

Ryan P. Fuller

Last Revised: June 2, 2020

EDUCATION

PhD, Communication, University of California, Santa Barbara, 2014

MBA, Management, San Francisco State University, 2008

BA, Communication (with honors), University of California, Davis, 2005

RESEARCH AND TEACHING INTERESTS

Managerial and organizational communication, conflict management, negotiation, crisis management, framing, mindfulness, management skills, experiential learning

PUBLICATIONS

- Michael, B., Michael, R., & Fuller, R. (2020). Matching learning conditions to explicit knowledge characteristics: informing employer-supported investments in individual human capital. *Human Resource Development International*, 1-25. Doi: 10.1080/13678868.2020.1753448
- Pyle, A.S., Fuller, R.P., & Ulmer, R.R. (2020). Discourse of renewal: State of the discipline and vision for the future. *Handbook of Applied Communication Research*. Wiley.
- Fuller, R.P. (2019). Disaster preparedness impeded by our blind spots. Review of *The Ostrich Paradox: Why We Underprepare for Disasters*. *Communication Booknotes Quarterly*, 50(3). doi: 10.1080/10948007.2019.1656964
- Fuller, R.P., Ulmer, R.R., McNatt, A.B., & Ruiz, J.B. (2019). Extending discourse of renewal to preparedness: Construct and scale development of readiness for renewal. *Management Communication Quarterly*, 33(2), 272-301. doi: 10.1177/0893318919834333
- Fuller, R.P., & Rice, R.E. (2019). Protracted conflict in the entertainment industry: The case of the 2008-2009 Screen Actors Guild negotiations. *Journalism Studies* 20(9), 1339-1356. doi: 10.1080/1461670X.2018.1513817
- Whalen, D. J., Cummings, J., Fuller, R.P., Iluzada, C., McKenna, C., Sloan, P., Albers, R., Carney, W., Corrales, K. A., Mandrell, L., Cardon, P., Crenshaw, C., Langston, K., Quagliata, A. B. (2018). Selections from the ABC 2017 annual conference, Dublin, Ireland: Teaching with Yeats's elegance and Wilde's wit. *Business and Professional Communication Quarterly*, 81(3), 368-390. doi: 10.1177/2329490618768023
- Fuller, R.P., & Putnam, L.L. (2018). Union framing of conflict-related issues in the entertainment industry. *Conflict Resolution Quarterly*, 36(1), 53-67. doi:10.1002/crq.21221

- Mirivel, J.C., & Fuller, R.P (2017). Relational talk at work. In (B.Vine, Ed.), *The Routledge handbook of language in the workplace*. New York: Routledge.
- Fuller, R.P., & Putnam, L.L. (2017). Planning for a negotiation. In J. P. Fyke, J. Faris, and P.M. Buzzanell (Eds.), *Cases in organizational and managerial communication: Stretching boundaries* (pp. 161-166). New York: Routledge.
- McIntyre, K., & Fuller, R.P. (2016). A programmatic approach to community-based learning at a metropolitan university: The UALR Speech Communication Department. In C. Wankel and L. Wankel (Eds.), *Integrating curricular and co-curricular endeavors to enhance intellectual, intercultural, global, community, and personal student outcomes* (pp. 165-194). Emerald Publishing Group.
- Fuller, R.P. The big breach (2016): An experiential learning exercise in mindful crisis communication. *Communication Teacher*, 30(1), 27-32.
doi:10.1080/17404622.2015.1102306
- Fuller, R.P., & Rice, R.E. (2014). Lights, camera, conflict! Newspaper framing of the Screen Actors Guild negotiations. *Journalism & Mass Communication Quarterly*, 91(2), 326-343. doi:10.1177/1077699014527455
- Putnam, L.L., & Fuller, R.P. (2014). Turning points and negotiation: The case of the 2007-2008 writers' strike. *Negotiation and Conflict Management Research*, 7(3), 187-211.
doi:10.1111/ncmr.12032
- Rice, R.E. & Fuller, R.P. (2013). Theoretical perspectives in the study of communication and the Internet, 2000-2009. In W. Dutton, (Ed.), *Oxford handbook of Internet studies* (pp. 353-377). Oxford, UK: Oxford University Press.
- Weber, R. & Fuller, R.P. (2013). *Statistical methods for communication researchers and professionals*. Dubuque, IA: Kendall Hunt Publishing Company.

MANUSCRIPT UNDER REVIEW

- Fuller, R.P., & La Sala, A. The communication and crisis preparedness practices among U.S. charitable organizations: Results from a national survey. *International Journal of Business Communication*.

MANUSCRIPTS IN REVISION

- Dawson, V.R., & Fuller, R.P. Leaving more than their footprints: Ironies in the shutdown of U.S. National Parks. *Ephemera: Theory & Politics in Organization*.
- Fuller, R.P., & Michael, B. Poking around and reading the tea leaves: Poking around and reading the tea leaves: Sensemaking of issues affecting film and TV unions. *Employee Relations*.
- Fuller, R.P., Pyle, A.S., & Riolli, L, and Mickel, A. Creating order out of chaos? Development of measures of crisis information adequacy and effects of communication on the crisis

organizing process. *International Journal of Business Communication*.

WHITE PAPER

Fuller, R.P. (2020, April 15). The Impacts of COVID-19 on Greater Sacramento Area nonprofit organizations. <https://www.csus.edu/faculty/f/ryan.fuller/the-impacts-of-covid.pdf>

CONFERENCES

Fuller, R.P., Pyle, A.S., & Riolli, L, and Mickel, A. (2020). Creating order out of chaos? Development of measures of crisis information adequacy and effects of communication on the crisis organizing process. *International Crisis and Risk Communication Conference*. Orlando, FL.

Fuller, R.P. (2020). The readiness for renewal of U.S. charitable organizations: A state of the art. *International Crisis and Risk Communication Conference*. Orlando, FL.

Fuller, R.P., & Michael, B. (2019). Framing of workplace conflicts: New directions in conflict framing. International Association for Conflict Management. Dublin, Ireland.

Michael, B., & Fuller, R.P. Structuring HR and line managers' attitudes through negotiation training: Sensemaking, sensebreaking, and sensegiving. Labor and Employment Relations Association (LERA). Cleveland, OH.

Dawson, V.R., & Fuller, R.P. (2019). Leaving more than their footprints: Ironies in the "shutdown" of U.S. National Parks. Critical Management Studies Conference. Scotland, UK.

Riolli, L., Fuller, R.P., & La Sala, A. (2019). 4.0 plastic knowledge: Hybrid skills and competencies. R&D Management Conference. Paris, France.

Fuller, R.P. (2018). Poking around and reading the tea leaves: Sensemaking of issues affecting film and TV unions. Academy of Management. Chicago, IL. August.

Fuller, R.P., Putnam, L. L. (2018). Union framing of conflict-related issues in the entertainment industry. International Association for Conflict Management. Philadelphia, PA. July.

Fuller, R., Rice, R. E. (2018). Protracted conflict in the entertainment industry: The case of the 2008-2009 Screen Actors Guild negotiations. International Communication Association. Prague, Czech Republic. May.

Fuller, R., Riolli, L. (2018). Creating order out of chaos? Technology and post-crisis resilience. (2018). Latin American and European Organization Studies. Buenos Aires, Argentina. March.

Fuller, R.P., McNatt, A.B., & Ulmer, R.R. (2017). Readiness for renewal: Extending renewal to organizational preparedness. Association for Business Communication. Dublin, Ireland. October (**Top Proceedings Paper**).

- Fuller, R.P. (2016). Service learning in the crisis communication course. Association for Business Communication. Albuquerque, NM. October.
- Creelman, V., Du-Babcock, B., Dulek, R., Rawlins, J., Sharp, M., Veltsos, J., Meredith, M., Fuller, R.P., Jameson, D., Jin, Y., & Marsen, S. Research committee roundtable: Data and methodological decisions. (2016). Association for Business Communication. Albuquerque, NM. October.
- Fuller, R.P. (2015). An analysis of change-related issues affecting unions in the entertainment industry. Association for Business Communication. Seattle, WA, October.
- Fuller, R.P. (2015). Unions and sensemaking: Conflict framing of entertainment industry changes. Presented at The Conflict Conference. Austin, TX, April.
- Putnam, L. L., & Fuller, R. P. (2014). Unifying through discordant voices: Dialectical tensions in the Blogosphere. Presented at the International Communication Association. Seattle, WA, May.
- Fuller, R.P., & Rice, R.E. (2013). Lights, camera, conflict! Framing the Screen Actors Guild negotiations. Presented at the International Communication Association. London, England. June.
- Fuller, R.P., Holland, K., & Putnam, L.L. (2013). Message wars in the blogosphere: Organizational sensemaking in the 2007-2008 Writers Guild strike. London, England. June.
- Fuller, R.P. (2012). Agenda denial strategies in regulating vertical integration: The case of California SB 1765. Presented at the National Communication Association. Orlando, FL. November.
- Fuller, R.P. (2012). Unions and sensemaking: Communicative framing of entertainment industry changes. Organizational Communication Mini Conference. Norman, OK. October.
- Fuller, R.P. (2011). Framing the Screen Actors Guild negotiations. Presented at the National Communication Association. New Orleans, LA, November.
- Fuller, R.P. & Holland, K.K. (2011). Status of communication research on blogs, 2004-2010. Presented at the National Communication Association. New Orleans, LA, November.
Top 4 Student Paper, Human Communication & Technology Division.
- Fuller, R.P., O'Brien, N., Putnam, L.L., & Siciliano, M. (2009). The 2007-2008 writers' strike as an opportunity for integrative research on labor organizations and multimedia content. Presented at the National Communication Association Research in Progress Roundtable. Chicago, IL, November.
- Putnam, L.L., & Fuller, R.P. (2010). Negotiation and corporate campaigns: The case of the 2007-

2008 writers' strike. Paper presented at the National Communication Association. San Francisco, CA, November.

Rice, R. E., Fuller, R.P., & Crowley, M. (2010). Theoretical approaches to studying the Internet in communication-related social science articles, 2000-2009. Paper presented at the conference, The Internet Turning 40: Never-Ending Novelty of New Media Research?, Celebrating the 45th anniversary of School of Journalism and Communication, The Chinese University of Hong Kong, June.

Rice, R. E., Fuller, & R.P (2011). Theoretical approaches to studying the Internet in communication-related social science articles, 2000-2009. Paper presented at The Association of Internet Researchers Annual Conference (AoIR 12), Seattle, WA. October.

Rice, R.E., Fuller, R.P., & Leonardi, P. (2012). Semantic network analysis of article titles as a framework for literature reviews. Paper presented at the International Network for Social Network Analysis Conference, Redondo Beach, CA. March.

INVITED PRESENTATIONS

Fuller, R.P., Glasser, B., Ozcelik, H., Nunziano, E. (May 2020). Mindful crisis management in service organizations. CBA Wisdom Studio.

Fuller, R.P., Busfield, B., Ozcelik, H., Nunziano, E. (April 2020). Managing crisis in nonprofit organizations in isolation. CBA Wisdom Studio.

Fuller, R.P. (2020, April 23). Impacts of COVID-19 to nonprofits in the Greater Sacramento Area. Youth and Families Coalition.

Fuller, R.P., Taylor, J., Haymond, R., Roy, N. (March 2020). Managing your family business through uncertainty. Capital Region Family Business Center. (Webinar)

Fuller, R.P. (2019, June 5). Central San Academy – Effective communication. Pleasanton, CA.

Fuller, R.P. (2019, April 11). Framing and reframing in volatile conflicts. California Lawyers for the Arts. Sacramento, CA.

Fuller, R.P. (2018, August 7). Pre-crisis readiness of capital region family businesses. Capital Region Family Business Center Executive Board. Sacramento, CA.

Fuller, R.P. (2018, March 16). Management 102: Business Communication Course Redesign. Center for Teaching and Learning Teaching Institute. Sacramento, CA.

Fuller, R.P. (2017, August 2). Pre-crisis readiness of capital region family businesses. Capital Region Family Business Center Executive Board. Sacramento, CA.

Fuller, R.P. (2016, March 9-10). Managing conflict. Arkansas Public Affairs Consortium:

- Certified Public Manager Certificate. Little Rock, AR.
- Fuller, R.P., & McNatt, A. (2016, February 12). Readiness for renewal. Arkansas Department of Health, Science Advisory Committee. Little Rock, AR.
- Fuller, R.P. (2014, December 12). Small changes, large effects: Liberating structures for volunteer management and beyond. Presented at University of Arkansas Extension – Family and Consumer Sciences’ Building Bridges Professional Development Conference. Ferndale, AR.
- Fuller, R.P. (2014, June 10). Co-creating positive social networks. Three ideas to foster and sustain productive relations beyond the organization. Presented at University of Arkansas Extension — Family and Consumer Sciences’ Faculty Retreat. Mount Ida, AR.
- Fuller, R.P. (2014, April 28). Navigating negotiations. Presented at University of Arkansas, Little Rock, Communication Skill Center. Little Rock, AR.
- Fuller, R.P. (2012, December 4). Metaphors and conflict. Presented at John Hopkins University. Washington, DC.
- Fuller, R.P. (2012, November 28). Applying nonviolent communication to intercultural communication. Presented at University of Arkansas, Little Rock. Little Rock, AR.
- Fuller, R.P. (2012, November 28). Unions and sensemaking: Communicative framing of entertainment industry changes. Presented at University of Arkansas, Little Rock. Little Rock, AR.
- Fuller, R.P. & Holland, K.K. (2011, November 4). Status of communication research on blogs: 2004-2010. UC Santa Barbara Department of Communication’s National Communication Association practice colloquium.
- Fuller, R.P. (2011, November 29). Metaphors and conflict (Communication 121). UC Santa Barbara.
- Fuller, R.P. (2009, June 2). Content analysis. (Communication 88). UC Santa Barbara.
- Fuller, R.P. (2009, August 18). Framing the news. (Communication 142). UC Davis.
- Fuller, R.P. (2008, August 11). The business of the news business. (Communication 142). UC Davis.
- Seibold, D.R., Fuller, R.P., Meyers, K.K. (2009, October). 2009-2010 report to UCSB Foundation Board of Trustees concerning board structure, governance and meeting practices. UC Santa Barbara.

MEDIA COVERAGE

Hubert, C. (2020, April 20). Professor's survey shows pandemic hitting charities hard. Retrieved from: <https://www.csus.edu/news/articles/2020/4/20/Sac-State-survey-documents-nonprofit-pain-from-virus-fallout.shtml>

TEACHING EXPERIENCE

Assistant Professor

Fall 2016-Present

Management and Organizations Department

College of Business Administration

California State University, Sacramento

MGMT 102: Business Communications (Undergraduate)

HROB 152: Management Skills (Undergraduate)

MBA 202: Business Communications (Graduate)

Assistant Professor

Fall 2013 – June 2016

Speech Communication Department

University of Arkansas, Little Rock

SPCH 1300: Public Speaking (Undergraduate)

SPCH 3323: Conflict Management (Undergraduate)

SPCH 4350: Effective Crisis Communication (Undergraduate)

SPCH 7323: Conflict Analysis and Intervention (Graduate)

SPCH 7321: Organizational Communication Theory (Graduate)

SPCH 7324: Negotiation (Graduate)

SPCH 7350: Effective Crisis Communication (Graduate)

AWARDS AND HONORS

2013 *Recipient*, Outstanding Teaching Assistant, UC Santa Barbara Residence Hall Association

2012 *Recipient*, Outstanding Graduate Student Service Award, Department of Communication, UC Santa Barbara

GRANTS & FUNDING

- 2019 Fuller, R.P., & Malvini-Redden, S. Faculty Scholarship Community: Overcoming challenges and embracing the opportunities of qualitative research. \$500 (co-moderator)
- 2018 Baldus, B., & Fuller, R.P. Active learning and formative assessment. Center for Teaching and Learning Professional Learning Community. \$700 (co-facilitator).
- 2018 Fuller, R.P. Crisis readiness for renewal of U.S. nonprofit organizations. Faculty Senate Research and Creative Activity (RCA) subcommittee. \$ 7,433
- 2017 Fuller, R.P., & Malvini-Redden, S. Faculty Scholarship Community: Challenges and opportunities of qualitative research. \$500 (co-moderator)
- 2015 Fuller, R.P. Readiness for renewal: A service-learning research project in the crisis communication course. C.R. Anderson Research Fund; Association for Business Communication. \$2,000
- 2015 Fuller, R.P. Readiness for renewal: An extension of the discourse of renewal to crisis preparedness. UALR College of Social Sciences and Communication. \$1,000
- 2015 Fuller, R.P. The meanings of sustainability – a campus-based needs assessment and

communication campaign. UALR Sustainability Committee. \$2,500

UNIVERSITY AND DEPARTMENTAL SERVICE

California State University, Sacramento

<i>Assessment Director</i>	Fall 2018-Present
<i>Member</i> Director of Graduate Studies Search Committee	Spring 2020
<i>Member</i> Academic Standards Committee	Spring 2020-Present
<i>Member/Chair</i> Management and Organizations Dept. faculty search committee	Spring 2020
<i>Member</i> Associate Dean, Academic Programs Search Committee	Spring 2019
<i>Member</i> Anchor University Task Force & Steering Committee	Fall 2018-Summer 2019
<i>Member and Co-chair</i> Assessment Committee	Fall 2017-Fall 2018
<i>Member</i> Nominations and Elections Committee	Fall 2017-Present
<i>Member and Panel Chair</i> Pedagogy Enhancement Awards Committee	Fall 2017 - Present
<i>Member</i> Academic Programs Committee	Fall 2017
<i>Member</i> Faculty Qualifications Committee	Fall 2017 – Spring 2018
<i>Member</i> Taskforce on Strategic Community Engagement	Spring 2017 – Spring 2018
<i>Member</i> Part-Time Faculty Appointment Committee	Spring 2017
<i>Member</i> Search Committees, Human Resources Management Management and Organizational Behavior	Spring 2017

<i>Reviewer</i> Research and Creative Activity, Faculty Awards	Spring 2017 - Present
<i>University of Arkansas at Little Rock</i> <i>Member</i> Research and Creative Activity Committee College of Social Sciences and Communication (CSSC)	Fall 2014-May 2016
<i>Member</i> Department Chair Search Committee UALR Speech Communication Department	Fall 2014-Spring 2015
<i>Member</i> Director Search UALR CSSC	Summer 2015
<i>Member</i> Ad Hoc UALR CSSC Core Committee	Summer 2015
<i>Member</i> Director Search UALR CSSC	Summer 2015
<i>Chair</i> Graduate Curriculum Committee UALR CSSC	Fall 2015-May 2016
<i>Member</i> Planning Group for Community Development Major UALR CSSC	Fall 2015
<i>University of California, Santa Barbara</i> <i>President</i> Graduate Student Advisory Committee to the Chair	December 2011-December 2012
<i>Graduate Student Representative</i> Ombuds Advisory Committee	September 2010-June 2012
<i>Vice President, Communication and Records</i> Graduate Students Association	June 2009-June 2010

MASTER AND DOCTORAL COMMITTEES

Dissertation Committee – University of Arkansas for Medical Sciences
Ashley McNatt, Dr.PH. Candidate, (Member) – Successfully defended July 2018

Masters Committees – UALR Applied Communication Studies MA

Past

Allen Brim (Chair, Summer 2016)
Mary Dunlap (Chair, Summer 2016)
John Forte (Chair, Summer 2016)
Shelby Owens (Member, Spring 2016)
Amanda Pasierb (Member, Spring 2016)
Kristina Godfrey (Member, Spring 2015)
Drew Howell (Member, Spring 2015)
Justin Keller (Member, Spring 2015)
Marian Ward (Member, Spring 2015)

PROFESSIONAL SERVICE

Conference Submission Reviewing

Academy of Management (2017, 2018)
Association for Business Communication (2015, 2017, 2019)
National Communication Association (2011-present)
International Association for Conflict Management (2018, 2019)

Professional Organization Committees

Member Spring 2015-Present
Research Committee
Association for Business Communication

Member Spring 2017-Present
Marketing and Membership Committee
Association for Business Communication

Ad Hoc Journal Reviewing

Group Decision and Negotiation
International Journal of Web Based Communities
International Journal of Business Communication
Journal of Business and Technical Communication
Journal of Management Studies
Management Communication Quarterly
Negotiation and Conflict Management Research
Nonprofit Management & Leadership

CONSULTING

Management consultant/coach June 2019-present
VPI Strategies

NON-ACADEMIC WORK EXPERIENCE

Senior Editor August 2006-July 2008
University of California, San Francisco

Copy Editor
The Daily Republic

May 2005-August 2006