

MATTHEW L. SANDERS

Department of Languages, Philosophy, and Communication Studies
Utah State University
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Associate Professor of Communication Studies, Utah State University
Associate Dean for Undergraduate Studies, College of Humanities and Social Sciences

EDUCATION

University of Colorado at Boulder, Ph.D. *Communication*, (May 2008).
Faculty Advisor: Bryan C. Taylor

University of Colorado at Boulder, M.A. *Communication*, (May 2004).
Faculty Advisor: Bryan C. Taylor

Brigham Young University, B.A. *English*, (April 2002).

AWARDS & RECOGNITION

Teaching

Western States Communication Association, *Distinguished Teaching Award*,
February 2018

Utah Campus Compact – Utah State University Presidential Award, *Community
Engaged Faculty Member*, April 2017

National Academic Advising Association, *Outstanding New Faculty Advisor –
Certificate of Merit*, October 2011.

Utah State University, *New Faculty Advisor of the Year*, June 2010.

College of Humanities, Arts, and Social Sciences, Utah State University, *Teacher
of the Year*, April 2010.

Department of Languages, Philosophy, and Communication Studies, Utah State
University, *Teacher of the Year*, April 2010.

Utah State University Ambassadors, *Teacher of the Year*, April 2010.

University of Colorado, Department of Communication, *Graduate Student Teaching Impact Award*, May 2007

International Communication Association, Instructional and Developmental Division, *Outstanding Graduate Student Teaching Award*, May 2006

University of Colorado, Graduate Teacher Program, *Best Should Teach Silver Award*, August 2005

Research

College of Humanities and Social Sciences, Utah State University, *Outstanding Undergraduate Research Mentor of the Year*, April 2013

Department of Languages, Philosophy, and Communication Studies, Utah State University, *Outstanding Undergraduate Research Mentor of the Year*, April 2013

Organizational Communication Interest Group of the Western States Communication Association, *Top Paper Award*, February 2013.

Department of Languages, Philosophy, and Communication Studies, Utah State University, *Outstanding Undergraduate Research Mentor of the Year*, April 2011

Organizational Communication Interest Group of the Western States Communication Association, *Top 4 Paper Award*, February 2011.

Service

College of Humanities and Social Sciences, Utah State University, *Giraffe Award*, April 2013. (Given for exemplifying risk-taking and innovation to benefit USU.)

RESEARCH

Research Interests

Pedagogical innovations and framings in individual assignments, course frameworks, college orientation, and the first-year experience

The ways in which nonprofit organizations successfully manage the tension between fulfilling their social missions and meeting the financial imperatives of a market economy

Research Projects in Progress

Academic Book: *Organizational Communication and the Nonprofit Sector*. Matthew A. Koschmann & Matthew L. Sanders. Under contract with Wiley-Blackwell. Anticipated publication spring 2021.

Books

Sanders, M. L., & McClellan, J. G. (2019). *Studying communication: An invitation to purposeful learning*. Plymouth, MI: Macmillan Learning Curriculum Solutions.

Seiter, J. S., Peeples, J. A., Sanders, M. L. (Eds.). (2018). *Communication in the Classroom: A Collection of G.I.F.T.S.* New York: Bedford/St. Martins.

Sanders, M. L. (2018). *Becoming a Learner: Realizing the Opportunity of Education* (2nd Edition). Plymouth, MI: Macmillan Learning Curriculum Solutions.

Sanders, M. L. (2012). *Becoming a Learner: Realizing the Opportunity of Education*. Hyde Park, UT: Institute for Communication & Leadership.

Peer-Reviewed Journal Articles

Dorrance Hall, E., Scharp, K. M., Sanders, M. L., & Beaty, L. (in press). The interaction of family communication patterns and the mediating effects of support and resilience on students' concerns about college. *Family Relations*.

Scharp, K. M., & Sanders, M. L. (in press). What is a theme? Teaching thematic analysis in qualitative communication research methods. *Communication Teacher*.

Scharp, K. M., Dorrance Hall, E., Sanders, M. L., & Colver, M. (2018). The relationship between students' family communication, transition efficacy, and communication skill. *The Journal of College Orientation and Transition*, 25, 60-72.

Sanders, M. L., Harper, L., & Richardson, M. (2015). Understanding what it means to be business-like in the nonprofit sector: Toward a communicative explanation. *Qualitative Research Reports in Communication*, 16, 1-8.

Koschmann, M. A., Isbell, M. G., & Sanders, M. L. (2015). Connecting nonprofit and communication scholarship: A review of key issues and a meta-

theoretical framework for future research. *The Review of Communication*, 15, 200-220.

Sanders, M. L. & McClellan, J. G. (2015). Forum introduction: Promoting the field through organizational communication pedagogy. *Management Communication Quarterly*, 29, 291-294.

Sanders, M. L. (2015). Being nonprofit-like in a market economy: Understanding the mission-market tension in nonprofit organizing. *Nonprofit and Voluntary Sector Quarterly*, 44, 205-222.

Sanders, M. L., & McClellan, J. G. (2014). Being business-like while pursuing a social mission: Acknowledging the inherent tensions in US nonprofit organizing. *Organization*, 21, 68-89.

McClellan, J. G., & Sanders, M. L. (2013). (Re)organizing organizational communication pedagogy: Attending to the salient qualities of a communicative approach to organization. *The Review of Communication*, 13, 249-268.

Sanders, M. L. (2012). Theorizing nonprofit organizations as contradictory enterprises: Understanding the inherent tensions of nonprofit marketization. *Management Communication Quarterly*, 26, 179-185.

Albrecht, C. O., Malagueno, R., Holland, D., & Sanders, M. L. (2012). A cross-country perspective on professional oversight, education standards and countries' perceived level of corruption. *Cross Cultural Management: An International Journal*, 19, 433-454.

Sanders, M. L., Boss, A. D., Boss, R. W., & McConkie, M. L. (2011). Increasing student engagement and learning: Using Big Hairy Audacious Goals as an empowering semester project. *Public Administration Quarterly*, 35, 491-516.

Seiter, J. S., Brownlee, G., & Sanders, M. L. (2011). Persuasion by way of example: Does including gratuity guidelines on customers' checks affect tipping behavior in restaurants? *Journal of Applied Social Psychology*, 41, 150-159.

Dempsey, S. E., & Sanders, M. L. (2010). Meaningful work? Marketization and work/life imbalance in popular autobiographies of social entrepreneurship. *Organization*, 17, 437-459.

Sanders, M. L. (2010). The interpersonal development project: Bridging theory and practice in interpersonal communication courses. *Communication Teacher*, 24, 165-169.

Sanders, M. L., & Anderson, S. L. (2010). The dilemma of grades: Reconciling disappointing grades with feelings of personal success. *Qualitative Research Reports in Communication, 11*, 1-6.

Seiter, J. S., Weger, H., Jr., Merrill, M. L., McKenna, R. M., & Sanders, M. L. (2010). Nonsmoker's Perceptions of Cigarette Smokers' Credibility, Likeability, Attractiveness, Considerateness, Cleanliness, and Healthiness. *Communication Research Reports, 27*, 143-158.

Hammond, S. C., & Sanders, M. L. (2002). Dialogue as social self-organization: An introduction. *Emergence, 4*(4), 7-24.

Book Chapters

Seiter, J. S., Peeples, J. A., & Sanders, M. L. (2018). Great Ideas for Teaching Students: An Orientation. In J. S. Seiter, J. A. Peeples, & M. L. Sanders (Eds.). *Communication in the Classroom: A Collection of G.I.F.T.S.* (pp. xvii-xxi). New York: Bedford/St. Martins.

Seiter, J. S., Peeples, J. A., & Sanders, M. L. (2018). Whatchamacallit: An exercise for understanding the power of symbols. In J. S. Seiter, J. A. Peeples, & M. L. Sanders (Eds.). *Communication in the Classroom: A Collection of G.I.F.T.S.* (pp. 367-369). New York: Bedford/St. Martins.

Peeples, J. A., Sanders, M. L., & Seiter, J. S. (2018). "Tell me a Little About Yourself": Nonverbal Communication and Interviewing. In J. S. Seiter, J. A. Peeples, & M. L. Sanders (Eds.). *Communication in the Classroom: A Collection of G.I.F.T.S.* (pp. 182-186). New York: Bedford/St. Martins.

Isbell, M. G., Sanders, M. L., & Koschmann, M. L. (2017). Nonprofit/nongovernment organizations. In C. R. Scott & L. K. Lewis (Eds.), *The International Encyclopedia of Organizational Communication* (pp. xxx-xxx). New York: Wiley Blackwell.

Competitively Selected Conference Papers

Peeples, J. A., Sanders, M. L., Seiter, J. S. (2016, November). "Tell Me a Little about Yourself" (But You Don't Have to Say a Word): Nonverbal Communication and Interviewing." Paper presented at the annual meeting of the National Communication Association, Philadelphia, Pennsylvania.

Koschmann, M. L., Isbell, M. G., & Sanders, M. L. (2015, November). *Embracing opportunities to connect nonprofit and communication scholarship: A review of key issues and a meta-theoretical framework for*

future research. Paper presented at the annual meeting of the National Communication Association, Las Vegas, Nevada.

Seiter, J. S., Sanders, M. L., Peeples, J. A., "Whatchamacallit: An Exercise for Understanding the Power of Symbols" Paper presented at the annual meetings of the National Communication Association, Las Vegas, Nevada.

McClellan, J. G., & Sanders, M. L. (2013, February). *(Re)organizing organizational communication pedagogy: Attending to the salient qualities of a communicative approach to organization*. Paper presented at the annual meeting of the Western States Communication Association, Reno, Nevada. **(Received Top Paper Award)**

Sanders, M. L. & Harper, L. (2012, November). *Examining what it means to be business-like in the nonprofit sector: Toward a communicative explanation*. Paper presented at the annual meeting of the National Communication Association, Orlando, Florida.

Sanders, M. L. (2012, February). *The dialectical nature of nonprofit organizing: Understanding the role of communication in managing the mission-market tension*. Paper presented at the annual meeting of the Western States Communication Association, Albuquerque, New Mexico.

Tolson, T. L., Sanders, M. L., Albrecht, C. O., McConkie, M. L., & Boss, R. W. (July, 2011). *Examining virtues of leadership: Identifying authenticity, kindness, integrity, and humility as foundational leadership concepts*. Paper presented at the 18th Annual Meetings of the International Conference on Advances in Management, Cancun, Mexico.

Sanders, M. L. & McClellan, J. G. (2011, February). *Being "business-like" while pursuing a social mission: A critical/interpretive analysis of nonprofit organizing*. Paper presented at the annual meeting of the Western States Communication Association, Monterey, California. **(Received Top 4 Paper Award)**

Dempsey, S., & Sanders, M. L. (2009, November). *Narrating meaningful work in the nonprofit sector: A critical analysis of popular discourses of social entrepreneurship*. Paper presented at the annual meeting of the National Communication Association, Chicago, Illinois.

Seiter, J., Brownlee, G., & Sanders, M. L. (2009, November). *Persuasion by way of example: Does including gratuity guidelines on customers' checks affect tipping behavior in restaurants?* Paper presented at the annual meeting of the National Communication Association, Chicago, Illinois.

Boss, A. D., Sanders, M. L., Boss, R. W., Boss, D. S. (2009, August). *Increasing student engagement and learning: Using Big Hairy Audacious Goals as a semester project*. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, Illinois.

Sanders, M. L., Price, D., McConkie, M. L., Boss, R. W., & Boss, A. D. (2009, July). *Examining the influence of kindness on interpersonal and organizational outcomes*. Paper presented at the 16th Annual Meetings of the International Conference on Advances in Management, Colorado Springs, Colorado.

Sanders, M. L. (2007, November). *Is a C really a good grade?: A grounded practical theory analysis of how students deal with grades*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Sanders, M. L., Boss, R. W., & McConkie, M. L. (2007, July). *Increasing empowerment and learning in an undergraduate course: Analyzing the effectiveness of big hairy audacious goals*. Paper presented at the 14th Annual Meetings of the International Conference on Advances in Management, Niagara Falls, Canada.

Papers on Competitively Selected Panels or Pre-Conferences

Sanders, M. L. (2010, November). *Theorizing nonprofit organizations as contradictory enterprises: Examining the inherent tensions of nonprofit marketization*. Pre-conference presentation at the annual meeting of the National Communication Association, San Francisco, CA.

Sanders, M. L. (2008, November). *Examining the contradictory nature of the nonprofit organization: The communicative construction and management of the dialectic of social mission and financial margin*. Paper presented at the annual meeting of the National Communication Association, San Diego, CA.

Zizzi, M. P. & Sanders, M. L. (2008, November). *Moving the focus of learning into students' life space: Increasing empowerment and learning through an "Interpersonal Development Project."* Paper presented at the annual meeting of the National Communication Association, San Diego, CA.

Sanders, M. L. (2006, November). *Students as a network of practice: Understanding how students learn how to be students*. Paper presented at the annual meeting of the National Communication Association, San Antonio, TX.

TEACHING

Appointments

Department of Languages, Philosophy, and Communication Studies

Utah State University

Associate Professor of Communication Studies, August 2008 - Present

USU 1010: University Connections

CMST 2110, Interpersonal Communication

CMST 3250, Organizational Communication

CMST 4350, Organizations and Social Change

CMST 5500, Communication and Leadership

CMST 5800, Communication Studies Senior Capstone

Department of Communication

University of Colorado at Boulder

Graduate Teaching Assistant and Part-Time Instructor, August 2002 – May 2008

Keynote Speeches and Featured Presentations

Sanders, M. L., Kleiner, H., & Kesler, H. B. (2019, February). *Becoming a Learner: Aligning Student Expectations with Institutional Mission*. Featured Presentation at the 38th Annual Conference on the First-Year Experience. Las Vegas, Nevada.

Sanders, M. L. (2018, August). *Becoming a Learner: Realizing the Opportunity of Education*. Convocation address to new freshman, Dixie State University. St. George Utah.

Sanders, M. L. (2018, June). *Becoming a Learner: Framing the Purpose of a College Education*. Keynote presentation to the Utah Valley University Advising Conference. Midway Utah.

Sanders, M. L. (2018, May). *Becoming a Learner: Framing the Purpose of a College Education*. Keynote presentation to the University of New Mexico Advising Institute. Delivered via webinar.

Sanders, M. L. (2017, May). *Becoming a Learner*. Keynote address at the Utah Advising Association annual conference. Logan, Utah.

Sanders, M. L. (2017, April). *Becoming a Learner*. Keynote address at the Peer Mentor Institute. University of Utah – Salt Lake City.

- Sanders, M. L. (2017, March). *From What to Why: Rethinking Our Primary Teaching Objective*. Keynote address at the Utah Instructional Design Summit. University of Utah – Salt Lake City.
- Kleiner, H., & Sanders, M. L. (2017, March). *Improving Retention through Big Questions: Rethinking the First-Year Experience*. Keynote address to Utah First-Year Experience Consortium. Salt Lake City, Utah.
- Sanders, M. L. (2017, March). *Becoming a Learner*. Keynote address to the Utah Alliance of Concurrent Enrollment Partnerships annual conference.
- Sanders, M. L. (2016, September). *Becoming a Learner*. Keynote address at the University of Utah’s Opening Convocation for the Learning Communities of Undergraduate Studies. Salt Lake City, Utah.
- Sanders, M. L. (2015, September). *Becoming a Learner*. Presentation to the Convocation Program at Snow College. Ephraim, Utah.
- Sanders, M. L. (2015, January). *Students Can Learn Hard Things: Transforming Our Courses by Teaching What Matters Most*. Keynote presentation at the Graduate Teacher Program Spring Intensive Conference, University of Colorado at Boulder.
- Sanders, M. L. (2014, October). *Becoming a Learner*. Keynote presentation to the Honors Program at Boise State University.
- Sanders, M. L. (2014, January). *Making More Sense Out of Everything You Do in College*. Keynote presentation at the Eagle View Lecture Series, College of Southern Idaho.

Competitively Selected Peer-Reviewed Presentations on Teaching and Learning

- Kleiner, H., & Sanders, M. L., Kesler, H. B., & Colver, M. (2019, February). *Integrating General Education Outcomes into First Year Experiences: Communicating General Education’s Value from Day One*. Presentation at the American Association of Colleges and Universities’ Creating a 21st Century General Education Conference. San Francisco, CA.
- Kleiner, H., & Sanders, M. L., (2018, February). *Integrating General Education Outcomes into First Year Experiences: Communicating General Education’s Value from Day One*. Presentation at the American Association of Colleges and Universities’ Foundations of Democracy General Education Conference. Philadelphia, PA.

- Sanders, M. L., & Kleiner, H., (2018, February). *Becoming a Learner: Framing the Purpose of a College Education*. Presented at the 37th Annual Conference on the First Year Experience, San Antonio, Texas.
- Sanders, M. L., & Kleiner, H. (2017, October). *Becoming a Learner: Framing the Purpose of a College Education*. 24th Annual National Conference on Students in Transition. Costa Mesa California.
- Kleiner, H., & Sanders, M. L. (2017, October). *Reviving the Story of College: Recapturing General Education's Value*. 24th Annual National Conference on Students in Transition. Costa Mesa, California.
- Jones, N., Kleiner, H., and Sanders, M. L. (2017, February). *Developing Intentional Learners: Integrating Gen Ed Learning Outcomes from Admission to Graduation*. Presentation at the American Association of Colleges and Universities' Design Thinking for Student Learning General Education Conference. Phoenix, Arizona.
- Sanders, M. L., Kleiner, H., & Scharp, K. (2017, February). *Becoming a Learner: Framing the Purpose of a College Education*. Presentation at the 36th National Conference on the First-Year Experience, Atlanta Georgia.
- Sanders, M. L., & Vandenakker, J. (2016, April). *Becoming a Learner: Framing the Purpose of College in Orientation*. Presentation at the National Orientation Directors Association Region III Annual Conference. Weber State University - Ogden, Utah.
- Sanders, M. L., & Kleiner, H. (2016, February). *Becoming a Learner: Framing the Purpose of a College Education*. Presentation at the 35th National Conference on the First-Year Experience, Orlando Florida.
- Kleiner, H., & Sanders, M. L. (2016, February). *Reviving the Story of College: Recapturing General Education's Value*. Presentation at the 35th National Conference on the First-Year Experience, Orlando Florida.
- Sanders, M. L., & Kleiner, H. (2015, February). *Becoming a Learner: Framing the Purpose of a College Education*. Presentation at the 34th National Conference on the First-Year Experience, Dallas Texas.
- Sanders, M. L., & Hancock, L. (2014, October). *Becoming a Learner: Helping Students Persist to Graduation by Defining the Purpose of Higher Education*. Presentation at the Utah NASPA (student affairs) annual conference. Logan, Utah.

Invited Conference Presentations

Sanders, M. L. (2016, October). *Defining Integrated Learning*. Panelist presentation at the annual Utah System of Higher Education's "What Is an Educated Person?" Conference, Midway Utah.

Sanders, M. L., & Hopkin, K. (2016, April). *From What to Why: Infusing Meaning into Peer Mentorship*. Presentation to the Utah Peer Mentor Institute. Salt Lake City, Utah.

Sanders, M. L. (2014, October). *Creating Pathways in General Education*. Panelist presentation at the annual Utah System of Higher Education's "What Is an Educated Person?" Conference, Midway Utah.

Teaching Workshops (one-half to full day)

McClellan, J. G., & Sanders, M. L. (2019, February). *Developing Students into Self-Advocates and Intentional Learners*. Pre-conference teaching workshop presented at the annual meetings of the Western States Communication Association, Seattle, Washington. (Peer Reviewed/Competitively Selected)

Sanders, M. L. (2018, March). *From What to Why: Rethinking How We Frame Higher Education*. Teaching Workshop for the Tri-Institutional Spring Faculty Forum – Metropolitan State University, University of Colorado at Denver, Community College of Denver. Denver Colorado. (Invited Presentation)

Sanders, M. L., & McClellan, J. G. (2017, February). "*What Can I Do With a Communication Major?*" *Helping Students Centralize, Celebrate, and Communicate the Strengths of Our Field*. Pre-conference teaching workshop presented at the annual meetings of the Western States Communication Association, Salt Lake City, Utah. (Peer Reviewed/Competitively Selected)

Sanders, M. L., & Canfield, C. (2016, August). *How Can We Effectively Work Together? Exploring Communication Competence, Civil Discourse, and Leadership Communication*. Bennion Teachers' Workshop. (Grant funded; Canyon and Lincoln Elementary, Cache County School District)

Sanders, M. L., & Canfield, C. (2015, August). *How Can We Effectively Work Together? Exploring Communication Competence, Civil Discourse, and Leadership Communication*. Bennion Teachers' Workshop. (Grant funded; four one-day workshops for eight elementary school faculties, Cache County School District)

Sanders, M. L., & Canfield, C. (2014, August). *How Can We Effectively Work Together? Exploring Communication Competence, Civil Discourse, and Leadership Communication*. Bennion Teachers' Workshop. (Grant funded; Lewiston and Birch Creek Elementary, Cache County School District).

Sanders, M. L. (2013, June). *Developing Students into Collaborative Citizens: Learning Civil Discourse and Democratic Decision-Making*. Bennion Teachers' Workshop. (Grant funded).

Presentations, Speeches, and Workshops at Utah State University

Sanders, M. L. (2018, 2017, 2016, 2015, 2014, Summer). *Becoming a Learner: Realizing the Opportunity of Education*. Keynote Presentation at New Student Orientation. (Approximately 14 presentations each summer and fall to nearly all incoming freshman.)

Kleiner, H., Sanders, M. L., (2016, September). *Talking to Students about the Ends of Education*. USU Empowering Teaching Excellence Foundations Seminar.

Sanders, M. L. (2016, August). *How You Get to Tomorrow*. Opening address to USU 1010: University Connections course. (approximately 2000 students)

Canfield, C., & Sanders, M. L. (2018, 2017, 2016, August). *Communication and Conflict*. Workshop presentation for USU 1010: University Connections. (multiple workshops to approximately 2,200 incoming students each year)

Sanders, M. L. (2016, 2015, June). *Becoming a Learner: Realizing the Opportunity of Education*. Presentations to the USU Gear Up Summer Program.

Sanders, M. L. (2014, May). *Becoming a Learner*. Associate Degree Convocation Address, Utah State University.

Sanders, M. L. (2013, August). *Becoming a Learner*. Presentation at Light on the Hill, College of Humanities and Social Sciences, Utah State University.

Sanders, M. L. (2013, June). *Communication, Power, and Leadership*. Presentation to the Utah State University Leadership Conference.

Sanders, M. L. (2013, June). *New Conversations about the Purpose of College: Helping Students Become Learners*. Presentation at the Foundations of Advising Brown Bag, Utah State University.

- Sanders, M. L. (2013, February). *Becoming a Learner and Choosing a University*. Presentation to Aggie Out-of-State Weekend.
- Sanders, M. L. (2012, October). *Developing Leadership Capacity through Big Hairy Audacious Goals*. Presentation to USU Residence Hall Association.
- Sanders, M. L. (2012, August). *Understanding Power and Influence in Leadership*. Keynote presentation to Aggie Blue Leadership Conference.
- Sanders, M. L. (2012, August). *Becoming a Learner: Creating Change through New Conversations about College and Learning* Keynote address to the USU Annual Advising Conference.
- Sanders, M. L. (2012, March). *Leadership and Communication: Interpersonal Relationships as the Key to Personal and Professional Success*. Presentation to PRSSA Regional Conference, Logan Utah.
- Sanders, M. L. (2011, November). *Leadership, Learning, and Communication*. Presentation to the Aggie Leadership Extravaganza, Utah State University.
- Sanders, M. L. (2011, August). *Improving Workplace Relationships*. Presentation to the CHaSS Staff Retreat, Utah State University.
- Sanders, M. L. (2011, July). *What Does it Mean to Be Business-Like in the Nonprofit Sector?* Presentation at the CHaSS Kiger Hour, Utah State University.
- Sanders, M. L. (2010, September). *Improving Communication in the Workplace*. Presentation to USU staff members and community members, Value Added Seminar, Utah State University.
- Sanders, M. L. (2010, March). *Leadership and Communication: Interpersonal Relationships as the Key to Personal and Professional Success*. Presentation to Partners in Business annual leadership seminar, Utah State University.
- Sanders, M. L. (2010, March). *Leadership and Communication: Interpersonal Relationships as the Key to Personal and Professional Success*. Presentation to PRSSA Regional Conference, Logan Utah.
- Sanders, M. L. (2010, February). *Leadership Communication: Building Trust and Increasing Influence*. Presentation to USU Ambassadors, Utah State University.

Sanders, M. L. (2009, October). *Maintaining Honesty and Kindness in Personal and Professional Relationships*. Presentation to USU staff members and community members, Value Added Seminar, Utah State University.

Sanders, M. L. (2009, August). *Understanding Coopetition: Working Together While Working Apart*. Presentation to the Utah Council, Midway, Utah.

Sanders, M. L. (2009, June). *Interpersonal communication in the workplace*. Presentation to USU staff members and community members, Value Added Seminar, Utah State University.

Undergraduate Research

Sanders, M. L., **Harper, L., & Richardson, M.** (2015). Understanding what it means to be business-like in the nonprofit sector: Toward a communicative explanation. *Qualitative Research Reports in Communication, 16*, 1-8. **(Second and third authors were USU undergraduate research assistants.)**

Sanders, M. L., & **Anderson, S. L.** (2010). The dilemma of grades: Reconciling disappointing grades with feelings of personal success. *Qualitative Research Reports in Communication, 11*, 1-6. **(Second author was a USU undergraduate research assistant.)**

Sanders, M. L. & **Harper, L.** (2012, November). *Examining what it means to be business-like in the nonprofit sector: Toward a communicative explanation*. Paper presented at the annual meeting of the National Communication Association, Orlando, Florida. **(Second author was an Undergraduate Research Fellow)**

Mikkelsen, E., Sanders, M. L., & Albrecht, C. O. (2012, January). *Leadership for the undergraduate: Examining foundational leadership principles undergraduates need to know upon graduation*. Poster presented at *Posters on the Hill*, Salt Lake City, Utah. **(First author was a USU undergraduate research assistant)**

Tolson, T. L., Sanders, M. L., Albrecht, C. O., McConkie, M. L., & Boss, R. W. (July, 2011). *Examining virtues of leadership: Identifying authenticity, kindness, integrity, and humility as foundational leadership concepts*. Paper presented at the 18th Annual Meetings of the International Conference on Advances in Management, Cancun, Mexico. **(First author was a USU undergraduate research assistant)**

Richardson, M., Harper, L., Sanders, M. L. (2011, January). *“You need to speak both languages”*: Examining what it means to be business-like in a nonprofit organization. Poster presented at *Posters on the Hill*, Salt Lake

City, Utah. **(First and second authors were Undergraduate Research Fellows)**

Sanders, M. L., **Price, D.**, McConkie, M. L., Boss, R. W., & Boss, A. D. (2009, July). *Examining the influence of kindness on interpersonal and organizational outcomes*. Paper presented at the 16th Annual Meetings of the International Conference on Advances in Management, Colorado Springs, Colorado. **(Second author was a USU undergraduate research assistant)**

SERVICE

University and Department Assignments

Chair, *USU 1010: University Connections Faculty Advisory Committee*. (2018 – Present).

Chair, *Curriculum Committee – College of Humanities and Social Sciences*. (Fall 2016 – Present).

Member, *University Accreditation Coordinating Council*. (Fall 2016-Present)

Member, *University Curriculum Subcommittee*. (Fall 2016 – Present)

Member, *Council of Academic Associate Deans*. (Fall 2016 – Present)

Member, *General Education Subcommittee*. (Fall 2016 – Present)

Member, *USU 1010: University Connections Faculty Advisory Committee*. (2015 – Present).

Member, *Retention Working Group – Finances and Transfer Students*. (Fall 2015). USU Enrollment Services and Retention.

Chair, *Faculty Engagement in Student Retention Committee*. (Fall 2012 – Spring 2014). USU Enrollment Services and Retention.

Member, *Retention and Student Success Executive Committee*. (Fall 2010 – Spring 2014). USU Enrollment Services and Retention.

Chair, *Academic Experience Subcommittee*. (Fall 2010 – Spring 2012). Office of Retention and Student Success.

Instructor, *USU 1010: University Connections*. (2009 – 2012, 2015).

Member, *USU Undergraduate Research Advisory Board*. (2013, 2014, 2017).
Office of Research and Graduate Studies.

Member, *CHaSS Faculty Grant Review Panel*. (Fall 2013 – Spring 2014). College
of Humanities and Social Sciences.

Faculty Advisor, *Iota Mu*. (2008 – 2014). Utah State University chapter of
Lambda Pi Eta, Honors Society of the National Communication Association.

Reviewer and Panel Chair, *Undergraduate Research Symposium*. (2009 – 2013).
Department of Languages, Philosophy, and Communication Studies.

Department Search Committees: Communication Studies (Samantha Senda-Cook,
2010); Communication Studies (Robin Heaton, 2011); Communication Studies
(Jason Gilmore, 2012); Spanish (Crescencio Lopez, 2012); Communication
Studies (Lisa Guntzviller, 2013); Communication Studies (Clair Canfield, 2014);
Communication Studies (Tim Curran, 2016); Communication Studies (Sidi
Meyara, Kaitlin Phillips, 2017); Communication Studies (Nicole Allen, Kristin
Anderson, 2018); Communication Studies (xxxxxxx, 2019)

Tenure and Promotion Committees

Mollie Murphy, Assistant Professor, Communication Studies (Committee
Member, 2018 – present)

Kaitlin Phillips, Assistant Professor, Communication Studies, (Committee
Member, 2018 – present)

Nicole Allen, Assistant Professor, Communication Studies, (Committee Member,
2018 – present)

Timothy Curran, Assistant Professor, Communication Studies, (Committee
Member, 2017 – present)

Jason Gilmore, Assistant Professor, Communication Studies (Chair, 2015;
Committee Member, 2016 – Present)

Kristina Scharp, Assistant Professor, Communication Studies Communication
Studies (Chair, 2015; Committee Member, 2016 – 2018)

Elizabeth Dorrance Hall, Assistant Professor, Communication Studies (Chair,
2015; Committee Member, 2016 – 2017)

Crescencio Lopez, Assistant Professor, Spanish (Committee Member, 2015 –
present)

Karin DeJonge Kannan, Lecturer, MSLT (Committee Member, 2015)

Professional Appointments and Affiliations

Immediate Past Chair, *Organizational Communication Interest Group, Western States Communication Association*. (2015)

Chair, *Organizational Communication Interest Group, Western States Communication Association*. (2014)

Chair-Elect, *Organizational Communication Interest Group, Western States Communication Association*. (2013)

Editorial Board, *Western Journal of Communication*. (2012 – 2014)

Associate Editorial Board, *Communication Studies*. (2012 – 2014)

Reviewer, *Management Communication Quarterly*. (2010 – Present)

Reviewer, *Nonprofit and Voluntary Sector Quarterly*. (2014 – Present)

Member, *National Communication Association*.

Member, *Western States Communication Association*.

Community Affiliations

Member, *Board of Directors, Mali Rising Foundation*. Salt Lake City, Utah. (2009 – 2014). Responsibilities include outreach, executive coaching for foundation director, and annual organizational analysis.

Member, *Terrace Grove Community Sub-Advisory Council*. Logan, Utah. (2008 – 2009). Responsibilities included advising Executive Director on a variety of organizational concerns.