

**Anne P. Hubbell, Ph.D.**

Associate Professor, Communication Studies;  
 Former Department Head, Communication Studies; and  
 Former Interim Department Head, Journalism and Mass Communications  
 (Start Date at NMSU: July, 2000)

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 2731 Monte Bello  
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**EDUCATION:**

Doctor of Philosophy (Communication), 1996 - 2000

Michigan State University, East Lansing, MI

Areas of Interest: Organizational Communication and Health Communication

Dissertation: Developing and Testing a Model of Organizational Deception

Advisor: Caryn Medved, Ph.D.

Master of Arts (Communication), 1990 - 1996

Michigan State University, East Lansing, MI

Area of Interest: Interpersonal Communication

Thesis: Sex and Gender Differences: Perceptions of Acceptability, Competence, and Honesty of Deceptive Messages

Advisor: Steve McCornack, Ph.D.

Bachelor of Science, 1983 - 1987

Central Michigan University, Mt. Pleasant, MI

Major: Communication

Minor: Marketing

Additional Training and Competition at State and National levels in Forensics

Graduated Magna Cum Laude

**PROFESSIONAL AWARDS:**

- 2011 -- Top Poster Award, 11<sup>th</sup> Annual URC Research and Creativity Activities Fair, New Mexico State University Research Council, New Mexico State University
- 2009 -- Top Poster Award, 9<sup>th</sup> Annual URC Research and Creativity Activities Fair, New Mexico State University Research Council, New Mexico State University
- 2009 -- Best Executive of the Year by the International Association of Administrative Professionals, Mesilla Valley Chapter
- 2005 -- NMSU Patricia Christmore Teaching Award. University-wide award for teaching excellence
- 2004 -- Top Four Paper Award, National Communication Association, Organizational Communication Division

- 2004 -- Top Four Paper Award, Western States Communication Association, Organizational Communication Interest Group
- 2003 -- College of Arts and Sciences Finalist for Patricia Christmore Teaching Award
- 2002 -- Top Three Paper Award, Western States Communication Association, Health Communication Interest Group
- 2002 -- College of Arts and Sciences Finalist for Patricia Christmore Teaching Award
- 2001 -- Top Poster Award, National Communication Association, Organizational Communication Division

## PUBLICATIONS:

**Total Peer Reviewed Publications = 25**

**Total Publications = 27**

### Articles:

- Hubbell, A. P. (In Press). Communication and Support Providers for Individuals with Disabilities. In Teresa Thompson and Geoffrey Golson (Ed.), *Encyclopedia of Health Communication* (pp. 1,200 words). Thousand Oaks, CA: Sage Publications, Inc..
- Hubbell, A. P. (In Press). Compassion and Communication. In Teresa Thompson and Geoffrey Golson (Ed.), *Encyclopedia of Health Communication* (pp. 1,000 words). Thousand Oaks, CA: Sage Publications, Inc..
- Hubbell, A. P. (In Press). Health Communication with Children. In Teresa Thompson and Geoffrey Golson (Ed.), *Encyclopedia of Health Communication* (pp. 1,200 words). Thousand Oaks, CA: Sage Publications, Inc.
- Hubbell, A. P. (In Press). Health Education. In Teresa Thompson and Geoffrey Golson (Ed.), *Encyclopedia of Health Communication* (pp. 3,000 words). Thousand Oaks, CA: Sage Publications, Inc..
- Hubbell, A. P. (In Press). Comprehensive Community Initiatives. In Teresa Thompson and Geoffrey Golson (Ed.), *Encyclopedia of Health Communication* (pp. 2,200 words). Thousand Oaks/CA: Sage Publications.
- Hubbell, A. P. (In Press). Fraud, Corporate. In Timothy Levine and Geoffrey Golson (Ed.), *Encyclopedia of Lying and Deception* (pp. 1,000 words). Thousand Oaks/CA: Sage Publications.
- Hubbell, A. P. (In Press). Medicine and the Pharmaceutical Industry. *Encyclopedia of Lying and Deception* (pp. 1,800 words). Thousand Oaks/CA: Sage Publications.
- Hubbell, A. P. (In Press). Steven McCornack. In Timothy Levine and Geoffrey Golson (Ed.), *Encyclopedia of Lying and Deception* (pp. 4,000 words). Thousand Oaks/CA: Sage Publications.
- Hubbell, A. P. (In Press). Aroused Suspicion. In Timothy Levine and Geoffrey Golson (Ed.), *Encyclopedia of Lying and Deception* (pp. 1,000 words). Thousand Oaks/CA: Sage Publications.

- Hubbell, A. P. (In Press). Deception in Advertising Consumer Goods. In Timothy Levine and Geoffrey Golson (Ed.), *Encyclopedia of Lying and Deception* (pp. 1,000 words). Thousand Oaks/CA: Sage Publications.
- Moran, C., Kozel, C. T., Hubbell, A. P. (2011). Turning Research Into Practice: Key Strategies for Developing a Shared Vision Approach for Health Education Advocacy. *California Journal of Health Promotion, 9*(2).
- Ford, Leigh Arden, Crabtree, Robbin. D., & Hubbell, Anne P. (October 2009). Crossing Borders in Health Communication Research: Toward an Ecological Understanding of Context, Complexity, and Consequences in Community-Based Health Education in the U.S.-Mexico Borderlands. *Health Communication, 24*, 608-619. **(Lead Article)** The article can be found at <http://www.informaworld.com/smpp/content~content=a916809796~db=all~jumptype=rss?action=showoptions&mode=content&pdealnumber=1&pdealttype=article>.
- Chory-Assad, R., Hubbell, A. P. (October, 2008). Organizational Justice and Managerial Trust as Predictors of Antisocial Employee Responses *Communication Quarterly, 56, 4*, 357-375. **(Lead Article)**
- Hubbell, A. P. (2006). Mexican American women in a rural area and barriers to their ability to enact protective behaviors against breast cancer. *Health Communication, 20*, 35-44.
- Kozel, C. T., Kane, W. M., Hatcher, M. T., Hubbell, A. P., Dearing, J. W., Forster-Cox, S., Thompson, S., Pérez, F. G., & Goodman, M. (2006). Introducing Health Promotion Agenda-Setting for Health Education Practitioners. *Californian Journal of Health Promotion, 4, Issue 1*, 32-40. (<http://www.csuchico.edu/cjhp/4/1/32-40-kozel.pdf>).
- Kozel, C. T., Hubbell, A. P., Dearing, J. W., Kane, W. M., Thompson, S., Pérez, F. G., Suárez, F., Peña, A., Hatcher, M. T., Goodman, M., Berg Pettit, K., Modell, S., & Rogers, E. M. (in memoriam) (2006). Exploring Agenda-Setting for Healthy Border 2010: Research Directions and Methods. *Californian Journal of Health Promotion, 4, Issue 1*, 141-161. (<http://www.csuchico.edu/cjhp/4/1/141-161-kozel.pdf>) .
- Hubbell, A. P., Chory-Assad, R. (2005). Motivating Factors: Perceptions of Justice and their Relationship with Managerial and Organizational Trust. *Communication Studies, 56*, 47-70.
- Hubbell, A. P., Chory-Assad, R., & Medved, C. (2005). The creation and validation of a typology of deceptive messages in organizations. *North American Journal of Psychology, 7*, 171-180.
- Hubbell, A. P., & Dearing, J. W. (2003). The role of local newspapers in affecting a community improvement initiative in three counties. *Journal of Community Health, 28*, 363-376.
- Hubbell, A. P., & Mitchell, M. M., Gee, Jenifer, C. (2001). The relative effects of timing of suspicion and outcome involvement on biased message processing. *Communication Monographs, 68*, 115-132. **(Lead Article)**
- Witte, K., Murray, E., Liu, W., Hubbell, A. P., Sampson, J., & Morrison, K. (2001). Addressing cultural orientations in fear appeals: Promoting AIDS-protective behaviors among Hispanic immigrant and African-American adolescents, and American and Taiwanese college students. *Journal of Health Communication, 6*, 1-23.
- Hubbell, A. P., Murray, E., & Witte, K. (2001). Looking toward the future of clinical trials: Recruiting

women into a breast cancer preventative pharmaceutical trial. *World Futures Journal Special Issue*, 57, 599-613.

Wittenbaum, G. M., Hubbell, A. P., & Zuckerman, C. E. (1999). The consensual validation effect: Toward an understanding of the collective preference for shared information. *Journal of Personality and Social Psychology*, 77, 967-978.

#### *Book Chapters:*

Hubbell, A. P. (2013). Health Communication. In Greg Armfield and Eric Morgan (Ed.), *Human Communication, 5th Edition* (ed., pp. 11 pages). Dubuque, IA: Kendall Hunt.

Hubbell, A. P. (2003). When a good thing goes bad: A case study of a company in crisis. In S. Shockley-Zalabak & J. Keyton (Eds.). *Case book in organizational communication*. Los Angeles: Roxbury Publishing Company.

Mitchell, M. M., Hubbell, A. P., Carpenter, B. M., & Burke, M. F. (1997). The art of speaking in public. In W. Donohue, D. A. Cai, & M. Mitchell (Eds.). *Communicating and connecting: The functions of human communication*. Note: this chapter was not peer reviewed, it was invited.

#### **Manuscripts in Preparation and Under Review:**

"Agenda-setting for Healthy Borders" (Writing Results)

Grant funded research through the Center for Border Health Research, the Paso del Norte Health Foundation, continued analysis and reporting through peer reviewed articles

Blair, R. G., Kozel, C. T., Hubbell, A. P. Affecting Community Change and Fostering Social Justice in U.S./Mexico Border Communities through Agenda-Setting Theory. *Journal of Community Practice (a Social Work Journal)*.

"Grant Proposal to Address Health Disparities In Anthony, NM" (On-Going)

We are going to revise the grant we sent in in June, 2012 and send it to another funding agency

#### **GRANT EXPERIENCE:**

##### **Grants Awarded Since Starting at NMSU = 10 (\$1,458,114)**

(Marked with \*)

##### \*New Mexico State Department of Health and Communication Studies Department Salaries for Internships at the DOH

(Awarded, July, 2008 and every year through 2013)

Grant Provided by the State of New Mexico. (\$73,350 total)

to provide Internships at the Dona Ana branch of the NM State DOH. Our responsibilities are to recruit, hire, and pay students for the Internships and provide a course for COMM students taught by Dr. Hubbell so they can get credit as well. This was originally negotiated by Dr. Zakahi, the former Dept. Head for Communication Studies and as PI I renegotiated the terms of the contract and provided administration of grant.

*Administrator/PI:* Recruiting, Hiring, and Paying Interns and providing a course for COMM student

Interns.

\*NSF New Mexico-Chihuahua Partnership for Innovation Project

(Awarded January, 2006)

Grant Provided by the National Science Foundation (NSF). (\$719,273)

*Evaluator and Technical Assistance:* Evaluating progress toward project goals and offered assistance as needed to facilitate communication

\*Acquisition of Equipment for a Face-to Face Laboratory for Studying Cognitive, Neurocognitive, Social Cognitive, and Emotional Aspects of Human Communication.

(Awarded 2004)

Grant Provided by the National Science Foundation (NSF). (\$253,491)

*Co-PI:* Worked with PI and other Co-PIs on experiments focusing on understanding deception detection.

\*Agenda-setting for a Healthy Border 2010 Within the Paso del Norte Region.

(Awarded 2004)

Grant Provided by the Paso del Norte Health Foundation, El Paso, TX (\$69,800)

*Co-PI:* Conducted research on how 3 newspapers portray health issues in the border area over time and compare their coverage to Healthy Border 2010 to determine if the media agenda matches the agenda established by border health experts.

\*ALO-TIES Program – New Mexico-Chihuahua Partnership for the Sierra Tarahumara

(Awarded December, 2004)

Grant Provided by the U.S. Agency for International Development (\$300,000 over 3 years)

*Evaluator:* Worked with evaluator in Chihuahua to assess achievement of program goals.

\*Southwest and Border Studies: A Proposal for Developing a New Interdisciplinary Humanities Program at New Mexico State University

(Awarded December, 2004)

Grant Provided by the National Endowment for the Humanities (\$25,000)

*Evaluator:* Assessed achievement of program goals.

\*Media Evaluation and Technical Assistance to Coalitions for “A Smoke-Free Paso del Norte” – in El Paso, TX and Las Cruces, NM.

(Summer, 2003)

Grant Provided by the Paso del Norte Health Foundation, El Paso, TX. (\$10,000)

*Principal Investigator:* Assisted in development of smoking prevention campaigns aimed at primarily Hispanic youths 5-17 years of age. Process and Outcome evaluation of campaigns and Youth Coalitions developed by the Coalition and the American Cancer Society, El Paso, TX.

\*Formative Evaluation for A Smoking Prevention Campaign in Las Cruces, NM.

(Summer, 2002)

Grant Provided by the Paso del Norte Health Foundation, El Paso, TX. (\$5,200)

*Principal Investigator:* Assisted in development of smoking prevention campaigns aimed at primarily female Hispanic college students. Developed survey instrument and collected baseline data to be used for outcome evaluation of campaigns.

\*An Investigation of Barriers to Breast Cancer Prevention in Hispanic Women, Department of Communication Studies, New Mexico State University.

(Spring 2001 - Summer 2001)

Grant provided by the College of Arts and Sciences, New Mexico State University, Las Cruces, NM. (\$1,000)

*Principal Investigator:* Created materials and ran 5 focus groups in Colonia in Southern New Mexico. Purpose was to determine psychological and physical barriers to breast cancer preventative behaviors (e.g., breast self-exam, physician exam, and mammography).

\*Promoting Our Youth to Dance into Exercise, Department of Communication Studies, New Mexico State University.

(Fall, 2000 - Spring 2001)

Grant provided by the Paso del Norte Foundation and managed through New Mexico State University, Las Cruces, NM. (\$1,000)

*Faculty Support:* Worked with an undergraduate student to develop a research project and receive funding for the project. Emphasis was on the marketing of the project for participants and then to coordinate and monitor their participation in Spring, 2001.

Comprehensive Community Health Models Evaluation Team, Department of Communication, Michigan State University.

(Spring 1998 - 2003)

Grant provided by the Kellogg Foundation, Kalamazoo, MI.

*Research Assistant:* Worked in cooperation with team to develop and implement evaluation plan that included quantitative and qualitative methods. Member of sub-committees involved with explicating and operationalizing the constructs of collaborative leadership and sustainability. Also, attended and reported on monthly meetings for one of the three communities that was being evaluated. Further responsibilities included recruiting and managing undergraduate research assistants and paid masters students.

Personal Research Project - Mass Media Content Analysis.

(Fall 1998 - 2003)

Initiated to better understand how each of the three projects within three different counties was perceived by community members. A major newspaper from each county was analyzed. Articles from 1992-1999 that made reference to the projects were found and coded for topics relevant to the theoretical and practical evaluation objectives. Some of the analysis were published in the annual report to the W. K. Kellogg Foundation.

Co-Principal Investigators: James Dearing, Ph.D. and R. Sam Larson, Ph.D.

Silicosis Prevention in Abrasive Blasting, Department of Communication, Department of Occupational and Environmental Medicine, and College of Human Medicine, Michigan State University.

(1997 - Fall, 1999)

Grant provided by the National Institute for Occupational Safety and Health.

*Research Assistant:* Developed questionnaire for training sessions. Co-wrote script and interviewed participants for video on silicosis.

*Principal Investigators:* Ken Rosenman, M.D. and Kim Witte, Ph.D.

Instruction for Physicians Regarding Workers' Compensation, Department of Communication, Department of Occupational and Environmental Medicine, and College of Human Medicine, Michigan State University.

(1997 - 1998)

Grant provided by the National Institute for Occupational Safety and Health.

*Research Assistant:* Edited script for video regarding the workers' compensation process. All aspects of process were included in the video: medical as well as legal. The purpose of the video was instruction for medical students, residents, and practicing physicians.

*Principal Investigators:* Ken Rosenman, M.D., and Kim Witte, Ph.D.

## **TECHNICAL REPORTS:**

- (7) Hubbell, A. P. & Boudreau, R. (2007, 2008, 2009, 2010, 2011, and 2012 Reports). Evaluation Reports on Six Small Learning Community Schools for the Ysleta School District in El Paso, TX. Prepared for Dr. Brooks, PI for Grant provided by NSF.
- (3) Hubbell, A.P. (Spring, 2007, Fall 2007, and Spring 2008) Reports on Three Technology Conferences for NSF New Mexico-Chihuahua Partnership for Innovation Project. Prepared for Leticia Vilchis, PI for Grant provided by NSF.
- (5) Hubbell, A.P. (Fall, 2005 through Spring 2007). Four Reports and Final Report on ALO-TIES grant. Prepared for Everett Egginton, PI for Grant provided by NSF.
- (4) Hubbell, A.P. (Fall, 2005 and March, 2006). Three Reports and Final Report on Research on NEH Speaker Series. Prepared for Everett Egginton, PI for Grant provided by NIH.
- (13) Kozel, C.; Hubbell, A.P., & Thompson, S. (Spring 2004 to 2010). 10 Quarterly and 3 Annual reports for Agenda-setting for a Healthy Border 2010 Within the Paso del Norte Region grant. Prepared for the Paso del Norte Health Foundation in El Paso, TX.
- (1) Hubbell, A. P. (March, 2004). Final Report Report on Research Conducted in El-Paso Youth and NMSU College Students. Prepared for Michael Kelly, Ph.D., Program Director of the Paso del Norte Health Foundation, the American Cancer Society, El Paso, TX., and Families and Youths, Inc., Las Cruces, NM.
- (3) Hubbell, A. P. (March, July, November). Three Quarterly Reports to the Paso del Norte Health Foundation and the Coalitions for a Smoke-Free Paso del Norte. Data analyses and results for evaluation of media campaigns. Prepared for Michael Kelly, Ph.D., Program Director of the Paso del Norte Health Foundation, the American Cancer Society, El Paso, TX., and Families and Youths, Inc., Las Cruces, NM.
- (1) Hubbell, A. P. (January 30, 2003) Report to FYI and Paso del Norte Health Foundation Results for Baseline Data Collection, Focus Groups on an Advertising Campaign, and Focus Groups on a potential Campus Event – all research conducted at New Mexico State University. Prepared for Michael Kelly, Ph.D., Program Director of the Paso del Norte Health Foundation and the American Cancer Society, El Paso, TX.
- (1) Hubbell, A. P. (July 25, 2002). Report to the Smoke-Free El Paso Coalition and Paso del Norte Health Foundation: Results from Research on El Paso Youth. Prepared for Michael Kelly, Ph.D., Program Director of the Paso del Norte Health Foundation and the American Cancer Society, El Paso, TX.
- (1) Hubbell, A. P. (September, 8, 2002) Report to FYI and Paso del Norte Health Foundation Pretest Results for Baseline Data Research at New Mexico State University. Prepared for Michael Kelly, Ph.D., Program

Director of the Paso del Norte Health Foundation and the American Cancer Society, El Paso, TX.

- (1) Dearing, J. W., Larson, R. S., Cline, G., Hubbell, A., Hullett, C., Jackson Elmoore, C., Medved, C., Morrison, K., Phillips, C., and Vigmostad, K. (2001). Cluster evaluation final report and guide for strategic grantmaking with communities. Prepared for C. Patrick Babcock, Director of Public Policy, W. K. Kellogg Foundation.
- (1) Dearing, J. W., Larson, R. S., Cline, G., Hubbell, A., Hullett, C., Jackson Elmoore, C., Medved, C., Morrison, K., Phillips, C., and Vigmostad, K. (1998). Cluster evaluation plan for the comprehensive community health models initiative implementation phase. Prepared for C. Patrick Babcock, Director of Public Policy, W. K. Kellogg Foundation.
- (1) Dearing, J. W., Larson, R. S., Cline, G., Hubbell, A., Hullett, C., Jackson-Elmoore, C., Medved, C., Morrison, K., Phillips, C., and Vigmostad, K. (1998). Cluster evaluation plan for the comprehensive community health models initiative implementation phase: Abridged addition. Prepared for C. Patrick Babcock, Director of Public Policy, W. K. Kellogg Foundation.

## CONFERENCE PAPERS:

### Peer Reviewed Competitive Conference Presentations

- Kozel, C. T. (Presenter & Author), Hubbell, A. P. (Author Only), Perez, F. (Author Only), SOPHE Annual Meeting, "Exploring the Alchemy of Salience: Research Directions and Implications on the Role of Media in Sustained Advocacy Strategies for Policy-Driven Change," Society of Public Health Educators, Orlando, FL., April 19, 2013.
- Kozel, C. T. (Presenter & Author), Hubbell, A. P. (Author Only), Perez, F. (Author Only), SOPHE 6th Annual Meeting, "Research Methods and the Role of Media in Sustained Advocacy Strategies," Society of Public Health Educators, Baltimore, MA., March 21, 2013.
- Hubbell, A. P. (Presenter & Author), Kozel, C. T. (Author Only), Perez, F. (Author Only), National Communication Association, "What Gets Reported Gets on The Agenda: Content Analysis of Three U.S.-Mexico Border Newspapers' Coverage of Border Health Issues," Health Communication Division, Orlando, FL., November 18, 2012.
- Moran, C. (Presenter & Author), Kozel, C. T. (Presenter & Author), Hubbell, A. P. (Author Only), SOPHE Mid-Year Scientific Conference (Soc. of Pub. Health Educators), "System Strategies for Developing A "Shared Vision" Approach for Health Education Advocacy," Nashville, TN., April 13, 2012.
- Kozel, C. T. (Presenter & Author), Hubbell, A. P. (Presenter & Author), Agenda-Setting for Expanded Policy-Driven Change: Research Directions and Implications for Leadership and Practice. Poster Presented at the 11th Annual URC Research and Creativity Activities Fair, New Mexico State University Research Council, Corbett Center, NMSU, **Top Poster Award**, November 2011.
- Moran, C. (Presenter & Author), Kozel, C. T. (Presenter & Author), Hubbell, A. P. (Author Only), Turning Research Into Practice: Key Strategies for Developing a Shared Vision Approach for Health Education Advocacy. Poster Presentation to: Paso Del Norte Society of Public Health Educators Meeting, Paso Del Norte Society of Public Health Educators, El Paso, TX, November, 2011.



- Kozel, C. T. (Presenter & Author), & Hubbell, A. P. (Author Only), Agenda-Setting for Expanded Policy Driven Change. Poster Presentation to: Society for Public Health Education and National Association of Chronic Disease Directors Joint Meeting, Society for Public Health Education and National Association of Chronic Disease Directors, Albuquerque, NM, May 2, 2011.
- Charles T. Kozel, Anne P. Hubbell, Michael T. Hatcher, Sharon Thompson, Frank G. Pérez, & Melanie Goodman. Agenda-Setting for Healthy Borders: Research Directions and Practice Implications for Bi-national Border Health Leadership Development. Dr. Kozel, as primary author and Co-PI, presented an oral research presentation at the 20<sup>th</sup> International Union for Health Promotion (IUHPE) World Conference on Health Promotion, Geneva, Switzerland, July 13, 2010.
- Charles T. Kozel, Anne P. Hubbell, Michael T. Hatcher, Sharon Thompson, Frank G. Pérez, & Melanie Goodman. Health Promotion Agenda-Setting: Innovative Research for Advocacy, and Policy Development for Health Promotion Practitioners. Dr. Kozel, as primary author and Co-PI, presented a poster research presentation at the 20<sup>th</sup> International Union for Health Promotion (IUHPE) World Conference on Health Promotion, Geneva, Switzerland, July 14, 2010.
- Kozel, Charles T., Hubbell, Anne P., Hatcher, Michael T., Pérez, Frank G., & Thompson, Sharon. Health Promotion Agenda-Setting: Promising Innovative Advocacy and Policy Development for Health Promotion Practitioners, at the “Healthy People 2020: Scaling New Heights” SOPHE 61st Annual Meeting, Denver, CO. Dr. Kozel, as primary author and Co-PI, presented, November 5, 2010.
- Kozel, C. T. (Presenter & Author), & Hubbell, A. P. (Author Only), Agenda-Setting for Healthy Border 2010. Poster Presentation to: Society for Public Health Education National Meeting, Philadelphia, November, 2009.
- Kozel, C. T. (Presenter & Author), & Hubbell, A. P. (Author Only), Agenda Setting for Healthy Border 2010: Practice and Research Implications for Health Education Advances. Presentation to: Society for Public Health Education National Meeting, Chicago, May, 2009.
- Hubbell, A. P. (Presenter and Author), & Kozel, C.T. (Author Only). Diffusion of Innovations in Minority Healthcare Settings: A Review of the Literature Paper Presented to the Health Communication Division at the National Communication Association Annual Meeting, November, 2007.
- Kozel, C. (Presenter & Author), Hubbell, A. (Author Only), Dearing, J., Thompson, S. Perez, F. Suarez, E. Pena, A., Hatcher, M. , Goodman, M., Berg Pettit, K., & Modell, S. Agenda-Setting for Healthy Border 2010: Research Directions and Methods for Reshaping Border Health Policy Practice. Presented at the 19th World Conference on Health Promotion and Health Education, International Union for Health Promotion and Health Education, Vancouver, British Columbia, Canada, June 12, 2007.
- Kozel, C. (Presenter & Author), Hubbell, A. (Author Only), Dearing, J., Thompson, S. Perez, F. Suarez, E. Pena, A., Hatcher, M. , Goodman, M., Berg Pettit, K. ,Modell, S. Health Promotion Agenda-Setting for Health Promotion and Health Education Practitioners at the 19th World Conference on Health Promotion and Health Education, International Union for Health Promotion and Health Education, Vancouver, British Columbia, Canada, June 15, 2007.

- Kozel, C., Hubbell, A., Dearing, J., Kane, W., Thompson, S. Perez, F. Suarez, E. Pena, A., Hatcher, M., Goodman, M., Berg Pettit, K., Modell, S. and both Drs. William Kane and Everett M. Rogers (in memoriam). Agenda-Setting for Healthy Border 2010: Research Directions and Policy Implications for Practice. Poster presentation at the Paso del Norte Health Foundation, Annual Meeting, El Paso, TX. May 16, 2007. Invited to present by Suzie Focht, Director, The Center for Border Health Research.
- Rees, K., & Hubbell, A. P., Whatever Works: Comparison of a Media Campaign and Peer Education Program to Prevent Smoking Among Adolescents At-risk. Paper Presented to the Health Communication Interest Group at the Western States Communication Association Annual Meeting, February, 2005.
- Bell, R., & Hubbell, A. P. Anything you can do, I can do better: Women and men and the role of context on their effectiveness as leaders. Paper Presented to the Organizational Communication Interest Group at the Western States Communication Association Annual Meeting, February, 2005.
- Chory-Assad, R., Hubbell, A. P. Perceptions of justice in performance evaluations and their influence on anti-social behaviors. Paper Presented to the **Top Paper Panel** of the Organizational Communication Interest Group at the National Communication Association Annual Meeting, November, 2004.
- Hubbell, A. P., Chory-Assad, R. Motivating Factors: Perceptions of Justice and their Relationship with Managerial and Organizational Trust. Paper Presented to the **Top Paper Panel** of the Organizational Communication Interest Group at the Western States Communication Association Annual Meeting, February, 2004.
- Hubbell, A. P., Pau, S. C. Killing them softly: Applying Social Learning Theory to identify youths at risk of becoming regular smokers in a primarily Hispanic population. Paper presented to the Health Communication Division of the Western States Communication Association Annual Meeting, March, 2003.
- Hubbell, A. P., Walcher, M. E., LaClair, D. C., & Crispell, R. M. Caught in the act: The discovery of deception in the workplace and its effects on organizational commitment, turnover, and trust in the deceiver. Paper presented to the Organizational Communication Division of the National Communication Association Annual Meeting, November, 2002.
- Hubbell, A. P. The enactment of protective behaviors against breast cancer: Application of the Extended Parallel Process Model to understanding Hispanic women in a rural area and their ability to enact protective behaviors against breast cancer. Paper presented to the **Top Paper Panel** of the Health Communication Division of the Western States Communication Association Annual Meeting, March, 2002.
- Hubbell, A. P., & Dearing, J. W. The role of local newspapers in affecting a community improvement initiative in three counties. Paper presented to the Applied Communication Division of the National Communication Association Annual Meeting, November, 2001.
- Hubbell, A. P., & Medved, C. E. "When I had to lie to my boss, I said something like this...: The validation of a typology of organizational deception. Paper presented to the Organizational Communication Division of the International Communication Association, 50<sup>th</sup> Annual Meeting, Mexico, June 2000.

- Hubbell, A. P., & Mitchell, M. M. The relative effects of timing of suspicion and motivation to detect deception on biased message processing. Paper presented to the Interpersonal Communication Division of the International Communication Association, 50<sup>th</sup> Annual Meeting, Mexico, June, 2000.
- Hubbell, A.P. The integration of three perspectives of organizational deception: A typology of deceptive messages. Paper presented to the Organizational Communication Division of the National Communication Association, 85<sup>th</sup> Annual Meeting, Chicago, November, 1999.
- Hubbell, A. P. "I love your family – they are just like you": Lies we tell to lovers and perceptions of their honesty and appropriateness. Paper presented to the Interpersonal Communication Division of the International Communication Association, 49<sup>th</sup> Annual Conference, San Francisco, June, 1999.
- Wittenbaum, G. M, & Hubbell, A. P. Consensual validation shared information. Paper presented to the Interpersonal and Small Group Division of the National Communication Association, 84th Annual Meeting, New York, November, 1998.
- Wittenbaum, G. M., & Hubbell, A. P. The consensual validation effect: Toward an understanding of the collective preference for shared information. Paper presented at the 70th Annual Meeting of the Midwestern Psychology Association, Chicago, IL, May, 1998.
- Murray, L., Hubbell, A. P., Witte, K., Liu, W., Sampson, J., & Morrison, K. Addressing cultural orientations in fear appeals: Promoting AIDS-protective behaviors among Hispanic immigrant and African-American adolescents, and American and Taiwanese college students. Paper presented to the Health Communication Division of the International Communication Association, Annual Meeting, Israel, May 1998.
- Hubbell, A. P., & Wittenbaum, G. M. The Impact of Group Member Status and Communication Bias on Social Perception and Information Evaluation. Paper presented to the Interpersonal and Small Group Division of the National Communication Association, 83<sup>rd</sup> Annual Meeting, Chicago, IL, November 1997.

### **Peer Reviewed Competitive Poster Presentations**

- Kozel, C. T. (Presenter & Author), Hubbell, A. P. (Presenter & Author), Agenda-Setting for a Healthy Border. Poster Presented at the 9th Annual URC Research and Creativity Activities Fair, New Mexico State University Research Council, Corbett Center, NMSU, **Top Poster Award**, October, 2009.
- Kozel, C., Hubbell, A., Dearing, J., Thompson, S. Perez, F. Suarez, E. Pena, A., Hatcher, M. , Goodman, M., Berg Pettit, K. ,Modell, S. Agenda-Setting for Healthy Border 2010: Research Directions and Methods. Poster presentation at the Center for Border Health Research, Paso del Norte Health Foundation, Annual Meet & Mix, El Paso, TX. October 24, 2007. Invited to present by Suzie Focht, Director, The Center for Border Health Research.

Hubbell, A. P., & DiCioccio, R. Hiding Behind the Medium: Deceptive vs. Honest Messages and Their Impact on Media Selection. Poster Presented at the National Communication Association Annual Meeting, November, 2003.

Hubbell, A. P., & Medved, C. E. Measuring Trustworthy Organizational Behaviors: A Review of the Literature and Scale Validation. Poster Presentation for the Organizational Communication Division of the International Communication Association Annual Meeting, June, 2001. Won **Top Poster Award**.

### **Invited Presentations**

Hubbell, A. P., "Mentoring and Being Mentored for Department Heads," Teaching Academy, New Mexico State University. (October 24, 2012).

Academic Scheduling. Presentation for Department Head Academy, Teaching Academy, Fall, 2011.

Introduction to the ADVANCE Leadership Program, Fall, 2011.

Experiences in Leadership. For ADVANCE Leadership Program Retreat, August, 2009 & 2010.

Presentation to New NMSU Faculty on the Annual Report Process. Presentation for the Teaching Academy, August, 2009 & 2010.

Marketing Yourself. Presentation to the Mesilla Valley Chapter of the IAAP (Administrative Assistant organization) on creating resumes and negotiation of salary, etc. when looking for a new career.

Presentation to the NMSU Budget Committee on the CITE (Center for Intensive Training in English) Living the Vision Funding we have received, Spring, 2009.

Time and Space, the Final Frontier. Introduction to International Teaching Assistants in our COMM 485 course on U.S. Expectations on use of time and personal space. I also welcomed them to NMSU as most of the students have just arrived here, Summer, 2009.

A Tale of Two Studies: 1) Hispanic Women's Protective Behaviors Against Breast Cancer and 2) Hispanic Youth and Tobacco Use. Presentation for the Paso del Norte Society for Public Health Educators, October, 2008.

Collegiality: The Unspoken Reality. Workshop presented to the New Mexico Alliance for Faculty Diversity, STEM Department Head Retreat, May, 2008. The purpose was to discuss legalities of collegiality in departments as well as ways to encourage collegiality. Co-Authored with Luis A. Vazquez, Ph.D. and Walter Zakahi, Ph.D.,

Workshop on Communicating Effectively in the Workplace. Workshop conducted for the New Mexico Department of Agriculture (at NMSU). The purpose was to assist them in working through changes they are experiencing and in communicating more effectively overall, July, 2006.

How to Present with Confidence. Presentation to McNair and Honors students who would be presenting at the Undergraduate Research Program, April, 2004, 2005, & 2006.

Justice in the Workplace and Its Effect on Deception and Other Antisocial Behaviors. Presentation to the Cognitive Psychology Lab Group at NMSU, April, 2004.

Surveying Tobacco Use and Evaluating Tobacco Control on College. Paper presented at the National Conference on Tobacco Health in Boston, December, 2003.

How to be a Success in College. Presentation to New Student Orientation students during Summer, 2003 Orientation.

Successful Interviewing Tips. Presentation to the Pre Health Professionals Organization at NMSU, September, 2002.

The integration of three perspectives of organizational deception: Employing Grice's maxims to create a typology of organizational deceptive messages. Paper presented at the Annual Organizational Mini-Conference, Kalamazoo, MI, October, 1999.

An exploration of organizational deception. Paper presented at the Annual Organizational Mini-Conference, Lawrence, Kansas, October, 1998.

### **CONSULTING EXPERIENCE:**

Evaluator for Ysleta Independent School District Small Learning Communities (SLC) Program, Including Baseline Data Collection and Technical Assistance.

(Spring 2007–Current)

Research involves meeting with teachers, SLC coordinators, principals, and district administrators to gather baseline data on implementation of program to identify best case scenarios and lessons learned in implementation. The grant continues for three years and we will be tracking how each of the 5 schools implements the program and their successes particularly in terms of retention of high-risk students.

Pre and Posttest Development, Data Collection, and Analysis of a Youth Assets Training Program for Members of Area Non-Profit Organizations.

(Spring 2003-Summer 2003)

Research Conducted for the American Cancer Society, El Paso, TX and the Coalition for a Smoke-Free Paso Del Norte, El Paso, TX.

Assistance in Survey Development and Refinement for the Healthy Beginnings Program.

(Spring 2003)

Research Conducted for the American Lung Association, El Paso, TX

Project Director: Laura Chapman, American Lung Association, El Paso, TX

Survey Development, Baseline Data Collection, and Analysis on Tobacco Use among College Students as well as Focus Groups on an Advertising Campaign and a Campus Event

(Fall 2001-Fall 2002)

Research Conducted for the American Cancer Society, El Paso, TX and the Coalition for a Smoke-Free Paso Del Norte, El Paso, TX.

Project Director: Pat Ayala, American Cancer Society, El Paso, TX

Survey Development, Pretest and Baseline Data Collection, and Analysis on Tobacco Use among El Paso Youth

(Fall 2001-Fall 2002)

Research Conducted for Families and Youth, Inc. and the coalition for a Smoke-Free Paso Del Norte, Las Cruces, NM

Project Director: Renee Stoes, Families and Youth, Inc., Las Cruces, NM

Survey Development, Data Collection and Analysis on Organizational Variables: Evaluation of Levels of Trust in the Organization, trust in managers, ambition, autonomy, impression management behaviors, and quality of the relationships with managers.

(Fall 1999-Spring 2000)

Research Conducted for Sachs Automotive of America, Troy, MI.

Human Resources Director (at that time): Bill Johnstone

**REVIEWER FOR ARTICLES IN:**

*Communication Monographs*

*Communication Reports*, on Review Board

*Communication Research Reports*

*Health Promotion Practice*

*Health Communication*

*Journal of Applied Communication*

*Journal of Business Ethics*

*Journal of Health Communication*

*Journal of Language and Social Psychology*

*Journal of Management Studies*

*Journal of Postgraduate Medicine*

*Journal of Rural Health*

*Management Communication Quarterly*

*North American Journal of Psychology*

*Western Journal of Communication*

*Women and Health*

**TEACHING EXPERIENCE:** Note: \*\* indicates online class

*Associate Professor*, Department of Communication Studies, New Mexico State University.

*Communication 265G& HON 265: Principals of Human Communication*

(Undergraduate and Honors Undergraduate)

The course is an introduction to the study of human communication. Students learn how communication functions in interpersonal and public settings. It is a theory/practice course, which means that the theoretic Principals of human communication were covered while giving the students the opportunity to put the Principals into practice. Some of the topics included are intercultural communication, speaking to inform and to persuade, conflict management, and group communication.

*Communication 370: Organizational Communication\*\**

(Undergraduate)

This course provides an introduction to organizational communication theories, processes, relationships, and current issues as well as major skills in business communication.

*Communication 384: Interpersonal Communication*

(Undergraduate)

The primary purpose of this course is to investigate Principles of communication as they apply in face-to-face, everyday human social interaction. The course utilizes lecture, discussion, exercises, reading, exams, and several reaction papers for learning. Course content emphasizes theory as well as empirical research. Specific topics in the course include: identity management, conflict, achieving relational goals, and verbal and nonverbal communication.

*Communication 425: Small Group Communication*

(Undergraduate)

This class is formatted to blend theoretical information about groups with the personal and professional backgrounds of the students. At the end of the class, students should be able to understand and remember key theories pertaining to group processes. They will also be able to apply these concepts to their own experiences. Group discussion and assignments focused on applying concepts help accomplish these goals.

*Communication 460: Deception*

(Graduate and Undergraduate)

The goal of this course is to integrate past and present research in the area of deceptive communication with the issues and challenges facing individuals in everyday situations. In this effort, the nature of these issues are discussed in reference to research among several disciplines (e.g., interpersonal communication, organizational communication, political communication, and advertising).

*Communication 470: Leadership Communication*

(Graduate and Undergraduate)

Students in the course learn about leadership theory and application with an emphasis on the difference between leaders and managers. Focus is placed on the application of theory/concepts in presentations, book reports, and a self-management plan.

*Communication 480: Health Communication\*\**

(Graduate and Undergraduate)

This course provides an introduction to health communication theories, processes, relationships, and current issues. Students are placed in groups at the beginning of a semester, pick a health issue they wish to address and then apply course materials in the development of a health communication campaign. Students learn to create and implement survey instruments and to conduct formative, process, and outcome evaluation of a health campaign.

*Communication 491: Advanced Organizational Communication – Hot Topics in Organizational Communication*

(Graduate and Undergraduate)

The goal of this course is to integrate past and present theorizing in the discipline of organizational communication with the issues and challenges facing contemporary organizations. In this effort, the nature of these issues are discussed in reference to both how organizations handle them and how theorists view them. Particular emphasis is placed on how

theory addresses real issues.

*Communication 495/595: Communication Internship\*\**  
(Graduate and Undergraduate)

The purpose of this class is to provide students with a guided experience of the workplace. The class is formatted to blend theoretical and practical information about the workplace with professional experience. At the end of the class, students should be able to understand and discuss major organizational issues. They will also be able to apply these concepts to their own experiences. Group discussions focused on applying concepts and experiences in a professional position will help accomplish these goals.

*Communication 505: Seminar in Communication Methods*  
(Graduate)

Students learn in this course how to understand research, create hypotheses and research questions, create measurement instruments, use measurements in research, and how to write up and present research findings. They also create a prospectus through the Methods section that can be used for their thesis.

*Communication 570: Advanced Organizational Communication*  
(Graduate)

Students in the course thoroughly examine leaders in organizational communication theory. Students become better able to understand the individuals who were the “thought leaders” of some of the major areas of interest within organizational communication. They also apply the concepts discussed in class through research they conduct on organizations and in a paper they write for the course. Through their research, students learn how to gain access to organizational members, create surveys, collect and analyze data, and to apply “older” theories to current organizational thought and processes.

*Communication 583: Theories of Communication*  
(Graduate)

This class is a graduate level survey of current theory in the field of Communication. Both the topic areas and assigned readings are designed to function as conceptual tools, intended to provide students with a background for future graduate classes that examine theories in more specific areas such as Interpersonal and Organizational Communication, as well as give them an introduction to different research methods. The class employs both a discussion format and lecture.

*Class Coordinator*, Introduction to Human Communication (COM 100), Department of Communication, Michigan State University, Fall 1997 - Spring 1998. Responsibilities included preparing Teaching Assistants for the course, recruiting Undergraduate Teaching Assistants, creating a class video, writing tests, guest speaking in the large lecture sections, and all other general administration tasks. Personal project in class was to oversee the creation of the first website to be used for COM 100 (address: <http://www.msu.edu/user/hubbell1/comm100.html>) Enrollment for class: 600-800.

*Teaching Assistant, Co-Instructor, and Instructor*, Department of Communication, Michigan State University.



*Communication 100: Introduction to Human Communication*

(Undergraduate)

Assistant. This course offered students a wide range of theoretical and practical perspectives of Human Communication. Topics included interpersonal, group, intercultural, and mass communication. Public speaking development and presentation skills were also emphasized. (Fall 1996, Spring 1997)

*Communication 200: Introduction to Statistics*

(Undergraduate)

Assistant. Responsible for recitation section. Emphasis included research method, design, and analysis. Students were expected to demonstrate learning through three group research projects and two exams. Planned and executed recitation section to aid in the understanding of class content and in the writing of research projects. (Spring, 1999)

*Communication 240: Organizational Communication*

(Undergraduate)

Co-instructor in Summer session, 1998. Theoretical and practical perspectives on the role of communication within organizations. Emphasis on group projects, case studies, resume and cover letter writing, and theoretical issues such as diversity, conflict, and leadership in organizations. Brought in three prominent speakers from the pharmaceutical and automotive industries, including the Director of Human Resources at Ford Motor Company.

Assistant in Fall session, 1998. Same focus as above with the additional instruction on instruction on PowerPoint presentations, career searches on the web, and networking.

Instructor in Summer session, 1999. Sole responsibility for class organization and execution. Brought together resources from experience as co-instructor and assistant to create a theoretical and pragmatic approach to organizational communication.

*Communication 340: Dyadic and Group Processes in Organizations*

(Upper division, Undergraduate)

Instructor. The focus of this class was theory and research on dyadic and group relations within organizations. Topics included leadership, motivation, networks, decision making, in-group/out-group processes, authority, and organizational taxonomy. (Summer, 1997)

*Communication 399: Special Topics: Deception*

(Upper division, Undergraduate)

Instructor. Designed a class with no prior instructor or professor. The course was divided into two areas of focus – deception in interpersonal communication and deception in organizational communication. Some of the topics included: cues to deception, suspicion, detection, Interpersonal Deception Theory, Information Manipulation Theory, truth-bias, information distortion, and strategic ambiguity. (Fall, 1999)

*Communication 800: Communication Programs and Evaluation*

(Graduate)

Assistant. Various theoretical approaches to evaluation for non-profit organizations. Topics included research design, types of evaluations, and analysis. (Fall, 1997)

**WORKSHOPS/PRESENTATIONS:**

*Workshop on Communicating Effectively in the Workplace.* Workshop conducted for the New Mexico Department of Agriculture (at NMSU). The purpose was to assist them in working through changes they are experiencing and in communicating more effectively overall (July, 2006)

*How to Present with Confidence.* (New Mexico State University). Presentation to McNair and Honors students who would be presenting at the Undergraduate Research program (April, 2005, 2005, & 2006)

*Justice in the Workplace and Its Effect on Deception and Other Antisocial Behaviors.* (New Mexico State University). Presented to the Cognitive Psychology Lab Group (April, 2004)

*Successful Interviewing Tips.* (New Mexico State University). Presentation given to the Pre Health Professionals Organization (September, 2002)

*Advice to Graduates* (New Mexico State University). Presentation to the Alpha Chi Honorary Society's End of the Year Banquet. (May, 2001)

*Ethics in the Pharmaceutical Industry* (COM 399: Health Communication, Michigan State University). (Fall, 1998)

*Answers Your Students Can Hear: Better Explanations for Better Teaching* (Michigan State University) Presentation for the Teaching Assistant Program (Fall, 1998)

*Communication Skills Workshop* (Michigan State University) for the Graduate School (Fall, 1997 and Fall, 1998)

*Interactive Teaching Panel* (Michigan State University) for the Teaching Assistant Program, part of the International Teaching Assistant Program (Summer, 1999)

## **COLLEGE AND UNIVERSITY SERVICE:**

NMSU Institutional Review Board, Committee Member (2012-Present)

Undergraduate Research and Creative Arts Symposium, Panel Session Chair (March 20, 2013)

Department Head Academy Steering Committee, Member (2011-2013)

ADVANCE Mentorship Program for Junior Faculty

Mentor (Spring 2006 to Present, have mentored 4 faculty)

Committee Member (2009 & 2010)

Chair of Committee (2011)

Faculty Senate (2006-2012) (Arts and Science College Representative)

Committees: NMSU Health Committee; ICT Committee to assess costs and how to pay for costs; Sick Leave Bank Committee; Parking Committee; and Grievance Committee.

College of Arts and Sciences Improvement and Instruction and Student Relations Committee  
Committee Chair and Member

College of Arts and Sciences Planning and Budget Committee  
Committee Chair, 2013-Present

Department of Communication Studies Search Committee  
Informal meetings with candidates at the National Communication Association Annual Meeting, and review and discussion of candidates to be presented to faculty for final interviewing decisions.

The Pierce and Barbara Hubbard Scholarship Committee  
Evaluation of applicants for the scholarship

Rhodes Scholars and Marshals Scholars Preparation Committee – Serve to assist NMSU students applying for Rhodes and Marshal’s scholarships. Serve on Interview Panel.

International Teaching Assistant Buddy Program (Teaching Assistant Program, Michigan State University).  
Group Facilitator (Spring, 2000)

Peer Consultation Service (Teaching Assistant Program, Michigan State University).  
Peer Consultant (Fall, 1999 and Spring, 2000)

International Teaching Assistant Program (Teaching Assistant Program, Michigan State University).  
Facilitator for Phase I and Phase II (Summer, 1999)

Campus Teaching Assistant Program (Teaching Assistant Program, Michigan State University).  
Facilitator (Summer, 1999)

**PROFESSIONAL SERVICE:**

National Communication Association  
Paper Reader, Organization Communication Division  
Respondent for Panels at Annual Meeting, Organizational Communication Division  
Chair for Panels at Annual Meeting, Organizational Communication Division

International Communication Association  
Chair of Panels at Annual Meetings, Organizational Communication Division

Western States Communication Association  
Elected to and served as Chair for Health Interest Group (Twice)  
Secretary for Health Communication Interest Group for two years  
Nominated and Elected to Nominating Committee  
Paper Reader, Organizational Communication and Health Interest Groups  
Respondent for Panels at Annual Meeting, Organizational Interest Group and Health Communication Interest Group  
Chair for Panels at Annual Meeting, Organizational and Health Interest Groups

Served as a voting member of the Legislative Assembly Meeting for the Health Communication Division for three consecutive Annual Meetings

## **OUTREACH:**

Sonoma Elementary School, Volunteer, Las Cruces, NM. I volunteer at Sonoma Elementary School about every week for about 2-6 hours and am an active member of Sonoma's PTO. My Key Accomplishments on this Committee: I help with any activities they need, particularly with social events like the Fall Festival, a major school fundraiser. I also support teachers through active participation in all fundraisers. I help in planning and implementation in all of their fundraisers. I also assist in teaching sign language to 1<sup>st</sup> grade students every Thursday. (2010-Present).

Casa de Peregrinos, Las Cruces. Engagement and Social learning through encouraging student participation in fundraising (raised over \$3,500), getting a truck donated to organization, a food drive (over 2,000 lbs of food donated), and assisted in branding research and development. Continued efforts are to increase volunteer base and participate in fundraisers (2013-Present).

NMSU Therapeutic Riding Program: I offer advice and support regarding writing job descriptions and helping increase volunteer membership. (2013-Present).

New Mexico Promotora Program. Researched and provided the program with potential grants and funding sources (Spring and Summer, 2000).

Citydance (a dance studio focused on providing dance classes to underprivileged youth): worked with Citydance and Elementary School Counselors to enroll students (male and female) in a dance program that encourages dance as a fun exercise. Worked with undergraduate student to help counselors choose students and then worked with Citydance on the development and the evaluation of the program (Fall 2000-Spring 2001).

Southern New Mexico Technology Consortium. Organization focused on promoting the technology abilities of area businesses. Consulted on survey to assess abilities of and needs for organizations (Fall 2000-Spring 2001).

Capital Area Pharmacists Association Annual Golf Outing - proceeds go to scholarships for pharmacy students, 1991 & 2000.

Bowling for Scholars - A Strike Against Cancer - proceeds go to the G. R. Miller Scholarship Fund and to the Cancer Research Center at Michigan State University. Brochure committee, 1996 - 2000.

McDonald's "When I Grow Up" Speech Competition. State wide program for elementary students. Students are videotaped presenting a speech on how education will help them attain their dream careers. Sponsored program at Michigan State so that the final competition could be at a central location. Recruited and trained volunteers to taped speeches from three regions in the state. Judged final competition. Fall, 1997.

Domestic Violence Shelter, Mt. Pleasant, MI, 1985 - 1987.

### **ADDITIONAL EXPERIENCE:**

Prostate Cancer Education and Support Group (Comprehensive Cancer Center, University of Michigan)

*Focus Group Facilitator:* Facilitated interaction at one meeting of the support group. The involved men and their wives viewed a video aimed at motivating men to get regular prostate examinations – even at a young age. After viewing the video the individuals participated in the semi-focused discussion. They communicated their opinions regarding the video and how it could be improved. They also talked about their own experiences and how each individual fighting prostate cancer experiences the struggle differently.

Principal Investigator: Bradley Greenberg, Ph.D.

Schizophrenics Anonymous: 5<sup>th</sup> Annual Leadership Development Conference (Mental Health Association of Michigan, Lansing)

*Guest Lecturer:* Presented to individuals who lead support groups for schizophrenics. The purpose was to teach them how to prepare for a public presentation. Topics included the organization of a speech, overcoming nervousness, controlling nonverbal behaviors, audience analysis, and constructively critiquing a speech after it is over. Additional information on handling questions and/or disagreement from an audience was distributed in a packet for participants.

### **PROFESSIONAL EXPERIENCE:**

- 1995 - 1996 *Professional Sales Representative* - Knoll Pharmaceuticals, formerly Boots Pharmaceuticals, Lincolnshire, IL.
- 1992 - 1995 *Field Sales Trainer, Professional Sales Representative* - Boots Pharmaceuticals, Lincolnshire, IL.
- 1991 - 1992 *Cardiovascular Sales Consultant* - Marion Merrell Dow, Kansas City, MO
- 1987 - 1991 *Medical Sales Representative* - Marion Merrell Dow, Kansas City, MO (Territories in West Virginia and Michigan)

### **PROFESSIONAL ASSOCIATIONS:**

Academy of Management  
 International Communication Association  
 National Communication Association  
 Society of Public Health Educators  
 Western States Communication Association