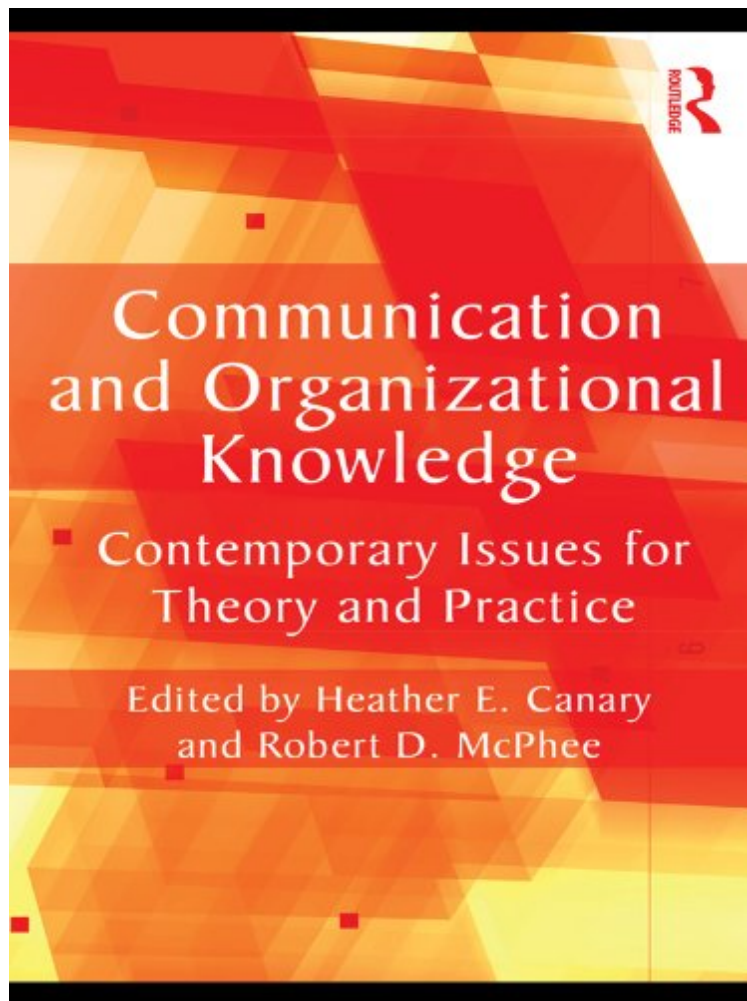


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About the Author Heather E. Canary is Assistant Professor in the ASU Phoenix Humanities and Arts Faculty. Her research interests include family and organizational communication processes, particularly involving issues such as disability and public policy where organizational and family processes intersect. Robert D. McPhee is Professor of Communication in the Hugh Downs School of Communication at Arizona State University. His research interests include structuration theory, organizational constitution, and communication theory.