

# Joshua B. Barbour, PhD

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Josh is a faculty member at the Texas A & M University in the Department of Communication and a consultant with the Aslan Group, a small management consulting firm headquartered in Champaign, IL. Josh has consulted with numerous private and public organizations as a expert on communication, organizational studies, and research methods.

His research interests center on how institutions, organizational structures, and communication converge in organizational life. He is developing three primary lines of research, including (a) improving interprofessional communication and the management of knowledge work, (b) understanding the influence of urgency and uncertainty in organizing, (c) and developing methods for evaluating policy when concrete criteria do not exist.

His work has been published in academic and professional journals. He earned his doctorate at the University of Illinois at Urbana-Champaign in organizational communication. He is the recipient of numerous awards including a field prize for his multilevel model of physicians' reactions to managed care.

## Research Highlights

- Managed the development and use of research-based computer simulations of retail customer service and production processes for Fortune 500, multinational client generating insights for implementation in more than 14,000 restaurants
- Coordinated a team of consultants and programmers to develop and manage an online 360 leadership assessment tool for thousands of managers and executives in multiple sectors (e.g., insurance, healthcare, information technology, and city management)
- Designed and implemented study of over 3,000 physicians to create a multilevel model of physicians' reactions to managed care
- Developed data-driven models of leadership effectiveness for management team workshops as part of Fortune 500 insurance company's leadership development initiative
- Managed the collection and analysis of data for a federally funded assessment of the field of urban forestry including a network analysis of over seven hundred organizations
- Published work in *Management Communication Quarterly*, *Communication Theory*, and *The Handbook of Health Communication*