

Jason E. Combs

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Education

- Ph.D. Purdue University, West Lafayette, Indiana, 2006
Major Area of Study: Organizational Communication
Minor Area of Study: Identity and Meaning in Communication
GPA: 4.0/4.0
- M.A. University of Dayton, Ohio, 1998
Major Area of Study: Communication
GPA: 4.0/4.0
- B.A. University of Dayton, Ohio, 1996
Major: Communication-Management
GPA: 3.9/4.0

Awards and Honors

- Purdue Research Foundation Summer Research Grant, Purdue University, 2002
- Graduate Teaching Assistantship, Purdue University, 1999-2002
- Top Graduate Student Paper, University of Oklahoma Sooner Communication Conference, Norman, OK, 2002
- Top Three Paper Award, Organizational and Professional Communication Interest Group, Central States Communication Association Convention, Milwaukee, WI, 2002
- Duquesne University Fellowship for Outstanding Graduate Student Paper, National Communication Ethics Conference, Gull Lake, MI, 2000
- Graduate Teaching Assistantship, University of Dayton, 1996-1998
- Summa Cum Laude Academic Honors, University of Dayton, 1996
- Ellen Murphy Outstanding Senior in Communication-Management, University of Dayton, 1996

Professional Experience

Academic Appointments

- Adjunct Faculty, Department of Communication, University of Dayton, OH, 1998-1999, 2003, and 2013-Present
- Adjunct Faculty, Department of Communication, Sinclair Community College, Dayton, OH, 2002-Present (Various Terms)
- Lecturer, Department of Communication, University of Dayton, OH, 2005-2011 (Member of Graduate and Undergraduate Faculty)
- Adjunct Faculty, Graduate Programs in Conflict Resolution, Antioch College McGregor (now Antioch Midwest), Yellow Springs, OH, 2005
- Acting Coordinator of Oral Communication Competencies (Basic Course Director), Department of Communication, University of Dayton, OH, 2004
- Visiting Lecturer, Department of Communication, University of Dayton, OH, 2004-2005
- Graduate Teaching Assistant, Department of Communication (now Brian Lamb School of Communication), Purdue University, West Lafayette, IN, 1999-2002
- Assistant Director of Speech and Debate Program, University of Dayton, OH, 1998-1999
- Coach, Speech and Debate Program, University of Dayton, OH, 1996-1998
- Graduate Teaching Assistant, Department of Communication, University of Dayton, OH, 1996-1998

Training and Consulting Work

President/Lead Consultant, Sirocco LLC, Englewood, OH, 2011-2012

Trainer & Consultant, Self-employed Contractor for Various Clients, 2007-2011

- Developed and delivered over 750 hours of content for training workshops – the equivalent of over 125 six-hour workshops
- Designed and implemented a two-year teambuilding program for all surgical and procedural nurses, team leaders, departmental managers, and support staff in two of the largest departments (OR & Endoscopy) in a major Dayton-area hospital, 2009-2011
- Facilitated transition to self-managing structure for Endoscopy Unit at major metropolitan hospital through a six-month training program in direct collaboration with Vice President of Patient Care Services, 2010
- Designed and implemented a 15-module teambuilding and patient interaction program for all dentists, dental hygienists, assistants, managers, and office staff for a dental office in the Englewood, OH area, 2008
- Designed and implemented a nine-module customer service and teambuilding program for all managers and staff across all branches of a major Dayton-area credit union, 2007

- Analyzed over 500 hours of data from information-gathering interviews with organizational members, to identify specific training needs
- Facilitated over 350 hours of one-to-one coaching with members of client organizations to assist them in the development of specific communication skills and attitudes
- Conducted over 85 hours of pre-intervention needs assessment interviews and focus groups with members of client organizations
- Wrote eight post-intervention booklet-length feedback reports for managers of client organizations providing data and recommendations
- Designed and managed all major organizational functions of Sirocco LLC, including accounting, sales, marketing, strategy, and periodic review of individual and organizational performance
- Designed and maintained the official webpage and social media pages to serve as learning resources for online followers of Sirocco LLC

Teaching Experience

Graduate Courses Taught

- COM 622 Propaganda Analysis (UD)
- CR 610 Group Dynamics and Conflict Processes (Online Course) (Antioch)
- COM 531 Independent Study: Critical Approaches to Communication (UD)
- COM 531 Independent Study: Ideology, Identity, & Communication (UD)
- COM 506 Ethics of Communication (UD)
- COM 504 Principles of Communication Education (UD)

Undergraduate Courses Taught

- CMM 421 Communication in Organizations (UD)
- CMM 352 Persuasion (UD)
- CMM 351 Public Speaking (UD)
- CMM 350 Propaganda Analysis (UD)
- CMM 322 Interviewing for Communication and Business (UD)
- COM 324 Introduction to Organizational Communication (Purdue)
- CMM 321 Small Group Communication (UD)
- COM 320 Small Group Communication (Purdue)
- CMM 320 Interpersonal Communication (UD)
- CMM 202 Foundations of Communication Theory and Research (UD)
- COM 206 Interpersonal Communication (now COM 2206) (Sinclair)
- COM 211 Effective Speaking (now COM 2211) (Sinclair)
- COM 114 Principles of Human Communication (Purdue)

- CMM 113 Interviewing (UD)
- CMM 111 Informative Public Speaking (UD)
- CMM 110 Group Decision Making (UD)
- CMM 101 Fundamentals of Oral Communication (UD)
- CMM 100 Principles of Oral Communication (UD)

Teaching Interests

- Basic communication course
- Interpersonal communication
- Small group communication
- Organizational communication
- Dialogic communication
- Conflict management
- Propaganda analysis
- Persuasion
- Communication ethics

Research Interests

With a background in Organizational Communication, I am interested in discovering ways to help members of large organizational systems to improve their capacities for achieving excellent outcomes through unified action. I am especially concerned with how decision-making and problem-solving can be processes of organizational learning, how dialogic interaction among members can strengthen their capacity to collaborate, and how such interactions can facilitate the elimination of ideological and discursive conditions that limit their ability to work together and attain mutually beneficial outcomes.

Publications and Conference Presentations

- Combs, J. E. (2008, March). *The promise of process-oriented approaches to creating and maintaining unity among family members in the wake of outmigration*. Presented at the Annual Conference for the Appalachian Studies Association, Huntington, WV.
- Combs, J. E. (2006). *Dwellers of the deep hollow: An existential-phenomenological account of insularity and connection in a Central Appalachian family*. (Unpublished doctoral dissertation). Purdue University, West Lafayette, IN.
- Combs, J. E. (2005, October). *Dwellers of the deep hollow: An existential-phenomenological account of insularity and connection in a Central Appalachian family*. Overview of dissertation, presented at the 18th Annual Organizational Communication Mini-Conference, Ohio University, Athens, OH.

- Combs, J. E. (2003). Genealogy as an ethnographic enterprise. In R. P. Clair (Ed.), *Expressions of ethnography* (pp. 243-256). Albany: SUNY Press.
- Combs, J. E. (2002, October). *Dwellers of the deep hollow: A phenomenological account of colonization and the Central Appalachian family*. Overview of dissertation-in-progress, presented at the 15th Annual Organizational Communication Mini-Conference, Purdue University, West Lafayette, IN.
- Combs, J. E. (2002, April). *Stories of a corporate world: The corporate colonization of narrative*. Presented at the 2002 Central States Communication Association Convention, Milwaukee, WI. Recipient of one of the Top Three Papers Awards in Organizational and Professional Communication Interest Group division. (Available also through ERIC, Manuscript # ED465181)
- Combs, J. E. (2002, April). *Metaphor in the critical classroom: This, that, and the hermeneutics of suspicion*. Presented for panel "Rethinking How We 'Critically' Think: (Ren/In)novative Metaphors for Argument, Criticism, Pedagogy and Communication Theory" at Central States Communication Association Convention, Milwaukee, WI.
- Combs, J. E. (2002, February). *Neo-colonial America: Corporate colonization and the creation of postcolonial reality*. Presented at the University of Oklahoma Sooner Communication Conference, Norman, OK. Designated as Top Graduate Student Paper.
- Combs, J. E., Rosback, K., & Aamodt, E. (2000, May). *Identification and the structuration of organizational ethics: A response to Redding's call to action*. Presented at 6th Annual National Communication Ethics Conference, Gull Lake, MI. Recipient of Duquesne University Fellowship for Outstanding Graduate Student Paper.

Other Contributions to Scholarship

Editorial Review

- *Journal of Applied Behavioral Science*, Blind Peer Reviewer, 2012-2013.
- Gamble, T. K., & Gamble, M. (2010). *Communication works* (10th ed.). New York: McGraw-Hill.

Thesis Committees

- Laura Russell, *Human interaction as manifested through the body: The socially experienced self and the dialogical construction of eating disorders*, Masters Thesis, University of Dayton, July 2007.

Comprehensive Examination Committees

- Isaac Roell, Masters Degree in Communication, University of Dayton (Chair)
- Laura Russell, Masters Degree in Communication, University of Dayton
- Jeffrey Geers, Masters Degree in Communication, University of Dayton

- Christine Thumser, Masters Degree in Communication, University of Dayton
- Soteria Brown, Masters Degree in Communication, University of Dayton
- James Cummings, Masters Degree in Communication, University of Dayton

Academic Advising

- Academic Advisor, Undergraduate Students, Department of Communication, University of Dayton, 2004-2011

Additional Participation in Conferences and Public Meetings

- Combs, J. E., & Tashakor, M. (2012, February 7). *It's about character: How individual virtue can transform whole organizations*. Presented at the Miami Valley Organizational Development Network, Center for Leadership and Executive Development, University of Dayton, OH. Featured Speaker.
- 26th Annual Appalachian Studies Conference, Eastern Kentucky University, Richmond, KY, March 28-30, 2003.
- 14th Annual Organizational Communication Mini-Conference, University of Illinois at Urbana-Champaign, September 21-23, 2001.
- Pi Kappa Delta National Forensics Conference, Northern Kentucky University, Covington, KY, March 1998.

Community and University Service

Community Service

- Facilitated three-day workshop on assisting children ages 11-14 to participate in social discourses in their everyday lives, Louhelen Conference Center, Davison, MI, 2013
- Facilitated workshop on developing communication skills for collaboration, Annual Commemorative Celebration of Dr. Martin Luther King Jr., Dayton Convention Center, 2013
- Provided consulting and training support to administrative bodies throughout the Midwest to assist them in developing their institutional capacity, as Assistant to Auxiliary Board Member of the Central States Region for my national religious community
- Orchestrated the local effort of an international human rights campaign, co-sponsored by Amnesty International, called *Education under Fire*, Feb 2012-Present
- Developed and delivered two series of 12 free four-hour community workshops on communication in marriage and intimate relationships for adults, Clayton, OH and Yellow Springs, OH, 2008-2011 – a total of 96 hours of workshops
- Chaired a nine-member committee in planning a national-level conference for moral and spiritual education for adults and children, Bergamo Center, Dayton, OH, 2006.
- Judged Optimists Speech Contest, Dayton, OH, 1999 & 2000

University Service

- New Graduate Student Contact Person, Department of Communication, Purdue University, 2000-2002
- COM 114 Mentor, Department of Communication, Purdue University, 2001
- Team Captain and Manager, Department of Communication Intramural Softball Team, Purdue University, 2001
- New Graduate Student Orientation Planning Committee, Department of Communication, Purdue University, 2001
- Speaker, Providing Feedback in Teaching, New Graduate Assistant Orientation, Department of Communication, Purdue University, 2000
- Judge, Richard Pettigrew Forensics Tournament, Purdue University, 1999
- Graduate Student Representative to Graduate Committee, Department of Communication, University of Dayton, 1997-1998
- Facilitator, Workshop on Lincoln-Douglas Debate, Fall Teaching Forensics Conference, University of Dayton, Oct 1997
- Facilitator, Workshop on Novice Forensics, Fall Teaching Conference, University of Dayton, Oct 1996