

REFEREED AND INVITED JOURNAL ARTICLES

Thomas, G.F. "individual and organizational Learning", *Journal of Business Communication*, 39:3, 379-387, 2002.

Thomas, G.F. "Forging Our Own Path: Building Synergy From Opposing Forces," *Journal of Business Communication*, 64(1), 24-29, 2001. (invited)

Thomas, G.F. "Research Think Tank: Complexifying International Communication and Communication Technology," *Business Communication Quarterly*, 60(4), 105-111, 1997. (invited)

Thomas, G.F. "Business Communication and Diversity in the Workplace: A Guest Editorial," *Journal of Business Communication*, 33(4), 371-374, 1996. (invited)

Barrett, F., Thomas, G.F. & Hocevar, S.P. "The Central Role of Discourse in Large-Scale Change: A Social Construction Perspective." *Journal of Applied Behavioral Science*, 31(3), 352-372, 1995.

Pearson, J.R., Smeltzer, L.R. and Thomas, G.F. "Relationship Between Planning and Information Source/Media Used By Small Firms," *Journal of Small Business Strategy*, 6(1), 35-52, 1995.

Thomas, G.F. , Tymon, W.G., Thomas, K.W. "Communication Apprehension, Interpretive Styles, Preparation, and Performance in Oral Briefing." *Journal of Business Communication*, 31(4), 1-15, 1994.

Smeltzer, L.R., & Thomas, G.F. "A MetaAnalysis of Writing in Organizations." *Journal of Business and Technical Communication*, 8(2), 186-211, 1994.

Fann, G. & Smeltzer L. "The Use of Information From Competitors and About Competitors in Small Business Management." *Entrepreneurship: Theory and Practice*, 13(4), 35-46, 1989.

Smeltzer, L. and Fann, G. "The Relationship Among Organizational Climate, Communication Apprehension, and Locus of Control." *Psychological Reports*, 64, 1143-1146, 1989.

Fann, G. & Smeltzer, L. "Communication Attributes Used by Small Business Owner/Managers for Operational Decision Making." *Journal of Business Communication*, 26(4), 305-321, 1989.

Smeltzer, L & Fann, G. "Gender Differences in External Networks of Small Business Owners/Managers." *Journal of Small Business Management*, 27(2), 25-32, 1989.

Smeltzer, L. & Fann, G. "Comparison of Managerial Communication Patterns in Small Entrepreneurial and Large, Mature Organizations." *Group and Organizational Studies*, 14(2), 198-215, 1989.

Fann, G. & Lynch, D. "A Longitudinal Study of Attitudes Toward the Microcomputer as a Writing Tool." *Office Systems Research Journal*, 1989.

Smeltzer, L., Fann, G. & Nikolaisen, N. "Environmental Scanning Practices in Small Business." Journal of Small Business Management, 26(3), 55-62, 1988.

Fann, G., Lynch, D. & Murranka, P. "Integrating Technology: Attitudes as a Determinant of the Use of the Microcomputer in Business Communication." Journal of Educational Technology Systems, 17(4), 307-317, 1988.

EDITED JOURNAL/BOOK

Thomas, G.F. (Guest Editor), Special Issue on Diversity in the Workplace, The Journal of Business Communication, 33(4), 1996.

Thomas, G.F., Suchan, J. & Barrios-Choplin, B. (Eds.) Readings in Managerial Communication, 1st, 2nd, and 3rd Edition, Needham Heights, MA:Simon and Schuster, 1999.

CHAPTERS IN BOOKS

Thomas, G.F., "Virtual Organizations, Virtual Offices," in M. Helms (ed.), Gale's Encyclopedia of Management, 4th edition, Gale Research, 1999.

Smeltzer, L. & Fann, G. "Analysis of Competitors as a Source of Information in Small Business Management," in J. Prescott, (ed.), Advances of Competitive Intelligence, pp. 189-200, Vienna, Virginia: Society of Competitor Intelligence Professionals, 1989.

Fann, G. "Management Systems," in B.S. Kaliski (ed.), Asserting and Reasserting the Role of Business Education, pp. 181-188, Reston, Virginia: NBEA Association, 1989.

TECHNICAL/PROJECT REPORTS

Smith, C., Roberts, N., Thomas, G.F., Pawlowski, B. "An Assessment of Knowledge and Skill Requirements of Navy Shore-Based Installation Management." NPS-SM-004, December 1996.

Hocevar, S.P., Barrett, F., and Thomas, G.F. "Organizational Assessment for Naval Air Warfare Center-Aircraft Division, NPS Project Report, October 1994.

Hocevar, S.P., Thomas, G.F., Thomas, K.W., and Barrett, F. "Developing High Performing Self-Managed Teams at NAWC-ADI," NPS Project Report, October 1994.

Thomas, K.W., Hocevar, S.P., Thomas, G.F. & Barrett, F. "Profile of an Effective Engineering Manager," NPS Technical Report, December 1991.

REFEREED PROCEEDINGS PAPERS

Thomas, K.W., Thomas, G.F., and Hocevar, S.P., "Values Implicit in the Word 'Empowerment': Historical Analysis and an Interview Study in a U.S. Organization," *Proceedings of the 6th International Conference on Work Values and Behavior*, pp. 347-351, Istanbul, Turkey, 12-15 July 1998.

Thomas, G.F., Thomas, K.W., and Williams, T.B. "Communication Apprehension and Performance in Oral Briefings: Identifying Dysfunctional Thought Patterns," Proceedings of the 56th Annual Convention of the Association for Business Communication, April 1992, pp. 81-94.

Fann, G. & Keller, T. "Postsecondary Students' Attitudes Toward Communicating Electronically," Office Systems Research Association Proceedings, pp. 22-43, March 1988.

Smeltzer, L. & Fann, G. "Analysis of Competitors as a Source of Information in Small Business Management," Nominated for Best Paper Award. Western Academy of Management Meeting Proceedings; Big Sky, Montana, March 25, 1988.

REFEREED PRESENTATIONS

Thomas, G.F., "Using Discourse Analysis to Explore Business and Managerial Communication," Association for Business Communication, San Diego, CA, November 7-10, 2001.

Thomas, G.F., "Discourse and Innovation," European Regional Conference for the Association of Business Communication, Dresden, Germany, May 2001.

Thomas, G.F., "Managerial Communications in the Virtual Age," Association for Business Communication, Atlanta, GA, October 18-21, 2000.

Thomas, G.F., "Sages, Soothsayers, and Scholars: A Look at the 21st Century and the Implications for Managerial Communication," Western Regional Conference for Association for Business Communication, Fullerton, CA, May 2000.

Thomas, G.F., "Knowledge Management and Business Communication," Association for Business Communication Annual Conference, Los Angeles, CA, November 2-5, 1999.

Thomas, G.F., "Leadership Development," International Organizational Behavior Teaching Conference, Milan, Italy, July 14-17, 1999.

Thomas, G.F., "Rethinking Business and Managerial Communication for the New Millennium," Western Regional Conference for the Association for Business Communication, Tucson, Arizona, March 22-24, 1999.

Thomas, G.F., and Thomas, K.W., "Values Implicit in the Word 'Empowerment': Historical Analysis and an Interview Study in a U.S. Organization," 6th International Conference on Work Values and Behavior, Istanbul, Turkey, 12-15 July 1998.

Zak, M. and Thomas, G.F., "Drawing on Our Strengths in Narrative Analysis: Using the Learning Organization as a Pedagogical Tool for Management Communication," 63rd Annual Convention for the Association for Business Communication, San Antonio, TX, November 1998.

Thomas, G.F., "Strategic Issues for Executive Briefings: A Case Analysis," 63rd Annual Convention for the Association for Business Communication, San Antonio, TX, November 1998.

Thomas, G.F. "Reshaping Organizational Values Through Stories: An Action Research Project." 62nd Annual Convention of the Association for Business Communication, Washington DC,

November 1997.

“Whose Brooms Sweep Whose Webs of Significance,” (with M. Zak), 61st Annual Convention of the Association for Business Communication, Chicago, IL, November 1996.

“Self-Managed Work Teams: A Field Study for the Public Sector,” (with S. Hocevar & K. Thomas), Western Academy of Management, Banff, Canada, March 1996.

“Multiple Perspectives of Communicating Large-Scale Organizational Change,” 60th Annual Convention of the Association for Business Communication, Orlando, FL, November 1995.

“Experiential Learning Process: Integrating Skills in Coaching, Listening, Teaming, Feedback, and Speaking,” Association for Business Communication, Western Regional Meeting, Palm Springs, AZ, April 1995.

“Communication Related to Diversity in the Workplace,” organized, moderated and presented, panel discussion, 59th Annual Convention of the Association for Business Communication, November 1994.

“Communicating Across Team Boundaries,” 59th Annual convention of the Association for Business Communication, November 1994.

“The Negation of Femininity in a Hyper-Masculine Organization,” (with F. Barrett) paper presented at the Academy of Management Meeting, August 1994.

“Qualitative Data Analysis,” Panel Discussant, Western Association for Business Communication, April 1994.

“The Construction of Femininity in a Hyper-Masculine Organization: The US Navy,” Association for Business Communication, Montreal, November 1993.

“The Construction of Gender in the US Navy,” Western Association for Business Communication, San Francisco, March 1993.

“What We Know and Don't Know About Managers as Communicators in Work Groups,” Association for Business Communication, New Orleans, November 1992.

“Empirical Evidence and Research About Managers as Communicators,” Western Association for Business Communication, San Diego, April 1992.

“Communicating Large Scale Organizational Change,” International Convention of the Association for Business Communication, Honolulu, November 1991.

"Information Sources Used for Decision Making," National Academy of Management Meeting, San Francisco, August 1990.

"Qualitative Research," at Public Sector Division preconference workshop at the National Academy of Management Meeting, San Francisco, August 1990.

"The Relationship Between Managerial Communication and Organizational Politics." Association for Business Communication Annual Meeting, Las Vegas, November 1989.

"A Model for Managerial Communication." Association for Business Communication Annual Meeting, Las Vegas, November 1989.

"Strategic Planning and Performance in Small Electronic Firms," (with J. Pearson). Strategic Management Society Conference, San Francisco, October 1989.

"Integrating Technology: Attitudes as a Determinant of the Use of Microcomputers," (with D. Lynch). Association for Business Communication Annual Meeting, October 1988.

"Graduate Students' Perceptions of an Executive Communication Course," (with D. Leonard). Association for Business Communication Annual Meeting, October 1988.

"Philosophies, Techniques, and Application of Qualitative Research in Business Communication," Western Association for Business Communication, April 1988.

"Postsecondary Students' Attitudes Toward Communicating Electronically," Office Systems Research Association Seventh Annual Conference, March 1988.

"Analysis of Competitors as a Source of Information in Small Business Management," (with L. Smeltzer). Western Academy of Management Meeting; Big Sky, Montana, March 1988.

"Managerial Communication Patterns of Owner/Managers of Small Firms Compared to Managers of Large Firms," (with L. Smeltzer). ABC Annual Meeting, October 1987.