

Jennifer P. Hite

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EDUCATION

University of California, Irvine, Graduate School of Management Ph. D. Field: Organizational Behavior <i>Dissertation: Does Direction Make a Difference? Comparative Assessments of Managers' Communicator Effectiveness</i>	1999
University of Southern California, Annenberg School for Communications M. A. Communications Management	1989
University of California, Santa Barbara B. A. Environmental Studies, Political Science emphasis	1980

CERTIFICATE

University of California, Irvine, Office of Inclusive Excellence Certificate in Inclusive Excellence	2021
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TEACHING

University of California, Irvine, The Paul Merage School of Business *Continuing Lecturer*

<u>Foundations of Teams</u>	2021- Present
<ul style="list-style-type: none">• Designed an advanced upper division elective for undergraduate students on teams and teamwork in organizations.• Through active-learning teamwork, students learn all aspects of team performance.• With a key focus on how individuals contribute to team performance and leadership, students assess their personal skills, values, and beliefs.• Through case analyses, exercises, and an online simulation, students learn and experience the kinds of issues work teams commonly encounter.• Particular attention given to understanding virtual teams, as well as techniques for managing communication and technology in virtual teams.	
<u>Business Ethics – Online Course</u>	2021
<ul style="list-style-type: none">• Designed an innovative online upper division elective for undergraduate students introducing them to ethical issues in the workplace.• Students articulated their personal values and how they affect their ethical decision making by applying ethical reasoning to ethical dilemmas.• Students critically examine ethical issues in the digitally driven workplace – from employee monitoring programs to employee and stakeholder rights of privacy.• Employed an active-learning, team-based approach, enabling students to learn about the values and decision-making of others and to increase their critical thinking and perspective-taking.	
<u>Business Communications</u>	2010-Present
<ul style="list-style-type: none">• Designed a class for undergraduate business majors providing hands-on experience in business communications that also satisfies the upper division writing requirement for UCI undergraduates.• Students learn effective writing techniques while using common formats in business communications including emails, memos, letters, and short reports.	

- Creating dynamic presentations for small and large group settings is also emphasized.
- Meet individually with students to guide their research for the course term project, an analytical research report.
- Lead a team of Teaching Assistants, providing lesson plans for weekly discussion sections and training them in effective grading techniques.
- Revise, add or modify assignments and exercises based on assessments of students' capabilities.
- Typically teach three sections per year, 80 students per section.

Business Communications – Online Course 2020-Present

- Created an online version of this upper division writing class, designed for undergraduate business majors.
- Retained highly interactive, engaging learning environment for 100 students.

Organizational Behavior – Online Course 2017-2019

- Developed an online version of this upper division core course with the goal of replicating online the same level of student interaction as present in the classroom.
- Maximized student engagement using numerous online tools, exercises, and opportunities for interaction.
- Emphasized critical thinking skills by using case analyses, similar to the classroom version of the course.

Organizational Behavior 1999-2012, 2016-2019

- Updated this upper division core course to encourage higher level critical thinking in students by using case analyses, which was unusual for an undergraduate course.
- In-class group and individual exercises further encourage critical thinking and their understanding of course material.
- Self-assessments used to help students understand themselves as employees and as future leaders.
- Typically teach one to two sections per year, 90 students per section.

Professional Research and Communication 2014

- Collaborated with another faculty member to create this graduate level course for the Master of Public Accountancy program at UCI.
- Created assignments targeted at improving students' critical thinking skills, writing and presentation abilities.

California State University, Fullerton, College of Business and Economics 2000

Lecturer

- Taught *Seminar in Organizational Behavior*, Executive MBA course.

University of Southern California, Annenberg School for Communications 1997

Lecturer

- Developed and taught *Communication in Work Settings*, a graduate organizational communications course.

University of Southern California, Marshall School of Business Administration 1996

Lecturer

- Instructor for *Business Communications*, an undergraduate business course.

University of California, Irvine, Graduate School of Management 1994-1995

Instructor

- Developed and taught *Managing in Contemporary Organizations*.

ADVISING

Faculty Advisor 2021-Present

UCI Human Resources Management Association

Faculty Advisor 2020-2021

UCI Honors Program

- Oversee the research and writing of honors thesis titled, “The Covid Effect on Communication: How Remote Working Environments May Have Had to Adapt.”
- Guided the student’s literature review, theoretical thinking, conducting interviews and structuring the thesis.

AWARDS

Nominated, Lecturer of the Year, UCI 2020

Nominated, Excellence in Digital Learning, UCI 2019

Excellence in Undergraduate Teaching 2018
Paul Merage School of Business

INVITED LECTURES AND TALKS

Dean’s Welcome September 2021
Undergraduate Program Office
Paul Merage School of Business, UC Irvine

New Student Welcome March 2021
Undergraduate Program Office
Paul Merage School of Business, UC Irvine

Etiquette Dinner: Hands-on Experience in Business Dining March 2020
Delta Sigma Pi
Grey Matter Museum, Newport Beach, CA

Faculty and Alumni Social: Panel Talks January 2020
Merage Undergraduate Business Association
Paul Merage School of Business, UC Irvine

International Student Orientation September 2017-September 2019
Welcoming International Students
Merage School of Business, UC Irvine

Etiquette Dinner: Hands-on Experience in Business Dining May 2019
Delta Sigma Pi
Newport Coast Community Center

Ice Cream Social October 2018
Participant
Associated Students UCI Academic Engagement
ANTrepreneur Center

Using Email Effectively October 2018
Invited Speaker
Business Careers in Entertainment Club
Merage School of Business
UC Irvine

<i>Coffee Hour</i> Anteater Ambassadors Network UCI Student Center	February 2018
<i>Discovering and Creating Your Personal Brand</i> TEDxUCIrvine UCI Student Center	November 2017
<i>Etiquette Dinner: Hands-on Experience in Business Dining</i> Delta Sigma Pi Grey Matter Art Museum, Costa Mesa	May 2018
<i>Creating Colorful Connections</i> Participant Associated Students UCI Academic Engagement UCI Cross Cultural Center	May 2017
<i>Prep Your Meals, Prep Your Mind</i> Participant Associated Students UCI Academic Engagement Anteater Recreational Center, UCI	May 2017
<i>Etiquette Dinner: Hands-on Experience in Business Dining</i> Delta Sigma Pi Grey Matter Art Museum, Costa Mesa	May 2017
<i>Etiquette Dinner: Hands-on Experience in Business Dining</i> Resident Housing Association Campus Village Wellness Center, UCI	November 2016
<i>Etiquette Dinner: Hands-on Experience in Business Dining</i> Delta Sigma Pi University Club, UCI	April 2016
<i>Etiquette Dinner: Hands-on Experience in Business Dining</i> Delta Sigma Pi University Club, UCI	May 2015
<i>Etiquette Dinner: Hands-on Experience in Business Dining</i> Delta Sigma Pi University Club, UCI	May 2014
<i>Etiquette Dinner: Hands-on Experience in Business Dining</i> Delta Sigma Pi University Club, UCI	May 2013
<i>Etiquette Dinner: Hands-on Experience in Business Dining</i> Delta Sigma Pi University Club, UCI	May 2012
<i>What to Expect at Job Interviews</i> Mesa Court Housing, UCI	May 2012
<i>Etiquette Dinner: Hands-on Experience in Business Dining</i> Merage Undergraduate Student Association (MUSA), Management Information Student Society (MAISS), Sigma Psi Lambda University Club, UCI	March 2012
<i>It's What You Don't Say that Counts: Nonverbal Communications Issues in Job Interviews</i> Mesa Court Student Housing, UCI	May 2011

<i>Meet the Faculty: Student Faculty Dinner</i> Panel Member MUSA Event, UCI	November 2010
<i>Alumni Insights for Doctoral Students</i> Panel Member The Paul Merage School of Business, UCI	December 2010
<i>Effective Oral Presentations</i> Sage Scholar Program, UCI	May 2006

PROFESSIONAL DEVELOPMENT

The Empowered Educator Online Conference Academic Integrity in Remote and Online Classes	2020
Teaching with Technology, Pearson Publishing Las Vegas, NV	2019
Faculty Development Workshop, McGraw-Hill Marina del Rey, CA	2014
Teaching Business Communications, Pearson Prentice Hall Huntington Beach, CA	2011
Using Participant-centered Learning, Teaching with the Case Method Harvard Business School (at USC)	2008
Innovations in Teaching, Pearson Prentice Hall Long Beach, CA	2006

COMMITTEE WORK

Undergraduate Syllabus Task Force	2018
Member, Merit Review Committee for Grace McLaughlin	2009

PROFESSIONAL SERVICE

Western Academy of Management <i>Reviewer</i>	1992-2000
Academy of Management Annual Conference <i>Reviewer</i>	1992-2000
Ph.D. Student Association, Graduate School of Management, UCI <i>Vice President; Colloquia Chair</i>	1991

PRESENTATIONS

Tsui, A. S., Pearce, J., Porter, L. W., & Hite, J. P. (1995). Strategic Choice in the Employee-Organization Relationship: The Influence of Environmental and Organizational Factors. In K. M. Rowland & G. R. Ferris (Eds.) *Research in Personnel and Human Resources Management*, volume 13, pp. 117-151. Greenwich, CT: JAI Press.

Hite, J. P. (1989). Video Teleconferencing in Higher Education, ITCA Teleconferencing Yearbook.

PUBLICATIONS

Hite, J. P.; McLaughlin, G.; Allen, R.; & Porter, L. W. (1997). "They Shoot Professors Don't They: Are Scholarship, Teaching and Service Affected by Fear of Workplace Violence?" Western Academy of Management, Lake Tahoe.

Hite, J. P., & Tsui, A. S. (1994). "Which Differences Make a Difference? Demographic Attributes Versus Knowledge, Skills and Abilities and Their Effect on Group Performance." Western Academy of Management, Santa Fe, New Mexico.

PROFESSIONAL EXPERIENCE

California State University, Dominguez Hills, Division of Extended Education 1984-1989

Director of Marketing and Public Relations

- Created direct mail marketing campaigns, designed quarterly catalogs, wrote press releases, and shopped story ideas. Wrote speeches for the dean.

City Heights Community Newspaper 1983-1984

Editor-in-Chief

- Developed and designed monthly neighborhood newspaper. Circulation 10,000.

American Cancer Society 1981-1983

Assistant Director of Public Relations

- Designed, printed, and distributed direct mail marketing materials, in-house monthly newsletter, and fund-raising materials.
- Planned and staged annual fund-raising banquet.
- Wrote speeches for volunteer leaders.

PROFESSIONAL AFFILIATIONS

Academy of Management

International Association of Business Communicators

International Center for Academic Integrity

Society of Human Resources Management