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June A. West
Marjorie R. Sands
Associate Professor of Business Administration

JUNE A. WEST

PROFESSIONAL EXPERIENCE

University of Virginia, Charlottesville, Virginia 1997-present
Marjorie R. Sands Associate Professor of Business Administration, Darden Graduate School of Business
Teaches oral, written, and visual communication in required and elective courses in the residential and professional degree programs and specializes in organizational communication, leadership, strategy, and change management. Teaches in Darden's Executive Education programs, iLab Innovation Incubator and the Center for Global Initiatives, where she offers a global course that takes place in Bahrain, Dubai, and Abu Dhabi. Co-faculty leader for the School of Engineering and Applied Sciences, Department of Systems Engineering two-week J-Term class in Dubai for undergraduate students.

University of Virginia Faculty Senate 2022 - present
Serves as one of three faculty representing the Darden School on UVA's Faculty Senate
Member of the Faculty Senate Academic Affairs Committee
Member of the Faculty Senate Nominating Committee

Chair of the Darden Leadership Communication Council 2016-present
The Council is composed of leading professionals in executive and corporate communication across the business, government, civil society, media, and academic sectors. The mission is to serve as an advisory body to Darden's Management Communication Area to ensure that the curricula and teaching practices continue to be relevant to today's market realities.

Leadership Communication First-Year Course Head 2015-2018
Responsible for managing the First Year required course in Management Communication including guiding curriculum reviews and updates; selecting with colleagues course materials, written and oral assignments; and staffing courses.

Leadership Communication Area Coordinator 2015-2018
Responsible for administration, staffing, and development of the Management Communication Area.

Clinical Assistant Professor of Nursing and
Co-Director of the Leadership Partners in Healthcare Management 2015-2017
Co-directed with Associate Dean of Nursing Kenneth White an innovative program for health care leadership teams comprising physicians, nurses and administrators who are responsible for the operation of a hospital's service line, specialty service, or patient care unit. These teams represent hospitals throughout the Commonwealth of Virginia and participate in a seven-month executive education program at the Darden School.

University Faculty Liaison with the FBI National Academy, Quantico, VA. Current
One of four University faculty members who supervise curriculum areas and faculty hires at the FBI National Academy to ensure they meet University standards for granting course credit. Responsible for the Communication Department that includes cyber security, counterintelligence, media relations, and organizational communication.

Academic Director, Partnership for Leaders in Education (PLE) and Clinical Assistant Professor of Education 2002 - 2005
Founder of an innovative collaboration between the Darden School of Business and the Curry School of Education to assist school administrators to turnaround low performing schools. Served as academic director for the partnership with responsibility for selection of faculty who teach in the programs and design of curricula.

Seton Hall University, South Orange, New Jersey 1994-1997
Assistant Professor, Master of Arts in Public and Corporate Communication
Tenure-track faculty appointment in Department of Communication's graduate program in corporate communication. Courses taught include Organizational Communication, Managerial Writing, Persuasion and Leadership, Effective Speaking, Interpersonal Communication, Communication Research and Corporate Relations Management. Responsibilities include development of new courses; supervision of master's theses; initiation and maintenance of corporate contacts for fundraising and consulting; development of marketing strategies and design of admission and promotional brochures. Served on two presidential task forces for creating Seton Hall's virtual university.

New York University, New York, New York 1993-1994
Clinical Assistant Professor, Leonard Stern Graduate School of Business, Management Communication Program
Clinical faculty appointment in Management Communication Program. Courses taught include Advanced Managerial Communication. Served on committee to design, implement, and evaluate newly instituted core curriculum.

Lehigh University, Bethlehem, Pennsylvania 1980-1992
Director, The Philip Rauch Center for Business Communication
Academic administrative position with responsibility for direction of the Center for Business Communication. Duties included administration of Center programs, taught undergraduate and graduate courses in business communication; directed college-wide Business Writing Requirement Program which included design of faculty development programs; managed earned income from Center endowment; directed Corporate Communication Intern Program; coordinated Executive in Residence Program; and supervised part-time faculty and staff personnel.

Associate Director (1987-1992)
Director of the Managerial Communication Program (1984-1987)
Adjunct Lecturer in Management (1981-1984)
Research Editor, Office of Vice President for Research (1980-1983)

The Martha Holden Jennings Foundation, Cleveland, Ohio 1976-1980
Senior Editor
Wrote and produced all Foundation publications; served as program evaluator for funded grants; served as a member of the dissemination committee for the Study of Schooling and as a principal editor and writer for John Goodlad, project director, and the study documents published by McGraw-Hill.

The Cleveland Health Education Museum, Cleveland, Ohio 1975-1976

Assistant Director of Development
Developed and promoted support for the Museum through writing grant proposals and solicitation letters to funding agencies. Responsible for all public relations activities including writing and producing Museum publications, press releases and public service announcements for both radio and television. Responsible for innovative programs such as a summer camp at the Cleveland Clinic for youth interested in health careers and the broadcast of the weekly health segment for Cleveland's ABC News affiliate television station.

The University of Tennessee, Knoxville 1973-1975
Editor, Center for Business and Economic Research
Produced *Tennessee Survey of Business*, a refereed University magazine published six times yearly; edited faculty professional papers and technical monographs; responsible for all public relations and publicity for the College of Business and Economics.

The Country Day School, Knoxville, Tennessee 1972-1973
Fifth grade teacher
Taught English and Reading to fourth, fifth, and sixth grade students and served as homeroom teacher for the fifth grade.

EDUCATION

Lehigh University, Graduate School of Education, Bethlehem, Pennsylvania.
Leadership, Instruction, Technology, Ed.D., June 1994
Dissertation: "A Comparative Analysis of Selected On-Campus and External Graduate Engineering Degree Programs"
Kent State University, Graduate School of Education, Kent, Ohio, Administration and Supervision, specialty in School Public Relations; M.Ed., June 1977
The University of Tennessee, Knoxville, Tennessee, B.S., May 1972
Beaumont School for Girls, Cleveland Heights, Ohio, June 1969

TEACHING EXPERIENCE

University of Virginia, Darden School of Business
Darden MBA Program
Core Courses
Leadership Communication (MBA)
Leadership Communication (PT MBA)

Elective Courses
Speaking About Business (MBA First-Year Elective)
Interpersonal Communication (MBA Second-Year Elective)
Leadership Communication in Times of Disruption and Transformation
(MBA Second-Year Elective)
Communicating New Business Ventures (MBA Second-Year Elective)
Advanced Managerial Communication (MBA Second-Year Elective)
Communicating in a Networked Organization (MBA Second-Year Special Elective)
Words at Work (MBA Second-Year Special Elective)

School of Nursing
Guest Lecturer

Batten School of Public Policy
Team-taught with Professor Michael Moore "Introduction to Public Policy"

Executive Education Programs
Open Enrollment
Communicating During Disruption & Transformation
Corporate Aviation Function
Managing Conflict & Creating Consensus
Executive Excellence: Communicating, Engaging and Influencing a Global Marketplace, in partnership with The Communication Center, Washington, DC, Faculty Leader
Leadership Partners in Healthcare Management
Women in Leadership

Custom Programs
AES Corporation
Custom Board Protection
DCS, Wallace Foundation
Gulf Development Program Bahrain & Dubai, Faculty Leader
National Security Agency
Partnership for Leaders in Education
SAIC Corporation, Faculty Leader
State Education Agencies, Faculty Leader
MIGA Global Finance for Executive Decision Making

Federal Executive Institute 2013- 2015
Adjunct faculty member in the IADC Leadership Development Program
Adjunct faculty member in the United States Agency for International Development (USAID) Emerging Leaders Program

TEACHING EXCELLENCE

Outstanding Performance in teaching Management Communication, 2002- 2003 2003- 2004; 2005-2006; 2011-2012; 2014-15; 2015 -2016; 2016-2017
Outstanding Performance in teaching Speaking About Business, 2011-12; 2015-16
Outstanding Performance in teaching Interpersonal Communications, 2007-08; 2008-09

UNIVERSITY OF VIRGINIA SERVICE

Darden School
Faculty Co-Lead, MBA/MED Dual Program 2022 - Present
Faculty Advisor, Darden Education Club – 2022 - Present
Darden Faculty Initiative on Business and Economic History (2021 – present)
MBA Program Committee, 2014 to Present; 2007 -2009
    Chair, Sub-committee on strategy, 2014
    Chair, Sub-committee on communicating across the curriculum, 2016-17
Executive Education Committee, 2014 to 2017
Darden Scholarship Committee, 2008 –
Darden Jefferson Fellowship Selection Committee, 2008 -2009

Other Service Activities, Darden School
Faculty Panel, Darden Days, 2007 to present
Keynote Speaker, *Lean in:* Celebrating Women's Entrepreneurship, The University of Virginia's Women's Center honors the 2014 applicants of the iLab and 2013 participants of the iLab, February 20, 2014
Faculty panel for Darden Outreach Club, 2011
Nominated for Outstanding Faculty Award, 2007-08 academic year
National Association of Women in Business Faculty Panel, 2008, 2018
National Association of Women in Business, Women of Darden Breakfast and Admitted Women Events, February 23, 2007
Darden Staff Development Program, May 3, 10, 15 and 22, 2007; Four-session program for Darden staff on designing and delivering effective presentations
Led Mock Case Discussion for International Student Orientation, August 10, 2007
Faculty team member, National Black MBA Case Competition, October 2001, Orlando, Florida
Faculty team member, 2000 Independent NBMBAA Case Competition, Atlanta, Georgia February 25, 2000
Faculty team member, National Black MBA Case Competition, Chicago, Illinois, October 5-8, 2000
Faculty Advisor, National Association of Women in Business, 1998-2001

University of Virginia

University of Virginia Faculty Senate 2022 – Present
Academic Affairs Committee
Nominating Committee
Co-chair, School of Continuing and Professional Studies Curriculum Review Committee, 2011-15
Graduate Women in Academia Panel, March 2015
Curry School Dissertation Committee member for Xin Chen, 2014-2015
Faculty Speaker Recognition Reception, Alumni & Parent Engagement, October 9, 2014
Panelist, Women in the Workplace, UVA Women's Center, Women's Leadership Development Program, April 10, 2014
Offered a workshop on organizational communication to UVA's Executive Search Group, Office of the President 2013
Offered a series of workshops for development officers from the College of Arts & Sciences, 2013
Invited Speaker, Office of Engagement Retreat, April 21, 2012
Led training session for UVA Guide Service, 2011, 2012
Co-chair, Committee for MBA/MED Joint Degree Program with the Curry School of Education, 2011
Curry School Dissertation Advisor and Committee Member for LeAnn Buntrock, 2007
Faculty Advisor, University of Virginia Bachelor of Interdisciplinary Studies, 2001; 2002

Charlottesville Community

Albemarle County Schools Superintendent Advisory Committee, 2015 to present
Guest Speaker, St. Anne's Belfield, Alumni Weekend, April 2015
President, Lewis and Clark Square Homeowners Association, 2013 to Present; 2008-2010
Charlottesville Chamber of Commerce Legislative Affairs Committee, 2015 - 2019
Board of Directors, North Downtown Neighborhood Association, 2008 – 2010
League of Women Votes, 2008 - 2010

MANAGEMENT CONSULTING EXPERIENCE

Arizona Department of Education, Phoenix, Arizona
AT&T, Basking Ridge, New Jersey
Bahrain Institute of Banking & Finance, Kingdom of Bahrain
Binney & Smith, a division of Hallmark Cards, Easton, PA
California State University, Dominguez Hills, Los Angeles, CA
Capital Blue Cross and Blue Shield, Allentown, PA
Censeo Corporation, Washington, DC
Digital Equipment Corporation, Allentown, PA
Fairfax County Schools, Fairfax, VA
Good Shepherd Rehabilitation Hospital, Allentown, PA
IBM, Endicott, NY
IEDC, Bled School of Management, Bled, Slovenia
Lehigh University: Office of Alumni Affairs; Office of Development; Office of Admissions, Air Force ROTC; Office of Vice President for Administration and Treasurer; Manufacturing Systems Engineering Program
Louisiana State Department of Education, Baton Rouge, LA
Mississippi State University, Colleges of Business and Education
New Mexico Public Education Department, Santa Fe, New Mexico
Occidental Chemical Company; Dallas, TX
Office of the Secretary of Defense, Corporate Fellows Program, The Pentagon
Pennsylvania Power and Light, Allentown, PA
United Technologies Corporation, Hartford, CT
The Wood Company, Allentown, PA

ARTICLES

"Communicating with Virtual Teams." *Darden Ideas to Action,* March 2020
"Finding a New Normal for the Future of Work." With J. Hodgkins, S. R. Martin, L.A. Isabella, S. Soltis, Darden *Ideas to Action,* 2022.
"Strategic Communication to Inform or Persuade," *Darden Ideas to Action,* February 2015
"Virtual Culture and Leadership: How to Manage Long-Distance Teams, *Darden Ideas to Action,* October 13, 2015
Quoted in "NASCAR Braces for Fallout from Stewart Crash," Randy Hallman, The Richmond Times-Dispatch, August 11, 2014
Quoted in "Contact via email, social media needs face-to-face forethought," Nate Delesline III in Charlottesville Business Journal, the Daily Progress, January 28, 2013
"In Bethlehem, PA., A Road Map for Detroit, in Case in Point Series, The Washington Post, July 26, 2013, with E. Richard Brownlee
"Strategic Communication," *Personal Excellence*, September 2001
"Fingerhut's Price Strategy," *Ethical Issues in Business: A Philosophical Approach*, March 2001

CASES
"The US News Media Ecosystem" with S. Soltis, A. Capra and A. Klopfenstein, 2025
"Dateline Paducah, Navigating Disruption in Community Journalism, with S. Soltis, A. Capra and A. Klopfenstein, 2025
"Robin Halpern: Managing Investor Relations at Coca Cola" with S. Soltis and A. Klopfenstein, 2025
"Kicked Cans: Message Sent" with J. Alderman 2025
"Kicked Cans" Message Received" with J. Alderman 2025
"Corteva Agriscience: Seeding a New Company" (A), with P.J. Simko, S. Soltis, and S. Maiden, 2022
"Corteva Agriscience: Seeding a New Company" (B), with P.J. Simko, S. Soltis, and S. Maiden, 2022

"Corteva Agriscience: Communicating R&D Strategy to a Global Organization," with P.J. Simko and G. Glinska, 2021
"ConocoPhillips Confronts a Crisis: What's the Message? (A &B)," with S.E. Maiden, B. Connery, S. Soltis, 2021
"Digital Communications: How Modern Organizations Stay Connected Within," with S. Gibbs, 2020
"Wells Fargo Circles the Wagons: Communicating during a Crisis," with J. Craddock, 2018
"Miles from Home: Transforming the Poorest, Most Expansive School Districts in New Mexico," with S. Gibbs, 2018
"Leading Change: How Alaska Airlines Took Over an Industry Darling," with S. Gibbs, 2018
"Repurposing American History: Steel Production Ends in Bethlehem, PA (A) & (B) and Video documentary with Rebecca Goldberg, 2013
"Managing Virtual Teams, 2007
"Dillard Elementary School," Broward County, Florida, with Dorothy C. Kelly, 2005
"MCI Communication Corporation: Capital Structure Theory (B)," with M. Platten and M. Lipson, 2007
"Notel: Speak to me," with G. Yemen, 2001
"Notel: Stop Talking (B)," with G. Yemen, 2001
"Notel: Speak to me," teaching note, with G. Yemen, 2001
"What Happened at A House of God (A)," with G. Yemen, 2002
"What Happened at A House of God (B)," with G. Yemen, 2002
"Fingerhut's Pricing Strategy," with G. Kalsow, L. Fennel, 2001
"Fingerhut's Pricing Strategy," teaching note, with G. Kalsow, L. Fennel, 2001
"Fingerhut's Pricing Strategy, Epilogue" 2006
"The Israel Cancer Association (A)," with I. Cohen, 1999
"The Israel Cancer Association (B)," with I. Cohen, 1999
"The Israel Cancer Association," teaching note, with I. Cohen, 1999
"Interexchange- Communicating Across Functional Boundaries," with K. Wieme and G. Yemen, 1999

TECHNICAL NOTES

"Don't Be a Cat: Putting on Your Best Virtual Face," with S. Gibbs, 2022
"United Voices: How Organizations Should Deliver Bad News," with S. Gibbs, 2022
"Digital Communications: How Modern Organizations Stay Connected Within," with S. Gibbs, 2021
"Performance Management Systems: How Companies are Rethinking People,"
with John Kelly (D'18), 2018
"Managing Teams from a Distance: Making the Most of Virtual Meetings,"
December 11, 2014
"Communicating in Organizations in the Digital Age," 2012
"Network Analysis: What Is It?" 2012
"On-Point: The Art of Using Power Point," with Oz Parvaiz (D'07), 2007
"Teams: Harnessing the Driving Force od School Turnaround," with Pamela Tucker, 2007
"Leveraging Communication Audits During Post-Merger Integration,"
with Rebecca Mayerick Barrett, 2004 (Revised 2018)
"The Practitioner's Guide for Communications during Post-Merger Integration,"
with Rebecca Mayerick Barrett, 2004
"Breaking the News: How to Communicate a Merger to Employees,"
with J. Bourgeois and G. Yemen, 2001
"Thinking Strategically About Communication," 2001

PODCASTS

CEO Voices: Leading with Communication – Season One, with S. Soltis
Frank Blake, CEO, (retired), The Home Depot
Muhtar Kent, CEO (retired), The Coca Cola Company
Michelle Nunn, CEO, CARE USA
Craig Lemasters, CEO, Assurance

CEO Voices: Leading with Communication – Season Two, with S. Soltis
Jennifer Bisceglia, Founder and CEO, Inters
Charlotte Hanes, CEO, Hanes Family Foundation; CEO, Grayson Natural Farms
Hayes Humphries, CEO, Devil's Backbone
Stephanie Stuckey, CEO, Stuckey's

CEO Voices: Leading with Communication – Season Three, with S. Soltis
Curtis H. Barnette, former CEO, Bethlehem Steel
General Charles Pede, former Judge Advocate General of the United States Army
James Collins, former CEO, Corteva Agriscience
Indra Nooy, former CEO, PepsiCo

Webinars

"Darden Office Hours" with Steve Soltis and Brett Twitty for Office of Admissions, January 30, 2026
"Darden Office Hours" with Britt Twitty for EMBA Office of Admissions, May 27, 2022
"Communications in the Time of Coronavirus: Lessons for Leaders" Darden Alumni and Executive Education Webinar, May 13, 2020

PROFESSIONAL PRESENTATIONS

Speaker, Vaccine Trust Community Collaboration, National Preparedness Leadership Initiative at the Harvard T.H. Chan School of Public Health, Center for Disease Control (CDC) 2021
Speaker, National Association of Elementary School Principals, National Leaders Conference, February 2015
Panel Moderator, "Veterans in Business," in conjunction with Booz Allen Hamilton, Washington, DC, September 2015
"Repurposing American History: Steel Production Ends in Bethlehem, Pennsylvania," at the International Conference on Corporate Communication, The Hong Kong Polytechnic University, Hong Kong, June 3-6-, 2014
Keynote Speaker, Women's Leadership Development Program, University of Virginia, January 25, 2014.
Invited speaker for Cincinnati Schools' Leadership Academy, June 2011
Invited speaker for Fairfax County Public Schools Advanced Leadership Institute, November 2011
"The Art of Influence," Head Start Directors Annual Meeting, Virginia Beach, June 2010
Participation in The Executive Council on Diplomacy Executive Seminar, "*The U.S., the UN, and the Future of Multilateralism."* The United Nations, New York, March 9 & 10, 2008
"Are Women Corporate America's Best Kept Secret?" Contemporary Club of Charlottesville, Farmington County Club, March 13, 2008
"Communicating During Post-Merger Integration," presented to national corporate communication directors, DRS Technologies, August 11 & 12, 2008.
"From Hot Type to the Blogosphere: Technology's Impact on Teaching Management Communication" Management Communication Association, Emory University,
Atlanta, Georgia, April 20--22, 2007.

"Women in Business: Journey Through a Strange Land," Quadruplicity, Balancing Career, Life, Money & Health, Charlottesville Regional Chamber of Commerce, February 8, 2007.
"The Virginia Turnaround Specialist Program," Annual Principals Conference, The Virginia Association of Elementary School Principals, October 20, 2004.
"The Importance of School Designs in Turning Schools Around," American Institute of Architects, August 2004.
"Communication Strategies for School Administrators," Curry Institute for School Superintendents, July 2, 2004.
"Challenges of Changes in Leadership," Linwood Holton Elementary School, Richmond City Schools, Virginia, July 6, and August 17, 2004,
Education Leadership in Virginia, September 10, 2004
'Teaching with Cases: Benefits and Challenges," faculty workshop sponsored by the Office of the Dean of Engineering, Virginia Tech University, October 2001
"Issues in Executive Communication," Federal Aeronautics and Aviation, Washington, D.C., 2001
"Distance Learning: What is It and What Impact Will It Have on Management Communication?" presentation at the Southeast Regional Conference of the Association for Business Communication, April 1996.
"A Comparative Analysis of Selected On-Campus and External Graduate Engineering Degree Programs," presentation at the Annual Conference of the Association of Adult and Continuing Education, November 1995.

"Managing Communication Quality in the 90's," invited speaker, Executive Women International, April 1992.
"Overcoming Barriers to Upward Mobility," presentation at the Gender in Academe: Who Cares? Conference, November 1991.
Stranger in a Strange Land: Tales from a B-school WAC Director," presentation at the Writing Program Administrators Conference, July 1991.
"The Role of Academia," invited speaker, Cultural Aspects of International Trade: Building Strong Cross-Border Relationships, sponsored by INLINGUA and the International Trade Development Program, Lehigh University, May 1991.
Effective Presentations and Power Writing for Non-Literary Engineers," invited speech to the Society of Women Engineers, April 1991.
Integrating Managerial Communications in the Graduate Management Curriculum," presentation at the Association for Business Communication, April 1987.
"Teaching and Evaluating Oral Communication," presentation at the Eastern Regional Meeting of the American Business Communication Association, April 1984.
"Teaching for Our Audience: Business Communication for Undergraduate and Graduate Students," presented at the American Business Communication Association annual meeting, April 1983.
"The Foundation Mystique," invited speaker to foundation grants workshop for Community College presidents sponsored by Reading Area Community College and the Pennsylvania Commission for Community Colleges, 1982.
"How to Write Winning Proposals," Northampton County Area Community College, Bethlehem, PA., 1981.
"Funding Education Projects Through Foundations," invited speaker for the Lillian Hinds Council of the International Reading Association, Cleveland State University, 1980.
"Martha Holden Jennings Grant," invited speaker for the Ohio Educational Library/Media Association Annual Conference, Cincinnati, Ohio, 1978.
"Teacher Grant Writing," Lake County Board of Education, in-service training for teachers, Painesville, Ohio, 1978.