

CATHY HUGHES SCHOOL OF COMMUNICATIONS
Department of Strategic, Legal and Management Communication
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1.0 EDUCATION

<u>University</u>	<u>Degree and Subject Area</u>	<u>Date</u>
University of California, Santa Barbara	Ph.D. in Communication	2017
University of Florida	M.A. <i>with Distinction</i> in Mass Communication/J.D. <i>cum laude</i> in Law	2005
University of Florida	B.S. <i>with Highest Honors</i> in Public Relations	2000

2.0 ACADEMIC EMPLOYMENT

<u>University</u>	<u>Position</u>	<u>Dates</u>
Howard University	Assistant Professor, Department of Strategic, Legal and Management Communication	2017-present
University of California, Santa Barbara	Teaching Associate, Department of Communication	2016
	Teaching Assistant, Department of Communication	2012-2015
UC Santa Barbara Extension	Instructor, Paralegal Studies	2016
	Instructor, Legal Studies and Mediation Program	2013-2014
University of Florida	Teaching Assistant, Levin College of Law	2003-2004

3.0 PROFESSIONAL APPOINTMENTS

Arrange in reverse chronological order.

<u>Date</u>	<u>Position</u>	<u>University/Professional Setting</u>
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2022-2025	CHSOC Interdisciplinary Studies Program Coordinator	Cathy Hughes School of Communications, Howard University
2011-2012	Associate, Labor and Employment Law	Kunkel Miller & Hament
2007-2011	Associate, Business Litigation and Dispute Resolution	Foley & Lardner LLP
2005-2007	Associate, Labor and Employment Litigation	Fisher & Phillips LLP

4.0 SCHOLARSHIP - CREATIVE WORKS/PUBLICATIONS

4.1 Creative Works or Campaigns

4.2 Articles – Refereed (print or e-Journals)

Powers, S. R., Gazica, M. W., & Myers, K. K. (2022). Emotional communication and human sustainability in professional service firms (PSFs). *Sustainability*, 14(7), 4054, 1-15. **(peer-reviewed Special Issue “Emotional Communication, Organizations, and Sustainability” guest edited by recognized organizational communication experts on emotions in organizations; Q2 journal in Education)**

Gazica, M. W., Powers, S. R., & Kessler, S. R. (2021). Imperfectly perfect: Examining psychosocial safety climate’s influence on the physical and psychological impact of perfectionism in the practice of law? *Behavioral Sciences & the Law*, 39(6), 741-757. **(peer-reviewed; Q1 journal in Law)**

Powers, S. R., & Myers, K. K. (2020). Work-related emotional communication model of burnout: An analysis of emotions for hire. *Management Communication Quarterly* 34(2), 155-187. **(peer-reviewed; Q1 journal in Communication; awarded MCQ 2020 Paper of the Year)**

Gazica, M. W., Powers, S. R., & Irgens, M. S. (2018, September). Well-being among Arizona lawyers: Attorneys stressed but satisfied. *Arizona Attorney*, 55(1), 26-32. **(Editorial board-reviewed; Cover Story for the official magazine of the State Bar of Arizona; distributed to every AZ-licensed attorney (total circulation of 24,500))**

Powers, S. R., & Myers, K. K. (2017). Vocational Anticipatory Socialization: College students’ reports of encouraging/discouraging sources and messages. *Journal of Career Development*, 44(5), 409-424. **(peer-reviewed; Q2 journal in Management)**

4.3 Other General Articles

4.4 Books

4.5 Book Chapters, Reviews and Forwards

Powers, S. R., & Johnson, J. (accepted for Fall 2023 publication). Organizational assimilation and socialization: An inclusive perspective. In G. Hummel & A. R. Hall (Eds.), *Perspectives on Communication* (pp. TBD). Dubuque, IA: Kendall Hunt. **(book chapter co-authored with HU Communication and Media Studies alumna JeNae Johnson, Founder/CEO of CTM Unlimited)**

Myers, K. K., & Powers, S. R. (2017). Mixed methods. In C. Scott & L. Lewis (Eds.), *The international encyclopedia of organizational communication* (Vol. III) (pp. 1625-1635). Hoboken, NJ: Wiley.

Powers, S. R., & Myers, K. K. (2016). Millennials in the workplace: Research findings and managerial implications. In M. Sharabi (Ed.), *Generational differences in work values and ethics: An international perspective* (pp. 163-182). Hauppauge, NY: Nova Science Publishers.

Putnam, L. L., & Powers, S. R. (2016). Contradictions and dialectics as keys to conflict transformation. In P. M. Kellett & T. G. Matyok (Eds.), *Transforming conflict through communication in personal, family, and working relationships* (pp. 3-22). Lexington, MA: Lexington Books.

Putnam, L. L., & Powers, S. R. (2015). Developing negotiation competencies. In A. F. Hannawa & B. H. Spitzberg (Eds.), *Communication competence* (Vol. 22) (pp. 367-395). Berlin/Boston: Mouton de Gruyter.

4.6 Newsletter articles or commentaries

Powers, S. R. (2010, November 13). Is initiating a non-judicial foreclosure “debt collection” under the FDCPA? *The CSFL Bulletin*. Retrieved from <https://www.cfsbulletin.com/2010/11/13/is-initiating-a-non-judicial-foreclosure-debt-collection-under-the-fdcpa/>

Powers, S. R. (2010, August 30). Accommodating nursing home patients’ racial “preferences” violates Title VII. *Labor & Employment Law Perspectives*. Retrieved from <http://www.laboremploymentperspectives.com/accommodating-nursing-home-patients-racial-preferences-violates-title-vii/>

Powers, S. R. (2010, July 23). Ninth circuit making retroactive application of TILA regulations? *The CFSL Bulletin*. Retrieved from <http://www.cfsbulletin.com/2010/07/articles/truth-in-lending-act/ninth-circuit-making-retroactive-application-of-tila-regulations/>

Powers, S. R. (2010, May 24). Using credit reports in employment decisions. *Labor and Employment Law Weekly Update*. Retrieved from http://www.foley.com/publications/pub_detail.aspx?pubid=7147

Powers, S. R. (2009, December 7). Ask a lawyer: Illegal immigrants are not entitled to social security. *Orlando Sentinel*. Retrieved from http://articles.orlandosentinel.com/2009-12-07/features/ask-lawyer-illegal-immigrants-120709-20091126_1_social-security-illegal-aliens-illegal-immigrants

4.7. Manuscripts (articles and/or books) in progress

Occupational stress in the margins of law practice. Manuscript in progress.

Emotion in law. Manuscript in Progress (with Michele W. Gazica).

Quantitative analysis of relationship between job satisfaction and stress in the practice of law. Manuscript in progress (with Michele W. Gazica).

Life after law: An analysis of former lawyers' motivations for leaving law practice. Data transcription in progress (with Michele W. Gazica).

Negotiating gender parity in law firms. Research design in progress (with Linda L. Putnam).

5.0 SCHOLARSHIP – PRESENTATIONS

5.1 Invited Presentations at Professional Association Meetings

5.2 Presentations at Professional Conventions/Conferences

Gazica, M. W., Powers, S. R., & Kessler, S. R. (2020, June). *Striving to achieve at the expense of one's health*. Paper presented at the Society for Industrial Organizational Psychology (SIOP) Annual Conference, Austin, TX.

Powers, S. R., & Myers, K. K. (2019, March). *Work-related emotional communication and burnout in the practice of law*. American Psychology-Law Society Annual Conference, Portland, OR.

Gazica, M. W., Powers, S. R., & Kessler, S. R. (2018, November). Occupational stress and the legal profession. In P. E. Spector (Chair), *Symposium: New directions in occupational stress*. Southern Management Association Annual Meeting, Lexington, KY.

Powers, S. R., & Myers, K. K. (2018, November). *Burnout and emotional communication in the practice of law*. National Communication Association Annual Convention, Salt Lake City, UT.

Irgens, M. S., Beck, C. J., Gazica, M. W., & Powers, S. R. (2018, September). *Motivations to enter and remain in the legal profession*. Arizona Psychological Association Annual Convention, Tucson, Arizona.

Powers, S. R., & Myers, K. K. (2016, November). *Vocational anticipatory socialization: College students' reports of encouraging/discouraging sources and messages*. National Communication Association Annual Convention, Philadelphia, PA.

Myers, K. K., & Powers, S. R. (2015, November). *Family income, first-generation college student and first-generation American: Implications for organizational socialization theory and practice*. National Communication Association Annual Convention, Las Vegas, NV.

Powers, S. R. (2015, May). *Vocational anticipatory socialization sources, messages and career choice: Career socialization and the effects of gender, ethnicity, and first-generation college student and first- and second-generation American statuses*. International Communication Association Annual Conference, San Juan, Puerto Rico.

Powers, S. R., & Putnam, L. L. (2015, April). *Negotiating gender parity in law firms*. The Conflict Conference, Austin, TX.

Putnam, L. L., & Powers, S. R. (2014, November). *Alternative perspectives on communication competencies in negotiation*. National Communication Association Annual Convention, Chicago, IL.

Putnam, L. L., & Powers, S. R. (2014, July). *Communication competencies in negotiation*. International Association for Conflict Management, 27th Annual Conference, Leiden, The Netherlands.

5.3 Presentations - Invited Speaker and Lectures

"Conflict in Organizations." Guest lecture to Organisational Communication (11106.1), School of Arts and Communications, University of Canberra, Bruce, Canberra, ACT, Australia, August 2019.

"Wage Negotiation Workshop." Presentation/facilitation of workshop presented by UCSB's Women's Center, in partnership with the American Association of University Women, University of California, Santa Barbara, April 2016.

"Power of Negotiation: Improving Relationships with Negotiation Skills." Presentation/facilitation of workshop at the Tech Savvy Conference, a day-long science, technology, engineering, and math (STEM) career conference designed to attract sixth- through ninth-grade girls to STEM education and careers. Sponsored by the Women's Center and Women in Science and Engineering (WiSE), University of California, Santa Barbara, February 2016.

“Guess Your Gestures: See What You’re Saying!” Presentation/facilitation of workshop on nonverbal communication presented at the Tech Savvy Conference. Sponsored by the Women’s Center and Women in Science and Engineering (WiSE), University of California, Santa Barbara, March 2014.

“Negotiating a Job Offer” (with Karen Myers). Presentation/facilitation of workshop for the Professional Development Series for Graduate Students and Post-Doctoral Scholars in Science and Engineering. Sponsored by the Center for Science and Engineering (CSEP) and Women in Science and Engineering (WiSE), University of California, Santa Barbara, January 2014.

“The World Is Your Turnip?: Gender Differences in Negotiation and Ethical Considerations for Mediators.” Presentation at the Florida Dispute Resolution Center’s Annual Conference, Orlando, FL, August 2013.

5.4 Invited Presentations at Howard University

“Improving Communication Skills: Listening.” Interactive Group Training/Presentation to the Faculty Practice Plan Staff Retreat, Howard University, Washington, D.C., June 2022.

“Return to In-Person Teaching; Informed by Pandemic-Era Virtual Teaching.” Faculty Development Presentation at SLMC Faculty Retreat, CHSOC, Howard University, Washington, D.C., January 2022.

“Lessons Learned: Sharing, Teaching, Learning and Other Techniques.” Special Presentation at CHSOC Faculty Meeting, CHSOC, Howard University, Washington, D.C., December 2020.

“A Tale of Three Graduate Students.” Guest speaker to Principles of Speech Teaching Assistants, SLMC, CHSOC, Howard University, Washington, D.C., November 2018.

“Burnout and Emotional Communication in the Practice of Law.” Poster presentation at Howard University Research Symposium 2018, Washington, D.C., April 2018.

5.5 Student Mentored Papers [Presentations at Professional Meetings by Students]

5.6 Video Clips

5.7 Television Interviews

6.0 SCHOLARSHIP – GRANTS

6.1 Funded Grants

Include PI or PDs, Title of project, Funding agency, period of funding and amount of funding.

Summer Faculty Research Fellowship (2018). Project Title: “Work-related Emotional Communication and the Practice of Law – Phase II.” Funding source: Office of Research Development, Howard University. Samantha Rae Powers (PI). Project Award: \$10,000.

Faculty Innovative Research in Science and Technology (FIRST) Program Grant (2017-2018). Project Title: “Impact of Work Stress on Lawyer Health and Wellbeing.” Funding source: University Research Council, Embry-Riddle Aeronautical University. Michele W. Gazica (PI), Samantha Rae Powers (CI), and Stacey R. Kessler (CI). Project Award: \$12,491.

6.2 Unfunded Proposals

National Science Foundation – Law and Social Sciences (NSF-LSS) Grant (proposal in progress; application postponed due to COVID-19 pandemic). Project Title: “The Disparate Impact of Work Stress on Women & Minorities in the Practices of Medicine & Law.” Samantha Rae Powers (PI), Michele W. Gazica (CI), and Stacey R. Kessler (CI). Proposed Budget: ~\$300,000.

7.0 TEACHING

7.1 Howard University

7.1.1 Courses (include course title and dates taught in reverse chronological order)

Undergraduate Courses

Introduction to Communication Theory (Spring 2022; Spring 2020)

Principles of Persuasion (Spring 2022; Spring 2020; Spring 2019; Spring 2018; Fall 2017)

Introduction to Organizational Communication (Fall 2021; Fall 2019; Fall 2018; Fall 2017)

Conflict Management and Negotiation (Fall 2021; Fall 2019; Spring 2019; Spring 2018)

Introduction to Communication Theory Online Course (Spring 2021; Spring 2020)

Principles of Persuasion Online Course (Spring 2021; Fall 2020; Spring 2020; Summer 2019; Spring 2019; Summer 2018)

Introduction to Organizational Communication Online Course (Fall 2020)

Leadership and Management Communication (Fall 2020)

Capstone: Senior Research Project (Fall 2018)

Co-curricular/Directed Study (Introduction to Organizational Communication) (Fall 2018)

Interpersonal Communication (Fall 2017)

Graduate Courses

7.1.2 Student Supervision

Connected Mind and Voice, HU Student Organization Advisor (2022-present).

Howard University Florida Club, HU Student Organization Advisor (2018-2020; 2022-present).

CHSOC Adopt-A-Team, Real Chemistry Team Faculty Advisor (2021-2022).

CHSOC Adopt-A-Team, Ben & Jerry's Team Faculty Advisor (2018-2019).

7.1.3 Theses or Dissertations Directed

7.1.4 External Examiner - Dissertation

7.2 Other Universities

Undergraduate Courses

Organizational Communication, University of California, Santa Barbara (Winter 2014 (TA), Winter 2015, Summer 2016)

Communication and Organizational Membership, University of California, Santa Barbara (Spring 2016)

Case Management, UC Santa Barbara Extension (Fall 2013, Fall 2014, Winter 2016)

Dark Side of Communication in Interpersonal Relationships (TA), University of California, Santa Barbara (Fall 2015)

Introduction to Communication (TA instructing individual sections), University of California, Santa Barbara (Fall 2012, Fall 2014, Summer 2015)

Communication and Organizational Culture (TA), University of California, Santa Barbara (Winter 2015)

Marketing Communication (TA), University of California, Santa Barbara (Spring 2014)

Mediation Practicum, UC Santa Barbara Extension (Fall 2013)

Statistical Analysis for Communication (TA instructing individual sections), University of California, Santa Barbara (Spring 2013)

Communication Law (TA), University of California, Santa Barbara (Winter 2013, Fall 2013, Spring 2015)

Negotiation (TA), University of California, Santa Barbara (Winter 2013)

Hospitality Management Law, Orlando Culinary Academy (Fall 2006)

Graduate Courses

Legal Research and Writing (TA instructing individual section) University of Florida Levin College of Law (Spring 2004)

Appellate Advocacy (TA instructing individual section), University of Florida Levin College of Law (Fall 2003)

7.2.2 Student Supervision

7.2.3 Theses or Dissertations Directed

7.2.4 External Examiner - Dissertation

8.0 HONORS, AWARDS, AND OTHER DISTINCTIONS

Year

Award

2021 *Management Communication Quarterly* 2020 Article of the Year

2018 HU-Teach VI Finalist

2000 UF College of Journalism and Communications' Outstanding Public Relations Scholar

1999 Golden Key National Honor Society

1999 Phi Kappa Phi academic honor society

1999 Kappa Tau Alpha academic honor society

9.0 SERVICE

9.1 HU University Committees

Director of University Libraries Search Advisory Committee, Howard University, Member (Summer 2022).

Fall 2020 Re-Opening Preparation Committee, Howard University, Faculty Representative/HR subcommittee member (Summer 2020).

Faculty Senate Handbook Committee, Chair (served under F.S. Chair Richard Wright, 2017-2018).

9.2 College-wide Committees

CHSOC Student Grievance Committee, Member (2017-present).

CHSOC Executive Committee, Faculty Secretary (2020-2021).

9.3 Departmental Committees

SLMC Department Restructuring Committee, Member (2019-present).

SLMC Curriculum Committee, Member (2017-present).

SLMC Legal Communication Faculty Search Committee, Howard University, Member (2019).

SLMC Self-Study Task Force, Member overseeing report on Productivity (2018-2019).

SLMC Student Grievance Committee, Member (2018-2019).

SLMC Generalist Faculty Search Committee, Member (2017-2018).

9.4 Professional/Community Service

Society for Industrial Organizational Psychology (SIOP), Virtual Poster Topic Networking Session on Occupational Health/Safety/Stress & Strain/Aging, Session Co-chair (with Michele W. Gazica) (April 20, 2022).

Levin College of Law, University of Florida, Appellate Advocacy Program's 1L Final Oral Arguments, Virtual Judge (2022; 2021).

Management Communication Quarterly, Invited Peer Reviewer (2022; 2021; 2020).

Current Psychology, Invited Peer Reviewer (2022; 2021).

Communication Monographs, Invited Peer Reviewer (2021; 2019).

Organizational Communication Division, National Communication Association (NCA), Conference Submissions Reviewer (2021; 2020; 2019).

Argumentation and Forensics Division, National Communication Association (NCA), Conference Submissions Reviewer (2020).

SLMC Management Communication Sequences Coordinator, Howard University (2019-2020).

Howard University Mock Trial Team Scrimmage, Volunteer Judge (February 29, 2020; January 23, 2019; March 8, 2018).

Applied Communication Division, National Communication Association (NCA), Conference Submissions Reviewer (2019).

CHSOC "Resumé Speed Dating," Howard University, Round II Facilitator (February 2019).

Center for Excellence in Teaching, Learning, and Assessment (CETLA), Howard University, CHSOC CETLA Fellow (2018-2019).

Department of Strategic, Legal & Management Communication (SLMC) representative, Cathy Hughes School of Communications Booth, Fall 2018 Open House, Howard University (October 13, 2018).

SLMC, Cathy Hughes School of Communications (CHSOC), Howard University, Management Communication Sequence Assistant Coordinator (2018-2019).

Rev. Al Sharpton, A Call to Chapel, Howard University, Volunteer Greeter/Usher representing the CHSOC (October 1, 2017).

Public Relations Division, International Communication Association, Conference Submissions Reviewer (2014).

Citizen Dispute Settlement Program, Orange County Bar Association, Volunteer Mediator (2010-2011).

Legal Aid Society of the Orange County Bar Association, Guardian ad Litem (2009-2011).

American Cancer Society Relay for Life, Orange County Bar Association Young Lawyers Team, Fundraising Team Co-chair (2006-2009).

Journal of Public Relations Research, College of Journalism and Communications, University of Florida, Gainesville, FL, Editorial Assistant (1999).

9.5 Public Service

10.0 MEMBERSHIPS IN PROFESSIONAL SOCIETIES

<u>Name of Organization</u>	<u>Position</u>	<u>Year</u>
National Communication Association	Member	2012-2020
International Communication Association	Member	2018-2020; 2014-2016

11.0 SPECIALIZED TRAINING AND CERTIFICATIONS

Florida Bar Licensed Attorney (2005-present).

“Teach for a new world: Meaningful online instruction in communication,”
2021 NCA Institute for Faculty Development (Hope Conference) (July 2021).

“Communication, identity, and difference in personal and family relationships,”
2021 NCA Institute for Faculty Development (Hope Conference) (July 2021).

“Championing equal access for all learners: Designing courses for effective inclusivity,” Best Practices in Distance Learning Summer Webinar Series, Howard University CETLA (August 2020).

“How to teach a large class online: Challenges and opportunities,” Best Practices in Distance Learning Summer Webinar Series, Howard University CETLA (June 2020).

40-hour Mediation Training Certificate, Center for Alternative Dispute Resolution, Greenbelt, MD (December 2018)

"Playing with theory outside the academy: Consulting and translating communication research for organizations," National Communication Association (NCA) Pre-conference Workshop (November 2018).

LC09 Introduction to Active Learning workshop, Howard University Center for Teaching, Learning, and Assessment (CETLA) (May 2018).

CRS1 Course Redesign Seminar, Howard University CETLA (May 2018).

"Best Practices in Distance Learning" Seminar, Howard University CETLA (DL Certification earned May 2018).

Blackboard Certification Workshop Series (BB01-BB07), Howard University CETLA (BB Certification earned May 2018).

Certified County Mediator, Dispute Resolution Center, Supreme Court of Florida (2004-2014)

REFERENCES

Michele W. Gazica, J.D., Ph.D.
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Behavioral & Safety Sciences Department
Embry-Riddle Aeronautical University, Prescott Campus
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