

# BEVERLY J. DAVENPORT

## ADMINISTRATIVE EXPERIENCE

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### UNIVERSITY OF CINCINNATI (2013-present)

#### Interim President (2016-present)

The 29<sup>th</sup> president of a top 30 public research university with enrollments on four campuses approaching 45,000 students, 5,000 faculty, 12,000 staff, 14 colleges, an academic health center, nearly \$400 million in research funding, a \$1.4 billion operating budget, a \$1.2 billion endowment, 300,000 alumni and an economic impact approaching \$5 billion. Manage 11 senior-level direct reports. Represent the University's interests on several governing boards across the City and State, serve on several nonprofit, for cause boards and a national higher education board of advisors.

#### Priorities:

- Implement the University's multi-year strategic plan, *Creating Our Third Century*.
- Prepare for the next comprehensive fundraising campaign + bicentennial celebration.
- Lead the development of a new innovation initiative and innovation district near campus.
- Engage with the city by anchoring the university as an urban serving university.
- Launch a new five-year, enterprise-wide diversity and inclusion plan.
- Provide leadership for alignment and elevation of a new University's brand strategy.
- Position athletics to compete at the highest level.

#### Board Service:

Uptown Consortium, Chair  
UC Health, Ex-Officio  
Cintrifuse  
Cincy Tech  
Cincinnati Cancer Collaborative

Ohio Inter-University Council of Presidents  
COACHE, Harvard University  
St. Vincent de Paul  
United Way, Co-Chair  
Go Red for Women, Senior Leadership Team

#### Senior Vice President for Academic Affairs & Provost (2013-2016)

Served as the University's chief academic officer. Led 13 academic colleges and 2 regional campuses, encompassing 99 academic departments, the Graduate School and the Libraries. Managed a \$990 million budget, 26 direct reports, 14 deans and 12 senior leaders. Recruited seven new deans and conducted a comprehensive review of seven sitting deans. Oversaw two successful contract negotiations with the AAUP. Partnered with the President and Board of Trustees to develop and implement the University's multi-year strategic plan, *Creating Our Third Century*.

#### Highlights:

- Principal architect for five-year record-breaking enrollment plan:
  - Increased underrepresented minorities by 3%.
  - Increased out-of-state students by 4% via a strategic recruitment plan in targeted cities.
  - Increased international students by 5%.
  - Joined national *Generation Abroad* and doubled Study Abroad awards.
- Enhanced the academic profile and success of students:
  - Increased retention rates from 85% to 89%.
  - Increased graduation rates from 64% to 66%.
  - Increased ACT average of incoming students to 26 (33 for UC Honors students).
  - Strategically invested \$1 million in academic advising.

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- Invested \$1.9 million in student support services including mental health, Title IX and academic support.
- Led aggressive faculty hiring and success initiatives:
  - Recruited more than 500 full-time faculty in three years.
  - Launched the *Cluster Hiring Initiative* – a \$60 million initiative designed to attract the world’s leading faculty to collaborate in interdisciplinary areas such as: analytics, digital media, cancer, water and urban futures.
  - Developed the *Strategic Hiring Opportunity Program* – a new recruitment strategy designed to increase the number of full-time minority and women faculty.
  - Established the University’s first *Dual Career Assistance Program*.
  - Designed a new *Department Head Leadership Program* to improve performance, communication and satisfaction across academic units.
  - Created a new *Provost Fellows Program* to support faculty leadership and development.
- Focused on the development of women leaders:
  - Developed *UC Women Lead* – a 9-month leadership development program that helps women faculty and staff prepare for leadership opportunities, while offering them opportunities to build alliances across campus.
- Built institutional partnerships with five international universities: Future University in Egypt; Chongqing University; Bordeaux University; University of Botswana; and University of Concepcion in Chile.

## **PURDUE UNIVERSITY (2002-2013)**

### **Vice Provost for Faculty Affairs (2010-2013)**

Reported directly to the Provost and served as a member of the President's Leadership Cabinet. Led data-driven strategic initiatives for faculty recruitment, retention and development for 2,200 tenured, tenure-track, research and clinical faculty. Managed the University’s faculty hiring initiatives, including a \$70 million Cluster Hiring Program and created the Strategic Opportunity Hiring Program to enhance the number of diverse faculty, a Dual Career Assistance Program, and the Leading Faculty Program to recruit world-renowned scholars.

#### *Highlights:*

- Designed a Lilly funded \$21.5 million *Future Purdue Faculty Excellence* campaign that added 13 new endowed professorships.
- Launched the Susan Buckley Butler Center for Leadership Excellence with a \$3.4 million endowment to advance faculty success and support research and education on women, work and leadership.
- Managed faculty retention efforts and allocated funds for pre-emptive, equity and counter offers.
- Facilitated student success initiatives that increased retention and graduation especially for underrepresented students in STEM disciplines.
- Led strategic partnership with Harvard University’s COACHE (Collaborative on Academic Careers in Higher Education) to help deans and department heads enhance faculty satisfaction.
- Led strategic partnership with *Digital Measures* to implement a digital faculty activity reporting system and integrate with existing data bases.
- Collaborated with Office of Institutional Equity and Vice Provost for Diversity to increase the recruitment and retention of underrepresented domestic minority and women faculty.
- Created the Provost’s Fellows Program and Department Head Leadership Program.
- Led the CIC (academic arm of the Big 10) Academic Leadership Program for Purdue.
- Provided process oversight for some 300 faculty promotion and tenure cases.

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- Created and executed a five-year, peer comparison plan for increasing faculty salaries.
- Created *Purdue Women Lead* in conjunction with the American Association of Universities and Colleges' Campus Women Lead program.
- Led a NSF-funded initiative to develop a national model of change management and engineering leadership in partnership with the National Academy of Engineering's Center for the Advancement of Scholarship on Engineering Education.
- Served as the final arbiter for the faculty grievance plan.

## **Director, Discovery Learning Research Center, Discovery Park (2005-2007)**

Supervised a team of 10 research specialists who wrote and managed externally funded grants designed to revolutionize learning in STEM disciplines. Provided leadership for one of 10 interdisciplinary research centers in Discovery Park.

### *Highlights:*

- Managed a budget of more than \$30 million and led efforts that doubled external funding.
- Designed assessments of outreach efforts and learning applications for center grants in the areas of energy, climate, the environment, life sciences, nanotechnology, oncological sciences and healthcare engineering.
- Built an advisory board and network of some 400 internal and external affiliates from educational, business, industry and non-profit sectors.
- Developed partnerships with the Garfield Foundation, the Boston Museum of Science, Imagination Station, agricultural extension, Herman Miller, Steelcase, various universities and state museums and science education foundations.
- Oversaw the design and building of a new \$25 million research center and secured gift funds to equip learning labs.
- Developed the Research Visualization Group, the Work Group on Serious Games and various cyberinfrastructure enabled learning initiatives.
- Created a game-based learning competition to turn for-credit courses into multi-player, on-line environments.
- Led the Interns for Indiana program which placed interns in Indiana start-ups and the *Discovery Park Undergraduate Research Program* that placed students in interdisciplinary research groups to work alongside faculty researchers.
- Reframed the center's vision, developed a new marketing communication plan and created internal and external advisory boards; developed partnerships with industry, public, government and school-based organizations.

## **Associate Provost for Special Initiatives (2002-2007)**

Led change management efforts to help implement Purdue's first strategic plan that included the recruitment of 300 new faculty; administrative reorganization; \$750 million in capital construction; the creation of Discovery Park and 10 interdisciplinary research centers; enhanced technology commercialization efforts; and a \$1 billion capital campaign.

### *Highlights:*

- Led Washington Advisory Group's year-long review of the University-wide research enterprise.
- Led organizational assessment to reorganize the Graduate School and research office.
- Served as liaison for business development/technology commercialization efforts and chaired the search for the Director of Technology Commercialization.

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- Provided leadership and budgetary oversight as PI for National Science Foundation grants for student success in STEM disciplines: LSAMP: Louis Stokes Alliance for Minority Participation (eight-campus Indiana initiative) and AGEP: Alliance for Graduate Education and the Professoriate (Northwestern, Indiana University and Purdue) to attract and mentor STEM doctoral students into the academy.
- Led an external review of Student Affairs that resulted in a reorganization.

## **VIRGINIA POLYTECHNIC AND STATE UNIVERSITY (2001-2002)**

### **Senior Fellow, Office of the Provost (2001-2002)**

Chaired the Coordinating Council of Deans from the Colleges of Arts and Sciences; Business; Architecture; Education and Human Resources; and the Graduate School. Facilitated the reorganization of the College of Arts and Sciences and the College of Education and Human Resources. Led a reorganization review of the College of Agriculture.

## **UNIVERSITY OF KANSAS (1990-2001)**

### **Dean of Social Sciences (1995-2001)**

Served as Associate Dean of the College of Liberal Arts and Sciences and as the Contact Dean for the Kansas City campus and Capitol Complex campus in Topeka for professional graduate education.

#### *Highlights:*

- Leveraged a \$12 million budget in the social sciences to build partnerships across departments, colleges, research centers and international programs, leading to an increase in joint appointments, shared facilities and enhanced external funding.
- Provided leadership for 14 department chairs and program directors, 250 faculty members and 5,000 students in Anthropology, Child Language, Clinical Child Psychology, Communication Studies, Economics, Human Development and Family Life, Linguistics, Political Science, Psychology, Public Administration, Sociology, Speech-Language-Hearing and Women's Studies.
- Fundraised for first \$10 million gift to social sciences; first named assistant professors in both Economics and Psychology; fundraiser for undergraduate research assistantships; developed international collaborations.
- Doubled external funding for the social sciences largely through the efforts of the LifeSpan Institute.
- Tripled funding (served as PI for \$6 million in grants from the Department of Education) to increase student success for first generation, low income and underrepresented undergraduates.
- Directed the Dean's Scholars Program, a grant funded scholarship and mentoring program for high ability minority students interested in pursuing graduate school. Success rate exceeded 90%.

### **Vice Chancellor's Fellow, Office of Academic Affairs (1993-94)**

Inaugural Fellow for early-career faculty who evidenced potential for academic leadership.

### **Administrative Research Fellow, Executive Vice Chancellor's Office (1990)**

Summer internship to provide research expertise to Vice Chancellor for Academic Affairs.

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## UNIVERSITY OF KENTUCKY

### Chair, Department of Communication (1988)

Led departmental efforts for 22 faculty members, a Master's program, a new Ph.D. program and a 1000 undergraduates. Led curricular changes and faculty development efforts; leveraged departmental resources to create undergraduate scholarships and faculty travel awards.

### Director, Communication Internship Program (1982-1987)

Reestablished and expanded an undergraduate internship program that placed over 50 students a year in corporate communication and nonprofit community relations positions throughout the Lexington area. Developed relationships and built partnerships to expand student opportunities and created an external advisory board. Provided career advising and job placement for student interns.

## ACADEMIC APPOINTMENTS

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2013-present	Professor, Department of Communication, University of Cincinnati
2002-2013	Professor, Brian Lamb School of Communication, Purdue University
2001-2002	Professor, Communication Studies, Virginia Tech University
1995-2001	Professor, Communication Studies, University of Kansas
1989-1995	Associate Professor, Communication Studies, University of Kansas
1987-1988	Associate Professor, Department of Communication, University of Kentucky
1987	Distinguished Visiting Fellow, Chisholm Institute of Technology, Melbourne, Australia
1981-1987	Assistant Professor, Department of Communication, University of Kentucky
1980-1981	Instructor, Department of Business Administration, University of Kentucky

## GRANTS & CONTRACTS

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- PI or Co-PI more than **\$18 million** in external funding
  - Co-PI for **\$25.2 million** Lilly Endowment, Inc. award to Purdue University, Building on the Success of Discovery Park: Securing Pre-eminence for Purdue (2004-08)
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| 2014    | Co-PI (\$741,073), National Science Foundation, Enhancing Student Success in Biology, Chemistry and Physics by Transforming the Faculty Culture, University of Cincinnati. |
| 2011-12 | Co-PI (\$45,000), Purdue University College of Engineering, Using Case Studies for Leadership Development.   |
| 2007-09 | PI (\$496,874), National Science Foundation, Developing Engineering Faculty as Leaders of Academic Change, in partnership with the National Academy of Sciences.           |
| 2007-12 | PI (\$4.51 million), National Science Foundation, Louis B. Stokes Alliance for Minority Participation (LSAMP)—Phase II, Purdue University.                                 |
| 2006-11 | Co-PI (\$7.2 million), National Science Foundation, Alliance for Graduate Education in the Professoriate (AGEP), Purdue University.  |

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- 2006 PI (\$14,040), Purdue Research Foundation, The Dollars and Sense of Corporate Philanthropy: Organizational Influences on Employees' Philanthropic Identity.
- 2005 PI (\$10,000), Purdue Black Alumni Organization, Examining Trends and Best Practices in African American Student Enrollment, Retention and Graduation.
- 2005 PI (\$20,000), Eli Lilly, Inc. A collaboration with Florida A&M University to host a pilot project in scientific communication.
- 1999-02 Lead Evaluation Consultant (\$250,000), Melinda and Bill Gates Foundation, *"Bienvenida la vida!"* Post-intervention evaluation and strategic planning for reproductive health media program in the Peruvian Amazon.
- 2000 PI (\$2.3 million), Department of Education, Student Support Services. A program designed to provide an integrated set of services to help retain and graduate low income and first generation students and students with disabilities. University of Kansas.
- 2000-01 PI (\$937,908), Department of Education's TRIO Partnership Program: "Blueprint Project" at the University of Kansas.
- 1999-01 PI (\$1.4 million) "Gaining Early Awareness and Readiness for Undergraduate Programs ("GEAR UP"), matching grant from the Department of Education to heighten awareness and prepare for college low income 7<sup>th</sup> -12<sup>th</sup> grade students living in the KCK Housing Authority.
- 1998-99 Lead Evaluation Consultant (\$50,000), David and Lucile Packard Foundation, *"Bienvenida Salud!"* Reproductive health media campaign in the department of Loreto, Peruvian Amazon.
- 1997-01 PI (\$1.35 million), Department of Education TRIO continuation grant for Student Support Services. University of Kansas.
- 1995-01 PI (\$78,000), University of Kansas Equal Opportunity Fund, Dean's Scholars Program to mentor high ability minority students into academic careers. University of Kansas.
- 1994-00 PI (\$1.1 million), Department of Education TRIO grant for Supportive Student Services Program. University of Kansas.
- 1987-88 Co-PI (invited sole source contract \$67,200), Corning Glass, Evaluating Employee Development Programs: A Comprehensive Needs Assessment, Strategy Development, Program Implementation and Evaluation. Harrodsburg, Kentucky.
- 1985 Interdisciplinary Curriculum Design Award (\$1,500), University of Kentucky.
- 1982-84 Co-PI (invited sole source contract, \$75,000), Communicating Change: Strategies for Communicating Automation-related Information at IBM/Lexington, Kentucky.
- 1983 PI (\$1,500), University of Kentucky Research Foundation, An organizational assessment of the Northern Kentucky Area Development District. Study design included individual interviews and a survey of staff, board and council members of the eight county district.

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## PUBLICATIONS

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### BOOKS



Lutgen-Sandvik, P. & Davenport Sypher, B. (2009). *Destructive organizational communication*. New York: Routledge Press. Outstanding Book Award, Organizational Communication Division of the National Communication Association.

Davenport Sypher, B. (1997). *Case studies in organizational communication 2: Perspectives on Contemporary American Work Life*. New York, Guilford Press.

Davenport Sypher, B. (1990). *Cases studies in organizational communication*. New York, NY: Guilford Press.

### JOURNAL ARTICLES AND BOOK CHAPTERS



Davenport Sypher, B. & Gill, M. (2013). The relative predictability of incivility on interpersonal and organizational trust. In B.L. Omdahl & J. H. Fritz (Eds.), *Problematic relationships at work*. Vol. 2, New York: Peter Lang.

Berkelaar, B. L., Pope, K., Davenport Sypher, B., & Cox, M. F. (2011). Inclusive leadership: Helping women negotiate the labyrinth of leadership in higher education. In J. L. Martin (Ed.), *Women as leaders in education: Succeeding despite inequity, discrimination, and other challenges*. Santa Barbara, CA: Praeger.

Smith, J. Mize & Davenport Sypher, B. (2010). Philanthropy in the workplace: How a financial institution communicates charitable giving values. *Southern Communication Journal*, 75, 4, 370-391.

Davenport Sypher, B. & Gill, M. (2009). Incivility and organizational trust. In P. Lutgen-Sandvik & Davenport Sypher, B.D. (Eds.) *Destructive organizational communication* (53-74), New York: Routledge.

Davenport Sypher, B. & Pope, K. (2009). From Campus Women Lead to Purdue Women Lead: A new program for inclusive leadership. *On Campus with Women*, 38.

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- Whitten, P. & Davenport Sypher, B. (2006). Evolution of telemedicine from an applied communication perspective in the United States. *Telemedicine and e-Health*, 12, 590-601.
- Clemens, C., Davenport Sypher, B. & Doolittle, G. (2004) The role of Telehospice in end-of-life care. In P. Whitten and D. Cook (Eds.) *Understanding Health Communication Technologies* (pp. 111-118), San Francisco, CA: Jossey-Bass.
- Davenport Sypher, B. (2004). Reclaiming civil discourse in the workplace. *Southern Communication Journal*, 69, 3, 257-269. Finalist for the Rose B. Johnson SCJ Article Award.
- Davenport Sypher, B., McKinley, M., Ventsam, S. & Elias, E. (2002). Fostering reproductive health through entertainment-education in the Peruvian Amazon: The social construction of Bienvenida Salud! *Communication Theory*, 12, 2, 196-206.
- Davenport Sypher, B. (2002). A review: Handbook of communication audits for organizations. *Management Communication Quarterly*, 15, 3, 480-484.
- Davenport Sypher, B., Russo, T. & Hane, A.C. (2002). Developing persuasive ability in college students. *American Communication Journal*, 5, 3  
<http://www.acjournal.org/holdings/vol5/iss3/special/sypher.htm>.
- Shuler, S. & Davenport Sypher, B. (2000). Seeking emotional labor: When managing the heart enhances the work experience. *Management Communication Quarterly*, 14, 50-89.
- Whitten, P., Davenport Sypher, B., Patterson, J.D. (2000). Transcending the technology of telemedicine: A case study in North Carolina. *Health Communication*, 12, 2, 109-135.
- Davenport Sypher, B. (1998). A case analysis of expatriation problems. *Management Communication Quarterly*, 11, 460-466
- Davenport Sypher, B., Whitten, P. & Shuler, S. (1997). Making sense out of creativity and constraints: Winning Ways' GEAR for Sports. In B.D. Sypher (Ed.) *Case studies in organizational communication 2* (pp. 11-31). New York: Guilford Press.
- Zimmerman, S., Davenport Sypher, B., & Hass, J. (1996). Communicating a meta-myth across organizations. *Journal of Business Communication*, 33, 185-204.
- Davenport Sypher, B. (1994). Focus groups as a research tool. In D.P. Carlin & M. McKinney (Eds.). *A focus on the 1992 presidential debates* (pp. 37-51), Westport, CT: Praeger.
- Meyer J. & Davenport Sypher, B. (1993). Personal constructs as indicators of cultural values. *Southern Speech Communication Journal*, 58, 227-239.
- Haas, J., Davenport Sypher, B. & Sypher, H.E. (1992). Do shared goals really make a difference? *Management Communication Quarterly*, 6, 166-179.



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- Davenport Sypher, B. (1992). Denying patient autonomy: Reasons for seeking second opinions in a health crisis. In E.B. Ray (Ed.) *Case studies in health communication* (pp.101-113), Hillsdale, NJ: Erlbaum.
- Davenport Sypher, B. (1991). A message centered approach to leadership. In J.A. Anderson (Ed.), *Communication Yearbook 14* (pp. 547-600), Newbury Park, CA: Sage Publications.
- Davenport Sypher, B. & Seibert, J.H. (1990). The importance of internship experiences to undergraduate communication students. ERIC Document No. 315826.
- Davenport Sypher, B., Sypher, H.E., Housel, T.J. & Booth, R. (1990). The role of communication in automating IBM/Lexington. In B. Davenport Sypher (Ed.) *Case studies in organizational communication* (pp. 254- 268), New York: Guilford Press.
- Davenport Sypher, B. & Seibert, J.H. (1990). The importance of internship experiences to undergraduate communication students. ERIC Document No. 315826.
- Davenport Sypher, B., Bostrom, R.N. & Seibert, J.H. (1989). Listening, communication abilities and success at work. *Journal of Business Communication*, 26, 293-305.
- Sypher, H.E. & Davenport Sypher, B. (1988). Cognitive differentiation and communication behavior: The Role Category Questionnaire. *Management Communication Quarterly*, 2, 283-294.
- Davenport Sypher, B. & Zorn, T.E. (1988). Individual differences and construct system content in descriptions of liked and disliked coworkers. *International Journal of Personal Construct Psychology*, 1, 37-51.
- Sypher, H.E. & Davenport Sypher, B. (1988). Affect and message generation. In R. L. Donohew, H. E. Sypher, & E.T. Higgins (Eds.) *Communication, social cognition and affect* (pp. 81-92) Hillsdale, NJ: Lawrence Erlbaum Associates.
- Sypher, H.E., Davenport Sypher, B. & Haas, J.W. (1988). Getting emotional: The role of affect in communication. *American Behavioral Scientist*, 31, 372-383.
- Leichty, G., Davenport Sypher, B. & Zorn, T. (1987). Wuthnow, R., Hunter, J., Bergesen, A. & Kurzweil, E. Cultural Analysis: A review essay. *Management Communication Quarterly*, 1, 124-129.
- Davenport Sypher, B. & Zorn, T.E. (1986). Communication abilities and upward mobility: A longitudinal investigation. *Human Communication Research*, 12, 420-431. Also ERIC Document No. 260486.
- Sypher, H.E., Witt, D.E. & Davenport Sypher, B. (1986). The comparative validity of three interpersonal cognitive differentiation measures as predictors of written communication abilities. *Communication Monographs*, 53, 376-381.
- Davenport Sypher, B. (1985). Organizational communication. In J.L. Applegate & E. Waldhart (Eds.), *Introduction to Communication*. Dubuque, IA: Kendall/Hunt.

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- Davenport Sypher, B., Applegate J.L. & Sypher, H.E. (1985). The relationship between culture and communication in organizational contexts. In W. Gudykunst, L. Stewart, & S. Ting Toomey (Eds.), *Communication, culture and organizational processes* (pp. 13-30), Beverly Hills: Sage.
- Davenport Sypher, B. & Sypher, H.E. (1984). Seeing ourselves as others see us: Convergence and divergence in assessments of communication behavior. *Communication Research*, 11, 97-115.
- Davenport Sypher, B. & Roberts, R. (1984). Developing organizational members' communicative abilities: A rationale for specific methods. ERIC Document No. ED246503.
- Davenport Sypher, B. & Ray, E.B. (1984). Communication and job stress in a health organization. In R. Bostrom (Ed.), *Communication Yearbook 8*, (pp. 779-791), Beverly Hills: Sage.
- Davenport Sypher, B., Sypher, H.E., & Leichty, G.B. (1983). Cognitive differentiation, self-monitoring and individual success in organizations. In Landfield, A. & Epting, F. R. (Eds.), *Anticipating personal construct psychology*. Lincoln: University of Nebraska Press.
- Davenport Sypher, B. (1984). The importance of social cognitive abilities in organizations. In R. Bostrom (Ed.), *Competence in communication* (pp. 103-129), Beverly Hills: Sage.
- Davenport Sypher, B. & Sypher, H.E. (1983). Self-monitoring and perceptions of communication abilities in an organizational setting. *Personality and Social Psychology Bulletin*, 9, 297-304.
- Sypher, H.E., Nightingale, J.N., Vielhaber, M.E. & Davenport Sypher, B. (1981). The personal constructs of Machiavellians: reconsideration. *British Journal of Social Psychology*, 20, 155-156.

## HONORS & AWARDS

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|---------|--|
| 2015    | Named by Cincinnati Refined as one of the top 12 professional women in Cincinnati.   |
| 2013    | C-Suite Award for leaders whose skills and leadership have helped shape success for their organizations.   |
| 2012    | Title IX Distinguished Service Award. Named one of 40 Purdue University women who have contributed to gender equity in higher education in the 40 year history of Title IX.  |
| 2009    | Outstanding Book Award, Organizational Communication Division of the National Communication Association for <i>Destructive Organizational Communication: Processes, Consequences and Constructive Ways of Organizing</i> . |
| 2008-10 | Seed for Success Award, Purdue University, Office of the Vice President for Research in recognition for attracting sponsored research grants in excess of \$1 million.   |
| 2008    | MIRA Award for Outstanding Educational Contributions to Technology.  |
| 2007    | Named the Susan Buckley Butler Chair for Leadership Excellence.  |
| 2002    | Distinguished Alumnus, Western Kentucky University, Department of Communication.   |
| 2001    | Del Shankel Outstanding Teaching Award, University of Kansas.  |
| 2000    | HOPE Award for Teaching Excellence (finalist), University of Kansas.   |
| 1996    | W.T. Kemper Fellow for Teaching Excellence (\$5,000), University of Kansas<br>Mortar Board Outstanding Educator, University of Kansas.   |
| 1995    | Phi Beta Kappa Faculty Award, University of Kansas.<br>Outstanding Educator Award, Order of Omega, University of Kansas.   |

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	Outstanding Educator, Students in Communication Studies, University of Kansas.
1994	Chosen for the "Teacher on Teaching Series," National Communication.
1992	Outstanding Educator, Students in Communication Studies, University of Kansas.
1991	Ecroyd Award for Outstanding Teaching, National Communication Association.
1991	Mortar Board "Outstanding Educator," University of Kansas.
1991	HOPE Award for Excellence in Teaching (finalist), University of Kansas.
1990	HOPE Award for Excellence in Teaching (finalist), University of Kansas.
1986	University of Kentucky "Great Teacher," a \$1,500 system-wide award chosen by students in cooperation with the University of Kentucky Alumni Association and Mortar Board.

## SCHOLARLY SERVICE

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2005-08	National Communication Association, Legislative Council
2004-05	Chair, Organizational Communication Division, National Communication Association
1996-99	International Communication Association Board of Directors
2005-08	Editorial Board, <i>Southern Communication Journal</i>
2000-03	Editorial Board, <i>Management Communication Quarterly</i>
1996-99	Editorial Board, <i>Communication Education</i>
1993-94	Editorial board, <i>Journal of Applied Communication Research</i>
1992 95	Editorial Board, <i>Communication Monographs</i>
1993,1995	Consulting Editor, Communication Yearbook 8, 17 and 19
1988-present	Reviewer: <i>Journal of Health Communication, Human Organization, Organization Science, Human Communication Research, Communication Monographs, Management Communication Quarterly, Journal of Communication, Communication Quarterly, Journal of Business Communication, International Journal of Personal Construct Psychology, Communication Research, Western Journal of Communication, Sage, Erlbaum, McGraw-Hill, Ablex, Routledge and Guilford book proposals.</i>

## UNIVERSITY SERVICE

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2010-13	President's Cabinet, Purdue University
2012	Search Committee, Executive Vice Chancellor and Dean of Faculties, IUPUI
2009	Global Public Policy Institute Development Task Force, Purdue University
2009	Search Committee, Vice Provost for Diversity, Purdue University
2008	Chair, External Assessment of Student Affairs, Purdue University
2007-08	Chair, Task Force on Student Success Initiatives, Purdue University
2004-05	Chair, Search Committee for Vice President for Research, Purdue University
2003	Chair, Search Committee for Vice Provost for Engagement, Purdue University
2003	Chair, Search Committee for Vice President for Research, Purdue University
2003	Chair, Search Committee, Director of Technology Commercialization, Purdue University
1992	Director, Focus Group Assessment of Debate Watch, a national research project funded by the Commission on Presidential Debates, University of Kansas
1986	RALLY FOR HIGHER EDUCATION, University of Kentucky
1984	Conducted community survey and media analysis of Toyota's coming to Kentucky.
1982	Directed organizational communication assessments of the Central Kentucky Blood Center and University Extension Services.

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## EDUCATION

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PhD           **THE UNIVERSITY OF MICHIGAN**  
Department of Communication  
Cognates: Management, Organizational Psychology  
Awards: Truman Fellowship; Sattler Scholarship; Outstanding Graduate Teaching Assistant  
Teaching appointments: Communication, Management and Health Administration

BA, MA       **WESTERN KENTUCKY UNIVERSITY**  
Department of Communication and School of Journalism  
Awards: University Scholar; Who's Who American College and University Students

**HARVARD UNIVERSITY**  
Institute for Management and Leadership in Higher Education