

Bradley S. Wesner

Office

Mays School of Business
Texas A&M University
College Station, Texas 77843
bswesner@tamu.edu

Home

4227 Cripple Creek Court
College Station, Texas 77845
979-219-4533
bradley.wesner@gmail.com

Faculty Positions

Clinical Assistant Professor of Management

Mays School of Business
Texas A&M University, College Station, Texas
August 2019-Present

Visiting Clinical Assistant Professor of Management

Mays School of Business
Texas A&M University, College Station, Texas
May 2018-August 2019

Assistant Professor of Business Communication

College of Business Administration
Sam Houston State University, Huntsville, Texas
August 2013-May 2018

Assistant Professor of Management: Business Communication

The H. Wayne Huizenga School of Business and Entrepreneurship
Nova Southeastern University, Fort Lauderdale, Florida
August 2011-August 2013

Education

Doctor of Philosophy – Communication

Texas A&M University, College Station, Texas

Dissertation: When sugar turns to sh%&: Immediate action decision-making and resilience in high reliability teams

Advisor: Dr. J. Kevin Barge

December 2011

Master of Arts – Applied Communication

Indiana University Purdue University Indianapolis, Indianapolis, Indiana

Thesis: The impossible boss: Coping with a narcissistic boss

Advisor: Dr. Ron Sandwina

July 2007

Bachelor of Science – Criminology

Minor - Communication

Ball State University, Muncie, Indiana
July 1997

Social Impact Statement

Drawing on my own research, professional experience as a consultant, and my own professional experience in the workplace, I aim to offer a comprehensive understanding of the modern workplace and the way that employees can be managed to generate the highest levels of organizational performance. In particular, I take existing and developing theoretical perspectives and combine them with real world examples from modern industry to bring the theory to life and allow students to begin immediate application of the concepts. In addition, through my continued work on teamwork and communication, I contribute insight on improve employee-employer relations, the ability to manage, and the ability to be managed. Finally, through my coaching and mentorship of students outside the classroom I assist students in competing for top level jobs, negotiating competitive salaries, and entering the business world with the knowledge to achieve at the highest levels.

Book Publications

- Hampsten, K., & Wesner, B.S. (2015). *Online Like a Boss! A Comprehensive Guide for Taking the Guesswork out of the Online Communication Experience* (2nd Edition). Debuque, IA: Kendall Hunt. ISBN-13: 9781465274380.
http://www.kendallhunt.com/online_like_a_boss/
- Hampsten, K., & Wesner, B.S. (2014). *Online Like a Boss! A Comprehensive Guide for Taking the Guesswork out of the Online Communication Experience*. Debuque, IA: Kendall Hunt. ISBN-13: 978-1-4652-4412-3.
http://www.kendallhunt.com/online_like_a_boss/
- Pohlman, R., & Wesner, B.S. (2014). *Bubba can dance: Winning at work*. College Station, TX: KBO Publishing. ISBN-13: 978-1499258318

Journal Publications

- Wesner, B.S., Smith, A.B., Austin, T. (2018) Ready for action: Developing classroom teams to prepare students for the business world. *Administrative Issues Journal: Connecting Education, Practice, and Research* Volume 8, Number 2. DOI: 10.5929/2019.1.14.9
- Wesner, B. S., & Smith, A. B. (2018). Salary negotiation: A role-play exercise to prepare for salary negotiation. *Management Teaching Review*, 2379298118795885. <https://doi.org/10.1177/2379298118795885>
- Wesner, B.S. (2016) Before they even think it: How high-performance teams learn to anticipate critical incidents. *Journal of Management and Marketing Research*. Volume 20. <http://www.aabri.com/LV2015Manuscripts/LV15029.pdf>
- Wesner, B.S., Hynes, G. (2015) It's not what you say, it's how you say it...or is it? Elements that business professionals consider most important in speakers. *Journal of Organizational Culture, Communications and Conflict*. Volume 9, Special Issue.

- Wesner, B.S. (2015). An analysis of reliability and resilience in high reliability teams. *Journal of Management and Marketing Research*. Volume 18. <http://www.aabri.com/manuscripts/142071.pdf>
- Wesner, B.S. (2014). Managing cross-understanding: An extension of cross-training. *Journal of Management and Marketing Research*. Volume 16. <http://www.aabri.com/manuscripts/141890.pdf>

Book Chapters

- Wesner, B. (2020). Managing Interpersonal Relations And Communication. In *Management* (13th ed.) Hoboken, NJ: Pearson.
- Wesner, B. (2020). Information Technology. In *Business Essentials* (13th ed.). Hoboken, NJ: Pearson.

Conference Presentations

- Paul, K.; Neate, P., Chrostowski, R., Winfield, J., Wesner, B., Wesner, K., (2017) How to establish a successful safety program. Presented at the International Safety Conference of the System Safety Society, Albuquerque, New Mexico.
- Smith, A., Wesner, B.S., Hynes, G., Hill, K. (2016) Team projects in business communication courses: Maximizing the benefits and minimizing the complaints. Presented at the Association for Business Communication 81st Annual International Conference in Albuquerque, New Mexico.
- Hill, K., Hynes, G., Smith, A., Wesner, B.S. (2016) The good, the bad, and the ugly: Advantages and disadvantages of team projects in business courses. Presented at the 8th Annual General Business Conference, Sam Houston State University, Huntsville, Texas.
- Wesner, B.S. (2016) How to Gets Teams Running Fast: An Analysis of Teams Making Rapid Starts. Presented at the 8th Annual General Business Conference, Sam Houston State University, Huntsville, Texas.
- Wesner, B.S., Hynes, G. (2015) It's all in how you say it...but not really: What really matters in speech delivery. Presented at the 101st Annual National Communication Association Convention, Las Vegas, Nevada. Winner of Top Paper Award.
- Wesner, B.S. (2015) My favorite consulting assignment: Univision. Presented at the Association for Business Communication, Seattle, Washington.
- Wesner, B.S., Hynes, G. (2015) Which is more important...what you say or how you say it? Presented at the Association of Business Communication, Seattle, Washington.
- Wesner, B.S. (2015) Before they even think it: How high performance teams learn to anticipate critical incidents. Presented at Academic Business and Research Institute, Las Vegas, Nevada.
- Wesner, B.S., Hynes, G. (2015) It's not what you say, it's how you say it...or is it? Elements that business professionals consider most important in speakers. Presented at the General Business Conference, Sam Houston State University, Huntsville, Texas.

- Wesner, B.S. (2014) An analysis of resilience and reliability in high reliability teams. Presented at Academic Business and Research Institute, Las Vegas, Nevada. Winner of Top Paper Award.
- Hynes, G., Wesner, B.S. (2014) What do Business Leaders Consider to be the Key Communication Competencies for Managerial Success? Paper presented at the Association of Business Communication, Philadelphia, Pennsylvania.
- Wesner, B.S. (2014). Managing cross-understanding: An extension of cross-training. Paper presented at Academic Business and Research Institute, San Antonio Texas.
- Wesner, B.S. (2014). *Crossing Disciplines: Using Business Communication to Foster Interdisciplinary and Transdisciplinary Teams*. Presented at the General Business Conference, Sam Houston State University, Huntsville, Texas.
- Wesner, B.S. (2014) *Bridging the Profit Gap: A Business Communication Perspective Toward Working in Interdisciplinary and Transdisciplinary Teams*. Paper presented at Southwestern Business Communication Conference, Dallas, Texas.
- Wesner, B.S. (2013). *Before they even think it: How high performance teams anticipate and manage critical incidents*. Paper presented at 99th Annual National Communication Association Convention, Washington, DC.
- Wesner, B.S. (2012). *You're either S.W.A.T. or you're not: An analysis of reliability and resilience in high reliability teams*. Paper presented at 98th Annual National Communication Association Convention, Orlando, Florida. Winner, Top Three Paper: Group Communication Division.
- Wesner, B.S. (2012). *Exploring tomorrowland: Putting students on the "carousel of progress" by incorporating active learning with virtual groups*. Presented at 98th Annual National Communication Association Convention, Orlando, Florida.
- Wesner, B.S. (2012). *The Business Professional: Integration of business communication techniques in the academic curriculum*. Presented at 98th Annual National Communication Association Convention, Orlando, Florida.
- Wesner, B.S. (2011). *The conservative voice and the National Communication Association*. Paper presented at 98th Annual National Communication Association Convention, Orlando, Florida.
- Wesner, B.S. (2011). *The conservative voice and the National Communication Association*. Paper presented at 97th Annual National Communication Association Convention, New Orleans, Louisiana.
- Wesner, B.S. (2011). *Voices of negotiation: A pedagogical perspective*. Paper presented at 97th Annual National Communication Association Convention, New Orleans, Louisiana.
- Barge, J.K., Wesner, B.S. (2010) *Bridging the disciplinary gap: A communication perspective toward working in interdisciplinary and transdisciplinary teams*. Paper presented at 96th Annual National Communication Association Convention, San Francisco, California
- Wesner, B.S. (2010). *Bridging boundary items: Cross training meets cross understanding*. Paper presented at 96th Annual National Communication Association Convention, San Francisco, California
- Wesner, B.S. (2010). *Bridging boundary items: Cross training meets cross understanding*. Paper presented at Organizational Communication Mini Conference Rutgers University.

- Wesner, B.S. (2009). *How cross-functional teams make a quick start. Presented at the National Communication Association*. Paper presented at the 95th Annual National Communication Association Convention, Chicago, Illinois. Winner, Top Three Paper: Group Communication Division.
- Wesner, B.S. (2009). *How cross-functional teams make a quick start: A reconceptualization of diversity in teams and how to make it work...fast*. Paper presented at Western States Communication Association, Phoenix, Arizona.
- Baker, K.J., Jacocks, C.W., Wesner, B.S. (2009). *Information seeking, media trust, and perceptions of cancer risk: A HINTS analysis*. Paper presented at Western States Communication Association, Phoenix, Arizona.
- Wesner, B.S. (2008). *Organizational communication: A look ahead*. Paper presented at Alta Conference, Alta, Utah.
- Wesner, B.S. & Baker, K.J. (2006). *Stumbling across Pandora's Box: An analysis of corporate spying and HIPAA*. Paper presented at the 92nd Annual Conference of the National Communication Association, San Antonio, Texas.
- Wesner, B.S. (2006). *Coordinated management of meaning and hurricane Katrina*. Paper presented at the Central States Communication Association Convention, Indianapolis, Indiana.
- Wesner, B.S. (2006). Panel Discussion: *Civic engagement and the modern university*. Paper presented at the Central States Communication Association Convention, Indianapolis, Indiana.
- Parrish-Sprowl, J. & Wesner, B.S. (2005). *Protracted international conflict: Ethnic Macedonians and ethnic Albanians*. Paper presented at the 91st Annual National Communication Association Convention, Boston, Massachusetts.

Research Interests

- Pedagogical approaches to adult education for the training of new managers
- Rapid recovery from jolts to organizational process during periods of tight temporal constraint
- Successful behaviors at work and what make them attractive
- Online integration in both work and education
- Organizational behavior under temporal and economic constraint
- Immediate action decision making in high reliability teams
- Temporality and production in interdisciplinary teams
- Cross training's impact on perspective taking during decision making processes
- Privacy Management in the modern organizational environment
- The challenges of interdisciplinary and transdisciplinary scholarship
- Situational leadership

Relevant Teaching Experience

Clinical Assistant Professor of Management

Mays School of Business

Texas A&M University, College Station, Texas

August 2019-Present

- MGMT 309 Survey of Management (Online version of course rolled out to 450 students in summer 2019. I currently teach the course every semester to 1000 students and in the summer to an additional 500).
- MGMT 422 Management Consulting
- MGMT 639 Negotiation in Competitive Environments
- MGMT 655 Survey of Management
- MGMT 439 Negotiation
- MGMT 363 Managing People in Organizations (Taught in live format and developed as an online class summer 2021).

Visiting Clinical Assistant Professor of Management

Mays School of Business

Texas A&M University, College Station, Texas

May 2018-August 2019

- MGMT 309 Survey of Management (Live version with online version under development and scheduled for launch in spring 2019).
- MGMT 440 Creativity and Innovation in Business
- MGMT 640 Managing Creativity and Innovation in Business
- MGMT 655 Survey of Management
- MGMT 422 Consulting
- MGMT 705 Strategic Human Capital

Assistant Professor-August 2013-2018

- BUAD 2321 Design and Presentation of Business Projects (Live and Online with online developed by Dr. Wesner).
- BUAD 3335 Business Communication.
- BUAD 4325 Negotiation (Course developed by Dr. Wesner).
- Certified Blackboard Online Instructor (2017).

Assistant Professor-August 2011 to 2013

Nova Southeastern University

- MGT 3020 Business Communication
 - MGT 3025 Strategic Communication
 - MGT 4170 Organizational Behavior
 - LED 5380 Building and Leading Teams
 - LED 3000 Introduction to Leadership
 - LED 4200 Current Issues in Leadership
- All courses taught in live and online formats.

Instructor-August 2007 – 2011

Texas A&M University/Departments of Communication and Department of Management

- COMM 203 Introduction to Public Speaking
- COMM 205 Technical Communication
- COMM 210 Group Communication
- COMM 315 Interpersonal Communication

- COMM 329 Organizational Communication
- MGMT 439 Negotiation

Adjunct Instructor (Teaching Assistantship) – August 2006 – July, 2007

Indiana University Purdue University Indianapolis/School of Liberal Arts/Department of Communication Studies – Indianapolis, IN

- R110 Introduction to Public Speaking
- C180 Interpersonal Communication

Teaching Assistant - January 2006 – July 2007

Indiana University Purdue University Indianapolis/School of Engineering & Technology/Department of Organizational Leadership & Supervision – Indianapolis, IN

- Provided supplemental instruction and assistance to senior students during their senior project

Courses Taught

- Business Communication
- Business Presentation
- Consulting
- Innovation
- Survey of Management
- Negotiation
- Interpersonal Communication
- Organizational Communication
- Communication Theory
- Group Communication
- Strategic Communication
- Building and Leading Teams
- Public Speaking
- Leadership
- Leadership and Team Development
- Current Issues in Leadership

Awards & Grants

- Nominated for Provost APT Outstanding Professor award (2022).
- Selected to Academic Keys Who's Who in Business Education (2017).
- Top Paper-Wesner, B.S., Hynes, G. (2015) It's all in how you say it...but not really: What really matters in speech delivery. Presented at the 101st Annual National Communication Convention, Las Vegas, Nevada.
- Top Paper-Wesner, B.S. (2014) An analysis of resilience and reliability in high reliability teams. Presented at Academic Business and Research Institute, Las Vegas, Nevada
- Outstanding Professor of Management- Awarded winter 2012, Nova Southeastern University

- Top Three Paper in Group Communication-Wesner, B.S. (2012). You're either S.W.A.T or you're not: An analysis of reliability and resilience in high reliability teams. Paper presented at the Nation Communication Association Convention, Orlando, Florida
- Student Led Award for Teaching Excellence (SLATE)-Awarded summer 2011 for spring 2011, Texas A&M University
- Tiffany Hunnicutt Outstanding Teacher Award-Awarded spring 2011, Texas A&M University
- Association of Former Students Distinguished Graduate Student Award for Excellence in Teaching- Awarded spring 2011, Texas A&M University
- Top Three Paper in Group Communication- Wesner, B.S. (2009). *How cross-functional teams make a quick start*. Paper presented at the 93rd Annual National Communication Association Convention, Chicago, Illinois
- Student Led Award for Teaching Excellence (SLATE)-Awarded spring 2010 for fall 2009, Texas A&M University
- Student Led Award for Teaching Excellence (SLATE)-Award finalist summer 2010 for spring 2010, Texas A&M University
- Fishcamp Namesake Award-Awarded spring 2010, Texas A&M University
- Texas A&M Graduate Research Fellowship-Awarded Spring 2009
- Graduate Teaching Academy Fellow - Texas A&M University – May 2009
- IUPUI Travel Fellowship – Awarded December 2006
- Outstanding Graduate Research Award, Department of Communication Studies, IUPUI – Wesner, B.S. & Baker, K.J. (2006). *Stumbling across Pandora's Box: An analysis of corporate spying and HIPAA*. Paper presented at the 92nd Annual Conference of the National Communication Association, San Antonio, Texas.
- Outstanding Graduate Research Award, Department of Communication Studies, IUPUI – April 2006

Professional Memberships

- National Communication Association
- Academy of Management
- Association for Business Communication
- International Communication Association
- Central States Communication Association
- Western States Communication Association

Relevant Professional Experience

CEO and Lead Consultant – June 2012 – present

KBO Consulting, LLC, College Station, Texas

- Business Writing
- Business Presentation
- Conflict Management
- Organizational Communication
- Leadership
- Meeting Management

- Teamwork and Team Management
- Organizational Management
- Productivity Enhancement
- Administrative Preparation
- Change Management
- Statistical Analysis
- Organizational Auditing and Analysis
- Communication Auditing and Analysis

Lead Instructor – March 2012 – 2018

Hudson Institute, Nova Southeastern University – Fort Lauderdale, Florida

- Conduct executive education training for multi-national corporations
- Developed international segment of professional management training in the Bahamas and Caribbean.
- Coordinate marketing of executive training programs
- Managed additional trainers to ensure effectiveness and skill transfer

Management Communication Consultant – September 2010 – September 2018

University of Texas, McCombs Business School – Austin, Texas

- Instructed MBA students in conducting boardroom presentation
- Assisted students in preparation of job search materials
- Conducted simulated interview scenarios with students
- Consulted with students concerning organizational science and organizational behavior

Fundraising & Grant Writing Specialist – September 2005 – July 2007

Indiana Legal Services – Indianapolis, Indiana

- Researched and developed spending initiatives for nonprofit services within the State of Indiana
- Designed fundraising materials for direct solicitation of Indiana Bar members
- Planned first annual fundraising dinner with guest speaker Morris Dees
- Performed research on all grant writing efforts associated with Indiana Legal Services
- Participated in grant writing for East Chicago transient student initiative

Long-term Care Claims Adjustor – November 2004 – June 2005

Conseco – Carmel, Indiana

- Payment of long term care medical claims
- Analysis and interpretation of various insurance policies and provisions to facilitate payment
- Full case management of all supervised claims
- Active interaction with company superiors to better facilitate claim payment

Claims Auditor – March 2004 – October 2004

AON Insurance – Tampa, Florida

- Full auditing of multi-jurisdictional worker's compensation claims

- Design of plans for full closure of all facets of worker's compensation claims
- Implemented settlement plan through supervision of adjustors
- Responsible for active follow up for closure strategy implementation
- Full case management of Florida Workers Compensation Claims
- Assistance in case management for property claims post Florida hurricane season

Sales and Marketing/Web Development – July 2003 – March 2004

Bald Mountain 2, Inc. – Salem, Indiana

- Designed website for e-commerce division
- Implemented internet sales strategy to enhance growth
- Utilized excellent customer service via phone, email, and direct to facilitate sales
- Responsible for all sales closure via e-commerce division
- Responsible for all maintenance to website and server

Settlement Specialist/Structured Settlement Coordinator – January 2001 – July 2003

CNA Insurance – Carmel, Indiana

- Developed settlement program for lifetime medical worker's compensation claims in the State of Kentucky
- Pioneered the use of substitution method of settlement for long term indemnity worker's compensation claims
- Responsible for rollout of worker's compensation structured settlement program in Indiana, Kentucky, and Ohio
- Teamed with panel counsel for effective resolution of long term litigation matters through mediation and litigation
- Worked with upper management to design and develop the national structure program now active in all 50 states

Claims Adjuster – June 1999 – July 2001

Liberty Mutual Insurance – Carmel, Indiana

- Managed caseload of workers compensation and long term disability claims in a seven state region
- Performed legal management and settlement activities on large liability claims
- Maintained current indemnity and medical payments on active claims
- Worked with legal counsel to facilitate structured settlement practices

Probation Officer – August 1997-May 1999

Marion County Probation Department – Indianapolis, Indiana

- Managed caseload of probationers to determine if requirements of court sentencing were being properly met
- Gathered and prepared evidence prior to sending clients back to court
- Prepared and executed warrants on clients who were found in violation of their probationary status

Professional Training Seminars

- *Expectation Management of Millennials* – Designed and presented a one-day training program for Catalent Pharmaceuticals in New Jersey focusing on bringing millennials into the workforce productively through the use of business communication practices. October 2018.
- *Managing the Millennials* – Designed a one-day training program for the College Station Entrepreneurs' Organization to enhance their communication with employees on the millennial group. October, 2015.
- *Negotiation for Modern Business* – Designed and implemented a one-day training program for the College Station Entrepreneurs' Organization to enhance their negotiation skillset for day to day interactions within the business community. August, 2015.
- *Advanced International Communication* – Designed and implemented a multi-day training program for Bahamas Tourism to enhance leadership, communication, and marketing skills across borders in order to enhance tourism opportunities in international markets – 2014-present
- *Advanced Management Development Program* – Designed and implemented a six-day training program for Univision Television Productions to enhance leadership, management, problem solving, teamwork, and employee assessment techniques. This served as part two of the *New Management Development Program* outlined below – 2014-present
- *New Management Development Program* – Designed and implemented a five-day training program for Univision Television Productions to enhance advanced communication, presentation, and conflict management skills while continuing development of managerial and leadership skills – 2012-present.
- *Public Presentation and Meeting Management* – Designed and implemented a two-day training program for Univision Television Productions to enhance public presentation of managers and develop effective meeting management and design skills – 2013-present
- *Advanced Leadership* – Designed and implemented a six-week training program for Embraer Aircraft focusing on enhancing leadership and communication at the middle management level – Fall 2012
- *Expert Witness Communication Management* – Designed and implemented a two-day seminar for NCCI Insurance to train expert witness's methods to control non-verbal and verbal responses to questioning during testimony – Fall 2012
- *Business Writing with English as A Second Language* – Designed and implemented a four-week training for Emerson Network Power to rapidly educate individuals for whom English is a second language of the complexities involved with executing effective business communication using the English language – Fall 2012
- *Communicating Effectively* – Designed and implemented full day training module for Heico Aerospace management team to facilitate higher levels of communication transparency between upper and lower management – Summer 2012
- *Group Communication and Group Dynamics* – Designed and implemented training module for Saint Mary's Catholic Church of College Station to train group facilitators to conduct small group meetings and function in interdisciplinary teams – Spring 2009, Fall 2009, Spring 2010

- *Conflict Management and Coping Skills* – Designed and implemented training module for Salvation Army of Indianapolis on conflict management as an independent study – Summer 2005

Service

- Developed onboarding process for incoming faculty members, Spring 2023.
- APT faculty representative for spring 2023 AACSB visit.
- Committee member, Presidential Professor for Teaching Excellence Award Selection Committee, Spring 2023 to present.
- Member and advisor for inaugural class of University Police Department Citizens Police Academy, Spring 2023.
- University Police Department advisor for creation of Citizens Police Academy, Fall 2022 to present.
- Assisted in onboarding and mentoring two new faculty members, Fall 2022.
- Canvas Howdy Grading Experience Committee, Summer 2022.
- Department representative at New Student Conference, Summer 2022.
- APT Faculty Hiring Committee, Spring 2022. Assisted in hiring positions in OB and Strategy for Fall 2022 semester by evaluation and interview of candidates.
- Presented mock lecture for Aggie Recruitment Committee, March 25th, 2022, to incoming Texas A&M Students.
- Guest Lecture on Professional Job Seeking and Salary Negotiation to Texas A&M Department of Agribusiness, October 25, 2021.
- Texas A&M Police Department Advisory Committee Member: May 2021-Present.
- Served as Subject Matter Expert for BUSN 101, Summer 2021.
- Speaker for Whoopin' Weekend, March 27th, 2021: Gave mock lecture for MGMT 309 to incoming Texas A&M students for Aggie Recruitment Committee.
- Guest Lecture on Negotiation to Texas A&M Medical School, March 26th, 2021
- Emergency proctor for MGMT 209 Exam 1, February 25, 2021, and March 16th 2021
- Reviewer Group and Organizational Management, Sage: 2021-Present
- Created video for MGMT 309 on the proper way to take an examination in a university setting. The video was recently approved for viewing by future Fish Camps at Texas A&M University, Spring 2021.
- Remote Teaching Enhancement Committee, Texas A&M University: May 2020 to May 2021.
- Texas A&M Honor Council Member, Texas A&M University: September 1, 2019 to present.
- Accreditation Committee Member, Mays Business School, Texas A&M University: January 2019 to present.
- Reviewer, Small Group Research, Sage: 2018-Present
- Job negotiation presentation for Department of Agribusiness, Texas A&M University: Fall 2020.
- Job negotiation presentation for Mays Business Honors, Texas A&M University: Spring 2018, 2019, 2020, and 2021.
- Job negotiation presentation for Mays Business Student Council, Texas A&M University: 2019, 2020, and 2021.

- Negotiation 101 presentation for Aggie Belles, Texas A&M University: Fall 2018
- Reviewer for Sage Publication on a new negotiation textbook “The Influential Negotiator”: Summer 2017.
- Reviewer for McGraw Hill on a new edition of Floyd-Cardon’s business communication textbook: Summer 2017.
- Business Communication Hiring Committee Member: Fall 2016 to Spring 2017.
- Teaching mentor for Dr. Ashly Smith in fall of 2016. I worked with Dr. Smith for the entire semester to teach her the pedagogical techniques of teaching BUAD 4325 (Negotiation). This was done so that we could add her as an instructor in the future.
- With the assistance of Dr. Ashly Smith, developed and implemented new video review technique for BUAD 2321 allowing students to review video of their presentations and then self-assess those presentations.
- At the request of Dr. Smith, I guest lectured her BUAD 2321 class on how to perform well at a job fair or when networking professionally.
- Organized professional speaker, Neil Golightly: Vice President, External Affairs, Upstream Americas, Shell Oil Company, in spring 2016.
- Presentation: COBA Sam Houston internship and job fair seminar Fall 2016, on how to properly “work a room” at a job fair to enhance internship and job procurement.
- Session Chair, 8th Annual General Business Conference, Sam Houston State University, Huntsville, Texas, 2016.
- Member of Newton Gresham Library Committee, Sam Houston State University, 2016-present.
- Presentation: Seminar for Association of Information Technology Professionals (AITP), Sam Houston Chapter, October 2015 on how to prepare resumes, cover letters, and how to perform in a professional interview.
- Entrepreneurship Faculty Hiring Committee, Sam Houston State University, 2015-2016.
- Final reviewer for AACSB report for continued accreditation, fall 2015.
- Member of Sam Houston State University COBA Internship Committee, 2015-present
- Representative for COBA at annual SAMMY Awards, spring 2015.
- Presentation: COBA Sam Houston internship and job fair seminar, April 2015 and April 2016 on how to properly “work a room” at a job fair to enhance internship and job procurement.
- Member of AACSB review team for course curriculum information at for COBA Sam Houston State University, 2014-2015.
- Member of AABRI Journal Review Board, 2015-present.
- ROTC Convocation Committee, Sam Houston State University, 2014-present.
- AACSB Meta Assessment Committee, Sam Houston State University, 2014-2015.
- Mentor for Student Internship Program, Sam Houston State University, 2014-present
- Ad hoc reviewer: Journal of Applied Communication Research, 2014-present.
- Ad hoc reviewer: Small Group Research, 2010-present.
- Group and Meeting Consultant, Saint Mary’s Catholic Church, College Station, Texas, 2014-present.

- Organizational Communication Consultant, Saint Mary's Catholic Church, College Station, Texas, 2014-present.
- Small Group Mediator/Instructor, Reel Recovery of Texas (reelrecovery.org), 2014-present.
- Business Communication Faculty Hiring Committee, Sam Houston State University, 2013-2014.
- Committee member: AACSB accreditation task force, Nova Southeastern University, 2012-2013.
- Committee member: Admissions Committee, Nova Southeastern University, 2011-present.
- Committee member: Career Development Committee, Nova Southeastern University, 2011-2013.
- Textbook reviewer: Bedford/Saint Martins, *Communicating in Business Situations*.
- Ad hoc reviewer: Academy of Management Conference, 2011-2013.
- Ad hoc reviewer: National Communication Association Conference, 2011-2017.
- Ad hoc reviewer: *Communication Monographs*, 2010-2011.
- Advisor for Aggie Orators Public Speaking Association- Texas A&M University, 2008-2011.
- Member of Communication Graduate Student Association- Texas A&M University, 2009-2011.
- Executive member of Graduate Student Association-Texas A&M, 2009-2010
- Interim Graduate Student Representative, fall 2009.

Guest Lecture

- Presentation: COBA Sam Houston internship and job fair seminar, April 2015 on how to properly “work a room” at a job fair to enhance internship and job procurement.
- Keynote Speaker: H. Wayne Huizenga Business Leaders Luncheon, Nova Southeastern University. March 2012 on the state of business communication and leadership in the modern organization.
- Presentation: Communication Honors Speaking Society, Texas A&M University. October 20, 2010. Presentation on the art of interviewing, resume' construction and salary negotiation.
- Presentation: Honors Living/Learning Community, Texas A&M University. April 8, 2010. Performed training on leadership and meeting management techniques tailored toward student development.
- Presentation: Department of Agricultural Sciences, Aggie Leaders Conference, Texas A&M University. April 6, 2010. Performed training on public address and small group facilitation.
- *Stumbling Across Pandora's Box: An Analysis of Corporate Spying and HIPAA*. Presented at DePauw University ITAP Professional Development Series, Greencastle, IN, November 2006

