

## Kimberlie J. Stephens, PhD



Dr. Kimberlie Stephens works at the intersection of research and practice. A student of organizations, she works as an instructor, facilitator and researcher to bridge academia and practice, allowing each to inform and motivate the other. She is a faculty member at the Naval Postgraduate School where she is the Program Manager for the Strategic Communication Workshop and the Leadership and Communication for Senior Supervisors program. She is also an instructor in the Navy Senior Leader Seminar at the Center for Executive Education. Dr. Stephens has facilitated extensively with organizations across enterprise and operational domains.

As a researcher, Dr. Stephens conducts research in areas such as strategic communication, organizational design, organizational development and interorganizational relationships. Her research projects have included topics such as the development of a situational judgment test and curriculum for DON SAPRO to help first line supervisors navigate gray zone sexual harassment situations and create healthy work climates, a program analysis for the US Fleet Forces Environmental Outreach program, a project looking at the changing role of social media across millennials in the Navy, and the impact of organizational culture on information sharing in the US Army. In addition, Dr. Stephens has done social and semantic network analysis projects on email networks within a national laboratory, network analysis among leadership at the CWIT training command, strategic communication initiatives of Monsanto, the US Coast Guard, and the press releases of ISIS. Recently she worked with a research group to develop an assessment tool to help teams identify the behaviors they can engage in to increase their performance.

Her research has received Best Paper awards at the International Communication Association's Organizational Communication Division, and the Paper of the Year at the Journal of Business Communication. She has published her work in journals such as Human Relations and the International Journal of Business Communication and was the co-editor of a special issue on Strategic Communication for the International Journal of Business Communication.

In addition to conducting research, Dr. Stephens works with practitioners to improve their leadership, communication and their organizations. She has also worked with a variety of other corporate and non-profit organizations developing surveys, conducting focus groups, analyzing data and generating recommendations. She has worked in different capacities with organizations such as the United States Navy, United States Army, Hollywood Schoolhouse, Fox Sports, Nickelodeon and Sony Pictures Entertainment. Dr. Stephens served on the faculty at the Annenberg School for Communication and Journalism at the University of Southern California where she was a founding instructor of the Online Communication Management Masters Program. She earned her doctorate at the University of Southern California at the Annenberg School for Communication and Journalism.