & Lee, B. (1997, May). *Process versus product orientation towards strategic alliances: Managing competitive and collaborative objectives through communication*. Paper presented at the International Communication Association Convention, Montreal, Canada.
- Gibbs, J., Matei, S., Mandavilli, A., & Yi, H. (1997, July). *Expression of local/global identity in personal homepages*. Paper presented at the Rochester Institute of Technology convention on "Communication, Technology, and Cultural Values", Rochester, NY.
- Contractor, N., Monge, P. R., Rumsey, S. B., Fulk, J., Gibbs, J., & Heino, R. (1997, March). *Network evolution of a virtual organization*. Paper presented at International Network for Social Network Analysis Conference, San Diego, CA.
- Gibbs, J., & Boguszak, M. (1995, April). *Open-Market aftershocks: Czech and Slovak attitudes toward brands*. Paper presented at ESOMAR convention "Towards a Market Economy: Beyond the Point of No Return", Warsaw, Poland.

Invited Talks

2016

Cornell Tech, "Social Media at Work: Managing Attention and Interruptions in an Age of Constant Connectivity"

University of California, Santa Barbara, "Crossing Boundaries and Managing Tensions: Overcoming Status Differences to Foster Engagement in Global Teams"

2015

University of Arizona, "Virtual Collaboration and the Future of eSociety", Society Research Workshop: Future Directions in Digital Life and Learning

William Paterson University, "Strategic Use of Social Media for Distributed Collaboration" as part of New Jersey Social Media Summit

University of Michigan, School of Information, "Managing Tensions, Crossing Boundaries, and Fostering Engagement in Virtual Work"

Rutgers University, SC&I Social Media Cluster panel, "Strategic Use of Social Media for Distributed Collaboration"

2014

University of Wisconsin, Madison, "Supportive or Controlling? Investigating Social Support and Concertive Control in Online Community Belonging"

2013

University of New South Wales, Sydney, Australia, "ATLAS.ti Training Workshop"

University of Western Australia, Perth, Australia, “Strategic Use of Technological Affordances to Manage Tensions in Virtual Work”

Massey University, Auckland, New Zealand, “Strategic Use of Technological Affordances to Manage Tensions in Virtual Work”

Aalto University, Helsinki, Finland, “Strategic Use of Technological Affordances to Manage Tensions in Virtual Work”

2012

University of Texas, Austin, “Strategic Use of Technological Affordances to Manage Tensions in Virtual Work”

2011

Rutgers University, “Fostering and Maintaining Online Relationships through Social Media” as part of Symposium on Identity, Connectedness, & Threat in Social Networks sponsored by Tyler Clementi Foundation

2010

Rutgers University, “Lost Knowledge in Distributed Work Arrangements” as part of Lost Knowledge: Challenges of a Changing Workforce conference hosted by the Knowledge Institute

2009

Cornell University, “Managing Tensions in Virtual Collaboration”
Purdue University, “Virtual Team Innovation and Knowledge Sharing”

2007

Michigan State University, “Communication in Global Virtual Teams”

Rutgers University, “Managing Privacy Risks and Credibility in Online Relationships” as part of Johnson & Johnson Colloquium on Anonymity and Credibility: Balancing Risk and Well-Being in Everyday Communication

Rutgers University, “Communication in Global Virtual Teams” as part of Human Resource Management Pro-Seminar (School of Management and Labor Relations)

Rutgers University, “Tensions between Privacy and Self-Disclosure in the Online Dating Context” as part of Inter-Disciplinary Study of Issues in Privacy and Security (ISIPS) Privacy Workshop

Research Funding

2016	GAIA International Collaborative Research Grant for Tenured Faculty on “Fostering Collaborative Communication Practices in Global Teams”, \$8,000
2012	Rutgers Summer Fellowship Award, “Fostering Global Team Collaboration”, \$3,000
2011	SC&I Grants to Get Grant for project on “The Role of Social Media in Enabling or Constraining Knowledge Sharing in Ad Hoc Virtual Collaborations”, \$1,500
2007	SCILS Grants to Get Grant for project on “Tensions between Privacy and Self-Disclosure in Online Dating Relationships”, \$1,472
2006-2007	Research Council Grant for project on “Privacy and Security Concerns in Online Dating”, \$1,000
2005-2006	SCILS ISIPS start-up grant for project on “Perceptions of Privacy and Security in the Online Dating Context”, \$7,500
2000	USC Annenberg Dissertation Research Grant Award, \$500

TEACHING AND ADVISING

Courses Taught

Doctoral

Communication, Information, and Media Theory
 Social Media
 Dynamics of Global Organizations
 Organizational Culture
 Organizational Communication Research

Masters

Social Media
 Dynamics of Global Organizations
 Organizational Culture
 Foundations of Organizational Communication
 Organizational Communication Research
 Communication Research in Organizations
 MCIS Capstone Seminar

Undergraduate

Organizational Communication Theory
 Intercultural Communication
 Communication Theory
 Romance and More: Interpersonal Relationships in Online and Offline Settings (Byrne seminar)

Graduate Students Supervised

Dissertation Committees, Advisor

Completed

Heewon Kim, 2011-2016, “The Visibility Paradox: Social Media Use as a Manifestation of Knowledge, Disparity, and Status in a Global Organization” (defended June 2016) – Faculty at Arizona State University

Maggie Boyraz, 2014-2016, “How to Break the “Invisible Walls”: “The Role of Communicative Practices for Overcoming Challenges of Subgroups in Global Teams” (defended June 2016) – Faculty at Cal Poly Pomona

Young Hoon Kim, 2010-2014, “A Knowledge-Sharing Communication Network Approach to Transactive Memory Systems in Virtual Work Arrangements” (defended December 2013) – Faculty at Korea University

Seong Eun Cho, 2006-2009, “A Cross-Cultural Comparison of Korean and American Social Networking Sites: Exploring Cultural Differences in Social Relationships and Self-Presentation” (defended December 2009) – Research Fellow at Korea Information Society Development Institute (KISDI)

In Progress

Sally Abdul Wahab, 2009-present, “Blogging the Way through Job Loss: A Constitutive Perspective on Coping Processes” (proposal approved, expected completion September 2016)

Nik Rozaidi, 2012-present, “Exploring the Affordances of Enterprise Social Media for Ideation and the Influence of Emergent Ideation Networks on Ideation Quality” (proposal approved, expected completion December 2016) – Telecommunications Director at Central Bank of Malaysia

Seol Ki, 2012-present, "Exploring Communication of Compulsive Gamers and Their Concerned Significant Others" (proposal approved)

Hyunsook Youn, 2011-present, "Hierarchical Impression Management in Organizations: An Affordances Approach to Social Media Use" (proposal in progress)

Dissertation Committees, Member

Completed

Marian Stewart-Titus, "Distant Close Ties: Jamaican Immigrants, Mediated Communication, and the Primacy of Voice" – *Member* (defended April 2015) – Faculty at Bronx Community College, City University of New York

Julia Eisenberg (Management & Global Business), "Team Member Distance and Innovative Team Performance: The Influence of Leadership Styles and Team Dynamics" – *Outside Member* (defended July 2014) -- Faculty at Pace University

Ira Fachira (Massey University, New Zealand), "Knowledge and Learning in a Service Context: Sensemaking in an Online Community of Hair Stylists" – *Outside Member* (defended October 2013) -- Faculty at Institut Teknologi Bandung, Indonesia

Leon Laureij, "Communication Design Work of Supply Chain Management: An Ethnography of a University's Contracting Process" – *Member* (defended July 2013) -- Consultant at Scenter, Netherlands

Sun Kyong Lee, "Cultural Convergence or Hybridization?: A Study on Organizational Communication Networks of a Korean Immigrant Church and Korean Immigrants' Social Media Uses" – *Member* (defended April 2013) -- Faculty at University of Oklahoma

Daniel Halpern, "Towards a Networked Public Sphere: How Social Media Triggers Civic Engagement through News Consumption and Political Discussion" – *Member* (defended March 2013) – Faculty at Universidad Católica de Chile

Yusuf Yuksel, "Understanding the Role of Culture and Communication in Implementing Planned Organizational Change: The Case of the Compstat Model in Police Organizations" – *Member* (defended December 2012) – Police Lieutenant, Turkish National Police

Chih-Hui Lai, "Living History with the Internet: Probing the Sustainability of Mixed- Mode Groups through an Ecological and Evolutionary Lens" – *Member* (defended December 2011) – Faculty at Nanyang Technological University, Singapore

Nancy Wiencek, "An Examination of Cocreational Public Relations Theories: A Study of Donor Stewardship on the Web" – *Member* (defended April 2011) – Faculty at Rider University

Dina Nekrassova, "Emotion Work: Discourses of Rationality and Emotionality in the Financial Services Industry" – *Member* (defended March 2011)

Bibi Alajmi, "Knowledge Sharing in an Online Community" – *Member* (defended February 2011) – Faculty at Kuwait University, Kuwait

Corey Liberman, "Why Communication Networks Might Impact Employee Identification with One or More Organizational Targets." – *Member* (defended March 2008) – Faculty at Marymount Manhattan College

Mandy Moreno (Psychology), "Click to Connect: Testing the Internet Dating Use and Outcomes Model" – *Outside Member* (defended March 2008) – Insights Manager, Social Media Link

Niclas Erhardt (Industrial Relations and Human Resource Management), “Dynamics of Team-Based Knowledge Work: A Contingency Framework for Understanding Knowledge Processes and Interaction Mechanisms” – *Outside Member* (defended December 2007) – Faculty at University of Maine

In Progress

Funda Kivran-Swaine, 2012-present, “Loneliness Experienced Online: Studying Social Isolation of Social Media Users” – *Member* (proposal approved) -- Researcher at Facebook

Choi, Soe Yoon, 2014-present, “Managing Disclosure in Social Network Sites: A Technology Affordances Perspective on Privacy Boundary Management” – *Member* (proposal approved)

Research Practicum / Independent Study

Jasmin Elalfy, Fall 2015, Spring 2016 (MCIS student)

Sarah-Rose Marcus, Fall 2015 (PhD student)

Chris Gabbett, Summer 2015 (MCIS student)

Christine Goldthwaite, Spring 2015 (PhD student)

Josh Glatt, Summer 2014 (MCIS student)

Chad Daniels, Fall 2012 (MCIS student)

Jie Liu, Summer 2012 (MCIS student)

Tahoorah Syed, Summer 2012 (MCIS student)

Malgorzata Boyraz, Spring 2012 (PhD student)

Seol Ki, Spring 2012 (PhD student)

Julia Eisenberg, Fall 2012-Spring 2012 (PhD student)

Hyunsook Youn, Fall 2010-Spring 2011 (PhD student)

Daniel Halpern, Summer 2010 (PhD student)

Sally Abdul Wahab, Fall 2008 (PhD student)

Young Hoon Kim, Fall 2008 (PhD student)

Mohamed Elbanna, Summer 2007 (MCIS student)

Seong Eun Cho, Fall 2005 (PhD student)

Qualifying Exam Committees

Chair

Fanny Ramirez, Fall 2016

Christine Goldthwaite, Spring 2016

Maggie Boyraz, Fall 2013

Seol Ki, Fall 2012

Nik Rozaidi, Fall 2012

Heewon Kim, Fall 2011

Hyunsook Youn, Fall 2011

Young Hoon Kim, Spring 2010

Sally Abdul Wahab, Fall 2009

Seong Eun Cho, Fall 2006

Member

Sarah-Rose Marcus, Fall 2016

Sunny Kim, Summer 2016

Wei Shi, Summer 2016

Connie Pascal, Spring 2016

Inyoung Shin, Fall 2015

Eun Baik, Spring 2015

Kathryn Nogueira, Fall 2014

Weixu Lu, Fall 2014
 Charlie File, Fall 2014
 Muge Haseki, Summer 2012
 Marian Stewart-Titus, Spring 2012
 Funda Kivran-Swaine, Fall 2011
 Daniel Halpern, Fall 2011
 Gillian Bonnano, Spring 2011
 Vaibhavi Kulkarni, Fall 2010
 Leon Laureij, Fall 2009
 Sun Kyong Lee, Fall 2009
 Bibi Alajmi, Fall 2008
 Chih-Hui Lai, Fall 2008
 Stacy Smulowitz, Fall 2008
 Yusuf Yuksel, Spring 2008
 Yana Grushina, Fall 2007
 Dwight Anderson, Fall 2007
 Lisa Chewing, Fall 2006
 Corey Liberman, Fall 2005
 Mara Marino, Fall 2005
 Dina Nekrassova, Fall 2005

MCIS Capstone Projects

Lisabeth Matyash, Fall 2015
 Rochelle Davis, Spring 2015
 Kanika Samra, Fall 2014
 Michelle Tong, Summer 2014
 Fanny Ramirez, Spring 2014
 Samann Rahimi, Fall 2013
 Chad Daniels, Spring 2013
 Nicole Melton, Fall 2012
 Alyse Mattioli, Fall 2012
 Jenna Hresko, Summer 2012
 Rachel Paul, Summer 2012
 Lindsey Sacks, Summer 2012
 Isa Gatollari, Spring 2012
 Patricia Jeter, Spring 2012
 Kevin Murray, Spring 2012
 Donnette Noel, Spring 2012
 Pamela Pruitt, Spring 2012
 Natise DuBois, Fall 2011
 Sangeetha Ilango, Spring 2011
 Christine Goldthwaite, Spring 2010
 Subha Rajaram, Spring 2010
 Sherrilynn Novack, Fall 2009
 Emmy DeVisser, Summer 2009
 Mohamed Elbanna, Spring 2009

Research Assistants / Associates

Heewon Kim, Spring 2016, Summer 2016 (PhD student) – Editorial Assistant for *Communication Research*
 Rochelle Davis, Spring 2015, Summer 2015 (MCIS student)
 Jie Liu, 2010-2012 (MCIS student)
 Patricia Jeter, 2010-2012 (MCIS student)
 Christine Goldthwaite, Spring 2012 (PhD student)
 Seol Ki, Fall 2011 (PhD student)

Young Hoon Kim, Fall 2010 (PhD student)
 Hyunsook Youn, Summer 2010, Summer 2011, Fall 2013, Spring 2014 (PhD student)
 Heewon Kim, Fall 2009, Spring 2010, Summer 2010 (PhD student)
 Zhe Li, Spring 2009 (PhD student)
 Chih-Hui Lai, Fall 2006, Spring 2007, Fall 2007 (PhD student)
 Alena Vasilyeva, Spring 2005, Fall 2005, Spring 2006 (PhD student)
 Seong Eun Cho, Fall 2005, Spring 2006 (PhD student)
 Corey Liberman, Fall 2004 (PhD student)

MCIS Program Assistants

Maggie Boyraz, Summer 2014- Summer 2016
 Erin Christie, Fall 2012-Spring 2014

Teaching Interns / Readers / TAs

Weixu Lu, Spring 2014 (PhD student)
 Maggie Boyraz, Spring 2012, Spring 2014 (PhD student)
 Heewon Kim, Spring 2011 (PhD student)
 Mary Nagy, Spring 2010, Spring 2011 (PhD student)
 Young Hoon Kim, Fall 2010, Summer 2011 (PhD student)
 Hyunsook Youn, Summer 2010 (PhD student)
 Dionne Gray, Spring 2010 (MCIS student)
 Roi Estlein, Spring 2010 (PhD student)
 Vaibhavi Kulkarni, Spring 2010, Spring 2011 (PhD student)
 Zhe Li, Spring 2009 (PhD student)
 Scott Choi, Spring 2009 (PhD student)
 Dina Nekrassova, Spring 2006 (PhD student)
 Rich Ferreira, Spring 2006 (MCIS student)

Undergraduate Students

Honors Thesis Committees

Alena Fleming, 2010-2011, “‘This Little Thing Controls Me’: Dialectical Approaches to Mobile Communication” (*Advisor*) – Communication Department Honors Thesis

Sophia Liu, 2009-2010, “An Intercultural Communication Analysis of an American Corporation in China” (*Advisor*) – Communication Department Honors Thesis

Christie Irizarry, 2007-2008, “‘Soñar No Cuesta Nada’ (“You Can Dream Free of Charge”): Latina Leaders on Communication and Leadership.” (*Advisor*) – Mabel Smith Douglass Honors Thesis

Ji You, 2006-2007, “Changes in an Organization” (*Advisor*) – Communication Department Honors Thesis

Maria Musillo, 2006-2007, “E-Learning with Technologies of the Read-Write Web: Blogs and Podcasts” (*Member*) – Mabel Smith Douglass Honors Thesis

Jennifer Goon, 2004-2005, “Organizational and Intercultural Communication: The Development of Chinese and Filipino Interracial Relationships and Marriage” (*Member*) – Communication Department Honors Thesis

Social Action Project Committee

Christie Irizarry, “Confessions of an Entry- Level Professional in Corporate America”, 2006-2007, Social Action Project (*Advisor*)

Independent Studies

Jasmin Elalfy, Spring 2015
Alexandria Whalen, Fall 2012
Maren Bencivenga, Summer – Fall 2007

Research Assistants / Tutors

Jasmin Elalfy, Summer 2015
Ibiyemi Adenuga, Fall 2011 – Fall 2012
Kate DiGiacomo, Spring 2011
Brittney Lier, Spring 2010

Other

Trainer, Experiential Learning Center, Marshall School of Business, University of Southern California. (1999–2001). Developed and facilitated exercises simulating organizational experiences for undergraduate and graduate Business students.

Instructor, Introduction to Market Research, Anglo-American College, Prague, Czech Republic (Spring 1996). Developed and taught course on market research principles.

Discussion Leader, Lockhart Institute. Developed and led Great Books discussion classes on philosophical, political, social, and theological topics for Czech law students at Charles University, Prague, Czech Republic (1992-1994).

SERVICE

To the Department and School

Search Committee Member, Department of Communication, UCSB, 2016-present

Director, Masters of Communication and Information Studies (MCIS), 2012-2016

Regularly serve on SC&I promotion and tenure committees for reappointment and promotion cases, 2010-2016

Regularly guest lecture in undergraduate and graduate courses at SC&I, 2004-2016

Communication and Technology Curriculum Committee, *Chair*, 2013-2016

SC&I Social Media Cluster Member, 2013-2016

Communication and Technology Search Committee Member, 2013-2014, 2014-2015

Panelist for SC&I “Work-Life Balance” panel, 2015

Developed and taught SC&I PhD mini-seminar, “Conducting International Research”, 2014

Communication Theory Requirement Committee, *Chair*, 2012

Ph.D. Program Executive Committee Member, 2009-2012

Communication Department Ph.D. Area Coordinator, 2009-2012

Ph.D. Program Awards Committee Member, 2009-2012

Faculty Advisor for Association for Women in Communications, 2005-2012

Research Associate, Center for Mobile Communication Studies, SCILS, 2004-2012

Research Development Committee, 2007-2008, 2010-2011, 2011-2012

Invitational Masters Student Institute (IMSI) Planning Committee Member, 2009-2011

Panelist for SCILS Doctoral Student Association panel on the job market, 2009

SCILS Faculty Search Committee Member, 2008-2009

Rules of Procedure / Elections & Nominations Committee member, 2005-2009

Academic Committee (to develop SAS Public Speaking Course), 2008

LIS Colloquium on Disciplinary/Interdisciplinarity, Panelist, 2007

Research and Promotions Committee, 2006-2007

To the University

Member of university wide Strategic Planning committee on Faculty Excellence, 2013-2014

University Associate, Rutgers University Knowledge Institute, 2007-2016

Founding Faculty Advisor for Youth Action International, 2009-2013

Exploring Communication: Just A Few Steps Away (First-Year Interest Group Seminar), “Intercultural Communication”, 2010

Panelist for Lambda Pi Eta “Graduate Studies in Communication” panel, 2010

Panelist for “If I Knew Then What I Know Now: Strategies for a Successful Start at Rutgers” panel, Rutgers University New Faculty Orientation, 2009

Panelist for “Finding the Balance: Achieving Stability between Work and Life” panel, organized by the Office for the Promotion of Women in Science, Engineering, and Mathematics, 2009

Member of SCILS Dean Search Committee, 2007-2008

Exploring Communication: What Does It Really Mean? (First-Year Interest Group Seminar), “The Research Process”, 2008

Panelist for “Balancing Career and Family” panel for Rutgers graduate students, 2008

Member of planning committee for Global Futures Symposia 2006-2007 sponsored by Livingston College, responsible for organizing “Communications and the Reinvention of the Global: Retreat, Reevaluation, Remorse” lecture by Monroe Price (Annenberg School for Communication, University of Pennsylvania)

Faculty Fellow, Livingston College, Rutgers University, Fall 2004 – Spring 2007

To the Discipline

Affiliations with other Universities

Center Fellow for the Center for Leadership and Team Development (CLTD) at the Merage School of Business, University of California, Irvine (2009-present)

Advisory Board Member, New Jersey Center for Social Media Research (NJCSMR), William Paterson University (2013-present)

Editorship

2016- Editor, *Communication Research* (ranked #5 in discipline)
2015-2016 Associate Editor, *Management Communication Quarterly* (ranked #6 in discipline)

Editorial Board

2014-2015 *Management Communication Quarterly* (international journal)
2013-2016 *Journal of Communication* (ICA journal)
2013-2016 *Journal of Applied Communication Research* (NCA journal)
2012-2016 *Communication Research* (SAGE journal)
2009-2016 *Journal of Computer-Mediated Communication* (ICA journal)
2012-2014 *Communication Monographs* (NCA journal)
2008-2013 *Communication Quarterly* (Eastern Communication Association journal)
2008-2012 *International Journal of Communication and Media* (Malaysian Communication Association journal)
2006-2010 *Women's Studies in Communication* (Organization for Research on Women and Communication journal)

Ad Hoc Reviewer

2007, 2009, *Administrative Science Quarterly*
2015
2013 *American Behavioral Scientist*
2010-2012 *Communication Monographs*
2009-2012 *Communication Research*
2006, 2008 *Communication Yearbook*
2007, 2010 *Human Communication Research*
2003, 2007 *Human Relations*
2006 *IEEE Transactions on Professional Communication*
2011-2012 *Journal of Communication*
2004-2012 *Journal of Computer-Mediated Communication*
2006-2009 *Journal of Social and Personal Relationships*
2006 *Management Communication Quarterly*
2011-2012,2015 *Management Information Science Quarterly*
2009-2010, *Organization Science*
2015
2008 *Western Journal of Communication*
2007 Reviewed textbook on Organizational Communication for McGraw-Hill
2010 Grant reviewer for Social Sciences and Humanities Research Council of Canada
2011 National Science Foundation Grant Review Panel
2011, 2014 Israel Science Foundation Grant Reviewer
2012 Danish Council for Independent Research Grant Reviewer
2012 External reviewer for tenure case
2013 United States – Israel Binational Science Foundation
2015 External reviewer for 4 tenure cases

Participation in Conferences and Professional Associations

International Communication Association

Chair of W. Charles Redding Dissertation Award Committee, Organizational Communication Division, 2015, 2016

Chair of Paper Reviewer Nominating Committee, Organizational Communication Division, 2016

Secretary to Organizational Communication Division, 2014-present

Organizer, Research Escalator session, Organizational Communication Division, 2014

Management Communication Quarterly Paper of the Year Selection Committee member, 2014

Paper Reviewer for Organizational Communication Division, 2003-2008, 2010-2014

Top Paper Reviewer, Organizational Communication Division, 2013

Panel Respondent for Organizational Communication Division, 2003, 2006, 2007, 2008, 2011

Panel Chair for Organizational Communication Division, 2007, 2009, 2014

Faculty Mentor for Research Escalator session, Organizational Communication Division, 2013, 2015, 2016

Member of Conference Paper Reviewer Nominating Committee, 2012

Member of Top Interactive Display Presentation Committee, Organizational Communication Division, 2012

W. Charles Redding Dissertation Award Committee Member, Organizational Communication Division, 2011

Paper Reviewer for Communication and Technology Division, 2010

Discussion Leader for Organizational Communication Doctoral Student Consortium, 2005

Paper Reviewer for Mass Communication Division, 2005

Academy of Management

Faculty Participant, Organizational Communication and Information Systems (OCIS) Junior Faculty Consortium, 2016

Faculty Mentor for International Paper Development Workshop, Organizational Communication and Information Systems (OCIS), 2015

Chair & Discussant, Organizational Communication and Information Systems (OCIS), 2015

Faculty Participant, Organizational Communication and Information Systems (OCIS) Doctoral Student Consortium, 2014

Associate Editor, Organizational Communication & Information Systems (OCIS) division, 2014-2016

Discussant, Organizational Communication and Information Systems (OCIS), 2014

National Communication Association

Panel Respondent for Organizational Communication Division, 2014

Panel Chair for Organizational Communication Division, 2004, 2008

Paper Reviewer for Organizational Communication Division, 2004

Other

Programme Committee Member for conference on “Social Media, Activism, and Organisations”, November 6, 2015, University of London, UK

Paper reviewer for Association of International Business (AIB) convention, 2013

Associate Editor for Social Computing and Collaboration track, European Conference on Information Systems (ECIS), 2012

Paper reviewer for ICWSM convention, 2012

Paper reviewer for ACM International Workshop on Intercultural Collaboration (IWIC), 2009

Paper reviewer for HICSS convention, 2007

Paper reviewer for Computer-Human Interaction (CHI) convention, 2006, 2009

Member of Conference Planning Committee for University of Southern California Interdisciplinary Graduate Student Conference, 1999

Conference Planner and Logistics Manager, Paper Review Process Coordinator and Paper Reviewer for the Western States Graduate Student Communication Conference, hosted by the Annenberg School in 1997 and co-hosted by the Annenberg School and the Department of Library and Information Science of UCLA's Graduate School of Education and Information Studies in 1998, 1997-1998

To the Broader Community

Media Coverage

Video on “Enterprise Social Media and the Ideology of Openness” featured on SC&I Social Media & Society Cluster website, <http://sms.rutgers.edu/videos>

Research cited in *Gizmodo*, “How Men and Women Really See Each Other When Online Dating”, 5/29/15

Quoted in *Men's Health*, “When She Googles You (and She Will), Don't Let Her Find This”, 5/27/15

Quoted in *JOSIC*, “The Best Mobile Dating Apps”, 2/20/14

Quoted in *New York Daily News*, “Today's mobile apps make dating easier, but which is best?”, 2/14/14

Quoted in *Boston Globe* article “Why do we talk about ourselves so much? Harvard research suggests it's rewarding”, 5/7/12

Interviewed on QR77 radio (Calgary, Canada) “The Morning News with Bruce Kenyon”, 5/1/12

Quoted in the *Toronto Sun* (in a nationally syndicated column) article “A Relationshopping Spree”, 4/30/12

Quoted in *Dallas News* article “Online games sometimes hit the right buttons for singles”, 3/26/12

Quoted in *Asbury Park Press* article “Bon Jovi just latest celebrity to be 'killed off'”, 1/6/12

Quoted in *ABC News* article “Will Date for Food: Women who Seek Fancy Dinners”, 12/8/11

Quoted in CollegeMagazine.com article “www.PartySceneOrComputerScreen.com”, 11/14/11

Quoted in *Boston Metro* article on online dating, 5/22/11

Quoted in *El Pais* article on online dating, 2/2011

Quoted in *ABC News* article “Does Online Dating Work?” on 2/12/2011

Invited panelist for Breakfast at the Barracks RU-TV Panel on Cyberbullying, 12/15/2010

Interviewed on WHYY radio (Philadelphia NPR) “When Love Is Just a Mouse Click Away: All About Internet Dating”, 12/7/2010

Office of Instructional and Research Technology Faculty Research Spotlight interview, “Presenting oneself in online contexts”, available on YouTube:
<http://www.youtube.com/rutgers#play/user/D60273C761DF79CA/2/w2jFB7Kp7U>

Quoted in the *New Jersey Star Ledger* twice in 2010 on social media and flash mobs (4/8/10) and Facebook and divorce (3/21/10)

Interviewed and cited in international (German Press Agency, Nikkei America) news stories about the rise of online dating during the economic recession in the U.S. (June 2009)

Interviewed on WNYC’s Leonard Lopate show about online dating research, 2/13/09

Research cited in *Communications of the ACM*, November 2008

Research cited in *Wall Street Journal* article “The Cut-and-Paste Personality”, 2/18/08

Quoted in *New York Times* article “Putting Your Best Cyberface Forward”, 1/3/08

Quoted on how new technologies are transforming romantic relationship formation in an article called “Cupid in Cyberspace” published in the *New Jersey Star Ledger* on 3/2/2007

Research cited in *Scientific American* article “The Truth about Online Dating” 1/07

Interviewed by the *Washington Post* for a story on online rejection that appeared 2/22/2006

Interviewed by the *Wall Street Journal* about online dating research (3/17/2006)

Interviewed on *WIBS* Indianapolis's radio show "Date Night" about online dating research (2/29/2006)

Corporate Consulting and Training

Disseminated research findings and practical recommendations to Infragistics, 2014-2015

Disseminated research findings and practical recommendations through a series of consulting workshops on global teams and intercultural communication to engineers at Alcoa in Perth, Australia, 2013

Presented workshop on “Effectively Managing and Communicating in Virtual Teams” to a group of Organizational Development professionals, June 2010

Disseminated research findings and practical recommendations to Match.com, 2004

Disseminated research findings and practical recommendations through a series of consulting workshops on global teams and intercultural communication to software development professionals at Xerox Corporation, 2000-2001

Community Outreach

Invited panelist for “The Evolution of Courtship: From Village to the Internet” B’Nai B’rith International Global Roundtable on Online Dating (for UN diplomats from a variety of countries), New York, NY, June 28, 2011

Gave talks on Cybersafety at Metuchen High School, May 2010, November 2010

INDUSTRY EMPLOYMENT

Xerox Corporation

El Segundo, CA

August 2000 – November 2001

Consultant, Global Software Operations (GSO)

Xerox Corporation

Rochester, NY

June – August 2000

Intern, Globalisation Engineering Operations (GEO)

Hughes Space and Communications

Los Angeles, CA

June - October 1999

Consultant

CommSciences, Inc.

Los Angeles, CA

August - December 1997,

Research Analyst

August - October 1998

Amer Nielsen Research

Prague, Czech Republic

May 1995 - August 1996

Consumer Research Manager

AISA (Association for Independent Social Analysis)

Prague, Czech Republic

June 1992 - October 1994

Senior Research Analyst

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Association of Internet Researchers (AOIR)

International Communication Association (ICA)

National Communication Association (NCA)