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**Kathy L. Hill, Ph.D.**  
**Associate Professor**  
**General Business & Finance**  
**College of Business**  
[khill@shsu.edu](mailto:khill@shsu.edu)

**Degrees Earned**

- Ph.D. University of Oklahoma, Norman, Oklahoma, Communication, 1990  
M.B.E. University of Oklahoma, Norman, Oklahoma, Business Education, 1976  
B.A. Oklahoma Baptist University, Norman, Oklahoma, Business Education, 1972

**Peer-Reviewed Publications and Artistic Performances/Exhibitions**

**Articles**

- Hill, K. L., Hynes, G. E. , Joyce, M. P. , & Green, J. S. (in press, 2011). GMAT-AWA Score as a Predictor of Success in a Managerial Communication Course. *Business Communication Quarterly*.
- Manahan, A. & Hill, K. L. (in press, 2010). What or Who Regulates European Electronic Media? *Journal of Organizational Culture, Communications and Conflict*.
- Hill, K. L. (in press, 2010). Single Mothers - How Are They Doing? *Journal of Organizational Culture, Communications and Conflict*.
- Schwarz, J. & Hill, K. L. (in press, 2009). Why So Few Minority Professors in Higher Education? *Journal of Organizational Culture, Communications and Conflict*, 14 (2), 83 - 95.
- Bible, D. & Hill, K. L. (2007). Discrimination: Women in Business. *Journal of Organizational Culture, Communications and Conflict*, 11 (1), 65 - 76.

**Chapters**

**Refereed**

- Hynes, G. E. & Hill, K. L. (2008). "Student Perspectives of Cultural Differences in Nonverbal Communication", In Rao Pramod & Kate Pallavi (Ed.) *Body Language: An Introduction and Effectual Use in the Workplace..* India: ICFAI University Press.

**Proceedings**

**Full Paper**

- Hill, K. L. & Manahan, A. (2010). What or Who Regulates European Media? *Allied Academies International Conference*.
- Hill, K. L. (2010). Single Mothers How Are They Doing? *Allied Academies International Conference*, 14 (1), 20-25.
- Agnew, D. S. & Hill, K. L. (2009). Email Etiquette Recommendations for Today's Business Student. *Allied Academies International Conference*.
- Schwarz, J. & Hill, K. L. (2009). Why so Few Minority Professors in Higher Education? *Allied Academies International Conference*.
- Sigmar, L. S., Cooper, T. W. , Hynes, G. E. , & Hill, K. L. (2007). The Impact of EQ Training on Collaborative Professional Writing. *Association for Business Communication*, Association for Business Communication, 1 - 15.
- Strauss, A. & Hill, K. L. (2007). Outsourcing A Company's IT Department, Is It Too Risky? *Decision Sciences Institute Southwest Region Annual Conference*, 190-199.
- Oza, A. & Hill, K. L. (2007). Outsourcing to India: Advantage, or Disadvantage? *Allied Academies International Conference*, 11 (1), 15-19.

### Abstract Only

Bon-Jorno, J. M., Maniam, B., & Hill, K. L. (2008). Globalization and Multinational Firm. *Northeast Decision Sciences Institute Annual Convention*, 280.

### **Research Monographs and Technical Reports**

#### **Chapters, Cases, Readings, Supplements**

Hynes, G. E. & Hill, K. L. (2008). "Student Perspectives of Cultural Differences in Nonverbal Communication", In Rao Pramod & Kate Pallavi (Ed.) *Body Language: An Introduction and Effectual Use in the Workplace*. India: ICFAI University Press.

#### **Funded External Grants**

#### **Peer-Reviewed Presentations/Posters**

#### **Paper Presentations**

##### International

Hill, K. L. & Manahan, A. (2010, October). *What or Who Regulates European Media?* Allied Academics International Conference, Las Vegas, Nevada.

Hill, K. L., Hynes, G. E., Joyce, M. P., & Green, J. S. (2010, October). *GMAT Writing Score as a Predictor of Success in a Managerial Communication Course*. Association for Business Communications, Chicago, Illinois.

Hill, K. L., Hynes, G. E., Joyce, M., & Sigmar, L. (2010, April). *Should We Teach Grammar in Business Communications Courses?* General Business Conference, Huntsville, Texas.

Hynes, G. E., Hill, K. L., & Johnson, B. (2010, April). *Who are Warren Buffett, Drayton McLane, and Ben Bernake? What International Graduate Business Students Want to Know about US Business Culture*. General Business Conference, Huntsville, Texas.

Hynes, G. E. & Hill, K. L. (2010, March). *What do Non-US Citizens Need to Know to be Successful in Graduate Business Communication Courses?* Association For Business Communication - Southwestern United States Annual Conference, Dallas, Texas.

Agnew, D. S. & Hill, K. L. (2009). *Email Etiquette Recommendations for Today's Business Student*. Allied Academics International Conference, Las Vegas, Nevada.

Schwarz, J. & Hill, K. L. (2009). *Why so Few Minority Professors in Higher Education?* Allied Academics International Conference, Las Vegas, Nevada.

Hynes, G. E., Hill, K. L., Harvey, A., & Vega, D. (2008, October). *Student Perspectives on the Communication Audit Assignment*. Association for Business Communication, Lake Tahoe, Nevada.

Joyce, M. P. & Hill, K. L. (2008, October). *GMAT Writing Score As a Predictor of Academic Success in Graduate Writing Courses*. Association for Business Communication, Lake Tahoe, Nevada.

Oza, A. & Hill, K. L. (2007). *Outsourcing to India: Advantage, or Disadvantage?* Allied Academies International Conference, Jacksonville, Florida.

Sigmar, L. S., Cooper, T. W., Hynes, G. E., & Hill, K. L. (2007, October). *The Impact of EQ Training on Collaborative Professional Writing*. Association for Business Communication, Washington, District of Columbia.

##### National

Hynes, G. E., Hill, K. L., & Johnson, B. (2010, November). *Meeting the Needs of International Graduate Business Students: Learning about US Business Culture*. Delta Pi Epsilon Meeting at the 59th Annual Association for Business Communication Convention, Philadelphia, Pennsylvania.

Bon-Jorno, J. M., Maniam, B., & Hill, K. L. (2008, March). *Multinational Corporations and Globalization*. Northeast Decision Sciences National Conference, Brooklyn, New York.

Hill, K. L., Cluskey, B., & Elbeck, M. (2008, November). *How Students Learn: Improving Teaching Techniques for Foundation Business Discipline Courses*. Academy of Business Disciplines, Ft Myers Beach, Florida.

Hill, K. L., Smith, S., & Broxson, R. (2007, November). *The Distribution and Factors Relating to the Female Workforce*. Academy of Business Disciplines, Ft Myers Beach, Florida.

### **Regional**

Hill, K. L. (2009, February). *Indirect Approach:What is Taught and Why*. Association for Business Communication - Southwest United States, Oklahoma City, Oklahoma.

Strauss, A., Hill, K. L. , & Green, J. S. (2007, March). *Outsourcing a Company's IT Department, Is It Too Risky?* Decision Sciences Institute Southwest Region Annual Conference, San Diego, California.

### **Work or Professional Experiences**

#### **Experience: Academic**

Associate Professor, Sam Houston State University (2005 - Present).

Assistant Professor, Sam Houston State University (1992 - 2004).

Professor of Business and Secretarial Administration, Rose State College (1981 - 1992).

Adjunct Instructor in Business Administration, Oklahoma City Community College (1976 - 1980).

Graduate Assistant in Business Education, University of Oklahoma (1975 - 1976).

### **Honors and Awards**

#### **Award**

2006: Academy of Organizational Culture, Communications, and Conflict Distinguished Research Award (Discrimination: Women in Business) Allied Academies.

2005: Academy of Marketing Studies Distinguished Research Award (Ethics in Advertising: Sex Sells, but Should It?) Allied Academies.

2002: Academy of Managerial Communications Distinguished Research Award (Women's Status in the U.S. Workforce 2000+) Allied Academies International Conference.

2000: Educational Leadership Academy Distinguished Research Award (Determinants of Business Communications Student Performance: An Empirical Investigation) Allied Academies International Conference.

#### **Honor**

2008: VIP Member Cambridge Who's Who.

2007: VIP Member Cambridge Who's Who.

2005: 2005-2006 Edition of Empire Who's Who Among Executives and Professionals Empire.

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