

DEBORAH A. CAI
Professor & Senior Associate Dean
Lew Klein College of Media
and Communication
Temple University

August 14, 2023

EDUCATION

Ph.D.	1994	Michigan State University Communication Dissertation: <i>Planning in negotiation: A comparison of U.S. and Taiwan cultures</i>
M.A.	1991	Trinity International University Intercultural Studies Master's thesis: <i>Analysis of writings on the three-self church and house church in the People's Republic of China</i>
B.A.	1983	University of Michigan Political Science

PROFESSIONAL EXPERIENCE

2012-present	Senior Associate Dean Lew Klein College of Media and Communication, Temple University (Renamed in 2017 from the School of Media and Communication)
2012	Associate Dean for Research and Graduate Studies School of Media and Communication, Temple University
2009-2012	Chair Department of Strategic Communication, Temple University
2009-present	Professor Department of Communication & Social Influence (renamed in 2017 from Department of Strategic Communication) Klein College of Media and Communication, Temple University
2001-2009	Associate Professor Department of Communication, University of Maryland
1995-2001	Assistant Professor Department of Communication, University of Maryland

1994-1995	Visiting Assistant Professor Department of Communication, Michigan State University
1991-1994	Teaching Assistant Department of Communication, Michigan State University
1991-1994	Research Assistant Department of Communication, Michigan State University
1990-1991	Director, International Students Trinity Evangelical Divinity School, Deerfield, IL
1989-1990	Language Instructor for International Students Trinity Evangelical Divinity School, Deerfield, IL
1985-1987	Foreign Instructor Jiangxi University, People's Republic of China
1983-1985	Legislative and Immigration Assistant for Congressman Frank Wolf, Washington, DC

APPOINTMENTS

Fellow, International Association for Conflict Management, awarded in 2022.

Fellow, International Academy for Intercultural Research, awarded in 2008.

Faculty member, Media and Communication Doctoral Program, Klein College, Temple University, 2009 to present

Affiliate Professor, Gender, Sexuality, and Women's Studies Program, College of Liberal Arts, Temple University, 2019 to present

Member, Board of Directors, Women's Campaign International (womenscampaigninternational.org), 2022 to present.

Affiliate Researcher, National Consortium for the Study of Terrorism and Responses to Terrorism (START), 2006 to 2019. (<http://www.start.umd.edu/people/deborah-cai>)

SENIOR ASSOCIATE DEAN, KLEIN COLLEGE, TEMPLE UNIVERSITY (2012 to present)

Accomplishments and responsibilities include (but are not limited to) the following:

Planned and hosted the 6-day biennial conference of the International Academy for Intercultural Research at Klein College, Temple University, for 110 international scholars and doctoral students from 20 different countries. July 22 to 27, 2023.

Klein College of Media and Communication comprises approximately 2,100 students (1,950 undergraduate, 150 graduate); 80 fulltime faculty members (28 tenured, 10 tenure-track, 42 non-tenure-track); more than 60 staff members.

Senior Associate Dean, second to Dean David Boardman; serve in dean's place as needed.

In 2022, led teams to develop a new Virtual Media Management major, a new Audio and Live Entertainment major, a new minor in Global Communication and Media Arts, and a new certificate in Children's Media. All four programs launch in Fall 2023.

Led application for the AEJMC Equity and Diversity Award, which was awarded to Klein College of Media and Communication at the AEJMC conference in 2017, Washington, DC. (AEJMC: Association for Educators in Journalism and Mass Communication)

Supervise Vice Dean for Student Success (who oversees Klein's offices of academic advising, career services, and Global Opportunities), Director of Faculty and Academic Affairs, Department chairs of four departments, Program director of Communication Studies (shared major across college).

Developed new payment schedule within Klein College for grant overhead to be allocated to faculty researchers, departments, and the college. (Previously all overhead went to the college.)

Oversee tenure and promotion processes for Klein College and guide faculty (tenure-track, tenured, non-tenure-track) toward promotion. Developed promotion resources for and meet annually with tenure-track faculty. Oversaw revision of Klein's promotion and tenure guidelines for AY23 promotion cycle, and non-tenure-track promotion guidelines for AY22 promotion cycle.

Established adjunct salary structures and developed processes for adjunct faculty promotion.

Oversee annual faculty merit allocation process across Klein College.

Annually review faculty salaries and requests for equity raises.

Established and lead annual teaching orientation for all new (and some returning) faculty and teaching assistants across Klein College, 2013 to present. Created Klein College faculty teaching orientation handbook, which is updated annually.

Restructured the Department of Strategic Communication into the Department of Communication and Social Influence and a separate Public Relations major now housed in the Department of Advertising and Public Relations; both were established in 2017.

Wrote proposals for three centers; all three were approved and are housed in Klein College: Center for Conflict Management and Media Impact, Claire Smith Center for Sports Media, and Logan Center for Investigative Reporting.

Instituted search processes across Klein College to include the Sr. Assoc. Dean's charge of all Klein College faculty search committees on ethical search procedures and to actively seek diverse applicants and faculty hires. Meet with all candidates for fulltime faculty positions. Manage hiring process for fulltime faculty. Negotiate offers for new faculty hires.

Co-lead, with Dean and Klein's Diversity Advisor to the Dean's office, regular strategic planning sessions for the dean's senior staff.

Coordinate nomination processes of Klein College faculty members for university faculty awards.

Member, Klein College Executive Council, 2009 to present.

Oversee assessment for all programs and majors across Temple University, 2015 to present, and member of Temple University's Assessment Committee, 2015 to present.

Member, Temple University's State Authorization Reciprocity Agreement (SARA) Compliance for Online Education Committee, 2015 to present.

Member, Temple University's Associate Dean's for Faculty Affairs Committee, 2015 to present.

Member, Temple University's Undergraduate Associate Deans Committee, 2017 to present.

Member and dean's representative on the Temple University Faculty Senate's Educational Policy and Procedures Committee, 2021 to present.

Represent Klein College at the meetings of the national Alliance of Schools and Colleges of Communication and Journalism, 2018 to present.

Member, Klein College new building subcommittee on faculty research, 2020 to present.

Chair, Search Committee for new Vice Dean for Student Success for Klein College, Summer 2019.

AWARDS

Huang, L., Fink, E. L., & Cai, D. A. (2021). Psychological discrepancy in message-induced belief change: Empirical evidence regarding four competing models. *Communication Monographs*, 89(2), 235-259. <https://doi.org/10.1080/03637751.2021.1973051> Recipient of the Outstanding Contribution to Communication Science Award from the Communication Science and Biology division at the 2023 annual conference of the International Communication Association, Toronto, Canada.

Cai, D. A., Smith, R. A., Fink, E. L., & Montagnolo, C. (2022, November). *Accidents and attributions: Differential consequences for religious bias*. Paper presented at the National Communication Association conference, New Orleans, LA. Designated as a Top Paper in the Communication and Social Cognition Division.

Fellow. (2022). Awarded the designation of Fellow by the International Association for Conflict Management.

Huang, L., Fink, E. L., & Cai, D. A. (2021, May). *The role of psychological discrepancy in belief change: Evaluating four models*. Top Paper in the Information Systems Division of the International Communication Association.

Recipient, *2015 IACM Award for Outstanding Service*, from the International Association for Conflict Management.

Chai, S., Fink, E. L., & Cai, D. A. (2013, November). *Power tactics in negotiation: A test and application of power distance reduction theory*. Top Paper in the Peace and Conflict Communication division of the National Communication Association

Wang, Q., Cai, D. A., Fink, E. L., Lan, N., & Wang, W. (2011, November). *Moderating effects of culture on the relationships between interpersonal goals and conflict avoidance strategies: A U.S.-China comparison*. Top Four Paper in the Association for Chinese Communication Studies of the National Communication Association.

Recipient. (2010, May). Temple University's *School of Media and Communication Research Award*.

D. A. Cronin & D. A. Cai. (2008, November). *Computer mediated communication and negotiation: Effects of media and power on relationship development*. Top Paper in the Human Communication and Technology Research Division, National Communication Association, San Diego, CA.

Fellow. (2008). Awarded the designation of Fellow by the International Academy for Intercultural Research.

Co-advisor, with Dr. Edward L. Fink, of doctoral student, Dr. Qi Wang. (2007, July). *The Outstanding Dissertation Award Defended in 2005-2006* by the International Association for Conflict Management, Budapest, Hungary.

Fink, E. L., Cai, D. A., Kaplowitz, S. A., Chung, S., Kim, J. N., & Van Dyke, M. A. (2003). Semantics of social influence: Threats vs. persuasion. *Communication Monographs*, 70(4). *The 2005 Distinguished Article Award* from the Communication & Social Cognition Division, National Communication Association, Boston, MA.

Cai, D. A., & Fink, E. L. (2002). Conflict style differences among individualists and collectivists. *Communication Monographs*, 69(1), 67-87. *The 2003 Distinguished Article Award* from the Communication & Social Cognition Division, National Communication Association, Miami.

Advisor of doctoral student, Dr. Leah Ritchie. (2000, June). *The 2000 W. Charles Redding Dissertation Award* from the Organizational Communication Division of the International Communication Association.

Elected member. (2000, May). Sigma Xi, The Scientific Research Honor Society.

Noels, K., Giles, H., Cai, D., & Turay, L. (1998, November). *Perceptions of inter- and intragenerational communication in the United States of America and the People's Republic of China: Implications for psychological health*. Top Three Paper in the Communication and Aging Division of the National Communication Association, New York, NY.

Recipient, (1998, May). *Outstanding Teacher Award* from the Center for Teaching Excellence, University of Maryland.

Recipient. (1990, May). National Women's Ministries Award for outstanding academic achievement and service at Trinity Evangelical Divinity School.

COLLABORATION WITH TEMPLE'S KATZ SCHOOL OF MEDICINE AND THE CENTER FOR URBAN BIO-ETHICS (CUB)

A. TRAUMA INFORMED COMMUNICATION IN NEW HOSPITAL FACILITY

For spring 2023, I created a new course, KLN 4111: *Interdisciplinary Communication Campaigns*, which focuses on health settings. In 2023, this course was dedicated to working with Temple Hospital as it develops a new facility for women and families in North Philadelphia, to develop a communication campaign to guide trauma-informed communication, signs, and practices throughout the new hospital. In Fall 2023, the course will focus on the availability of cancer trials for underserved people from North Philadelphia.

B. COMMUNICATION FOR URBAN HEALTH SCHOLARS (CURBS)

Along with Dr. Lauren Kogen, and in collaboration with and funded by the Center for Urban Bio-Ethics (CUB), we created a summer scholars program, which provided stipends to five undergraduate students from across Klein College, two students from the Master's in Communication Development for Social Change program, and one doctoral student. The students worked with doctors and staff from Temple Hospital's Healthy Chest Initiative to develop a communication campaign to reach people in North Philadelphia communities who would benefit from thorough lung screenings using new technology that detects a wide range of health concerns related to lung health.

C. EFFORTS TO VACCINATE DIVERSE COMMUNITIES IN PHILADELPHIA

I established—and lead—the communication team for two community outreach and advocacy efforts to diverse communities in Philadelphia. From May 2021 to the present.

1. In Spring 2021, physicians and researchers at Temple University's Katz School of Medicine and Temple's College of Public Health were awarded two large grants to reach ethnic and underserved communities across Philadelphia with COVID-19 vaccines: Health Resources and Services Administration (HRSA), an agency of the U.S. Department of Health and Human Services, and a grant awarded by the City of Philadelphia from its FEMA funding.

Across Philadelphia, 14 zip codes were found to have much lower-than-average COVID-19 vaccination rates. In May 2021, I was invited to meet with a medical school team to discuss outreach efforts with community partners across Philadelphia and indicate how the Klein College of Media and Communication could assist in these efforts. I now co-lead a team (with Dr. Lauren Kogen) of seven people, comprised of three scholars with specialties in communication development and advocacy, two advertising and public relations professionals with expertise in communication campaigns, and two part-time staff people, paid for out of the grant. The team meets biweekly with the medical school team to help with outreach efforts and to design campaigns to reach diverse communities across Philadelphia with vaccination clinics.

2. Related to the HRSA grant, Women's Campaign International—and 32 other community organizations across Philadelphia—was awarded over \$200K to do outreach into Philadelphia high schools to develop advocacy ambassadors to encourage students and their families to get vaccinated for COVID-19. Our team worked closely with WCI to help its staff develop an advocacy campaign and "Hackathon" to engage Temple students in developing social media outreach to the city's high schools. In addition, we provided webinar training for the 32 other community organizations on what we've learned about the unique needs and concerns of Philadelphia neighborhoods and communities:

https://www.youtube.com/watch?v=K_3NheTKQM0

GRANTS

Academy of Management (AOM) Strategic Initiatives grant. In collaboration with the chair of AOM's Conflict Management Division and the executive director of the International Association for Conflict Management, we were awarded \$10,000 from AOM strategic funds to co-sponsor the Doctoral Student Workshop at the 2020 IACM conference (postponed for use in the 2022 IACM conference in Ottawa, Canada, due to COVID). Participants included 49 doctoral students from universities in 9 countries, with sessions facilitated by IACM Fellows and scholars from the association. With \$3,300 remaining from the original grant after the Ottawa conference, we will offer the 2nd Annual DSW at the 2023 IACM conference in Thessaloniki, Greece. IACM plans to make the DSW into an annual event.

Workgroup for Course Curricular Initiative (2012-2013). Project with the Temple Medical School and Health Professions, a multidisciplinary team to design training for home care for ethnic and urban families. A pilot study was conducted across six health professions to test team-building curriculum. A grant application was submitted to the Josiah Macy Foundation for \$1 million to support a two-year program.

Principal investigator, *Cross-Cultural Comparison of Oscillation in Decision Making*. Faculty Senate Seed Money Fund (FSSMF) at Temple University, \$3,215, awarded January 2011.

Co-investigator, *Language Evidence for Social Goals: A Linguistic Approach to Persuasion Moves in Discourse*. (Application accepted May 2009). Intelligence Advanced Research Projects Activity (IARPA) grant. Principal Investigator: Dr. Philip Resnik, Institute for Advanced Computer Studies. Base year \$530,950 (2009-2010); renewed for Option Year One: \$923,489 (2010-2011); renewed for Option Year Two: \$550,000 (2011-2012).

Principal investigator, project analyzing and coding 53 translated transcripts from leaders of al-Qaeda, provided by the FBI, funded in part by START at the University of Maryland, in the form of two ½ research assistantships (2007-2008) and another ½ research assistantship (2007-2008).

Principal investigator, *Perceptions of the U.S. in Chinese printed news media*. \$45,000 contract from the U.S.-China Commission awarded to the Institute of Global Chinese Affairs & the Department of Communication, University of Maryland, February to May 2002.

General Research Board Summer Research Award, Office of Graduate Studies and Research, University of Maryland, College Park, MD. \$6,250 awarded for study titled *Intergenerational communication in China*, Summer 1996.

International Travel Award, Office of International Affairs, University of Maryland, College Park, MD. \$1,500 awarded to pursue study entitled *Intergenerational communication in China*, Summer 1996.

RESEARCH & SCHOLARLY ACTIVITY

BOOKS EDITED

Cai, D. A., editor. (2010). *Intercultural communication*, Volumes 1-4. (Communication Benchmark Series: Research defining the field of intercultural communication). Sage.

Donohue, W., & Cai, D. A. (Eds.). (1996). *Communicating and connecting: The functions of human communication*. Harcourt Brace College Publishers.

ARTICLES IN REVIEWED JOURNALS & SERIAL PUBLICATIONS

Tolan, C., Cai, D. A., & Fink, E. L. (2023). Expectations, conflict styles, and anchors in negotiation. *Negotiation and Conflict Management Research*. <https://doi.org/None/NCMR.701>

Murphy, S. E., Broderic, T. K., Kogan, L., Tolan, C. M., Cai, D. A., Pitts, C. D., Pino, Z. E., & Criner, G. J. (2023). Recruiting and retaining patients for an urban comprehensive lung cancer screening program for lung nodules coupled with detection of comorbid conditions: Temple Healthy Chest Initiative (THCI). *American Journal of Respiratory Critical Care Medicine*, 207, A1059. https://doi.org/10.1164/ajrccm-conference.2023.207.1_MeetingAbstracts.A1059 open_in_new

Woelfel, J., Fink, E. L., Cai, D. A., Anderson, K. B., Iacobucci, A., & Wang, H. (2023). Inertia in cognitive processes: The case of the Covid-19 vaccine. *Quality and Quantity*. <https://doi.org/10.1007/s11135-023-01684-x>

Donohue, W. A., Cai, D. A., Fink, E. L., & Umana, E. (2023). Conflict, communication, and team collaboration: A comparison of Nigerians and U.S. Americans. *International Journal of Conflict Management*, 34(4), 649-667. <https://doi.org/10.1108/IJCMA-07-2022-0123>

Fink, E. L., & Cai, D. A. (2023). Gems of social influence: Our Twentieth Century discoveries. In Special Issue: Hidden Gems in Communication Studies. *Asian Communication Research*, 20(1), 20-26. <https://doi.org/10.20879/acr.2023.20.1.5>

Smith, R. A., Fink, E. L., Cai, D. A., & Montagnolo, C. E. (2023). Accidents and attributions: Differential consequences for religious bias. *Asian Communication Research*, 20(1), 48-68. <https://doi.org/10.20879/acr.2023.20.002>

Kogen, L., Cai, D. A., Pitts, C., Imms, P., Perkins, M., & Reeves, K. (2022). Are people hesitating—or just postponing—to get the Covid-19 vaccine? Vaccine outreach in marginalized urban communities. *American Behavioral Scientist*, online version. <https://doi.org/10.1177/00027642221138279>

Cai, D. A. (2022). From theory to practice and back again: Lessons from hostage negotiation for conflict management in administration. *Negotiation and Conflict Management Journal*, 15(3), 172-186. <https://doi.org/10.34891/20220406-433>

Petcharanan, Y., Chartprasert, D.-K., & Cai, D. A. (2022). Use of heuristics in credibility judgment of health information on Facebook by different levels of health motivation and health e-mavens. *BU Academic Review*, 21(1), 33-49.

Huang, L., Fink, E. L., & Cai, D. A. (2021). Psychological discrepancy in message-induced belief change: Empirical evidence regarding four competing models. *Communication Monographs*, 89(2), 235-259. <https://doi.org/10.1080/03637751.2021.1973051> Recipient of the Outstanding Contribution to Communication Science Award from the Communication Science and Biology division at the 2023 annual conference of the International Communication Association, Toronto, Canada.

- Cai, D. A., & Fink, E. L. (with Walker, C. B.). (2021). Robert R. Blake, with recognition of Jane S. Mouton. *Negotiation and Conflict Management Research*, 14(1), 51-59.
<https://doi.org/10.1111/ncmr.12151>
- Fink, E. L., Smith, R. A., Cai, D. A., Jung, H. J., & Woelfel, J. (2020). How Americans make sense of two novel pandemics. *Health Communication*, 37(5), 548-560.
<https://doi.org/10.1080/10410236.2020.1857506>
- Cai, D. A., & Tolan, C. (2020). Public shaming and attacks on social media: The case of White Evangelical Christians. *Negotiation and Conflict Management Research*, 13(3), 231-243.
<https://doi.org/10.1111/ncmr.12188>
- Cao, W., Qi, X., Cai, D. A., & Han, X. (2018). Modeling posttraumatic growth among cancer patients: The roles of social support, appraisals, and adaptive coping. *Psycho-Oncology*, 27(1), 208-215.
<https://doi.org/10.1002/pon.4395>
- Han, B., & Cai, D. A. (2015). A cross-cultural analysis of avoidance: Behind-the-scenes strategies in interpersonal conflicts. *Intercultural Communication Studies*, XXIV(2), 84-122.
- Nguyen, V.-A., Boyd-Graber, J., Resnik, P., Cai, D. A., Midberry, J., & Wang, Y. (2014). "I want to talk about, again, my record on energy . . .": Modeling topic control in conversations using speaker-centric nonparametric topic models. *Machine Learning*, 95(3), 381-421.
<https://doi.org/10.1007/s10994-013-5417-9>
- Wang, Q., Fink, E. L., & Cai, D. A. (2012). The effect of conflict goals on avoidance strategies: What does not communicating communicate? *Human Communication Research*, 38(2), 222-252.
<https://doi.org/10.1111/j.1468-2958.2011.01421.x>
- Cai, D. A., Fink, E. L., & Xie, X. (2012). "Brother, can you spare some time, or a dime?": Time and money obligations in the U.S. and China. *Journal of Cross-Cultural Psychology*, 43(4), 592-613.
<https://doi.org/10.1177/0022022111401394>
- Han, B., & Cai, D. A. (2010). Face goals in apology: A cross-cultural comparison of Chinese and U.S. Americans. *Journal of Asian Pacific Communication*, 20(1), 102-124.
<https://doi.org/10.1075/japc.20.1.06han>
- Wang, Q., Fink, E. L., & Cai, D. A. (2008). Loneliness, gender, and parasocial interaction: A uses and gratifications approach. *Communication Quarterly*, 55(4), 87-109.
<https://doi.org/10.1080/01463370701839057>
- Fink, E. L., Cai, D. A., Kaplowitz, S. A., Chung, S., Kim, J. N., & Van Dyke, M. A. (2003). Semantics of social influence: Threats vs. persuasion. *Communication Monographs*, 70(4), 295-316.
<https://doi.org/10.1080/0363775032000179115> Recipient of the Distinguished Article Award in 2005 from the Communication & Social Cognition Division, National Communication Association, Boston.
- Cai, D. A., & Fink, E. L. (2002). Conflict style differences between individualists and collectivists. *Communication Monographs*, 69(1), 67-87. <https://doi.org/10.1080/03637750216536> Recipient of

the Distinguished Article Award in 2003 from the Communication & Social Cognition Division, National Communication Association, Miami, FL.

- Harwood, J., Giles, H., McCann, R. M., Cai, D., Somera, L. P., Ng, S. H., Gallois, C., & Noels, K. (2001). Older adults' trait ratings of three age-groups around the Pacific Rim. *Journal of Cross-Cultural Gerontology*, 16(2), 157-171. <https://doi.org/10.1023/A:1010616316082>
- Bresnahan, M. J., & Cai, D. H. (2000). From the other side of the desk: Conversations with international students about teaching in the U.S. *Qualitative Research Reports in Communication*, 1(4), 65-76.
- Cai, D. A., & Wilson, S. R. (2000). Identity implications of influence goals: A cross-cultural comparison of interaction goals and facework. *Communication Studies*, 51(4), 307-328. <https://doi.org/10.1080/10510970009388529>
- Cai, D. A., Wilson, S. R., & Drake, L. (2000). Culture in context: Individualism/collectivism, negotiator role, framing, and paths to integrative agreements. *Human Communication Research*, 26(4), 591-617. <https://doi.org/10.1111/j.1468-2958.2000.tb00770.x>
- Kim, M. S., Klingle, R. S., Sharkey, W. F., Smith, D. H., Park, H. S., & Cai, D. A. (2000). A test of a cultural model of patient's motivation for verbal communication in patient-doctor interactions. *Communication Monographs*, 67(3), 262-283. <https://doi.org/10.1080/03637750009376510>
- Noels, K., Giles, H., Cai, D., & Turay, L. (1999). Perceptions of inter- and intra-generational communication in the United States of America and the People's Republic of China: Implications for psychological health. *South Pacific Journal of Psychology*, 10(1), 120-135. <https://doi.org/10.1017/s0257543400001085>
- Cai, D. A. (1998). Culture, plans, and the pursuit of negotiation goals. *Journal of Asian Pacific Communication*, 8(2), 103-123.
- Cai, D. A., & Drake, L. (1998). The business of business negotiation: An intercultural perspective. *Annals of the International Communication Association*, 21(1), 153-190. <https://doi.org/10.1080/23808985.1998.11678950>
- Cai, D. A., Giles, H., & Noels, K. (1998). Intergenerational communication in the People's Republic of China: Perceptions of older and younger adults and their link to mental health. *Journal of Applied Communication Research*, 26(1), 32-51. <https://doi.org/10.1080/00909889809365490>
- Kim, M. S., Shin, H. C., & Cai, D. A. (1998). Cultural influences on the preferred forms of requesting and re-requesting. *Communication Monographs*, 65(1), 47-66. <https://doi.org/10.1080/03637759809376434>
- Cai, D. A., & Donohue, W. A. (1997). Determinants of facework in intercultural negotiation. *Asian Journal of Communication*, 7(1), 85-110. <https://doi.org/10.1080/01292989709388299>
- Cai, D. A., & Rodríguez, J. I. (1997). Adjusting to cultural differences: The intercultural adaptation model. *Intercultural Communication Studies*, VI, 31-42.

Williams, A., Ota, H., Giles, H., Pierson, H. D., Gallois, C., Ng, S. A.-H., Lim, T.-S., Ryan, E. B., Somera, L., Maher, J., Cai, D., & Harwood, J. (1997). Young people's beliefs about intergenerational communication: An initial cross-cultural comparison. *Communication Research*, 24(4), 370-393. <https://doi.org/10.1177/009365097024004003>

Bresnahan, M. I., & Cai, D. A. (1996). Gender and aggression in the recognition of interruption. *Discourse Processes*, 21(2), 171-189. <https://doi.org/10.1080/01638539609544954>

Bresnahan, M. I., Cai, D. A., & Rivers, A. (1994). Saying no in Chinese and English: Cultural differences in strategies of refusal. *Asian Journal of Communication*, 4(1), 54-76. <https://doi.org/10.1080/01292989409359594>

Rodríguez, J. I., & Cai, D. A. (1994). When your epistemology gets in the way: A response to Sprague. *Communication Education*, 43(4), 263-272. <https://doi.org/10.1080/03634529409378985>

BOOK CHAPTERS & ENCYCLOPEDIA ENTRIES

Cai, E. A., & Cai, D. A. (2022). Han shot first: The ethics of first strike. In N. Ebner & J. Reynolds (Eds.), *Star Wars and conflict resolution*. DRI Press.

Cai, D. A., & Fink, E. L. (2022). Weaving together three strands of research: Culture, communication, and conflict. In D. Busch (Ed.), *Handbook of intercultural mediation* (Chapter 31; pp. 292-300). Routledge.

Donohue, W. A., & Cai, D. A. (2022). History of interpersonal conflict. In L. Kurtz (Editor in Chief), *Encyclopedia of violence, peace, & conflict* (3rd ed., pp. 616-625). Elsevier. Revised version from 1st edition (1999), in L. Kurtz (Ed.), *Encyclopedia of violence, peace, and conflict* (2008, 2nd ed.). Academic Press.

Fink, E. L., & Cai, D. A. (2020). Multidimensional scaling. In J. Van den Bulck, D. Ewoldsen, M.-L. Mares, & E. Scharrer (Eds.), *The international encyclopedia of media psychology*, 1-11. Wiley. <https://doi.org/10.1002/9781119011071.iemp0282>

Cai, D. A. & Fink, E. L. (2017). What's past is prologue: Lessons from conflict, communication, and culture research from half a century ago. In L. Chen (Ed.), *Handbook of intercultural communication* (pp. 261-288). DeGruyter Mouton. <https://doi.org/10.1515/9781501500060-012>

Cai, D. A. (2015). Conflict styles and strategies. In C. Berger & M. Roloff (Eds.), *International encyclopedia of interpersonal communication* (Vol. 1, pp. 418-426). Wiley/Blackwell.

Cai, D. A. (2015). Quantitative research methods. In J. M. Bennett (General Ed.), *The Sage encyclopedia of intercultural competence* (Vol. 2, pp. 702-706). Sage.

Fink, E. L., & Cai, D. A. (with Wang, Q.). (2013). Quantitative methods for conflict communication research. In J. G. Oetzel & S. Ting-Toomey (Eds.), *The SAGE handbook of conflict communication: Integrating theory, research, and practice* (2nd ed., pp. 41-66). Sage.

- Fink, E. L., & Cai, D. A. (2013). Discrepancy models of belief change. In J. P. Dillard & L. Chen (Eds.), *The SAGE handbook of persuasion: Developments in theory and practice* (2nd ed., pp. 84-103). Sage.
- Cai, D. A., & Fink, E. L. (2011). Intercultural and cross-cultural network analysis. In G. Barnett (Ed.), *Encyclopedia of social networks* (Vol. 1, pp. 419-421). Sage.
- Cai, D. A., & Fink, E. L. (2009). Chapter 23: Communicate successfully by seeking balance. In E. A. Locke (Ed.), *Handbook of principles of organizational behavior: Indispensable knowledge for evidence-based management* (2nd ed., pp. 425-444). John Wiley.
- Fink, E. L., Cai, D. A., & Wang, Q. (2006). Quantitative methods for conflict communication research, with special reference to culture. In J. G. Oetzel & S. Ting-Toomey (Eds.), *The SAGE handbook of conflict communication: Integrating theory, research, and practice* (pp. 33-64). Sage.
- Cai, D. A., & Hung, C.-J. (2005). How relevant is trust anyway? A cross-cultural comparison of trust in organizational and peer relationships. In G. Cheney & G. A. Barnett (Eds.), *International and multicultural organizational communication* (pp. 73-104). Hampton Press.
- Gelfand, M. J., & Cai, D. A. (2004). Cultural structuring of the social context of negotiation. In M. J. Gelfand & J. M. Brett (Eds.), *The handbook of negotiation and culture* (pp. 238-257). Stanford University Press.
- Cai, D. A. (2002). Rethinking cross-cultural training using schema theory. In H. Nishida (Ed.), *A study of human communication friction between Japanese overseas and local residents: Focusing on expatriates and their families at Japanese overseas affiliated companies in China and the U.S.* [zaigai nihonjin to genchi jumin tonono aidano taijin communication masatsu kenkyu chugoku, beikoku shinshutsu nikkei kigyō eno haken shain to sono kazoku wo chushin ni] (pp. 399-418). (Research Project Number: 11691092). Tokyo Grants-in Aid for Scientific Research.
- Cai, D. A., & Fink, E. L. (2002). Persuasion. In W. Donohue & L. L. Massi (Eds.), *Communicating and connecting: Functions of human communication* (2nd ed., pp. 167-185). Kendall/Hunt Publishing. Revised from 1st edition (1996). Social influence. In W. Donohue & D. A. Cai (Eds.), *Communicating and connecting: Functions of human communication* (pp. 231-246). Harcourt Brace College Publishers.
- Cai, D. A., & Waks, L. (2002). What we know about Chinese negotiating behavior. In W. S. Jia, X. Lu, & D. R. Heisey, (Eds.), *Chinese communication theory and research: Reflections, new frontiers, and new directions* (pp. 177-193). Ablex Publishers.
- Cai, D. A. (2001). Looking below the surface: Comparing subtleties of U.S. and Chinese cultures in negotiation. In J. Weiss, G. Macapagal-Arroyo, & W.-J. Chen (Eds.), *Tigers' roar: Asia's recovery and its impact* (pp. 213-221). M. E. Sharpe.
- Cai, D. A. (1997). Difficulties of doing survey research across cultures. In J. Martin, T. Nakayama, & L. Flores (Eds.), *Readings in cultural contexts* (pp. 29-38). Mayfield.

Wilson, S. R., Cai, D. A., Campbell, D., Donohue, W., & Drake, L. (1995). Cultural and communication processes in business negotiations. In A. M. Nicotera (Ed.), *Conflict in organizations: Communicative processes* (pp. 201-237). SUNY Press.

BOOK REVIEW

Han, B., & Cai, D. A. (2003). Book review [Review of the book *Identity formation, agency, and culture*]. *Journal of Social & Personal Relationships*, 20(3), 404-405.
<https://doi.org/10.1177/0265407503020003009>

PODCASTS

Cai, D. A. (2020, October). Comparing transitive and intransitive social networks: Implications for cross-cultural relationships. *International Academy for Intercultural Research Esteemed Speakers Podcast Series*. <https://intercultural-academy.net/publications/podcasts.html#podcast-11-comparing-transitive-and-intransitive-social-networks-implications-for-cross-cultural-relationships-by-deborah-cai>

Cai, D. A. Co-Founder, *NaC: Negotiation and Conflict Management*, to produce two podcast series, *Article to Audio*, and *I'm Glad I Know That Now*. <https://www.negotiationandconflictteam.com/> (available on Spotify and other platforms).

RESEARCH REPORTS

Cai, D. A., & Swartz, B. C. (2002). *Perspectives toward the United States in selected newspapers of the People's Republic of China*. Report prepared for the U.S. Senate's U.S.–China Commission, Washington, DC.

CONFERENCE PRESENTATIONS

Murphy, S. E., Broderic, T. K., Kogen, L., Tolan, C. M., Cai, D. A., Pitts, D., Pino, Z. E., & Criner, G. J. (2023, May). Recruiting and retaining patients for an urban comprehensive lung cancer screening program for lung nodules couples with detection of comorbid conditions: Temple Healthy Chest Initiative (THCI). Poster presentation at the annual American Thoracic Society (ATS) conference, Washington, DC.

Cai, D. A., & Fink, E. L. (2023, May). *It's not enough to have a seat at the table: Communicating beyond our comfort zone*. Paper presented on the panel *Barriers to Constructive Intergroup Communication* at the annual conference of the International Communication Association, Toronto, Canada.

Cai, D. A., Smith, R. A., Fink, E. L., & Montagnolo, C. (2022, November). *Accidents and attributions: Differential consequences for religious bias*. Paper presented at the annual conference of the National Communication Association, New Orleans, LA. **A Top Paper in the Communication and Social Cognition Division.**

Tolan, C., Cai, D. A., & Fink, E. L. (2022, November). *Expectations and anchors in negotiation outcomes*. Paper presented at the annual conference of the National Communication Association, New Orleans, LA.

Cai, D. A., Fink, E. L., Tolan, C., & Wang, Q. (2022, July). *Thinking styles across cultures: How changeable are they?* Paper presented at the biennial conference of the International Academy for Intercultural Relations, Rapperswil, Switzerland.

- Huang, L., Fink, E. L., & Cai, D. A. (2021, May). *The role of psychological discrepancy in belief change: Evaluating four models*. Paper presented at the annual conference of the International Communication Association, virtual conference. **A Top Paper in the Information Systems Division.**
- Cai, D. A., & Tolan, C. (2020, November). *Public shaming and attacks on social media: The case of White Evangelical Christians*. Paper presented at the annual conference of the National Communication Association, virtual conference.
- Cai, D. A., Fink, E. L., Phillips, C., & Eder, A. (2020, July). *Fist fights in the kitchen, harmony in the hall, part II: Differentiating structural and emotional harmony*. Paper presented at the annual conference of the International Association for Conflict Management, virtual conference.
- Tolan, C., Cai, D. A., & Fink, E. L. (2020, July). *The effect of negotiation expectancies on conflict styles and negotiation outcomes*. Paper presented at the annual conference of the International Association for Conflict Management, virtual conference.
- Tolan, C., & Cai, D. A. (2019, July). *Expectancy violation and conflict styles*. Paper presented at the annual conference of the International Association for Conflict Management, Dublin, Ireland.
- Cai, D. A. (2018, May). *Media, politics and religion in the current American political climate*. Paper presented at the annual conference of the International Communication Association, Prague, The Czech Republic.
- Fink, E. L., Jung, J., Smith, R. A., & Cai, D. A. (2017, November). *Perception of and communication about the Zika virus*. Paper presented at the annual conference of the National Communication Association, Dallas, TX.
- Cai, D. A., Fink, E. L., & Montagnolo, C. E. (2017, July). *Religion, political affiliation, and the assignment of responsibility*. Paper presented at the annual conference of the International Association for Conflict Management, Berlin, Germany.
- Cai, D. A., & Fink, E. L. (2016, June). *What's past is prologue: Lessons from conflict, communication, and culture research from half a century ago*. Paper presented at the annual conference of the International Association for Conflict Management, New York City, NY.
- Cai, D. A. (2016, June). *Lessons from past research on conflict, culture, and communication: Looking 50 years back*. Paper presented on the panel entitled, *Difficult conversations between groups in conflict: Cultural, ideological linguistic, national, and religious aspects*, at the annual conference of the International Communication Association, Fukuoka, Japan.
- Cai, D. A. (2016, June). *Silence is golden . . . and confusing*. Paper presented on the panel entitled *Conflict coaching and ADR processes in federal and state government agencies* at the annual conference of the International Communication Association, Fukuoka, Japan.
- Cai, D. A., Fink, E. L., & Xie, X. (2015, July). *Conflict and anger*. Paper presented at the annual conference of the International Association for Conflict Management, Clearwater Beach, FL.
- Fink, E. L., Cai, D. A., & Sipek, S. (2015, May). *A prophet not in his (or her) own land: The effect of distance traversed on social influence*. Paper presented at the annual conference of the International Communication Association, San Juan, Puerto Rico.

- Cai, D. A., Fink, E. L., & Cao, W. (2014, July). *Fist fights in the kitchen, harmony in the hall: The meaning of harmony and conflict across cultures*. Paper presented at the annual conference of the International Association for Conflict Management, Leiden, The Netherlands.
- Chai, S., Fink, E. L., & Cai, D. A. (2013, November). *Power tactics in negotiation: A test and application of power distance reduction theory*. Paper presented at the annual conference of the National Communication Association, Washington, DC. **Top Paper in the Peace and Conflict Communication Division.**
- Tulsky, J., & Cai, D. A. (2013, July). *A generational study on the perceptions of communication accommodation and its effect on computer-mediated communication learning*. Paper presented at the annual conference of the International Association for Conflict Management, Seattle, WA.
- Cao, W., Cai, D. A., & Fink, E. L. (2013, June). *Culture and intercultural experience as predictors of decision-making styles*. Paper presented at the annual conference of the International Communication Association, London, UK.
- Klafehn, J., Connelly, S., & Cai, D. A. (2013, April). *Leadership influences on soldier development following negative cross-cultural experiences*. Paper presented in the symposium on Leading in Challenging Cross-Cultural Contexts at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Cai, D. A., Fink, E. L., Das, S., & Waks, L. (2012, November). *Cognitive and cultural effects on decision making: Propositions regarding Chinese and Americans*. Paper presented at the annual conference of the National Communication Association, Orlando, FL.
- Han, B., & Cai, D. A. (2011, November). *A cross-cultural study of the effect of empathy on the moral judgment of need*. Paper presented at the annual conference of the National Communication Association, New Orleans, LA.
- Wang, Q., Cai, D. A., Fink, E. L., Lan, N., & Wang, W. (2011, November). *Moderating effects of culture on the relationships between interpersonal goals and conflict avoidance strategies: A U.S.-China comparison*. Paper presented at the annual conference of the National Communication Association, New Orleans, LA. **Top Four Paper in the Association for Chinese Communication Studies.**
- Anand, P., Cai, D. A., & Martel, C. (2011, July). *Detecting persuasion in Arabic and English*. Paper presented at the annual conference of the International Association for Conflict Management, Istanbul, Turkey.
- Kennedy, K., & Cai, D. A. (2011, July). *The link between women's leadership and peace*. Symposium presentation at the annual conference of the International Association for Conflict Management, Istanbul, Turkey.
- Xie, X., Cai, D. A., & Fink, E. L. (2010, November). *"Do we really know who we are when fighting?": The effect of roles, goals, and emotion on responses to conflict*. Paper presented at the annual conference of the National Communication Association, San Francisco, CA.

- Han, B., & Cai, D. A. (2010, November). *A cross-cultural study of the effect of empathy on the moral judgment of equity – Part II*. Paper presented at the annual conference of the National Communication Association, San Francisco, CA.
- Yao, S., Cai, D. A., & Fink, E. L. (2010, June). *Accounting for conflict behaviors: An attributional approach*. Paper presented at the annual conference of the International Association for Conflict Management, Boston, MA.
- Han, B., & Cai, D. A. (2009, November). *A cross-cultural study of the effect of empathy on the moral judgment of equity*. Paper presented at the annual conference of the National Communication Association, Chicago, IL.
- Xie, X., & Cai, D. A. (2009, May). *A roles approach: Modeling the effect of self- and other-role enactment on conflict strategies*. Paper presented at the annual conference of the International Communication Association, Chicago, IL.
- Cronin, D. A., & Cai, D. A. (2008, November). *Computer mediated communication and negotiation: Effects of media and power on relationship development*. Paper presented at the annual conference of the National Communication Association, San Diego, CA. **Top Paper in the Human Communication and Technology Research Division.**
- Xie, X., & Cai, D. A. (2008, May). *A roles approach: Modeling individual and cultural differences in conflict strategies*. Paper presented at the annual conference of the International Communication Association, Montreal, Canada.
- Xie, X., Cai, D. A., & Fink, E. L. (2007, November). *The power of roles in constraining behaviors: A model of cultural difference in role enactment and conflict strategies*. Paper presented at the annual conference of the National Communication Association, Chicago, IL.
- Xie, X., Jang, A., & Cai, D. A. (2007, November). *Are Asians really okay with contradictions? Using dissonance to explain cultural differences in responding to contradictions*. Paper presented at the annual conference of the National Communication Association, Chicago, IL.
- Cai, D. A., Fink, E. L., & Xie, X. (2007, November). *Obligations and costs in direct and indirect relationships: A cross-cultural analysis*. Paper presented at the annual conference of the National Communication Association, Chicago, IL.
- Wang, Q., Fink, E. L., & Cai, D. A. (2007, November). *Strategic uses of avoidance in interpersonal conflict: A goals approach*. Paper presented at the annual conference of the National Communication Association, Chicago, IL.
- Karavanov, A., & Cai, D. A. (2007, July). *Factors affecting entrapment bias: Justification needs, face concerns, and personal networks*. Paper presented at the annual conference of the International Association for Conflict Management, Budapest, Hungary.

- Wang, Q., Cai, D. A., & Fink, E. L. (2007, June). *A typology of conflict avoidance*. Paper presented at the annual conference of the International Association for Conflict Management, Budapest, Hungary.
- Wang, Q., Fink, E. L., & Cai, D. A. (2007, June). *A typology of interpersonal goals in conflict situations*. Paper presented at the annual conference of the International Association for Conflict Management, Budapest, Hungary.
- Yao, S., Cai, D. A., & Fink, E. L. (2007, May). *The effect of involvement, behavioral outcome, and relationship on the actor-observer bias*. Paper presented at the annual conference of the International Communication Association, San Francisco, CA.
- Fink, E. L., Cai, D. A., & Banas, E. (2006, November). *The effects of information structure and thinking style on message processing*. Paper presented at the annual conference of the National Communication Association, San Antonio, TX.
- Han, B., & Cai, D. A. (2006, November). *A cross-cultural analysis of approaching and avoiding motivations in interpersonal conflicts*. Paper presented at the annual conference of the National Communication Association, San Antonio, TX.
- Yao, S., & Cai, D. A. (2006, November). *The effect of the actor-observer bias on attributions*. Paper presented at the annual conference of the National Communication Association, San Antonio, TX.
- Han, B., & Cai, D. A. (2006, June). *The effect of culture on complex apologetic motives*. Paper presented at the annual conference of the International Communication Association, Dresden, Germany.
- Cai, D. A., Fink, E. L., & Xie, X. (2005, November). *Anger, conflict, and communication*. Paper presented at the annual conference of the National Communication Association, Boston, MA.
- Han, B., & Cai, D. A. (2005, November). *Face goals in apology: A cross-cultural perspective*. Paper presented at the annual conference of the National Communication Association, Boston, MA.
- Han, B., & Cai, D. A. (2005, May). *The effect of responsibility, severity, and relationship on face concerns and apology: A cross-cultural perspective*. Paper presented at the annual conference of the International Communication Association, New York, NY.
- Ni, L., & Cai, D. A. (2005, May). *Anxiety and uncertainty management in an intercultural setting: The impact on organization-public relationships*. Paper presented at the annual conference of the International Communication Association, New York, NY.
- Karavanov, A., & Cai, D. A. (2004, November). *Using personal networks to explain facesaving behavior in decision making*. Paper presented at the annual conference of the National Communication Association, Chicago, IL.
- Cai, D. A., Fink, E. L., Wang, Q., & Payne, D. (2004, November). *The malleability of decision making styles across cultures*. Paper presented at the annual conference of the National Communication Association, Chicago, IL.

- Fink, E. L., Cai, D. A., Kaplowitz, S. A., Chung, S., Van Dyke, M. A., & Kim, J.-N. (2003, November). *The semantics of social influence I: Threats vs. persuasion*. Paper presented at the annual conference of the National Communication Association, Miami, FL.
- Cronin, D. A., & Cai, D. A. (2003, November). *Negotiation, power, and communication medium: Power relationships in computer mediated and face-to-face negotiations*. Paper presented at the annual conference of the National Communication Association, Miami, FL.
- Cai, D. A., & Swartz, B. C. (2002, November). *Perspectives toward the U.S. in selected newspapers of the People's Republic of China*. Paper presented at the annual conference of the National Communication Association, New Orleans, LA.
- Rodriguez, J. I., Cai, D. A., & Cash, C. C. (2002, April). *Explaining the anecdotal evidence effect: An application of the heuristic systematic model*. Paper presented at the annual conference of the Western States Communication Association, Long Beach, CA.
- Cai, D. A., & Waks, L. (2001, November). *What we know about Chinese negotiating behavior*. Paper presented at the annual conference of the National Communication Association, Atlanta, GA.
- Philipp, M., Cai, D. A., & Fink, E. L. (2001, May). *A cognitive model of humor effects in dyadic bargaining interactions*. Paper presented at the annual conference of the International Communication Association, Washington, DC.
- Cai, D. A., & Fink, E. L. (2000, June). *Conflict styles and culture: A reconsideration of avoidance in the dual concern model*. Paper presented at the annual conference of the International Association for Conflict Management, St. Louis, MO.
- Cai, D. A., & Hung, C. J. F. (2000, June). *How relevant is trust anyway? A cross-cultural comparison of trust in organizational and peer relationships*. Paper presented at the annual conference of the International Communication Association, Acapulco, Mexico.
- Cai, D. A. (1999, June). *Phase mapping and lag sequential analysis: Quantitative methods for the study of negotiation interactions*. Paper presented at the annual conference of the International Association for Conflict Management, San Sebastian, Spain.
- Cai, D. A., & Adrian, A. (1999, May). *Culture and decision making in international alliances: U.S. and China*. Paper presented at the annual conference of the International Communication Association, San Francisco, CA.
- Cai, D. A., & Wilson, S. R. (1999, May). *An intercultural comparison of the identity implications of seeking compliance*. Paper presented at the annual conference of the International Communication Association, San Francisco, CA.
- Kim, M. S., Klinge, R. S., Park, H. S., Smith, D. H., Gu, Y., & Cai, D. A. (1999, May). *A test of a cultural model of patient's motivation for verbal communication in patient-doctor interactions*. Paper presented at the annual conference of the International Communication Association, San Francisco, CA.

- Noels, K., Giles, H., Cai, D., & Turay, L. (1998, November). *Perceptions of inter- and intragenerational communication in the United States of America and the People's Republic of China: Implications for psychological health*. Paper presented at the annual conference of the National Communication Association, New York, NY. Top Paper in the Communication and Aging Division.
- Cai, D. A., & Waks, L. (1998, July). *Beyond conflict styles: Re-examining Chinese conflict behavior*. Paper presented at the annual conference of the International Communication Association, Jerusalem, Israel.
- Noels, K., Giles, H., Cai, D. A., & Turay, L. (1997, August). *Inter- and intra-generational communication and psychological health: Data from China and the USA*. Paper presented at the 24th International Congress of Applied Psychology, San Francisco, CA.
- Cai, D. A., & Drake, L. (1997, May). *Intercultural business negotiation: A communication perspective*. Paper presented at the annual conference of the International Communication Association, Montreal, Canada.
- Cai, D. A., Giles, H., & Noels, K. (1997, May). *Intergenerational communication in the People's Republic of China: Perceptions of older and younger adults and their link to mental health*. Paper presented at the International Conference on Language and Social Psychology, Ottawa, Canada.
- Noels, K., Giles, H., Cai, D. A., Gallois, C., Harwood, J., Lim, T. S., Maher, J., Ng, S. H., Ota, H., Pierson, H., Ryan, E., Somera, L., & Williams, A. (1997, March). *Communicating across generations and cultures*. Paper presented at the 6th International Conference on Cross-Cultural Communication: East and West, Tempe, AZ.
- Cai, D. A., Wilson, S. R., & Drake, L. (1996, June). *Individualism/collectivism and joint gain: Illuminating the paths to integrative bargaining agreements*. Paper presented at the annual conference of the International Association for Conflict Management, Ithaca, NY.
- Kim, M. S., Shin, H. C., & Cai, D. A. (1996, May). *The influence of cultural orientations on the preferred forms of requesting and re-requesting*. Paper presented at the annual conference of the International Communication Association, Chicago, IL.
- Cai, D. A., & Rodríguez, J. I. (1996, February). *Adjusting to cultural differences: A control model of intercultural adaptation*. Paper presented at the Intercultural Communication Conference, Fullerton, CA.
- Cai, D. A. (1995, June). *Planning prior to negotiation: A comparison of American and Taiwanese cultures*. Paper presented at the annual conference of the International Communication Association, Albuquerque, NM.
- Wilson, S. R., Cai, D. A., & Drake, L. (1995, June). *Culture in context: Individualism/collectivism, negotiator role, framing, and integrative bargaining outcomes*. Paper presented at the annual conference of the Academy of Management, Vancouver, BC.

- Kim, M. S., Cai, D. A., & Miyahara, A. (1994, November). *Compliance persistence across cultures*. Paper presented at the annual conference of the Speech Communication Association, New Orleans, LA.
- Wilson, S. R., Cai, D. A., Campbell, D., Donohue, W., & Drake, L. (1994, November). *Cultural and communication processes in business negotiations*. Paper presented at the annual conference of the Speech Communication Association, New Orleans, LA.
- Bresnahan, M. I., Cai, D. A., & Akouri, M. (1994, July). *Sex differences in the perception of interruption* (Part 2). Paper presented at the annual conference of the International Communication Association, Sydney, Australia.
- Bresnahan, M. I., Cai, D. A., & Rivers, A. (1994, July). *Saying no in Chinese and English: Cultural differences in strategies of refusal*. Paper presented at the annual conference of the International Communication Association, Sydney, Australia.
- Cai, D. A., & Donohue, W. (1994, June). *Culture and conflict: Challenging current assumptions of individualism/collectivism*. Paper presented at the annual conference of the International Association for Conflict Management, Eugene, OR.
- Bresnahan, M. I., Cai, D. A., & Akouri, M. (1993, November). *Sex differences in the perception of interruption*. Paper presented at the annual conference of the American Anthropological Association, Washington, DC.
- Cai, D. A. (1993, November). *Determinants of facework in negotiation: An intercultural perspective*. Paper presented at the annual conference of the Speech Communication Association, Miami, FL.
- Cai, D. A. (1993, April). *Mitigating devices: Their use in negotiation*. Paper presented at the annual conference of the Central States Communication Association, Lexington, KY.
- Bresnahan, M. I., & Cai, D. A. (1992, October). *So what's an ombudsman anyway? Patterns of undergraduate information-seeking and empowerment*. Paper presented at the annual conference of the Speech Communication Association, Chicago, IL.
- Bresnahan, M. I., & Cai, D. A. (1992, April). *Stories of survival and success: International teaching assistant accounts of the resolution of conflict with U.S. undergraduates*. Paper presented at the annual conference on Discourse Analysis, Temple University, Philadelphia, PA.

INVITED SCHOLARLY PRESENTATIONS

- Cai, D. A. (2023, March). *It's not enough to have a seat at the table: Communicating beyond our comfort zone*. Invited keynote lecture and discussant at the international workshop on "The encounter of East Jerusalem Palestinians with the Israeli society in educational frameworks and in higher education settings: Presenting the Truman Institute East Jerusalem Project and new research of the Jerusalem Institute for Policy Research," held by the Truman Institute for the Advancement of Peace at the Hebrew University of Jerusalem, Israel.

- Cai, D. A. (2022, July). *Rights, responsibilities, and conflict*. Lecture delivered at the Fellows Day of the International Academy of Intercultural Research, Rapperswil, Switzerland.
- Cai, D. A. (2022, February). Guest lecture. *Theorizing intercultural communication beyond individualism and collectivism*. Department of Communication, University at Buffalo. Buffalo, NY.
- Cai, D. A. (2020, September). Guest lecture. *Conflict, culture, & communication*. Temple University, Philadelphia, PA. Klein Rising: Klein College Freshman Seminar, required of all incoming freshmen as of Fall 2021.
- Cai, D. A. (2019, December). Guest lecture. *The cultural shift from role to emotion: Developing intercultural theory on conflict management and negotiation*. Chulalongkorn University. Bangkok, Thailand.
- Cai, D. A. (2019, June). Guest lecture. *Evangelical Christians in the American political climate*. Presentation to 20 guests of the U.S. State Department from the Middle East on terrorism and counterterrorism. Invited by Citizens Diplomacy, Philadelphia, PA.
- Cai, D. A. (2018, July). Guest lecture. *Evangelical Christians in the American political climate*. Presentation to 15 guests of the U.S. State Department from the European Union on security, terrorism, and counterterrorism. Invited by Citizens Diplomacy, Philadelphia, PA.
- Cai, D. A. (2018, March). Guest lecture. *Media, politics, and religion in the current American political climate*. Colloquium, Department of Communication, Hebrew University of Jerusalem, Israel.
- Cai, D. A. (2018, March). Guest lecture. *Conflict styles across cultures*. Swiss Center for Conflict Resolution at Hebrew University of Jerusalem, Israel.
- Cai, D. A. (2018, March). Guest lecture. *Developing research questions for conflict research*. Graduate course in conflict management, Master's degree program in Conflict Resolution, Hebrew University of Jerusalem, Israel.
- Cai, D. A. (2016, March). Guest lecture. *Looking back, looking forward: Lessons from conflict, communication, and culture research from half a century ago*. Spring Research Colloquium 2016. Michigan State University, Department of Communication, East Lansing, MI.
- Cai, D. A. (2015, October). Guest speaker. *Do we always have to get along?* Guest presenter at the Villanova Symposium on Cross-Cultural Communication and Ethics: U.S. and Chinese Perspectives in Theory and Practice. Villanova University, Villanova, PA.
- Cai, D. A. (2013, October). Guest lecture. *The cultural shift from role to emotion*. Delivered at five universities over two weeks: Hong Kong Baptist University, National Taiwan Normal University, National Taiwan University, Wuhan University (Wuhan, China), Xiamen University (Xiamen, China).
- Cai, D. A. (2012, November). Presenter. *Honoring the work of Linda Putnam*. Panel presentation at the annual conference of the National Communication Association, Orlando, FL.

- Cai, D. A. (2010, November). Presenter. *Building bridges in ethnopolitical conflicts: Intercultural and interdisciplinary contributions*. Panel presentation at the annual conference of the National Communication Association, San Francisco, CA.
- Cai, D. A. (2009, November). Presenter. *Chinese communication in the 21st century*. Panel presentation at the annual conference of the National Communication Association, Chicago, IL.
- Cai, D. A. (2008, September). Presenter. *Roundtable on cross-cultural communication in a globalized world*. One-day conference sponsored by the U.S. Department of Defense, College Park, MD.
- Cai, D. A. (2007, March). *Coding messages from al-Qaeda leaders for reference, target, and persuasive approaches*. Invited presentation for the Department of Homeland Security Annual University Network Summit on Research and Education, Washington, DC.
- Cai, D. A. (2006, November). *What's China got to do with it? Why we do what we do with China*. Guest speaker for International Education Week event hosted by the Confucius Institute at the University of Maryland, College Park.
- Cai, D. A. (2004, December). *Intercultural business communication*. Lecture for University of Lodz EMBA program (jointly run by the R.H. Smith School of Business, University of Maryland, College Park, and University of Lodz, Lodz, Poland) via videoconference.
- Cai, D. A. (2004, April). Presenter. *Taiwan elections*. Forum for the Institute of Global Chinese Affairs, University of Maryland, College Park.
- Cai, D. A. (2004) *Business & academic communication*. Course for School of International Management, EMBA program (jointly run by the R.H. Smith School of Business, University of Maryland, College Park, and the University of International Business & Economics [Beijing]), in Beijing, China.
- Cai, D. A. (2003, October) Panel chair. *Education in China*. Forum for the Institute of Global Chinese Affairs, University of Maryland, College Park.
- Cai, D. A. & Swartz, B. C. (2003, February). *Sino-American relations in the news: Does the media reflect a balance?* Symposium on U.S. China Relations for the Institute of Global Chinese Affairs, University of Maryland, College Park.
- Cai, D. A. (2001, October). *How aspects of Islamic culture can give rise to communication barriers with Western cultures*. Guest lecture, Enrichment Day, Gallaudet University, Washington, DC.
- Gelfand, M. J., & Cai, D. A. (2001, October). *Integrating culture and context in cross-cultural negotiation research*. Paper presented at the Negotiation and Culture Conference, Kellogg School of Management, Northwestern University, Evanston, IL.
- Cai, D. A. (2001, January). *Conflict styles and culture: A reconsideration of the dual concern model*. Colloquium presented to the Department of Communication, University of Colorado, Boulder, CO.
- Cai, D. A. (1999, October). *Model and theories of intercultural communication*. Guest lecture at the Department of International Relations, University of Shizuoka, Shizuoka, Japan.

Cai, D. A. (1998, February). *Theories of intercultural communication*. Guest lecture to College Park Scholars, University of Maryland, College Park.

Cai, D. A. (1998, March). *Theories of intercultural communication*. Guest lecture for a course in the Department of Government & Politics on conflict transformation, University of Maryland, College Park.

Cai, D. A. (1996, May). *Planning in negotiation: A comparison of U.S. and Taiwan cultures*. Colloquium for the Department of Communication, Hong Kong Baptist University, Hong Kong.

INVITED PROFESSIONAL PRESENTATIONS AND WORKSHOPS

Cai, D. A. (2023, August). *Negotiating your offer*. Panelist for the Professional Development Workshop for the Conflict Management division of the Academy of Management, Boston, MA.

Cai, D. A. (2023, May 18). *The interdisciplinary study of conflict and its management: Reflections from scholars in different fields*. Member of the panel. Hosted by Ariel Avgar, Cornell University, and sponsored by the Conflict Management division of the Academy of Management.

Jones, T., & Cai, D. A. (2023, April 20). Trust and conflict. Guest presenters for the Chairs' workshop for the Vice Provost for Faculty Affairs office of Temple University.

Cai, D. A. (2023, February 15). Communication, culture, and diversity. Guest speaker for the Women's Campaign International's Girls Advocacy and Leadership Series (GALS) program at Swenson High School of the Arts and Tech, Philadelphia, PA.

Cai, D. A. (2022, January 21). *Diversity, equity and inclusion: Institutional offices and initiatives*. Panelist. Klein College Graduate Speaker Series, Temple University, Philadelphia, PA.

Cai, D. A. (2021, June). *Reactions of 18 to 24 year old college students to getting the COVID-19 vaccine*. Presentation of research findings to Temple University's Strategic Communication and Marketing staff, Philadelphia, PA.

Jones, T. S., & Cai, D. A. (2020, November 19). *Calming the conflict 2.0*. Workshop for faculty, staff, and students in Klein College of Media and Communication, Temple University, Philadelphia, PA.

Wang, Q., & Cai, D. A. (2020, October 23). *Facilitating conversations with students after the election*. Workshop for faculty at Villanova University, Villanova, PA.

Jones, T. S., & Cai, D. A. (2020, May 1). *Calming the conflicts: Understanding, managing and overcoming conflict*. Workshop for faculty, staff, and students in Klein College of Media and Communication, Temple University, Philadelphia, PA.

Jones, T. S., & Cai, D. A. (2019, February 19). *Conflict management on teams*. Workshop for the Department of Chemistry, Temple University, Philadelphia, PA.

- Cai, D. A. (2017, November 5). Led two workshops entitled *Communicating contradictions: Lean in, rise up, jump in, and listen*. Fourth annual conference on Muslim and Jewish Women's Leadership, sponsored by Sisterhood of Salaam Shalom, Madison, NJ.
- Cai, D. A. (2017, July 28). Invited trainer. *Workshop on salary negotiation*. Annual conference of the Asian American Journalists Association. Philadelphia, PA.
- Cai, D. A. (2015, November). Guest speaker. *Applying systems theory to the university*. Three-hour training for Leadership Academy 9, Temple University, Philadelphia, PA.
- Cai, D. A., & Howard, A. (2014, April). *Teaching and working with international students*. Teaching Workshop, School of Media and Communication, Temple University, Philadelphia, PA.
- Cai, D. A. (2013, January). *Culture, competence, and communication*. Three-hour training session for Leadership Academy 7, Temple University, Philadelphia, PA.
- Cai, D. A. (2012, September). *Culture, competence, and communication*. Three-hour training for the International Educators Academy, Temple University, Philadelphia, PA.
- Cai, D. A. (2012, October). *Work-life balance*. Panelist, League for Entrepreneurial Women. Temple University, Philadelphia, PA.
- Cai, D. A. (2012, March). *Empowering women to be leaders in peace building and social change in post-conflict nations (The case of Afghanistan diplomacy)*. Two-hour lecture delivered for Florida Atlantic University's Peace Studies Program, Boca Raton, FL.
- Cai, D. A. (2012, February). *Communication, culture, and competence*. Six-hour training for Leadership Academy 6 at Temple University, Philadelphia, PA.
- Cai, D. A., & Feistman, G. (2012, February). Meeting with Mr. Naby Bangoura, Chief of Cabinet and head of communication for the first democratically-elected president of Guinea, President Conté, to talk about communication within his government and country, Temple University, Philadelphia, PA.
- Cai, D. A. (2011, May). *Gender communication and leadership*. Invited trainer, four-day training in conjunction with Women's Campaign International to train civil servants from Afghanistan, funded by the Foreign Ministry of Italy, Rome, Italy.
- Cai, D. A. (2010, November). *Gender communication and leadership*. Invited trainer, three-day training in conjunction with Women's Campaign International to train diplomats and civil servants from Afghanistan, funded by the Foreign Ministry of Italy, Rome, Italy.
- Cai, D. A. (2008, June). *Risk communication*. Invited trainer, presented a series of lectures for a five-day training conference for government representatives of developing nations in APEC (Asian Pacific Economic Commission) on food safety and communication, Manila, The Philippines.
- Cai, D. A. (2006, February). *Communication and culture between Americans and Chinese*. Guest lecture to business and political leaders from China, Institute of Global Chinese Affairs, University of Maryland, College Park.

- Cai, D. A. (2005, August). *Communication and culture between Americans and Chinese*. Guest lecture to business and political leaders from China, Institute of Global Chinese Affairs, University of Maryland, College Park.
- Cai, D. A. (2005, June). *Communication and culture between Americans and Chinese*. Guest lecture to business and political leaders from China, Institute of Global Chinese Affairs, University of Maryland, College Park.
- Cai, D. A. (2005, February). *Managing mediated communication*. Led half-day training for managers at the U.S. Department of Defense, Bolling Air Force Base, Washington, DC.
- Cai, D. A. & Waks, L. (2005, January). *Managing communication*. Led full-day training for managers at the U.S. Department of Defense, Arlington, VA.
- Cai, D. A. (2005, January). *Communication and culture between Americans and Chinese*. Guest lecture to business and political leaders from China, Institute of Global Chinese Affairs, University of Maryland, College Park.
- Cai, D. A. (2004, September). *Communication and culture between Americans and Chinese*. Guest lecture to business and political leaders from China, Institute of Global Chinese Affairs, University of Maryland, College Park.
- Cai, D. A. (2004, November). *Communication and culture between Americans and Chinese*. Guest lecture to business and political leaders from China, Institute of Global Chinese Affairs, University of Maryland, College Park.
- Cai, D. A. (2004, August). *Communication and culture between Americans and Chinese*. Guest lecture to journalists from China, College of Arts and Humanities, University of Maryland, College Park.
- Cai, D. A. (2003, June). *Communication and culture between Americans and Chinese*. Guest lecture to journalists from China, College of Arts and Humanities, University of Maryland, College Park.
- Cai, D. A. (2002, August). *Communication and culture between Americans and Chinese*. Guest lecture to educators from China, College of Arts and Humanities, University of Maryland, College Park.
- Cai, D. A. (2001, August). *Communication and culture between Americans and Chinese*. Guest lecture to educators from China, College of Arts and Humanities, University of Maryland, College Park.
- Cai, D. A. (2000, September). *Intercultural negotiation*. Guest lecture to business leaders and government officials in program cosponsored by Nanjing Municipal Government and the University of Maryland, Nanjing, China.
- Cai, D. A. (1999, November). *Doing business in Taiwan*. Bechtel Corporation. One-day training seminar for 23 managers working on project in Taiwan (paid consultancy), Frederick, MD.
- Cai, D. A. (1998, June). *Negotiation and conflict management in the U.S. and China*. Guest lecture to business and political leaders from China visiting the Institute of Global Chinese Affairs, University of Maryland, College Park.

Cai, D. A. (1997, June). *U.S. and Chinese culture and communication*. Guest lecture to archivists from China visiting the University of Maryland, College Park.

MEDIA CONSULTATION & COMMENTARY

Leon, M. (2021, August 18). How to ask if someone is vaccinated and what to do if you don't like their answer. Interview with Deborah Cai. *KYW Newsradio in Depth Podcast*. Philadelphia, PA. <https://www.audacy.com/kywnnewsradio/podcasts/kyw-newsradio-in-depth-229/how-to-ask-if-someone-is-vaccinated-and-what-to-do-if-you-dont-like-their-answer-660807327?>

Orbanek, S. (2021, July 29) Is it okay to ask "Are you vaccinated?" Interview with Deborah Cai. *Temple Now*. Philadelphia, PA. <https://news.temple.edu/news/2021-07-29/it-ok-ask-are-you-vaccinated>

Cai, D. A. (2017, September 19). Counterterrorism and communication of al-Qaeda messages via media. *Voice of America* (translated into Urdu and broadcast to Pakistan). Expert interview.

Koerth-Baker, M. (2016, October 9). How many times did Trump interrupt Clinton in the first debate? Depends on how you count. *Fivethirtyeight.com*. Retrieved from <http://fivethirtyeight.com/features/how-many-times-did-trump-interrupt-clinton-in-the-first-debate-depends-on-how-you-count/> Expert interview.

What do they do with China? Some Maryland scholars at work. (2008, May) *Faculty Voice*, 21(4), 5. Expert interview. University of Maryland, College Park.

Bowen, A. M. (2005). A different kind of open door: Understanding China, and moving beyond fear. *The Terrapist*, 1(1), 11-13. Expert interview. University of Maryland, College Park.

"[Institute for Global Chinese Affairs] holds forums 'Doing business in China' conference." (2003, Spring). *Maryland International* (pp. 6-7), vol. II. Expert interview. University of Maryland, College Park.

Carr, M. (2001). Where is the break in U.S.-China communications? *The Prince George's Sentinel* (pp. 1 & 8), April 19. Comments on U.S.-China relations. Expert interview. Prince George's County, MD.

Cai, D. A. (1999, May). *Conflict management in intergenerational family relationships*. Guest interview for Senior Cable News, University of Maryland Flagship TV Channel, College Park.

Cai, D. A. (1998, May). *Intercultural communication*. Guest interview for University of Maryland Flagship TV Channel, College Park.

PARTICIPATION IN SCHOLARLY SYMPOSIA

Registered participant. (2021, October). *Statistics with R*. Three-day seminar on the use of R, provided by Statistical Horizons.

Invited participant. (2021, June). *Fostering data reusability: Increasing impact and ease in data sharing and reuse*. A workshop series on how to improve researcher experiences in sharing and reusing data, funded by a grant by the National Science Foundation and led by S. Nusser, University of Virginia; G. Korkmaz, University of Virginia; A. Mikytuck, Randolph-Macon College; J. Cutcher-Gershenfeld, Brandeis University.

Consortium Research Fellow with the Army Research Institute to work on *DEFNCE*, a six-month project to prepare white papers that set the research agenda for addressing how to help soldiers overcome negative cross-cultural experiences, 2012.

Invited member. (2004, Spring). Four-person panel from the University of Maryland by the Taiwan Ministry of Education and Ministry of Foreign Affairs to observe Taiwan's Presidential elections in Taipei, Taiwan.

Organizational schema in international organizations. (1999, October). One week research conference of primary researchers on a project funded by the Japanese Ministry of Education, Shizuoka, Japan.

Selected participant. (1997, July). *Faculty Forum on Conflict and Peacemaking in an Evolving World*, U.S. Institute of Peace, Washington, DC. One week program for 30 faculty members in political science, international relations, psychology, and communication from across the U.S., selected for their interest in peace and conflict research and teaching.

Invited participant. (1997, May). *2nd International Symposium on Intergenerational Communication around the Pacific Rim*. Montreal, Canada.

Participant. (1996, Fall). *Campus Curriculum Transformation Project* on gender in the global community for the purpose of making scholars more aware of including intercultural gender issues in their own courses, University of Maryland, College Park.

ACADEMIC MEMBERSHIPS

Academy of Management – Chair of the Conflict Management division (2022-2023)
 International Academy for Intercultural Research – Fellow, Conference organizer 2023
 International Association of Conflict Management – Fellow, Past-President (2016-2017)
 Sigma Xi: The Scientific Research Honor Society
 International Communication Association
 National Communication Association

TEACHING, MENTORING, & ADVISING

STUDY ABROAD

Director, School of Communications & Theater Summer Study Abroad in London

Taught two courses in a 6-week program: Intercultural Communication in London, and British Mass Media.

June to August 2011 (10 students)

June to August 2012 (28 students)

COURSES TAUGHT

Department of Communication & Social Influence, Klein College of Media and Communication, Temple University, Philadelphia, PA

Leadership in Crisis and Conflict Management (CMGT 5001: 14-33 students; online only)

Intercultural Communication (STRC 3801: 115 students; CSI 3701: 115 students)

Intercultural Negotiation (MS in CMGT program) (STRC 9020: 13 students)

Intercultural Communication in the Workplace (STRC 3601: 12 – 60 students) – course developed and taught as part of a two-course sequence for study abroad internship program in Hong Kong, Dublin, London, Barcelona, Paris, Miami, New York City, Chicago, and Los Angeles.

Media and Communication doctoral program, Klein College of Media and Communication,
Temple University, Philadelphia, PA

Communication Theory II (MMC 9101: 11-12 students)

Seminar in Intercultural Communication (MMC 9701: 7 students)

Department of Communication, University of Maryland, College Park, MD

Communication Theory & Process (COMM 402: 60 to 90 students)

Communication in Complex Organizations (COMM 424: 30 to 45 students)

Negotiation & Conflict Management (COMM 425: 35 to 95 students)

Conflict Management (COMM 426/626: 50 students)

Intercultural Communication (COMM 482: 50 to 150 students)

Communication Theory (COMM 602: 14-18 students, cotaught)

Seminar in Negotiation (COMM 625: 13 students)

Seminar in Intercultural Communication (COMM 682: 14-18 students)

Theories in Intercultural Communication (COMM 683: 8-10 students)

Introduction to Graduate Research in Comm (COMM 700: 13-20 students)

Seminar in Intercultural Communication (COMM 783: 9 students)

Independent study – undergraduate/graduate (COMM 489,798: 1 to 4 students)

MBA & Executive MBA programs for the R.H. Smith School of Business, University of Maryland, in
Beijing and Tianjin, China, and on the College Park campus.

Cross-Cultural Management (BMGT 788p: 30 students), 2003, 2006

Business & Academic Communication (BMGT 788c: 40 students), 2004

Doing Business in Vietnam (U.S. instruction) (BMGT 798V: 8 students), 2008

DISSERTATIONS ADVISED (*Includes graduate's current or past employment*)

Colleen Tolan (2018 to 2023, Temple University). Postdoctoral Researcher for the Center for Women in Business in the Business School at Rutgers University Dissertation: *Barriers to constructive conflict: Testing Prospect Theory & the role of language framing in social conflict*. Recipient of the Temple Graduate School Doctoral Dissertation Completion Grant, \$10,000 for Spring 2023.

Rose Howerter (2013 to 2022, Temple University). Adjunct faculty member, Department of Advertising, Temple University. Dissertation: *Invisible, yet powerful: Goffman's concept of stigma restructured in the 21st century*. Recipient of Temple Graduate School Doctoral Dissertation Completion Grant, \$10,000, Spring 2021.

Connor Phillips (2016 to 2021, Temple University). Customer data analyst for Oncor Electric Delivery (Texas). Dissertation: *Belief, affect, and cognitive dissonance during repeated information exposure: Testing the Sequential Information Integration Model*. Co-advisor with Edward L. Fink. Recipient of Temple Graduate School Doctoral Dissertation Completion Grant, \$10,000, Spring 2021.

Luling Huang (2013 to 2020, Temple University). CLIR Postdoctoral fellow in Data Curation for Energy Social Science in the Wilton E. Scott Energy Institute and the University Libraries at Carnegie Mellon University (Pittsburgh,

PA). Dissertation: *The role of psychological discrepancy in belief change: Testing four models with a single message*. Co-advisor with Edward L. Fink.

- Maxine Gesualdi (2012 to 2017, Temple University). Associate Professor, West Chester University, West Chester, PA. Dissertation: *Extending organizational role theory to understand shared resources and role encroachment in organizations*.
- Weidan Cao (2011 to 2017, Temple University). Assistant Professor, Washington State University. Previously a postdoctoral fellow, Ohio State University Medical Center, Columbus, OH. Dissertation: *Every cloud has a silver lining: An investigation of cancer patients' social support, coping strategies, and posttraumatic growth*.
- Jennifer Midberry (2014 to 2016, Temple University). Associate Professor, Department of Journalism and Communication, Lehigh University. Previously an assistant professor at Indiana University. Dissertation: *Visual frames of war photojournalism, empathy, compassion, and information seeking*. Co-advisor with Dr. Andrew Mendelson.
- Maria Cipollone (2013 to 2015, Temple University). Senior Researcher, Spotify. Dissertation: *Motivation to Mine: An analysis of the motivation for extended video game play among pre-adolescents in a physical learning environment*.
- Sabine Fritz Chai (2005 to 2013, University of Maryland). Managing director of the Austrian Agency for Research Integrity, Diakonie, Austria. Dissertation: *The influence of power on negotiation processes*. Co-advisor with Edward L. Fink.
- Shuo Yao (2002 to 2009, University of Maryland). Professor, Radford University. Dissertation: *Attributional processes in accounting for conflict behaviors*. Co-advisor with Edward L. Fink.
- Xiaoying Xie (2004 to 2008, University of Maryland). Lecturer and coordinator in business communication, Hong Kong University School of Business, Hong Kong. Dissertation: *A roles approach to conflict strategies: Modeling the effects of self- and other-role enactment on conflict strategies through goals and emotion*.
- Bing Han (2002 to 2008, University of Maryland). Associate Professor, University of South Carolina at Aiken. Dissertation: *A cross-cultural study of the effect of empathy on the moral judgment of distributive justice principles: Need versus equity*.
- Daniel Cronin (1997 to 2007, University of Maryland). Senior Associate Dean of Finance and Administration, Krieger School of Arts & Sciences, Johns Hopkins University. Dissertation: *Computer mediated communication and*

negotiation: Effects of media and power on relationship development.

Received Top Paper award from the Human Technology Division of the National Communication Association, San Diego, CA, November, 2008.

Qi Wang (2001 to 2006, University of Maryland). Professor, Villanova University. Dissertation: *"I avoid conflict because it is the right strategy": A cognitive model of conflict avoidance.* Co-advisor with Edward L. Fink. Recipient of the *Outstanding Dissertation Award Defended in 2005-2006*, awarded by the International Association for Conflict Management, July 2007, Budapest, Hungary

Brecken Chinn (Swartz) (2000 to 2006, University of Maryland). (Deceased.) Founder and director of HandReach International, a non-profit organization helping burn victims from China (see *A new life, step by step*, Boston Globe, November 26, 2006). Dissertation: *Strategies in international broadcasting: A grounded analysis of communication values across cultures.*

Anya Karavanov (1999 to 2006, University of Maryland). Senior Communication Specialist, American Institutes for Research, Silver Spring, MD. Adjunct faculty member, American University. Dissertation: *Factors affecting entrapment bias: Justification needs, face concerns, and personal networks.*

Cecilia Cabanero-Verzosa (1999 to 2002, University of Maryland). Communications Advisor (retired), Development Communication Division, World Bank, Washington, DC. Dissertation: *Determinants of behavioral intention in developing country organizations.*

Leah Ritchie (1997 to 1999, University of Maryland). Professor, School of Management, Salem State College, Salem, MA. Dissertation: *The effects of superior/subordinate communication, tolerance for situational embarrassment, and organizational defensiveness on perceived support for double-loop learning behaviors.* Recipient of *The 2000 W. Charles Redding Dissertation Award* from the Organizational Communication Division of the International Communication Association.

External Reader. (2019). Doctoral thesis committee for Dr. Yaninee Petcharanan, Chulalongkorn University, Bangkok, Thailand.

External Reader. (2004). Doctoral thesis committee for Dr. Cheryl Rivers, University of Queensland, Australia.

Master's Degree Advisees (Non-thesis option), University of Maryland:

Victoria Mends-Cole	(2007 to 2009)
Rachel Clark	(2005 to 2007)
Maribeth Bretz	(2004 to 2006)
Stephanie Matarese	(2003 to 2005)
Glenn Kirksey	(2002 to 2004)

Xie Xiaoying	(2002 to 2004)
Xu Xiaoying	(2000 to 2002)
Wu Jie	(1999 to 2001)
Tracie Sawyer	(1998 to 2000)
Liu Ling	(1997 to 1999)
Yu Zheng	(1997 to 1999)
Yuan Chen Chen	(1997 to 1999)
Matt Zurad	(1996 to 1998)
Monica Gilmore	(1995 to 1997)

M.S. in Communication Management Capstone Projects or Theses Advised, Temple University

Aaron Weiss	(2014)
Jacob Tulsky	(2012)
Kristen Schumacher	(2012)
Aviva Kievsky	(2011)
Joshua Brett	(2011)
Tiffany Thompson	(2011)
Krista Poplau	(2009)

Undergraduate Student Mentor

Alyssa Eder, Junior, Communication Studies major, recipient of 2021 Diamond Research Scholars Award to pursue summer and fall research project with faculty mentor, entitled, “A Deep Look at The Michigan Militia and The Proud Boys: Investigating Counter-Terrorism and Peacemaking Efforts.” Recipient receives summer research stipend and participates in Temple University undergraduate scholars program.

INNOVATIONS IN TEACHING & SUPPORT FOR TEACHING INITIATIVES

Recipient, along with Professor Tricia Jones. (2010, Summer). GenEd Team Course Development, Temple University. \$2000 stipend to develop a new course entitled *Peace-Building in Diverse Communities: Intercultural Conflict Management*.

World Course, *UNIV 148A: Topics in Cultural Perspectives: The Individual vs. Society in China and the United States*. (1998, Spring). This course was an interdisciplinary course on connections and distinctions between U.S. and Chinese cultures by examining the Chinese view of the individual within society and the way this view is expressed in language, psychology, behavior, and science. The course was developed and taught in conjunction with two professors from the Departments of Asian & East European Languages and of Physics, University of Maryland. Supported by Hewitt Foundation grant to develop and deliver a team-taught, interdisciplinary mass lecture World Course, \$4000 stipend.

Offered one-credit independent study course. (Spring, 1996). This course was based on the Smithsonian Series “The Language of Conflict Resolution,” which included attending the series’ lectures on Thursday evenings. I hosted five of eight guest speakers, all of whom were communication scholars in the area of conflict, to speak with students and faculty in the University of Maryland’s Department of Communication, College Park.

FACULTY MEMBERS MENTORED

Dr. Heather LaMarre (2014 to present), Started as an assistant professor in Department of Strategic Communication, Temple University. She served as Chair, Department of Communication & Social Influence, Klein College of Media and Communication, Temple University, Philadelphia, PA, from 2020 to 2023.

Dr. Kaibin Xu (2009 to 2010), was an assistant professor in Department of Strategic Communication, Temple University, Philadelphia, PA.

Dr. Meina Liu (2006 to 2009), was an assistant professor in Department of Communication, University of Maryland. Currently. She was promoted to Professor and served as Department Head of the Department of Organizational Science and Communication at George Washington University, Washington, DC.

SERVICE

DEPARTMENTAL SERVICE

Department Chair, Department of Strategic Communication, Temple University, 2009 to 2012.

Chair, Faculty Advisory Committee, Department of Communication, University of Maryland, 2008-2009.

Member, Appointment, Promotion & Tenure Committee, Department of Communication, University of Maryland, 2001 to 2009.

Member, Grade Appeals Committee, Department of Communication, University of Maryland, Fall 2007.

Chair, Faculty Search Committee for three positions, Department of Communication, University of Maryland, 2006-2007.

Member, Graduate Studies Committee, Department of Communication, University of Maryland, 2006-2007.

Equal Employment Opportunity Officer, Department of Communication, University of Maryland, 1997 to 2007.

Director of Graduate Studies & Chair of the Graduate Studies Committee, Department of Communication, University of Maryland, 2002 to 2006.

Member, Faculty Search Committee, Department of Communication, University of Maryland, Fall 2005.

Chair, Faculty Search Committee for three positions, Department of Communication, University of Maryland, Fall 2004.

Chair, Faculty Search Committee, Department of Communication, University of Maryland, Spring 2004.

Member, Faculty Search Committee, Department of Communication, University of Maryland, Fall 2003.

Member, Faculty Search Committee, Department of Communication, University of Maryland, Fall 2002.

Member, Faculty Advisory Committee, Department of Communication, University of Maryland, 1997 to 2001.

Member, Faculty Search Committee for two positions, Department of Communication, University of Maryland, Fall 2000.

Member, Internal Review Committee, Department of Communication Self-Study, University of Maryland, Fall 2000.

Member, Faculty Search Committee, Department of Communication, University of Maryland, Fall 1999.

Chair, Human Subjects Review Committee, Department of Communication, University of Maryland, Fall 1998-1999. Member, 1995-1999.

Chair, Faculty Search Committee for two positions, Department of Communication, University of Maryland, Fall 1998.

Colloquium Committee, Department of Communication, University of Maryland, 1996-1997.

Member, Faculty Search Committee, Department of Communication, University of Maryland, Fall 1995.

Member, Committee to establish an M.A. in Applied Communication, Department of Communication, University of Maryland, 1996.

Graduate Committee, Department of Communication, University of Maryland, 1995-1999, 2001-2002.

Member, Salary Committee, Department of Communication, University of Maryland, 1996-1998.

Representative, Association of Graduate Students in Communication, Michigan State University, 1991-1994.

COLLEGE SERVICE

Administrative responsibilities as Senior Associate Dean of Klein College (see page 2-4 above).

Member, Faculty and Teaching subcommittee for the new building for Klein College of Media and Communication, 2020 to present.

Member, Media and Communication doctoral faculty, Klein College of Media and Communication, Temple University, 2009 to present.

Center for Conflict Management and Media Impact, established in the Klein College of Media and Communication, Temple University, developed by Tricia Jones and Deborah Cai, approved by the Provost's office in January 2019.

Co-developer of the M.S. in Conflict and Communication degree program in the Department of Communication and Social Influence, Klein College of Media and Communication, Temple University.

Member, M.S. in Communication Management program faculty, Klein College of Media and Communication, Temple University, 2017 to 2020.

Member, Admissions Committee, Media and Communication doctoral program, School of Media and Communication, Temple University, 2009 to 2013.

Member, College of Arts & Humanities Curriculum Committee, University of Maryland, 2008 to 2010.

Member, Art History & Archaeology Chair Search Committee, Spring 2005.

Internal review committee for Department of Communication self-study, University of Maryland, Fall 2000.

Member, Department Chair Search Committee, Department of Communication, University of Maryland, Fall 1997.

Member, College of Arts & Humanities Program and Curriculum Committee, University of Maryland, 1997-1998.

Arts & Humanities Graduate Education Resource Focus Group, Spring 1996.

UNIVERSITY SERVICE

Member, Educational Policy and Procedures Committee, Faculty Senate, Temple University, 2021 to present.

Member, Academic Planning Subcommittee for the AY21, Temple University, Summer 2020.

Reviewer, internationalization grants, Office of International Affairs, Temple University, 2016, 2017, 2018.

Reviewer for Presidential Humanities and Arts Awards, Office of Research Administration, Temple University, July 2017, April 2016.

2010-2011 Leadership Academy 5, selected participant for year-long leadership training program at Temple University.

Elected member, University Tenure and Promotions Advisory Committee, Temple University, Spring 2010 to 2011; re-elected for 2012-2013.

Ad hoc member, Graduate Fellowship Review Committee, Temple University, Spring 2010.

Member, Asian American Studies Program Council, University of Maryland, 2006-2009.

Member, Advisory Committee, Confucius Institute of the University of Maryland, Fall 2006.

Faculty advisor, Mandarin Christian Fellowship, University of Maryland, 2004-2008.

Member, Executive Committee, Institute of Global Chinese Affairs, University of Maryland, 2003-2006.

Member, Scholarship Committee, Office of International Programs, 2004 & 2005.

Member, Dissertation Award Committee, Institute of Global Chinese Affairs, 2004, 2005, & 2006.

Member, China Language Study Scholarship Committee, 2004, 2005, 2006.

Graduate Council, Graduate School, University of Maryland, 2002 to 2005.

Chair, Affinity group on Cross-Cultural Organizations and Communication for the Office of International Programs, University of Maryland, Spring 2001.

Representative for the University of Maryland and opening address speaker at the opening ceremony for training program cosponsored by the Nanjing Municipal Government and the University of Maryland, to train 30 business leaders and government officials in Nanjing, China, September 2000.

Organizer and presenter, Workshop on conflict mediation for residence hall staff members, University of Maryland, August 2000.

Member, Search Committee, Director of the Institute of Global Chinese Affairs, University of Maryland, Fall 2000.

Organizer and presenter, Workshop on culture and conflict management for Residential Life, University of Maryland. August, 1998; August, 1999; March 2000.

Faculty Associate, Center for International Development and Conflict Management, University of Maryland, Spring 1999.

Advisory Committee, Institute of Global Chinese Affairs, University of Maryland, Spring 1998 to 2002.

Member, China Regional Seminar Program Committee, University of Maryland, 1998.

Member, China Committee of the University of Maryland, 1996 to 2004.

Member, Nominating Committee, College Park Senate, University of Maryland, Spring 1999.

Member, Executive Committee, College Park Senate, University of Maryland, 1998-1999.

Chair, Staff Position Search Committee, Institute of Global Chinese Affairs, University of Maryland, Spring 1998.

Advisor to the Search Committee for the Executive Director of the Institute for Global Chinese Affairs, University of Maryland, Fall 1997.

Senator, College Park Senate, University of Maryland, 1995-1999.

Orientation training for new teaching assistants, Michigan State University, 1993 and 1994.

Workshop training for teaching assistants: Negotiation skills for working with students, Michigan State University, 1994.

PROFESSIONAL SERVICE

Planner, organizer, and host of the biennial conference of the International Academy for Intercultural Research, with 110 scholars and doctoral students from 20 countries, July 22 to 27, 2023, at Temple University in Philadelphia, PA.

Past-Chair, Executive Board, Conflict Management (CM) Division of the Academy of Management, 2023-2024. Chair, 2022-2023. Vice Chair, 2021-2022. Elected to CM Division Board, 2019. Professional Development Workshop Chair, 2020. Program Chair, 2021.

Coleader, Fellows Day, at the biennial conference of the International Academy for Intercultural Research, Rapperswil, Switzerland. July 2022.

Applied for and received a \$10,000 grant from the Academy of Management to deliver an extensive Doctoral Student Workshop at the International Association for Conflict Management (IACM). The first DSW was delivered at IACM's annual conference in Ottawa, Canada. Co-leader of the DSW, July 2022, for 50 participants.

Organizer, 2nd annual Doctoral Student Workshop at the annual conference of the International Association for Conflict Management, in July 2023, Thessaloniki, Greece.

Coordinator, inaugural 3MT™ (Three-minute thesis) competition at the International Association for Conflict Management, including award sponsorship from the Conflict Management Division of the Academy of Management, July 2021, July 2022, July 2023.

Member, Membership Committee, International Academy for Intercultural Research, 2021 to present.

President, Temple University Chapter of Sigma Xi Scientific Research Honors Society, 2020 to present.

President-Elect, President, Past-President, International Association for Conflict Management, January 2016 to July 2019.

Member, Doctoral Education Committee, National Communication Association, 2011 to 2013.

Member, Awards Committee, International and Intercultural Communication Division, International Communication Association, Spring 2011.

Member, 2009 Best Article Award Committee, International Association for Conflict Management, Spring 2011.

Conference Planner, NCA Summer Conference on Methods and Measures for Studying Cognition and Communication, Communication and Social Cognition Division, National Communication Association. 2007-2008. Conference held at University of Maryland, July 10–13, 2008.

Chair, Communication & Social Cognition Division, National Communication Association, 2006-2007. Vice-Chair, 2005-2006. Vice-Chair-Elect, 2004-2005. Chair, Research Committee, 2003-2004. Member, Research Committee, 2002-2003.

Member, Nominating Committee, National Communication Association, 2007.

President, Maryland Chapter of Sigma Xi: The Scientific Research Honor Society, 2001 to 2002.

Member, Program Committee, International Association for Conflict Management annual conference, Cergy-Pointoise, France, June 2001.

Chair, Local Organizing Committee, International Communication Association annual conference, Washington, DC, May 2001.

Member, International Association of Conflict Management dissertation award committee, Spring 2000.

Member, Conference Planning Committee, International Association for Conflict Management, College Park, MD, 1998.

Member, Program Committee, American Association for Chinese Studies annual conference, 1996.

Steering committee member, Christian Higher Education Professionals Serving International Students, 1989 to 1991.

Faculty Promotion and Tenure Case Reviews

University of Texas at Arlington, 2023.

University of Pittsburg at Johnstown, 2023.

Hong Kong Baptist University, 2022.

Hong Kong Baptist University, 2022.

University of Maryland, 2021.

University of San Francisco, 2020.

Kansas State University, 2019.

George Washington University, 2019.

Hong Kong Baptist University, 2019.

University of Waterloo, Fall 2018.

Baruch College, Spring 2018.

University of California, Davis, 2017.

University of Kansas, Summer 2016.

University of Singapore, Spring 2016.

University of Illinois-Chicago, 2015.

Georgia State University, 2014.

University of St. Thomas, St. Paul, MN, 2013.

George Washington University, 2013.

University of California, Davis, 2012.
 Baruch College, Spring 2012.
 Villanova University, 2008.
 University of North Carolina at Charlotte, 2007.
 Drexel University, 2006.

EDITORIAL BOARDS & RESEARCH REVIEWING ACTIVITY

Editor, *Negotiation and Conflict Management Research*, the official journal of the International Association for Conflict Management (term: 2013-2015; 1st impact factor in 2014: 0.763; 2018: 1.06).

Argument, Language, & Culture Editor, *Argumentation & Advocacy*, 2008 to 2009.

Advisory Board member, Social Science Research Network's Negotiation Processes and Communications Abstracts, 2005 to 2019.

Grant Reviews

Reviewer, two or more research grant proposals per year, Hong Kong Government Research Council, Spring 2013, 2014, 2016, 2017, 2018, 2019, 2021, 2022, 2023.
 Reviewer, research grant proposal, University of St. Thomas, Summer 2014.
 Reviewer, research grant proposal, Netherlands Organization for Scientific Research (NWO), 2006.

Program Reviews

Program reviewer, Hong Kong Baptist University Center for Communication and Media Research, 2022.
 External reviewer, School of Communication Studies, James Madison University, Harrisonburg, VA, November 2008.

Editorial Boards

Editorial Board, *Negotiation & Conflict Management Research*, 2006 to 2012; 2019 to present.
 Editorial Board, *Asian Communication Research*, 2021 to present.
 Editorial Board, *Journal of Asian Pacific Communication*, 2000 to present.
 Editorial Board, *Communication Monographs*, 2006 to 2008, 2010 to 2013.
 Editorial Board, *Human Communication Research*, 2005 to 2009.
 Editorial Board, *Journal of Communication*, 2007 to 2010.
 Editorial Board, *Journal of Intercultural Communication Research*, 2010 to 2013.
 Editorial Board, *Journal of International and Intercultural Communication*, 2007 to 2013.
 Editorial Board, *Journal of Communication Studies*, 2007 to 2009.
 Editorial Board, *Communication Research Reports*, 2004 to 2009.
 Editorial Board, *Open Communication Journal*, 2007 to 2009.
 Consulting editor, Vol. 27, *International and Intercultural Communication Annual*, 2003.

Journal and Book Proposal Reviewer

Reviewer, Springer, 2022
 Reviewer, Palgrave Macmillan, 2019.
 Reviewer, Peter Lang, 2012.
 Reviewer, Wadsworth Publications, 2011, 2012.
 Reviewer, *Negotiation and Conflict Management Research*, 2016, 2017, 201, 2020, 2021, 2022.
 Reviewer, *Organizational Behavior and Human Decision Processes*, 2019, 2020, 2021.

Reviewer, *Global Health*, 2021.
 Reviewer, *Journal of World Business*, 2020, 2021.
 Reviewer, *Communication Research*, 2001, 2002, 2003, 2015, 2021.
 Reviewer, *Journal of Multicultural Discourses*, 2020.
 Reviewer, Palgrave-Macmillan, 2019, 2020.
 Reviewer, *Western Journal of Communication*, 2019.
 Reviewer, *International Negotiation*, 2017.
 Reviewer, *International Journal of Communication*, 2017, 2018, 2019.
 Reviewer, *Cross Cultural & Strategic Management*, 2016.
 Reviewer, *Journal of International and Intercultural Communication*, 2016.
 Reviewer, *International Journal of Intercultural Relations*, 2009, 2010, 2011, 2013, 2015.
 Reviewer, *Communication Quarterly*, 2009.
 Reviewer, *Communication Methods and Measures*, 2006.
 Reviewer, *Journal of Cross-Cultural Psychology*, 2005, 2006, 2008, 2009.
 Reviewer, *Human Communication Research*, 1997, 2003-2006, 2008, 2009, 2011, 2013.
 Reviewer, *Intercultural Pragmatics*, 2005, 2006, 2008, 2009.
 Reviewer, *Human Relations*, 2005.
 Reviewer, *Journal of Asian Pacific Communication*, 1998, 1999, 2000, 2005, 2009, 2013, 2014, 2016.
 Reviewer, *Communication Monographs*, 2002, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2012.
 Reviewer, *Management Communication Quarterly*, 1998, 1999, 2002, 2004, 2005, 2014.
 Reviewer, Sage Publications, 2006.
 Reviewer, *Western Journal of Communication*, 2005.
 Reviewer, *Communication Research Reports*, 2004.
 Reviewer, *International Studies Quarterly*, 2003.
 Reviewer, *Group Decision and Negotiation*, 2002
 Reviewer, McGraw Hill, 1999.
 Reviewer, *International Journal of Conflict Management*, 1998, 2000, 2003, 2010.
 Reviewer, Mayfield Publishing Company, 1997, 1999, 2000, 2001.
 Reviewer, *Communication Studies*, 1998, 2002.

Conference Reviewer

Reviewer, International Academy for Intercultural Research conference proposals, 2021, 2022.
 Reviewer, International Association for Conflict Management (conference), 2004 to present.
 Reviewer, Communication & Social Cognition Division, National Communication Association (conference), 2004, 2005, 2006, 2009, 2010, 2011, 2012, 2013, 2014, 2016, 2017, 2022.
 Reviewer, International and Intercultural Division, National Communication Association (conference), 2009, 2010, 2011, 2012.
 Reviewer, Intercultural Division of International Communication Association (conference), 1998 to 2011.
 Reviewer, Information Systems Division of International Communication Association (conference), 2005 to 2011.
 Reviewer, American Association of Chinese Studies (conference), 1996.

COMMUNITY SERVICE

Member, Board of Directors, Women's Campaign International (WCI), Philadelphia, PA. June 2022 to present. <https://www.womenscampaigninternational.org/>

Member, Board of Directors, Women in Transition (WIT), Philadelphia, PA, Spring 2010 to 2012.

Orchestra member (French horn), Grace Baptist Church. Two performances weekly, 8 special concerts or performances each year, 1995 to 2011.

Pit orchestra member (French horn), Prince George's Summer Teen Theater production of *Thoroughly Modern Millie*, July 2009.

Pit orchestra member (French horn), Pasadena Players' production of *Camelot*, Sept-Oct 2007 (9 performances).

Pit orchestra member (French horn), Prince George's Summer Teen Theater production of *Beauty & the Beast*, July 2007 (6 performances).

Member & Historian, Board of Directors, Prince George's Summer Teen Theater, 2005 to 2007.

Assistant, Friends' Choir (40 member jr./sr. high school choir). Fall 2003 to 2007.

Pit orchestra member (French horn), Prince George's Summer Teen Theater production of *Bye Bye Birdie*, July 2006 (6 performances).

Pit orchestra member (French horn), Bowie High School's production of *Once Upon a Mattress*, March 2006 (8 performances).

Pit orchestra member (French horn), Prince George's Summer Teen Theater production of *Joseph and the Amazing Technicolor Dreamcoat*, July 2005 (5 performances).

Member, handbell choir, Grace Baptist Church. weekly rehearsals, occasional performances throughout year, 2004 to 2005.

French Horn, Patriotic Gala Opening of the Bowie Performing Arts Center, Orchestra, August 2004.

French Horn, University Repertoire Orchestra, University of Maryland, 3 annual concerts & weekly rehearsals during academic year. Fall 2002 to Spring 2004.

Director, Acorn Choir (40 member children's choir), Fall 2000. Assistant Director, Fall 1997 to Spring 2000, Spring & Fall 2001, Spring & Fall 2002, Spring 2003.