

H. Paul LeBlanc III
Vita in brief (2010-2022)

The following is a list of key accomplishments while serving as Chair (2010-2022)

As an administrator:

- Managed annual department budgets over \$2.2M and remained in positive financial standing.
- Increased revenue generation over the previous two fiscal years during COVID-19 and resulting state budget cuts.
- Increased semester credit hour production by 21.7% (2017-2021) and reduced time to degree for Master's students by 20.8% (2017-2021) through strategic course scheduling and development of alternative delivery modes. Also increased the four-year graduation rate for undergraduate students by 6.7% (2013-2017) and the six-year graduation rate by 31.2% (2011-2015).
- Oversaw the development of two new endowed student scholarships over \$25K each.
- Recruited, hired, trained and supervised faculty, staff, and students to accomplish program goals and objectives. Successfully hired 26 faculty members and 9 staff members during tenure as chair.
- Increased faculty and staff diversity within the department by 35.38% (URM) and 19.60% (females).
- Promoted seven Associate Professors to Full, nine Assistant Professors to Associate, and fifteen Fixed Term-track faculty. Promoted three staff members.
- Created an environment of inclusivity and procedures for promotion of fixed-term track faculty in advance of the University's implementation. Worked to increase the pay of fixed-term track faculty: implemented the first base-pay scale by rank.
- Coordinated faculty and program creation and implementation and supervised program assessment.
- Designed, restructured and recommended curricular changes for graduate and undergraduate programs.
- Successfully oversaw external program review with positive outcomes (2012, 2018).
- Developed a fully online BA program in Communication for Spring 2021 implementation which reached self-sufficiency 18 months in advance of the State-imposed deadline.
- Supported development of faculty excellence in teaching by promoting and modelling participation in internal and external faculty training programs including *QualityMatters* and *Association of College and University Educators*.
- Oversaw the increase in utilization of teaching assistants 175% and appointed a TA Coordinator to oversee the training of TAs.
- Developed relationship with the City of San Antonio for funding the purchase of equipment for student video production on campus.
- Extensive participation in a wide range of activities across multiple areas of university leadership with a focus on collaborative, interdisciplinary efforts.
- Served on the steering committee of the University Budget and Finance Task force which developed the hybrid RCM budget model.

As a Faculty member:

Research

- Published 17 peer-reviewed journal articles in 13 different journals (9 solo-authored, 5 1st-authored, 3 2nd-authored).
- Received 4 invites for scholarly presentations (2 not presented due to COVID-19).
- Presented 22 refereed manuscripts at academic conferences.
- Received 5 external grants (including one NSF grant) totaling over \$204,000.
- Received 3 internal grants totaling \$38,000.

Teaching

- Taught 34 sections of 13 different courses, including 7 sections of 3 different lower-division courses, 21 sections of 5 different upper-division courses, and 6 sections of 5 different graduate-level courses.
- Taught a total of 917 students with an average of 71 students per year.
- Maintained an average 4.37 instructor rating for all courses (Department Average over same time period: $M = 4.23$, $sd = 0.12$).
- Directed 2 MA Theses and 1 Undergraduate Honor's Thesis.
- Served on 4 completed MA Thesis committees.
- Directed 3 student research projects that were published and 7 that were presented at conferences, including one that received an award for undergraduate research.
- Chaired 10 Master's Comprehensive Exam committees and served as a member on 16 Master's Comprehensive Exam committees.
- Presented 14 guest lectures (3 outside the department).
- Revised the undergraduate research methods assessments to meet the UTSA Quantitative Literacy Program requirements for COM 3073.
- Created an innovative web-based software program to assist undergraduate (and graduate) research methods students in choosing appropriate statistics for their research projects (which received a federal grant and a University award).
- Revised the undergraduate public speaking course to meet state assessment requirements for inclusion in the core curriculum and provided the revised course for inclusion in the curriculum of the Southwest School of Arts.
- Developed and taught a new graduate-level course to train teaching assistants: COM 5113 – Communication and College Level Instruction.
- Revised and converted to asynchronous online modality the undergraduate research methods course to meet *QualityMatters* requirements, which was externally reviewed and certified (COM 3073).
- Developed a new topic for the undergraduate capstone course COM 4813: Communication and Humility. Developed the course to meet *QualityMatters* asynchronous online modality requirements.

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Service

- Chaired the Department Chairs Council and served in two other leadership roles on the DCC.
- Served on 7 search committees, including 2 Dean search committees.
- Served on 24 university-wide committees including the UTSA Budget Task Force which planned the implementation of the Incentivized Resource Management budget.
- Served as peer reviewer on 3 University-wide internal grant programs.
- Served as a judge on the undergraduate research showcase twice and as a reviewer for the undergraduate research journal.
- Served as an external reviewer for 2 tenure cases at other universities.
- Served as a manuscript reviewer for 2 scholarly journals.
- Chaired panels at 2 conferences, served as a track chair for 1 conference, and as an invited discussant at 1 conference.

Professional Development

- Completed 3 teaching-related courses: 1) *QualityMatters*, 2) Association of College and University Educators-Effective Online Teaching, 3) UTSA Innovation Academy.
- Attended 17 teaching-related workshops.
- Attended 9 leadership/administration-related workshops.
- Attended 3 research-related workshops.
- Completed the CIMER-based *Becoming a Mentor* course.

Awards/Honors/Certifications

- ACE/ACUE Teaching Fellow/Certificate in Effective College Instruction
- UTSA Office of Commercialization and Innovation – Innovation Award
- UTSA Ambassadors Amber Award