

**Jennifer A. H. Becker, Ph.D.**

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**PROFESSIONAL ACADEMIC POSITIONS**

University of Texas at San Antonio, Department of Communication, Associate Professor (2022-present)  
University of Alabama, Department of Communication Studies, Assistant Professor & Supervisor of the Interpersonal Communication Program (2017-2022)  
Instructor (2010-2017)  
University of Wisconsin-Eau Claire, Department of Communication & Journalism, Lecturer (2008-2010)  
University of Missouri, Department of Communication, Assistant Professor (2005-2007)  
University of Oklahoma, Department of Communication, Graduate Teaching Assistant (2001-2005)  
Ball State University, Department of Communication Studies, Graduate Teaching Assistant (1998-1999)

**EDUCATION**

*Doctor of Philosophy in Communication*  
University of Oklahoma, May 2005 (4.0 GPA)  
Dissertation Title: Conflict as a Relational Turning Point

*Master of Arts in Communication Liberal Arts & Sciences*  
Ball State University, July 1999 (4.0 GPA)  
Thesis Title: Impression Management in Computer-Mediated Communication: An Exploratory Qualitative Analysis

*Bachelor of Arts in Communication Studies & Psychology*  
Winona State University, May 1998, Summa Cum Laude (4.0 GPA)

**FUNDED RESEARCH**

U.S. Department of Education CFDA 84-016A Grant 10/1/2022-9/30/2024  
Project Title: Global Competency in Health Humanities: Internationalizing UTSA's Medical Humanities Program  
PI: Dean Glenn Martinez  
Internal Evaluator: Dr. Jennifer Becker  
Funded Amount: \$191,108

Westside Community Seed Grants Initiative, 2/1/2023-8/31/2023

Project Title: A Digital Storytelling Project of Title Search Families: Improving WCP Bienestar and Giving Voice to Stories of “El Corazón de la Familia”

Funded Amount: \$5,000

Spring 2023 Strategies for Teaching, Assessment, & Retention (STAR) Grants Program  
Academy of Distinguished Teaching Scholars and Academic Innovation, University of Texas at San Antonio

Project Title: Experiential Learning through Digital Storytelling of Westside Community Families in the Title Search Project

Funded Amount: \$3,000

2019 Bama By Distance Faculty Research Fellow Program, University of Alabama

Project Title: Communicating Expectations: An Orientation Module to Prepare Online Learners for Success

Funded Amount: \$15,000

*My project led to university-wide adoption and inclusion of instructor resources embedded in all UA Online courses during and following the pandemic*

#### **GRANT SUBMISSION UNDER REVIEW**

UT San Antonio Health Research Challenge

Proposal Title: Ambient AI as a Tool for Assessing Clinical Communication

PIs: Drs. Ronald Rodriguez and Jennifer Becker

Co-PI: Dr. Ross Willis

Submitted December 19, 2025

Funding Amount Requested: \$30,000 in total direct costs

UT REAL Health Pilot Program

Proposal Title: CELL: Clinical Evaluation of Listening and Language – AI-Powered Assessment of Patient-Provider Communication

PI: Dr. Ronald Rodriguez

Co-Is: Drs. Jennifer Becker, Ramiro Ramirez, Daniel Dent, and Ross Willis

Submitted January 9, 2026

Funding Amount Requested: \$499,928 in direct and indirect costs

#### **GRANT SUBMISSIONS NOT FUNDED**

Fulbright Hayes Group Project Abroad

Proposal Title: Language, Culture, and Health in Oaxaca, Mexico

PIs: Dean Glenn Martiniz and Dr. Jerry Gonzalez

Program Evaluator: Dr. Jennifer Becker

Submitted January 22, 2025

Funding Amount Requested: \$86,515 in total direct costs

Opportunity Number: [PAR-23-111] – NIMHD Exploratory/Developmental Research Grant Program (R21 – Clinical Trial Optional)  
 Project Title: Connecting the Homeless to Improve Minority Health and Well-being: The Connect App Project  
 NIH Application ID: 11216942  
 Submitted October 16, 2024  
 Funding Amount Requested: \$275,000 over two years (07/01/2025-06/30/2027)

## **WORKS IN PROGRESS**

*\*indicates graduate student*

Rodriguez, R., Becker, J. A. H., & Willis, R. (Author order may change.) *Ambient AI as a tool for assessing clinical communication.*

Phase in the research and writing process: Fine-tuning the conceptualization and operationalizations (programming) for the project; almost ready to submit IRB applications

To be developed for an NIH R01 proposal due October 5, 2026

Becker, J. A. H. *Understanding interpersonal communication: Analyses of the debates, dilemmas, and demands shaping the field.*

Phase in the research and writing process: Beginning

A scholarly monograph to be published by Edward Elgar Publishing

Becker, J. A. H., & Sobre, M. S. Off the beaten path: A study of university faculty members' nontraditional routes in academia.

Phase in the research process: Ready to gather interview data

To be submitted to a communication journal

Becker, J. A. H., & \*Venable, C. Giving voice to Mexican American families' stories of "*el corazón de la familia*" and documenting improved *bienestar* from Title Search Project participation.

Phase in the research process: Revising for submission

To be submitted to *Narrative Inquiry* (Impact Factor 0.9)

## **PUBLICATIONS – BOOKS**

Becker, J. A. H., & Parsons, C. S. (Eds.). (2020). *Honors communication: Contextual issues and lessons learned in teaching, advising, and mentoring the undergraduate honors student in communication.* Peter Lang. <https://doi.org/10.3726/b16292>

## **PUBLICATIONS – REFEREED JOURNAL ARTICLES**

*\*indicates graduate student*

Atkinson, A. G., Becker, J. A. H., Willis, R. & Kempenich, J. W. (in press). *Surgery attendings' autonomy-supportive and controlling coaching behaviors in the operating room. Journal of Surgical Education.* Impact Factor 2.6

- Becker, J. A. H. (2025). Beyond beer and bratwurst: German Texans' storytelling through the lenses of Communicated Narrative Sense-Making Theory and Communication Theory of Resilience. *Communication Studies*, 76(5), 511-529.  
<https://doi.org/10.1080/10510974.2025.2469330> Impact Factor 1.4
- Becker, J. A. H. (2023). Transforming experiential learning in the honors interpersonal communication course: Interpersonal enrichment journeys during the COVID-19 pandemic and beyond. *Journal of Communication Pedagogy*, 7, 20-40.  
<https://doi.org/10.31446/JCP.2023.1.03> Impact Factor 0.9
- Becker, J. A. H., Johnson, A. J., Craig, E. A., Gilchrist, E. S., Haigh, M. M., & Lane, L. T. (2009). Friendships are flexible, not fragile: Turning points in geographically close and long distance friendships. *Journal of Social and Personal Relationships*, 26(4), 347-369.  
<https://doi.org/10.1177/0265407509344310> Impact Factor 2.3
- Johnson, A. J., Becker, J. A. H., Craig, E. A., Gilchrist, E. S., & Haigh, M. M. (2009). Changes in friendship commitment: Comparing geographically close and long-distance young-adult friendships. *Communication Quarterly*, 57(4), 395-415.  
<https://doi.org/10.1080/01463370903313430> Impact Factor 1.4
- Johnson, A. J., Haigh, M. M., Craig, E. A., & Becker, J. A. H. (2009). Relational closeness: Comparing undergraduate college students' geographically close and long-distance friendships. *Personal Relationships*, 16(4), 631-646. <http://doi.org/10.1111/j.1475-6811.2009.01243.x> Impact Factor 1.8
- Becker, J. A. H., \*Ellevold, B., & Stamp, G. H. (2008). The creation of defensiveness in social interaction II: A model of defensive communication among romantic couples. *Communication Monographs*, 75(1), 86-110. <http://doi.org/10.1080/03637750701885415> Impact Factor 3.1
- Johnson, A. J., Haigh, M. M., Becker, J. A. H., Craig, E. A., & Wigley, S. (2008). College students' use of relational management strategies in email in long-distance and geographically close relationships. *Journal of Computer-Mediated Communication*, 13(2), 381-404. <https://doi.org/10.1111/j.1083-6101.2008.00401.x> Impact Factor 5.4
- Becker, J. A. H., & O'Hair, H. D. (2007). Machiavellians' motives in organizational citizenship behavior. *Journal of Applied Communication Research*, 35(3), 246-267.  
<https://doi.org/10.1080/00909880701434232> Impact Factor 1.6
- Johnson, A. J., Becker, J. A. H., Wigley, S., Haigh, M., & Craig, E. (2007). Reported argumentativeness and verbal aggressiveness levels: Type of argument as a situational constraint. *Communication Studies*, 58(2), 189-205.  
<https://doi.org/10.1080/10510970701341154> Impact Factor 1.4
- Buchanan, M.C., O'Hair, H. D., & Becker, J. A. H. (2006). Strategic communication during

marital relationship dissolution: Disengagement resistance strategies. *Communication Research Reports*, 23(3), 139-147. <https://doi.org/10.1080/08824090600796351> Impact Factor 1.9

Becker, J. A. H. (2005). A Goffmanian analysis of (in)attentiveness as involvement in group therapy sessions. *Qualitative Research Reports in Communication*, 6(1), 53-60. <https://doi.org/10.1080/17459430500262174> Impact Factor 1.6

Becker, J. A. H., Halbesleben, J. R. B., & O'Hair, H. D. (2005). Defensive communication and burnout in the workplace: The mediating role of leader-member exchange. *Communication Research Reports*, 22(2), 143-150. <https://doi.org/10.1080/00036810500130653> Impact Factor 1.9

Becker, J. A. H., & Stamp, G. H. (2005). Impression management in chat rooms: A grounded theory model. *Communication Studies*, 56(3), 243-260. <https://doi.org/10.1080/10510970500181264> Impact Factor 1.4

Johnson, A. J., Wittenberg, E., Haigh, M., Wigley, S., Becker, J., Brown, K., & Craig, E. (2004). The process of relationship development and deterioration: Turning points in friendships that have terminated. *Communication Quarterly*, 52(1), 54-67. <https://doi.org/10.1080/01463370409370178> Impact Factor 1.4

Halbesleben, J. R. B., Becker, J. A. H., Bivona, M. D., & Buckley, M. R. (2003). "We can do it!" Recruitment, socialization, and WWII war effort posters in the United States. *Journal of Applied Management and Entrepreneurship*, 8(4), 68-85. Retrieved from <https://login.libweb.lib.utsa.edu/login?url=https://www.proquest.com/scholarly-journals/we-can-do-recruitment-socialization-through-wwii/docview/203912716/se-2> Impact Factor 0.1

Halbesleben, J. R. B., Becker, J. A. H., & Buckley, M. R. (2003). Considering the labor contributions of students: An alternative to the students-as-customers metaphor. *The Journal of Education for Business*, 78(5), 255-257. <https://doi.org/10.1080/08832320309598610> Impact Factor 1.3

## PUBLICATIONS – BOOK CHAPTERS & REVIEWS

Becker, J. A. H., & Parsons, C. S. (2020). Introduction to honors communication: Contextual issues and lessons learned in teaching, advising, and mentoring the undergraduate honors student in communication. In J. A. H. Becker & C. S. Parsons (Eds.), *Honors communication: Contextual issues and lessons learned in teaching, advising, and mentoring the undergraduate honors student in communication* (pp. 1-19). Peter Lang. <https://doi.org/10.3726/b16292>

Becker, J. A. H. (2020). Teaching honors interpersonal communication. In J. A. H. Becker & C. S. Parsons (Eds.), *Honors communication: Contextual issues and lessons learned in teaching, advising, and mentoring the undergraduate honors student in communication*

(pp. 137-174). Peter Lang. <https://doi.org/10.3726/b16292>

Johnson, A. J., & Becker, J. A. H. (2011). CMC and the conceptualization of “friendship”: How friendships have changed with the advent of new methods of interpersonal communication. In K. B. Wright & L. M. Webb (Eds.), *Computer-mediated communication in personal relationships* (pp. 225-243). Peter Lang. <https://doi.org/10.3726/b12772>

Becker, J. A. H. (2005). A review of “Inappropriate relationships: The unconventional, the disapproved, and the forbidden.” *Southern Communication Journal*, 70, 268. <https://doi.org/10.1080/10417940509373331>

Becker, J. A. H., & Thompson, S. (2005). The intersection of terrorism, interpersonal communication and health. In H. D. O’Hair, R. L. Heath, & G. R. Ledlow (Eds.), *Community preparedness and response to terrorism [Volume III]: Communication and the media* (pp. 47-64). Greenwood.

O’Hair, D., Heath, R. L., & Becker, J. A. H. (2005). Toward a paradigm of managing communication and terrorism. In H. D. O’Hair, R. L. Heath, & G. R. Ledlow (Eds.), *Community preparedness and response to terrorism [Volume III]: Communication and the media* (pp. 307-327). Greenwood. <https://psi-praeeger-com.libweb.lib.utsa.edu/Topics/Display/2058293?subid=42&entryId=2058220>

#### CONFERENCE PRESENTATIONS

*\*indicates graduate student*

Becker, J. A. H. (2025, November 20-23). *Elevating the well-being and learning of twice-exceptional students*. [Paper presentation]. National Communication Association 2025 Convention, Denver, CO, United States.

Becker, J. A. H. (2025, November 20-23). *Spark! Elevating the experiential learning experience in the relational communication class using Gottman’s Seven Principles for Making Marriage Work*. [Paper presentation]. National Communication Association 2025 Convention, Denver, CO, United States.

Atkinson, A. G., Becker, J. A. H., Willis, R. & Kempenich, J. W. (2025, May 6-10). *Autonomy-supportive and controlling coaching behaviors in the operating room: A qualitative study*. [Paper presentation]. 2025 Annual Meeting of the Association for Surgical Education, Seattle, WA, United States.

Becker, J. A. H. (2024, November 20-24). *Beyond beer and bratwurst: German Texan families’ storytelling through the lenses of Communicated Narrative Sense-Making Theory and Communication Theory of Resilience* [Scholar to scholar presentation]. National Communication Association 2024 Convention, New Orleans, LA, United States.

- Becker, J. A. H. (2024, November 20-24). *Communication for greater regard: Experiential learning through digital storytelling of San Antonio's Westside Families' Experiences in the Title Search Project* [Paper presentation]. National Communication Association 2024 Convention, New Orleans, LA, United States.
- Becker, J. A. H. & \*Venable, C. (2024, November 20-24). *Giving voice for greater regard to Mexican American's stories of "el corazón de la familia" and documenting improved bienestar from Title Search Project participation* [Paper presentation]. National Communication Association 2024 Convention, New Orleans, LA, United States.
- \*Espinoza, A. S., & Becker, J. A. H. (2024, November 20-24). *Collaborative storytelling in Dungeons and Dragons and CMC Friendship Maintenance* [Paper presentation]. National Communication Association 2024 Convention, New Orleans, LA, United States.
- Becker, J. A. H. (2023, November 16-19). *Effective teaching and learning in the post-pandemic environment: A journey into the online honors interpersonal communication course* [Panel paper presentation]. National Communication Association 2023 Convention, National Harbor, MD, United States.
- Becker, J. A. H. (2022, November 17-20). *Honoring and communicating PLACE of Westside Families* [Panel paper presentation]. National Communication Association 2022 Convention, New Orleans, LA, United States.
- Becker, J. A. H., & Parsons, C. S., (2022, April 19). *Strategies for a successful communication honors program* [Presentation and roundtable discussion]. Alabama Communication Association. Virtual event.
- Becker, J. A. H. (2021, November 18-21). *Transforming experiential learning in the honors interpersonal communication course: Interpersonal enrichment journeys during the COVID-19 pandemic* [Top paper presentation of the Experiential Learning in Communication division]. National Communication Association 2021 Convention, Seattle, WA, United States.
- Becker, J. A. H., Bender, C., & Bolland, A. (2020, October 24-27). *Integrating experiential learning into online education* [60-minute conference session]. HIPs in the States track of the 2020 Assessment Institute, Indianapolis, IN, United States.
- Becker, J. A. H. (2019, July 27). *Best pedagogical practices for teaching human communication theory online* [Conference presentation]. Alabama Communication Association 2019 Conference, Montevallo, AL, United States.
- Becker, J. A. H. (2019, April 3-7). *Teaching honors interpersonal communication* [Conference presentation]. Southern States Communication Association 2019 Conference, Montgomery, AL, United States.
- Becker, J. A. H. (2018, November 7-11). *Play that funky music: Using music to enhance*

- pedagogy in on-campus and online learning communities* [Scholar-to-scholar presentation]. National Communication Association 2018 Convention, Salt Lake City, UT, United States.
- Becker, J. A. H. (2018, July 21). *Applying theory for engaged pedagogy in the online interpersonal communication classroom* [Conference presentation]. Alabama Communication Association 2018 Conference, Huntsville, AL, United States.
- Becker, J. A. H. (2018, January 26). *Using Flipgrid to enhance student engagement in online discussions* [Conference presentation]. University of Alabama Online Learning Innovation Summit, Tuscaloosa, AL, United States.
- Becker, J. A. H. (2017, February 3). *Supporting online instructors via a comprehensive set of multi-media resources* [Conference presentation]. University of Alabama Online Learning Innovation Summit, Tuscaloosa, AL, United States.
- University of Alabama Innovation and Learning in Action Teams (including Becker, J. A. H.). (2017, May 15). *Digital literacy and emerging technologies as supporting themes for new initiatives* [Conference presentation]. University of South Carolina Upstate 2017 QEP Symposium, Spartanburg, SC, United States
- Johnson, A. J., King, S., & Becker, J. A. H. (2013, April 7-10). *How have new media changed interpersonal relationships? An examination of the impact of computer-mediated communication on close friendships* [Paper presentation]. Broadcast Education Association 2013 Convention, Las Vegas, NV, United States.
- Becker, J. A. H. (2011, November 16-20). *Why dating partners communicate defensively in conflict interactions: Relationships between defensive communication and four communicative traits* [Paper presentation]. National Communication Association 2011 Convention, New Orleans, LA, United States.
- Johnson, A. J., Haigh, M. M., Craig, E., & Becker, J. A. H. (2008, November 21-24). *Defining closeness in long distance and geographically close friendships* [Paper presentation]. National Communication Association 2008 Convention, San Diego, CA, United States.
- Becker, J. A. H., Ellevold, B., & Stamp, G. H. (2007, November 15-18). *The creation of defensiveness in social interaction II: A model of defensive communication among romantic couples* [Paper presentation]. National Communication Association 2007 Convention, Chicago, IL, United States.
- Becker, J. A. H., Johnson, A. J., Craig, E. A., Gilchrist, E. S., Haigh, M. M., & Lane, L. T. (2006, November 15-19). *Turning points related to changes in the friendship level of geographically close and long distance friendships* [Paper presentation]. National Communication Association 2006 Convention, San Antonio, TX, United States.
- Johnson, A. J., Becker, J. A. H., Craig, E. A., Gilchrist, E. S., & Haigh, M. M. (2006, June 19-



- 23). *Changes in friendship commitment: Comparing geographically close and long distance friendships* [Paper presentation]. International Communication Association 2006 Convention, Dresden, Germany.
- Becker, J. A. H., & O'Hair, H. D. (2005, November 16-20). *Defining features of conflict turning points* [Paper presentation]. National Communication Association 2005 Convention, Boston, MA, United States.
- Wright, K. B., Gilchrist, E., Becker, J. A. H., & Siriko, T. (2005, November 16-20). *Communication within weak tie/strong tie support networks*. [Paper presentation]. National Communication Association 2005 Convention, Boston, MA, United States.
- Becker, J. A. H., Mindt, T., & Thompson, S. (2005, November 16-20). *Examining the impact of September 11, 2001 on friendship dyads' communication and socioemotional health* [Paper presentation]. National Communication Association 2005 Convention, Boston, MA, United States.
- Johnson, A. J., Becker, J. A. H., Wigley, S., & Haigh, M. (2005, November 16-20). *Reported argumentativeness and verbal aggressiveness levels: Type of argument as a situational constraint*. [Paper presentation]. National Communication Association 2005 Convention, Boston, MA, United States.
- Johnson, A. J., Haigh, M., Craig, E., & Becker, J. (2005, November 16-20). *Defining and measuring relational closeness: The test case of close long distance friendships* [Paper presentation]. National Communication Association 2005 Convention, Boston, MA, United States.
- Becker, J. A. H., & Lesko, K. (2004, November). *An analysis of causal inferences drawn from communication research using structural equation modeling (SEM)* [Paper presentation]. National Communication Association 2004 Convention, Chicago, IL, United States.
- Becker, J. A. H., & O'Hair, H. D. (2004, November). *Perceptions of Machiavellians' motives in organizational citizenship behavior* [Paper presentation]. National Communication Association 2004 Convention, Chicago, IL, United States.
- Johnson, A. J., Haigh, M. M., Becker, J. A. H., Craig, E., & Wigley, S. (2004, November). *College students' use of email to maintain relationships* [Paper presentation]. National Communication Association 2004 Convention, Chicago, IL, United States.
- Becker, J. A. H. (2004, May 27-31). *(In)attentiveness in group therapy sessions: An exploration of Goffman's concept of involvement* [Paper presentation]. International Communication Association 2004 Convention, New Orleans, LA, United States.
- Becker, J. A. H. (2003, November). *Women, interpersonal relationships, and mental health problems: Exploring overlooked intersections of women's health* [Paper presentation]. National Communication Association 2003 Convention, Miami Beach, FL, United States.

States.

- Becker, J. A. H., & Halbesleben, J. R. B. (2003, November). *Defensive communication and burnout in the workplace: The mediating role of leader-member exchange* [Paper presentation]. National Communication Association 2003 Convention, Miami Beach, FL, United States.
- Johnson, A. J., Wittenberg, E., Haigh, M., Wigley, S., Becker, J., Brown, K., & Craig, E. (2003, November). *The process of relationship dissolution: Turning points in friendships that have terminated* [Paper presentation]. National Communication Association 2003 Convention, Miami Beach, FL, United States.
- Becker, J. A. H. (2003, November). *Please don't twelve step on my toes: Communicative strategies for managing defensiveness in a women's outpatient substance abuse treatment center* [Paper presentation]. International Communication Association 2003 Convention, San Diego, CA, United States.
- Johnson, A. J., Becker, J., Wigley, S., Wittenberg, E., & Haigh, M. (2003, May). *What geographic distance can illustrate about relational closeness: Close long-distance friendships* [Paper presentation]. International Communication Association 2003 Convention, San Diego, CA, United States.
- Halbesleben, J. R. B., & Becker, J. A. H. (2003, March). *Considering the labor contributions of students: An alternative to the students-as-customers metaphor* [Paper presentation]. Southwest Academy of Management 2003 Convention, Houston, TX, United States.
- Becker, J. A. H. (2003, February). *Involvement as attentiveness in group therapy sessions* [Paper presentation]. University of Oklahoma 2003 Sooner Conference, Norman, OK, United States.
- Becker, J. A. H. (2002, November). *An analysis of World War II posters featuring women* [Poster presentation]. National Communication Association 2002 Convention, New Orleans, LA, United States.
- Becker, J. A. H. (2002, November). *Communication in action in the basic course: Facilitating self-awareness through talk show simulation* [Paper presentation]. National Communication Association 2002 Convention, New Orleans, LA, United States.
- Becker, J. A. H. (2002, November). *Defensiveness and verbal aggression among friends* [Paper presentation]. National Communication Association 2002 Convention, New Orleans, LA, United States.
- Stamp, G. H., & Becker, J. A. H. (2002, November). *Impression management in computer-mediated communication: An exploratory qualitative analysis* [Paper presentation]. National Communication Association 2002 Convention, New Orleans, LA, United States.

- Becker, J. A. H. (2002). *A test of the Stamp, Vangelisti, and Daly model of defensive communication* [Poster presentation]. University of Oklahoma 2002 Graduate Research Poster Session, Norman, OK, United States.
- Becker, J. A. H. (2002). *Description, assessment, and future direction of the Stamp, Vangelisti, and Daly model of defensive communication* [Paper presentation]. Oklahoma Speech Theatre Communication Association 2002 Conference, Edmond, OK, United States. *Awarded Top Graduate Paper.*
- Becker, J. A. (1999). *Impression management in computer-mediated communication: An exploratory qualitative analysis* [Poster presentation]. Ball State University 1999 Student Symposium, Muncie, IN, United States.
- Becker, J. A., & Neal, R. R. (1998). *The ex-files: The effects of jealousy-induced uncertainty on dialectical tensions in romantic relationships* [Paper presentation]. University of St. Thomas 1998 Undergraduate Communication Research Conference, Minneapolis, MN, United States.

#### INVITED KEYNOTE SPEAKING ENGAGEMENT

International Conference on Advances in Educational Research, Humanities, and Social Sciences. (May 4–8, 2026). Madrid, Spain.

#### MEDIA APPEARANCES

A team at the UTSA Academic Innovation Center produced a video recording of testimony, including my own, about the STAR – Strategies for Teaching, Assessment, & Retention – Grant Program. The program awards teaching grants to faculty who develop or implement innovative, creative, and effective approaches to undergraduate education at UTSA, including new methodologies and best practices. The edited video was released on September 29, 2023. <https://vimeo.com/868535266/9d71100096>

The *Revise and Resubmit* podcast (previously titled *No Stupid Questions*) is hosted by the Institute for Communication and Information Research at the University of Alabama. Dr. Kim Bissell and Dr. Anneliese Bolland interviewed Dr. Coral Bender of Louisiana State University and me about our research collaborations and scholarship on integrating experiential learning into online education. This 35-minute segment titled *Preparing to Teach in an Online Environment and Other Conversations About Scholarship in a Pandemic* was released October 5, 2020. <https://anchor.fm/kim-bissell/episodes/Preparing-To-Teach-In-an-Online-Environment-and-Other-Conversations-About-Scholarship-in-a-Pandemic-ehp7rf/a-a3b9vao>

The University of Alabama College of Communication and Information Sciences disseminated an article titled *COM 219 Students Impact their Communities with the “Make a Difference” Project*. This article, which features my Fall 2019 COM 219 Honors Interpersonal

Communication students' service-learning projects, was released November 27, 2019.  
<https://cis.ua.edu/2019/11/27/com-219-students-impact-their-communities-with-the-make-a-difference-project/>

*Best Forevers: A Podcast for Kindred Spirits* provides an outlet for disseminating academic research on the various forms, benefits, and challenges of friendships. Dr. Alysa Lucas of Central Michigan University interviewed me about my friendship communication research. The 75-minute segment titled *Friendship Ch-Ch-Ch-Changes!* was released March 23, 2018.  
<http://bestforeverspod.libsyn.com/friendship-ch-ch-ch-changes>

## TEACHING EXPERIENCE

### *University of Texas at San Antonio*

COM 5973 Topics in Communication: Applied Interpersonal Communication  
COM 5103 Theories and Applications of Communication: Seminar in Interpersonal Communication  
COM 5013 Communication Theory  
COM 4813 Theory and Practice of Social Interaction: Relational Communication and Community Engagement (Capstone; *Service Learning* designation)  
COM 4383 Relational Communication  
COM 3383/MGT 3253 Interpersonal Communication  
GBA 4873 Global Business Immersion (*Study Abroad* to Sienna & Florence, Italy)

### *University of Alabama*

COM 563 Relational Communication  
COM 561 Human Communication Theory  
COM 501/COM 505 Introduction to Teaching in Communication Studies  
COM 499 Capstone Seminar  
COM 463 Relational Communication  
COM 330 Family Communication  
COM 220 Interpersonal Communication  
COM 219 Honors Interpersonal Communication

### *University of Wisconsin-Eau Claire*

CJ 300 Research Methods

### *University of Missouri-Columbia*

COM 8220 Seminar in Communication Education  
COM 3561 Relational Communication  
COM 3422 Communication Research Methods  
COM 1200 Public Speaking

### *University of Oklahoma*

COMM 2613 Public Speaking (Honors)  
COMM 2613 Public Speaking  
COMM 2513 Introduction to Statistics

COMM 2213 Interpersonal Communication  
COMM 1113 Principles of Communication

*University of Oklahoma Department of Defense Joint Courses in Communication*

Interpersonal Communication Theory  
Special Problems in Interpersonal Communication  
Small Group Communication  
Organizational Communication  
Survey Methods  
Overview of Quantitative and Qualitative Research Methods  
Research Ethics

*Ball State University*

SPCH 210 Fundamentals of Public Communication

*Supervisory and Administrative Roles*

Supervisor of the Interpersonal Communication Program, University of Alabama (Fall 2017-Spring 2022)

- Ensured quality, consistency, and continuity of course instruction in on-campus and online sections of COM 220 Interpersonal Communication taught by 8 GTAs and 1 adjunct
- Facilitated orientation workshop to new instructors at the beginning of the semester; presented and discussed clear guidelines and standards for GTAs' instruction of COM 220
- Developed a standardized syllabus, course schedule, assignments, rubrics, and a common Blackboard Learn shell that met Quality Matters and Universal Design standards
- Taught COM 505 (formerly COM 501) Introduction to Teaching Communication Studies every Fall and Spring semester to GTAs teaching COM 220 Interpersonal Communication
  - Encouraged attentiveness to requirements and best practices in teaching, reflection on pedagogical learning, and agile and independent problem-solving
  - Promoted professionalism and rapport with COM 220 students
  - Fostered a sense of community with peer-to-peer support within the GTA cohort and confidence throughout the "learning curve" of teaching a new course
  - Developed a template for GTAs' lesson plans using the flipped classroom model; provided weekly feedback on GTAs' lesson plans
  - Developed resources and structure for GTAs to customize and administer exams
- Provided information, support, and customized guidance to instructors at strategic times each semester (beginning, midterm, end, and as needed, including the transition to online instruction during the COVID-19 pandemic)
  - In addition to teaching COM 505, created and provided a teaching guide, curated a shared Box folder, and integrated and promoted campus events and resources
  - Supported diversity, equity, and inclusion as central themes throughout the semester and across sections
  - Collaborated with other units on campus (e.g., the Office of Institutional Research and Assessment, the Counseling Center, etc.)
- Conducted classroom observations, provided feedback, and developed plans for improvement
- Ordered textbooks, created and curated guidance for instructors to integrate eBooks into

- Blackboard Learn, and coordinated with the publisher and university bookstore
- Developed the online version of the course in 2013; updated in 2017 and 2020; the most recent update integrated experiential learning components
  - Developed the honors version of the course (COM 219) in 2018; updated in Spring 2020 to include experiential and service-learning components

Director of the Public Speaking Program, University of Missouri-Columbia (Fall 2005-Spring 2007)

COM 1200 Public Speaking – directed 33-35 sections per semester

Director of the Public Speaking Program, University of Oklahoma (Fall 2004-Spring 2005)

COMM 2613 Public Speaking – directed 10-12 sections per semester

*Student Research Supervised & Mentored – University of Texas at San Antonio*  
Advisor

Zayne Idias, M.A. student, comprehensive exams, to be defended Spring 2026

Kailey Villarreal, M.A. student, M.A. Thesis defended, “Relational Ties and Their Effects on Personal News Sharing,” Summer 2024-Spring 2025

Candice Venable, M.A. student, Graduate Research Assistantship and M.A. Thesis, “Exploring Social Bonds, Digital Third Spaces, and Communication Resilience: A Comprehensive Review for Aiding Homelessness Services in West San Antonio,” Fall 2022-Summer 2024

Alanna Espinoza, M.A. student, M.A. Thesis defended (high pass), “Collaborative Storytelling in Dungeons and Dragons and Computer Mediated Friendship Maintenance,” Spring 2023-Spring 2024

Kaitlyn McMillan, M.A. student, research independent study, Spring 2023

Advisory Committee Member

Sophia Ortiz, M.A. student, M.A. Thesis defended (high pass), “The Influence of Relationship-Based Content on Relationship Entitlement,” Summer 2024-Spring 2025

Ashley Martinez, M.A. student, Comprehensive Exams defended (high pass), Fall 2024

*Certifications & Credentials*

UTSA Summer Innovation Academy Certification, earned August 2024

The UTSA Center for Academic Innovation facilitated a 5-week program to explore connections between technology, experiential learning, and student-centered design. Participants:

- Recognize the relationships between building a sense of belonging, utilizing technology, implementing experiential learning, and creating student-centered classrooms.
- Apply universal teaching practices and design for learning that leverage technology to enhance belonging and engagement.
- Incorporate experiential learning opportunities to build connections between the classroom and careers.
- Develop a teaching tool kit to holistically enrich students’ educational experience.

ACUE Inclusive Teaching for Equitable Learning Micro-Credential, earned December 2022

The ACUE Inclusive Teaching for Equitable Learning micro-credential course is a 10-week

course that covers 5 core competencies across 5 modules to assist in creating an inclusive and welcoming learning environment for students. **Participants:**

- Examine how implicit bias may affect thoughts, decisions, and actions.
- Apply research-based practices to establish an inclusive learning environment.
- Reduce microaggressions in learning environments.
- Use practices to address imposter phenomenon and stereotype threat.
- Design and implement equity-centered courses.

#### Quality Matters Teaching Online Certificate, earned May 2022

The QM Teaching Online Certificate is earned through successful completion and development of a portfolio of evidence of online teaching effectiveness in a series of seven workshops:

- Gauging Your Technology Skills
- Evaluating Your Course Design
- Exploring Your Institution's Policies
- Orienting Your Online Learners
- Connecting Learning Theories to Your Teaching Strategies
- Creating Presence in Your Online Course
- Assessing Your Learners

#### Adobe Express Faculty Institute, earned November 2025

The Adobe Express Faculty Institute introduces applications in Adobe Express and guides faculty in completing four short projects to produce artifacts that can be used to improve student digital literacy skills.

- One project was subsequently integrated into my course and assessed by students and me.

#### *Other Teaching Activities*

##### University of Texas at San Antonio

- Guest lectured in Dr. Shamshad Khan's COM 5003 Introduction to Graduate Studies seminar about interpersonal communication and communication pedagogy theory and research, September 30, 2025.
- Guest lectured in Dr. Shamshad Khan's COM 5003 Introduction to Graduate Studies seminar, October 1, 2024.
- Presented at the Academy of Distinguished Teaching Scholars (ADTS) Teaching Showcase, Thursday, February 22, 2024.
- Guest lectured in Dr. Shamshad Khan's COM 5003 Introduction to Graduate Studies seminar, September 26, 2023.
- Guest lectured in Dr. Jamie McDonald's COM 5003 Introduction to Graduate Studies seminar, September 28, 2022.

#### *Other Teaching Activities*

##### University of Alabama

- Guest lectured in Dr. Leah LeFebvre's COM 660 Interpersonal Communication Theory seminar about experiential learning in COM 219 Honors Interpersonal Communication, November 2, 2021
- Chaired Haley Brewer Tenney's MA COM 598 Professional Project: A Generational Look at

the Uses of Social Media for Activism, Fall 2020

- Served as the Mentoring Professor for Jeremy Reid’s AHE 688 Mentored Teaching doctoral course, Spring 2020
- Guest lectured about communication studies, UA Early College Leaders Exploring Academic Possibilities (LEAP) Program, June 21, 2018, and June 13, 2019
- Guest lectured about “Increasing Student Engagement Through Competent Interpersonal Communication in Online and Main Campus Classrooms” with a Q&A session to faculty and GTAs in the Department of English at the University of Alabama, April 10, 2019
- 2018 Innovation Mentor, College of Continuing Studies at the University of Alabama
  - Promoted excellence and innovation in online teaching across the university
  - Served on the planning committee, presented, and facilitated sessions at the annual Online Learning Innovation Summits, January 26, 2018, and February 1, 2019
  - Presented at the Faculty Innovation Workshop, September 21, 2018
- 2017 Innovation Spirit Scholar, College of Continuing Studies at the University of Alabama
  - Developed a multi-media instructor resource module for fellow instructors of COM 220 online, 2016-2017
    - My project led to university-wide adoption and inclusion of instructor resources embedded in all UA Online courses
  - Presented at the QEP Technology Symposium, University of South Carolina Upstate, May 15, 2017
  - Presented and participated in the annual Online Learning Innovation Summit, February 3, 2017
- New College Committee Member for Jessica Procter (Communication Studies, Counseling, & Music depth study), 2017-2018

### *Instructional Development Activities*

#### Professional

- Academic Freedom in an Era of Educational Intimidation, Symposium at Trinity University (co-sponsored with UTSA), February 2, 2024
- National Communication Association Preconference “Communicated Narrative Sense-Making Theory: Exploring Freedom and Well-Being Through Storytelling,” New Harbor, MD, November 15, 2023
- National Communication Association Preconference, “Design Thinking for the Communication Classroom,” New Orleans, LA, November 19, 2022
- Carl Rogers, Teaching Presence, and Student Engagement in Online Learning, a session of the Online Learning Consortium 2020 Virtual Conference, June 15, 2020

#### University of Texas at San Antonio

- Canvas+ The New Course Experience, Summer 2023
- Faculty Mini-Retreat: Reset Your Assessment Practices and Strategies, March 8, 2023
- Inclusive Pedagogy: Understanding and Challenging Microaggressions, February 22, 2023
- UTSA Libraries Crash Course, February 14, 2023
- Inclusive Pedagogy Teaching Consultation, January 11, 2023
- Effective Teaching Practices, November 9, 2022
- Generating Research: The Power of Partnerships, November 4, 2022



- Best Practices in Professional Behavior in Research and Scholarly Work, September 22, 2022
- BOLD Beginnings: New Faculty Academy, August 1-10, 2022

#### University of Alabama

- A Conversation with Jane Elliott Focusing on Power, Perception and Prejudice, sponsored by the UA Division of Diversity, Equity, and Inclusion, September 23, 2020
- “White Fragility” Common Book Read Discussion Series, sponsored by the UA Division of Diversity, Equity, and Inclusion, July-August 2020
- Understanding Cultural Identity, Privilege and Allyship, sponsored by the UA Division of Diversity, Equity, and Inclusion, July 30, 2020
- Online Teaching Seminar with Dr. Gina Firenzi, arranged by Dr. Margaret D’Silva, UA Department of Communication Studies, July 21, 2020
- Pre-Coping: Surviving and Thriving in a Time of Uncertainty, a Campus Conversation about Racialized Violence sponsored by the UA Division of Diversity, Equity, and Inclusion, June 5, 2020
- 11th Annual Discerning Diverse Voices Symposium, sponsored by the UA College of Communication & Information Sciences, March 11, 2020
  - In addition to attending the luncheon and panels, I chaired the *Pedagogical Perspectives and Approaches to Diversity, Equity, and Inclusion* panel of COM 220 GTAs
- 2020 Online Learning Innovation Summit sponsored by the UA College of Continuing Studies, February 7, 2020
- Invisible Disabilities Workshop sponsored by the UA College of Continuing Studies' Innovation Team and Bama By Distance, November 2, 2019
- 2019 Online Learning Innovation Summit sponsored by the UA College of Continuing Studies, February 1, 2019
- Teaching Inclusively with Dr. Joe Bandy, sponsored by the UA Division of Diversity, Equity, and Inclusion and the Office of Academic Affairs, January 18, 2019
- Gender Identity in Higher Education: How Technology Can Support (or Limit) Inclusiveness on Campus, sponsored by the University of Alabama Equal Opportunity Committee & Office of Information Technology - Emerging Technology and Accessibility, April 12, 2018
- 2018 Online Learning Innovation Summit sponsored by the UA College of Continuing Studies, January 26, 2018
- Diversity Advocate Training sponsored by the College of Communication and Information Sciences, September 8, 2017
- 2017 Online Learning Innovation Summit sponsored by the UA College of Continuing Studies, February 3, 2017

#### University of Missouri

- University of Missouri New Faculty Teaching Scholars program, 2006-2007

*Evidence of Teaching Effectiveness, Syllabi, and Letters of Recommendation from Students Available Upon Request*

## SERVICE

### *Disciplinary Service*

Legislative Assembly Member, National Communication Association, 2025-2026  
 Chair, National Communication Association, Experiential Learning in Communication Division, 2025-2026  
 Vice Chair (Program Planner), National Communication Association, Experiential Learning in Communication Division, 2024-2025  
 Vice-Chair Elect, National Communication Association, Experiential Learning in Communication Division, 2023-2024  
 Nominating Committee Member for Executive and Leadership Boards, National Communication Association, 2023-2024  
 Nominating Committee Member, National Communication Association, Interpersonal Communication Division, 2023-2024  
 Reviewer, External Promotion Case, Wendy Raney for Associate Professor of Practice at Washington State University, August 2024  
 Reviewer, National Communication Association, Experiential Learning in Communication Division, May 2024, May 2023, May 2022, May 2021  
 Reviewer, National Communication Association, Interpersonal Communication Division, May 2024, April 2020  
 Reviewer, National Communication Association, Family Communication Division, May 2024, May 2023  
 Reviewer, National Communication Association, Game Studies Division, April 2024  
 Reviewer, National Communication Association, Disability Issues Caucus, May 2023  
 Ad hoc Reviewer, *Communication Studies*, February 2023  
 Focus group participant, *Because You Asked: Questions Shaping Interpersonal Communication* by Jon Hess and Liz Baiocchi-Wagner, November, 2022  
 Ad hoc Reviewer, *Communication Studies*, July 2022  
 Ad hoc Reviewer, *Communication Reports*, July 2022  
 Nominating Committee Member, National Communication Association, Experiential Learning in Communication Division, 2021-2022  
 Editorial Board Member for Diversity, Inclusion, and Culturally-Responsive Pedagogy, Macmillan Learning, 2020-2023  
 Reviewer, Eastern Communication Association 2021 James C. McCroskey and Virginia P. Richmond Undergraduate Scholars Conference, December 2020  
 Editorial Board, *Western Journal of Communication*, May 2019-September 2020  
 Editorial Textbook Reviewer, *Reflect and Relate* (6<sup>th</sup> ed.) by Steve McCornack and Kelly Morrison, July 2020  
 Editorial Textbook Reviewer, *Introduction to Communication Theory and Liberal Education* by Austin Babrow, June 2020  
 Editorial Textbook Reviewer, *Interpersonal Conflict* (10<sup>th</sup> ed.) by Wilmot and Hocker, January 2020  
 Reviewer, Eastern Communication Association 2020 James C. McCroskey and Virginia P. Richmond Undergraduate Scholars Conference, December 2019  
 Reviewer, Southern States Communication Association Convention, Instructional Division, 2018  
 Reviewer, National Communication Association Convention, Health Communication Division,

2018

Ad hoc Reviewer, *Communication Reports*, 2018  
Ad hoc Reviewer, *Communication Quarterly*, 2018  
Ad hoc Reviewer, *Kentucky Journal of Communication*, 2017-2018  
Ad hoc Reviewer, *Journal of Social and Personal Relationships*, 2007-2017  
Ad hoc Reviewer, *Communication Studies*, 2017  
Associate Editorial Board, *Communication Studies*, 2013-2015  
Editorial Board, *Communication Studies*, 2007-2013  
Reviewer, National Communication Association Convention, Peace and Conflict  
Communication Division and Applied Communication Divisions, 2004-2007  
Reviewer, International Communication Association Convention, Interpersonal Communication  
Division, 2005-2007  
Panel Chair, National Communication Association Convention, Applied Communication  
Division, 2004  
Editorial Textbook Reviewer for McGraw-Hill. O'Brien, L. (2007). *A speaker's resource:  
Handbook for listener-centered public speaking*  
Editorial Textbook Reviewer for McGraw-Hill. Lucas, S. E. (2007). *The art of public speaking*  
(9<sup>th</sup> ed.).  
Editorial Textbook Reviewer for Thomson Wadsworth. Griffin, C. L. (2006). *Invitation to public  
speaking* (2<sup>nd</sup> ed.).  
Editorial Textbook Reviewer for Thomson Wadsworth. Sellnow, D. (2006). *Confident public  
speaking* (2<sup>nd</sup> ed.).  
Editorial Textbook Reviewer for Prentice Hall. Simonds, C., et al. (2005). *Presenting ideas*.

*Service to the University of Texas at San Antonio*

Department of Communication

Graduate Faculty, 2022-present

Department Faculty Advisory Committee, 2022-present

Chair of the DFAC, Fall 2025-present

Chair of the DFAC Subcommittee revising Annual Review Guidelines, Spring 2023

Creator Studio Committee, 2022-2023

UT San Antonio College of Liberal and Fine Arts

Member of the Working Group for the "School Like No Other," Member of the "Identity"

Subcommittee, Fall 2025-Spring 2026

Organizing Committee Member for the COLFA Spring 2025 Research Conference and  
Showcase, 2024-2025

Judge for the COLFA Spring 2023 Research Conference and Showcase, March 21, 2023

Faculty volunteer for "Move into COLFA" (Roadrunner Days event), August 19, 2022

UT San Antonio – University-wide

Faculty mentor to the student group Helping the Homeless, Spring 2024-present

*Service to the University of Alabama*

Department of Communication Studies

Graduate Faculty, 2017-2022

Advising and mentoring for 5-10 graduate students per semester, 2017-2022  
Scheduling Committee, 2021-2022  
Undergraduate Program Assessment Committee Member, 2021-2022  
Undergraduate Program Committee Member, 2017-2021  
Interpersonal Communication Planning Committee, 2017-2022  
Committee on Committees (departmental plan of organization), August-December 2020  
Academic advising for 15 undergraduate students per semester, 2017-2020  
Organized an in-house Harbor Training for faculty and graduate teaching assistants in the Department of Communication Studies, Spring 2018

UA College of Communication & Information Sciences

Lead organizer, Online Pedagogy Interest Group, 2018-2020

- Town Hall Meeting with CCS and CIT Online Learning Experts, April 8, 2020
- Check-In with C&IS Colleagues during UA's Transition to Online Learning, April 1, 2020
- Online Pedagogy Workshop with CCS Instructional Designers and Manager, March 4, 2020
- Coffee and a Chat about Online Pedagogy with Dean Nelson, February 5, 2020
- Looking Ahead: Teaching Term II, Interim, and Summer Courses in the Online Format, March 20, 2019
- Creative and Effective Activities, Assignments, and Assessments: Forward-Thinking Tools and Methods of Online Teaching, March 7, 2019
- Identifying and Assisting Students At-Risk for “Slipping Through the Cracks” in Online Courses with guests from the Capstone Center for Student Success, February 20, 2019
- Maximizing Student Interaction and Building Engagement in Online Courses, February 7, 2019
- Reflecting on Fall Semester: Lessons Learned in Online Teaching, December 5, 2018
- Facilitating Meaningful Discussion on Discussion Boards, November 15, 2018
- Integrating Distance Learners into our Department and University Communities, October 18, 2018
- Synchronicity in Online Learning, October 3, 2018
- Success Stories and Tips for Teaching Online, September 20, 2018
- Needs Assessment and Planning, September 5, 2018
- Inaugural Meeting to Develop a Shared Mission and Vision, April 26, 2018

UA – University-wide

University of Alabama Premier Awards Committee, Fall 2019-Spring 2022  
Core/Executive Planning Committee for Online Learning Innovation Summit, 2017-2020

*Service to the University of Missouri-Columbia*

Graduate Admissions Committee Member  
Departmental Graduate School Awards Funds Committee Member

*Service to the University of Oklahoma*

Sooner Communication Conference Program Chair  
Communication Graduate Student Association – Grant Review Committee Chair, Social Committee Chair  
University-wide Teaching Assistant Training Program Facilitator

Graduate Student Senator  
“Adopt-A-Faculty” program for Residence Life  
Forensic Tournament Judge  
Panelist for the University English Assessment Program for international students applying to be teaching assistants  
Graduate Student Representative of the Department of Communication Graduate Program Assessment Committee

### **PROFESSIONAL MEMBERSHIPS**

National Communication Association  
International Association for Relationship Research

### **AWARDS & HONORS**

Top paper presentation of the Experiential Learning in Communication division. Becker, J. A. H. (2021, November 18-21). *Transforming experiential learning in the honors interpersonal communication course: Interpersonal enrichment journeys during the COVID-19 pandemic*. National Communication Association 2021 Convention, Seattle, WA, United States.  
Strategies for Teaching, Assessment, & Retention (STAR) Award, University of Texas at San Antonio, Spring 2023  
Learning in Action Fellow, University of Alabama Office of Institutional Effectiveness, 2019-2020  
Excellence in Academic Advising Award, University of Alabama Office for Academic Affairs and Academic Advisors Association, 2019  
Most Outstanding Academic Advisor Nominee, University of Alabama Division of Student Life, 2019  
Faculty Research Fellow, University of Alabama Bama By Distance, 2018-2019  
Innovation Mentor, in recognition of excellence and innovation in online teaching, University of Alabama College of Continuing Studies, 2018  
Innovation Spirit Scholar, in recognition of excellence and innovation in online teaching, University of Alabama College of Continuing Studies, 2017  
Outstanding Alumni, Ball State University College of Communication, Information, and Media, 2006  
H. Wayland Cummings Dissertation Proposal Award, University of Oklahoma, 2005  
ICA Award for Outstanding Teaching by a Graduate Student (selected by the OU Department of Communication; sponsored by the ICA Instructional and Developmental Division), 2005  
Outstanding Graduate Student Award, University of Oklahoma, 2003  
Honorable Mention for Outstanding Graduate Student Award, University of Oklahoma, 2002  
Graduate Communication Colleague of the Year Award, Ball State University, 1999  
Graduate Communication Student of the Year Award, Ball State University, 1999

### **CONSULTING & WORK EXPERIENCE**

Educational Testing Service (ETS), 2007-2018

- Praxis Speech Communication Test Development Standing Committee (2009-2018)

- Test development for the Praxis Speech Communication test, part of the Praxis Series assessments used by states as part of their teacher licensure process
  - Wrote and reviewed items, reviewed the complete form of the test, reviewed the test study guide and specifications, and occasional problem-solving

Eagle Ridge Institute (a non-profit social services agency that serves underprivileged and distressed children, women, and families), in Oklahoma City, Oklahoma

- Director of Grant Writing & Public Relations, 2000-2001
- Consultant, 2001-2005
  - Prepared grant applications to city, county, state, and federal governments
  - Garnered approximately \$8 million in funding

**REFERENCES GLADLY PROVIDED UPON REQUEST**