CURRICULUM VITAE

NAME: Carmon, Anna Frances

EDUCATION:

GRADUATE

North Dakota State University	Ph.D.	August 2010
Illinois State University	M.A.	May 2005

UNDERGRADUATE

Marist College	B.A.	May 2003

ACADEMIC APPOINTMENTS:

Assistant Professor of Communication Studies, Indiana University-Purdue University Columbus, Columbus, IN, August 2010 to present

Graduate Teaching Assistant, North Dakota State University, Fargo, ND, August 2006 to May 2010

Adjunct Instructor, West Chester University, West Chester, PA, August 2005 to June 2006

Graduate Teaching Assistant, Illinois State University, Normal, IL, August 2003 to May 2005

OTHER APPOINTMENTS:

Communication Studies Program Director, Indiana University-Purdue University Columbus, Columbus, IN, March 2015 to present

Coordinator of the Communication Studies Program, Indiana University-Purdue University Columbus, Columbus, IN, June 2011 to February 2015

Basic Communication Course Director, North Dakota State University, Fargo, ND, May 2007 to May 2010

PROFESSIONAL ORGANIZATION MEMBERSHIPS:

National Communication Association	2005 to present
Central States Communication Association	2005 to present
Eastern States Communication Association	2006 to present
National Speech and Debate Association (formerly National Forensics League)	2012 to present

HONORS AND AWARDS:

IUPUC Full-time Faculty Service Award	IUPUC	4/2015
Recognizing External Achievements Award	IUPUI	5/2014
Outstanding Club Advisor	IUPUC	5/2014
20 under 40 Professionals Award	Columbus, IN Young Professionals	5/2013
IUPUC Full-time Faculty Service Award	IUPUC	4/2013
Outstanding University Graduate Teaching Assistant: Master's Level 1	Illinois State University	5/2005
St. Marcellin Champagnat Community Service Award	Marist College	5/2003
Marist College Alumni Leadership Award	Marist College	5/2003

TEACHING ASSIGNMENTS IN RANK:

Course Number	Contact Hours	Title	Term	Enrollment
COMM-R110	3	Public Speaking	Fall 2010	24
COMM-C325	3	Interviewing Principles & Practices	Fall 2010	11

COMM-G201	3	Communication Theory	Fall 2010	10
COMM-C180	3	Interpersonal Communication	Spring 2011	16
COMM-C393	3	Family Communication	Spring 2011	16
COMM-C180	3	Interpersonal Communication	Spring 2011	24
COMM-C180	3	Interpersonal Communication	Summer 2011	5
COMM-G100	3	Introduction to Communication Studies	Fall 2011	19
COMM-R110	3	Public Speaking	Fall 2011	18
COMM-G300	3	Independent Study	Fall 2011	1
COMM-C180	3	Interpersonal Communication	Fall 2011	35
COMM-G201	3	Communication Theory	Spring 2012	2
COMM-C380	3	Organizational Communication	Spring 2012	10
COMM-G310	3	Introduction to Communication Research	Spring 2012	11
COMM-R110	3	Public Speaking	Summer 2012	9
COMM-R110	3	Public Speaking	Fall 2012	24
COMM-G300	3	Independent Study	Fall 2012	1
COMM-G201	3	Communication Theory	Fall 2012	10
COMM-R110	3	Public Speaking	Fall 2012	23
COMM-G325	3	Introduction to Communication Research	Spring 2013	9
COMM-C393	3	Family Communication	Spring 2013	20
COMM-G491	3	Internship	Spring 2013	1
COMM-G491	3	Internship	Summer 2013	1
COMM-C482	3	Intercultural Communication	Fall 2013	16
COMM-R110	3	Public Speaking	Fall 2013	24
COMM-G201	3	Communication Theory	Fall 2013	13
COMM-G300	3	Independent Study	Fall 2013	2
COMM-C223	3	Business and Professional Communication	Fall 2013	34
COMM-C380	3	Organizational Communication	Spring 2014	20
COMM-C180	3	Interpersonal Communication	Spring 2014	23
COMM-G300	3	Independent Study	Spring 2014	1

COMM-C180	3	Interpersonal Communication	Summer 2014	12
COMM-G491	3	Internship	Fall 2014	2
COMM-G300	3	Independent Study	Fall 2014	1
COMM-G310	3	Research Methods	Fall 2014	12
COMM-C395	3	Gender and Communication	Fall 2014	12
COMM-C180	3	Interpersonal Communication	Fall 2014	29
COMM-C393	3	Family Communication	Spring 2015	12
COMM-C394	3	Conflict and Communication	Spring 2015	8
COMM-C180	3	Interpersonal Communication	Summer 2015	7
COMM-G201	3	Introduction to Communication Theory	Fall 2015	
COMM-C482	3	Intercultural Communication	Fall 2015	

PUBLICATIONS[1]

Research

Publications (all are peer reviewed):

Bartlett Ellis, R. J., & **Carmon, A. F.** (under review). The concept of immediacy and implications for provider-patient relationships to support medication management. *Patient Education and Counseling*.[2]

Carmon, A. F. (under review). The day to day experiences of family business employees: An examination of organizational justice, organizational identification, job satisfaction, and organizational dissent. *Journal of Family Business Strategy.*[2]

Carmon, A. F. (under review). Talking about death before tragedy strikes: An examination of family communication patterns, willingness to communicate about death, and death anxiety. *Death Studies.*[1]

Carmon, A. F., & Poulsen, J. R. (under review). Do you feel like you are a part of your family?: An examination of privacy orientations, family ostracism, and family satisfaction. *Atlantic Journal of Communication.*[2]

Poulsen, J. R., & **Carmon, A. F.** (in press). Who would do that?: A theory-based analysis of narratives of sources of family ostracism. *Journal of Social Psychology.*[2]

Carmon, A.F., Miller, A. N., & Brasher, K. (2013). Privacy orientations: A look at family satisfaction, job satisfaction, and work-life balance. *Communication Reports, 26,* 101-112. [3 4]

Carmon, A. F. (2013). Is it necessary to be clear?: An examination of strategic ambiguity in family business mission statements. *Journal of Qualitative Research Reports, 14,* 87-96.[3]

Carmon, A. F., & Pearson, J. C. (2013). An exploration of family business employees: How perceptions of family communication influence their workplace experiences. *Journal of Family Business Management, 3,* 88-107.[4]

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[1] Publications not in rank are shown in gray.

[2] As second author, I helped gather and analyze data as well as contributed to the writing and editing of the article.

[3] On this sole authored piece, I did all the work.

[4] On these pieces, as the first and corresponding author, I served as the primary conceptualizer, data analyzer, and was also responsible for the writing and editing of the manuscripts (~85% of the total).

Carmon, A. F., & Poulsen, J. R. (2012). Do you feel left out of your family?: An examination of family communication patterns and ostracism. *Iowa Journal of Communication, 44,* 1-21.[3]

Carmon, A. F., Miller, A. N., Raile, A. N. W., & Roers, M. (2010). Fusing family and firm: Employee perceptions of perceived homophily, organizational justice, organizational identification, and organizational commitment in family businesses. *Journal of Family Business Strategy, 1,* 210-223.[5]

Carmon, A. F., Western, K. J., Miller, A. N., Pearson, J. C., & Fowler, M. (2010). Grieving those we've lost: An examination of family communication patterns and grief reactions. *Communication Research Reports, 27,* 253-262.[4]

Pearson, J. C., Child, J. T., **Carmon, A. F.** (2010). Rituals in romantic relationships: The creation and validation of an instrument. *Communication Studies, 61,* 464-483.

Pearson, J. C., **Carmon. A. F.,** Tobola, C., & Fowler, M. (2010). Motives for communication: Why the Millenial generation uses electronic devices. *Journal of the Communication, Speech, and Theatre Association of North Dakota, 22,* 44-55.

Pearson, J. C., Child, J. T., & **Carmon, A. F.** (2010). Rituals in dating relationships: The creation and validation of an instrument. *Communication Quarterly.*

Pearson, J. C., Child, J. T., **Carmon, A. F.**, & Miller, A. N. (2009). The effects of biological sex and intimacy expressions on relational quality and intimacy in dating couples. *Communication Research Reports, 26,* 1-14.

Carmon, A. F., DeGreeff, B. L., Burnett, A., Semlak, J. L., & Wolf, K. (2009). The effect of uncivil behavior on friendships: An exploration of incivility as an interpersonal construct. *Iowa Journal of Communication, 41,* 219-239.

Pearson, J. C., **Carmon, A. F.,** Child, J. T., & Semlak, J. L. (2008). Why the range in grades?: An attempt to explain the variance in students' grades in the public speaking course. *Communication Quarterly, 4,* 392-406.

Invited publications:

Carmon, A. F. (in press). Mission statements. In *International Encyclopedia of Organizational Communication.*

Competitive Conference Papers (all are peer reviewed)[6]:

Carmon, A. F. (2015, April). *The day to do experiences of family business employees: An examination of organizational justice, organizational identification, job satisfaction, and organizational dissent.* Paper presented at the annual meeting of the Central States Communication Association: Madison, WI.

Carmon, A. F. (2014, November). *Communicate about death with the living: An examination of family communication patterns, willingness to communicate about death, and death anxiety.* Presented at the annual meeting of the National Communication Association: Chicago, IL.

Bartlett-Ellis, R., & **Carmon, A. F.** (2014, June). *Evaluation of nurse-patient interactions and nurse communication behaviors in simulations: Feasibility of using the Nurse-Patient Interaction Nonverbal Immediacy Scale.* Presented at the annual meeting of the Conference on Communication, Medicine, and Ethics, Lugano, Switzerland[7].

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[5] As the first author, I conceptualized these two studies and directed the data analysis. I was responsible for the writing and editing of the manuscripts (~65% of the total).

[6] Those not in rank are shown in gray.

[7] As second author, I contributed to the literature review as well as to the writing and editing of the article.

Carmon, A. F., & Poulsen, J. R. (2013, November). *Do you feel like a part of family?: An examination of privacy orientations, family ostracism, and family satisfaction.* Presented at the annual meeting of the National Communication Association, Washington DC.

Carmon, A.F., & Brasher, K. J. (2013, April). *Boundaries of privacy: A look at family satisfaction, work satisfaction, and work-life balance.* Presented at the annual meeting of the Central States Communication Association, Kansas City, KS[8].

Carmon, A. F., & Poulsen, J. R. (2012, November). *Do you feel left out of your family? An examination of family communication patterns and ostracism.* Presented at the annual meeting of the National Communication Association, Orlando, FL.

Carmon, A.F., & Pearson, J. C. (2012, March). *An exploration of family business employees: How perceptions of family communication influence their workplace experiences*. To be presented at the annual meeting of Central States Communication Association, Cleveland, OH.

Fudge, J., Pearson, J. C., & **Carmon, A. F.** (2010, May). *Perceptions of marital satisfaction and relational intimacy in interracial couples.* Paper presented at the meeting of the International Communication Association, Boston, MA.

Carmon, A. F., Miller, A. N., Raile, A. N. W., & Roers, M. (2010, November). *Fusing family and firm: Employee perceptions of perceived homophily, organizational justice, organizational identification, and organizational commitment in family businesses.* Paper presented at the meeting of the National Communication Association, San Francisco, CA.

Raile, A. N.W., Miller, A. N., & **Carmon, A. F.** (2010, November). *Motivating employees to commit: Testing the relationship between managerial influence tactics and self-determination theory.* Paper presented at the meeting of the National Communication Association, San Francisco, CA.

Burns, M., Pearson, J. C., & **Carmon, A. F.** (2009, November). *A new model of relational quality: A mediating relationship between privacy management, relational uncertainty, and relational quality*. Paper presented at the meeting of the National Communication Association, Chicago, IL.

Carmon, A. F. (2009, April). *Is it necessary to be clear?: An examination of strategic ambiguity in family business mission statements*. Paper presented at the meeting of the Central States Communication Association, St. Louis, MO.

Carmon, A. F., Western, K. J., Miller, A. N., Pearson, J. C., & Fowler, M. (2009, April). *Grieving the one's we've lost: An examination of family communication patterns, family satisfaction, and grief reactions.* Paper presented at the meeting of the Central States Communication Association, St. Louis, MO.

Pearson, J. C., Child, J. T., & **Carmon, A. F.** (2008, November). *Rituals in committed romantic relationships: The creation and validation of an instrument.* Paper presented at the meeting of the National Communication Association, San Diego, CA.

Pearson, J. C., **Carmon, A. F.,** Miller, A. N., & Child, J. T. (2008, November). *The effects of biological sex and intimacy expressions on relational quality and intimacy in dating couples.* Paper presented at the meeting of the National Communication Association, San Diego, CA.

Pearson, J. C., **Carmon, A. F.,** Tobola, C., & Fowler, M. (2008, October). *Motives for communication: Why the Millennial generation uses electronic devices.* Paper presented at the meeting of the Congress of the Americas II conference, Mexico City, Mexico.

Pearson, J. C., Child, J. T., & **Carmon, A. F.** (2008, July). *Rituals in dating relationships: The development and validation of a measure.* Paper presented at the meeting of the International Communication Association, Montreal, Canada.

Carmon, A. F. (2008, April). *Does it matter that they are not family?: A Social Identity*

[8] Undergraduate student co-author

Theory perspective of non-family member employees in family businesses. Paper presented at the meeting of the Central States Communication Association, Madison, WI.

Carmon, A. F. (2008, April). *Strategic ambiguity and the public sphere: A theoretical extension.* Paper presented at the meeting of the Central States Communication Association, Madison, WI.

Carmon, A. F., Semlak, J. L., Wolf, K. L., & DeGreeff, B. L. (2007, November). *Do all the talking, take all the credit, and win all the arguments: The effect of uncivil behavior on friendships.* Paper presented at the meeting of the National Communication Association, Chicago, IL.

Pearson, J. C., **Carmon, A. F**., Child, J. T., & Semlak, J. L. (2007, November). *Why the range in grades? An attempt to explain the variance in students' grades in the public speaking course.* Paper presented at the meeting of the National Communication Association, Chicago, IL.

DeGreeff, B. L., **Carmon, A. F.,** Wolf, K. L., & Semlak, J. L. (2007, March). Be nice to me!: An examination of intimacy and civility in friendship. Paper presented at the meeting of the Central States Communication Association, Minneapolis, MN.

Semlak, J. L. & **Carmon, A. F.** (2007, March). *The naughty professor: An examination of student attributions of teacher misbehavior.* Paper presented at the meeting of the Central States Communication Association, Minneapolis, MN.

Carmon, A. F. (2006, March). *The effects of teacher immediacy and goodwill on teacher use of power in the classroom.* Paper presented at the meeting of the Eastern Communication Association, Philadelphia, PA.

Carmon, A. F., & Baldwin, J. R. (2006, March). *Perceptions of intercultural contact between academics and athletics.* Paper presented at the meeting of the Eastern Communication Association, Philadelphia, PA.

Carmon, A. F., & Brooks, A. (1998, July). *A communicative profile of a person experiencing minority shock*. Paper presented at the meeting of the International Communication Association, Seoul, Korea.

Competitive Conference Oral Presentations (all are peer reviewed):

Poulsen, J .R., & **Carmon, A. F**., Begley, A. F. (2014, May). Understanding the sources of family ostracism. Presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Poulsen, J .R., & **Carmon, A. F.** (2012, May). *The effects of social ostracism in families*. Presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Teaching

Competitive Panel Presentations (all are peer-reviewed):

Carmon, A. F., DeGreeff, B. L., Currie-Mueller, J., Neville-Shepard, R., & Vik, T. (2015, April). Theory is more than just one class: A pedagogical discussion on the application of theory in content courses. Presented at the annual meeting of the Central States Communication Association, Madison, WI.

Competitive Conference Poster Presentations (all are peer reviewed):

Carmon, A. F. (2013, April). *Jumbled Story Impromptu Speech.* GIFTS (Great Ideas for Teaching Speech) presented at the annual meeting of the Central States Communication Association, Kansas City, KS.

Carmon, A. F. (2012, March). *Article review and presentation.* GIFTS (Great Ideas for Teaching Speech) presented at the annual meeting of the Central States Communication Association, Cleveland, OH.

PROFESSIONAL SERVICE IN RANK

Paper and Panel Reviewer, Organizational and Professional Communication Division, Central States Communication Association, October 2014

Proposal Reviewer, Great Ideas for Teaching Speech (G.I.F.T.S.) Division, Central States Communication Association, October 2014

Editorial Board Member, *Journal of Family Business Management,* October 2013 to present

Article reviewer, *Journal of Applied Communication Research,* April 2012 to present

Article reviewer, *Journal of Family Communication,* August 2010 to present

Article reviewer, *Journal of the Communication, Speech, and Theatre Association of North Dakota,* August 2010 to present

Member, Ivy Tech Community College Communication Studies Advisory Board, August 2012 to present

Member, Ivy Tech Community College Liberal Arts Advisory Board, August 2012 to present

Member, Central States Communication Association Cooper Teaching Award Committee, May 2012 to March 2013

Paper Reviewer, International Family Enterprise Research Academy, September 2013 to present

Paper Reviewer, National Communication Association, March 2013

Paper Reviewer, Central States Communication Association Undergraduate Honors Conference, January 2012

Panel Chair, Interpersonal and Family Communication Division, National Communication Association, November 2012, November 2013

Paper Reviewer, Interpersonal Division, International Communication Association, November 2010

Paper Reviewer, Intergroup Division, International Communication Association, November 2010

UNIVERSITY SERVICE IN RANK

Faculty Mentor, IUPUC Faculty Mentor Program, June 2015 to present

Member, IUPUC Program Review and Assessment Committee, March 2015 to present

Member, IUPUC Board of Advisors, March 2015 to present

Member, IUPUC Campus Leadership, March 2015 to present

Member, IUPUC Academic Division Heads and Program Directors Committee, March 2015 to present

Member, IUPUC Faculty Research Award Committee, March 2015

Member, IUPUC Division of Liberal Arts Faculty Annual Report Committee, February 2015

Member, IUPUC Division of Liberal Arts Recruitment Committee, August 2014 to present

Liberal Arts Faculty Senator, IUPUC Faculty Senate, August 2014 to present

Member, IUPUC Homecoming Planning Committee, August 2014 to February 2015

Member, IUPUC First Year Experience Committee, August 2014 to present

Secretary, IUPUC Faculty Senate, August 2014 to present

Member, IUPUC Retention and Graduation Committee, August 2014 to present

Presenter, IUPUI Educational Training for Teaching Associates Conference (ETTA), August 2014

Presenter, IUPUC Professional Development Mini-Conference, August 2014

Member, IUPUC Behavioral Misconduct Committee, May 2014 to present

Member, IUPUC Faculty Awards Committee, March 2014

Member, Search and Screen Committee for the Division of Liberal Arts Academic Advisor, Fall 2013

Member, IUPUC First Year Experience Faculty Mentor, July 2013 to present

Member, IUPUC Campus Pride Committee, June 2013 to present

Member, IUPUC Division of Liberal Arts Faculty Annual Review Committee, February 2013, February 2015

Member, IUPUC Search and Screen Committee for Liberal Arts Division Head, August 2012 to December 2012

Faculty sponsor, IUPUC Alpha Delta Lambda Honor Society, October 2012 to present

Faculty advisor, IUPUC Communication Club, August 2012 to present

Co-chair, IUPUC SpeakEasy, Fall 2011, Spring 2012, Fall 2012, Spring 2013, Spring 2014, Fall 2014, Spring 2015
Member, IUPUC Bridge Committee, August 2010 to present (Chair January 2014 to present)
Member, IUPUC Donor-funded Scholarships Committee, Summer 2012 to Summer 2014
Chair, Majors Fair for IUPUC Bridge Program, August 2012, August 2011
Member, IUPUC C.W. Coons Service Award Committee, April 2012
Member, IUPUC Executive Committee, May 2011 to present
Member, IUPUC Academic Affairs Committee, May 2013 to present (Chair May 2013 to present)
Member, IUPUC Nominations Committee April 2011 to May 2015 (Chair May 2011 to May 2013, Interim Chair August 2014 to December 2014)
Member, IUPUC Student Affairs Committee, May 2011 to May 2012
Member, IUPUC Assurance of Learning Committee, January 2011 to May 2012
Member, IUPUC Search and Screen Committee for Tenure Track Faculty in Communication Studies, March 2011-May 2011
Invited Guest Critic, IUPUI Department of Communication Studies SpeakEasy, December 2010
Liberal Arts Representative, Explore IUPUC and Just for Juniors Events, October 2010

COMMUNITY SERVICE IN RANK

Member, Discussion Committee, Indiana High School Forensics Association, August 2015 to present
Childcare Volunteer, Turning Point Domestic Violence Services, June 2014 to present
High School Essay Contest Judge, Bartholomew County Human Rights Commission, April 2015
Trainer, Cummins Central Data Management Team, October 2014
Member, Calendar Committee, Indiana High School Forensics Association, August 2014 to present
Coach, Columbus East High School Speech Team, October 2011 to present
Book Buddy, Bartholomew Consolidated School Corporation, August 2010 to August 2012

GRANTS

Teaching and Student Support

"Boundaries of Privacy: A Look at Family Satisfaction, Job Satisfaction, and Work-Life Balance," Kristen J. Brasher, IUPUC Office of Student Research, 9/2011 – 5/2012, $1,000.

"All Things Have A Beginning: Initiating Romantic Relationships," Taylor Yarling, IUPUC Office of Student Research, 9/2012 – 5/2013, $1,000.

"Aftermath of Conflict: Communication of Interpersonal Conflict in an Organization," Emma Metz and Courtney Seiwert, IUPUC Office of Student Research, 9/2013 – 5/2014, $1000.

"Like it, Tweet It, Share it: Social Media Satisfaction and Biological Sex," Michael Foist and Jaclyn Vanosdol, IUPUC Office of Student Research, 9/2014-5/2015, $1000.

Research

PI: "Threads of Our Diversity: An Oral History of the LGBT community in Bartholomew County," Heritage Fund: The Community Foundation of Bartholomew County, 6/1/2012 – 5/30/2013, $9,000.

PI: "Teaching Interpersonal Communication Online," IUPUI Center for Teaching and Learning, 4/2013 – 6/2014, $8720.