

Aaron E. Bacue

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School of Communication Studies • Kent State University • 305E Art Building • (330) 672-0286 • ABacue@kent.edu

Seasoned communication professional with 20 years of experience teaching communication at the university level, managing competitive grant-, state-, and privately-funded research projects, as well as coaching forensic speech. Expert knowledge of interpersonal/relational and nonverbal communication. Exceptional communicator, coach, mentor, and leader with a demonstrated ability to manage and collaborate with all levels of students, administration, employees, and the public, and a proven capacity to mediate conflict and build consensus in highly charged conflict situations. Published in the areas of nonverbal/interpersonal and mass communication.

Educational History

Ph.D. in Interpersonal Communication (minor in Family Studies), **ABD**
University of Arizona — Tucson, AZ

- Intensive social-scientific research training and in-depth study of theory, research, and practice with top scholars in the fields of **interpersonal & nonverbal communication**
- Comprehensive and critical examination of the collection, coding, analysis, and presentation of both quantitative (experimental/survey) and qualitative (field/observational) data.
 - Major Committee: Judee K. Burgoon (Advisor)
Joseph Bonito
Kyle J. Tusing
 - Minor Committee: Rodney M. Cate
Carl Ridley
 - Dissertation Proposal: *The Dark Side of Verbal & Nonverbal Communication Skills in Interpersonal Relationships*

M.A. in Interpersonal Communication, **1999**
University of Delaware — Newark, DE

- Social scientific research training and detailed examination of theory and research with scholars in the fields of **interpersonal communication**
 - Major Committee: Wendy Samter (Co-Advisor)
Walid Afifi (Co-Advisor)
Charlie Pavitt
 - Thesis: *The Dark Side of Cognitive Complexity: Messages that Hurt*

B.A. in Communication Arts, **1995**
Xavier University – Cincinnati, OH

- Comprehensive study of **Advertising**
- Transfer student from Miami University, Oxford, OH

Academic Appointments

School of Communication Studies — Kent State University, Kent, OH

2015 – Present

Teaching and research department serving 900 undergraduate majors and 30 graduate students.

Assistant Professor: Independently teach undergraduate courses in Interpersonal Communication (COMM20001), Advanced Interpersonal Communication (COMM40001), Communication & Conflict (COMM45459), and Nonverbal Communication (COMM45959).

School of Communication Studies — James Madison University, Harrisonburg, VA

2011 – 2015

Teaching and research department serving 400 undergraduate majors and 10 graduate students.

Instructor: Independently taught required undergraduate general education courses (required of all undergraduate students) in Fundamental Human Communication: Principles & Practices (GCOM121) and Fundamental Human Communication: Group Presentations (GCOM123).

Assistant Coach, JMU Speech Team (voluntary service, 2011-2012): Independently and collaboratively coached prepared address (PA), interpretation of literature (Interp), and limited preparation (LP) events for this nationally competitive team.

Department of Communication Arts & Sciences — Penn State University, University Park, PA

2010 – 2011

Research and teaching department serving 350 undergraduate majors and 30 graduate students.

Lecturer (1-year appointment): Independently taught general education courses (required of all undergraduate students) in Effective Speech (CAS100A).

- One student finalist (2nd Place) in the Spring 2011 Penn State University Civic Engagement Public Speaking Contest (semi-annual public speaking contest sponsored by Pearson Publishing, The New York Times, and the PSU Communication Arts & Sciences Department; two competitors from each of 120 sections of CAS100a).
- Two student finalists (2nd & 3rd Places) in the Fall 2011 Penn State University Civic Engagement Public Speaking Contest.

Department of Communication — University of Delaware, Newark, DE

2007 – 2010

Research and teaching department serving 450 undergraduate majors and 15 graduate students.

Adjunct Professor: Independently developed and taught undergraduate and graduate courses in Relational Communication (COMM 440/640), Communication & Persuasion (COMM 452/652), Public Speaking (COMM 350), Oral Communication in Business (COMM 212), and Nonverbal Communication (COMM200).

- **Instructor and mentor** for the University of Delaware's Honors College's **Summer College** (six-week specialized summer program offered to High School students)
- Independently **advised undergraduate majors and minors** concerning plans of study, as well as post-graduation career paths.

Teaching department serving approximately 300 undergraduate majors and 10 graduate students.

Adjunct Professor: Collaboratively developed and independently taught undergraduate courses in Public Speaking (SPK 208), Communication Theory (COM 101), and Business & Professional Speech (SPK 230).

- Independently **advised undergraduate students** concerning core university requirements, pre-major and major requirements, and post-graduation career paths
- **Instructor & mentor** for West Chester University's **Academic Development Program** (six-week, specialized summer program for students who do not meet current admission requirements, but who, nevertheless, show evidence of being likely to succeed in college)

Assistant Director of Forensics (voluntary service, 2006-2009): Independently & collaboratively coached PA, Interp, LP, and Debate (LD & Parli) for this regionally competitive team, as well as provided administrative assistance to the Director of Forensics (Mark Hickman).

- 1 NFA National Finalist (2nd Place Informative, 2006)
- 1 NFA National Semi Finalist (2008)
- 2 NFA National Quarter Finalists (2008)
- 3 NFA National Quarter Finalists (2007)
- 1 AFA All American Award (2008)
- 1 AFA Quarter Finalist (2008)
- 6 PKD Superior Awards (2009)
- 2 PKD All American Awards (2007)
- 2 PKD Top Superior Awards (2007)
- 8 PKD Superior Awards (2007)
- 3 PFA State Champions (2009)
- 6 PFA State Champions (2008)
- 5 PFA State Champions (2007)
- 6 PFA State Champions (2006)

Delaware County Community College — Media, PA

Summer 2006

Suburban Philadelphia community college offering 46 associate degrees for transfer or career preparation, as well as 36 short-term certificate programs in a variety of occupational fields.

Adjunct Professor: Independently developed and taught courses in Business Communication (BUS 130) and Interpersonal Communication (SPE 100).

- **Instructor and mentor** for **QVC, Inc.'s Turnkey Program** (seven-week, specialized business communication course offered to employees of QVC, Inc.)

Center for the Management of Information — University of Arizona, Tucson, AZ

2000 – 2003

Business and Public Administration research center that focuses on the development and application of technology and group processes to support collaborative work.

Research Associate: Collaboratively designed, implemented, and managed a \$3.5 million National Science Foundation-funded, multi-institutional research project designed to develop automated text-, acoustic-, and video-based tools to aid the military in detecting and countering deception in the joint battle space infosphere. Additional duties included data collection (in the form of focus group facilitation and surveys) and analysis (primarily using interpretive techniques for qualitative data and SPSS for quantitative), recruitment and management of research assistants and participants, laboratory design, and facilities management.

Teaching Associate: Independently developed, coordinated, and taught undergraduate courses in Relational Communication (COM 417), Persuasion & Social Influence (COM 318), Interpersonal Communication (COM 104), Nonverbal Communication (COM 415), Communication Research Methods (COM 228), and Applied Organizational Communication (COM 312).

- **Guest lecturer** in graduate courses in Relational Communication (COM 517), Nonverbal Communication (COM 515), Communication & Conflict Management (COM 511), Communication & Cognition (COM 550), Field & Observational Methods (COM 576), Research Methodologies (COM 640).

Research Associate: Independently and collaboratively designed, managed, and implemented several qualitative and quantitative research projects examining communication in relationships and organizations. Additional duties included data collection (in the form of focus group facilitation, in-depth interviews, and surveys) and analysis (using interpretive and grounded theory techniques for qualitative data, and SPSS for quantitative data), recruitment and management of research assistants and participants, and facilities management.

Graduate Teaching Assistant: Collaboratively developed and independently taught undergraduate courses in Communication Theory (COMM 256), Oral Communication in Business (COMM 212), and Public Speaking (COMM 350).

- **Guest lecturer** in graduate courses in Communication & the Management of Conflict (COMM 617), Interpersonal Communication Theory (COMM 630), and Communication & Persuasion (COMM 652).

Graduate Research Assistant: Collaboratively designed, managed, and implemented several grant-funded research projects examining social support, condom use, and television representations of gender, ethnicity, and sexuality (funded by the Kaiser Family Foundation). Additional duties included data collection and analysis, recruitment and management of research assistants and participants, and facilities management.

Additional Experience

Bella Bella Salon: Independently designed, implemented, and managed a full communication and marketing campaign (including strategic in-house modifications regarding client services and correspondence protocols, print advertisements, and PR/media plan), successfully positioning this salon as an alternative to expensive full-service salons and impersonal walk-in hair cutting establishments in West Chester, and accounting for a 28% increase in profits and the tripling of new client retention. Additional duties included budget and expenditure management; performance measurement, tracking, and analysis; marketing research; website design; and occasional managerial duties (supervising a staff of eight) when needed.

Pearson Higher Ed: Collaboratively designed and implemented training protocols via workshops for new salespersons in the United States for this international textbook publishing company. Recommendations were based on social scientific persuasion research and included direction for establishing initial contact with professors, brief sales pitches, extended sales pitches (including guidelines for effective PowerPoint presentations), and best practices for closing the deal. Our recommendations accounted for an average of 13% increase in textbook sales among attendees.

Small full-service market research and consulting firm dedicated to the pharmaceutical and healthcare industry.

Project Director: Collaboratively designed, implemented, and managed primarily qualitative research projects (in the form of in-depth interviews and focus groups with physicians, as well as consumers) in therapeutic areas including, but not limited to, pain management, hormonal contraception, and influenza vaccination. Additional duties included secondary qualitative analysis and report writing for Paragon's Directors of Research, analysis of some quantitative data using marketing and persuasion/social influence theory, as well as general client relations.

Statewide education and prevention program funded by the Tobacco Tax and Health Care Act.

Assistant Director, Youth Diversion Program: Provided leadership, administration, direction, and support of client services for this \$150,000 grant-funded tobacco cessation intervention for adolescents. Additional duties included managing a 250+ client database, supervising all adult and peer intervention counselors, and contracting with 200 local service contractors throughout the state of Arizona.

Academic Publications

Burgoon, J.K., & Bacue, A. E. (2003). Nonverbal communication skills. In J.O. Greene & B.R. Burleson (Eds.), *Handbook of Communication and Social Interaction Skill*. Mahwah, NJ: Lawrence Erlbaum.

Signorielli, N., & Bacue, A.E. (1999). Recognition and respect: A content analysis of prime-time characters across three decades. *Sex Roles, 40*, 527–544.

Academic Presentations

Bacue, A.E. (2001, July). *The Dark Side of Cognitive Complexity III: The Production of Sexually Coercive Messages*. Paper presented at the Fourth Annual NCA Doctoral Honors Seminar, Austin, TX.

Bacue, A.E., & Samter, W. (2001, June). *The Dark Side of Cognitive Complexity II: The Production of Guilt-Inducing Messages*. Paper presented at the first annual INPR/ISSPR Conference, June 29 – July 3, Prescott, AZ.

Bacue, A.E. (1999, November). *The Dark Side of Cognitive Complexity: The Production of Hurtful Messages*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Kam, K., Burgoon, J.K., & Bacue, A.E. (2001, June). *A Comprehensive Approach to the Coding of Relational Messages*. Paper presented at the first annual INPR/ISSPR Conference, June 29 – July 3, Prescott, AZ.

Mongeau, P.A., Shaw, C., & Bacue, A.E. (1999, April). *Dating Norms on College Campuses*. Paper presented at the annual Western States Communication Association, Sacramento, CA.

Bacue, A.E. (1998, June). *Intracultural Communication: The Nature and Functions of Communication in African-American Friendships*. Paper presented at the biannual meeting of the International Society for the Study of Personal Relationships, Saratoga Springs, NY.

Signorielli, N., & Bacue, A.E. (1998, November). *Recognition and Respect: A Content Analysis of Characters and Gender Roles Across Four Decades of Television*. Paper presented at the annual meeting of the National Communication Association, New York, NY.

Bacue, A.E. (1997, November). *Reflections in the Media: A Content Analysis of Characters in the Television Shows and Feature Films Most Watched by Teen Girls*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.

Bacue, A.E. (1997, April). *Recognition and Respect: A Content Analysis of Gender Roles on Television*. Paper presented at the annual meeting of the Eastern Communication Association, Baltimore, MD.

Research in Progress

Bacue, A.E. (in progress). *Criticizing with kindness: A test of Daniel C. Dennett's code of conduct in student work groups*.

Bacue, A.E. (in progress). *The dark side of communication training: "Skilled" bullying among the Millennial generation*.

Bacue, A.E. (in progress). *In-class instructor-student relationship building: The importance of creating identification with students of the Millennial generation to achieve educational objectives in the basic communication course*.

Bacue, A.E. (in progress). *New generation, new rules: Revisiting Knapp's stage model of relationship development in light of Millennial generation social mores*

Recognition and Awards

- 2007 Friend of Forensics Award
- 2006 Friend of Forensics Award (WCU Forensics Team's award for service)
- 2003 Teacher of the Year (Lambda Pi Eta—undergraduate communication honorary association)
- 2001 Teacher of the Year (Lambda Pi Eta)
- 2001 Doctoral Honors Seminar Presenter (National Communication Association)
- 1999 Young Scholar Award (Associated Graduate Students in Communication)
- 1998 Excellence in Teaching Award (International Communication Association)
- 1998 Preparing Future Faculty Conference Leader (UD Center for Teaching Effectiveness)
- 1997 Preparing Future Faculty Conference Leader (UD CTE)
- 1995 Outstanding Senior Advertising Campaign (Xavier University)

Professional Affiliations

- National Communication Association (NCA)
- International Communication Association (ICA)
- International Association for Relationship Research (IARR)
- American Psychological Association (APA)
- Qualitative Research Consultants Association (QRCA)

Service

- **Honors Thesis Committee Member** (2017), Kent State University
 - Belack, L. (2017). *Transgressing the boundaries of college hookup culture*.
 - Román, N. (2017). *Ya nos nos crían así: A qualitative study of career socialization of Latina college students*.
- **Golden Flash Days Presenter** (2017), Kent State University College of Communication and Information
 - Presented information and answered questions about the School of Communication Studies for students who were admitted to the university, but who had not yet committed to coming to Kent.
- **TEDx Kent State Speaker** (2017), Kent State University
 - Presented a talk on how to offer criticism of others' ideas and perspectives in a way that fosters dialogue and collective understanding, rather than defensiveness and aggression.
- **Research Colloquium Coordinator** (2016 – Present), Kent State University School of Communication Studies
 - Organize and facilitate monthly research presentations by Kent faculty on communication-related topics.
- **QUEST Mentorship Program Mentor** (2016), Kent State University LGBTQ Student Center
 - Provide guidance and support for LGBTQ students regarding vocational training, career opportunities, and social development.
- **CGSA Presenter** (2016), Kent State University School of Communication Studies
 - Presented tips and tricks for improved clarity, efficiency, effectiveness, and appropriateness of PowerPoint/Prezi slides and presentations in classrooms, at professional conferences, and during interviews.
- **Unofficial Social Chair** (2015 – Present), Kent State University School of Communication Studies
 - Organize and host social events to foster collegiality among faculty, staff, and graduate students.
- **COMM Student Grievance Committee** (2015 – Present), Kent State University
 - Collaboratively work to ensure fair and equitable treatment for all students, eliminate unlawful discrimination and unwarranted dissatisfaction, and resolve problems that occur in the School of Communication Studies and its classes by adjudicating student grievances so that
- **CCI Commons Presenter** (2015), Kent State University
 - Collaborative presentation to CCI Commons students prior to midterm exams regarding tips for test taking, essay writing, and managing class expectations.
- **COMM School-Wide Welcome Representative** (2015), Kent State University
 - Welcomed students to the School of Communication Studies, answered questions and inquiries, and provided guidance regarding major concentrations and courses offered.
- **COMM Convocation Representative** (2015), Kent State University
 - Represented the School of Communication Studies at Convocation for the 2015-2016 academic year.
- **SCOM Curriculum & Instruction Committee Member** (2014 – 2015), James Madison University
 - Collaboratively evaluated and implemented all proposed curriculum changes for the School of Communication Studies' eight major concentrations.
- **Mortar Board Co-Advisor** (2014 – 2015), James Madison University

- Provided collaborative guidance and administration for the Board of this senior honorary society.
- **SCOM Cluster I Representative** (2013 – 2015), James Madison University
 - Served as the liaison between the School of Communication Studies and the Cluster I Committee, which oversees all decisions regarding Cluster I General Education requirements and course offerings.
- **Faculty Friend** (2013 – 2015), James Madison University
 - Worked with an “adopted” residence hall to establish relationships with undergraduate students by attending hall-sponsored programs and presenting out-of-class learning experiences.
- **Judicial Council** (2013 – 2015), James Madison University
 - Heard cases in which students were charged with violations of a university policy, and determined whether the student was in violation and should receive sanctions specified by said policy.
- **Madison Caucus for Gender Equality** (2013 – 2015), James Madison University
 - Worked with other employees to raise awareness of gender-related issues on campus, to promote equal opportunities for leadership, to foster family-friendly work practices and policies, and to highlight enlightened approaches to establishing gender equality as well as balancing career and family demands.
- **Patient Liaison** (2012 – 2015), Rockingham Memorial Hospital, Harrisonburg, VA
 - Independently served as social support for families of patients, as well as an information go-between for doctors and patients’ families.
- **Assistant Coach** (2011 – 2012) James Madison University Speech Team
 - Independently and collaboratively coached prepared address (PA), interpretation of literature (Interp), and limited preparation (LP) events for this nationally competitive team.
- **LGBTQ Support Network Member** (2010 – 2011), Penn State University
 - Counseled gay, lesbian, bisexual, and transgender students concerning sexual identity, negotiating the coming out process, establishing healthy relationships, and overcoming discrimination.
- **Judge** (2011), 26th Annual Graduate Exhibition, Penn State University
- **Invited Manuscript Reviewer** (2006 – 2009), *Communication Research Reports*
- **Invited Manuscript Reviewer** (2005 – 2009), *Journal of Family Communication*
- **Assistant Director of Forensics** (2006 – 2009), WCU Forensic Speech & Debate Team
 - 1 NFA National Finalist (2nd Place Informative, 2006)
 - 1 NFA National Semi Finalist (2008)
 - 2 NFA National Quarter Finalists (2008)
 - 3 NFA National Quarter Finalists (2007)
 - 1 AFA All American Award (2008)
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 - 6 PKD Superior Awards (2009)
 - 2 PKD All American Awards (2007)
 - 2 PKD Top Superior Awards (2007)
 - 8 PKD Superior Awards (2007)
 - 3 PFA State Champions (2009)
 - 6 PFA State Champions (2008)

- 5 PFA State Champions (2007)
- 6 PFA State Champions (2006)

- **Volunteer Counselor** (2000 – 2003), Southern Arizona AIDS Foundation (SAAF)
 - Independently counseled HIV+ individuals and their families concerning health & psychological services, safer sex practices, negotiating romantic relationships, and disclosure of HIV+ status in familial and romantic relationships.

- **Chataqua Chairperson** (1999 – 2000), Arizona Associated Graduate Students in Communication (AGSC)
 - Organized & implemented social events for graduate students.

- **Presenter/Facilitator** (1997, 1998), University of Delaware Center for Teaching Effectiveness' Annual Conference for Graduate Teaching Assistants
 - Independently advised incoming graduate teaching assistants concerning developing effective lesson plans, managing grading demands, presenting in large lecture classes, facilitating small discussion sections, managing teaching demands with own educational demands, and negotiating the social complexities of graduate school.

- **Student Advocate for Sexual Health Awareness** (1997 – 1998), University of Delaware
 - Independently counseled undergraduate students and delivered public presentations concerning safer sex practices.

- **President's Task Force on Gender** (1994 – 1996), Xavier University
 - Worked with other employees to raise awareness of gender-related issues on campus and to promote equal opportunities for leadership.

- **Writing Center Tutor** (1994 – 1995), Xavier University
 - Independently tutored undergraduate students concerning writing skills and grammar.

- **Waiting Room Liaison** (1993 – 1996), Good Samaritan Hospital, Cincinnati, OH
 - Independently served as social support for families of patients, as well as an information go-between for doctors and patients' families.

- **Crisis Phone Line Operator** (199 – 1993), Oxford Crisis & Referral Center, Oxford, OH
 - Independently served as a telephone rape crisis counselor.

- **Sexual Health Awareness Peer Educator** (1992 – 1993), Miami University
 - Collaboratively delivered public presentations concerning safer sex practices.

- **Summer Orientation Staff** (1992), Miami University
 - Independently delivered public presentations concerning adjusting to college life, facilitated small-group discussions regarding new student concerns, and gave campus tours.

- **Writing Center Tutor** (1991 – 1993), Miami University
 - Independently tutored undergraduate students concerning writing skills and grammar.