DR. STEPHANIE L. DAILEY

📱 512.431.0377 🏛 Texas State University, 601 University Drive, San Marcos, TX 78666 ✉ Dailey@txstate.edu

---

My research seeks to understand how people learn about and feel part of organizations.
Specifically, my qualitative, quantitative, and mixed-methods research uses organizational communication theory to advance scholarship in organizational socialization and identification. My program of work primarily explores these mechanisms vis-à-vis three avenues: organizational membership, social media, and wellness.

Education

2014   PhD in Communication Studies, The University of Texas at Austin
Dissertation: What happens before full-time employment? Internships as a mechanism of anticipatory socialization
Committee Members: Keri Stephens (Co-Chair), Diane Bailey (Co-Chair), Brenda Berkelaar, Larry Browning, Paul Leonardi (University of California, Santa Barbara), Karen Myers (University of California, Santa Barbara),

2009   MA in Communication Studies, The University of Texas at Austin
Thesis: What are the benefits? The effects of orientation on new employee information seeking
Committee Members: Keri Stephens (Chair), Dawna Ballard (Reader)

2007   BA in Communication Studies and Spanish, Southwestern University
Minor: Psychology
Magna Cum Laude

University and Professional Experience

Associate Professor, Texas State University	Fall 2020 – Present
Texas McCombs+ Communication Coach, The University of Texas at Austin	Fall 2010 – Present
Assistant Professor, Texas State University	Fall 2014 – Spring 2019
Expert Panelist, Quantified Communications	Fall 2014 – Spring 2016
Adjunct Professor, St. Edward's University	Fall 2010 – Spring 2014
Adjunct Professor, Austin Community College	Fall 2010 – Spring 2014
Assistant Instructor, The University of Texas at Austin	Fall 2009 – Spring 2011
Teaching Assistant, The University of Texas at Austin	Fall 2007 – Spring 2010

Awards and Honors

Service-Learning Mini-Grant, Texas State University Service-Learning Excellence Program. (2022, 2023)

Top Downloaded Article, *Journal of Applied Biobehavioral Research.* (2022)

Faculty Development Leave, Full Academic Year Supplemental Award. (2021)

Linda L. Putnam Early Career Scholar Award, Organizational Communication Division of the International Communication Association. (2020)

Teaching Award of Honor, Texas State Alumni Association. (2020)

Presidential Distinction Award for Excellence in Scholarly/Creative Activities, Texas State University. (2020)

Quarterly Team Honorable Mention, Distance and Extended Learning Team, Texas State University. (2020)

Presidential Distinction Award for Excellence in Scholarly/Creative Activities, Texas State University. (2019)

Presidential Award for Excellence in Teaching, Texas State University. (2018)

Directed Graduate College Outstanding Master's Thesis Award in the Social Sciences, Business, and Education. (2017-2018)

Top 20 Most Downloaded Paper, *Sociology Compass.* (2016 – 2018)

College Achievement Award for the Presidential Award for Excellence in Teaching, College of Fine Arts & Communication, Texas State University. (2017)

Waveland Press's "Best Interactive Display" in the Organizational Communication Division, International Communication Association. (2017)

College Achievement Award for the Presidential Award for Excellence in Teaching, College of Fine Arts & Communication, Texas State University. (2016)

Award for Excellence in Online Teaching, Texas State University. (2015)

Rising Star Award, Training & Development Division of the National Communication Association. (2015)

Top Reviewer in the Training & Development Division, National Communication Association. (2015)

Article of the Year Award in the Organizational Communication Division, National Communication Association. (2014)

Jesse H. Jones Fellowship, The University of Texas. (2014)

Top Paper Award in the Training & Development Division, National Communication Association. (2014)

Outstanding Communication Adjunct of the Year, St. Edward's University. (2013 - 2014)

Waveland Press's "Best Interactive Display" in the Organizational Communication Division, International Communication Association. (2013)

Outstanding Ph.D. Student Award, The University of Texas. (2012)

Teaching with Technology, The University of Texas. (2011)

Accepted to the National Communication Association Doctoral Honors Seminar, West Virginia University. (2009)

Received the Outstanding Masters Student Award, The University of Texas. (2009)

Top Student Paper in the Training & Development Division. (2009)

Accepted to the Invitational Masters Student Institute, Rutgers University. (2008)

Received the Outstanding First Year Graduate Student Award, The University of Texas. (2008)

R E S E A R C H

* Conducted as a faculty member with at least one student co-author

Refereed Journal Articles

Cordaro, M., Howard, K., Schmiedehaus, E., & Dailey, S. (2024). Faculty mental health and compassion fatigue: A call to the profession, a call to the institution. *Journal of Workplace Behavioral Health.* https://doi.org/10.1080/15555240.2023.2292120

Dailey, S. L., Farris, K., & Austin, J.* (2023). "Parties happen a lot less than what the movies say they do:" Expectancy violations of first-generation college students. *Journal of College Orientation, Transition, and Retention, 30*(2), 1-17. https://pubs.lib.umn.edu/index.php/jcotr/article/view/5043/3504

Dailey, S. L., Pierce, C. S., Bailey, D. E., Leonardi, P., & Nardi, B. (2023). Being creative within (or outside) the box: Bridging occupational identity gaps. *Management Communication Quarterly, 38*(1), 86-116. https://doi.org/10.1177/08933189231167385

Schmiedehaus, E., Cordaro, M., Perrotte, J., Stern, M., Dailey, S., & Howard, K. (2023). The great resignation in higher education: An occupational health approach to understanding intentions-to-quit for faculty in higher education. *Teaching and Teacher Education, 123*, 103992. https://doi.org/10.1016/j.tate.2022.103992

Dailey, S., Gilmore, B., & Rangarajan, N.* (2022). The visualization of public information: Describing the use of narrative infographics by U.S. municipal governments. *Public Policy and Administration.* https://doi.org/10.1177/09520767221140954

Dailey, S. L. (2022). "Define yourself… #EXSTpride": Exploring an organizational hashtag through the structurational model of identification. *Management Communication Quarterly, 37*(1), 127-143. https://doi.org/10.1177/08933189221095597

Gomez, M., Klare, D., Ceballos, N., Dailey, S., Kaiser, S., & Howard, K.* (2021). Do you dare to compare?: The key characteristics of social media users who frequently make online upward social comparisons. *International Journal of Human-Computer Interaction.* https://doi.org/10.1080/10447318.2021.1976510

Kaiser, S., Klare, D., Gomez, M., Ceballos, N., Dailey, S., & Howard, K.* (2021). A comparison of social media behaviors between sexual minorities and heterosexual individuals. *Computers in Human Behavior, 116*, 106638. https://doi.org/10.1016/j.chb.2020.106638

Klare, D., Finch, A., Arreola, A., Dailey, S., & Howard, K.* (2021). Examining how sexual identity, psychosocial factors, and organizational differences relate to intent-to-quit in a large-scale, cross-sectional study. *Journal of Gay & Lesbian Social Services.* https://doi.org/10.1080/10538720.2021.1875281

Dailey, S. L., Alabere, R., Michalski, J., & Brown, C.* (2020). Sport experiences as anticipatory socialization: How does sport communication help individuals with intellectual disabilities learn and adapt to work? *Communication Quarterly, 68*(5), 499-519. https://doi.org/10.1080/01463373.2020.1821737

Dean, S. & Dailey, S. L. (2020). Understanding students' experiences in a STEM living-learning community. *Journal of College and University Student Housing, 46*(2), 28-44. https://www.acuho-i.org

Dailey, S. L., Howard, K., Roming, S. M. P., Ceballos, N., Grimes, T.* (2020). A biopsychosocial approach to understanding social media addiction. *Human Behavior and Emerging Technologies, 2*(2), 158-167. https://doi.org/10.1002/hbe2.182

Bonnette, A., Robinson, A., Dailey, S., Ceballos, N., & Howard, K.* (2019). Upward social comparisons and posting under the influence: Investigating social media behaviors of U.S. adults with Generalized Anxiety Disorder. *Spotlight on Mental Health Research, 1*(1), 1–25. https://doi.org/10.35831/sor.mh.bonnette19

Zhu, Y. & Dailey, S. L. (2019). Personal-organizational processes in workplace health promotion: Understanding wellness program participation in China. *International Journal of Communication, 13*, 3589-3608. https://ijoc.org/index.php/ijoc/article/view/9548/2741

Howard, K. J., Critz, K., Dailey, S., Haskard-Zolnierek, K. B., & Ceballos, N. A.* (2019). An examination of psychosocial factors associated with malicious online trolling behaviors. *Personality and Individual Differences, 149*(15), 309-314. https://doi.org/10.1016/j.paid.2019.06.020

Robinson, A., Bonnette, A., Howard, K. J., Ceballos, N. A., Dailey, S. L., Lu, Y., & Grimes, T.* (2019). Social comparisons, social media addiction, and social interactions: An examination of specific social media behaviors related to major depressive disorder in a Millennial population. *Journal of Applied Biobehavioral Research, 24*(1), e12158. https://doi.org/10.1111/jabr.12158

Ceballos, N. A., Howard, K., Dailey, S., Sharma, S., & Grimes, T. (2018). Collegiate binge drinking and social media use among Hispanics and Non-Hispanics. *Journal of Studies on Alcohol and Drugs*, *79*(6), 868–875. https://doi.org/10.15288/jsad.2018.79.868

Dailey, S. L., Burke, P. J., & Carberry, E. G.* (2018). For better or for work: Dual discourses in a workplace wellness program. *Management Communication Quarterly, 32*(4), 612-626. https://doi.org/10.1177/0893318917746018

Barrett, A., & Dailey, S. L. (2018). A new normal?: Competing national discourses and workers' constructions of identity and meaningful work in Norway. *Communication Monographs, 85*(2), 284-307. https://doi.org/10.1080/03637751.2017.1372587

Dailey, S. L., & Zhu, Y. (2017). Communicating health at work: Organizational wellness programs as identity

bridges. *Health Communication, 32*(3), 261-268. https://doi.org/10.1080/10410236.2015.1120698

Burke, P. J., Dailey, S. L., & Zhu, Y. (2017). Let's work out: Communication in workplace wellness programs. *International Journal of Workplace Health Management, 10*(2), 101-115. https://doi.org/10.1108/IJWHM-07-2016-0055

Zhu, Y., Dailey, S. L., Kreitzberg, D., & Bernhardt, J. (2017). Social networkout: Boosting physical exercise through social features of wearable fitness trackers. *Journal of Health Communication*, *22*(12), 974-980. https://doi.org/10.1080/10810730.2017.1382617

Dailey, S. L., Treem, J., & Ford, J. (2016). I communicate, therefore I belong: Processes of identification among organizational representatives. *Business and Professional Communication Quarterly, 79*(3), 270-299. https://doi.org/10.1177/2329490616644753

Dailey, S. L. (2016). I'm new. again: Re-conceptualizing the socialization process through rotational programs. *Communication Studies, 67*(2), 183-208. https://doi.org/10.1080/10510974.2016.1145130

MacArthur, B. L., Dailey, S. L., & Villagran, M. M. (2016). Understanding healthcare providers' professional identification: The role of interprofessional communication in the vocational socialization of physicians. *Journal of Interprofessional Education & Practice, 5*, 11–17. https://doi.org/10.1016/j.xjep.2016.09.001

Dailey, S. L. (2016). What happens before full-time employment? Internships as a mechanism of anticipatory socialization. *Western Journal of Communication, 80*(4), 453-480. https://doi.org/10.1080/10570314.2016.1159727

Kreitzberg, D., Dailey, S. L., Vogt, T. M., Robinson, D., & Zhu, Y. (2016). What is your fitness tracker communicating?: Exploring messages and effects of wearable fitness devices. *Qualitative Research Reports in Communication, 17*(1), 93-101. https://doi.org/10.1080/17459435.2016.1220418

Treem, J., Dailey, S. L., Pierce, C., & Biffl, D. T. (2016). What we are talking about when we talk about social media: A framework for study. *Sociology Compass, 10*(9), 768-784. https://doi.org/10.1111/soc4.12404

Treem, J., Dailey, S. L., Pierce, C., & Leonardi, P. (2015). Bringing technological frames to work: How previous experience with social media shapes the technology's meaning in an organization. *Journal of Communication, 65*(2), 396-422. https://doi.org/10.1111/jcom.12149

Dailey, S. L. (2014). Let's take a trip: A classroom activity for exploring the effect of listening styles. *Communication Teacher, 28*(1), 1-8. https://doi.org/10.1080/17404622.2013.839046

Stephens, K. K., Goins, E., & Dailey, S. L. (2014). Organizations disseminating health messages: The roles of organizational identification and HITs. *Health Communication, 29*(4), 398-409. https://doi.org/10.1080/10410236.2012.759896

Dailey, S. L., & Browning, L. D. (2014). Retelling stories in organizations: Understanding the functions of narrative repetition. *Academy of Management Review, 39*(1), 22-43. https://doi.org/10.5465/amr.2011.0329

Stephens, K. K., & Dailey, S. L. (2012). Situated organizational identification in newcomers: Impacts of pre-entry organizational exposure. *Management Communication Quarterly, 26*(3), 404-422. https://doi.org/10.1177/0893318912440179

Book Chapters

Kramer, M., W., Dailey, S. L., Shank, S., & Miller, V. (forthcoming). Organizational entry. In V. D. Miller & M. S. Poole (Eds.), *Handbook of organizational communication theory and research*. De Gruyter.

Dailey, S. L., Browning, L. D., & Sørnes, J. (2024). Narrative analysis in qualitative organizational communication research. In B. H. J. M. Brummans, B. C. Taylor, & A. Sivunen (Eds.), *The SAGE handbook of qualitative research in organizational communication*. Sage.

Dye, L., & Dailey, S. L.* (2022). Identity interruptions: Organizational and occupational identification during a global health pandemic. In L. D. Browning, J. Sørnes, & P. J. Svenkerud (Eds.), *Organizational communication in the time of coronavirus: Ethnographies and the future of work*. Palgrave.

Grimes, T., & Dailey, S. L. (2021). Five things that went wrong with media violence research. In J. B. Wiest (Ed.), *Theorizing criminality and policing in the digital media age*. Emerald.

Kramer, M. W., & Dailey, S. L. (2019). Socialization and organizational culture. In J. McDonald & R. Mitra (Eds.), *Movements in organizational communication research: Current issues and future directions*. Routledge.

Gómez, L. F., & Dailey, S. L. (2017). Formal communication. In C. Scott & L. Lewis (Eds.), *The international encyclopedia of organizational communication*. Wiley. Retrieved from http://onlinelibrary.wiley.com/book/10.1002/9781118955567

Stephens, K. K., & Dailey, S. L. (2015). One ocean: The Canadian model of fishing, oil, and ecology in the High North. In J. Sørnes, L. Browning, & J. T. Henriksen (Eds.), *Culture, development, and petroleum: An ethnography of the High North. Routledge*.

Stephens, K. K., & Dailey, S. L. (2014). Human resources development in a technology infused workplace. In M. Khosrow-Pour (Ed.), *Encyclopedia of information science and technology* (3rd ed.). Hershey, PA: IGI Global. https://doi.org/10.4018/978-1-4666-5888-2

Cheney, G., Christensen, L. T., & Dailey, S. L. (2013). Communicating identity and identification in and around organizations. In L. L. Putnam & D. K. Mumby (Eds.), *The SAGE handbook of organizational communication* (3rd ed.). Thousand Oaks, CA: SAGE.

Peer-Reviewed Published Conference Papers & Abstracts

Diniz, E. H., Bailey, D. E., Dailey, S. L., & Sholler, D. (2013). Bridging the ICT4D design- actuality gap: "Human ATMs" and the provision of financial services for "humble people." CONF-IRM 2013 Proceedings. Natal, Brazil. Paper 13. http://aisel.aisnet.org/confirm2013/13

Ceballos, N. A., Sharma, S., Grimes, T., Dailey, S., & Howard, K. (2018). Binge drinking and social media intensity among Hispanic and Non-Hispanic college students. *Alcoholism: Clinical and Experimental Research*, *42*(S1), 255A. doi:10.1111/acer.13747

Trade Publications

Howard, K., Gomez, M. S., Dailey, S. L., & Ceballos, N. A.* (2019). Social media, mental health, and lawyers' well-being. *American Bar Association: GP Solo Magazine, 36*(6), 16-19. https://www.americanbar.org/groups/gpsolo/publications/gp_solo/2019/november-december/social-media-mental-health-lawyers-well-being/

Conference Presentations

Dailey, S. L., McGloin, R., Alford, A., Wagner, W. J., Stephens, M., & Knapp, J. "Training and Development Panel: Curious About Consulting? Professional Perspectives on Getting Started as a (Communication) Consultant," National Communication Association Convention, Training & Development Division. (November 2022).

Dailey, S. L., & Martinson, M.*, "The Process of Personal Social Media for Work: Unveiling the "Work" Behind Social Media and the Rise of the "Winsta," International Communication Association Convention. (May 2022).

Dailey, S. L. "Define Yourself… #EXSTpride": Exploring an Organizational Hashtag through the Structurational Model of Identification," International Communication Association Convention. (May 2021).

Dailey, S. L., Dyhre, S. D.*, "Sociomaterial Control: Tightening the Iron Cage... Again," National Communication Association Convention, Organizational Communication Division. (November 2020).

Dailey, S. L., Farris, K. N. L., Austin, J. T. V.*, "'Parties Happen a Lot Less Than What the Movies Say They Do:' Expectancy Violations of First-Generation College Students," National Communication Association Convention, Instructional Development Division. (November 2020).

Dailey, S. L.,"Training and Development Division Top Panel: Surviving Scrutiny: Incorporating Research & Practice into T&D Programs," National Communication Association Convention, Training & Development Division. (November 2019).

Dailey, S. L., Howard, K. J., Roming, S., Ceballos, N. A., Grimes, T.*, "Playing with Fire: Communicative and Psychosocial Predictors of Social Media Addiction," National Communication Association Convention, Human Communication and Technology Division. (November 2018).

Dailey, S. L., Alabere, R. O., Michalski, J., Brown, C.*, "Sport Experiences as Anticipatory Socialization: How Does Sport Communication Help Individuals with Intellectual Disabilities Learn and Adapt to Work?" National Communication Association Convention, Organizational Communication Division. (November 2018).

Dailey, S. L., "The #MeToo Movement and Training and Development: Our Field's Role in Supporting Positive and Enduring Change," National Communication Association Convention, Training & Development Division. (November 2018).

Dailey, S. L., "Using LEGO Playgroups to Address Current Issues and Future Directions in Organizational Communication: Meta-theoretical, Conceptual and Intergenerational Play," National Communication Association Convention, Organizational Communication Division. (November 2018).

Farley, R., Howard, K. J., Dailey, S. L., Ceballos, N. A., Grimes, T.*, "An evaluation of personal distress and social media behaviors within the Millennial generation," 30th APS Annual Convention, Association for Psychological Science, San Francisco, CA. (June 2018).

Critz, K., Howard, K. J., Dailey, S. L., Ceballos, N. A., Grimes, T.*, "An exploratory study of psychological factors that influence trolling on social media," 30th APS Annual Convention, Association for Psychological Science, San Francisco, CA. (June 2018).

Bonnette, A., Robinson, A., Howard, K. J., Dailey, S. L., Ceballos, N. A., Grimes, T.*, "Evaluating the relationship between social media behaviors and anxiety disorder in undergraduate college students," 30th APS Annual Convention, Association for Psychological Science, San Francisco, CA. (June 2018).

Howard, K. J., Dailey, S. L., Roming, S., Grimes, T.*, "Social media behaviors and psychosocial predictors of social media addiction," 30th APS Annual Convention, Association for Psychological Science, San Francisco, CA. (June 2018).

Robinson, A., Bonnette, A., Howard, K. J., Dailey, S. L., Ceballos, N. A., Grimes, T.*, "Specific social media behaviors associated with Major Depressive Disorder," 30th APS Annual Convention, Association for Psychological Science, San Francisco, CA. (June 2018).

Dailey, S. L., Burke, P. J., Carberry, E.*, "For better or for work: Competing discourses in a workplace wellness program," International Communication Association Convention, San Diego, CA. (May 2017).

Dailey, S. L., Salazar, V.*, "Welcome aboard: Comparing the impact of unstructured vs. structured socialization on newcomer perceived organizational support, engagement, and identification," International Communication Association Convention, San Diego, CA. (May 2017).

Burke, T., Dailey, S. L., Zhu, Y., "Let's hit the gym: Co-workers' social influence, social support, and organizational socialization in workplace wellness programs," National Communication Association Convention, Philadelphia, PA, United States. (November 2016).

Zhu, Y., Dailey, S. L., Kreitzberg, D., International Communication Association Convention, "Social networkout: Boosting physical exercise through social features of wearable fitness trackers," Fukuoka, Japan. (May 2016).

Manhal, K., Raymond-Manhal, L., Dailey, S. L., Harris, J.M., "From boardroom to classroom: An examination of corporate communication at Dell and Deloitte to inform course instruction," Southern States Communication Association Convention, Austin, TX, United States. (April 2016).

Dailey, S. L., Pierce, C.S., Leonardi, P., Nardi, D., "Being creative within the box: Managing occupational identities with incongruent images and practices," National Communication Association Convention, Las Vegas, NV, United States. (November 2015).

Dailey, S. L., "Communicating health at work: Organizational wellness programs as identity bridges," National Communication Association Convention, Las Vegas, NV, United States. (November 2015).

Dailey, S. L., Treem, J., Ford, J., "I write, therefore I belong: The inevitable process of social media writers' identification," Academy of Management Convention, Vancouver, Canada. (August 2015).

Dailey, S. L., Bailey, D. E., Leonardi, P., Nardi, B., Diniz, E. H., "Socializing remote workers: Identification and role innovation at a distance," Academy of Management Convention, Vancouver, Canada. (August 2015).

Zhu, Y., Dailey, S. L., "'Pumping up' wellness at work: A communicative model of participation in workplace health promotion programs," International Communication Association Annual Convention, San Juan, PR, United States. (May 2015).

Ford, J., Dailey, S. L., "The blurred boundaries of knowledge: Organizational learning in the emergent environment of social media," International Communication Association Annual Convention, San Juan, PR, United States. (May 2015).

Dailey, S. L., McArthur, B., Villagran, M. M., "Understanding healthcare providers' professional identification: The role of inter-professional communication in the vocational socialization of physicians," International Communication Association Annual Convention, San Juan, PR, United States. (May 2015).

Dailey, S. L., "I'm new… again: Re-examining the socialization process through rotational training programs," National Communication Association Convention, Chicago, IL, United States. (November 2014).

Dailey, S. L., "So you were an intern? Outcomes of organizational and vocational anticipatory socialization," National Communication Association Convention, Chicago, IL, United States. (November 2014).

Dailey, S. L., "'I Googled the hell out of my manager:' The dimensions and sources of anticipatory socialization," National Communication Association Convention, Washington, DC, United States. (November 2013).

Dailey, S. L., "Making (and breaking) sense of membership: Organizational identification through anticipatory socialization," National Communication Association Convention, Washington, DC, United States. (November 2013).

Treem, J., Dailey, S. L., Spruill, C., "When social media meets workplace settings: Differing technological frames and expectations of organizational members," International Communication Association Convention, London, England. (June 2013).

Dailey, S. L., "Socialization and assimilation: Where it's been and where it's going – A visit with Michael W. Kramer and other scholars in the field," Southern States Communication Association Convention, Louisville, KY, United States. (April 2013).

Dailey, S. L., "Stressed, stuttering, or shaking knees? Techniques for coaching students with speech anxiety," National Communication Association Convention, Orlando, FL, United States. (November 2012).

Dailey, S. L., "What happens when stories ripple through organizations? The functions of narrative repetition," National Communication Association Convention, New Orleans, LA, United States. (November 2011).

Goins, E., Stephens, K. K., Dailey, S. L., "The role of social media and identification in reducing overload, message perceptions, and behavioral intentions," International Communication Association Convention, Boston, MA, United States. (May 2011).

Dailey, S. L., "Are employees catching the health bug?: The workplace as an additional source of health information," National Communication Association Convention, San Francisco, CA, United States. (November 2010).

Dailey, S. L., "Enhancing the practices and processes in the training & development field," National Communication Association Convention, San Francisco, CA, United States. (November 2010).

Dailey, S. L., "Visit the doctor, email a friend, or read a tweet? A model of health information seeking," National Communication Association Convention, San Francisco, CA, United States. (November 2010).

Dailey, S. L., "A new conception of organizational identification: Anticipatory identification," Western States Communication Association Conference, Anchorage, AK, United States. (March 2010).

Dailey, S. L., Stephens, K. K., "Examining situated organizational identification before and after new employee orientation," National Communication Association Convention, Chicago, IL, United States. (November 2009).

Dailey, S. L., Yilmaz, G., Blackburn, K., Christopher, R., "What happens after training?: Social influences on covert and overt ICT use and organizational identification," National Communication Association Convention, Chicago, IL, United States. (November 2009).

Dailey, S. L., "What are the benefits?: The effects of orientation on new employee information seeking," International Communication Association Convention, Chicago, IL, United States. (May 2009).

Dailey, S. L., "Friend or foreperson?: Leader-member exchange in supervisor and intern relationships," National Communication Association Convention, San Diego, CA, United States. (November 2008).

Dailey, S. L., "The 40-year old Longhorn who bleeds orange: Expanding membership in organizational identification theory," Graduate and Undergraduate Student Research Conference, Denton, TX, United States. (March 2008).

Contract, Fellowships, Grants and Sponsored Research

Dailey, S. L. (Principal), "I can't stop thinking about my kids": Exploring how childcare apps affect working parents' well-being," Research Enhancement Grant, Texas State University, $8,000. (2022). Funded.

Dong, S. (Principal), Dailey, S. L. (Co-Principal), "Combating COVID-19 misinformation on social media: Exploring the role of authoritative content," Research Enhancement Grant, Texas State University, $14,000. (2021). Not Funded.

Oakes, L. R., (Principal), Liu, T. (Co-Principal), Dixon, M. O. (Co-Principal), Dailey, S. L. (Co-Principal), Asiabanpour, B. (Co-Principal), Okuda, P. (Co-Principal), "Using Photovoice to Zoom in on Disability and Increase Community Inclusion," Big Idea, Texas State University, $25,000.00. (2020). Funded.

Dailey, S. L. (Principal), & Farris, K. (Co-Principal), "Memorable Messages of First-Generation College Students," Research Enhancement Grant, Texas State University, $14,900.00. (2019 - 2020). Funded.

Howard, K. J. (Principal), Ceballos, N. A. (Supporting), Grimes, T. (Supporting), Dailey, S. L. (Supporting), Lu, Y. (Supporting), Lee, H. M. (Supporting), Sharma, S. (Supporting), Lawrence, G. B., "Does Social Media Make Us Sick? A Pilot Study on the Effects of Social Media on Physiological Reactivity and Mental Health," Health Multidisciplinary Internal Research Grant, Texas State University, $23,784.00. (2018 - 2020). Funded.

Raley, J. A. (Principal), & Dailey, S. L. (Co-Principal), "Innovations in Care Grant Proposal," Rita and Alex Hillman Foundation, $600,000.00. (2017). Not Funded.

Dailey, S. L. (Principal), "Understanding How Individuals with Intellectual Disabilities Can Be Better Prepared for Employment," Volney E. Dibrell Charitable Trust, $25,763.00. (2017). Not Funded.

Raley, J. A. (Principal), & Dailey, S. L. (Co-Principal), "Honors College Pre-Graduate Internship for Innovative Health Research," Health Multidisciplinary Internal Research Grant, Texas State University, $29,998.80. (2017). Not Funded.

Grimes, T. (Principal), Dailey, S. L. (Supporting), Fall, K. A. (Supporting), Howard, K. J. (Supporting), Lasser, J. S. (Supporting), Lu, Y. (Supporting), Sokal, J. (Supporting), "Social Media's Psychological Effect on Today's Young People: A Clinical Study," Health Multidisciplinary Internal Research Grant, Texas State University, $29,559.00. (2017). Not Funded.

Dailey, S. L. (Principal), Burke, T. J. (Co-Principal), "'Pumping Up' Survey Research: Boosting Participation in Texas State University's Total Wellness Program," Research Enhancement Grant, Texas State University, $16,000.00. (2015 - 2016). Funded.

Dailey, S. L. (Principal), "Why Are Hispanic Students Underrepresented in Internships?" Research Enhancement Grant, Texas State University, $8,000. (2015). Not Funded.

Hauser, C. (Principal), Kopec, R. (Co-Principal), Kopecki-Fjetland, M. (Co-Principal), Saclolo, M. (Co-Principal), Goering, L. (Co-Principal), "The St. Edward's University Science, Technology, Engineering, and Mathematics Talent Expansion Program: CASAR(Community for Achievement in Science, Academics and Research)-Science Living Learning Community Project," National Science Foundation. (2014 - 2015). Funded as Consultant.

Bailey, D. (Co-Principal), Leonardi, P. (Co-Principal), Nardi, B. (Co-Principal), "HCC: Large Collaborative Proposal: Information Technology, Remote Socialization, and the Development of Occupational Identity," National Science Foundation. (2012 - 2014). Funded as Research Assistant.

Dailey, S. L, (Principal), "Integrating International Students into the Civic Mission of St. Edward's University," Bringing Theory to Practice, $1,000. (2013). Funded.

Workshops

Dailey, S. L., " Does Crafting a Personal Brand Make You Cringe? A New, Crystallized Approach to Communicating Your Value," McCombs School of Business. (October 2023).

Dailey, S. L., "Making Polished and Persuasive Presentations," PlainsCapital Bank. (January 2019).

Dailey, S. L., "Networking and Small Talk for Introverts," McCombs School of Business. (November 2018).

Dailey, S. L., "How to Build a Top Performing Team Through Communication," Austin Mortgage Bankers Association. (November 2016).

Dailey, S. L., "The Art of Storytelling," McCombs School of Business. (July 2015).

Dailey, S. L., "Presenting Your Best Self: CVs, Resumes, Personal Statements, and Cover Letters," Texas State University Communication Studies Graduate Community. (October 2014).

Dailey, S. L., "The Job Talk," Texas State University Communication Studies Graduate Community. (April 2014).

Dailey, S. L., Winslow, L., "Polishing Your Elevator Pitch," McCombs School of Business. (September 2013).

Dailey, S. L., & Ford, J. "Presentation Skills," Bureau of Economic Geology. (August 2013).

Dailey, S. L., "Communicating with the Angry Customer," Property Taxation Institute. (December 2013).

Dailey, S. L., "Communicating Professionalism Through Effective Writing," The University of Texas at Austin Undergraduate Writing Center. (April 2011).

T E A C H I N G

Courses Taught

Graduate

     Organizational Communication
     Organizational Communication Analysis
     Communication and Organizational Culture
     Qualitative Research Methods

Undergraduate

     Organizational Communication
     Social Media in Organizations
     Communication and Identity in International Work Cultures

Professional Skills for the Global Workplace
Empirical Research Methods
Interviewing Principles and Practices
Introduction to Communication
Presentational Speaking
Interpersonal Communication
Professional Communication Skills

Directed Student Learning

Master's Thesis Advisor

Vanessa Salazar, "Welcome Aboard: An Exploration of the Impact of Structured Socialization on Newcomer Perceived Organizational Support, Engagement and Identification," Communication Studies, November 4, 2016

Doctoral Dissertation Committee Member

Courtney Powers, "Organizational Resilience in the Face of Crisis: Communal Coping in Family Businesses," Communication Studies, The University of Texas at Austin, March 27, 2023

Master's Thesis Committee Member

Alyssa Sullivan, "The Power of Persuasion: Describing Persuasive Characteristics of Municipal Sustainability Infographics," Sustainability Studies, Texas State University, November 28, 2022

Sophia Taylor Burton, "Discrete Emotions in Anti-Smoking PSA's: An Application of the Extended Parallel Process Model," Communication Studies, Texas State University, April 12, 2021

Palak Modi, "Reducing Stress and Improving Workflow for Independent Pharmacy Employees: An Application of Design Thinking Methodologies and Transformation Design," Communication Design, Texas State University, November 4, 2019

Exit Exams

** Served as advisor
Mir Tillman: November 16, 2022
Madeline Martinson: April 19, 2021**
Michael Cavanaugh: November 12, 2020**
Sean Dyhre: April 17, 2020**
Miguel Munoz: April 16, 2020**
Brooke Uptmore: April 15, 2020**
Shannon Tefertiller: April 3, 2019
Anthony Gallardo: October 26, 2018

Jamie Weir: October 27, 2017

Victoria Gathright: October 27, 2017

Chuck Lamar: February 24, 2017

Julia Guardione: February 24, 2017

Laura Gonzalez: February 24, 2017

Megan Bludau: October 28, 2016

Jason Hall: March 8, 2016

Elizabeth Miller: February 25, 2016

Hannah Collazo: February 25, 2016

Katterli Brinkman: February 25, 2016

Danica Artaza: October 29, 2015

Kory Kelly: October 29, 2015

Guest Lectures

Dailey, S. L., "Strategic Interview Preparation for Landing Your Next Job or Internship," Office of Alumni and Parent Relations, Southwestern University. (October 2021).

Dailey, S. L., "Taking the Spookiness out of Grad School: Tricks and Treats for Exploring the Post-Graduate Education," UT Communication Council, The University of Texas at Austin. (October 2021).

Dailey, S. L., "Communication Coaching and Consulting," Communication Guild, Undergraduate Communication Studies Club, Texas State University. (November 2020).

Dailey, S. L., "Expert in Socialization Research," Organizational Communication: Theory and Research, Undergraduate and Graduate Class, The Pennsylvania State University. (March 2020).

Dailey, S. L., "Social Media in Organizations," College Note Taking Session, Bobcat Preview, Texas State University. (August 2019).

Dailey, S. L., "Dual Discourses of Workplace Wellness and Other Organizational 'Perks'," Organizational Communication, Undergraduate Class, Texas State University. (April 2019).

Dailey, S. L., "Qualitative Research Methods," Proseminar, Graduate Class, Texas State University. (December 2018).

Dailey, S. L., "Organizational Communication, Identification, and Socialization," Orientation to Communication Arts, Graduate Class, University of the Incarnate Word. (October 2014).

Dailey, S. L., "Narrative Repetition," Leadership Stories, Undergraduate Class, The University of Texas at Austin. (December 2013).

Dailey, S. L., "Interpersonal Communication in the Workplace," Interpersonal Communication Theory, Undergraduate Class, The University of Texas at Austin. (March 2012).

Dailey, S. L., "Identity and Organizational Identification," Interpersonal Communication Theory, Undergraduate Class, The University of Texas at Austin. (February 2010).

S E R V I C E

University Service

Member, Faculty Classroom Technology Advisory Committee. (2023-Present)
Member, First Year Journey Sub-Committee. (2022 - 2023)
Member, College Tenure and Promotion Committee. (2020 - 2024)
Organizer, Online Engagement Workshop. (2023)
Member, Personnel Committee. (2020 - Present)
Member, Graduate Program Advisory Committee. (2019 - 2022)
Member, Teaching Effectiveness Committee. (September 2015 - Present)
Member, Department Evaluation and Assessment Subcommittee. (2015 - Present)
Member, Bobcat Day Committee. (2021)
Member, Diversity, Equity, and Inclusion Programming. (2021)
Member, Presidential Awards Committee. (2019)
Panelist, "Strategies for Successful Teaching," New Faculty Orientation. (2018)
Member, PhD Working Group. (2015 - Present)
Participant, National Distance Learning Week. (2017)
Marshal, Commencement Ceremony. (2017)
Member, Search Committee, Political Communication or Organizational Communication. (2016)
Member, Presidential Awards Committee. (2015)
Research Methods Coach, C3 Research Startup Weekend. (2015)
Member, Communication Studies Communication Week. (2014 - 2015)
Member, Undergraduate Exit Options Committee. (2014 - 2015)
Contributor, Empirical Graduate Hybrid Orientation. (2014)

Professional Service

Editorial Review Board Member
    Management Communication Quarterly (2022 - Present)
    Southern Communication Journal (2017 - Present)
    Communication Teacher (2013 - Present)
Ad-Hoc Journal Reviewer (listed in order of recency)
    Management Communication Quarterly (2014, 2015, 2016, 2018, 2019, 2020, 2021, 2022, 2023)
    Communication Monographs (2020, 2021, 2023)
    Communication Research (2016, 2019, 2023)

Human Communication Research (2023)

Western Journal of Communication (2019, 2021, 2022, 2023)

International Journal of Communication (2021, 2023)

Southern Communication Journal (2016, 2017, 2019, 2023)

Communication Teacher (2014, 2015, 2017, 2018, 2019, 2020, 2021, 2023)

Journal of Professions and Organization (2022)

Journal of Applied Communication Research (2014, 2015, 2018, 2019, 2021)

Communication Studies (2021)

Health Communication (2020)

Communication Theory (2019)

Space and Culture (2019)

Communication Quarterly (2018)

International Journal of Business Communication (2018)

New Media & Society (2017)

Corporate Communications (2017)

Human Relations (2016)

Journal of Business Research (2016)

Business and Professional Communication Quarterly (2016)

Journal of Information Technology (2015)

Journal of Computer-Mediated Communication (2010)

Article of the Year Award Committee Member

Management Communication Quarterly (2023)

Conference Award Committee

ICA Putnam Award Selection Committee Chair (2023)

Conference Paper Reviewer

Training & Development Division of the National Communication Association. (2014 - Present)

Organizational Communication Division of the National Communication Association (2014 - Present)

Organizational Communication Division of the International Communication Association (2014 - Present)

Conference Respondent

"Navigating Identity and Power Dynamics in the Workplace," New Brunswick, NJ. (2023)

"Examining Resilience in Organizing," New Orleans, Louisiana. (2022)

"Clearing the (Volunteer) Hurdle: Volunteers, Identification, and Outreach," Salt Lake City, UT. (2018).

"Identification with Organizations and Occupations," Dallas, TX. (2017)

"Organizational Membership, Power, and Identities in Online Spaces," Philadelphia, PA. (2016)

Conference Mentor

"Organizational Communication Research Escalator," Toronto, Canada. (2023)

"Organizational Communication Research Escalator," Paris, France. (2022)

"Organizational Communication Research Escalator," Virtual. (2021)

Conference Chair

"Renewing Research on Cybersecurity Training and Developing Adaptive Organizational Cultures," Seattle, WA. (2021)

"Issues of Technology in Organizational Communication," Las Vegas, NV. (2015)

"'Who am I in this role' Identity and Work," Chicago, IL. (2014)

"Business as Usual? Utilizing New Media for Developing Businesses and Careers," Washington, DC. (2013)

"Non-Governmental Organizations," New Orleans, LA. (2011)

NCA Organizational Communication Division Article of the Year Award Sub-Committee. (2022)

NCA Organizational Communication Division Mentoring Pod. (2022, 2023)

External Reviewer for 2 Tenure & Promotion Cases. (2021)

Email Listserv Moderator, Organizational Communication Division of the International Communication Association. (2012 - 2014)

Student Representative, Training and Development Division. (2009 - 2011)

Public Service

Volunteer, Southwestern Alumni Mentor Network Program. (2016 - Present)

PTA Secretary and Volunteer, Travis Heights Elementary. (2021 – Present)

Volunteer, All Saints Presbyterian Church. (2016 - Present)

Created online survey for All Saints Presbyterian Church. (2019)

Officer, Southwestern University Class of 2007 Relations. (2015 - 2016)

Volunteer, Marbridge Foundation. (2014 - 2016)

Translator for large-scale organizational survey. (2013)

Created online survey for Chapelwood United Methodist Church. (2012)