

CATHERINE Y. KINGSLEY WESTERMAN\*  
Department of Communication • North Dakota State University  
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### **Employment & Experience**

Begin August 2013      Assistant Professor, *Department of Communication, North Dakota State University*  
August 2011-2013      Assistant Professor, *School of Communication Studies, University of Tennessee*  
Sept. 2008-July 2011      Health Communication Fellow and Principal Investigator of NIOSH project “Best Practices for Mine Escape Training” (4 year project with budget of approx. \$30K/year), *National Institute for Occupational Safety and Health, Center for Disease Control and Prevention*  
2007-2008      Visiting Assistant Professor, *Department of Comm. Studies, West Virginia University*  
2002-2007      Graduate Teaching & Research Assistant, *Michigan State University*

### **Education**

2008, May: Ph.D., Communication, Michigan State University  
Cognate areas: Organizational Communication, Social Influence  
Advisor: Dr. Sandi Smith  
Dissertation: Silence or Voice? Using Facework to Facilitate Employee Responses to Autonomy and Competence Face Threats Posed by Negative Feedback  
  
2003, May: M.A., Communication, Michigan State University  
Cognate area: Organizational Communication  
Advisor: Dr. Hee Sun Park  
Thesis: Relationship Dimension and Type of Inequity: Restoration of Equity in Coworker Friendships  
  
2001, May: B.S., Communication Studies, Manchester College  
Focus Area: Interpersonal and Organizational Communication  
Advisor: Dr. Mary P. Lahman

### **Peer-Reviewed Publications**

Westerman, C. Y. K. (2013). How People Restore Equity At Work and Play: Forgiveness, Derogation, and Communication. *Communication Studies*, 64, 296-314. doi: 10.1080/10510974.2012.755641  
  
Westerman, C.Y. K., & Westerman, D. (2013). What’s fair? Public and private delivery of project feedback. *Journal of Business Communication*, 50(2), 190-206. doi: 10.1177/0021943612474991  
  
Westerman, C. Y. K., Margolis, K. A., & Kowalski-Trakofler, K. M. (2011). Dealing with the unknown: An inoculation theory approach to emergency safety training in mining. *Professional Safety*, 56(11), 42-46.  
  
Margolis, K.A., Kingsley Westerman, C. Y., & Kowalski-Trakofler, K. M. (2011). Underground mine refuge chamber expectations training: Program development and evaluation. *Safety Science*, 49(3), 522-530.  
  
Kingsley Westerman, C. Y. & Westerman, D. (2010) Supervisor Impression Management: Message Content and Channel Effects on Impressions. *Communication Studies*, 61, 585-601.

\* AKA Catherine Y. Kingsley or C.Y.K. Westerman

- Kingsley Westerman, C. Y., & Park, H. S. (2010). Managing blended friendships: Using empirical data to prepare students and employees for relational outcomes. *Journal of Career Development*, 36, 246-261.
- Chory, R. M. & Westerman, C. Y. K. (2009) Feedback and fairness: The relationship between negative performance appraisals and organizational justice. *Western Journal of Communication*, 73 (2), 157-181.
- Silk, K. J., Westerman, C. Y. K., Strom, R., & Andrews, K. (2008). The role of patient-centeredness in predicting compliance with mammogram recommendations: An analysis of the HINTS national survey. *Communication Research Reports*, 25, 131-144.
- Kingsley Westerman, C. Y., Park, H. S., & Lee, H. E. (2007) A test of equity theory in the context of workplace friendship: A comparison of the United States and Korea. *Journal of Communication*, 57, 575-597.
- Kingsley Westerman, C. Y., Park, H. S., & Lee, H. E. (2007). Cultural differences in the effects of inequity on coworker friendships. *Human Communication*, 10, 82-102.
- Park, H. S., Levine, T. R., Kingsley Westerman, C. Y., Orfgen, T., & Foregger, S. (2007). The effects of involvement type and argument quality on attitude formation and attitude change. *Human Communication Research*, 33, 81-102.
- Silk, K. J., Bigsby, E., Volkman, J., Kingsley, C., Atkin, C., Ferrara, M., Ball, V., & Goins, L. A. (2006). Formative research on adolescent and adult perceptions of risk factors for breast cancer. *Social Science & Medicine*, 63, 3124-3136.

### **Professional Publications (externally reviewed by technical reviewers)**

- Kosmoski, C. L., Margolis, K. A., Kingsley Westerman, C. Y., & Mallett, L. (2011). Nonverbal Communication for Mine Emergencies. National Institute for Occupational Safety and Health (Report of Investigation 9688).
- Kingsley Westerman, C. Y., Brnich, M., & Kosmoski, C. L. (2011). Radio 101. National Institute for Occupational Safety and Health (Report of Investigation 9686).
- Kingsley Westerman, C.Y. & Peters, R. (2011). Improved Recognition of Lifeline Tactical Signals by Miners. *Coal Age*, 116 (9), 40-43.
- Kingsley Westerman, C. Y., McNelis, K. L., & Margolis, K.A. (2011) Recommendations for Refuge Chamber Operations Training. National Institute for Occupational Safety and Health (Report of Investigation 9683).
- Margolis, K.A., Kowalski-Trakofler, K.M., & Kingsley Westerman C. Y. (2009). Refuge Chamber Expectations Training. National Institute for Occupational Safety and Health (Information Circular 9516). [Note: received NIOSH Alice Hamilton Award for this work; see Awards & Honors section below.]

### **Conference Papers & Presentations**

- Westerman, C. Y. K., Spates, S. A., Reno, K. M., & Jenkins, E. W. (2013, November). Voice and silence responses to inequity in workplace friendships. Accepted for presentation at the annual conference of NCA, Washington, D.C.

- Kelly, S. & Westerman, C. Y. K. (2013, November). Immediacy as an influence on supervisor-subordinate communication. Accepted for presentation at the annual conference of NCA, Washington, D.C.
- Westerman, C. Y. K. & Miller, L. (2013, May). Personal health information sharing: What is appropriate and expected in organizations? Accepted for presentation at the annual conference of ICA, London, England.
- Westerman, C. Y. K., Heuett, K. B., Reno, K.M., & Curry, R. (2012, November). What makes performance feedback seem fair? Synchronicity, channel, and valence effects on perceptions of organizational justice in feedback delivery. Presented at the annual conference of NCA, Orlando, FL.
- Kingsley Westerman, C., & Westerman D. (2012, May). What's fair? Public and private delivery of project feedback. Presented at the International Communication Association Conference, Phoenix, AZ.
- Kingsley Westerman, C.Y., Kosmoski, C., Brnich, M. (2011, November). Giving coal miners voice: Development and evaluation of training on radio use in underground coal mines. Presented at the annual conference of NCA, New Orleans, LA.
- Kingsley Westerman, C. Y., Margolis, K. A., & Kowalski-Trakofler, K. M. (2010, November) Dealing with the unknown: An inoculation theory approach to emergency safety training in mining. Presented at the annual conference of NCA, San Francisco, CA. Top four paper award in Training & Development Division.
- Kosmoski, C., Margolis, K. A., Kingsley Westerman, C. Y., & Mallett, L. (2010, October). Communicating under SCSR: Nonverbal Communication Signals and Training. Presented at the annual conference of Training Resources Applied to Mining, Beckley, WV.
- Kingsley Westerman, C.Y., Margolis, K. A., & McNelis, K. (2010, October). Recommendations for Refuge Chamber Operations Training. Presented at the annual conference of Training Resources Applied to Mining, Beckley, WV.
- Kingsley Westerman, C. Y. & Westerman, D. (2009, November) Supervisor Impression Management: Message Content and Channel Effects on Impressions. Presented at the annual conference of NCA, Chicago, IL.
- Margolis, K. A. & Kingsley Westerman, C. Y. (2009, October). Refuge Chamber Expectations Training. Presented at the annual conference of Training Resources Applied to Mining, Beckley, WV.
- Kingsley Westerman, C. Y. What type of facework is preventative? (2008, November) A test of Lim and Bower's ideas on face threat. Paper presented at the annual conference of NCA, San Diego, CA.
- Kingsley Westerman, C.Y., Madlock, P. E., & Jacobi, M. E. (2008, November) Forgiveness, derogation, and communication: How people restore equity at work and play. Paper presented at the annual conference of NCA, San Diego, CA.
- Kingsley Westerman, C. Y. (2008, April). Negative performance feedback. Panel discussion presented at the 2008 annual conference of ECA, Pittsburgh, PA.

- Kingsley Westerman, C. Y. & Park, H. S. (2007, November). Can supervisor facework strategies buffer negative feedback to improve receiver performance? Paper presented at the annual conference of NCA, Chicago, IL.
- Silk, K., Kingsley Westerman, C. Y., Yun, D., Strom, R., Strom, T. (2007, November) Compliance gaining in traumatic brain injury rehabilitation: Strategies, adaptation, and communication competence. Paper presented at the annual conference of NCA, Chicago, IL.
- Kingsley, C. Y., Park, H. S., Lee, H., Guan, X., & Orfgen, T. A. (2006, November). We want a team player: A formative cross-cultural investigation in the USA, China and Korea. Paper presented at the annual conference of NCA, San Antonio, TX.
- Kingsley, C. Y., Park, H. S., & Shemanski, R. (2006, November). Forgiveness, derogation, and communication in response to friendship inequity. Paper presented at the annual conference of NCA, San Antonio, TX.
- Silk, K., Westerman, D., Kingsley, C., Strom, R., & Mackert, M. (2006, November). A test of competing models: Mindfulness as a moderator of past behavior in the theory of planned behavior. Paper presented at the annual conference of NCA, San Antonio, TX.
- Kingsley, C. Y. (2006, October). Anger, guilt, and communication in inequitable friendships. Presented at the annual Organizational Communication Mini-Conference, Michigan State University, East Lansing, MI.
- Silk, K., Strom, R., & Kingsley, C. Y. (2006, June). The role of patient-centeredness in predicting compliance with mammogram recommendations: An analysis of the HINTS national survey. Paper presented at the annual conference of ICA, Dresden, Germany.
- Boster, F., Baker, C., Kingsley, C., Kotowski, M., Strom, R., & Westerman, D. (2005, November). The norm of reciprocity: Simply a favor for a favor or also an eye for an eye? Paper presented at the annual conference of NCA, Boston, MA.
- Silk, K., Westerman, D., Kingsley, C., & Mackert, M. (2005, November). The role of mindfulness and past behavior in the theory of planned behavior. Paper presented at the annual conference of NCA, Boston, MA.
- Kingsley, C. Y., Park, H. S., & Lee, H. E. (2005, November). A test of equity theory in the context of workplace friendship. Paper presented at the annual conference of ICA, New York, NY.
- Kingsley, C. Y. (2005, October). Blended friendships and inequity. Presented at the annual Organizational Communication Mini-Conference, Ohio University, Athens, OH.
- Silk, K. J., Bigsby, E., Volkman, J., Ferrara, M., Kingsley, C., Atkin, C., Ball, V., & Goins, L. A. (2005, May). Breast cancer and environmental factors: A formative research evaluation of adolescent and adult females' risk perceptions. Paper presented at the annual conference of ICA, New York, NY.

Park, H. S., Levine, T. R., Kingsley, C. Y., Orfgen, T., & Foregger, S. (2004, November). The effects of involvement type and argument quality on attitude formation and attitude change. Paper presented at the annual conference of NCA, Chicago, IL. Top paper in Interpersonal Communication Division.

Kingsley, C. Y. & Park, H. S. (2004, November). Relational dimension and type of inequity: Restoration of equity in coworker friendships. Paper presented at the annual conference of NCA, Chicago, IL.

Kingsley, C. Y., & Park, H. S. (2004, May). Inequity, attraction, and relational involvement in workplace friendships. Paper presented at the annual conference of ICA, New Orleans, LA.

Park, H. S., Foregger, S., Orfgen, T., & Kingsley, C. Y. (2003, November). Romantic partners' love styles: Perceived similarity, perspective taking, satisfaction, and relational termination. Paper presented at the annual conference of NCA, Miami, FL.

### **Invited Lectures**

Westerman, C.Y.K. (2013, April). Refuge Chamber Expectations. Delivered at 17th International Seminar on Safety in Mining Operations in Lima, Peru.

Kingsley Westerman, C. Y. (2010, September). Behavioral Considerations for Proximity Warning Implementation. Delivered at NIOSH Open Industry Briefing on Proximity Detection Systems.

Kingsley Westerman, C. Y. (2009, December). Occupational Safety and Health in Mining: Proximity Detection Systems. Keynote speaker at Rochester Institute of Technology Department of Communication Health Communication Symposium.

Kingsley, C. Y. (2004, 2005, 2006). Successful thesis writing: It's rooted in due diligence. Delivered in graduate-level class: Communication Theory and Research.

### **Awards & Honors**

2011	Pittsburgh Federal Executive Board Bronze Award for Outstanding Team (presented to the Office of Mine Safety and Health Research Safety Culture Team)
2010	NIOSH Alice Hamilton Award for Excellence in Occupational Safety and Health, Educational Materials Category
2010	Top Four Paper Award, Training and Development Division, NCA
2007	Dissertation Completion Fellowship, \$6000
2006	Excellence-In-Teaching Award, Department of Communication, Michigan State University
2006	Doctoral Honors Seminar, Purdue University
2006	Graduate Student Teaching Award, Instructional & Developmental Division, International Communication Association
2005	Summer Acceleration Fellowship, \$3500
2004	Top Paper Award, Interpersonal Division, NCA
2003	Interpersonal Division Thesis of the Year, International Communication Association

2002-2006 MSU University Distinguished Fellowship

### **Professional Memberships**

2003-Present National Communication Association  
 2002-Present International Communication Association  
 2008 Eastern Communication Association

### **Teaching Experience**

CMST 442	Advanced Organizational Communication, University of Tennessee	Spring 2012, Spring 2013
CMST 356	Research Methods, University of Tennessee	Fall 2011, Spring 2012, Fall 2012, Spring 2013
COMM 306	Communication in Organizations/Institutions, West Virginia University	Fall 2007, Spring 2008
COMM 200	Communication Theory/Research I, West Virginia University	Fall 2007
COMM 406	Advanced Organizational Comm., West Virginia University	Fall 2007, Spring 2008
COMM 404	Persuasion, West Virginia University	Spring 2008, Summer 2008 (online & FtF)
COM 325	Interpersonal Communication & Conflict, Michigan State University	Summer 2006
COM 240	Intro to Organizational Communication, Michigan State University	Summer 2005
COM 340	Leadership & Group Communication, Michigan State University	Spring 2003, Summer 2004, Fall 2005
COM 100	Human Communication, Michigan State University	Summer, 2002

### **Teaching Experience: Teaching Assistant**

COM 225	Intro to Interpersonal Communication Dr. Katie Margolis	Spring 2007
COM 240	Intro to Organizational Communication Dr. Janet Lillie	Fall 2006
COM 440	Organizational Communication Structure Dr. Hee Sun Park / Dr. Vernon Miller	Spring 2004 Fall 2004
COM 340	Leadership & Group Communication Dr. Gwen Wittenbaum / Dr. Michael Papa	Fall 2002 Spring 2002

**Service Activities**

2012	<b>Member</b>	Dean's Advisory Committee, College of Communication & Information, University of Tennessee
2012	<b>Member</b>	Curriculum Committee, School of Communication Studies, University of Tennessee
2012	<b>Paper Reviewer</b>	NCA Organizational Communication Division
2009-2011	<b>Member</b>	Work Organization and Stress-Related Disorders Steering Committee, NIOSH
2008-2011	<b>Member</b>	Bruceton Network Group Organizing Committee, Office of Mine Safety and Health Research, NIOSH
2009	<b>Moderator</b>	National Safety Council Congress & Expo
2006	<b>Conference Planner</b>	Organizational Communication Mini-Conference, Michigan State University
2006-2007	<b>Member</b>	Advisory Committee, Department of Communication, Michigan State University
2006-2007	<b>Member</b>	Doctoral Affairs Committee, Department of Communication, Michigan State University
2006-2007	<b>Member</b>	Dean's Advisory Committee, College of Communication Arts & Sciences, Michigan State University
2005-2006	<b>President</b>	Association of Graduate Students in Communication, Michigan State University
2005	<b>Reviewer</b>	Interpersonal Division, ICA Annual Conference, Dresden, Germany
2005	<b>Coordinator</b>	Revitalization of G.R. Miller Laboratory
2004-2005	<b>Vice President</b>	Association of Graduate Students in Communication, Michigan State University
2003-2004	<b>Committee Member</b>	<i>Bowling for Scholars</i> Charity Event, Michigan State University
2003-2004	<b>Member</b>	Faculty Search Committee, Department of Communication, Michigan State University
2002-2003	<b>Member</b>	Master's Affairs Committee, Department of Communication, Michigan State University

**Editorial Boards & Reviewing**

**Associate Editorial Board Member**

*Communication Studies*

2012- Present

**Ad Hoc Reviewer**

Management Communication Quarterly

Journal of Applied Communication Research

Journal of Business Communication

Communication Research Reports

Journal of Applied Communication Research

International Journal of Emergency Management

Journal of Homeland Security and Emergency Management

Minerals

Safety Science