

# Gregory Dennis Paul

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## EDUCATION

- Ph.D. Texas A&M University** 2006-2009  
Organizational Communication  
Dissertation: Forgiveness at Work: Exploring Contextual Features  
Associated with Forgiveness in the Workplace  
Advisor: Linda L. Putnam
- M.A. Texas A&M University** 2004-2006  
Organizational Communication  
Thesis: He Said, She Said: The Relationship between Reproach  
and Account Behavior in Organizational Conflict  
Advisor: Linda L. Putnam
- B.A. Texas A&M University** 1999-2003  
Speech Communication

## PROFESSIONAL POSITIONS HELD

- Interim Department Head** 2017-Present  
Kansas State University
- Associate Professor** 2016-Present  
Kansas State University
- Assistant Professor** 2013-2016  
Kansas State University
- Assistant Professor** 2009-2013  
Millersville University

## ADMINISTRATIVE RESPONSIBILITIES AND ACCOMPLISHMENTS

### **Interim Department Head, Kansas State University, 2017-Present**

Overview: I manage a department of 12 faculty member, 1 staff member, 18 graduate students, and 140 majors, with a budget of \$1.2 million annually.

#### Accomplishments and Responsibilities:

- Coordinated searches of 2 tenure-track assistant professors, 2 term instructors, 1 social media assistant, and 1 outreach assistant.
- Oversaw revision of department's guidelines related to tenure and promotion, annual evaluation, and other department functioning.
- Oversaw revision of marketing and outreach processes, including re-branding of undergraduate and graduate marketing materials.
- Served on leadership and advisory groups pertaining to the leadership communication doctoral program
- Facilitating departmental budget transition to a hybrid responsibility centered management (RCM) budget model.
- Revising fundraising processes, with an eye toward enhanced outreach with alumni and foundations.

#### RESEARCH PUBLICATIONS AND WORKS IN PROGRESS

##### Research Focus

My research is driven by a desire to help people work through difficult conversations in ways that meet individual, relational, and societal needs and interests. I am drawn to questions pertaining to conflict, restorative justice, forgiveness, and organizational justice. My goal is to engage with diverse stakeholders to develop processes that build sustainable peace in workplaces, communities, and families.

##### Refereed Journal Articles

**Paul, G. D., & Swan, E. C.\*** (2018). Receptivity to restorative justice: A survey of goal importance, process effectiveness, and support for victim-offender conferencing. *Conflict Resolution Quarterly*, 36, 145-162. doi: 10.1002/crq.21238  
\*Undergraduate student

**Paul, G. D., & Schenck-Hamlin, W. J.** (2018). Openness to participating in a victim-offender conference: A theory of planned behavior perspective. *International Journal of Conflict Management*. doi: 10.1108/IJCM-03-2018-0042

Borton, I., & **Paul, G. D.** (2018). A mixed-methods analysis of mediator socialization through training." *International Journal of Conflict Management*, 29, 109-125. doi: 10.110/IJCM-03-2017-0019

**Paul, G. D.** (2017). Willingness to participate in dialogic deliberation on campus. *Journal of Public Deliberation*, 13. Accessible at <https://www.publicdeliberation.net/jpd/>

- Paul, G. D., & I. M. Borton.** (2017). Toward a communication perspective of restorative justice: Implications for research, facilitation, and assessment. *Negotiation and Conflict Management Research, 10*, 199-219. doi: 10.1111/ncmr.12097
- Paul, G. D.** (2017). Paradoxes of restorative justice in the workplace. *Management Communication Quarterly, 31*, 380-408. doi: 10.1177/0893318916681512
- Paul, G. D., & Schenck-Hamlin, W.** (2017). Beliefs about victim-offender conferences: Factors influencing victim-offender engagement. *Conflict Resolution Quarterly*. Online first on January 13, 2017. doi: 10.1002/crq.21190
- Paul, G. D., & Putnam, L. L.** (2017). Moral foundations of forgiving in the workplace. *Western Journal of Communication, 79*, 1-21. doi: 10.1080/10570314.2016.1229499
- Paul, G. D., Geddes, D., Jones, T., & Donohue, W.** (2016). Revitalizing conflict research with a communication perspective: Celebrating and learning from Linda Putnam's contributions to the study of conflict. *Negotiation and Conflict Management Research, 9*, 309-331. doi: 10.1111/ncmr.12080
- Paul, G. D.** (2016). But does it work? The influence of perceived goal attainment effectiveness on willingness to use legalistic and restorative responses to offensive behavior. *Communication Studies, 67*, 239-258. doi: 10.1080/10510974.2015.1121157
- Paul, G. D., & Riforgiate, S.** (2015). "Putting on a happy face," "getting back to work," and "letting it go": Traditional and restorative justice understandings of emotions at work. *Electronic Journal of Communication.*
- Borton, I. M., & Paul, G. D.** (2015). Problematizing the healing metaphor of restorative justice. *Contemporary Justice Review, 18*, 257-273. doi: 10.1080/10282580.2015.1057704
- Paul, G. D.** (2015). Justice perceptions and practices of restorative justice facilitators and the public. *Contemporary Justice Review, 18*, 274-295. doi: 10.1080/10282580.2015.1057678
- Paul, G. D.** (2015). Predicting participation in victim offender conferences. *Negotiation and Conflict Management Research, 8*, 100-118. doi: 10.1111/ncmr.12049
- Paul, G. D., & Dunlop, J. A.\*** (2014). The other voice in the room: Restorative justice facilitators' constructions of justice. *Conflict Resolution Quarterly, 31*, 257-283. doi: 10.1002/crq.21091.
- \*Undergraduate student
- Paul, G. D., & Borton, I. M.** (2013). Exploring communities of facilitators: Orientations toward restorative justice. *Conflict Resolution Quarterly, 31*, 189-218. doi: 10.1002/crq.21073.

**Paul, G. D.** (2012). 'We must not think evil of this man': A case study of Amish and English forgiveness. *Communication Quarterly*, 60, 424-444. doi: 10.1080/01463373.2012.688722

Schreiber, L., **Paul, G. D.**, & Shibley, L. (2012). The development and test of the public speaking competence rubric. *Communication Education*, 61, 205-233. doi: 10.1080/03634523.2012.67079

### **Book Chapters**

**Paul, G. D.** (2016). Investigating the transformative potential of restorative justice: Implications for research and practice. In P. M. Kellett & T. Matyok (eds.), *Transforming conflict through communication: Personal to working relationships*.

**Paul, G. D.**, & Putnam, L. L. (2016). Conflict transformation through organizational justice: Examining how workplace justice paradigms can facilitate conflict transformation. In P. M. Kellett & T. Matyok (eds.), *Transforming conflict through communication: Personal to working relationships*.

### **Book Review**

**Paul, G. D.** (2007). Book review: Sage Handbook of Conflict Communication. *Human Relations*, 60, 647-651.

### **Manuscripts under Review**

**Paul, G. D.** Submitted. Engaging conflict resolution in Kansas juvenile justice. Book chapter.

### **Manuscripts in Process**

Borton, I. M & **Paul, G. D.** *Restorative justice: A communication perspective*. Book manuscript under contract. Expected May 2019.

Doty, N.\*\* , & **Paul, G. D.** Caught in the middle: An analysis of middle managers.

\*\*Graduate student

**Paul, G. D.** Offender stereotypes' influence on beliefs about restorative justice outcomes and processes.

**Paul, G. D.** Breaking restorative justice: An analysis of restorative justice frames.

### **AWARDS**

Top Paper, NCA Peace & Conflict Communication Division 2017  
National Communication Association Conference, Dallas, TX.

Top Paper, NCA Peace & Conflict Communication Division 2016  
National Communication Association Conference, Philadelphia, PA.

Top Panel, NCA Peace & Conflict Communication Division National Communication Association Conference, Philadelphia, PA.	2016
Top Panel, NCA Peace & Conflict Communication Division National Communication Association Conference, Philadelphia, PA.	2016
Top Four Paper, NCA Peace & Conflict Communication Division National Communication Association Conference, Las Vegas, NV.	2015
Top Paper Panel Award CSCA Organizational Communication Division. Central States Communication Association Conference, Minneapolis, MN.	2014
John "Sam" Keltner Memorial Top Student Paper Award NCA Peace and Conflict Communication Division. National Communication Association Conference, San Diego, CA.	2008
Top Four Paper, NCA Peace & Conflict Communication Division National Communication Association Conference, San Diego, CA.	2008
Most Accessible Poster Presentation NCA Scholar-to-Scholar Session. National Communication Association Conference, San Diego, CA.	2008
Association of Former Students Distinguished Research Award – Master's Level Texas A&M University, College Station, TX.	2007
John "Sam" Keltner Memorial Top Student Paper Award NCA Peace and Conflict Communication Division. National Communication Association Conference, Chicago, IL.	2007
Top Four Paper, NCA Peace and Conflict Communication Division National Communication Association Conference, Chicago, IL.	2007
Diversity Fellow (3-year award) Texas A&M University, College Station, TX.	2005
Maryland Fellow University of Maryland, College Park, MD.	2003

#### **GRANTS AND FUNDING**

##### **Kansas State University**

Building Community Capacity around Juvenile Justice, 2018, \$521,805 [Funded]

Co-PI

*Funding to build community capacity to collect and analyze data related to juvenile justice in multiple Kansas communities. Sponsored by the Kansas Department of Corrections. Involves interdisciplinary collaboration with colleagues from Criminology, Human Development, and Extension.*

Rotary Peace Fellowship, 2018 [Not Funded]

*Opportunity to be one of 50 participants in a three-month, international opportunity to develop skills in conflict resolution and peacemaking.*

National Science Foundation, NRT-IGE: Nelson Story STEM Fellowship Program, 2018 [Funded]  
Contractor

*Funding to provide STEM graduate students extensive opportunities to learn, practice and refine targeted skills in oral communication. (Role as a contractor is to train the PI and Co-PIs to use the Public Speaking Competence Rubric in years one and two.) PI is Shannon Willoughby, Montana State University.*

Note: I was not on the original submission. I was invited by the PI to replace someone who was on the original submission.

University Small Research Grant, 2018, \$4,998 [Funded]

PI

*Funding to collect and analyze data on conceptualizations, practices, and assessment of restorative justice in the United States.*

William T. Grant Foundation, 2017, \$250,000 [Not Funded]

Co-PI

*Funding to study the effectiveness of restorative justice practices using community-engaged research methods.*

Center for Engagement and Community Development, 2016, \$9,999 [Funded]

Co-PI

*Funding to study the experiences of families in poverty in Kansas.*

National Science Foundation-Law and Social Sciences, 2016, \$561,177 [Not Funded]

PI

*Funding to study the impact of victim-offender conferences on victims and youth in cases of youth offending. Led a team of seven researchers, four community organizations, and two universities in developing the proposal.*

National Institute of Justice, Office of Victim Services, 2016, \$519,000 [Not Funded]

PI

*Funding to study the impact of victim-offender conferences on victims of youth offending. Led a team of five researchers and three community organizations in developing the proposal.*

Learning Agreement, \$40,000. [Funded]

Kettering Foundation

PI

*Funding to facilitate public deliberation on restorative justice potential around Kansas. Collaborated with community member to conduct community-engaged research.*

National Institute of Justice, Office of Victim Services, 2015, \$350,000 [Not Funded]

PI

*Funding to research victim-offender conference beliefs and participation in three sites around the United States. Led a team of five researchers and three community organizations in developing the proposal.*

Center for Engagement and Community Development, 2015, \$9,403 [Funded]

PI

*Funding to facilitate public deliberation on restorative justice potential in Manhattan, KS. Collaborated with community member to conduct community-engaged research.*

Faculty Development Award, 2014, \$1,510 [Not Funded]

*Funding to present research at the International Communication Association annual convention.*

University Small Research Grant, 2014, \$8,444 [Not Funded]

*Funding to pursue research with regard to restorative justice in higher education.*

Faculty Enhancement Award, 2014, \$10,000 [Funded]

*Funding to pursue research with regard to restorative justice and participation in victim-offender conferencing.*

Student Centered Tuition Enhancement Proposal, 2014 [Not Funded]

*Funding to Develop the Student-Based Dispute Resolution System for Kansas State University. Part of a five-person administrative team involving three different departments.*

### **Millersville University**

Community Engagement Grant Program, 2012, \$2,000 [Funded]

*Funding to pursue research for the establishment of the Deliberative Dialogue Initiative at Millersville University.*

Grant Writing Incentive Award, 2011, \$1,500 [Funded]

*Funding to pursue a larger external grant to support the creation of a deliberative dialogue program throughout the university and community.*

Matching Funds, Office of Social Equity and Diversity, 2011, \$1,500 [Funded]

*Funding provided by the Office of Social Equity and Diversity toward the establishment of a deliberative dialogue program through the university and community.*

Travel to Present Grant, Fall 2012, \$500 [Funded]  
*Funding to present research at the annual National Communication Association conference.*

Travel to Present Grant, Fall 2011, \$500 [Funded]  
*Funding to present research at the annual National Communication Association conference.*

Faculty Research Grant, Summer 2011, \$480 [Funded]  
*Funding for research on the beliefs and motivations of restorative justice facilitators.*

Travel to Present Grant, Fall 2010, \$200 [Funded]  
*Funding to present research at the annual National Communication Association conference.*

Faculty Research Grant, Summer 2010, \$280 [Funded]  
*Funding for research on the conflict management practices of instructors in the public relations capstone course.*

Travel to Present Grant, Fall 2009, \$200 [Funded]  
*Funding to present research at the annual National Communication Association conference.*

### **CONFERENCE, COLLOQUIUM, AND PUBLIC PRESENTATIONS**

#### **International, National, and Regional Conferences**

**Paul, G. D.** (2018, August). Cultivating intentional connections to grow restorative justice. Symposium conducted at the International Conference on Restorative Practices, Minneapolis, MN.

**Paul, G. D.** (2018, July). Lay definitions of restorative justice. In K. Huang (Chair), Justice. Symposium conducted at the meeting of the International Association for Conflict Management, Philadelphia, PA.

**Paul, G. D.** (2018, July). The transformative potential of mediation training for law students and attorneys. Symposium conducted at the meeting of the International Association for Conflict Management, Philadelphia, PA.

**Paul, G. D.** (2018, April). Organizational dispute system design using restorative justice principles. Symposium conducted at the Restorative Kansas Conference, Newton, KS.

Doty, N.\*\*, & **Paul, G. D.** (2018, April). Caught in the middle: Empowerment in middle managers." Symposium conducted at the annual meeting of the Central States Communication Association, Milwaukee, WI.

\*\*Graduate student

**Paul, G. D.,** & Schenck-Hamlin, W. (2017, November). A theory of planned behavior perspective of victim-offender conference participation willingness. In P. Hopeck (Chair), Top Papers



in Peace and Conflict Communication. Symposium conducted at the meeting of the National Communication Association, Dallas, TX.

**Top Paper, Peace & Conflict Communication Division**

**Paul, G. D., & Borton, I. M.** (2017, November). Toward a communication perspective of restorative justice: Implications for research, facilitation, and assessment. In N. Desrayaud (Chair), *Praxis of Conflict: Mediation and Restorative Justice*. Symposium conducted at the meeting of the National Communication Association, Dallas, TX.

Borton, I. M., & **Paul, G. D.** (2017, November). A mixed-methods analysis of mediator socialization through training. In N. Desrayaud (Chair), *Praxis of Conflict: Mediation and Restorative Justice*. Symposium conducted at the meeting of the National Communication Association, Dallas, TX.

**Paul, G. D., Rogers, M. C.,\*\* & Cole, F. C.\*\*** (2017). Reconstructing civility after wrongdoing: A place for restorative justice. Symposium conducted at the Engagement Symposium, Reconstructing Civility – Modes of Engagement for 2017, Manhattan, KS.

\*\*Graduate student

**Paul, G. D., & Schenck-Hamlin, W.** (2016, November). Beliefs about victim-offender conferences: Factors influencing victim-offender engagement. In M. Maier (Chair), *Top Papers in Peace and Conflict Communication*. Symposium conducted at the meeting of the National Communication Association, Philadelphia, PA.

**Top Paper, Peace & Conflict Communication Division**

**Paul, G. D.** (2016, November). A bona fide perspective of victim-offender conferences. In A. Feller (Chair), *Peacebuilding as calling: Civic engagement in conflicted communities*. Panel conducted at the meeting of the National Communication Association, Philadelphia, PA.

**Top Panel, Peace & Conflict Communication Division**

**Paul, G. D.** (2016, November). Restorative justice and conflict transformation in the workplace: Implications for training and dispute management system design. In J. Jameson (Chair), *Responding to the Civic Calling for Transformative Approaches to Conflict in Workplaces and Organizations*. Panel conducted at the meeting of the National Communication Association, Philadelphia, PA.

**Top Panel, Peace & Conflict Communication Division**

**Paul, G. D., & Cunningham, A.\*** (2016, April). What Role Does Community of Care Play in Influencing Willingness to Participate in a Victim-Offender Conference? In J. McNallie (Chair), *Building a Foundation for Studying New and Emerging Interpersonal Communication Contexts*. Symposium conducted at the meeting of the Central States Communication Association, Grand Rapids, MI.

\*Undergraduate student

- Paul, G. D., & Nietfeld, T.** (2016, April). Deliberating about Justice: Tensions in a Public Deliberation about Juvenile Justice in Kansas. Symposium conducted at The Conflict Conference, Austin, TX.
- Paul, G. D.** (2015, November). Examining the Influence of Forgiveness on Justice Goals following an Offense. In M. Zirulnik (Chair), Top Papers in Peace and Conflict Communication. Symposium conducted at the meeting of the National Communication Association, Las Vegas, NV.  
**Top Four Paper, Peace & Conflict Communication Division.**
- Paul, G. D.** (2015, November). Shifting our Focus: Victim-Offender Conferences from a Bona Fide Groups Perspective. In A. Feller (Chair), Embracing Conflict as an Opportunity to Increase Community, Justice, and Peace. Symposium conducted at the meeting of the National Communication Association, Las Vegas, NV.
- Paul, G. D.** (2015, May). Justice Perceptions and Victim-Offender Conference Participation. Poster presented in the Interpersonal Communication Interactive Poster Session, International Communication Association, San Juan, PR.
- Paul, G. D.** (2015, April). The Influence of Support from Close Others on Victims' Willingness to Participate in a Victim-Offender Conference. Symposium conducted at The Conflict Conference, Austin, TX.
- Paul, G. D.** (2014, November). Predicting participation in restorative justice conferences. In G. Bailey (Chair), Confronting the Past While Facing the Future of Conflict Research. Symposium conducted at the meeting of the National Communication Association, Chicago, IL.
- Paul, G. D.** (2014, November). Who wants to participate in campus-based dialogic deliberation? In Organizing for Local and Global Change. Symposium conducted at the meeting of the National Communication Association, Chicago, IL.
- Paul, G. D., & Riforgiate, S.** (2014, November). Restorative justice and emotion in the workplace. In G. Bailey (Chair), Communicative Perspectives on Forms of Justice in Conflict: Local, National, International. Symposium conducted at the meeting of the National Communication Association, Chicago, IL.
- Paul, G. D.** (2014, April). Restoring Justice in Higher Education. In Organizational Conflict. Symposium conducted at The Conflict Conference, Austin, TX.
- Paul, G. D., & Riforgiate, S.** (2014, April). Restorative Justice and Emotions in the Workplace. In P. Lutgen-Sandvik (Chair), Exploring Positive Emotions in the Workplace. Symposium

conducted at the meeting of the Central States Communication Association, Minneapolis, MN.

**Top Paper Panel Award**

**Paul, G. D.** (2013, November). Paradoxes of Restorative Justice in the Workplace. In A. E. Feller (Chair), *Re-Connect: Improving Conflict Theory and Praxis through Metaphor Work*. Symposium conducted at the meeting of the National Communication Association, Washington, DC.

**Paul, G. D.** (2013, November). Problematizing the Healing Metaphor of Restorative Justice. In A. E. Feller (Chair), *Re-Connect: Improving Conflict Theory and Praxis through Metaphor Work*. Symposium conducted at the meeting of the National Communication Association, Washington, DC.

**Paul, G. D., & Putnam, L. L.** (2013, November). Whose Justice? Identifying Legalistic, Restorative, and Retributive Justice Paradigms in the Workplace. In M. Weber (Chair), *What Counts as Justice? Conflict in Organizations*. Symposium conducted at the meeting of the National Communication Association, Washington, DC.

**Paul, G. D.** (2013, November). Comparing Justice Attitudes and Practices of Restorative Justice Facilitators and the Public. In A. E. Feller (Chair), *Restoration, Reconciliation, Mediation, and Negotiation*. Symposium conducted at the meeting of the National Communication Association, Washington, DC.

Schreiber, L. M., Dill, S. L.\*, & **Paul, G. D.** (2013, November). Not Cooperating with Me, Putting Students Down, and Improper Stapling: Students Share Their Pet Peeves about Teachers. In B. Wilson (Chair), *Understanding Students' Perspectives and Perceptions about Instructional Communication*. Symposium conducted at the meeting of the National Communication Association, Washington, DC.

\*Undergraduate student

Mahaffy, K., & **Paul, G. D.**, Shibley, L., & Adams, J. (2013, March). Identifying Course Related Predictors of Persistence. In *Retention 2013: International Conference on Student Success*. Symposium conducted at the meeting of the Educational Policy Institute, Orlando, FL.

**Paul, G. D.** (2012, November). Restoring the workplace: Examining the influence of restorative justice on organizing practices in the workplace. In R. P. Fuller (Chair), *Making a difference in the workplace*. Symposium conducted at the meeting of the National Communication Association, Orlando, FL.

**Paul, G. D., & Borton, I.** (2012, November). Connecting communities of facilitators: Toward a theory of facilitated justice. In A. Feller and I. M. Borton (Co-Chairs), *Community-entric*

*peace building: The essence of justice and reconciliation.* Symposium conducted at the meeting of the National Communication Association, Orlando, FL.

Dill, S. L.\*, & **Paul, G. D.** (2012, November). Assessing evaluation: Comparing and predicting student and faculty attitudes toward evaluations. In P. Backlund (Chair), *Assessment in teaching, training, and service learning: Analysis and evaluation*. Symposium conducted at the meeting of the National Communication Association, Orlando, FL.  
\*Undergraduate student

Wile, D. B.\*, & **Paul, G. D.** (2012, November). Who's staying and who's leaving? The influence of ethnic identification and perceived faculty discrimination on student commitment and persistence attitudes. In C. T. Carr (Chair), *Organizing education: Communication processes in academic settings*. Symposium conducted at the meeting of the National Communication Association, Orlando, FL.  
\*Undergraduate student

**Paul, G. D.**, & Dunlop, J. A.\* (2011, November). The other voice in the room: Understanding facilitators' conceptualizations of justice in restorative justice. Symposium conducted at the meeting of the National Communication Association, New Orleans, LA.  
\*Undergraduate student

Schreiber, L. A., & **Paul, G. D.** (2011, November). The development and use of the public speaking competence rubric [PSCR]. Symposium conducted at the meeting of the National Communication Association, New Orleans, LA.

**Paul, G. D.**, & Putnam, L. L. (2010, November). Forgiveness at work: Exploring the moral foundations of forgiveness in the workplace. Symposium conducted at the meeting of the National Communication Association, San Francisco, CA.

**Paul, G. D.**, Russell-Loretz, T., & Dill, S. L.\* (2010, November). When groups go bad: How public relations faculty members prepare students for group work and group conflict in the public relations campaigns course. Symposium conducted at the meeting of the National Communication Association, San Francisco, CA.

**Paul, G. D.** (2009, November). Being effective: Investigating the implications of effectiveness definitions on organizing. Symposium conducted at the meeting of the National Communication Association, Chicago, IL.

**Paul, G. D.** (2008, November). Forgiveness as cultural phenomenon: A case study of Amish and English forgiveness. Symposium conducted at the meeting of the National Communication Association, San Diego, CA.  
**Top Student Paper, Peace & Conflict Communication Division.**

**Paul, G. D.** (2008, November). Restoring justice in the workplace. Symposium conducted at the meeting of the National Communication Association, San Diego, CA.

**Paul, G. D.** (2007, November). Framing accounts: Understanding the account episode as negotiated interpretation. Symposium conducted at the meeting of the National Communication Association, Chicago, IL.

**Top Student Paper, Peace & Conflict Communication Division.**

**Paul, G. D.** (2006, November). Framing apology and forgiveness. Symposium conducted at the meeting of the National Communication Association, San Antonio, TX.

**Paul, G. D.** (2006, July). Forgiveness in organizational conflict. Symposium conducted at the meeting of the International Association of Conflict Management Conference, Montreal, Quebec.

**Paul, G. D.** (2002, October). History, values, and the rhetoric of war: A case study of the early discourse in the war in Afghanistan from September 11 through November 12, 2001. Symposium conducted at the meeting of the Texas Speech Communication Association Conference, San Antonio, TX.

**Top Undergraduate Paper.**

### **Colloquium Presentations**

**Paul, G. D.** (2016). "Put him in jail," "My boot up his ass," and "reform": Justice beliefs and openness to victim-offender conference participation. Kansas State University, Manhattan, KS.

**Paul, G. D., & Riforgiate, S.** (2014). Restorative justice and emotion in the workplace. Kansas State University, Manhattan, KS.

**Paul, G. D.** (2013). Paradoxes of Restorative Justice in the Workplace. Kansas State University, Manhattan, KS.

Mahaffy, K., & **Paul, G. D.** (2013). Identifying Course Related Predictors of Persistence. Millersville University, Millersville, PA.

**Paul, G. D.** (2012). Building community. Presented at the Reflect and Connect Series at Millersville University, Millersville, PA.

**Paul, G. D.** (2011). Our Civility Deficit. Presented at the Reflect and Connect Series at Millersville University, Millersville, PA.

**Paul, G. D.** (2010). The Voluntary Spirit. Presented at the Reflect and Connect Series at Millersville University, Millersville, PA.

**Paul, G. D.** (2006). Framing accounts: It's what you say *and* how you say it. Presented at the Department of Communication of Texas A&M University, College Station, TX.

**Public Presentations**

**Paul, G. D.** (2017). Managing conflict. Presented as part of the K-INBRE workshop series, Manhattan, KS.

**Paul, G. D., & Shaffer, T. J.** (2017). Civic discourse as conflict transformation. Presented to the Sunflower Foundation, Topeka and Wichita, KS.

**UNIVERSITY AND COMMUNITY-ENGAGED TEACHING AND ADVISING**

**Kansas State University**

Graduate Courses

Research Methods in Communication  
Organizational Conflict

Undergraduate Courses

Senior Colloquium  
Communication Research Methods  
Negotiation and Communication  
Organizational Conflict  
Legal Communication  
Theories of Organizational Communication  
Business and Professional Communication

**Millersville University**

Undergraduate Courses

Communication and Conflict Management  
Special Topics: Negotiation and Communication  
Special Topics: Communication in the Nonprofit Sector  
Persuasion  
Research Methods in Communication  
Organizational Communication  
Fundamentals of Speech

**Texas A&M University**

Undergraduate Courses

Negotiation  
Persuasion  
Organizational Communication  
Argumentation & Debate  
Interviewing Principles & Practice  
Public Speaking for the Technical Professions

### **Community-Engaged Teaching**

**Paul, G. D.** (2017-2018). Becoming a living, learning organization. Workshop series with the Topeka and Shawnee County Library, Topeka, KS.

### **Graduate Research and Advising**

Doty, L. (2018-current). TBD. Kansas State University. Master's Report.  
*Committee Chair*

Milburn, L. (2017-current). Disclosing Disability for Workplace Accommodations: Shaping Identity. Kansas State University. Master's Thesis.  
*Committee Chair*

Stefka, C. (2017-2018). Rural students and persistence in college. Kansas State University. Master's Thesis.  
*Committee Member*

Williams, J. (2017-2018). Kansas State University. Comprehensive Examination.  
*Committee Member*

Werner, M. (2017-2018). Kansas State University. Comprehensive Examination.  
*Committee Chair*

Akin, K. (2016-2017). Subordinates' establishment of relationship with supervisors on Facebook within the frame of Communication Privacy Management theory. Kansas State University. Master's Thesis.  
*Committee Chair*

Smith, L. (2015-2018). Deception. Kansas State University. Master's Report.  
*Committee Chair*

Hanna, K. (2015-2016). Phenomenology and purity. Kansas State University. Master's Thesis.  
*Committee Member*

Komarova, M. (2014-2015). Examining the use of interactive web tools by art museums. Kansas State University. Master's Report.  
*Committee Chair*

Mueller, C. (2013 – 2014). "That Half of the Room is Yours": Conflict Behavior Systems in a University Residence Hall. Kansas State University. Master's Thesis.  
*Committee Member*

### **Undergraduate Research and Advising**

#### Notable Activity and Achievements

Directed approximately 100 undergraduate senior theses between 2014 and 2017.

Directed two theses (J. Wilson in 2014 and N. Doty in 2017) that won Kirmser Undergraduate Research Awards, a university-wide research competition.

Directed three theses that won honorable mention in the Kirmser Award competition.

Mentored two Kansas State University students who won College of Arts and Sciences Undergraduate Research Awards and nine Millersville University students pursuing honors thesis research.

#### Undergraduate Theses

Swan, E. (2016-2017). Beliefs about justice. College of Arts and Sciences Undergraduate Research Award. Department of Communication Studies, Kansas State University.  
*Research Mentor*

Cunningham, A. (2014-2015). Restorative justice beliefs and victim-offender conference participation. College of Arts and Sciences Undergraduate Research Award. Department of Communication Studies, Kansas State University.  
*Research Mentor*

Darling, S. C. (2011-2012). Self-Disclosure to Significant Others by Children of Divorced Families. Department of Communication and Theatre, Millersville University. University Honors Thesis.  
*Committee Chair*

Do, J. (2011-2012). The Role of Reporter Ethnicity in Perceived News Story Credibility. Department of Communication and Theatre, Millersville University. University Honors Thesis.  
*Committee Chair*

Doudrick, J. (2011-2012). Cyberbullying Trends and Victim Coping Techniques. Department of Communication and Theatre. Millersville University. University Honors Thesis.  
*Committee Chair*

Salvitti, S. (2011-2012). Disfellowshipping among Jehovah's Witnesses: A Technique of Power Maintenance. Millersville University. Departmental Honors Thesis.  
*Committee Member*

Dill, S. L. (2011). Understanding Student Evaluations of Faculty. Department of Communication and Theatre, Millersville University. Departmental Honors Thesis.  
*Committee Chair*

Aguilera, S. (2010-2011). Ethnic Identity and Persistence Attitudes of Latino and Caucasian Students at Millersville University. Department of Communication and Theatre, Millersville University. Departmental Honors Thesis.



*Committee Chair*

Cornett, D. (2010-2011). Persistence Attitudes, Ethnic Identity, and Perceptions of Faculty Treatment. Department of Communication and Theatre, Millersville University. Departmental Honors Thesis.

*Committee Chair*

**SERVICE AND ENGAGEMENT**

**Professional**

Editorial Board 2018-Present

*Negotiation and Conflict Management Research*

Reviewer

International Association of Conflict Management 2018

Peace and Conflict Communication Division, NCA 2007-Present

Organizational Communication Division, NCA 2009-2015

Immediate Past Chair 2017

Peace and Conflict Communication Division, NCA

Chair 2016

Peace and Conflict Communication Division, NCA

Vice Chair 2015

Peace and Conflict Communication Division, NCA

Vice Chair-Elect 2014

Peace and Conflict Communication Division, NCA

Legislative Assembly Representative 2012-2014

Peace and Conflict Communication Division, NCA

Secretary 2013

Peace and Conflict Communication Division, NCA

Newsletter Editor 2010-2012

Peace and Conflict Communication Division, NCA

Ad hoc Reviewer

*Evaluation and Assessment*

*Communication Monographs*

*Communication Quarterly*

*Conflict Resolution Quarterly*

*Negotiation and Conflict Management Research*

*Management Communication Quarterly*  
*Western Journal of Communication*

**University**

Kansas State University

University Small Research Grant Review 2018-Present  
*Responsible for evaluating and making decisions on funding grant applications.*

Summer School Task Force 2018-Present  
*Responsible for evaluating summer school administration and making strategic decisions regarding summer school operations.*

Advisory Council, PhD Leadership Communication 2017-Present  
*Responsible for developing program strategic vision and assisting with program development*

Leadership Committee, PhD Leadership Communication 2017-2018  
*Responsible for drafting by-laws, crafting assessment, and shaping other program elements.*

Undergraduate Grievance Committee, Faculty Senate 2017-Present  
*Member of Faculty Senate committee responsible for hearing and deciding grievances brought by undergraduate students.*

Graduate School Council 2016-Present  
*Collaborate with faculty to decide policy pertaining to graduate education at Kansas State University.*

Assessment and Evaluation Committee, Graduate Council 2016-2018  
*Responsible for evaluating assessment reports and plans pertaining to graduate programs across the university*

Judicial Council, Faculty Advisor 2013-2015  
*Advised student group on restorative justice features as they review the student code of conduct and attempt to implement restorative justice.*

Student Retention Review, Student Senate, Member 2013-2014  
*Collaborated with student senate representatives to address issues pertaining to student persistence at Kansas State University.*

Millersville University

Member, Provost's Retention Scholars 2011-2013  
*Analyzed student persistence trends across the university to develop organizational practices that could enhance student persistence to graduation.*  
*Served as member of the university's Equity Scorecard Team to improve persistence rates.*

Member, School of Humanities and Social Sciences Retention Group 2011  
*Analyzed student persistence data within the School of Humanities and Social Science and across the university to develop a plan to enhance student persistence and graduation rates.*

Member, Academic Standards Committee 2011-2013  
*Evaluated applications for re-admission to the university by students dismissed for academic reasons.*

Member, Multicultural Center Planning Committee 2010  
*Served on the Best Practices Subcommittee*

Member, International Selection Committee 2010

**Department**

Kansas State University

Search Committee for office manager 2018  
*Member*

Search Committee for one assistant professor 2017  
*Member*

Assessment Committee 2013-Present  
*Chair*

Search Committee for one assistant professor 2015-2016  
*Chair*

Search Committees for three assistant professors 2014-2015  
*Member*

Millersville University

Human Subjects Review Committee 2009-2013  
*Committee Chair*

Curriculum Committee 2009-2013  
*Committee Chair*

Graduate Program Planning Committee 2009-2013  
*Committee Member*

Student Awards Committee 2009-2011  
*Committee Member*

## **Community**

### Kansas State University

Steering Committee Member, Restorative Justice Kansas 2017-2018  
*Member of the committee organizing a conference on restorative justice in Kansas. Responsible for budget preparation, sign-up, and conference structure.*

### Millersville University

Trainer, Center for Community Peacemaking 2010-2013  
*Invited to conduct training sessions for new volunteer facilitators of victim-offender conferences for the Center for Community Peacemaking in Lancaster, PA.*

## **PROFESSIONAL ASSOCIATIONS AND PROFESSIONAL DEVELOPMENT**

### **Professional Associations**

National Communication Association 2005-Present

International Communication Association 2005-2007, 2015

International Association of Conflict Management 2006-2007, 2018

### **Professional Development**

#### Administration

Education Advisory Board 2018  
Kansas State University, Manhattan, KS  
*Training on budget principles of RCM.*

#### Teaching

Association of College & University Educators Course in Effective Teaching Practices 2018-2019  
Kansas State University, Manhattan, KS

Academy for Student Centered Learning 2014  
Kansas State University, Manhattan KS  
*Training on the practice of student-centered learning*

Graduate Teaching Fellow, Center for Teaching Excellence 2007-2008  
Texas A&M University, College Station, TX

#### Research and Engagement

Mediation Training 2018  
Kansas State University, Manhattan, KS

Dialogue Meeting Planning Training 2012  
Public Conversations Project, Boston, MA

Restorative Justice Facilitation Training 2010  
Lancaster Area Victim Offender Reconciliation Program, Lancaster, PA  
*One of 75 volunteer facilitators of restorative justice in the Lancaster County area.  
Completed 28 training hours and managed various cases involving juvenile offenders. Now also  
serve as communication trainer for the organization.*

State Recommended Mediator Training 2008  
Texas A&M University, College Station, TX