



Raymond A. Mason
School of Business
WILLIAM & MARY

Phillip E. Wagner, Ph.D.

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EMPLOYMENT HISTORY

2020-Present	Raymond A. Mason School of Business College of William & Mary Williamsburg, VA Clinical Associate Professor, Management and Organizational Behavior Faculty Program Director, Online MBA Faculty Coordinator, AACSB Assessment of Learning Initiatives
Selected Accomplishments	<ul style="list-style-type: none">-2025 W&M Thomas Jefferson Teaching Award-2024-2025 University Excellence in Teaching Fellow-2024 William & Mary Building Connections and Bridging Divides Award-2023 Thomas and Teri Dungan BBA Fellowship-2022 Part-Time MBA Faculty Excellence Award-2022 MBA Class of 1997 Teaching and Technological Innovation Award
2015-2020 2018-2020 2016-2019 2015-2018 2015-2020	University of South Florida Tampa/St. Petersburg/Sarasota, FL Assistant Vice Chancellor of Academic Affairs, USF Sarasota-Manatee Chair, Chancellor's Advisory Council on Belonging, USF Sarasota-Manatee Director of General Education and the Core Curriculum, USF Sarasota-Manatee Associate Teaching Faculty
2013-2015	Haskell Indian Nations University Lawrence, KS Instructional Faculty, Communication Studies
2012-2015 2013-2015 2013-2015 2012-2015	University of Kansas Lawrence, KS Research Associate, Achievement and Assessment Institute Assistant Basic Course Director, Department of Communication Graduate Lecturer, Department of Communication
2008-2012 2010-2012 2008-2010	Liberty University Lynchburg, VA Graduate Teaching and Research Assistant, Communication and General Education Assistant Director of Freshman Seminar

EDUCATION

2015	University of Kansas Lawrence, KS Ph.D. with Honors, Communication Studies, Cognates: Organizational and Interpersonal Behavior Graduate Certificate: Experiential Learning
2010	Liberty University Lynchburg, VA BA, Communication Studies, Organizational and Interpersonal

RELEVANT ADMINISTRATIVE HISTORY

Assistant Vice Chancellor of Academic Affairs | University of South Florida Sarasota-Manatee (2018-2020).

Promoted from Director of the Core Curriculum and General Education (2015-2018), I supported the Chief Academic and Student Affairs Officer in ensuring the overall integrity and success of academic and student services delivery for students in USFSM's bachelor's, master's, certificate, and offsite dual-enrollment programs. Responsibilities include:

Supporting Academic and Student Services Success

- Providing oversight and/or support for four academic colleges, faculty, academic support services, distance learning, continuing education, and information and library services
- Promoting academic freedom, rigor, transparency, and excellence in areas like curriculum, hiring, and professional development
- Leading policy and process for general education, curriculum development, faculty hiring, diversity and inclusion, textbook affordability, grievances, transfers, budget planning, and admissions recruiting
- Facilitating tenure and promotion, instructor promotion, sabbatical, and professional development leave

Driving Student Retention, Persistence, and Institutional Effectiveness

- Serving on leadership teams for SACSCOC accreditation, the University Quality Enhancement Plan, and distance learning quality review
- Serving on the University Emergency Management Response Team, executing academic continuity plans during crises like natural disasters (hurricanes) and COVID-19
- Supporting student and faculty success initiatives to achieve state performance metrics
- Leading first and second year experience programs, including both academic seminar and co-curricular support
- During my time involved with these initiatives, USFSM grew its enrollment actively between 3.5-5% each year and retained our students at around 90% on a fall-to-fall metric. Further, the university actively reduced the time-to-degree profile for our student population, and directly supported USF metrics for four-year completion rates without excess credit hours. USFSM consistently led in the system on several metrics, including retention and persistence.

Facilitating Multi-Campus Consolidation Efforts

- Selected by President Judy Genshaft to serve on the USF Consolidation Implementation Committee on General Education and Curricular Alignment and was tasked to help align degree programs across the three previously separately SACSCOC-accredited USF institutions.
- Appointed by the USF Provost, I also served on the broader Inter-Campus Curricular Consolidation Committee and the USF System Student Success Committee.
- Supported the mission and vision of the consolidated University of South Florida through service on the following councils and committees: General Education Council, General Education Assessment Leadership Team (Chair), Planning and Assessment Team, Curriculog Implementation Team, Scheduling and Planning Team, and other committees and duties as assigned.
- Successful campus consolidation allowed USF to become an AAU campus, achieve preeminent status by the Florida State Legislature, and drastically rise throughout the national rankings.

AWARDS

Teaching Awards

- 2025 William & Mary Thomas Jefferson Teaching Award
- 2024-2025 University Excellence in Teaching Fellow
- 2024 William & Mary Building Connections and Bridging Divides Award
- 2023 Thomas and Teri Dungan BBA Fellowship
- 2022 Part-Time MBA Faculty Excellence Award
- 2022 MBA Class of 1997 Teaching and Technological Innovation Award
- 2016 USF Sarasota-Manatee Incredibull Faculty Award
- 2014 University of Kansas Sene and Louella Carlisle Fellowship

Service Awards

- 2021, 2022, 2023 College of William & Mary Inclusive Excellence Advocate
- 2017 USF Sarasota-Manatee Faculty Excellence in Service Award

- 2015 University of Kansas Distinguished Graduate Student Service Award
- 2014 University of Kansas Department of Communication Service Award
- 2014 University of Kansas Man of Merit, Emily Taylor Center for Women & Gender Equity
- 2013 University of Kansas Gender and Health Advocacy Award

Research Awards

- 2016 USF Sarasota-Manatee Excellence in Research Designation
- 2015 University of Kansas Distinguished Graduate Research Fellowship
- 2014, 2015 University of Kansas Summer Graduate Fellowship
- 2014 University of Kansas Kim Griffin Research Award

PUBLISHED RESEARCH AND SCHOLARSHIP

Note on research engagement: As a teacher-scholar, I believe in the interrelated nature of teaching and research. As a clinical faculty member, I have been given wide latitude at both the University of South Florida and the College of William & Mary to produce scholarship of interest, without any limitation on topical focus. However, research is not a part of my assignment and thus, I explore topics of personal interest. At William & Mary, I meet the standard for research active faculty designation.

Current Projects

As part of my Qualitative Analytics MBA course, I am currently advising three graduate student research teams on research related to older adults' adoption of GenAI. To date, over 55 interviews have taken place. Final submission to journals will take place in Summer 2025.

Selected Refereed Academic Journals

Wagner, P. E., & Milholland (preparing for submission). Date your database: Using Tinder to teach information and data literacy. *Targeted: pedagogy journal.*

Wagner, P. E. (preparing for submission). Socrates, AI, and DEI—Oh my! Using GenAI to Enhance Metacognition and Bias Identification. *Targeted: B-level journal.*

Cowart, K., & Wagner, P. E. (under revision). I made you look? Tracking consumer visual attention on plus-sized models. *Under revision/*

Cowart, K., Wagner, P. E., & Trocchia, P. (under review). Message Framing, Political Affiliation & Gender Effects on Brand Activism in a Polarized Era. *Under review.*

Cowart, K., & Wagner, P. E. (2022). An investigation of androgyny and sexual orientation in advertising: How androgynous imagery and sexual orientation impact advertisement and brand attitudes. *Journal of Advertising Research.* 10.2501/JAR-2021-001.

Wagner, P. E. (2021). Anatomy of the before and after: Photovoice for (en)during weight loss. *Review of Communication,* 21, 58-72. 10.1080/15358593.2021.1895293 **Issue awarded the 2021 National Communication Association Ethnography's award for Best Special Journal Issue.

Wagner, P. E. (2019). Reviving thinking in a speaking course: A critical thinking model for public speaking. *Communication Teacher,* 33, 158-163. <https://doi.org/10.1080/17404622.2018.1536795>

Wagner, P. E. (2017). Bulking up (identities): A communication framework for fitness identity. *Communication Quarterly* 65, 580-602. <https://doi.org/10.1080/01463373.2017.1321027>

Wagner, P. E. (2016). Giving our students more than just an education in speech. *Discourse,* 2, 67-73.

Wagner, P. E., Ellingson, L., & Kunkel, A. D. (invited; 2016). Pictures, patience, and practicalities: Lessons learned from using photovoice in applied communication contexts. *Journal of Applied Communication Research*, 44, <https://doi.org/10.1080/00909882.2016.1192292>

Wagner, P. E., Kunkel, A. D., & Compton, B.* (2016). Exploring discursive strategies for navigating the tensions of gender identity gaps. *Communication Quarterly*, 64, <https://doi.org/10.1080/01463373.2015.1103286>

Refereed Book Chapters

Wagner, P. E. (2018). Building and sustaining transformative student experiences. In M. Strawser (Ed.), *Transformative Student Experiences in Higher Education: Meeting the Needs of the 21st Century Student and Modern Workplace*. Lexington Press.

Strawser, M., Wagner, P. E., & Simons, C. (2017). New media and the 21st century classroom: A research and instructional imperative. In M. Strawser (Ed.), *New Media and Digital Pedagogy: Enhancing the 21st Century Classroom*. Lexington Press.

Book Reviews

Wagner, P. E. (2018). The Rhetorical Invention of Diversity: Supreme Court Opinions, Public Argument, and Affirmative Action. By M. Kelly Carr. Lansing, MI: Michigan State University Press, 2018. 294 pages. *Argumentation and Advocacy*, doi: [10.1080/10511431.2018.1519384](https://doi.org/10.1080/10511431.2018.1519384)

Alternative Publications

Wagner, P. E. (invited; 2021). Size diversity. *EBSCO Pathways to Research* (new online, open access, peer-reviewed collection of cutting-edge topics designed to inform early-stage undergraduate research).

Wagner, P. E., (2015). Photovoice: Visualizing and interrupting learned oppression. In B. Berilla (Ed.), *Contemplative practices for anti-oppression pedagogy*.

Wagner, P. E. (2014). Giving credit where credit is due: Citing sources in a speech properly. In R. Helens-Hart, C. Bird, P. Wagner, & A. Quenette (Eds.), *Speaker-Audience Communication: A Handbook for the University of Kansas*. Upper Saddle River, NJ: Pearson.

Opinion/Editorials

Wagner, P. E. (2017). My Liberty University Diploma and Me. *The Chronicle of Higher Education*. Available here: <http://www.chronicle.com/article/My-Liberty-University-Diploma/240988>

Edited Volumes

Bird, C., Wagner, P. E., Harroff, L., & Quenette, A. (Eds.) (2015). *Speaker-Audience Communication: A Handbook for the University of Kansas* (5th ed.). Upper Saddle River, NJ: Pearson.

Helens-Hart, R., Bird, C., Wagner, P. E., & Quenette, A. (Eds.). *Speaker-Audience Communication: A Handbook for the University of Kansas* (4th ed.). Upper Saddle River, NJ: Pearson.

Administrative White Papers/Contributions

University of South Florida (2020). *Equity report* [white paper].

University of South Florida (2019). *Equity report* [white paper].

University of South Florida (2019). *General education consolidation brief: Recommendations for a consolidated curriculum*. [white paper].

SELECTED SCHOLARLY PRESENTATIONS

Academic Conferences (Peer-Reviewed)

Wagner, P. E. (2-25). Using AI to enhance metacognition. Paper presented at the the 2025 AAC&U CLASS symposium (April 2025).

Wagner, P. E. (2024). Socrates, AI, and DEI—Oh my! Paper presented at the annual meeting of the Association of Business Communication (October 2024).

Wagner, P. E. (2024). Leveraging generative AI for deeper engagement in DEI. Paper presented at the annual meeting of the Association of Business Communication (October 2024).

Wagner, P. E. (2024). Across the lines: Fostering connection in a polarized world. Paper presented at the annual meeting of the Association of Business Communication (October 2024).

Wagner, P. E. (2024). The impact of anti-DEI legislation on Business Communication courses. Paper presented at the annual meeting of the Association of Business Communication (October 2024).

Wagner, P. E. (2023). Narrative threads: Three mechanisms for teaching storytelling in the management communication classroom. Two-hour workshop presented at the annual meeting of the Association for Business Communication, Denver, CO (October 2023).

Wagner, P. E. (2023). AI in DEIB: Does making the machine human help enhance critical thinking in DEIB? Presented for the virtual “How Do You Teach Diversity?” segment of the annual meeting of the Association for Business Communication (October 2023).

Wagner, P. E. (2022). Can we redeem checking the box? Narrative anchor points for deeper sensemaking. Presented for the virtual “How Do You Teach Diversity?” segment of the annual meeting of the Association for Business Communication (October 2022).

Wagner, P. E. (2022). “I’m offensive, but I’m a good worker!”: Shining light on the employment experiences of professionals with Tourette Syndrome. Paper presented at the annual meeting of the Association for Business Communication, Tampa, FL (October 2022).

Wagner, P. E. (2021). Navigating the body, body image, and embodiment: Tales from the classroom. Paper presented at the annual meeting of the National Communication Association, Seattle, WA (November 2021).

Wagner, P. E. (2021). Critical thinking assignments for transformed ethical communication. Paper presented at the annual meeting of the National Communication Association, Seattle, WA (November 2021).

Wagner, P. E. (2021). Negotiating gender: An identity theory approach. Paper presented at the annual meeting of the National Communication Association, Seattle, WA (November 2021).

Wagner, P. E. (2021). Framing other-oriented social support in relational weight management. Paper presented at the annual meeting of the National Communication Association, Seattle, WA (November 2021).

Wagner, P. E. (2020). Somewhere between disgust and empathy: Mapping how individuals frame partner weight concerns. Paper presented at the annual meeting of the Organization for the study of Communication, Language, and Gender, Newport News, VA (October 2020).

Wagner, P. E. (2020). Hard thinking/tough talks: Critical thinking as communication strategy for political discourse. Interactive paper presentation/training at the annual Critical and Creative Thinking Conference, St. Petersburg, FL (October 2020).

- Betencourt, K., Wagner, P. E., Gresham, M., & Besley, S. (2020). One GenEd, geographically distributed: Creating a common core with unique regional identities. Poster presented at the annual AACU Institute on General Education, Jacksonville, FL (February 2020).
- Wagner, P. E., Betancourt, K., Cross, M., Gresham, M., Wachinsky, L., & Chisolm, L. (2020). Pushing up, reaching down: Shaping change by leading from the middle. Administrative workshop presented at the annual meeting of the AAC&U, Washington, DC (January 2020).
- Wagner, P. E. (2019; poster presentation). “But what will SACSCOC think?!”: Building an assessment framework with the right goals in mind. Poster session presented at the annual meeting of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), Houston, TX (December 2019).
- Wagner, P. E. (2019). What if there was no “right” or “wrong”? Critical thinking as both process and outcome. Paper presented at “Creative Forms of Assessment in Communication Studies Courses” panel at the annual meeting of the National Communication Association, Baltimore, MD (November 2019).
- Wagner, P. E. (2019). Online support seeking behaviors and their associated support outcomes in identity- and body-positive online spaces. Paper presented at the annual meeting of the Organization for the Study of Communication, Language, and Gender, Cincinnati, OH (October 2019).
- Wagner, P. E. (2019). Owning (y)our bias: Lessons learned from teaching with no right or wrong answers. Poster session at the Sunshine State Teaching and Learning Conference, Daytona Beach, FL (January 2019).
- Dempsey, S., Johnson, A., LeGreco, M., Redden, S., Manning, J., Wagner, P. E., Way, A., & Wolfe, A. (2018). Critical play: Pushing boundaries with innovative research methodologies. Panel presentation at “Communication and Identity Roundtable” at the annual meeting of the National Communication Association, Salt Lake City, UT (November 2018).
- Wagner, P. E. (2018). Across the curriculum: Establishing and sustaining across the curriculum programs under varied constraints. Paper presented at “Communication and Identity Roundtable” at the annual meeting of the National Communication Association, Salt Lake City, UT (November 2018).
- Wagner, P. E. (2018). Mindfulness matters: A collaborative dialogue. Paper presented at the annual meeting of the National Communication Association, Salt Lake City, UT (November 2018).
- Wagner, P. E. (2018). Masculinity: Playing around with intersectional notions of fitness on the nexus of masculinity and muscularity. Paper presented at “Communication and Identity Roundtable” at the annual meeting of the National Communication Association, Salt Lake City, UT (November 2018).
- Wagner, P. E. (2018; invited keynote panelist). Diversity outcomes beyond the numbers: Expanding the landscape. for special topics section on diversity at the annual meeting of the Association for Education in Journalism and Mass Communication (AEJMC), Washington, DC (June 2018).
- Wagner, P. E. (2017). Diversity: The Heartbeat of Excellence. 90-minute concurrent training session presented at the annual meeting of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), Dallas, TX (December 2017).
- Wagner, P. E., & Wiley, M. (2017). Body talk/identity work: Three studies exploring intersectional fitness identities. Paper presented at the annual meeting of the Organization for the Study of Communication, Language, and Gender (OSCLG), Omaha, NE (October 2017).
- Wagner, P. E., Kunkel, A. D., Asbury, M. B., & Soto, F. (2017). “I’m sorry...what does that have to do with my respiratory tract?”: An identity-informed approach to trans patient and healthcare provider communication. Paper presented at the annual meeting of the Organization for the Study of Communication, Language, and Gender (OSCLG), Omaha, NE (October 2017).

- Wagner, P. E., & Wiley, M. (2017). I love myself(ie): An arts-based investigation of fitness identity. Oral presentation at the annual meeting of the International Association of Relationship Research (IARR), Syracuse, NY (July 2017).
- Wagner, P. E., & Le Clainche, M. (2016). From multiple rubrics to one: Assessing core learning outcomes across General Education courses. Interactive research presentation presented at the annual meeting of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), Atlanta, GA (December 2016).
- Wagner, P. E. (2016). There will be blood: Fitness as a battleground for identity politics. Paper presented at the annual meeting of the Organization for the Study of Communication, Language, and Gender (OSCLG), Chicago, IL (October 2016).
- Wagner, P. E., Kunkel, A. D., & Soto, F. (2016). Health (Trans)gressions: Identity and stigma management in healthcare support seeking. Paper presented at the annual meeting of the Organization for the Study of Communication, Language, and Gender (OSCLG), Chicago, IL (October 2016).
- Wagner, P. E., & Wiley, M. (2016). Masculinity and fitness: A love story. Paper presented at the annual meeting of the International Association of Relationship Research (IARR), Toronto, Ontario (July 2016).
- Wagner, P. E. (2015). Picture perfect bodies: Visualizing hegemonic masculinities produced for/by male fitness spaces. Paper presented at the annual meeting of the Organization for the Study of Communication, Language, and Gender (OSCLG), Bowling Green, KY (October 2015).
- Wagner, P. E., Kunkel, A., Asbury, M. B., & Soto, F. (2015). Transcending care: Past experiences, future directions, and the potential of communication research. Paper presented at the annual meeting of the Organization for the Study of Communication, Language, and Gender (OSCLG), Bowling Green, KY (October 2015).
- Wagner, P. E., Kunkel, A., & Compton, B. (2015). Translating identity: Gender identity formation and expression. Paper presented at the annual meeting of the Eastern Communication Association, Philadelphia, PA.
- Wagner, P. E. (2015). Using memes to teach and apply communication planning. Paper presented during the “Great Ideas for Teaching” session at the annual meeting of the Eastern Communication Association, Philadelphia, PA.
- Asbury, M. B., Wagner, P. E., & Kunkel, A. (2015). [Fat]homing funny: Humor as a body stigma management tool. Paper presented during the “Prevention, Sensemaking, and Social Support” paper session at the annual meeting of the Southern Communication Association, Tampa, FL, 2015.
- Wagner, P. E. (2014). Teachers on teaching: A legacy of pedagogy and engaged scholarship of teaching and learning. Panel presentation at the annual meeting of the National Communication Association, Chicago, IL.
- Wagner, P. E. (2014). Virtual service learning: Lasting profits for local non-profits. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Wagner, P. E. (2014). Situating the past and present through improv: Techniques for impromptu speaking and narrative building. *Great Ideas for Teaching (GIFT)* presented at the annual meeting of the National Communication Association, Chicago, IL.
- Wagner, P. E. (2013). Are we speech or are we PR? Disciplinary packaging matters. Paper presented at the annual meeting of the Central States Communication Association, Kansas City, MO.
- Wagner, P. E. (2011). Cheater, cheater: Examining teaching assistants’ perceptions of cheating and academic integrity. Paper presented at the annual meeting of the Virginia Association of Communication Arts and Sciences Conference, Lynchburg, VA.

Wagner, P. E. (2011). Meet my family—they hate you: Analyzing the ideology of family in the Westboro Baptist Church. Paper presented at the annual meeting of the Virginia Association of Communication Arts and Sciences Conference, Lynchburg, VA.

Large Public/Mediated Talks

Wagner, P. E. (2015). Bellies, boobs, and bulges: Challenging “ideal” bodies. TEDxUSF. Republished on TED.com and TEDx YouTube channel. <https://www.youtube.com/watch?v=kfE8mR2mLj0>

Academic Presentations and/or Administrative Trainings

- W&M Professional Development Week, “Finding Connection in a Polarizing World” (March 2025)
- W&M Athletics, “Finding Connection in a Polarizing World” (February 2025)
- W&M Student Affairs Communication talk, “(Re)finding Connection: The Science of Communication and Connection in Times of Polarization” (November 2024)
- W&M STLI Teaching and Learning Talk, “Teaching on Days After: Strategies for the Election and Beyond” (October 2024)
- W&M STLI Teaching Workshop, “What to Say/Do/Teach the Day After the Election” (October 2024)
- Radical Candor (2024), William & Mary Advancement.
- The role of storytelling in academic administration (2022), William & Mary Office of the Provost
- William & Mary Stands, series of three sessions focused on inclusive excellence for University Advancement and Alumni Development (2022, 2023)
- LGBTQ+ Safe Zone Training (2022, 2023, 2024)
- The politics of masculinity and sport. Oregon State University, Department of Communication invited guest lecture (2020)
- An invitation to activism: Champions of gender equality. Michaels on East, Sarasota, FL. Annual fall luncheon for the UN for Women’s He-for-She Initiative (2020)
- The power of speaking up: Sparking conversations about gender violence and #MeToo. Sarasota Bookstore, Sarasota, FL. Sponsored by the UN for Women, Gulf Coast Chapter (2019)
- USF Safe Zone Training Facilitator (2017, 2018, 2019, 2020)
- Move your HIPs: High impact practices and cross-institutional collaboration. Leadership listening tour presented to the faculty and administration at USF St. Petersburg, St. Petersburg, FL (with Michael Cross, Morgan Gresham, Lily Wachinsky, and Lynn Chisolm, 2019)
- *Keynote:* Inclusive excellence in teaching: Why you can’t afford to *not* care about diversity, equity, and inclusion. Teaching and Learning Conference, St. Petersburg College, St. Petersburg, FL (2019)
- *Opening Plenary Speaker:* Diversity and student success: How do we get beyond buzzwords? Bay-to-Bay Learning Symposium, St. Petersburg, FL. With Dr. Freeman A. Hrabowski, President of the University of Maryland, Baltimore County (2019)
- Check out these guns: Violence and hegemony in men’s pursuit of fitness. Cross-College Alliance Pecha Kucha Research Roundtable, Sarasota, FL (2018)
- *Opening Plenary Speaker:* Critical thinking: What is it and how do we do it right? Bay-to-Bay Learning Symposium, St. Petersburg, FL. With Dr. John Medina, author of *Brain Rules* and Dr. Linda Nilson, Clemson University (2018)
- *Keynote:* Beards, biceps, and other essential brocavularity: What the culture of masculinity tells us about the future of gender equity. The Polo Club, Lakewood Ranch, FL. Fundraising event for the UN for Women’s He-for-She Initiative (2018)
- So, you want a job? Why public speaking is the best asset you could have and how to do it well. Booker High School, Sarasota, FL (2018)
- General education through iterations of revision: Tips for energy, synergy, efficiency, and excellence. Lynchburg College General Education Committee, Lynchburg, VA (2018)
- *Opening Plenary Speaker:* Hands on in the online world: Best practices for online engagement (3-hour training). Bay-to-Bay Learning Symposium, St. Petersburg, FL. With Seth Mattison, author of *The War at Work* (2018)
- Pre-college success: How can we help the community get access to college and break the barrier? Sarasota Local College Access Network, Sarasota, FL (2018)

- Men's role in transnational gender equity work. United Nations Association of the United States of America Roundtable "Gender rights are human rights, *right?* Where are we in 2016?" Sarasota, FL. Sponsored by the UN for Women Gulf Coast Chapter (2017)
- The fiber of who we are: Why inclusion matters in medical school. Virginia Tech Carilion School of Medicine. Roanoke, VA (2017)
- Giving (photo)voice to silenced voices: Using arts-based methods in Title IX work. University of South Florida Title IX Conference, Tampa, FL (2017)
- Beyond diversity: Why we can't afford NOT to care about inclusivity. University of South Florida Sarasota-Manatee Back to School Bash, Sarasota, FL (2016)
- Musculinity: Where men and muscles meet. University of Kansas Department of Communication Colloquium, Lawrence, KS (2015)
- How to kill your career with two thumbs: Lessons in social media. Southeast High School, Bradenton, FL.
- (Un)ashamed: The power of emotional expression in preventing violence. Kansas Coalition Against Sexual and Domestic Violence Symposium, Topeka, KS (2015)
- Getting ready for the job market: How to stay organized. University of Kansas Institute for Policy and Social Research, Lawrence, KS (2015)
- Passing comprehensive exams: Lessons from those who aced it. University of Kansas Graduate Student Organization, Lawrence, KS (2014)
- Musculinity: Examining the social consequences of male bodies. The Emily Taylor Center for Women and Gender Equity, Lawrence, KS (2013)
- Constructing a professional you: A workshop. University of Kansas Successful Business Communication Professionalization Seminar, Lawrence, KS (2013)
- Why speech communication? What a speech degree can do for you. Liberty University PRPSSA Alumni Panel, Lynchburg, VA (2011)
- How to overcome your fear of public speaking. Liberty University Freshman Seminar, Lynchburg, VA (2011)

GRANTS AND FUNDRAISING

- EY Inclusive Excellence Funding (2021-2024). I have successfully solicited funding to support a vast array of lectures, experiential learning opportunities, and student success initiatives. Funding attained from \$1M matched gift from EY. ~\$60,000.
- Florida Center for PAINT Community Development Grant (2019). Community-based program evaluation grant sought to improve access to cost-reduced fitness in Manatee County, FL. \$5,000.
- Andrew W. Mellon Foundation (2017; with Emily Fairchild, Amy Reid, Davina Lopez, Marie Hendry, Christine Keener, Iva Petvoka, and Jessica Szempruch). Arts-based, community-engaged gender pedagogy, \$10,000.
- USFSM Incred-Bull Critical Thinking Initiative (2017). Developing 3-D animated health disparity case studies for immersive critical thinking. \$1,200.
- USFSM Faculty Professional Development (2016). Teaching innovation grant for collaborative "Elephant in the Room" critical dialogue training. \$800.
- Coca-Cola Foundation (2014). Cross-cultural collaboration to end human sex trafficking. \$4,500.
- University of Kansas General Research Fund (2014; with Adrienne Kunkel). Transgender healthcare needs: A communication perspective. \$8,040.
- Fundraising on behalf of the Emily Taylor Center for Women and Gender Equity:
- Jana Mackey Distinguished Lecture Series, 2014--\$25,000 raised
- Jana Mackey Distinguished Lecture Series, 2013--\$14,500 raised
- Gender Leadership Conference, 2014--\$4,500 raised

APPLICABLE PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS

Certifications

- Quality Matters* Peer Reviewer (2016-2020).
- AAC&U Value Scoring Team (2019-2021)

Professional Development

- William & Mary WREN Faculty Mentor

- William & Mary Mental Health Initiative, Member
- William & Mary Inclusive Excellence Faculty Search Advocate (ongoing)
- William & Mary Suicide Prevention (ongoing)
- William & Mary Bias Prevention (ongoing)
- Florida State Emergency Planning and Academic Continuity (2019)
- AAC&U High Impact Practices Summer Institute (2019)
- University of Florida Assessment in Higher Education: Enhancing Institutional Excellence Conference (2019)
- AAC&U General Education Conference, San Francisco, CA (2019)
- Sunshine State Teaching and Learning Conference, Daytona Beach, FL (2019)
- AAC&U Annual Convention, Washington, DC (2018)
- Southern Association of Colleges and Schools (SACSCOC) Annual Convention, Dallas, TX (2017)
- Southern Association of Colleges and Schools (SACSCOC) Annual Convention, Atlanta, GA (2016)

SERVICE AND PROFESSIONAL ENGAGEMENT

To the Discipline

- **National Faculty Advisory Board**
 - The College Board, AP General Business Skills Curriculum Development
- **Editorial Board, Academic Journals**
 - *Women & Language*
- **Peer-Reviewer, Academic Journals**
 - *Atlantic Journal of Communication; Communication Quarterly; Communication Reports; Discourse; Health Communication; Howard Journal of Communication; International Journal of Communication; Journal of Language and Social Psychology; Journal of Media Psychology; Journal of Social and Personal Relationships; Performance Enhancement and Health; Western Journal of Communication; Women & Language*
- **Peer-Reviewer, Academic Conferences**
 - National Communication Association, International Communication Association, Association of Business Communication
- **Public Speaking Training and Consultancy**
 - TED and TEDx speaker trainer and coach (2016-present)

To the State of Florida

- Florida State University System Learning Management System assessment team (2016). Reviewed a variety of LMS platforms for the entre FL SUS; final adoption of Canvas.

To the College of William & Mary

- President's Working Group on Faculty Handbook Revisions
- Co-Chair, Mason School of Business Inclusive Excellence Community of Practice
- Host, *Diversity Goes to Work* podcast series
- Faculty Advisor:
 - Faculty Freshman Advisor
 - CrimDell Student Association
 - MBA Inclusive Excellence Committee
- AACSB accreditation support, including:
 - Artifact Curation
 - Societal Impact Framing
 - Rubric redevelopment
 - Faculty presenter for 2021 reaffirmation: DEIB at Mason
- Development of a variety of public/open teaching demonstrations or talks, including:
 - W&M Women's Weekend
 - MBA, MSBA, MAcc orientation
 - W&M Mid-Level Academic Leaders Summit

- MBA Weekend
 - Homecoming Weekend
- Hiring Committees:
 - Raymond A. Mason School of Business Dean (Spring 2022; appointed by the Provost)
 - Vice Provost of Academic Affairs (Spring 2022; appointed by the Provost)
 - Deputy Chief Diversity Officer (Fall 2023; appointed by the Chief Diversity Officer)
- Dissertation Committee:
 - Daniel Ogunyemi, The Chicago School (2024), How white leaders develop an inclusive leadership mindset
 - Danielle Giscombe, W&M School of Education (2024), Mid-level academic leadership, storytelling, and interpersonal change management.
- Independent Study Supervision (21 independent studies supervised since 2020)

To the University of South Florida System (2015-2020; specific dates of service available upon request)

- USF System Inter-Campus Curriculum Consolidation Committee (Appointed by the President).
- USF System Consolidated Instructor Promotion Development Committee (Appointed by the Provost).
- USF System Planning and Assessment Team (Student and Academic Success; (Appointed by the Provost).
- USF System Undergraduate Studies Internal Consolidation Workgroup (Appointed by the Dean of Undergraduate Studies)
- USF System Student Success Committee (Appointed by the Provost).
- USF Academic Continuity Leadership Planning Committee
- USF GenEd Course Approval Committee
- USF GenEd Assessment Team (Chair, 2018-2020)
- USF General Education Council
- USF Consolidation Taskforce Subject Matter Expert on General Education
- USF Civics Literacy Workgroup
- USF Academic Foundations Consolidation Planning Team
- USF St. Petersburg Bay-to-Bay Symposium Planning Team
- USF Supplier Diversity Leadership Committee

To the University of South Florida Sarasota-Manatee (2015-2020)

- **Representation**
 - Faculty Senator At-Large (elected; 2017-2018)
 - University Instructor Promotion and Review Committee (elected 2019-2020)
 - USFSM Commencement Master of Ceremonies (2018-2020)
- **Committee Memberships**
 - USFSM Scholarship Committee
 - USFSM IBCT Course Review Committee
 - Academic Programs Committee (Ex-Officio)
 - Ad Hoc Instructor Promotion Committee
 - Awards and Rewards Committee
 - Dual-Enrollment Planning and Implementation Committee
 - Academic Regulations Committee (ARC)
 - Student Persistence Committee o Carnegie Classification Taskforce
 - Core Curriculum Committee (Chair)
 - Disaster/Emergency Management Continuity Leadership Team
 - Scheduling Optimization Taskforce
 - Summer Beginnings Planning and Implementation Team
 - Quality Enhancement Plan Development Committee
 - Quality Enhancement Plan Implementation Committee
 - SACSCOC Accreditation Readiness Team
 - USFSM International Education Curriculum Committee
 - Student Employment Success Taskforce
 - Foundations of Learning Design Taskforce

- Florence University of the Arts MOU Academic Team
 - Duvall Family Studies and Conference Planning Committee
 - Chancellor's Advisory Council on Diversity, Equity, and Inclusion (Chair)
 - University-Wide Restructuring Taskforce
 - New Student Orientation Committee
 - Student Community Leadership Committee
- ***Faculty Search and Hiring*** (invited)
 - Academic Advisor, 2019, 2020
 - Director of Student Services, 2019 (Chair)
 - Inaugural Campus Diversity and Inclusion Officer, 2018 (Co-Chair)
 - Vice Chancellor for Academic Affairs, 2018
 - Quality Enhancement Plan Administrator, 2017
 - Instructor, Statistics and Algebra, 2016 (Search Chair)
 - Instructor, English and Composition, 2016 (Search Chair)
 - First Year Academic Advisor, 2016
 - Student Retention Advisor, 2015
- ***To the University of Kansas (2012-2015)***
 - Department of Communication Basic Course Assessment Committee, Co-Chair
 - Department of Communication Textbook Selection Committee(s), Chair
 - Department of Communication Textbook Selection Committee(s), Member
 - KU Women's Hall of Fame Selection Committee
 - Jana Mackey Distinguished Lecture Series Planning Committee
 - Lecture given by Melissa Harris-Perry, *MSNBC*
 - Gender Leadership Conference Planning Committee
 - Lecture given by Ash Beckham
 - Jana Mackey Distinguished Lecture Series Planning Committee
 - Lecture given by Dr. Urmi Basu, *Under the Sky*
 - Commencement Planning Committee, Department of Communication
 - Jana's Friends (Domestic Violence Advocacy) Campaign Committee
 - Speech Lab Proposal Committee, Department of Communication
 - Linkugal Speech Competition Planning Committee Co-Chair
 - Graduate Student Representation Committee, Department of Communication
 - Breast Cancer Awareness Week Planning Committee

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Association for Business Communication; National Communication Association; Organization for the Study of Communication, Language, and Gender

OTHER CERTIFICATIONS

Les Mills Certified Group Fitness Instructor:

- Les Mills Body Pump
- Les Mills Body Combat
- Les Mills Sprint Cycle