

Dear NCA Publications Council members,

Please accept this letter as part of my application to serve as Editor-Elect of Journal of International and Intercultural Communication (JIIC). This journal serves an important function within our discipline and within NCA, specifically. Intercultural and international research is integral to understanding the complexities of human communication and this journal promotes such research, especially during a time when topics of diversity, equity, and inclusion are under attack. It would be a great privilege for me to continue my service to NCA as Editor-Elect of this journal. Below, I highlight my qualifications for this position that are not readily discernible from viewing my CV, as well as my vision for the journal.

My experiences both within and outside of academia have all prepared me for the responsibilities associated with editing a journal dedicated to intercultural and international scholarship. Throughout my entire academic career, I have immersed myself in intercultural research; I consider myself a critical intercultural communication scholar who utilizes a variety of qualitative methodologies/methods. Most of my projects have been solo studies, but I have also collaborated with scholars who have different expertise and experiences from mine to expand my own skills as a researcher/author. I have conducted one-on-one interviews, led focus groups, designed, facilitated, and recorded a multi-day seminar on whiteness and systemic racism, engaged in field research, and collected/analyzed a variety of public texts. Thus, my research expertise will allow me to effectively review and evaluate the submissions to JIIC under my term as editor. While I do not utilize quantitative research methods, I was trained in them during both of my graduate programs and have a basic understanding that allows me to review manuscripts of this nature.

In addition to conducting research and publishing articles, I just began my third and final year as editor of an ECA journal, Qualitative Research Reports in Communication. I was uncertain at the start of this position about whether I would enjoy this type of service and was pleasantly surprised to find that I am not only enjoying this work but am quite adept at the skills required for journal editing. My first publication was in 2001, as a master's student, and since then, I have had a wide swath of experiences in the academic publishing arena, both positive and negative. As my editor term approached, I did a lot of reflecting on what I had seen over the years from various editors and reviewers. These experiences (both the great ones and the not-so-great ones) helped me to decide what kind of editor I wanted to be and what kind of experience I wanted reviewers and authors to have during my three years in the position. One of my largest frustrations with publishing over the two decades of my career has been the various types of gatekeeping I witnessed and experienced. For example, having an editor refuse to add me to their editorial board upon my request when I was asked to review for the fourth time for this editor because they will "only consider this request after someone has reviewed at least five times" felt arbitrary, at best. After attending multiple panels and workshops at NCA and ECA about the publishing industry/process and hearing that others found this type of gatekeeping just as frustrating, I decided that after someone agreed to review one article for QRRC and submitted a constructive/helpful review on time, I would offer them the opportunity to join my editorial board. Using this approach, I was able to double the editorial board handed off to me within my first year as editor. I focused on expanding the board regarding research expertise, methodological variety, and most importantly, diverse representation of identities and length of

time in the discipline. I specifically feel it important for new scholars (and Ph.D. candidates) to gain this experience as a reviewer and be provided with opportunities like this one to serve their discipline. While securing reviewers for every article is not always easy, I have not had much trouble with moving manuscripts along at a respectable pace and ensuring that authors receive thorough and constructive feedback on their manuscripts.

In addition to my experience as editor, I also have extensive experience as a reviewer. I serve as a conference reviewer for multiple divisions of NCA, ICA, and ECA and I review article submissions for a variety of journals within our discipline. I currently serve on the editorial boards of *Communication Teacher*, *Journal of Intercultural Communication Research*, *Communication Education*, and *Communication Quarterly*. I would like to believe that I am continuously asked to review by journal editors because of the timeliness and thoroughness of my reviews. I consistently submit my reviews well before the deadline asked of me and I take great care in crafting thoughtful critiques of the work I am asked to review that I hope are useful to authors as they move their submissions toward publication. This connects directly to my visions for JIIC, which I will outline next.

As editor of JIIC, I would strive to incorporate the qualities I found to be most helpful and supportive in my past experiences with editors whom I admire and respect as well as those I continuously honed during my three-year term as editor of QRRC. First, I will ensure that expectations of reviewers are communicated clearly. From my perspective, publishing should be accessible for both authors and readers. Any person with a methodologically sound study should be welcome to submit that study for publication consideration within an academic journal. The role of reviewers should then be to focus their energy and expertise on providing feedback/critique that assists authors in moving their papers toward publication. This would be the expectation that I clearly communicate to anyone who agrees to review for the journal. No author should walk away from their experience with JIIC feeling discouraged or demeaned; perhaps the work is not yet ready for publication in this journal (or any journal), but there is a constructive and respectful way to communicate that feedback to authors so that they are encouraged to improve their scholarship, not abandon it. When Dr. Leda Cooks and Dr. Jennifer Zenovich began their term as editors of *Communication Teacher*, they held an online meeting for all editorial board members so they could outline their vision for the journal and offer guidance on their expectations for reviewers. It was also a chance for the board members to meet one another and ask questions of the editors. I found this to be a wonderfully innovative idea and one that I plan to “borrow” for my next editorship, hopefully for JIIC.

Second, I will reach out to all past editorial board members to determine whether they intend to continue on the board and will then take stock of the current representation regarding methodological expertise, region, academic ranking, and, most importantly, identifications. The diversity of scholarship within a journal begins with the diversity represented on the editorial board; my top goal as editor will be to ensure that any potential author sees themselves represented on this editorial board. This also includes reaching out to scholars who are newer to the field and offering them an opportunity to review articles with appropriate guidance and mentorship from me, as the editor of the journal. I also anticipate that some of the members of my current editorial board at QRRC may elect to serve under my new editorship, should they have the requisite expertise in this area of scholarship. Having been a member of the

International and Intercultural Division of NCA since 2001, I am connected to many scholars who I can reach out to with a request to review for the journal and potentially join the board.

Third, I will take an active role in the review process, as several editors took throughout my publishing experiences. The journal editor should play an integral role in guiding authors who submit their studies to the journal, by providing feedback when reviewer comments are contradictory/unhelpful (if this occurs), communicating clearly and in a timely fashion, offering their own critiques to help the author in making difficult decisions about revisions, and answering questions that authors may have throughout the process. I recognize that this expectation is time-consuming, but I see this as integral to my goal of making publishing more accessible and a more positive experience for all authors. Finally, I will work to ensure that JIIC continues to publish quality articles that represent multiple methodologies, identities, and subject matters that reach a wide audience of potential readers. Another important goal of mine as a researcher is that my work be pragmatic and useful beyond the college classroom, and I hope to bring this goal to the issues of JIIC under my editorship. I am open to considering special issues on timely topics and also to bringing in guest editors looking for this type of experience.

I am confident that I have the skills and time management necessary to take on this position at this time in my career. I plan to prepare my dossier to go up for full professor early next year, presumably before the bulk of my work would begin as editor-elect. I will also apply for a year-long sabbatical that would take place during my editorship. Additionally, I plan to utilize part of the stipend to hire an editorial assistant who will assist me with the administrative duties that are an important part of any editorial position.

I hope that my CV and this letter of intent demonstrate my commitment to our discipline and to NCA, and that you will feel confident in my dedication toward ensuring that the journal flourishes under my guidance. Additionally, I am not a person who struggles to ask for help; I have a large network of people who guide and support me, and I will utilize this network as I work to understand the duties and responsibilities of editor of an NCA journal. I appreciate your thoughtful consideration of my candidacy for Editor-Elect of JIIC and am happy to answer any follow-up questions you may have after reviewing my materials.

Warmly,

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