*Curriculum Vitae*

Xiaowei Shi

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## Education

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|  **Ph.D.**  | **Purdue University-West Lafayette, IN** |
|  **2009** | Major area: Social Influence/Interpersonal CommunicationDissertation: *From our thoughts to actual messages: An application and extension of the GPA model in explicating advice message production in an upward influence context* (advisor: Steven R. Wilson) |
|  | Minor: Organizational Communication, Research Methods |
|  **M.A.** **2003** | **DePaul University-Lincoln Park, Chicago IL**Major area: Multicultural Communication |
|  **B.A.** **1997** | **Beijing Language University, Beijing, China**Linguistics |

**Employment**

2023-present Professor, Communication Studies Department

2016-2022 Associate Professor, Communication Studies Department

2010-2015 Assistant Professor, Speech and Theater Department, Middle Tennessee State University

2008-2010 Lecturer, Department of Psychology, Iowa State University.

2007-2008 Graduate Lecturer, Department of Communication, Purdue University.

2003-2006Instructor, Department of Communication, Purdue University.

**Awards and Honors**

2023 **MT I-Go Research Grant.** Middle Tennessee State University, $ 10,000.

2021 **Honor Society of Phi Kappa Phi Influential Faculty Award, Middle Tennessee State University.**

2018  **Faculty Non-Instructional Assignment Grant for Conducting Research, MTSU.**

2016  **Top Paper Award.** Communication Apprehension and Competence Division, National Communication Association (with Brinthaupt and McCree).

2014 **Faculty Fellow of Teaching Excellence.** Middle Tennessee State University.

2014 **Faculty Development Grant**. Middle Tennessee State University, $ 1,920.

2013 **Top Four Paper Award**. Organizational Communication Division, National Communication Association (with Jian and Delisay).

2013 **Top Four Paper Award.** Communication Apprehension and Competence Division, National Communication Association (with Brinthaupt and McCree).

2013 **Faculty Research and Creative Activity Grant**, Middle Tennessee State University, $ 2,100.

2011 **Top Four Paper Award**. Organizational Communication Division, National Communication Association.

2011 **Faculty Research and Creative Activity Grant,** Middle Tennessee State University, $*10,000.34*.

2011 **Tennessee Board of Regents (TBR) Access and Diversity Grant**. Middle Tennessee State University, $*2,800*.

2008 **Purdue University Research Foundation (PRF) Summer Grant**. $*1,780*.

2006 Paper selected for presentation at the **Doctoral Honors Seminars** of the National Communication Association.

2006 **Alan H. Monroe Graduate Research Scholar Award.** Department of Communication, Purdue University,

Research

1. **Book**

**Shi, X. & Mortenson, S.** (2022). *Unquestioned Ease: Confronting Automaticity in Everyday Communication*. Under Contract with Lexington Books, Roman & Little Field.

1. **Journal Articles – Refereed**

**Shi, X.,** Brinthaupt, T., & McCree, M. (2017). Understanding the Influence of Self-Critical, Self-Managing, and Social-Assessing Self-Talk on Performance Outcomes in a Public Speaking Context. Imagination, Cognition and Personality, 36(4), 356-378.

**Shi, X**., Brinthaupt, T. M., & McCree, M. (2015). The relationship of self-talk frequency to communication apprehension and public speaking anxiety. *Personality and Individual Differences, 75*, 125-129. doi:10.1016/j.paid.2014.11.023.

Jian, G., **Shi, X**., & Delisay, F. (2014). Leader-member conversational quality: Scale development and validation through three studies. *Management Communication Quality.* doi: 10.1177/0893318914533201.

**Shi, X.** (2013). Cognitive Responses in Advice Planning: An Examination of Thought Content and Its Impact on Message Features under High vs. Low Effortful Thinking Modes. *Journal of Language and Social Psychology, 32,* 311-334. doi: 10.1177/0261927X12470112.

**Shi, X.,** & Wilson, S. R. (2010). Upward influence in contemporary Chinese organizations: Explicating the effects of goal type and importance on message reasoning and politeness. *Management Communication Quarterly, 24,* 579-606.

 Wilson, S., Norris, A. M., & **Shi, X.**, Rack. J. J. (2010). Comparingphysically abused, neglected, and non-maltreated children during interactions with their parents: A meta-analysis of observation studies. *Communication Monographs*, *77,* 540-575.

Wilson, S. R., Rack, J. J., **Shi, X.,** & Norris, A. M. (2008). Comparing physically abusive, neglectful, and non-maltreating parents during interactions with their children: A meta-analysis of observational studies. *Child Abuse & Neglect, 32,* 897-911.

**Shi, X.,** & Babrow, A. (2007). Challenges of adolescent and young adult Chinese American identity construction: An application of Problematic Integration Theory. *Western Journal of Communication, 71,* 316-335.

**Shi, X.,** & Lu, X. (2007). Bilingual and bicultural development of Chinese American adolescents and young adults: A comparative study. *Howard Journal of Communication, 18,* 313-333.

1. **Book Chapters**

**Shi, X.** & Kim, Y. (2023). More than One Way to Influence: Organizational Members’ Upward Voice in U.S., China, and South Korea. In M. B. Hinner (Ed.). *No Business without Communication: How Communication Can Shed Additional Light on Specific Business Contexts.* Perter Lang. Doi: https://www.peterlang.com/document/1308795

 **Shi, X.,** & Wilson, S. R. (2017). Influence in Organizational Communication. *International Encyclopedia of Organizational Communication.* John Wiley & Sons.

Wilson, S., **Shi, X.,** Tirmstein, L., Norris, A., & Combs, J*.* (2006). *A meta-analysis on child physical abuse.* In L. Turner and R. West (Eds.), *Family communication: A reference for theory and research* (pp. 237-258). Newbury Park, CA: Sage.

1. **Works in Progress**

**Shi, X**., Brewer, E., & Asbury, M.B. (2026). *Interpersonal Communication* (under contract with Sage Publications).

**Shi, X.** & Kittani, S. (2023). *Resilience Development in College Students: A Longitudinal Study.*

**Shi, X.** (2023). *Emotional Labor at Work: A Study of Dialectical Tension Management in Service Professionals.*

1. **Competitive Papers Delivered at Professional Meetings**
2. Kittani, S. & **Shi, X.** (2022). Culture as Context for Building Resilience: A Longitudinal Study. Paper presented at the Intercultural and International Communication Division, New Orleans, LA, NCA 2022.
3. **Shi, X.** & Kim, Y. (2022). More than One Way to Influence: A Comparison of Upward Influence in Three Cultures. Paper presented at the Organizational Communication Division, New Orleans, LA, NCA 2022.
4. **Shi, X**. (2019). Implicit Bias in Upward Influence: Evidence from Two Empirical Studies. Paper presented at the Organizational Communication Division, Baltimore, MA, NCA 2019.
5. **Shi, X.** (2018). Overcoming the instinct of reacting immediately: A two-study examination of reflective vs. reactive communication in couple’s conversational arguing. Paper presented at IACM in Philadelphia, Pennsylvania, USA (July 8 - 11, 2018). ICAM is the International Association for Conflict Management.
6. **Shi, X**. (2018). Power-distance and supervisor’s gender: A study on Chinese employees’ upward influence behavior. Paper presented to the Feminist and Women Studies Division, Salt Lake City, UT, NCA 2018.
7. **Shi, X.**, (2018). Emotional Labor: Reframe Its Meaning through a Dialectical Lens. Paper presented to the Social Construction Division, Salt Lake City, UT, NCA 2018.
8. **Shi, X.,** Brinthaupt, T. M., & McCree, M. A. (2016). Effects of Self-Talk and State Anxiety on Public Speaking Performance. Paper presented at the Communication Apprehension and Competence Division of National Communication Association, Philadelphia, PA. **Top Paper Award.**
9. **Shi, X.,** Brinthaupt, T. M., & McCree, M. A. (2013). The relationship of self-talk frequency to public speaking anxiety. Paper presented to Communication Apprehension and Competence Division of the National Communication Association, Washington, DC. (**Top Four Paper**).
10. **Shi, X.** (2013). How do people respond to a friend’s advice seeking attempt? Paper presented to Interpersonal Communication Division of the National Communication Association, Washington, DC.
11. Jian, G., **Shi, X.,** & Dalisay, Francis. (2013). Leader-member task conversation quality (LMTCQ): Scale development and validation through three studies. Paper presented to Organizational Communication Division of the National Communication Association, Washington, DC. (**Top Four Paper**).
12. **Shi, X.** (Nov 2012). How and When Do Goal Assessment and Confidence Help Message Effectiveness? An Examination of Employees’ Upward Influence Behavior Under Low vs. High Thoughtful State of Mind. Paper presented to Organizational Communication Division of the National Communication Association, Orlando, FL.
13. **Shi, X.** (Nov 2011). Did I become more polite when talking to my male boss?

A cognitive-elaboration-based analysis of subordinate-supervisor advice giving behavior. Paper presented to the Organizational Communication Division of the National Communication Association, New Orleans. (**Top Four Paper**).

1. **Shi, X.** (May 2011).*From**our thoughts to actual messages:* *An application and extension of the GPA model in explicating advice message production in an upward influence context.* Paper presented to the Interpersonal Division of the International Communication Association, Boston.
2. **Shi, X**., & Wilson, S. R. (Nov. 2009). *Explicating the Role of Cognitive Responses (Thoughts) in Upward Influence Message Production.* Paper presented to the Interpersonal Division of the National Communication Association, Chicago, IL.
3. **Shi, X**., & Wilson, S. R. (Nov. 2008). *Giving Advice to One’s Boss: How Does Cognitive Elaboration Affect Message Production Process and Message Features?* Paper presented to the Interpersonal Division of the National Communication Association, San Diego, CA.
4. **Shi, X**., & Wilson, S. R. (Nov. 2007). *From goal importance and perceived benefits to message politeness and reason giving: Exploring universal and culturally specific aspects of Chinese Employees' upward influence*. Paper presented to the Interpersonal Division of the National Communication Association, Chicago, IL.
5. **Shi, X.** (Nov. 2007). *Relationship building and mutual influence: Current research on LMX and future directions.* Paper presented to the Interpersonal Division of the National Communication Association, Chicago, IL.
6. **Shi, X.** (May, 2007). *Why you say what you do when trying to influence your boss: A critical review of upward influence research and a proposal*. Paper presented to the Interpersonal Division of the International Communication Association, San Francisco, CA.
7. Wilson, S. R., Rack. J. J., **Shi, X.,** & Norris, A. M. (May, 2007). *A Meta-analysis of physically abusive, neglectful, and comparison parents' behaviors during interactions with their children.* Paper presented to the Interpersonal Division of the International Communication Association, San Francisco, CA.
8. **Shi, X.** (Nov. 2007). Cognitive Elaboration Likelihood Account for Message Production: A General Proposal. Paper presented to the International and Intercultural Communication Division of the National Communication Association, Chicago, IL.
9. **Shi, X.** & Wilson, S. R. (Nov. 2006). *Identity implications of upward influence in organizations: Toward an integrated analysis of interaction goals, face, and message features.* Paper presented to the Interpersonal Division of the National Communication Association, Saint Antonio, TX.
10. **Shi, X.** (July. 2006).*Identity implications of upward influence in organizations: An analysis of perceived face threats and interaction goals in a Chinese sample*. NCA Doctoral Honors Seminar, Purdue University, West Lafayette, IN.
11. **Shi, X.** (May. 2006).*Reframing as a career strategy in emotional labor.* Paper presented to the Organizational Division of the International Communication Association, Dresden, Germany.
12. **Shi, X.** (May. 2006).*Parallel processing of message production: An analysis of bottom-up influence.* Paper presented to the Interpersonal Division of the International Communication Association, Dresden, Germany.
13. Wilson, S.R., Rack, J. J., Norris, A., & **Shi, X.** (July, 2006). *Aversive, positive, involvement, and directiveness in abusive, neglectful, and comparison families: A meta-analysis of observational studies*. Paper presented to the International Family Violence and Child Victimization Research Conference, Portsmouth, NH.
14. **Shi, X.** (Nov. 2005).*Why did parents do that to their children? A message production perspective on the research of child physical abuse.* Paper presented to the Family Division of the National Communication Association, Boston, MA.
15. **Shi, X.,** & Babrow, A. (Nov. 2005). *Communicative constructions of Chinese American identity: An application of problematic integration theory.* Paper presented to the International and Intercultural Communication Division of the National Communication Association, Boston, MA.
16. **Shi, X.** (May, 2005).*Language, meaning, and intercultural negotiation: A communication perspective on studies of Chinese negotiation behavior*. Paper presented to the International and Intercultural Communication Division of the International Communication Association, New York, NY.
17. **Shi, X.** (May, 2005). *The dancing of language and power: A case study of a live television interview.* Paper presented to the Language and Social Interaction Division of the International Communication Association, New York, NY.
18. Wilson, S. R., **Shi, X.,** Tirmenstein, L., Norris, A., & Combs, J. (July, 2005). *Parental physical negative touch and child noncompliance in abusive, neglectful, and comparison families: A meta-analysis of observational studies.* Paper presented to the 9th annual Family Violence International Research Conference, Portsmouth, NH.
19. **Shi, X.** (April, 2005). *Identity negotiation at the juncture of U.S.-China tensions: A look at Chinese Americans’ facework strategies in response to three major U.S.-China events.* Paper presented to the Intercultural Division of the Central Sate Communication Association, Kansas City, Missouri.
20. **Shi, X.** (Nov. 2004). *Seeking a new focus: U.S. news coverage of China’s entering the WTO in 2001.* Paper presented to the Mass Media Division of the National Communication Association, Chicago, IL.
21. **Shi, X.** (May, 2004).*Home language vs. social language: An exploration of bilingualism and biculturalism in Chinese American adolescents and young adults.* Paper presented to the International and Intercultural Communication Division of the International Communication Association, New Orleans, LA.
22. **Editorial Service**

## *Communication Monographs,* Reviewer, 2018.

## *Communication Research*, Reviewer, 2015.

## *Journal of Language and Social Psychology,* Reviewer*,* 2013*.*

## *Management Communication Quarterly*, Reviewer, 2010, 2012, 2023.

## *Diversity*: *Molecular Diversity Preservation International (MDPI)*, Reviewer, 2010.

## *Learning and Individual Differences: Journal of Psychology and Education*, Reviewer, 2008

**Teaching**

1. **Courses**

Middle Tennessee State University (2010-present)

MALA 6030 Close Relationship Communication

COMM 3400 Romantic Relationship Communication

COMM 4600 Communication Research Methods

ORCO 3750 Organizational Analysis

ORCO 3500 Strategic Communication in Organization

COMM 3300 Communication Theory, Culture, and Films

COMM 2300 Interpersonal Communication

COMM 2200 Fundamentals of Communication

 Iowa State University (2008-2010)

COM 317 Small Group Communication

COM 314 Organizational Communication Theories

COM 311 Relational Communication

Purdue University (2003-2008)

COM 304 Quantitative Methods for Communication Research

COM 320 Small Group Discussion

COM 212 Interpersonal Communication

COM 114 Fundamentals of Speech Communication

1. **Teaching Awards and Honors**

**2012 Appreciation Letter from the Vice President for Student Affairs**

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1. **New Course and Curriculum Development**

**COMM 3400**: Romantic Relationship Communication. Based on my past teaching experience on relational communication at ISU and my research interest in couples’ serial arguments, I proposed and developed a new course on communication in intimate relationships in 2011. This course was offered in spring 2012 and received very positive feedback from students who took the course. This course covers contemporary research on relationship communication with a particular emphasis on romantic relationship development. Students will learn theories about the role of communication in initiating, maintaining, and disengaging from relationships. Students will also study the variety of perspectives from which communication and relationships can be analyzed.

**COMM 4600**: Communication Research Methods. In the past communication research methods course was offered as a special topic course. It was available periodically but not every semester. I proposed to the University Curriculum Committee to establish it as a regular course and also changed its course number from COMM 4800 Special Topics to a new course COMM 4600. In this proposal, I provided a rationale for why creating such a permanent course is beneficial for our students and examined the breadth and depth of this course, which covers a range of social-scientific research and analytical methods used to investigate human communication. It is organized into five components: (1) conceptualizing research and research ethics in the field of Communication, (2) different research paradigms and assumptions, (3) planning and designing research, (4) understanding quantitative research methods, and (5) understanding qualitative research methods. This proposal was approved by the University Curriculum Committee in fall 2011. Since then COMM 4600 is offered every fall semester.

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**COMM 2300 EXL:** I developed an Experiential Learning class for COMM 2300 (EXL): In this course, students are required to conduct a professional interview and present their findings in a written report and oral presentations. This is an experiential learning project that includes conducting research on different industries in terms of how professionals use interpersonal communication in their daily work, conducting field observation and an interview with a professional. Once interviews are completed, students are asked to seek feedback from the people they interviewed about their performance.

Through this experimental learning project, students not only learn first-hand knowledge on professional communication but also acquire valuable skills for conducting interviews. Several students even receive internship offers after establishing the social network with the professionals they have interviewed.

1. **Advisement and Mentoring of Students**

Spring 2023 Directed Tyler Moore’s Masters Applied Project on *Sports Communication: A Multi-Media Documentary Film.*

Spring 2023 Directed Alexandra Spadafino’s Honors Thesis: *The Power of Positive Talk: A Study of College Students’ Conflict on Instagram Dependence.*

Spring 2022 Directed Abigail Woods’ Masters Applied Project on *Social Media Jealousy***.**

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| Fall 2014-spring 2015 | Directed Leigh Stanfield’s research project, entitled, “*The relationship of prototypicality- and punishment –based leadership styles to large group performance.”* In the spring of 2015, I supervised her in the revision and submission to NCA’s Honors Conference. This paper was competitively selected for presentation at the National Communication Association (NCA)’s Undergraduate Honors Conference, Washington DC, May 28-31, 2015. |
| March 2015 | Directed two students’ projects (Cody Lester and Leigh Stanfield), which were presented at MTSU’s Scholar Week. |
| Spring 2014-Summer 2014 | Directed Cody Lester’s URECA project, entitled, “*The Impact of Source Gender and Message Framing on Feminism Communication*.” |
| September 13-14 2013 | Directed 16 EXL Projects on Professional Communication in the Workplace. Research findings were presented at the Tennessee Communication Association’s (TCA) annual convention, September 13-14, Embassy Suites Convention Center, Murfreesboro, TN. |
| Fall 2013 | Directed COMM 4260 Independent Study for Cody Lester: *Message Design of Feminism Communication*. |
| Fall 2012 | Supervised and directed undergraduate honors student, Haley M. Ferrel, on her research project entitled, *“Conflict Management in Romantic Relations*” (Honors Credit).  |

1. **Teaching Workshops Attended**

June 2014 How to teach dyadic analysis using multilevel modeling at the University of Connecticut (June 9-13).

Fall 2013-Fall 2014: *LT&ITC Faculty Fellows program***.**

10/2/2013: *Creating a Teaching Faculty Development Plan.* Sponsored by the Learning, Teaching, and Innovative Technologies Center, MTSU.

4/10/2013: *Recent Research on Effective Ways to Improve Students' Learning.* Sponsored by the Learning, Teaching, and Innovative Technologies Center, MTSU.

4/3/2013: *Teaching in Second Life*. Sponsored by the Learning, Teaching, and Innovative Technologies Center, MTSU.

12/12/2012: *Teaching Naked: Technology and E-Communication for Student Engagement (Webinar).*Sponsored by the Learning, Teaching, and Innovative Technologies Center, MTSU.

4/2012: *Making Connections:  Ways EXL Can Help Develop Contacts for Service Learning Activities.* Sponsored by the Learning, Teaching, and Innovative Technologies Center, MTSU.

11/2011: *Teaching Communication Theories*. Sponsored by the National Communication Association. New Orleans, LA

4/ 2011: *Problem-Based Learning*. Sponsored by the **Learning, Teaching, and Innovative Technologies Center,** MTSU.

11/2010: *Building Bridges in the Persuasion Classroom: An Approach to Teaching Persuasion by Connecting Newer and Traditional Perspectives.* Sponsored by the National Communication Association. San Francisco, CA.

11/2010: *Straight Talk about Teaching Communication Research Method*. Sponsored by the National Communication Association. San Francisco, CA.

**Service**

**Public Service:**

 Served as a **volunteer** at the MTSU *Expanding Your Horizons conference*, 2010, 2015.

**Being Interviewed** on gender and organizational communication in the workplace by 3 news agencies: *Wall Street Journal*, 2014; the *Daily News Journal* and the *Tennessean,* 2013.

 **Professional Service:**

**Conference Respondent**, NCA Conference *2014: “Writing the first draft of our past: Exploring the evolving news media landscape in greater China.”*

**Conference Chair**,NCA Conference *2010:* “Messages that Matter: Relational and Persuasive Impacts of Strategic Communication,”

**Advisory Board Member**, 2014. Invited to serve as a board member to provide curriculum evaluation and report to the Department of Communication Studies of Tennessee State University.

**Nomination Committee Member**, 2015. Invited by the president of the Association of Chinese Communication Studies (ACCS) to serve on the nomination committee.

 **University Service:**

**Department or School:**

**Editor,** Communication Studies Newsletter Editor, Fall 2013-2015.

**Co-Chair**, Undergraduate Research Mentoring Committee, Fall 2013-Spring 2014.

**Member**, Communication Studies Benchmark Committee, Fall 2013.

**Member**, Theatre FTT Search Committee, Summer 2013.

**Volunteer,** Served as a photographer for Tennessee Communication Association’s (TCA) annual convention, Sept. 13th, 2013.

**Member,** Curriculum Committee, 2011- 2012.

**Member,** Lighting Design Tenure-track Faculty Search Committee, fall 2011 and spring 2012.

**Member**, FTT Search Committee, summer 2011 and summer 2012, summer, 2015.

**Interviewer,** DANC 4990 Students Research Proposal Interview Session, fall 2012.

**Member,** Communication Studies Tenure-track Faculty Search Committee, fall 2011.

**Member,** Organizational Communication Tenure-track Faculty Search Committee, fall 2011.

**Panel Member,** DANC 4990 Student Grant Proposal Committee, fall 2011.

**Data Analyst,** COMM 2200 TBR Course Evaluation, fall 2011, 2013, 2015.

**College:**

**CLA Faculty Tenure & Promotion Committee.**

**CLA Curriculum Committee Member 2022-2024**

**Volunteered** to attend University Academic Appeals Committee meeting (8-hour hearing/assessment session), 2011.

**University:**

**Member, Instructional Enhancement Grant Committee 2023-2024.**

**Faculty Senate 2022-2024**

**Member, University Planning Committee 2018-2020**

**Member,** MTSU University Relations Committee, 2015-2017.

**Chair,** MTSU Instructional Evaluation and Development Committee, 2014-2015.

**Member,** MTSU Instructional Evaluation and Development Committee, 2013-2014.

**Judge,** Scholars Week Student Poster Session, 2011, 2012, 2013, 2015.

**Guest Speaker,** *“*Self-talk, Anxiety, and Public Speaking Performance" at PSY 4080 Advanced Research Methods (EXL) class, 2013, 2015

**Interviewee*,*** MTSUNews.COM, “MTSU professor gauges politeness to male, female bosses.” July, 17, 2013.