

## Gregory Dennis Paul

Norman J. Radow College of Humanities and Social Sciences  
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### EDUCATION

- Ph.D. Texas A&M University** 2006-2009  
Organizational Communication  
Dissertation: Forgiveness at Work: Exploring Contextual Features Associated with Forgiveness in the Workplace  
Advisor: Linda L. Putnam
- M.A. Texas A&M University** 2004-2006  
Organizational Communication  
Thesis: He Said, She Said: The Relationship between Reproach and Account Behavior in Organizational Conflict  
Advisor: Linda L. Putnam
- B.A. Texas A&M University** 1999-2003  
Speech Communication

### PROFESSIONAL POSITIONS HELD

- Professor & Associate Dean for Faculty and Inclusive Excellence** 2023-Present  
Norman J. Radow College of Humanities and Social Sciences  
Kennesaw State University
- Interim Director** 2024-2025  
School of Media & Communication  
Kennesaw State University
- Director** 2022-2023  
A.Q. Miller School of Media and Communication  
Kansas State University
- Department Head** 2019-2022  
Department of Communication Studies  
Kansas State University
- Interim Department Head** 2017-2019  
Department of Communication Studies  
Kansas State University

<b>Professor</b> Department of Communication Studies Kansas State University	2020-2023
<b>Associate Professor</b> Department of Communication Studies Kansas State University	2016-2020
<b>Assistant Professor</b> Department of Communication Studies Kansas State University	2013-2016
<b>Assistant Professor</b> Department of Communication and Theatre Millersville University	2009-2013

## RESEARCH PUBLICATIONS AND WORKS IN PROGRESS

### Research Focus

My work is driven by a desire to help people work through difficult conversations and situations to meet individual, relational, and societal needs and interests. I am drawn to questions pertaining to conflict, restorative justice, forgiveness, and organizational justice.

### Refereed Journal Articles

**Paul, G. D.** (2019). The influence of belief in offender redeemability and decision-making competence on receptivity to restorative justice. *Negotiation and Conflict Management Research*.

**Paul, G. D., & Swan, E. C.\*** (2018). Receptivity to restorative justice: A survey of goal importance, process effectiveness, and support for victim-offender conferencing. *Conflict Resolution Quarterly*, 36, 145-162. doi: 10.1002/crq.21238  
\*Undergraduate student

Borton, I., & **Paul, G. D.** (2018). A mixed-methods analysis of mediator socialization through training. *International Journal of Conflict Management*, 29, 109-125. doi: 10.110/IJCMA-03-2017-0019

**Paul, G. D., & Schenck-Hamlin, W. J.** (2018). Openness to participating in a victim-offender conference: A theory of planned behavior perspective. *International Journal of Conflict Management*. doi: 10.1108/IJCMA-03-2018-0042

**Paul, G. D.** (2017). The influence of communication- and organization-related factors on interest in participation in campus dialogic deliberation. *Journal of Public Deliberation*, 13. Accessible at <https://www.publicdeliberation.net/jpd/>

- Paul, G. D., & I. M. Borton.** (2017). Toward a communication perspective of restorative justice: Implications for research, facilitation, and assessment. *Negotiation and Conflict Management Research*, 10, 199-219. doi: 10.1111/ncmr.12097
- Paul, G. D.** (2017). Paradoxes of restorative justice in the workplace. *Management Communication Quarterly*, 31, 380-408. doi: 10.1177/0893318916681512
- Paul, G. D., & Schenck-Hamlin, W.** (2017). Beliefs about victim-offender conferences: Factors influencing victim-offender engagement. *Conflict Resolution Quarterly*. Online first on January 13, 2017. doi: 10.1002/crq.21190
- Paul, G. D., & Putnam, L. L.** (2017). Moral foundations of forgiving in the workplace. *Western Journal of Communication*, 79, 1-21. doi: 10.1080/10570314.2016.1229499
- Paul, G. D., Geddes, D., Jones, T., & Donohue, W.** (2016). Revitalizing conflict research with a communication perspective: Celebrating and learning from Linda Putnam's contributions to the study of conflict. *Negotiation and Conflict Management Research*, 9, 309-331. doi: 10.1111/ncmr.12080
- Paul, G. D.** (2016). But does it work? The influence of perceived goal attainment effectiveness on willingness to use legalistic and restorative responses to offensive behavior. *Communication Studies*, 67, 239-258. doi: 10.1080/10510974.2015.1121157
- Paul, G. D., & Riforgiate, S.** (2015). "Putting on a happy face," "getting back to work," and "letting it go": Traditional and restorative justice understandings of emotions at work. *Electronic Journal of Communication*.
- Borton, I. M., & Paul, G. D.** (2015). Problematizing the healing metaphor of restorative justice. *Contemporary Justice Review*, 18, 257-273. doi: 10.1080/10282580.2015.1057704
- Paul, G. D.** (2015). Justice perceptions and practices of restorative justice facilitators and the public. *Contemporary Justice Review*, 18, 274-295. doi: 10.1080/10282580.2015.1057678
- Paul, G. D.** (2015). Predicting participation in victim offender conferences. *Negotiation and Conflict Management Research*, 8, 100-118. doi: 10.1111/ncmr.12049
- Paul, G. D., & Dunlop, J. A.\*** (2014). The other voice in the room: Restorative justice facilitators' constructions of justice. *Conflict Resolution Quarterly*, 31, 257-283. doi: 10.1002/crq.21091.
- \*Undergraduate student

**Paul, G. D., & Borton, I. M. (2013).** Exploring communities of facilitators: Orientations toward restorative justice. *Conflict Resolution Quarterly*, 31, 189-218. doi: 10.1002/crq.21073.

**Paul, G. D. (2012).** 'We must not think evil of this man': A case study of Amish and English forgiveness. *Communication Quarterly*, 60, 424-444. doi: 10.1080/01463373.2012.688722

Schreiber, L., **Paul, G. D., & Shibley, L. (2012).** The development and test of the public speaking competence rubric. *Communication Education*, 61, 205-233. doi: 10.1080/03634523.2012.67079

### **Book**

**Paul, G. D., & Borton, I. M. (2021).** *Creating restorative justice*. Lexington.

### **Book Chapters**

**Paul, G. D. (2020).** Cultivating a space for restorative justice in Kansas: Exploring opportunities for restorative justice through dialogic deliberation. In P. M. Kellett, S. Connaughton, and G. Gheney (eds.), *Transforming conflict and building peace: Community engagement strategies for communication scholarship and practice* (pp. 133-160). Peter Lang.

**Paul, G. D. (2016).** Investigating the transformative potential of restorative justice: Implications for research and practice. In P. M. Kellett & T. Matyok (eds.), *Transforming conflict through communication: Personal to working relationships*.

**Paul, G. D., & Putnam, L. L. (2016).** Conflict transformation through organizational justice: Examining how workplace justice paradigms can facilitate conflict transformation. In P. M. Kellett & T. Matyok (eds.), *Transforming conflict through communication: Personal to working relationships*.

### **Book Review**

**Paul, G. D. (2007).** Book review: Sage Handbook of Conflict Communication. *Human Relations*, 60, 647-651.

## **UNIVERSITY TEACHING**

### **Teaching Focus**

My teaching is rooted in a desire to help students engage course content and one another constructively and effectively. I aim to connect course content to pertinent examples and situations, helping students to emerge life ready. I focus on practice, application, interpretation of data, and learning.

### **Kansas State University**

#### Graduate Courses

Perspectives of Human Communication

Social Science Research for Public Problem Solving  
Practicum in Conflict Communication  
Research Methods in Communication  
Organizational Conflict

Undergraduate Courses

Senior Colloquium  
Communication Research Methods  
Negotiation and Communication  
Organizational Conflict  
Legal Communication  
Theories of Organizational Communication  
Business and Professional Communication

**Millersville University**

Undergraduate Courses

Communication and Conflict Management  
Special Topics: Negotiation and Communication  
Special Topics: Communication in the Nonprofit Sector  
Persuasion  
Research Methods in Communication  
Organizational Communication  
Fundamentals of Speech

**Texas A&M University**

Undergraduate Courses

Negotiation  
Persuasion  
Organizational Communication  
Argumentation & Debate  
Interviewing Principles & Practice  
Public Speaking for the Technical Professions