

Jennifer P. Hite

Long Beach, CA 90803 | (562) 756-6755 | jhite@uci.edu

EDUCATION

University of California, Irvine, Graduate School of Management 1999

Ph. D. Field: Organizational Behavior

Dissertation: Does Direction Make a Difference? Comparative Assessments of Managers' Communicator Effectiveness

University of Southern California, Annenberg School for Communications 1989

M. A. Communications Management

University of California, Santa Barbara 1980

B. A. Environmental Studies, Political Science emphasis

TEACHING AND RESEARCH EXPERIENCE

University of California, Irvine, The Paul Merage School of Business

Continuing Lecturer

Business Communications

2010-Present

- Developed this new, upper division 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.
- 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 two sections per year, 80 students per section.

Organizational Behavior

1999-2012, 2016-Present

- Updated this upper division class to encourage higher level critical thinking in students by using case analyses, which is 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.

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*.

INVITED LECTURES AND TALKS

- Creating Colorful Connections* May 2017
Participant
Associated Students UCI Academic Engagement
UCI Cross Cultural Center
- Prep Your Meals, Prep Your Mind*, Participant May 2017
Participant
Associated Students UCI Academic Engagement
Anteater Recreational Center
- Etiquette Dinner: Hands-on Experience in Business Dining* May 2017
Delta Sigma Pi
Grey Matter Art Museum, Costa Mesa
- Etiquette Dinner: Hands-on Experience in Business Dining* November 2016
Resident Housing Association
Campus Village Wellness Center, UCI
- Etiquette Dinner: Hands-on Experience in Business Dining* April 2016
Delta Sigma Pi
University Club, UCI
- Etiquette Dinner: Hands-on Experience in Business Dining* May 2015
Delta Sigma Pi
University Club, UCI
- Etiquette Dinner: Hands-on Experience in Business Dining* May 2014
Delta Sigma Pi
University Club, UCI
- Etiquette Dinner: Hands-on Experience in Business Dining* May 2013
Delta Sigma Pi
University Club, UCI
- Etiquette Dinner: Hands-on Experience in Business Dining* May 2012
Delta Sigma Pi
University Club, UCI

<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	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

PUBLICATIONS

- 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*.

PRESENTATIONS

- 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.

COMMITTEE WORK

- | | |
|---|------|
| 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
Colloquia Chair 1991

Ph.D. Student Association, Graduate School of Management, UCI
Vice President 1991

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

Association of Business Communicators

OBTS, Teaching Society for Business Educators

PROFESSIONAL DEVELOPMENT

Faculty Development Workshop, McGraw-Hill 2014
Marina del Rey, CA

Teaching Business Communications, Pearson Prentice Hall 2011
Huntington Beach, CA

Using Participant-centered Learning 2008
Teaching with the Case Method
Harvard Business School (at USC)

Innovations in Teaching, Pearson Prentice Hall 2006
Long Beach, CA