

Timothy R. Steffensmeier
Curriculum Vitae
steffy@ksu.edu

Education

Ph.D. Communication Studies, University of Texas, Austin 2005
Dissertation: *Rhetorical Invention and Becoming Local*
M.A. Communication, Wake Forest University 1999
Thesis: *Computers and Religious Rhetoric: An Analysis of Digital Decorum*
B.A. Marketing & Communication Systems; Minor: Philosophy. Hastings College 1997

Professional Development

Art & Practice of Leadership Development, Harvard Kennedy School, Executive Education 2011
Art & Practice of Civic Leadership Development, Kansas Leadership Center 2008
Public Facilitation Workshop, Institute for Civic Discourse and Democracy 2008
Executive Communication Consulting, Margaret Keyes Inc. 2002

Academic Appointments

Professor, Communication Studies, Kansas State University	2020-Present
Associate Professor, Communication Studies, Kansas State University	2011-2019
Assistant Professor, Communication Studies, Kansas State University	2005-2011
Research Associate, Institute for Civic Discourse & Democracy	2005-Present
Assistant Instructor, Communication Studies, University of Texas, Austin	2001-2005
Instructor, Communication, University of Nebraska-Omaha	1999-2001
Research Assistant, Wake Forest University, Winston-Salem, NC	1997-1999

Leadership Positions

Director, Leadership Communication Doctoral Program, Staley School of Leadership Studies, Kansas State University. Founding director, student recruitment, faculty development, advising, program management	2017-Present
Director, Third Floor Research, Kansas Leadership Center Founding director, secure private and public funding, manage budget, design research projects, disseminate findings, and build global partnerships	2017-Present
Head, Department of Communication Studies, Kansas State University Supervised 35 faculty, staff, and graduate assistants; managed budget, conducted annual evaluations, launched fundraising campaign, facilitated advisory board, implemented strategic plan, and handled alumni relations	2012-2017
Chair, Leadership Development Programs, Kansas Leadership Center Manage and teach leadership trainings to 1500 adults annually working in business, government, education, faith, and nonprofit sectors	2012-Present
President, NCA-Forum Advisory Board, National Communication Association Coordinated NCA-F programming for the National Communication Convention, facilitated & planned board meetings, and created alliances with other divisions	2012-2013

Editor, Journal of Public Deliberation Secured external funding, developed international editorial board, published bi-annual journal, marketed to inter-disciplinary readers, and transitioned to new online platform	2010-2013
President, Advisory Board, K-State Center for Child Development Facilitated board meetings, advised CCD Director, assisted fundraising campaign	2011-2012
Division Head, Communication Studies, Kansas State University Planned & facilitated faculty meetings, created assessment reports, managed academic course schedule, awarded scholarships, recruited undergraduate majors, and developed website	2009-2012
Director of Forensics, University of Nebraska-Omaha Managed budget, recruited students, coached students for national speech competitions, coordinated 12 national trips annually, hosted on-campus tournaments, and advised students	1999-2001

RESEARCH

Grants & Contracts

Kansas Leadership Center, Wichita, KS (2017-2021) Third Floor Research	Funded: \$535,000
IREX: Funding from US Department of State (2019) Civic Leadership Training; Dakar, Senegal	Funded: \$5,000
National Science Foundation (2011-2012) Central Great Plains Climate Change Partnership, PI Ben Champion	Funded: \$979,136
Interactivity Foundation, Parkersburg, WV (2010-2011) Citizens Discussions on the Future of Higher Education	Funded: \$53,176
Public Square Communities, LLC Leoti, KS (2009) Deliberation and Rebuilding the Public Square	Funded: \$3,600
Interactivity Foundation, Parkersburg, WV (2008) Citizen Discussion: Rewarding Work	Funded: \$1,475
Kettering Foundation, Dayton, OH (2007- 2008) Argument Quality in Public Deliberation, PI - David Procter	Funded: \$10,000
Interactivity Foundation, Parkersburg, WV (2006) Summer Institute Faculty Course Development	Funded: \$10,000
<u>Internal</u> Faculty Development Award, K-State (2010) Conference on Argumentation of the ISSA	Funded \$1,000
Center for Engagement & Community Dev., K-State (2008) Putting the Community in Community Assessment PIs Lynda Bachelor & Mary Tolar	Funded: \$14,500

University Small Research Grant, K-State (2007)
Invention through Public Deliberation: Public Square Communities

Funded: \$2,000

Books

Aguayo, A. & Steffensmeier, T. (2008). *Readings on Argumentation*. State College, PA: Strata Publishers Inc.

Articles

Lukyanova, E. & T. Steffensmeier (*in press, 2020*). “Well, in the case of my mom...”: Personal stories as negotiable arguments in public forums. *Journal of Argumentation in Context*.

Keith, W., Mountford, R. & Steffensmeier, T. (October 2019). Teaching Argument through Relationships. *Argumentation*. Pp 1-15. <https://doi.org/10.1007/s10503-019-09506-x>

Steffensmeier, T. & D. Chrislip. (2019). Changing the Game: Developing a New Lexicon for Leadership. *Journal of Leadership Studies*. 13 (2).

Steffensmeier, T., Fabris-McBride J., & Dove. P. (2016). Developing citizen leadership in Myanmar: The DeBoer Fellowship. *International Journal of Public Leadership*. 12 (2).

Chrislip, D., Arensdorf, J., Steffensmeier, T. & Tolar, M. (2016). Leadership in the civic arena. *Leadership and the Humanities*. 4 (2) 126-142.

Blacksher. E., Maree, G. Schrandt, S., Soderquist, C., Steffensmeier, T., St. Peter, R. (2015). Health policy, ethics, and the Kansas Legislative Health Academy. *American Journal of Public Health*. 105 (3), 485-489.

Campbell Hibbs, D. Kahl, L. Pytlik-Zillig, B. Champion, T. Abdel-Monem, T. Steffensmeier, C. Rice, K. Hubbard. (2014). Agricultural producer perceptions of climate change and climate education needs for the Central Great Plains. *Journal of Extension* 52(3).

Pytlik-Zillig, L. M., Steffensmeier, T., Campbell Hibbs, A., Champion, B., Hunt, E. D., Harrington, J., Jr., Spears, J., Umphlett, N., Bruning, R., & Kahl, D. (2013). Fostering climate change education in the Central Great Plains: a public engagement approach. *International Journal of Sustainability*, 8(1), 161-177.

Steffensmeier, T. (2010) Building a public square: an analysis of community narratives. *Community Development* 41 (2), 255-268.

Steffensmeier, T. & Schenck-Hamlin, W. (2009) Argument quality in public deliberations. *Argumentation and Advocacy*. 45.1, 21-36.

Steffensmeier, T. (2008). “Deliberative democracy and public pedagogy: an analysis of student-led facilitated discussions” In M.J. Todd & M. Alcalá (Ed.), *Teaching in Public – the Future of Higher Education* C-SAP Conference Proceedings. Birmingham: University of Birmingham, UK, 91-98.

Steffensmeier, T. (2007). “Arguments across symbolic forms: an analysis of presidential popularity” In C. A. Willard (Ed.), *ISSA Conference Proceedings*, Univ. of Amsterdam, 1329-1334.

Steffensmeier, T. (2007) [Review of Andreea Deciu Ritivoi, Paul Ricoeur: Tradition and innovation in rhetorical theory]. *Journal of Communication* 57, 411-412

Steffensmeier, T. (2005). Images and dialectic: arguments employing a visual trump card. In C. A. Willard (Ed.), *Critical Problems in Argumentation*. Washington: National Communication Association, 545-551

Mitra, A. and Steffensmeier, T. (2000). Changes in student attitudes and student computer use in a computer enriched environment. *Journal of Research on Computing in Education*, 32(3), 417-433.

Mitra, A., Steffensmeier, T., Lenzmeier, S., Avon, R., Hazen, M. and Qu, N. (2000). Gender and computer use in an academic institution: report from a longitudinal study. *Journal of Educational Computing Research*, 23 (1), 67-84.

Mitra, A., Steffensmeier, T., Massoni, A., & Lenzmeier, S. (1999). "Institutional implications of changes in attitudes toward computers and use of computers by faculty." *Journal of Research on Computing in Education*. 32:1.

Book Chapters

Procter, D. & Steffensmeier, T. (2017). Kansas State University's Institute for Civic Discourse and Democracy: Developing civic agency. In T. Shaffer (Ed). *Deliberative Pedagogy and Democratic Engagement*. East Lansing, MI: Michigan State University Press.

Steffensmeier, T, Knapp, J, & Ford, J. L. (2014). Speaking to persuade. In J. L. Ford, K. Stimpson, & J. A. Daly (Eds.). *Professional Communication Skills*. Boston, MA: Pearson.

Jangbar, S., Bahrainwala, L., Malone, P. C., Steffensmeier, T., & Ford, J. L. (2014). Working in teams. In J. L. Ford, K. Stimpson, & J. A. Daly (Eds.). *Professional Communication Skills*. Boston, MA: Pearson.

Steffensmeier, T. & Woodbury, T. (2011). Rebuilding communities with the public square process. In Black, L. W. (Ed.) *Group communication: Cases for analysis, appreciation, and application*. Dubuque, IA: Kendall Hunt.

Purtle S. & Steffensmeier, T. (2011). The Daily Show and Barack Obama's critique of whiteness: an intersection of popular and political rhetoric. In T. Goodnow. (Ed.) *The Daily Show and Rhetoric*. Lanham, MR: Lexington Books.

Steffensmeier, T. (2009). Sacred Saturdays: college football and local identity. In Brummett, B (Eds.) *Sporting Rhetoric: Performance, Games, and Politics*. New York, Peter Lang Publishing.

Schenck-Hamlin, D.C., Steffensmeier, T.R., & Schenck-Hamlin, W. (2008). Deliberative democracy: A foundation for sustainable social change. In T. Dickinson & T. Clark (Eds.), *Democracy Works: Joining Theory and Action to Foster Global Change*. Boulder, CO: Paradigm Publishers.

Public Reports, Guidebooks, & Essays

Tolar, M., Boone, K., Procter, D., & Steffensmeier, T. (2017). And Now for Something Completely Different. *Journal of Leadership Studies*, 11(1): 71-74.

Steffensmeier, T. (2015). *“Democracy in Action: Trio of Communities Work Together to Mold a Future.”* Kansas Country Living

Champion, B., Campbell Hibbs, A., Kahl, D., Pytlik-Zillig, L.M., and Steffensmeier, T. (2013). *Kansas Opinions on Climate Change: Results from a Statewide Telephone Survey and a Deliberative Discussion.* Kansas State University, Manhattan, KS.

Steffensmeier T. (2012). The Future of Higher Education in the United States. *Interactivity Foundation, Discussion Guide*, Parkersburg, WV.

Ubel, S., Brewer, A., & Steffensmeier, T. (2012). “What if Youth Led Community Development?” *Kansas Country Living*.

Steffensmeier T. (2012). “Can we Change the Conversation?” *Kansas Country Living*.

Steffensmeier T. (2010). “Faring Well at the Public Square” *Kansas Country Living*.

Steffensmeier T. (2009). Help Wanted: Bridge Builders. *The Journal of Kansas Civic Leadership Development*, 1:1, 19-20.

Conference Presentations

International

Steffensmeier, T. (2017). *Restoring Trust in Government: A Leadership Experiment.* International Leadership Association, Brussels, Belgium.

Steffensmeier, T.; Han, S.; Hashim, A. Sprain, L. (2016). *Communication Pathways Preconference,* International Communication Association Conference, Fukuoka, Japan.

Lukyanvona, E. & Steffensmeier, T, (July 2014). *Argument Schemes and Personal Narratives.* International Society of the Study of Argumentation Conference, Amsterdam, Netherlands.

Pytlik Zillig, L., Steffensmeier, T. & Hunt, E. (2012). *Fostering Climate and Sustainability Education in Rural Communities: Hypotheses from the Cognitive and Motivational Sciences.* International Sustainability Conference. Vancouver, Canada.

Steffensmeier, T. (2010). *Citizen Arguments: Deliberating a Smoking Ban Policy.* International Society for the Study of Argumentation Conference. Amsterdam, Netherlands.

Steffensmeier, T. (2007). *Deliberative Democracy and Public Pedagogy: An Analysis of Student-led Facilitated Discussions.* C-SAP Conference, Cardiff, Wales.

Steffensmeier, T. (2006). *Arguments across Symbolic Forms: An Analysis of Presidential Popularity.* International Society for the Study of Argumentation Conference. Amsterdam, Netherlands.

National

Steffensmeier, T. (2018). *Well, in the Case of my Mom, Personal Stories as Negotiable Argument in a Public Forum.* National Communication Association Convention, Salt Lake City.

Steffensmeier, T. (2018). *Challenging the Status Quo: Tackling Social Issues through Creative,*

Imaginative Leadership Development. National Communication Association Convention, Salt Lake City.

Steffensmeier, T. (2018). *Leadership Development in the Civic Arena: Measuring Progress in Senegal, Israel, and Kansas*. International Leadership Association Annual Conference, West Palm Beach.

Steffensmeier, T. (2017). *Deliberative Practices in Community Development*. National Communication Association Convention, Dallas.

Steffensmeier, T. (2017). *Building a container for research*. Adaptive Leadership Network Conference, Washington, D.C.

Steffensmeier, T. (2016). *Communication Scholars Engaging their Communities in Dialogue and Deliberation*, Panel Presentation. Engagement Scholarship Consortium Conference, Omaha.

Steffensmeier, T. (2015). *Learning through facilitated discussion: A proto-public approach*. National Communication Association Convention, Las Vegas.

Steffensmeier, T. & Suprenant, J. (2012). *Developing Deliberative Spaces: The Role of a Presidential Library & Museum in Public Forums*. National Communication Association Convention, Orlando.

Steffensmeier, T. (2010). *Inventing Policy and Citizen Possibilities through Facilitated Discussion*. National Communication Association Convention, San Francisco.

Steffensmeier, T. (2010). *Public Deliberation as Sustainable Community Development*. Kansas State University Sustainability Conference, Manhattan, KS.

Steffensmeier, T. (2009). *Public Deliberation as Community Development: Analyzing Policy Shifts in Kansas Communities*. National Communication Association Convention, Chicago.

Steffensmeier, T., Carcasson, M., and Mitchell, G. (2009). *Preconvention Seminar: Deliberative Research and Practice: Creating the NCA-Forum Conference Series*. National Communication Association Convention, Chicago.

Steffensmeier, T. (2009). *Rebuilding the Public Square: Community Building with Kansas Communities, LLC*. Kansas State University Sustainability Conference. Manhattan, KS.

Steffensmeier, T. (2009). *Sustaining the Public Square Process*. Public Square Communities Annual Conference. Hutchinson, KS.

Steffensmeier, T. (2008). *Deliberative Democracy & Communication Studies: Building Networks of Research, Pedagogy and Institutional Support*. Seminar National Communication Association Convention, San Diego.

Steffensmeier, T. (2008). *Sacred Saturdays: College Football and Local Identity*. National Communication Association Convention, San Diego.

Steffensmeier, T. & Schenck- Hamlin, W. (2008). *Argument Quality in Public Deliberations*. NCA Convention, San Diego.

Steffensmeier, T. & Imbody, E. (2008). *Facilitation as Method of Inquiry*. National Coalition for Dialogue and Deliberation Conference. Austin.

Steffensmeier, T. & Schenck-Hamlin, W. (2008). *Argument Quality in Public Deliberations*. Kettering Foundation, Dayton.

Steffensmeier, T. (2007). *Institute for Civic Discourse and Democracy*. Short Course, Deliberative Democracy. National Communication Association Convention, Chicago.

Steffensmeier, T. (2007). *A Genre of Becoming Local: The Turn to Sustainable Place-making*. National Communication Association Convention, Chicago.

Steffensmeier, T. (2007). *Deliberative Democracy and Community Engagement*. National Communication Association Convention, Chicago.

Steffensmeier, T. (2006). *Communication as a Practical Discipline: The Work of Institute for Civic Discourse and Democracy*. National Communication Association Convention, San Antonio.

Steffensmeier, T. (2005). *Going Local: The Successful Rhetorical Invention of Aurora, NE*. National Communication Association Convention, Boston.

Steffensmeier, T. (2005). *Aristotle's 'Energeia' and Grain Farming: Adding Value by Bringing a Community before the Eyes*. National Communication Association Convention, Boston.

Steffensmeier, T. (2005). *Vico's Rhetorical Invention as a Design Art*. National Communication Association Convention, Boston.

Steffensmeier, T. (2004). *Sophistic Rhetoric, Invention, and Creativity Research: Articulating a Creative Ethic*. National Communication Association Convention, Chicago.

Steffensmeier, T. (2004). *Articulating the Value of Rhetorical Scholarship*. Rhetoric Society of America Conference, Austin.

Steffensmeier, T. (2003). *Visual Argument and Opinion Polls: Presenting the President's Popularity in Times of Crisis*. National Communication Association Convention Top Paper Award, Miami.

Steffensmeier, T. (2003). *Images and Dialectic: Arguments Employing a Visual Trump Card*. Alta Argumentation Conference, Alta.

Steffensmeier, T. (2003). *Eloquence and the Euthanasia Debate: An analysis of Electronic Decorum*. Award Paper, CSCA Convention, Omaha.

Steffensmeier, T. (2001). *A Sophistic Model to Coaching Forensics*. National Communication Association Convention, Atlanta.

Steffensmeier, T. (2000). *Computers and Religious Conversion: An Analysis of a Cyber-Diocese*. National Communication Association Convention, Seattle.

Steffensmeier, T. (2000). *Successes and Setbacks for Attaining Grant Funding for International Travel*. National Communication Association Convention, Seattle.

Steffensmeier, T. (1998). *The Electronic Word: How Technology Redefines the Context for Communication Education*. National Communication Association Convention, New York.

Invited Talks

Third Floor Research: Linking research & practice to collaborate with companies and non-profit organizations (April 2020) Seminario ESCUELA de NEGOCIOS Universidad Adolfo Ibáñez.

Communicative Pathways to Leadership. (2016) College of Intercultural Communication, Rikkyo University, Tokyo, Japan.

Adaptive Leadership. (2015). DeBoer Foundation Citizen Leadership Program. Yangon, Myanmar.

Deliberation in the Public Square. (2013) University of Nebraska- Lincoln, Communication Studies Department

Designing Deliberative Places: Experiments in Rebuilding the Public Square. (2012). Department of Landscape Architecture, Regional Planning & Community Planning, Kansas State University.

Leadership Training: Cross Cultural Communication and Negotiation (2011). Department of the Army, 10th Special Forces Group.

Communication in a Democratic Society. (2009-2011). Presidential Lecture Series.

Editing Open Access Journal (2011). KSU Libraries.

Rebuilding the Public Square. (2009). Public Square Communities Annual Conference.

Editorial Board Positions

Editor: *Journal of Public Deliberation* 2010-2013

Editorial Board Member: *Journal of Public Deliberation* 2014-Present

Editorial Board Member: *Argumentation and Advocacy* 2010-Present

Editorial Board Member: *Kaleidoscope Graduate J. of Qualitative Research* 2005-Present

Guest Editorial Review: *Community Development Journal* 2009, 2011, 2013

Guest Editorial Review: *Policy and Society Journal* 2009

TEACHING

Faculty Development Training

-Immunity to Change Workshop; Robert Kegan, Harvard Graduate School of Education, 2012

-Public Discussion Curriculum Development; Interactivity Foundation, 2006

-Leading Socratic Discussions in the Classroom; Chautauqua Series, University of Washington, 2000

-Instruction and Curriculum Development; Wake Forest University, 1998

Faculty, Kansas State University 2005-Present

Undergraduate Courses:

Communication & Democracy (COMM 545); Argumentation Theories (COMM 542); Leadership Communication (COMM 535); Senior Colloquium (COMM 550); Rhetoric of Community Building (COMM 470); Dialogue on Democracy (COMM 450); Civic Leadership (COMM 450); Organizational Communication (COMM 425); Business & Professional Speaking (COMM 311); Small Group (COMM 326); Introduction to Human Communication (COMM 120)

Graduate Courses:

Graduate Studies in Leadership Communication (LEAD 814); Leadership Communication (COMM 735); Public Deliberation (COMM 630); Classical Rhetoric (COMM 730); Rhetorical Criticism (COMM 733); Perspectives of Communication (COMM 720)

Faculty, Leadership Victoria, Australia 2018

Course: Executive Education in Case-in-Point Teaching

Lecturer, College of Intercultural Communication, Rikkyo University, Japan 2018

Course: Leadership Communication

Assistant Instructor, Communication Studies, University of Texas, Austin 2001-2005

Courses: Speechmaking and Society; Professional Speaking Skills

Instructor, Department of Communication, University of Nebraska-Omaha 1999-2001

Courses: Business & Professional Speaking, Small Group Communication, Public Speaking

Instructor, Junior Statesmen Summer Institute, Stanford University Summer 1999

Course: Speech Communication

Teaching Assistant, Department of Communication, Wake Forest University 1998-1999

Course: Public Speaking

Collegiate Speech & Debate

Director of Forensics, University of Nebraska, Omaha; 1999-2001

Hastings College Forensics Team 1993-1997

President, Hastings College Honorary Phi Kappa Delta Chapter 1997

SERVICE

University

- Member, President's Strategic Enrollment Management Task Force 2015-16
- Search committee, Associate Dean Global Campus 2016
- Chair, Search Committee, Modern Language Department Head Search 2015
- Chair, Search Committee, Beach Chair of Mass Communications 2015-2016
- Diversity Committee College of Arts and Sciences 2014- 2016
- NEH Grant Committee 2015-2017
- Building Construction Committee, Business College 2014-2015
- Co-Chair, Staley School of Leadership Studies Faculty Search 2014
- 2025 Strategic Planning Committee, Staley School of Leadership Studies 2013
- Co-Chair All University Capital Campaign 2012
- Truman Scholarship Committee 2012-Present
- President, Advisory Board KSU Center for Child Development 2011-2012
- Arts and Sciences Assessment Committee 2010-2012
- Vice President Advisory Board KSU Center for Child Development 2010
- Advisory Board KSU Center for Child Development 2009-10
- Faculty Salaries & Fringe Benefits Sub-committee of Faculty Affairs, 2006-09
- Honor Council Arts & Sciences, 2005-08
- Presidential Lecture Series Speaker: Communication in a Democratic Society 2006-2009

Department

- Department Head, Communication Studies 2012-2017
- Division Head, Communication Studies 2009-2012
- Communication Studies Kansas Board of Regents 5-year Evaluation Report
- College of Arts and Sciences Assessment Review Committee
- Graduate Thesis Major Advisor: Ashley Denney, Amy Nichols, Andrew Allsup, Corey Reutlinger, Caitlin Reynolds, Maurianna Shelbourn, Joe Koehle, Lauren Tice, Emily Kofoed, Stephanie Purtle, Megan Harlow, Jennifer Dixon, John Jasso, Sarah Snider, Neal Stewart
- Graduate Committee Member: 25 M.A. Committees
- Doctoral Advising: Leadership Communication program (8 students annually); Committees: Joe Jakubek
- Undergraduate Advising: 15 students annually
- Communication Studies Recruitment Committee 2006-08
- Website Manager 2006-2012
- Division Public Relations 2005-2008

Profession

- Vice President Elect, Public Dialogue & Deliberation Division, NCA 2018-Present
- Editorial Board Member: *Argumentation and Advocacy*, 2010-Present
- Editorial Board Member: *Journal of Public Deliberation* 2014-Present
- Editorial Board Member: *Kaleidoscope Graduate J. of Qualitative Research*, 2005-Present
- Founding member of Public Dialogue & Deliberation Division, NCA 2015
- Editor, *Journal of Public Deliberation*, 2010-2013
- Director, National Communication Association- Forum Advisory Board, 2012-2013
- International Association of Public Participation, Awards Panel, 2011-2012
- Panel Chair, *Public Address Conference*, University of Memphis, 2012
- Advisory Board Member: National Communication Association-Forum, 2008-2014
- Guest Editorial Review: *Policy and Society Journal*, 2009
- Guest Editorial Review: *Community Development Journal*, 2009
- Proposal Reviewer: Visual Comm. Division, NCA Convention, 2005-07
- Proposal Reviewer: Public Address Division, NCA Convention, 2012
- Conference Coordinator Assistant, Impact of Technology upon Learning. Wake Forest, 1999
- Member, National Communication Association (NCA)
- Member, International Society for the Study of Argumentation (ISSA)
- Member, National Coalition for Dialogue and Deliberation (NCDD)
- Member, International Leadership Association (ILA)

Awards & Honors

- Faculty Award (2010). Mortar Board Senior Honor Society annual award. College of Arts and Science Recipient, Kansas State University.
- Outstanding PhD Student of the Year (2003-2004). Communication Studies Department, University of Texas, Austin.
- Texas Exes Teaching Award (2003-2004). University of Texas, Austin Alumni Association Campus-wide Teaching Award.
- Top Papers Award (Fall 2003). National Communication Association Visual Communication Division.
- Jesse H. Jones Fellowship (2003- 2004). Academic fellowship, College of Communication, University of Texas, Austin.
- Outstanding Assistant Instructor (2002-2003). Department of Communication Studies

- Past Officer Debut Panel (2003). Central States Communication Conference.
- Preemptive Fellowship (2001-2003). University of Texas, Austin.
- Chautauqua Short Course (2000). University of Washington. *Leading Socratic Discussions*, Funded by College of Arts & Sciences, University of Nebraska-Omaha.
- Research Fellowship, (1997-1999). Wake Forest University.

CONSULTING

Microsoft Corporation (Leadership Development)
 National Association of Counties (Leadership Development)
 Manhattan Chamber of Commerce (Strategic Planning)
 Superior Steel Supply (Leadership Development)
 Kansas Farm Bureau (Strategic Planning)
 Department of the Army, 10th Special Forces Group (Leadership Development)
 Mid-American Credit Union (Leadership Development)
 Metropolitan Community College (Strategic Planning)
 Kansas Breastfeeding Coalition (Leadership Development)
 Ronald McDonald Charities, Kansas City (Leadership Development)
 Plant Pathology Department, Kansas State University (Strategic Planning)
 Kansas Leadership Center (Leadership Development)
 Political Campaign Strategy (Local, State, National elections)
 Public Square Communities, LLC (Community Development)
 Kansas Health Foundation (State Legislator Health Academy)
 School of Leadership Studies, Kansas State University (Visioning Retreat)
 City of Manhattan Leadership Academy (Facilitation Skills)
 VISTA Training, Kansas State University (Facilitation Skills)
 Standard Aero (Manager Training)
 Dr. Neal Burns (NASA Communication Strategies Project)
 Clickin-Reseach (SBC Project Generation)
 MBA PLUS Program, University of Texas (Presentation Skills)
 University of Texas, MBA Executive Program (Presentation Skills)
 University of Texas, Department of Mechanical Engineering (Presentation Skills)