

SUSAN HAFEN
CURRICULUM VITAE
Updated: 6/26/2012

ACADEMIC HISTORY

PRESENT POSITION: Full Professor of Communication, Weber State University, Ogden, UT

EDUCATION:

- 1992-95 School of Interpersonal Communication, Ohio University, Athens, OH
Ph.D. Major: Organizational Communication Minor: Interpretive Research Methods
Dissertation: "The Gossip Web of Organizational Life"
- 1976-78 Secondary Education, Brigham Young University, Provo, UT
M.Ed. Major: Curriculum Design; Minors: School Counseling and English
Internship: High School Peer Counseling Program
- 1970-74 Distributive Education, Brigham Young University, Provo, UT
B.S.

ACADEMIC & PROFESSIONAL EXPERIENCE

TEACHING EXPERIENCE:

- 2003-2012 *Associate/Full Professor*, Weber State University (WSU)
Courses: Organizational Communication, Communication Theory, Interpersonal and Small Group Communication, Research Methods, Senior Seminar, Interviewing, Training, Public Speaking, MPC Interviewing, Small Group Facilitation and Leadership, Listening and Interviewing, MPC Small Group Facilitation, MPC Advanced Organizational Communication
- 1995-2003 *Assistant/Associate Professor*, University of Wisconsin-Eau Claire (UWEC)
Courses: Training & Human Resource Development, Cultural Diversity Training & Human Resource Development, Introduction to Organizational Communication, Communication Theory, Communication Criticism, Intercultural Communication, Fundamentals of Speech, Communication Research Seminar, Women's Talk: The Politics of Gossip (Women's Studies Seminar), First Year Seminar (Freshman Experience Class)
- 1992-1995 *Graduate Teaching Associate*, School of Interpersonal Communication, Ohio University
Courses: Introduction to Public Speaking, Group Communication Techniques, Communication Theory
- 1976-78 *Graduate Teaching/Research Assistant*, College of Education, Brigham Young University
Courses: Creativity, Evaluation Theory

1974-76 *Distributive Education Teacher*, Brighton High School, Salt Lake City, UT
Courses: Interpersonal Communication, Selling, Fashion Merchandising

PROFESSIONAL EXPERIENCE:

- 1990-92 *Training and Education Consultant*, Continuing Education & Community Services, Weber State University, Ogden, UT
Designed professional workshops to offer business/community. Designed/implemented Continuing Education Policies & Procedures Manual and staff evaluation system. Conducted University-wide diversity audit.
- 1988-90 *Human Resources Manager*, Kimberly-Clark, Ogden, UT
Managed 7 person staff responsible for all hiring, training, benefits, safety, disciplinary action, EEO, and health care for 600 employee diaper manufacturing plant.
- 1984-88 *Training Superintendent*, Kimberly-Clark, Ogden, UT
Started up training function for new plant; managed all technical and supervisory training.
- 1981-84 *Employee Relations Adviser*, Mobil Oil, Gillette, WY
Designed/conducted all supervisory courses for Mobil's first coal mine: EEO, Technical Writing, Effective Listening, Interviewing, Train-the-Trainer, and Managing a Union-Free Environment. Designed technical training for the warehouse, preparation plant, and maintenance departments. Wrote Affirmative Action Compliance Plans and the Employee Handbook. As co-editor, wrote articles for employee newsletter, The Miner.
- 1979-81 *Training Specialist*, Potomac Electric Power Company, Washington, D.C.
Designed/conducted new employee orientation, as well as workshops in Interpersonal Communication, Career-Life Planning, Interviewing, Motivation, and Train-the-Trainer.
- 1978-79 *Curriculum Specialist*, Maryland Vocational Curriculum R&D Center, University of Maryland
(see publications)

Faculty Mentor for Undergraduate Research

At Weber State University, mentored 17 student papers presented at 2007-2014 WSU Undergraduate Research Conference and 2 at the Utah Communication Association, one of which won top paper, and 3 at the National Conference for Undergraduate Research.

At University of Wisconsin-Eau Claire, mentored 34 student conference papers presented at undergraduate research conferences, 13 at the National Conference for Undergraduate Research (3 of which won first place in the Wisconsin Communication Association Undergraduate Research Contest).

SCHOLARLY ACTIVITY

PUBLICATIONS below are listed in order of recency. *CONFERENCE PAPERS* are grouped by topical area (group/organizational, rhetorical/cultural, and instructional), then listed by recency.

PUBLICATIONS:

Hafen, S. (2013). *Listening with the Third Eye: An Phenomenological Ethnography of Animal Communicators*. In E. Plec, Ed., Communication Perspectives in Human-Animal Internatural Communication, 185-206. Routledge Publishing.

Hafen, S. (2009). *Patriots in the classroom: Performing positionalities post 9-11*. Communication and Critical/Cultural Studies, 6, 61-83

Hafen, S. (2009, in press). *Facilitating diversity focus groups: Service learning for organizational communication seniors*. In M. Finucane & B. Clinton (Eds.), Teaching Diversity, Service Learning and Contemporary Social Issues Series, Anker Press.

Hafen, S. (2005). *Cultural diversity training: A critical (ironic) cartography of advocacy and oppositional silences*. In G. Barnett & G. Cheney (Eds.), Organization communication: Emerging perspectives, vol. 7 (pp. 3-44). Cresskill, NJ: Hampton Press.

Hafen, S. (2004). *Regulating and resisting through organizational gossip: A postmodern account*. Southern Communication Journal, 69, 223-240

Hafen, S. (2004). *Lesbian history and politics of identities*. In M. Fong & R. Chuang (Eds.), Cultural and ethnic identities, pp. 179-198. New York: Rowman & Littlefield.

Kjesbo, K. , & Hafen, S. (2001). *Deconstructing Girl Scout rhetoric: Feminist roots and skeletons*. Journal of Wisconsin Communication Association, 32, 1-19.

Planalp, S., Hafen, S., & Adkins, A. Dawn. (2000). *Messages of shame and guilt*. Communication Yearbook., 23, 2-65.

Hafen, S., & Ram, A. (1995). *Women's gossip justified: Recuperating gossip as feminist praxis*. In J. Knuf (Ed.), Texts and identities: Proceedings of the third annual Kentucky conference on narrative, (pp. 177-189). Lexington, KY: University of Kentucky Printing Services.

Hafen, S., & Mangano, M. (1979). Evaluating resources for handicapped students. College Park, MD: Maryland Vocational Curriculum Research and Development Center.

Hafen, S., & DeGrey, G. (1979). Evaluating resources for disadvantaged students. College Park, MD: Maryland Vocational Curriculum Research and Development Center.

Hafen, S., & Baird, H. (1978). Getting to know adolescents as persons. Provo, UT: Brigham

Young University Press.

CONFERENCE PAPERS--ORGANIZATIONAL/GROUP:

Hafen, S., & Chuang, R. (2008, November). *Practicing mindfulness in organizations*. National Communication Association, San Diego, CA.

Hafen, S. (2005, July). *The politics of talk: Gendered gossip at work*. Australian and New Zealand Communication Association Conference. Christchurch, NZ.

Hafen, S. (1999, November). *Cultural diversity training: Its cartographies of silences*. National Communication Association Convention, Chicago.

Planalp, S., Hafen, S., Adkins, D. A. (1998, February). *Messages of shame and guilt*. Western States Association Convention, Denver CO.

Hafen, S. (1997, November). *Theorizing organizational gossip*. National Communication Association, Chicago IL.

Hafen, S. (1996, November). *Doing postmodernism in organization studies*. Top competitive paper for Organizational Communication Division. Speech Communication Association, San Diego, CA.

Hafen, S. (1995, November). *The presentation of 'group-ness': Consensus in everyday life in a collective*. Speech Communication Association, Antonio, TX.

Hafen, S. (1995, November). *The consulting conundrum for critical researchers*. Speech Communication Association, San Antonio, TX.

Hafen, S. (1995, May). *Rethinking group decision-making: From isolated loops to organizational webs*. International Communication Association, Albuquerque, NM.

Hafen, S. (1994, April). *Building a city's center: A case study of innovation diffusion through community partnerships*. Central States Communication Association, Oklahoma City, OK.

Hafen, S. (1993, October). *Worker-owners and the experience of "my-ness."* Kentucky Conference on Narrative, Lexington, KY.

Hafen, S. (1994, July). *In search of the organizational unconscious*. International Conference on Organizational Symbolism, Calgary, Canada.

CONFERENCE PAPERS--CULTURAL/RHETORICAL:

Hafen, S. (2012, June). *Legitimizing Human-Animal Communication: A Call for Philosophical*

Transformation. International Communication Association Conference. Phoenix, AZ.

Hafen, S. (2003, February). *The gendering and embodiment of gossip*. Western States Communication Association Convention. Salt Lake City, UT.

Hafen, S. (2002, November). *Lesbian identities: History, politics, and labels*. National Communication Association Convention. New Orleans, LA.

Moua, M.; & Hafen, S. (2002, March). *Hmong women leaders: Identities, roles, and stigmas*. Western States Communication Convention. Long Beach, CA.

Kjesbo, K., & Hafen, S. (2000, April). *Girl scout rhetoric: Feminist roots and skeletons*. Eastern Communication Association Convention, Pittsburgh.

Hafen, S. (2000, November). *Signifying with "[hu]man's best friend": A semiotics of animal-human communication*. National Communication Association Convention, Seattle.

Hafen, S. (1999, November). *Listening with the third eye: An ethnography of animal-human communicators*. National Communication Association Convention, Chicago.

Hafen, S. (1999, February). *Reading the earth: Learning from animal teachers*. Western Communication Association Convention, Vancouver, British Columbia.

Knutson, J. M., Hafen, S., & Witczak, A. J. (1998, April). *Telephone phobia in a "phone first!" culture*. Eastern States Association Convention, Saratoga Spring NY.

Hafen, S. (1999, May). *Positionality and othered epistemologies*. International Communication Association Convention, San Francisco, CA.

Chuang, R., & Hafen, S. (1996, November). *"I get a kick outta reading tabloid magazines": A cross-cultural comparison of gossipy discourse*. Speech Association, San Diego, CA.

Ram, A. & Hafen, S. (1995, October). *Narratives from the diaspora: (Re)presenting race, class, and gender in "Mississippi masala" and "bhaji on the beach"*. Kentucky Conference on Narrative, Lexington, KY.

Hafen, S. (1995, May). *Em(bracing) female sexualit(ies): An othered gaze at postmodern feminism*. International Communication Association, Albuquerque, NM.

Hafen, S. (1994, November). *Re-visioning the female body into The Rhetorical Tradition*. Speech Communication Association, New Orleans, LA.

Hafen, S., & Nelson, J. (1994, November). *Roseanne as an iconic rhizome: A dialogic semiosis*. Speech Communication Association, New Orleans, LA.

Hafen, S., & Ram, A. (1994, October). *Women's gossip justified: Recuperating gossip as feminist praxis*. Kentucky Conference on Narrative, Lexington, KY.

Hafen, S. (1994, April). *Roseanne Barr and Jean Baudrillard: The ironic object "talks back" to the fatal subject*. Communication Research Conference of Ohio University, Athens, OH.

CONFERENCE PAPERS--INSTRUCTIONAL:

Hafen, S. (November, 2005). *"Patriots" in the Classroom: Discussions and Dissent Post 9-11*. National Communication Association Convention. Boston, MA.

Hafen, S.; Pierce, T.; Brabo, L. M. (2001, November). *Students evaluating students: Risks and responsibilities*. National Communication Association Convention. Atlanta, GA.

Hafen, S. (1999, February). *Metaphors from the new science*. Western Communication Association Convention, Vancouver, British Columbia.

Hafen, S. (1997, November). *Students facilitate diversity focus groups*. National Communication Association, Chicago.

Hafen, S. (1996, November). *Taking the temperature of diversity climate(s): Students take readings of faculty and staff*. Speech Communication Association, San Diego, CA.

Hafen, S. (1995, November). *Disturbing attractions: "Boys in the band" teaches theory and self-confrontation*. Speech Communication Association, San Antonio, TX.

SERVICE

University:

- ◆ Departmental and University Committees (2003-2014)
- ◆ Deliberative Democracy Day Committee: Developed questions and trained students to facilitate discussion groups (2009-2014).
- ◆ Chair of Equality Group to plan and implement a 2-day retreat on LGBT issues for faculty and staff (2014).
- ◆ University Diversity Research Team: Designed and conducted 3-day workshops for students to co-facilitate diversity focus groups for Latino/a students, students with disabilities, and majority group students. Coordinated and observed all 5 focus groups and their submission of focus group reports (Summer, 2006)

Community:

- ◆ Trained students to co-facilitate focus groups and provide reports to the clients in Ogden, UT: Ogden Clinic, ACLU, and Weber County Election Board (2014). In Wisconsin, clients for student-facilitated focus groups included the Indian Water Girl Scouts and the West Central Wisconsin Community Action Agency (1997-2003).
- ◆ Presentations on workplace gossip (2005-2008): International Association of Business

Communicators, Utah Society of Human Resource Management Conference, Layton Parks and Recreation Department, Ogden-Weber Community Action Partnership, Utah Council on Conflict Resolution, Northern Utah Human Resource Management Chapter, Department of Management at Waikato University, New Zealand, WSU Professional Staff Association,

Profession:

◆ Textbook/Journal Article Reviewer:

- Journal article for Australian Journal of Communication, 2011
- Journal article for Burnout Research, 2014
- The Mass Comm Murderers: Five Media Theorists Self-Destruct, Arthur Asa Berger, 2002
- Essays for anthology, Communicating Ethnic and Culture Identity, eds. Mary Fong and Rueyling Chuang, 1999
- Journal article for Studies in Cultures, Organizations, and Societies, 1995.

◆ Professional Memberships:

National Communication Association, Western States Communication Association

◆ Conference Panel Chair (when not presenting), Respondent, Proposer, and Reader (when not presenting): 1997-2004; 2010; 2014