## Employment & Experience

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| --- | --- |
| August 2013-present | 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 University (formerly Manchester College)

Focus Area: Interpersonal and Organizational Communication

Advisor: Dr. Mary P. Lahman

## Peer-Reviewed Publications

Westerman, C. Y. K. & Smith, S. (Accepted & slated for 2015). Opening a performance dialogue with employees. *Journal of Business and Technical Communication.*

Kelly, S. & Westerman, C. Y. K. (2014). Immediacy as an Influence on Supervisor-Subordinate Communication. *Communication Research Reports, 31(3),* 252-261. doi: 10.1080/08824096.2014.924335

Westerman, C. Y. K., Heuett, K. B., Reno, K. M., & Curry, R. (2014). What makes performance feedback seem just? Synchronicity, channel, and valence effects on perceptions of organizational justice in feedback delivery. *Management Communication Quarterly, 28(2)*, 244-263. doi: 10.1177/0893318914524060

Heuett, K. B., & Westerman, C. Y. K. (2014). Reducing negative affect about intercultural interactions through inoculation. *Journal of International Communication*, *20*(1), 42-51. doi: 10.1080/13216597.2013.872161

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.

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., Reno, K. M., & Heuett, K. B. (2014, April). Delivering feedback: Supervisors’ source credibility and communication competence. Presented at the annual conference of Central States Communication Association, Minneapolis, MN.

Heuett, K. B., & Westerman, C. Y. K. (2014, April). Reducing negative affect about intercultural interactions through inoculation. Presented at the annual conference of Southern States Communication Association (SSCA), New Orleans, LA.

Westerman, C. Y. K., Spates, S. A., Reno, K. M., & Jenkins, E. W. (2013, November). Voice and silence responses to inequity in workplace friendships. Presented 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. Presented 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? Presented 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

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| --- | --- |
| 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

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| --- | --- |
| 2003-Present | National Communication Association |
| 2002-Present | International Communication Association |
| 2013-Present | Central States Communication Association |
| 2008 | Eastern Communication Association |

**Teaching Experience**

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| --- | --- | --- | --- | --- |
| COMM 790 |  | Professionalization 101 |  | Fall 2014 |
| COMM 783 |  | Organizational Communication, NDSU |  | Fall 2014 |
| COMM 750 |  | Relationships in Organizations, NDSU |  | Spring 2014 |
| COMM 482 |  | Organizational Communication II, NDSU |  | Spring 2014 |
| COMM 321 |  | Communication Theory, North Dakota State University |  | Fall 2013 |
| COMM/BUSN 383 |  | Organizational Communication I (cross-listed business course), North Dakota State University |  | Fall 2013, Summer 2014 (online), Fall 2014 |
| 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**

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| --- | --- | --- | --- | --- |
| 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 |

**Editorial Boards & Reviewing**

**Associate Editorial Board Member**

*Communication Studies*

2012- Present

**Ad Hoc Reviewer**

Electronic Journal of Communication (2014)

Management Communication Quarterly (2012, 2014)

Journal of Applied Communication Research (2011, 2013)

Journal of Business Communication (2012, 2013)

Communication Research Reports (2009)

International Journal of Emergency Management (2011)

Journal of Homeland Security and Emergency Management (2011)

Minerals (2012)

Safety Science (2012, 2014)

**Service Activities**

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| --- | --- | --- |
| 2013-15 | **Member** | Graduate Committee, Department of Communication, North Dakota State University |
| 2012 | **Member** | Dean’s Advisory Committee, College of Communication & Information, University of Tennessee |
| 2012 | **Member** | Curriculum Committee, School of Communication Studies,  University of Tennessee |
| 2012 | **Paper Reviewer** | NCA Organizational Communication Division |
| 2009-2011 | **Member** | Work Organization and Stress-Related Disorders Steering Committee, NIOSH |
| 2008-2011 | **Member** | Bruceton Network Group Organizing Committee, Office of Mine Safety and Health Research, NIOSH |
| 2009 | **Moderator** | National Safety Council Congress & Expo |
| 2006 | **Conference Planner** | Organizational Communication Mini-Conference, Michigan State University |
| 2006-2007 | **Member** | Advisory Committee, Department of Communication, Michigan State University |
| 2006-2007 | **Member** | Doctoral Affairs Committee, Department of Communication, Michigan State University |
| 2006-2007 | **Member** | Dean’s Advisory Committee, College of Communication Arts & Sciences, Michigan State University |
| 2005-2006 | **President** | Association of Graduate Students in Communication, Michigan State University |
| 2005 | **Reviewer** | Interpersonal Division, ICA Annual Conference, Dresden, Germany |
| 2005 | **Coordinator** | Revitalization of G.R. Miller Laboratory |
| 2004-2005 | **Vice President** | Association of Graduate Students in Communication, Michigan State University |
| 2003-2004 | **Committee Member** | *Bowling for Scholars* Charity Event, Michigan State University |
| 2003-2004 | **Member** | Faculty Search Committee, Department of Communication, Michigan State University |
| 2002-2003 | **Member** | Master’s Affairs Committee, Department of Communication, Michigan State University |