

PROGRAM REVIEW

Fairmont State Board of Governors

Program with Special Accreditation Program without Special Accreditation

Date Submitted 1/29/2016

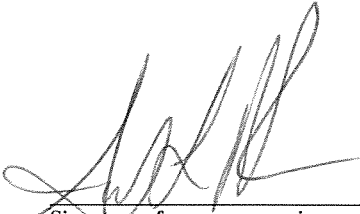
Program Bachelor of Arts in Communication Arts
Degree and Title

INSTITUTIONAL RECOMMENDATION

The institution is obligated to recommend continuance or discontinuance of a program and to provide a brief rationale for its recommendation:

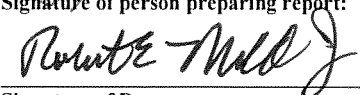
- X 1. Continuation of the program at the current level of activity; * Assessment + ^{Recruitment} ~~Retention~~ Plan July
- _____ 2. Continuation of program with corrective action (for example, reducing the range of optional tracks or merging programs);
- _____ 3. Identification of the program for further development (for example, providing additional institutional commitment);
- _____ 4. Development of a cooperative program with another institution, or sharing courses, facilities, faculty, and the like;
- _____ 5. Discontinuation of the Program

Rationale for Recommendation:



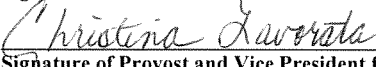
Signature of person preparing report:

1/26/2016
Date



Signature of Dean

1/27/2016
Date



Signature of Provost and Vice President for Academic Affairs:

3-23-16
Date



Signature of President:

4-5-16
Date



Signature of Chair, Board of Governors:

4-14-16
Date

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Executive Summary for Program Review of Bachelor of Arts in Communication Arts

Name and degree level of program: Bachelor of Arts in Communication Arts

External Reviewer:

Barbara F. Sims, HHD
Professor Emeritus in Communications
Retired Director of Forensics
Alderson Broaddus University
P.O. Box 2175
Elkins, WV 26241
bfssims@gmail.com
304-614-0614

Synopses of significant findings including findings of external reviewer:

The external reviewer reported the following strengths, weaknesses and recommendations as we move forward with the continued improvement of the Communication Arts program. The findings align with what the faculty has determined over the course of our ongoing program evaluation and improvement process.

Strengths

1. Strong, energetic, passionate faculty
2. A supportive Dean
3. A new program that uniquely combines classical, traditional and new research along with seven tracks to enhance employment options
4. Cooperation from other departments
5. A variety of courses for general studies students
6. Numerous co and extracurricular activities for students
7. A new student service organization and honorary
8. A clear willingness to listen to feedback and make changes
9. A slight improvement in technology
10. The beginnings of an assessment plan
11. List of qualified adjuncts

Weaknesses

1. Low enrollment of incoming freshman
2. Low graduation rate
3. Fall retention fluctuates. Spring retention was not given.
4. Technology
5. Sufficient, permanent, full-time faculty
6. Incomplete assessment plan
7. Insufficient tools for adjuncts
8. Scholarships

Recommendations

1. Rewrite catalog program description to highlight the classical, traditional and new research as well as the tracks. Clarify your unique identity.

2. Increase permanent, full-time faculty
3. Establish a plan to increase enrollment in the major
4. Establish a complete assessment plan that includes the time-lines, assessment tools, and a complete explanation of the process, including plans to use the assessment findings
5. Analyze the “why” of the low graduation rates to determine if additional plans need to be put in place to increase the rate
6. Increase technology
7. Increase tools for adjuncts
8. Seek scholarship support

Plans for program improvement including timeline:

We continue to focus a great deal of energy on improving assessment including a process for collecting artifacts in Taskstream. We are currently building assessments within Taskstream. These include the evaluation of the internship portfolio and also a revision of the rubric for critiquing speeches in the Neely Persuasive Speaking Contest. We also plan to continue working to collect assessment data from our three service courses.

Our program improvement plans also include a continued increase in the level of technology integration, creation of additional tools for adjuncts to improve uniformity in service course offerings, an evaluation of our program descriptions and continued efforts to improve recruiting and retention.

Work on many of these issues is already underway. Several courses are now integrating digital storytelling into the curriculum and a partnership with the local cable access channel has been established and an assignment and assessment bank for adjuncts is being compiled.

Identification of weaknesses or deficiencies from the previous review and the status of improvements implemented or accomplished:

The following weaknesses were reported in the 2011 Program Review:

1. Lack of resources (personnel, outdated facilities/technology)
2. Curriculum designed to center around performances (main thrust is public speaking). This is outdated curriculum
3. Little/no social science research background for students
4. Lack of clarity of goals for majors/unsure what to do with the degree
5. No comprehensive assessment of departmental outcomes
6. Outcome goals not communicated to constituents

Our faculty worked together in considering these weaknesses and developed a plan to address them. The following chart includes the suggestions/goals offered in the 2011 review and how the Communication Arts program has addressed them. All the changes we made were a part of a program revision. We are proud of the changes we have made. The Communication Arts program is now focused and up to date for our students.

COMPREHENSIVE CURRICULUM ASSESSMENT	A curriculum proposal was submitted in 2012, proposing modifying the current Communication program to a more interdisciplinary program to be called Communication Arts. The proposal was approved and was implemented in the 2013-2014 academic year
ADDITION OF RESEARCH COURSE	COMM 2213 Introduction to Communication Theory and Research
ADDITION OF CORNERSTONE COURSE	COMM 2250 Sophomore Seminar
RESTRUCTURE OF INTRO TO HUMAN COMMUNICATION COURSE	The course structure of this class has remained the same
IMPLEMENTATION OF FOUNDATIONS COURSE	COMM 2250 Sophomore Seminar
INCORPORATE INTERNSHIP/SERVICE LEARNING COMPONENT	COMM 4496 Communication in Practice: Internship
ENHANCE CURRICULUM WITH A MEDIA/SOCIAL MEDIA COMPONENT	COMM 4420 Contemporary Storytelling JOUR 3350 Participatory Journalism <i>This course is now part of the courses required for a Communication Arts major</i>

Five year trend data on graduates and majors enrolled:

ACADEMIC YEAR	MAJORS	GRADUATES
2010-2011	32	7
2011-2012	34	2
2012-2013	37	4
2013-2014	50	10
2014-2015	34	6

The number of majors in the Communication Arts program has remained stable over the past five years. The number of graduates had a down turn in academic years 2011-2012 and 2012-2013. In the years since then, our graduation numbers have rebounded.

Summary of assessment model and how results are used for program improvement:

Our assessment relies on direct measures including course level assessments and a senior portfolio review. The faculty has been meeting regularly to discuss how we can use these and other assessments to further improve the program. This past fall semester was the first for the senior portfolio review process. Each Communication Arts faculty member evaluated the presenting students. Those evaluations are now being analyzed to see how this assessment instrument and the program itself can be improved.

Data on student placement (for example number of students employed in positions related to the field of study or pursuing advanced degrees):

Our students do not typically go on to pursue graduate degrees in Communication. Our graduates do go on to work in fields in which they utilize the skills and knowledge gained during their undergraduate education. We currently have recent graduates working in public relations, radio and television and for non profit organizations.

Program Review
Fairmont State University
Communication Arts
School of Fine Arts

Program Catalog Description:

The Department of Communication and Theatre Arts faculty has designed a program to provide students with a variety of choices for developing their knowledge and skills through study and performance. By building a base of performance experience through classroom exercises, public performances, and competition, students can develop communication expertise which will prepare them to meet the challenges of the future.

Students in the Department of Communication and Theatre Arts degree program have a graduation requirement of a 2.0 overall GPA and must earn a “C” or better in all their major courses.

Students applying for admission to Teacher Education must also meet the requirements of the School of Education.

Students may choose a degree program in:

- 1) A Bachelor of Arts major in Theatre Arts;
- 2) A Bachelor of Arts major in Communication Arts;
- 3) Bachelor of Arts minors in either Communication Arts or Theatre Arts;
- 4) Bachelor of Arts in Education, single field, grades 5-12 in Oral Communication;
- 5) Bachelor of Arts in Education, single field, Pre-K-Adult in Theatre.

The co-curricular activities of this department are open to all students.

VIABILITY (§ 4.1.3.1)

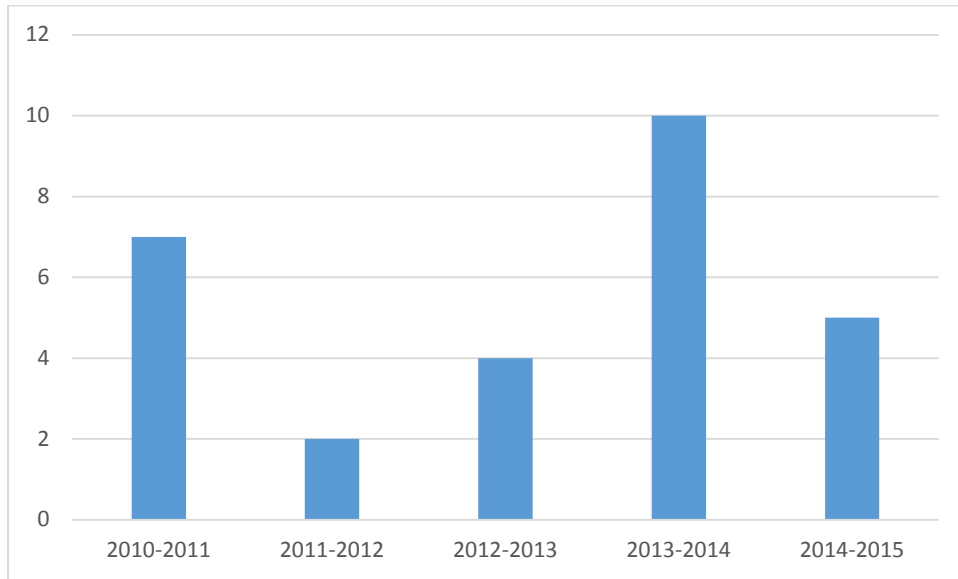
Enrollments

Applicants

ACADEMIC YEAR	APPLICANTS	ACCEPTED	REGISTERED
2010-2011	42	20	10
2011-2012	39	18	14
2012-2013	35	25	12
2013-2014	37	22	11
2014-2015	37	14	3

Students declare Communication Arts as a major either when they apply to Fairmont State University or at some point after matriculation. There is no separate application for the Communication Arts program. There is no institutional data to explain the specific reasons why students who are admitted do not enroll.

Graduates



Program Courses

Enrollment in Program Courses					
COURSE	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
COMM 1105	39	19	28	23	22
COMM 1171	27	25	0	53	55
COMM 1199	16	0	0	0	0
COMM 2200	877	875	833	775	631
COMM 2201	170	173	165	188	175
COMM 2202	232	224	197	261	182
COMM 2215	15	14	17	17	9
COMM 2219	12	14	12	17	17
COMM 2235	16	13	11	15	17
COMM 2241	14	11	15	15	17
COMM 2249	3	4	0	5	9
COMM 2250	0	0	0	0	7
COMM 3300	0	0	0	14	13
COMM 3320	5	3	2	2	0
COMM 3337	10	7	8	7	13
COMM 3345	7	3	6	7	10
COMM 4431	0	0	3	0	1
COMM 4439	8	6	3	7	14
COMM 4449	1	3	4	6	6
COMM 4491	10	12	16	6	7
COMM 4495	10	19	16	9	0
COMM 4998	0	3	0	1	0
TOTALS	1769	1428	1390	1482	1385

Service Courses

Communication Arts offers three service courses, COMM 2200 Introduction to Human Communication, COMM 2201 Introduction to Group Discussion and COMM 2202 Introduction to Communication in the World of Work.

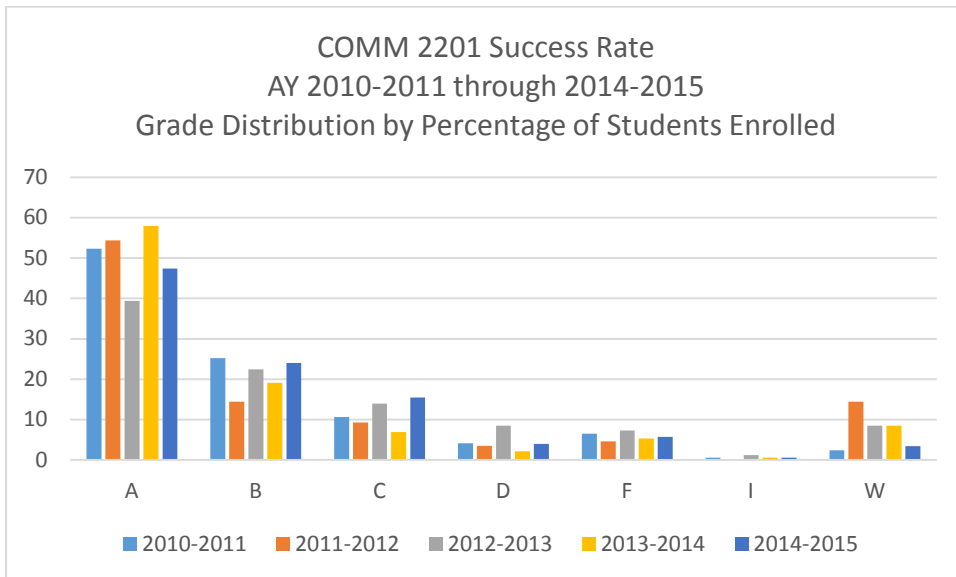
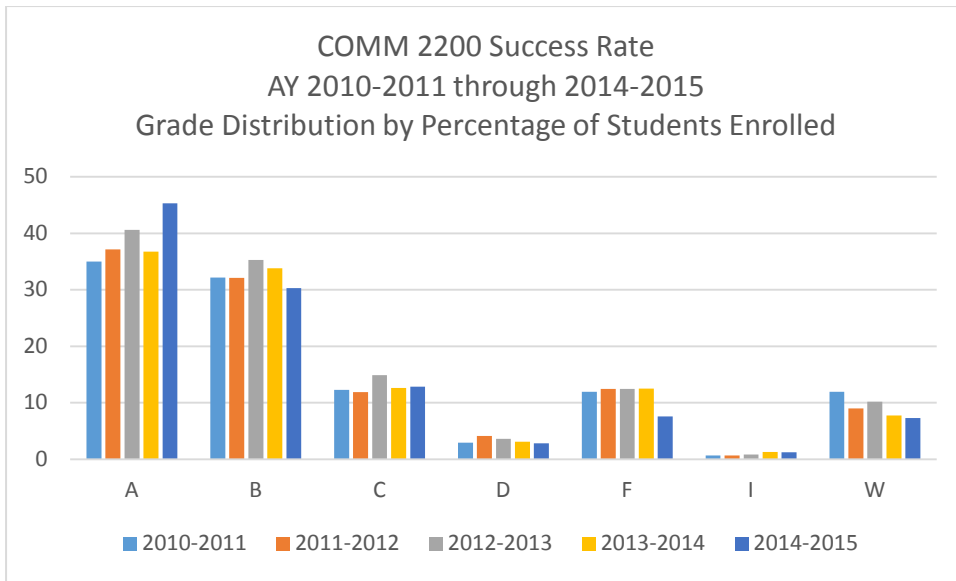
COMM 2200 Introduction to Human Communication..... 3 hrs.
Examines the theoretical foundations of human communication through definitional analysis and examination of communication models, code elements and ethical considerations pertinent to communication in our society. This course provides the opportunity for each student to participate in interpersonal and public speaking presentations to develop his/her skills in interacting with others in both the personal and professional arenas. PR: Completion of ENG 1104 with a “C” or better grade or a Verbal ACT score of 21 or higher. Satisfies General Studies category ID, IG, and/or IV requirements.

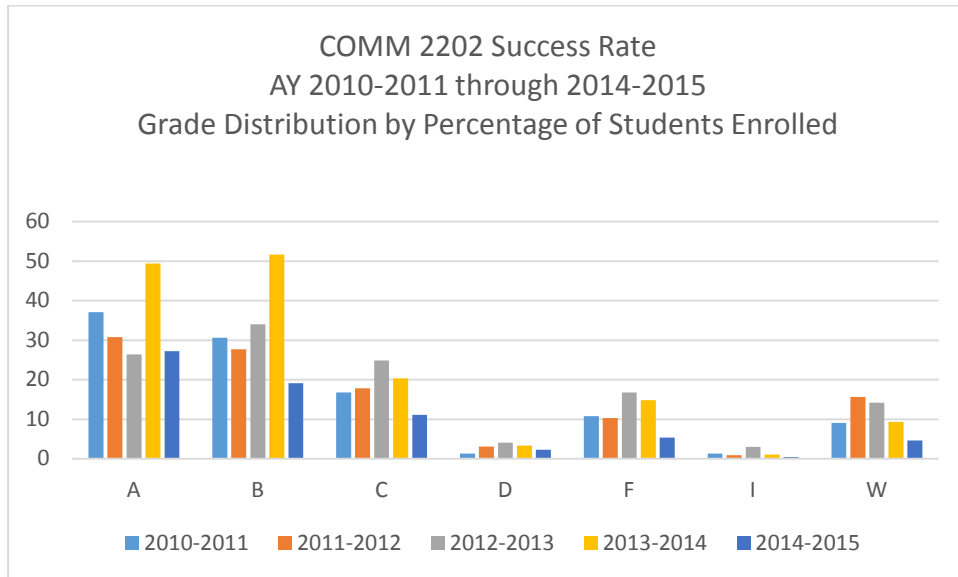
COMM 2201 Introduction to Group Discussion..... 3 hrs.
This course focuses on the theories, concepts and skills necessary to function effectively in a variety of group settings. Students will use research, organization, critical thinking and presentational skills when participating in groups to investigate social problems and create potential solutions for those problems. Topics include group norms, rules, roles, conflict management, leadership, problem solving, decision-making and team building. PR: Completion of ENGL 1104 with a “C” or better grade or a Verbal ACT score of 21 or higher. Satisfies General Studies category ID, IG, and/or IV requirements.

COMM 2202 Introduction to Communication in the World of Work.....3 hrs.
This course focuses on personal and professional communication. It examines the nature of communication in the world of work. Students will exam and practice individual, group and presentational communication skills necessary to work effectively with peers, supervisors, supervisees and constituents. Topics addressed will include interpersonal communication, socialization, organizational culture, group dynamics, leadership, power and status, meeting facilitation, problem solving, presentation research, organization and delivery. PR: Completion of ENGL 1104 with a “C” or better grade or a Verbal ACT score of 21 or higher. Satisfies General Studies category IG and/or IV requirements.

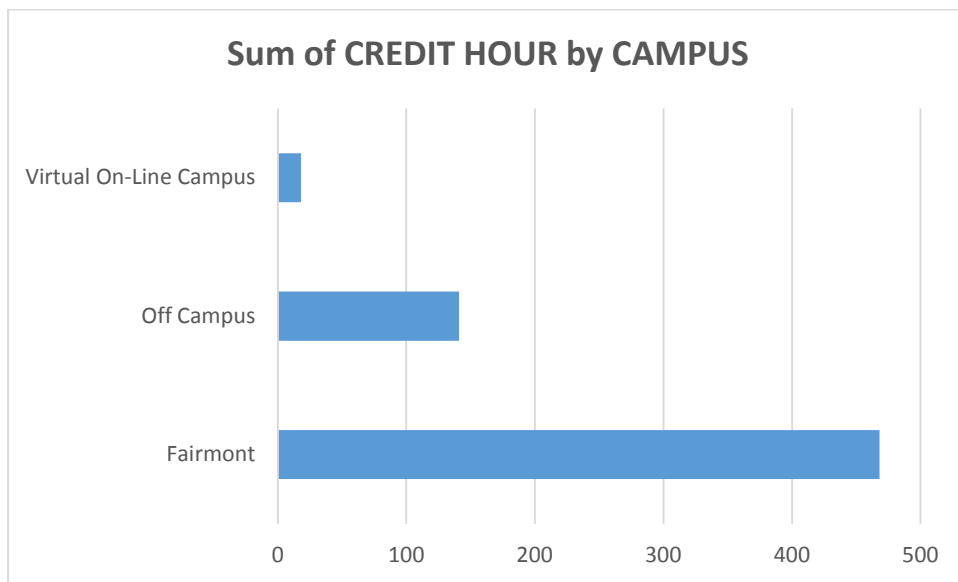
Enrollment in Service Courses					
COURSE	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
COMM 2200	877	875	833	775	631
COMM 2201	170	173	165	188	175
COMM 2202	232	224	197	261	182
TOTALS	1279	1272	1195	1224	988

Success Rate Service Courses





Off Campus Courses



Cost Per Student Credit Hour

	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
FTE	140.13	153.6	148.63	147.93	146.8	122.3
CREDIT HOURS	1323	1458	1420	1407	1366	1139
COST PER CREDIT HOUR	79.71	72.72	75.15	75.51	76.09	91.33
COST PER FTE	2391.37	2181.66	2254.61	2265.28	2282.71	2740

Liberal Studies Requirements Met

The Communication Arts major does not have specific General Education requirements beyond what is required for a Bachelor of Arts degree at Fairmont State University.

Assessment Requirement

Since our last program review, Fairmont State University has transitioned to a revised General Studies Program and an outcomes based curriculum. The Program Goals and Outcomes for the Communication Arts Program are as follows.

Program Goals

The goals of the Communication Arts Program are to:

- Serve the institution through general studies courses, competitive teams, and communication-oriented performances and events
- Foster a sense of community through its commitment to listening, ethical speech, and appreciation for diversity of culture and opinion
- Encourage students' understanding of their place in the professional world and progression toward graduation
- Foster a level of scholarship and skill that allows students to compete in their chosen vocation or academic path
- Foster productive, ethical citizens

Program Outcomes

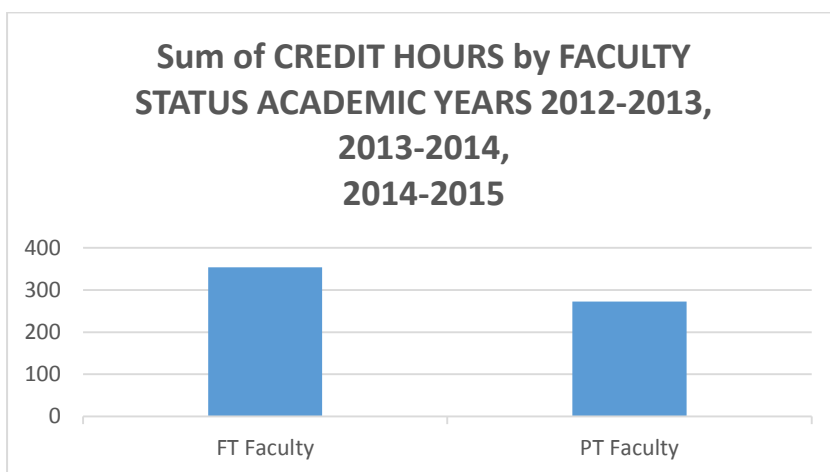
Upon successful completion of this program, students will be able to:

- Create effective written, spoken and visual messages based on the audience, the occasion and the medium
- Craft and support a logical argument based on valid research and critical analysis
- Effectively deliver formal and informal presentations to a variety of audiences in a variety of contexts
- Collaborate with a group or team to make decisions or solve problems in a variety of contexts
- Apply theories of human communication and related research in a variety of contexts including organizations and interpersonal relationships
- Analyze and synthesize information through critical listening
- Demonstrate sensitivity to ethical issues in communication and exhibit standards of professional behavior
- Apply the appropriate communication strategies (persuasive, organizational) based on an analysis of the audience and/or the communication context

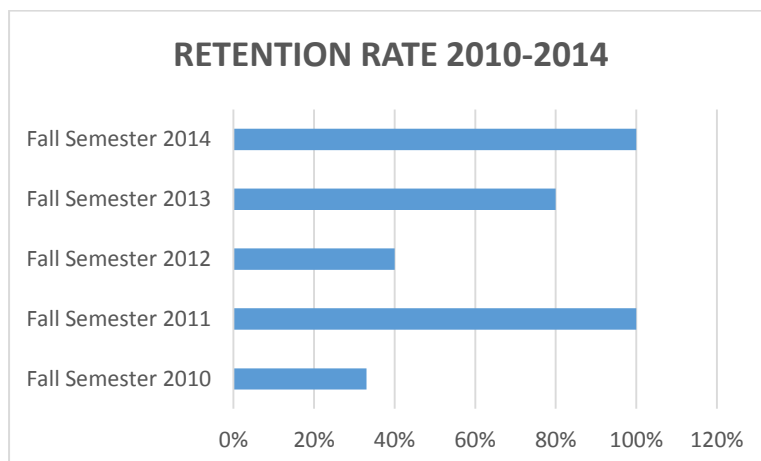
Course level assessments include quizzes, reflections, essays, tests, group discussions, outlines and presentations. The Neely Persuasive Speaking Contest is part of the requirements of the Oratory course. Every Communication Arts major writes a fully researched and documented persuasive speech. A faculty panel reviews the speech. Those that advance past the faculty panel compete in the Neely Contest where they are adjudicated by an outside panel. The judges' rubric is currently being revised and updated to clarify criteria for judging and to reflect use of established and emergent technology.

The Communication Arts program has made and continues to make strides in mapping outcomes to assessments via Taskstream.

Adjunct Use



Graduation/Retention Rates



ACADEMIC YEAR	MAJORS	GRADUATES
2010-2011	32	7
2011-2012	34	2
2012-2013	37	4
2013-2014	50	10
2014-2015	34	6

The number of majors in the Communication Arts program has remained stable over the past five years. The count of graduates has fluctuated, ranging from a low of 2 graduates in AY 2011-2012 to a high of 10 graduates in AY 2013-2014.

Previous Program Review Results

The previous program review was completed in 2011 with the recommendation, “identification of the program for further development.” The Fairmont State University Board of Governors accepted and approved the report at its April 28, 2011 meeting. The report of the outside reviewer in 2011 highlighted specific strengths and weaknesses of the program at that time.

Strengths were reported as follows:

- Strong departmental outcomes
- Neely Competition as authentic assessment of departmental outcomes
- Some courses represent a clear path, building blocks: public speaking, argumentation, persuasion, oratory (Capstone)
- Active learning through multiple presentations (20-30 required through college tenure)
- Multiple examples of course embedded problem based learning projects (i.e. student grant writing projects)

Weaknesses were reported as follows:

- Lack of resources (personnel, outdated facilities/technology)
- Curriculum designed to center around performances (main thrust is public speaking). This is outdated curriculum
- Little/no social science research background for students
- Lack of clarity of goals for majors/unsure what to do with the degree
- No comprehensive assessment of departmental outcomes
- Outcome goals not communicated to constituents

Several recommendations were made for the program via this outside review. They included:

- Possibly adding a research class in order to teach the students who are going to pursue persuasive speaking about audience analysis
- Adding a “cornerstone” class as an intro class to assist the students in understanding what you can do with a Communication degree earlier in their career rather than later
- Update curriculum to include media/social media component
- Reorganize the Intro to Human Communication course by utilizing the lab model provided by the sciences. By teaching the course content in a large lecture setting with lab/breakout sections for student speeches it is possible to save up to 11 faculty credit hours while still providing the same number of student credit hours
- Required internship course embedded into curriculum

- Evaluate current assessment practices

A plan for improvement was established. This plan included the following:

Faculty and student investment in the Communication Arts Program at Fairmont State University is an obvious strength of the program. The proposed recommendations are made with the idea of strengthening the program further.

- Implementing a comprehensive assessment of the current curriculum
- Restructuring the Intro class to save credit hours
- Implementing a foundations course to assist students with understanding the value of the degree in the workforce
- Incorporate an internship/service learning component to expand application of classroom learning
- Enhancing the curriculum with a social media component

The Communication Arts Department has worked diligently over the past five years to address the plan for improvement and the associated weaknesses of the program. The chart below illustrates the work completed. Much of the work toward program improvement occurred during the program revision implemented in the 2013-2014 academic year.

COMPREHENSIVE CURRICULUM ASSESSMENT	A curriculum proposal was submitted in 2012, proposing modifying the current Communication program to a more interdisciplinary program to be called Communication Arts. The proposal was approved and was implemented in the 2013-2014 academic year
ADDITION OF RESEARCH COURSE	COMM 2213 Introduction to Communication Theory and Research (see course description)
ADDITION OF CORNERSTONE COURSE	COMM 2250 Sophomore Seminar (see course description)
RESTRUCTURE OF INTRO TO HUMAN COMMUNICATION COURSE	The course structure of this class has remained the same
IMPLEMENTATION OF FOUNDATIONS COURSE	COMM 2250 Sophomore Seminar (see course description)
INCORPORATE INTERNSHIP/SERVICE LEARNING COMPONENT	COMM 4496 Communication in Practice: Internship (see course description)
ENHANCE CURRICULUM WITH A MEDA/SOCIAL MEDIA COMPONENT	COMM 4420 Contemporary Storytelling (see course description) JOUR 3350 Participatory Journalism <i>This course is now part of the courses required for a Communication Arts major (see course description)</i>

COMM 2213 Introduction to Communication Theory and Research Practices..... 3 hrs.

Writing Intensive

This course provides an overview of the concepts and methods used to design, conduct, interpret and evaluate communication research. The aim of the course is for students to become informed consumers of research as well as producers of it on a basic level. The course will develop the skills necessary to design, organize, conduct, report and present research competently and ethically. In order to satisfy the Writing Intensive requirement, students will be required to complete a comprehensive written literature review analyzing the work of other researchers

COMM 2250 Sophomore Seminar.....1 hr.

In this course, students will explore the role of the communication professional in a variety of fields such as media, non-profit, government, business, and health. Students will participate in a mid-program review with communication faculty and the class will culminate in a paper/presentation on a communication profession or field of study. Open to Communication Arts majors and minors only.

COMM 4420 Contemporary Storytelling..... 3 hrs.

This course is an introduction to the study of images as a communicative phenomenon and ethnographic storytelling. Students will explore the use of digital images to communicate specific information in a variety of contexts such as public relations, journalism, or web-based publication and the use of ethnographic research as a tool for audio documentary. PR: COMM 2241 and BISM 2800.

COMM 4496 Communication in Practice: Internship..... 3 hrs.

The communication internship is designed to provide students with a supervised opportunity to apply their communication skills in a business or organization. Students are expected to complete a minimum of 100 hours in a meaningful and challenging placement. This placement should be made in cooperation with a member of the communication arts faculty or a faculty member teaching in a Communication Arts track. Students will attend course orientation sessions at the beginning of the semester and course reflection and evaluation sessions at the end of the semester. The final reflection will include a portfolio presentation that demonstrates students' understanding of communication in theory and practice as well as their own strengths and weaknesses as a communicator. This internship placement, the reflection, and the portfolio presentation make up the capstone experience for students majoring in Communication Arts.

JOUR 3350 Participatory Journalism and Social Media.....3 hrs.

This course develops students' abilities to report stories in a professional journalistic manner for use on the electronic media sites, including social media, blogs, and new mobile media applications. Students will learn to incorporate user-generated content (UGC).

ADEQUACY (§ 4.2.4.2)

Program Requirements

The Department of Communication Arts underwent a program revision during this evaluation period. Both sets of Program Requirements are listed below. The first set encompasses academic years 2010-2011 through 2012-2013. The second set begins with academic year 2013-2014 and is the current, required program.

Academic Year 2010-2011-Academic Year 2012-2013 Program Requirements

BACHELOR OF ARTS IN COMMUNICATION	128 SEM. HRS.
Communication Curriculum (see below).....	39 SEM. HRS.
General Studies Requirements	40 SEM. HRS.
Free Electives.....	49 SEM. HRS.

Communication Curriculum.....39 SEM. HRS.

Required Courses (36 hrs.)

COMM 1105 VOICE & DICTION.....	3
COMM 1171 MASS COMMUNICATION.....	3
COMM 2201 INTRODUCTION TO GROUP DISCUSSION.....	3
COMM 2202 COMMUNICATION IN THE WORLD OF WORK.....	3
COMM 2215 NONVERBAL COMMUNICATION.....	3
COMM 2219 LANGUAGE IN COMMUNICATION.....	3
COMM 2235 INTERPERSONAL COMMUNICATION.....	3
COMM 2241 ARGUMENTATION & DEBATE.....	3
COMM 3337 PERSUASIVE COMMUNICATION.....	3
COMM 3345 ORATORY.....	3
COMM 4495 SEMINAR IN COMMUNICATION ISSUES.....	3
THEA 2220 ORAL INTERPRETATION.....	3

Communication Electives (3 hrs.)

COMM 1199 SPECIAL TOPICS IN SPEECH COMMUNICATION.....	1-3
COMM 2249/4449 INTERCOLLEGIATE DEBATE PRACTICUM (I-VIII)..	1
COMM 4439 PUBLIC SPEAKING PRACTICUM (I-VIII).....	1
COMM 4491 DIRECTED STUDY.....	1-4
THEA 2228/4428 ORAL INTERPRETATION PRACTICUM (I-VIII).....	1

MODEL SCHEDULE

FRESHMAN FIRST SEMESTER	
COMM 1105 VOICE AND DICTION.....	3
G.S./ELECTIVES	13
FRESHMAN SECOND SEMESTER	
COMM 2200 INTRODUCTION TO HUMAN COMMUNICATION.....	3
THEA 2220 ORAL INTERPRETATION.....	3
G.S./ELECTIVES	10
SOPHOMORE FIRST SEMESTER	
COMM 2201 INTRODUCTION TO GROUP DISCUSSION.....	3
COMM 2241 ARGUMENTATION AND DEBATE.....	3
G.S./ELECTIVES	9
SOPHOMORE SECOND SEMESTER	
COMM 2202 COMMUNICATION IN THE WORLD OF WORK.....	3
COMM 2215 NONVERBAL COMMUNICATION.....	3
COMM 2219 LANGUAGE IN COMMUNICATION.....	3
COMM ELECTIVE.....	1
G.S./ELECTIVES	6

JUNIOR FIRST SEMESTER	
COMM 1171 INTRODUCTION TO MASS COMMUNICATION.....	3
COMM 2235 INTERPERSONAL COMMUNICATION.....	3
COMM 3337 PERSUASIVE COMMUNICATION.....	3
COMM ELECTIVE.....	1
G.S./ELECTIVES	6
JUNIOR SECOND SEMESTER	
COMM ELECTIVE.....	1
G.S./ELECTIVES	16
SENIOR FIRST SEMESTER	
COMM 4495 SEMINAR IN COMMUNICATION ISSUES.....	3
G.S./ELECTIVES	13
SENIOR SECOND SEMESTER	
COMM 3345 ORATORY.....	3
G.S./ELECTIVES	13

MINOR IN COMMUNICATION24 SEM. HRS.

Required Courses (24 hrs.)

COMM 1105 VOICE & DICTION.....	3
COMM 1171 MASS COMMUNICATION.....	3
COMM 2201 INTRODUCTION TO GROUP DISCUSSION.....	3
COMM 2215 NONVERBAL COMMUNICATION.....	3
COMM 2219 LANGUAGE IN COMMUNICATION.....	3
COMM 2235 INTERPERSONAL COMMUNICATION.....	3
COMM 2241 ARGUMENTATION & DEBATE.....	3
COMM 3337 PERSUASIVE COMMUNICATION.....	3

Academic Year 2013-2014 and Academic Year 2014-2015 Program Requirements

BACHELOR OF ARTS IN COMMUNICATION ARTS.....	120 SEM. HRS.
Communication Arts Curriculum (see below).....	46 SEM. HRS.
Communication Arts Concentration (see below).....	12 SEM. HRS.
General Studies Requirements.....	37 SEM. HRS.
Free Electives.....	25 SEM. HRS.

Communication Arts Curriculum..... 58 SEM. HRS.

Required Courses (46 hrs.)

BISM 1200 INTRODUCTION TO COMPUTING.....	3
BISM 2800 CORPORATE COMMUNICATIONS AND TECHNOLOGY..	3
COMM 1105 VOICE & DICTION.....	3
COMM 2201 INTRODUCTION TO GROUP DISCUSSION.....	3
COMM 2213 INTRODUCTION TO COMMUNICATION THEORY AND RESEARCH PRACTICES.....	3
COMM 2219 LANGUAGE IN COMMUNICATION.....	3
COMM 2241 ARGUMENTATION & DEBATE.....	3
COMM 2250 SOPHOMORE SEMINAR.....	1
COMM 3300 INTERCULTURAL COMMUNICATION.....	3

COMM 3337 PERSUASIVE COMMUNICATION.....	3
COMM 3345 ORATORY.....	3
COMM 4420 CONTEMPORARY STORYTELLING.....	3
COMM 4496 COMMUNICATION IN PRACTICE: INTERNSHIP.....	3
JOUR 2245 REPORTING AND MULTIMEDIA NEWS WRITING.....	3
JOUR 2275 MEDIA LITERACY.....	3
JOUR 3350 PARTICIPATORY JOURNALISM AND SOCIAL MEDIA.....	3

Concentrations..... 12 SEM. HRS.

GOVERNMENT COMMUNICATION

PHIL 2275 INTRODUCTION TO LOGIC AND CRITICAL REASONING..	3
POLI 1103 AMERICAN GOVERNMENT.....	3
POLI 2200 INTRODUCTION TO POLITICAL SCIENCE.....	3
POLI 2203 COMPARATIVE GOVERNMENT.....	3

HEALTH COMMUNICATION

HLTA 1150 INTRODUCTION TO HEALTH EDUCATION.....	3
HLTA 2202 COMMUNITY AND ENVIRONMENTAL HEALTH.....	3
HLTA 2203 CONTEMPORARY AND DRUG BEHAVIOR ISSUES.....	3
HLTA 3315 HEALTHY SEXUALITY.....	3

SPORT COMMUNICATION

BSBA 2209 PRINCIPLES OF MANAGEMENT.....	3
BSBA 2204 PRINCIPLES OF MARKETING.....	3
PHED 2201 INTRODUCTION TO SPORT MANAGEMENT.....	3
PHED 2210 SPORT MARKETING & PROMOTIONS.....	3

PERFORMANCE COMMUNICATION

THEA 2220 ORAL INTERPRETATION.....	3
THEA 2230 ACTING.....	3
THEA 3320 THE ART OF STORYTELLING IN THEORY AND PRACTICE.	3
THEA 3346 CREATIVE PUPPETRY.....	3

PUBLIC COMMUNICATION

(Select 12 Hours)

COMM 2249 INTERCOLLEGIATE DEBATE.....	1-4
COMM 4449 INTERCOLLEGIATE DEBATE.....	1-4
COMM 4439 PUBLIC SPEAKING PRACTICUM I-VIII.....	1-4
THEA 2220 ORAL INTERPRETATION.....	3
THEA 2228 ORAL INTERPRETATION PRACTICUM.....	1-4

MULTIMEDIA COMMUNICATION

JOUR 2280 HISTORY OF AMERICAN JOURNALISM.....	3
JOUR 3315 MULTIMEDIA PUBLISHING.....	3
JOUR 3335 PHOTOJOURNALISM AND DIGITAL EDITING.....	3
JOUR 3344 PUBLICATIONS PRACTICE.....	3

VISUAL COMMUNICATION	
ART 1140 DESIGN I: 2D.....	3
ART 1141 DESIGN II: 3D.....	3
ART 2245 E. FOUNDATIONS.....	3
ART 3345 E. INTERMEDIATE.....	3

MINOR IN COMMUNICATION ARTS..... 24 SEM. HRS.

Required Courses (24 hrs.)

COMM 1105 VOICE & DICTION.....	3
COMM 2201 INTRODUCTION TO GROUP DISCUSSION.....	3
COMM 2213 INTRODUCTION TO COMMUNICATION THEORY AND RESEARCH PRACTICES.....	3
COMM 2219 LANGUAGE IN COMMUNICATION.....	3
COMM 2241 ARGUMENTATION & DEBATE.....	3
COMM 3300 INTERCULTURAL COMMUNICATION.....	3
COMM 3337 PERSUASIVE COMMUNICATION.....	3
COMM 3345 ORATORY.....	3

General Education Requirements

General Studies Requirements..... 37 SEM. HRS.

Attribute IA – Critical Analysis	
ENGL 1108.....	3
Attribute IB – Quantitative Literacy	
MATH 1107 or higher in IB.....	3
Attribute IC – Written Communication	
ENGL 1104.....	3
Attribute ID - Teamwork	
COMM 2201 in Major.....	X
Attribute IE – Information Literacy	
ENGL 1108.....	X
Attribute IF – Technology Literacy	
BISM 1200 in Major.....	X
Attribute IG – Oral Communication	
COMM 2201 in Major.....	X
Attribute III - Citizenship	
POLI 1103 American Government.....	3
Attribute IV - Ethics	
PHIL 3325 Ethics.....	3
Attribute V - Health	
Any course in V.....	3
Attribute VI - Interdisciplinary	
Any course in VI.....	3
Attribute VIIA - Arts	
Any course in VIIA.....	3
Attribute VIIB - Humanities	
Any Literature course VIIB.....	3

Attribute VIIC – Social Sciences	
Any course in VIIC.....	3
Attribute VIID - Natural Science	
Any course in VIID.....	4
Attribute VIII – Cultural Awareness	
SOCY 3301 Ethnography or any course in VIII.....	3
Additional General Studies hours	
Major Course – COMM 2213 Writing Intensive Course.....	X

Faculty Data

Please see attached faculty vitae in Appendix B

Accreditation/National Standards

The baccalaureate degree in Communication Arts is not accredited by a national body. The program does conform to standards outlined in the Program Goals.

NECESSITY (§ 4.1.3.3)

Traditionally, the Communication Arts program at Fairmont State University has emphasized rhetoric and public address. The program revision put into place beginning with the 2013-2014 academic year has retained our previous standard for rhetoric and public address while expanding the focus to meet the demands of the changing definition of “communication.” The program has incorporated theory and research, contemporary storytelling and intercultural communication into its foundation and has provided content area concentrations including the following:

- Government Communication
- Health Communication
- Sport Communication
- Performance Communication
- Public Communication
- Multimedia Communication
- Visual Communication

The Communication Arts department also provides three service courses to the Fairmont State University community. These courses fulfill three of the categories in the General Studies Requirements of the university including ID Teamwork (COMM 2200, 2201), IG Oral Communication (COMM 2200, 2201, 2202) and IV Ethics (COMM 2200, 2201, 2202).

Recent graduates of the Communication Arts program hold a variety of positions in professions such as education, radio, counseling, nonprofit organizations and business. Graduates of the department have also gone on to graduate studies and law school.

CONSISTENCY WITH MISSION (§ 4.1.3.4)

Fairmont State University MISSION STATEMENT

The Mission of Fairmont State University is to provide opportunities for individuals to achieve their professional and personal goals and discover roles for responsible citizenship that promote the common good.

Fairmont State University VISION STATEMENT

Fairmont State University aspires to be nationally recognized as a model for accessible learner-centered institutions that promote student success by providing comprehensive education and excellent teaching, flexible learning environments, and superior services. Graduates will have the knowledge, skills, and habits of mind necessary for intellectual growth, full and participatory citizenship, employability, and entrepreneurship in a changing environment.

Fairmont State University PHILOSOPHY AND OBJECTIVES

Fairmont State University considers its broad objective to be the education of its students as intelligent and productive persons, capable of participating in and understanding the world of the twenty-first century. Accordingly, the University seeks to provide a suitable environment for free and responsible inquiry into the nature, sources and implications of human knowledge and culture, and it challenges students to promote their own intellectual, social, and personal development.

The University faculty serves this objective by guiding students in acquiring knowledge and by maintaining a dialogue with them. The University fully supports the ideal of a well-educated society and upholds the academic freedom of its faculty and students, confident that the best interests of the community are served when the search for truth is imaginative and vigorous.

The University follows a liberal policy of student admissions and believes that it can help highly-motivated students to overcome many challenges in their academic preparation. Because its academic standards are high, the Fairmont State University degree represents a level of achievement respected throughout the nation.

The University has a traditional interest in preparing teachers for public schools in West Virginia, as well as in other states. Recognizing the importance of able teachers to a progressive society, it requires outstanding academic performance of its teacher candidates and offers them sound professional training for elementary and secondary teaching.

Drawing many students from its immediate vicinity, the University welcomes the enthusiastic support it receives from Fairmont and surrounding areas. In return it participates actively in community projects, shares its programs and facilities with the public and serves the community as a center of information and culture.

Specifically, the mission of Fairmont State University is to provide programs needed by those in its geographic service area, to the extent permitted by its financial and human resources and its assigned role in the state's system of public higher education. This mission is accomplished by meeting these objectives:

- Offering a broad range of traditional baccalaureate degree programs in the arts and sciences, teacher education, and business administration;
- Providing opportunities for occupationally-oriented baccalaureate study through expansion of existing industrial technology programs and the development of additional career-related curricula;
- Bringing selected study opportunities into communities in the University's service region through the use of the mass media, regional educational centers, external degree programs, and other forms of nontraditional study;

- Encouraging a broad segment of the populace, including various age groups and the economically deprived, to avail themselves of educational opportunities;
- Serving the greatest number of students by holding University costs at the lowest possible level and providing financial support to those who need it to gain equal access to higher education;
- Relating the breadth of the curriculum to the availability of appropriate employment opportunities and the needs of business, industrial and public service agencies in the University's service area;
- Offering continuing education programs to provide career enhancement, cultural enrichment and personal skill development;
- Providing advisory, counseling, and placement services to enable students to make satisfactory decisions about academic and personal problems and to make successful career and employment choices;
- Offering a variety of cultural, recreational, and social activities to complement academic pursuits.

The Communication Arts program provides local, regional and national businesses, industries and nonprofit organizations with graduates who are knowledgeable of and skilled in a wide array of communication areas. The program provides students with the opportunity to grow as individuals and scholars and to practice their skills through class projects and authentic tasks. The program aims to prepare graduates for careers, graduate study and participation in civic life. The program also serves the general education needs of the university.

APPENDIX A
REPORT OF THE OUTSIDE REVIEWER

External Evaluation
Fairmont State University
Communication Arts Major
School of Fine Arts

Analysis of Program Review

Program Catalog Description

The Communication Arts major at FSU appears to combine classical and traditional rhetorical theories with more contemporary research to create a program that serves the general studies curriculum as well as provides the communication major with knowledge, skills and viable employment options for their graduates. The combination of the classical, traditional and contemporary makes their program unique and needs to be highlighted in the description. With the addition of their new “tracks”, instead of the general “meet the challenges” of the future, include “viable employment options” to make your description more accurate and stronger.

Secondly, under co-curricular activities, add GPA requirements for participation.

Viability

Enrollment

The chart of applicants that led to registration showed a slight decline in applicants, an even greater decline in acceptances, and a critical decline in registrations. The discussion indicated that admissions totally handles this area.

Recommendation 1. Have admissions send the accepted students' names and contact information immediately to the department to initiate personal contact with each of these students. Prepare skeleton letters that can be personalized welcoming him/her to the department, share plans for the fall, send newsletters of past events, etc. Anything to make and keep making contact to get the acceptances into registrations. Short phone calls work as well.

Recommendation 2. Enlist your Service Organization students to also make contact sharing what they like best about being a major, opportunities they have with internships, extra or co-curricular activities, etc.

The goal is to help the students feel like a part of the department before they end up selecting another university. Faculty contact is important!

Recommendation 3. Create a specific recruitment plan with the Admissions Office targeting high school juniors and seniors to increase the applicants for the Communication Arts major. It is risky to rely on getting majors after students arrive on campus.

Graduates

Except for 2013-2014, the numbers are on the low side. The two new courses: the sophomore seminar and the internship should result in an increase in graduates.

Program Courses

Strong combination of classical, traditional and contemporary courses.

Service Courses

Wonderful options for all students at FSU.

Off Campus Courses

Low number of on-line courses based on a steady trend in higher ed in that direction. Professionally, I do not support on-line classes in communication.

Cost Per Student Credit Hour

An interesting analysis might be the cost per student credit hour based on on-line, off-campus and on-campus locations. The current chart seems to show increased cost with fewer students. Thus, the need to increase the number of students is recommended.

Liberal Studies Requirement Met

None required.

Assessment Requirement

The department uses a goals and outcomes approach to assessment. The outcomes seem measurable except for #7. It actually contains two outcomes that need to be separated to measure. For a complete Assessment Plan, the means for measuring each of the outcomes need to be listed and explained.

Based on a strong background in North Central Assessment Standards, the items listed for course level assessment are secondary types of assessment, not primary for demonstrating long term student learning. Plus, are you assessing the quality of the course or learning taking place in the course? For quality of the course, consider student evaluations, graduate evaluations, internship supervisor evaluations, employer evaluations. For student learning consider written and video portfolios showing how he/she meets all nine of the program outcomes, comprehensive exit exam, exit interviews, exit presentations.

After discussion with the faculty, some work has begun in this direction, but overall, a more specific assessment plan needs to be in place.

Adjunct Use

Currently FTF cover the largest number of credit hours, but the PTF credit hours is high. Based on the credit hours as well as the new program changes that have been made, another full time faculty is recommended.

Graduation/Retention Rates

Spring rates of retention need to be included for a complete picture. As stated earlier, the sophomore seminar and the internship opportunities should improve both the retention and graduation rates.

Previous Program Review Results

After reviewing the strengths, weaknesses, and recommendations of the last outside reviewer, a plan for improvement was established and the actions were put in place during the 2013-2014 academic year which noticeably improved the Communication Arts program.

Adequacy

Program Requirements

Two sets of program requirements are listed: (1) for academic years 2010 through 2013, and (2) which reflects the new courses for the new Communication Arts program starting in fall 2013 to present.

In addition, a model schedule, the requirements for a communication minor, and the general education requirements are listed.

Necessity

This reviewer strongly supports the necessity of the FSU Communication Arts program. The program is unique in its efforts to combine the classical, traditional and contemporary courses as well as seven tracks to assist students in potential career choices. The program offers their graduates a strong foundation in a broad range of communication areas.

Consistency with FSU Mission, Vision, Philosophy and Objectives

Statements in the Program Review delineate how Communication Arts supports the FSU Mission, Vision, Philosophy and Objectives.

Conclusions

After analyzing the Program Review and meeting on campus with the Communication faculty and Dean of the School of Fine Arts, the reviewer has the following strengths, weaknesses and recommendations for the program:

Strengths

1. Strong, energetic, passionate faculty
2. A supportive Dean
3. A new program that uniquely combines classical, traditional and new research along with seven tracks to enhance employment options
4. Cooperation from other departments
5. A variety of courses for general studies students
6. Numerous co and extra curricular activities for students
7. A new student service organization and honorary
8. A clear willingness to listen to feedback and make changes
9. A slight improvement in technology
10. The beginnings of an assessment plan
11. List of qualified adjuncts

Weaknesses

1. Low enrollment of incoming freshman
2. Low graduation rate
3. Fall retention fluctuates. Spring retention was not given.
4. Technology
5. Sufficient, permanent, full-time faculty
6. Incomplete assessment plan
7. Insufficient tools for adjuncts

8. Scholarships

Recommendations

1. Rewrite catalog program description to highlight the classical, traditional and new research as well as the tracks. Clarify your unique identity.
2. Increase permanent, full-time faculty
3. Establish a plan to increase enrollment in the major
4. Establish a complete assessment plan that includes the time-lines, assessment tools, and complete explanation of the process, including plans to use the assessment findings
5. Analyze the “why” of the low graduation rates to determine if additional plans need to be put in place to increase the rate
6. Increase technology
7. Increase tools for adjuncts
8. Seek scholarship support

Respectfully submitted January 25, 2016,

Barbara F. Sims, HHD
Professor Emeritus in Communications
Retired Director of Forensics
Alderson Broaddus University
P.O. Box 2175
Elkins, WV 26241
bfssims@gmail.com
304-614-0614

APPENDIX B
FACULTY VITAE

VITA

Robert E. Mild, Jr.

Address: 1118 Andrew Drive
Morgantown, WV 26508

Office: FSU- School of Fine Arts
Address: Fairmont, WV 26554

Telephone: (681) 753-8688

Telephone: (304) 367-4167

Email: robert.mild@fairmontstate.edu

EDUCATION

<i>Institution</i>	<i>Major</i>	<i>Degree</i>	<i>Year</i>
University of Pittsburgh Pittsburgh, PA 15260	Communication	Ph.D.	1989
West Virginia University Morgantown, WV 26505	Speech Communication	M.A.	1979
West Virginia Wesleyan College Buckhannon, WV 26201	Social Sciences	B.A.	1975

EXPERIENCE

8/15-Present Interim Dean – School of Fine Arts

Fairmont State University

**8/12-7/15 Deputy Assistant to the President
Fairmont State University**

**8/08-6/15 Representative
Fairmont State University Board of Governors**

**8/88-Present Senior Level Professor of Communication
Fairmont State University**

**8/93-5/94 Visiting Lecturer
West Virginia University**

**8/85-5/88 Instructor
University of Northern Iowa**

PUBLICATIONS

Student Success Manual to accompany, In the Company of Others, Dan Rothwell, Oxford University Press, 2013

Student Success Manual to accompany, In the Company of Others, Dan Rothwell, Oxford University Press, 2010

Workbook to accompany, In the Company of Others, Dan Rothwell, Mayfield Publishing, 1999

“Does It Work?: A Roundtable Discussion of Teacher Immediacy”,

paper presented to the Eastern Communication Association Convention, New York, NY, April, 1996

“The Basic Course and Communication Across the Curriculum Programs: Realizing the Goals of General Education and SCA Sophomore Speaking and Listening Competencies”, paper presented to the Eastern Communication Association Convention, Pittsburgh, PA, April, 1995

“Impromptu Teach-Off: Preparation and Delivery”, paper presented to the Eastern Communication Association Convention, Washington, DC, April, 1993

With Richard West, “Parents, Teachers and Learning: Fostering Communication Skills in Children”, Day Care and Early Education, Vol. 21, No. 4, Summer, 1994, pp. 15 – 19.

“Children and Conflict Skills”, paper presented to the Speech Communication Association Convention, Miami, FL, November, 1993

“Playing It SAFE: One School’s Success at Managing Conflict”, paper presented to the International Association for Conflict Management Conference, Minneapolis, MN. June, 1992

“An Analysis of Conflict Management in Grades 3 through 8”, paper presented to the Speech Communication Association Convention, Chicago, IL, November, 1990 (Competitively Selected)

PROFESSIONAL DEVELOPMENT

2015	Attendee, Title IX Workshop
2014	Attendee, HEPC Financial Summit
2013	Attendee, HEPC Financial Summit
2013	Workshop Presenter, Fairmont-Morgantown Housing Authority
2013	Reviewer, McGraw-Hill
2012	Debate Moderator, McCain vs. Black
2012	Ex Officio Member to the Curriculum Committee

2012	Reviewer, Sage Publications
2012	Reviewer, Bedford/St. Martins
2011	Member, FSU Faculty Senate
2011	Presidential Lecturer
2011	Workshop Presenter, Morgantown YSA
2010	Reviewer, Pearson, Allyn & Bacon
2010	Reviewer, Bedford/St. Martins
2010	Attendee, HEPC Finance Summit
2010	Attendee, MRDC Create WV Conference
2009	Workshop Presenter, FSU
2009	Workshop Presenter, FSU
2008	Debate Moderator, Buchanan vs. Martin, FSU
2007	Reviewer, Oxford University Press
2007	Reviewer, Pearson, Allyn & Bacon
	Reviewer, McGraw- Hill
	Reviewer, Oxford University Press
	Officer, West Virginia Intercollegiate Forensics Association
2005	Reviewer, McGraw-Hill
2004	Debate Moderator, Sharpton vs. Carlson, FSU
2004	Analyst, Times West Virginian
2002	Actor/Lead Role, The Wizard of Oz, FSU
2001	Reviewer, Allyn & Bacon
2001	Actor, Charlotte's Web
2000	Key Note Speaker, New Student Convocation
1999	Reviewer, Addison Wesley Longman
1999	Reviewer, Allyn & Bacon
1998-1999	Leadership Marion XVII
1998	Reviewer, Mayfield

E. Francene Davis Kirk

EDUCATION

Ed.D. Curriculum and Instruction

Concentrations: Theatre and English

West Virginia University, 1998

Dissertation: Take Center Stage: The Perceived Effect of Performance-based Teaching Methodology on Students' Understanding of Shakespeare's *A Midsummer Night's Dream*

Additional Coursework in Organizational Communication

West Virginia University, 2002-2003

Recent Professional Development

Documentary Filmmaking. The Digital Media Academy, Palo Alto, CA.

Meisner Certificate Training with Larry Silverberg 2012 - 13. (Four weeks over two summers. Part I was funded by a Fairmont State University Instructional Improvement Grant.)

National Puppet Festival, Georgia Tech University, Atlanta, GA. 2009

"Devising for the High School Audience" – Paul Kaplan School for Educational Drama, City University of New York, Instructor Gwen Hardwick. 2008

"Theatre of the Oppressed" – Paul Kaplan School for Educational Drama, City University of New York, Instructor Chris Vine. 2007

"The World of the Teaching Artist" – Paul Kaplan School for Educational Drama, City University of New York. 2006

"Turning Personal Stories into Tellable Tales" – East Tennessee State University Summer Institute 2006 (This training was funded by a Faculty Development Grant.)

M.A. Counseling

West Virginia University, 1987

B.A. Education

Glennville State College, 1982

Teaching Certificates: English and Oral Communication 7-12

PROFESSIONAL EXPERIENCE

August 2000- present

Professor of Communication and Theatre
School of Fine Arts, Fairmont State University

- Teach Introduction to Communication, Group Communication, Children's Drama, Creative Drama, Puppetry, Storytelling, and Methods and Materials in the Teaching of Theatre and Communication
- Coordinated revision of communication curriculum
- Direct one play or musical each academic season
- Advise the Masquers student theatre organization
- Supervise student teachers and direct the theatre education practicum
- Direct student projects including senior projects and undergraduate research
- Recruit new students
- Advise K-12 teachers and various non-profit arts organizations
- Coordinate Department of Communication and Theatre Arts outreach to schools
- Produce Academy for the Arts Youth Company
- Served on committees including Faculty Senate (secretary), Strategic Plan Steering Council, Strategic Plan Draft Committee, and Curriculum Committee
- Developed Theatre Education PreK-adult certificate program
- Prepared NCATE reports for Theater Education and Oral Communication teaching certificate programs

1998 - August 2000

Coordinator for the Arts

Office of Instructional Services

West Virginia Department of Education

Charleston WV

- Acted as liaison for fine arts teachers (dance, music, theatre and visual art) to the West Virginia State Board of Education
- Wrote and administered grants
- Conducted surveys, interpreted data and provided information related to WV State Board of Education policies to parents, teachers and administrators
- Provided technical assistance to county school systems
- Coordinated and conducted professional development activities for educators

1982 - 1998

Teacher: theatre, speech, and English

Theatre director, Thespian sponsor, forensic team coach

Preston High School, Kingwood WV

Teacher: English, theatre, speech, yearbook, and mass media

Forensic team coach, theatre director, Thespian sponsor, yearbook advisor

Central Preston High School, Kingwood WV

Teacher: English and creative drama

Aurora Junior High School, Aurora WV

Teacher: English, theatre, and speech

Theatre director and forensic team coach

Hundred High School, Hundred WV

CONFERENCE PRESENTATIONS

Kirk, Francene, "Creative Drama in the Reading Classroom." West Virginia Reading Association [Conference]. White Sulphur Springs. 2014.

Kirk, Francene, "Whispers in the Wind: Historically Plausible Monologues as Art and Education." American Alliance for Theatre and Education [Conference]. Denver. 2014

Arrick, Lakyn, Kirk, Francene, Lejeune, Charles. "Connecting with classrooms and communities: the Virtual Stage as access, education, and outreach." American Alliance for Theatre and Education [Conference]. Denver. 2014

Kirk, Francene, Matthews, James, Sayre, Dana. "Mommy, Why are the Stepsisters Boys? Gender Identity and Non-Traditional Casting in Theatre for Young Audiences." American Alliance for Theatre and Education [Conference]. Chicago. 2011.

Huffman, Samantha, Kirk, Francene, O'Connor, John, O'Connor, Linda, Oliveto, Celi. "Stories in Your Own Backyard: Devising an Original Play about the 1968 Farmington Mine Disaster." American Alliance for Theatre and Education [Conference]. San Francisco. 2010.

Kirk, Francene, Oliveto, Celi. "Stories in Your Own Backyard: Devising an Original Play about the 1968 Farmington Mine Disaster." Southeastern Theatre Conference. Lexington. 2010.

Huffman, Samantha, Kirk, Francene, Oliveto, Celi. "Reflections on the use of ASL in a University Production of *Wiley and the Hairy Man*." American Alliance for Theatre and Education [Conference]. New York. 2009.

Kirk, Francene. "Old Time Radio Brings Local History to Life: Using Images to Create Story for Old Time Radio Style Readers Theatre." Southeastern Theatre Conference, Chattanooga. 2008

Kirk, Francene. "Old Time Radio Brings Local History to Life: Using Images to Create Story for Old Time Radio Style Readers Theatre" American Alliance for Theatre and Education [Conference]. Atlanta. 2008

"Communication in Action: A Roundtable Discussion on the Use of Storytelling and Narrative in Higher Education." National Communication Association [Conference]. New Orleans. 2002

Shookoff, David, Kirk, Francene. "Theatrelink: Playwriting in the English Classroom." National Council of Teachers of English [Conference]. Nashville. 1998.

Kirk, Francene, Maharajah-Boggs, and others. "Young Adult Literature/Adult Literature: What's the Difference? Themes, Characters, Issues in Young Adult Literature." (Asian American Literature) National Council of Teachers of English [Conference]. Chicago. 1996.

Kirk, Francene. "Creative Drama in the Secondary Classroom." National Council of Teachers of English [Conference]. Portland. 1994.

GRANTS

Funding sources for Fairmont State University projects

2010-11	West Virginia Humanities Council	\$7000
	Mountain State Storytelling Institute, a professional development opportunity for teachers, students, storytellers and storytelling patrons sponsored by Fairmont State University and the West Virginia Storytelling Guild	
2009-10	West Virginia Humanities Council	\$8000
	Mountain State Storytelling Institute, a professional development opportunity for teachers, students, storytellers and storytelling patrons sponsored by Fairmont State University and the West Virginia Storytelling Guild	
2008-2009	West Virginia Commission on the Arts	\$1000
	Artist performance fee for the Mountain State Storytelling Institute	

2008-2009 **West Virginia Humanities Council** **\$2800**
 Mountain State Storytelling Institute, a professional development opportunity for teachers, students, storytellers and storytelling patrons sponsored by Fairmont State University and the West Virginia Storytelling Guild

2007-2008 **West Virginia Humanities Council** **\$5000**
 Mountain State Storytelling Institute, a professional development opportunity for teachers, students, storytellers and storytelling patrons sponsored by Fairmont State University and the West Virginia Storytelling Guild

Funding sources for outside projects

2001-2002 **West Virginia Commission on the Arts, The Claude Worthington Benedum Foundation and the Secretary for Education and the Arts** **\$18,000**
 This project included the writing, printing, and disturbing of the Arts Action! Resource Kit, an arts advocacy resource

2000-2001 **National Endowment for the Arts** **\$10,000**
 Statewide K-12 Arts Assessment Feasibility Study for the West Virginia Department of Education

1999-2000 **National Endowment for the Arts** **\$10,000**
 WV AIM: Arts Initiative for the Millennium - This project assessed fine arts teachers' professional development needs in K-12 public schools in West Virginia. Project partners were the West Virginia Department of Education, West Virginia Commission on the Arts, the Clay Center, and Arts Advocacy West Virginia

July 1998 **West Virginia Humanities Council and the Eberly College of Arts and Sciences** **\$20,000**
 Get into the Act: Teaching Shakespeare through Performance. This project was a two-week institute for practicing teachers for graduate credit with Dr. William French, West Virginia University English Department

2013	<i>Senior project mentor</i>	Mentored two senior projects; one was an original one-person show based on the spiritual journey of the performer. This project included original monologues, poems, and transitions. The second project was an educational outreach project that included a teacher resource packet for <i>Rocket Boys the Musical</i> .
2012	<i>Script facilitator</i>	Developed storyline, dialogue, and staging for <i>Mountain Mother Goose</i> , an original music theatre piece. Presented workshops for area elementary schools on story building as part of the project in cooperation with the Frank and Jane Gabor West Virginia Folklife Center. This project was funded by a Fairmont State University Strategic Plan Implementation Grant.
2004-2012	<i>Resource facilitator</i>	Facilitated the creation of teacher resources packets for touring plays for young audiences, <i>Kindertransport</i> , and <i>Our Town</i> . Coordinated invitations and facilitated workshops for high school students attending <i>Kindertransport</i> , <i>The Elephant Man</i> , and <i>Cabaret</i>
2010	<i>SURE Fellowship Mentor</i>	Mentored student Fairmont State University SURE Fellowship
2009	<i>Undergraduate Research Mentor</i>	Mentored students working on a readers theatre about Arthurdale, WV, the first New Deal Homestead Community. Coordinated student travel to Roosevelt Presidential Library in Hyde Park, New York for research. The readers theatre was performed for the 75th Anniversary of Arthurdale and for Family Day of Mountaineer Week at West Virginia University. This project was supported by an undergraduate research grant.
2009	<i>Facilitator and script supervisor</i>	Facilitated the devising work, wrote dialogue, and edited the original theatre piece <i>Remembering No. 9: Stories from the Farmington Mine Disaster</i>
2007-2009	<i>Undergraduate Research Mentor</i>	Mentored students working on <i>From Memory to Mouth: Stories from the Farmington Mine Disaster</i> , an ethnographic story theatre project supported by an undergraduate research grant from Fairmont State. The project resulted in a full-length theatre production.
2007	<i>Facilitator</i>	Facilitated the devising work for <i>A Sense of Place</i> , an original theatre

piece in the style of an old time radio show

2006	<i>Undergraduate Research Mentor</i>	Mentored students working on Old Time Radio Show Project supported by an undergraduate research grant from Fairmont State. Students worked with 10-13 year-olds in an after school creative drama class to create and perform a readers theatre from collected materials.
2006	<i>Undergraduate Research Mentor</i>	Mentored student working on Landmark Youth Theatre Project supported by an undergraduate research grant from Fairmont State. A student studied the effectiveness of a theatre for development model with students in an after school program in a rural WV community.
1996- 1998	<i>Facilitator</i>	Facilitated student work in "Theatrelink" a pilot project with the Manhattan Theatre Club and IBM connecting rural schools to theatre professionals via the Internet.

WRITING

2002 - Principal writer for the *Arts Action!* Resource Kit, an advocacy tool for parents, teachers and community leaders sponsored by Arts Advocacy West Virginia.

2000-2002. Regular contributor to *ArtWorks*, the quarterly publication of the West Virginia Commission on the Art and the Division of Culture and History.

Kirk, Francene. "Professional Development for Arts Teachers." *Basic Education: A Monthly Forum for Analysis and Comment*, 45 (2000). 4, 12-14.

Coordinator's Column for *Notes a Tempo*, the WV Music Educators Association journal 1998-99.

Kirk, Francene. "Writing from a sense of place: Transitions through folklore." *Traditions*, 4 (1996).

Kirk, Francene. "Take center stage: A call for the revival of creative drama in the English language arts." *West Virginia English Journal*, (1993).

Kirk, Francene. TEACHING ENGLISH THROUGH THE ARTS: Practical Activities to Make Classes More Fun. Book Review, *West Virginia English Journal*, (1993).

ORGANIZATIONS

Puppeteers

2009 – Present	of America
2006 - Present	National Storytelling Network
2002 - Present	American Alliance for Theatre and Education
2001 - 2006	National Communication Association
1996 - 2006	Educational Theatre Association
1992 - 1998	National Council of Teachers of English
1992 - 1994	Doctoral Student Assembly of NCTE, Co - president, newsletter editor

SERVICE

2015	Facilitated the development of “The King of Little Things” for the FSU Academy for the Arts Youth Acting Company
2013-present	President of Board of Director Voices from the Earth, a nonprofit arts education performing company in Thomas, WV
2011 -present	Prickett’s Fort Education Committee
2012-2013	In cooperation with the Prickett’s Fort Foundation, mentored student writers, edited, and coordinated performance of <i>Whispers on the Wind</i> , an original performance of monologues based on the lives of people buried in the Prickett Family Cemetery
2005-present	Curriculum and grant-writing consultant to Voices from the Earth, a nonprofit arts education performing company in Thomas, WV
2011, 2012	Grant reader for the West Virginia Commission on the Arts
2012, 2015	Adjudicator for West Virginia Thespian Conference (puppetry and scenes)
2011	Judge for the WVIFL State Speech Tournament
2004-2009	Appalachian Education Initiative Board of Directors

2006	WV Department of Education Revision Team for K-12 Theatre Content Standards
2006	Prickett's Fort History through the Arts Curriculum Development Team
2005-2006	Developed curriculum materials with Ilene Evans for the Old Time Radio Show Artist Residency Project for Voices from the Earth, a non-profit arts organization
2004-2006	WV Theatre Conference Board of Directors, College/University Representative
2005, 2006	Adjudicator for Region VI Thespian Conference
2004	Host for Region II Thespian Conference
2003	Grant reader for National Endowment for the Arts, Arts in Education, Washington, DC
2002	Adjudicator for West Virginia Theatre Conference Secondary School Play Festival
2000-2002	Arts Action! Project Director. Grant writer and principal writer for the Arts Action! Resource Kit and Arts Action! website
1999-2003	West Virginia Arts Advocacy Foundation Board of Directors

COMMITTEES

2015	Athletic Scholarship Appeals
2015	Recruitment and Retention
2015	Admissions and Credits
2014	School of Fine Arts Acting Search
2013	School of Fine Arts Communication/Debate Search
2011 - 2012	Ad Hoc Committee to develop interdisciplinary major in Folklife
2011 - 2013	Faculty Welfare Committee

2008 - 2010	Faculty Welfare Committee	
2010 - 2011	Curriculum Committee	Curriculum
2002 - 2003	Committee	
2007	Fairmont State Strategic Planning Oversight Committee	
2004 - 2007	Fairmont State Faculty Senate	
2005 - 2007	Faculty Senate Secretary	
2006	Strategic Planning Draft Committee	
2005	Strategic Planning Task Force	
2005	Utilization of Adjunct Faculty Task Force	
2005	School of Fine Arts Theatrical Design Search	
2003	School of Fine Arts Piano Search	
2002	School of Fine Arts Chair Search	
2001	Artist-in-Residence Committee	
1999	West Virginia University College of Creative Arts Dean Search Clay Center for the Arts and Sciences Education Committee	
1999	Martin Luther King Jr. Holiday Commission (WVDE Representative)	
1999	West Virginia Department of Education Safe Schools Committee	
1995-97	Writing Committee for the WV Instructional Goals and Objectives for Theatre	

HONORS

2013	Abelina Suarez Professorship, Fairmont State University
2008	Boram Award for Teaching Excellence at Fairmont State University
2006	Arts and Humanities Commission of Fairmont Theatre Education Award
2005	Nominee for Governor's Award for Arts in Education
2000	West Virginia Art Education Association Administrator of the Year
1995	Rotary International Group Study Exchange Team to Japan
1991	West Virginia Humanities Council's summer seminar, "Shakespeare: From Text to Performance" in the United Kingdom.
1988	Preston County Teacher of the Year

INVITED WORKSHOPS AND PRESENTATIONS

- 2015 Energy Express Mentors Creative Drama workshop, Charleston, WV
- 2012 Acting workshop for Bridgeport High School "Theatre Boot Camp," Bridgeport WV
- 2011 Shakespeare through Performance workshop for Liberty High School English classes, Clarksburg, WV
- 2009 Listening workshops for FSU staff, Fairmont WV
- 2008 Professional Development Week workshop for FSU staff on using the Wiki to promote collaborative writing and using Windows Movie-Maker to document community service learning, Fairmont WV
- 2007 "Creating Story with Images" West Virginia Theatre Conference, Nicholas County High School, and Lewis County High School
- 2006 "Drama across the Curriculum" Marion County Math Academy
- 2006 Creative Drama Workshops (4 days) for 4th Grade Students at West Milford Elementary
- 2005 "Performance Assessment in the Theatre Classroom" Professional Development Workshop for Theatre Teachers, Virginia Beach, VA
- 2004 "Performance Assessment in the Theatre Classroom" Assessment Conference for WV Arts Teachers, sponsored by the WV Department of Education, Charleston, WV
- 1999-2000 "Performance Assessment: When a Test Just Isn't Enough" 1999 Leaders of Learning, WV Music Educators Conference, Clay County Middle School Institute, Summer Dance Workshops
- 1998-99 "Drama as a Strategy to Teach Reading." Leaders of Learning Title I Reading and Math Academy, Monongalia County Schools Summer Staff Development Conference, West Virginia Energy Express Coordinator and Mentor Training, Mineral County Schools Staff Development Training, Wirt County Schools Staff Development Training, McDowell County Schools Assessment Institute

- 1998-99 "The Way West: Using Drama to Teach Writing." West Virginia Early Literacy Conference, Monongalia County Schools Summer Staff Development Conference, West Virginia Energy Express Coordinator and Mentor Training, Mineral County School Staff Development Training, Wirt County Schools Staff Development Training
- 1999 "Disciplining Students with Disabilities" West Virginia Department of Education Safe School Conference, Charleston, WV
- 1999 "Looks 10, Dance 3 or How Assessment Improves Performance." (Performance Assessment) West Virginia Music Educators Association Conference, Charleston, West Virginia; Ohio County School Staff Development, Wheeling WV; Fall Performing Arts Conference, Wheeling WV
- 1998 "Non-routine Strategies: Using Drama in Math." Leaders of Learning Title I Reading and Math Academy, Charleston, WV
- 1998-1999 "Teaching Shakespeare through Performance." Leaders of Learning Conference, Charleston, WV; West Virginia English Language Arts Council Conference, Parkersburg, WV; Ohio County Schools Staff Development, Wheeling, WV

WV DEPARTMENT OF EDUCATION ACTIVITIES

Coordinated 2000 Summer Dance Workshops for teachers. These workshops were funded by the West Virginia Department of Education, the West Virginia Commission on the Arts, and the Title II Eisenhower Professional Development Program

Coordinated the Governor's Institute for Arts Education held at Marshall University, July 17-19, 2000. The Institute was a professional development opportunity for 80 teachers in the areas of instrumental music, vocal music, visual art, dance, theatre, and art integration. This project was a partnership with the West Virginia Commission on the Arts and Marshall University College of Fine Arts

Assisted RESA IV, Carnegie Hall (Lewisburg, WV) and Greenbrier County School in writing a grant application for the Teach SmART Professional Development Program that resulted in a \$150,000 award from Education First

Coordinated the AMAN folk dance workshop, a professional development workshop for new dance teachers, in coordination with the Clay Center for the Arts and Sciences. AMAN is a 35-year old folk dance and music company based in Los Angeles, CA

Coordinated the 1999 Fall Performing Arts Conference, a professional development conference for dance, music and theatre teachers held at Oglebay Park in Wheeling WV, organized in partnership with the West Virginia Music Educators Association, the West Virginia Commission on the Arts and the West Virginia Department of Education

Coordinated the “Theatre Think-tank” and workshop for new theatre teachers to support the 1998-1999 school year mandate that all West Virginia Schools offer one level of theatre. Funded by Title II and the West Virginia Department of Education

Coordinated the “Fundamentals of Computer Graphics” workshop for 44 middle and high school visual art teachers funded by Title II and the West Virginia Department of Education. 1999

DEPARTMENT SERVICE

2013 Facilitated and performed in reader’s theatre of *Frankenstein* to support campus reading

2012 Wrote CAR reports for the NCATE reviews of theatre education and oral communication

2012 Coordinated tour of Fairmont State University’s tour of *Hush: An Interview with America* to schools in Roane, Wood, and Lewis counties

2008 Coordinated tour of Fairmont State’s production of *Wiley and the Hairy Man* to West Virginia School for the Deaf and Blind and schools in central West Virginia

2004 - 2013 Coordinated student travel to the National Storytelling Festival in Jonesborough, TN

2004-2006 Taught creative drama classes for Fairmont State Arts Smarts sponsored by GEAR-UP

2003-2004 Coordinator for Department of Communication and Theatre Arts

2003 Updated Department Communication and Theatre Arts Student Handbook

2003 Created informational handout for adjunct faculty for SPCH 1100: Introduction to Communication

200 -2005, Hosted the Fairmont State Invitational High School Forensic and Debate Tournament
2007-2009

2004 Coordinated the tour of Fairmont State's productions of *Tales of Trickery* and *Us and Them* to the Clay Center in Charleston, WV

DIRECTING

2014	<i>Sleepy Hollow</i>	Town and Gown
2013	<i>Little Women</i>	Town and Gown
2012	<i>Mountain Mother Goose</i> (original)	Town and Gown Youth Company
2012	<i>Hush: An Interview with America</i>	Fairmont State Masquers
2011	<i>The Fabulous Fable Factory</i>	Town and Gown Youth Company
2010	<i>Cinderella</i>	Town and Gown
2010	<i>Children's Letters to God</i>	Town and Gown Youth Company
2009	<i>Remembering No. 9</i> (An original theatre piece)	Fairmont State Masquers
2009	<i>Willy Wonka, Jr.</i>	Town and Gown Youth Company
2009	<i>Remembering No. 9 Workshop</i>	Fairmont State Masquers
2008	<i>Scrooge</i>	Town and Gown
2008	<i>Once on this Island Jr</i>	Town and Gown Youth Company
2008	<i>Wiley and the Hairy Man</i>	Fairmont State Masquers
2007	<i>A Sense of Place</i> (A devised theatre piece)	Fairmont State Masquers
2006	<i>Oliver!</i>	Masquers and Town and Gown
2005	<i>Seussical</i>	Masquers and Town and Gown
2005	<i>Honk!</i>	Town and Gown
2004	<i>A Christmas Carol</i>	Masquers and Town and Gown
2004	<i>School House Rock Live</i>	Town and Gown
2004	<i>Tales of Trickery/ Us and Them</i>	Fairmont State Masquers
2003	<i>Androcles and the Lion</i>	Fairmont State Masquers
2002	<i>The Wizard of Oz</i>	Town and Gown
2002	<i>A Thousand Cranes</i>	Fairmont State Masquers
2001	<i>Charlotte's Web: The Musical</i>	Town and Gown

PERFORMANCE

2014	<i>It's a Wonderful Life</i>	Ensemble	Masquers Readers Theatre
2013	<i>Rocket Boys the Musical</i>	Elsie Hickam	Fairmont State Masquers
2013	<i>Save Me a Place at Forrest Lawn</i>	Clara	Act II Theatre
2012	<i>Angel's Perch</i> (film)	Woman I	Scrappy Cat Productions
2012	<i>Our Town</i>	Mrs. Gibbs	Fairmont State Masquers
2012	<i>The Long Watch Night: The Women of Port Royal</i>	Ester Hill Hawkes	Voices from the Earth
2011	<i>Cabaret</i>	Fraulein Schneider	Fairmont State Masquers
2004	<i>Talking with....</i>	Baton Twirler	Backyard Theatre
2000	<i>Nunsense III: The Jamboree</i>	Sister Wilhelm	Backyard Theatre

Aimee L. Richards, Ed.D.

112 Ohio Avenue

Nutter Fort, WV 26301

304-624-1982

Aimee.Richards@fairmonstate.edu

EDUCATIONAL PROFILE

Doctor of Education

Educational Psychology

West Virginia University 2010

Dissertation-*Improving the Academic Self Efficacy of Middle School Girls Toward the Study of Mathematics Through the Use of Theatrical Infusion*

Additional Graduate Coursework

COMM 608 Nonverbal Communication	West Virginia University	2006	3 credits
COMM 693C Argumentativeness Training	West Virginia University	2006	3 credits
691H Computer Mediated Communication	West Virginia University	2007	3 credits
693B Education in Film	West Virginia University	2007	3 credits
792 Leadership	West Virginia University	2007	3 credits
604 Theory and Research in Persuasion	West Virginia University	2007	3 credits
792E Communication Assessment	West Virginia University	2007	3 credits

Master of Arts of Liberal Studies

Liberal Studies

West Virginia University 2003

Bachelor of Arts

Fine Arts

Bethany College 1993

EMPLOYMENT PROFILE

Assistant Professor of Communication

2013-present

School of Fine Arts

Fairmont State University

Fairmont, WV

- Teach Introduction to Human Communication, Introduction to Group Discussion, Introduction to Communication in the World of Work, Introduction to Communication Theory and Research, Argumentation and Debate, Intercultural Communication and Oral Interpretation
- Instruct practicum courses including Public Speaking, Debate and Oral Interpretation
- Coach the Fairmont State University Intercollegiate Speech and Debate Team
- Served on Communication curriculum revision team
- Prepared 2015 Communication Arts Program Review
- Developed courses for Communication Arts program including Intercultural Communication, Introduction to Communication Theory and Research and the online version of Introduction to Human Communication
- Serve on committees including (current and former): Faculty Development, International Education, Institutional Review Board and First Year Experience
- Advise Communication Arts majors
- Recruit new students

Temporary Assistant Professor of Communication

2006-2013

Fairmont State University

School of Fine Arts

Fairmont, WV

Instructor

2014-present

West Virginia Remote Online Collaborative Knowledge System (WVROCKS)

West Virginia Higher Education Policy Commission

Instructor

2004-2005

Axia College of the University of Phoenix

PROFESSIONAL PERFORMANCE

Courses Taught Regularly

COMM 2200 Introduction to Human Communication(online)

COMM 2201 Introduction to Group Discussion (honors)

COMM 2202 Introduction to Communication in the World of Work (hybrid)

COMM 2213 Introduction to Communication Theory and Research

COMM 2241 Argumentation and Debate

COMM 3300 Intercultural Communication

THEA 2200 Oral Interpretation

Courses Taught Occasionally

COMM 4496 Senior Seminar

Other Assignments

Fairmont State University Intercollegiate Debate Team	Coach	2006-present
Fairmont State University Intercollegiate Speech Team	Coach	2011-present

Workshops and Presentations

2015	Managing Homelessness: Is Housing First the answer? Public debate in cooperation with the Clarksburg Mission
2015	Ju\$tice Staged exhibition featuring Public Forum style debate and oral interpretation pieces inspired by the FSU Common Read, <i>The Price of Justice</i> by Laurence Leamer
2014	Is Silence Golden? Staged exhibition featuring Public Forum style debate and oral interpretation pieces inspired by the FSU Common Read, <i>In Pursuit of Silence</i> by George Prochnik
2013	Frankenbabies Staged exhibition featuring Public Forum style debate and oral interpretation pieces inspired by the FSU Common Read, <i>Frankenstein</i> by Mary Shelley
2012	Fairmont State University Constitution Day Panel Discussion, <i>Freedom of Speech and the 2012 Election</i>
2009	Assertive Communication Workshop for Fairmont State University staff

Research Activity

2011-2013	Co investigator, The Appalachian Organ Donor Project a grant funded through the Claude Worthington Benedum Foundation. Principal Investigator-Keith Weber, West Virginia University.
2010	Richards, Aimee L. (2010). <i>Improving the academic self-efficacy of middle school girls toward the study of mathematics through the use of theatrical infusion</i> . Unpublished doctoral dissertation, West Virginia University

Grant Activity

2014	West Virginia Higher Education Policy Commission WVROCKS Course Development Grant
2011	American Association of University Women Fellowship Proposal (received alternate status for funding), Project Title: Information and communication technology (ICT) representations of computer applications contained in world wide web sites for 12-17 year old girls.
2007	Fairmont State University Online Course Development Grant-COMM 2200 online

University Committee Service

Common Read Committee 2015-present
 Search Committee for Dean of Fine Arts (search postponed), 2014
 Faculty Development Committee 2012-present
 Secretary 2012-2013
 Institutional Review Board 2012-present
 International Education Committee 2009-2011
 First Year Experience Committee 2011-2012

College/School Activities and Service

Department of Communication Program Review, 2015
 MM Neely Persuasive Speaking Contest, Preliminary Judge 2008-2015
 Coordinated student travel to Carnegie Museum, Pittsburgh, PA, 2015
 Coordinated student travel to Newseum and Museum of American History, Washington D.C., 2015
 Communication Arts Program Revision team member, 2011-2012
 Fairmont State University Invitational High School Forensics and Debate Tournament, Judge, 2010
 Communication Major Advisor (12 current majors)

Course Development

COMM 3300 Intercultural Communication

- Developed course in 2010 to meet the need for coverage of this aspect of Communication study. The course has been taught each spring since 2011 and is now part of the required core of courses for Communication Arts majors and minors.

COMM 2213 Introduction to Communication Theory and Research

- Designed and developed as part of the Communication Arts program revision. The course is now part of the required core of courses for Communication Arts majors and minors.

WVROCKS Intercultural Communication

- Received 2014 West Virginia Higher Education Policy Commission WVROCKS Course Development Grant to develop Intercultural Communication course for WVROCKS. WVROCKS is an acronym for West Virginia's Remote Online Collaborative Knowledge System—a statewide portal designed to facilitate the completion of the Regents Bachelor of Arts degree for all students enrolled in the program at any state institution of higher learning.

COMM 2200 Introduction to Human Communication-online

- Received 2007 Fairmont State University Online Course Development Grant to develop a purely online version of the Communication Arts General Studies Service course, Introduction to Human Communication

COMM 2202 Introduction to Communication in the World of Work-blended (hybrid online/face to face version of course)

- Designed and developed in 2014 as a variation of the face to face version. The blended version is taught primarily via Blackboard with 3-4 face to face meetings throughout the semester. This blended format meet the needs of the primarily nontraditional student population served by the Caperton Center satellite campus.

Advising/Mentoring Activities

2011-present Advise 12-15 Communication Arts majors

2012 Mentored student public service project, The Masib Project, to enhance cross-cultural connection through service and education in Addis Ababa, Ethiopia

Professional Development

Becoming Competent in CBE: What is it and what is Driving the Growing Movement?, 7th Annual Quality Matters Conference, 2015

Teaching With Taskstream, 2015

Preparing Millennials for a Lifetime of Effective Communication, 2015

Quality Matters Program, Improve Your Online Course (IYOC), Certificate, 2014

Quality Matters Program, Applying the Quality Matters Rubric (APPQMR), Certificate, 2014

Fair Use in the Online Classroom, 2014

Reviewer, Pearson, *Keeping Faith With Reason*, 2010

Camtasia 5.0, 2009

Vista Academy and Boot Camp, 2008

Professional Organizations

West Virginia Intercollegiate Forensics Association

Vice President 2013-2014

Secretary 2007-2008

Public Service Activity

2014-present Yearbook Advisor, Notre Dame High School

2009-2013 Theatre Director, Nutter Fort Elementary School

2008-present Co-founder, Ethio-American Family Services

2002-present Grant Writer, The Studio for the Performing Arts

Education

2015 Certified Breastfeeding Counselor Candidate
Breastfeeding USA

2010 Ed.D GPA 4.0
Curriculum and Instruction, Literacy Studies
Communication
West Virginia University

1999 Master of Arts GPA 4.0
Communication
University of Akron

1996 Bachelor of Arts GPA 3.935
Speech Communication
English/French
Fairmont State College

Teaching/Work Experience

Fall 2015-Present Temporary Assistant Professor of Communication
Fairmont State University

January-August 2015 Receptionist/Medical Coding trainee
Dr. M. Roidad, Gastroenterologist

Fall 2010-Present Adjunct Instructor
South University-Online

Credentialed to teach: UVC 1000: Strategies for Success

ENG 1001: Composition 1

SPC 1026: Public Speaking

ENG 0099: Principles of Composition

Spring 2002-Present Adjunct Instructor
Fairmont State University
Courses: Introduction to Human Communication
Introduction to Group Communication
Introduction to Communication in the World of Work
Interpersonal Communication
Language in Communication

Feb 2010- Aug 2010 Breastfeeding Educator
Monongalia County Health Department
Nutrition Services/WIC

Teaching/Work Experience cont.

Spring 2001 Graduate Teaching Assistant
Kent State University
Instructor: Theory and Practice of Oral Discourse

Fall 2000 Teaching Fellow
Kent State University
Instructor: Composition 10001

1999-2001 Adjunct Instructor
University of Akron
Courses: Interpersonal Communication
Effective Oral Communication

Feb-June 2000 Instructor
 Southern Ohio College
 Courses: Composition 111
 College Preparation
 Public Speaking

1997-1999 Graduate Teaching Assistant
 University of Akron

 Instructor: Communication Theory
 Interpersonal Communication

Education Related Experience

2015-2016 Faculty Member: Ad Hoc Instructor Exchange Committee
 Fairmont State University

2015-2016 Faculty Representative: Student Publications Board
 Fairmont State University

2015-2016 Taskstream “Point Person” for School of Fine Arts
 Fairmont State University

2015-2016 Committee Member: Critical Friends
 Fairmont State University

2015-2016 Mental Health First Aid Training/Certification (8 hr.)
 Fairmont State University

2015 Faculty Representative—Noel Levitz Faculty Focus Group
 EDMC/South University

2014 eVolution Academy
Online Training for Virtual Learning
Harrisburg Area Community College

Education Related Experience cont.

2014 eVolution Studio
Course Development
Online Training for Virtual Learning
Harrisburg Area Community College

2013 Webinar Participant
EDMC/South University
Faculty Development Seminars: Skype Training
Academic Integrity
Time Management: Setting and Achieving Goals
Time Management: Getting Organized

2012 Faculty Development Seminar Participant
Fairmont State University
Exceptional Customer Service

2012 Webinar Participant
EDMC/South University
Faculty Development Seminars: Effective Learning
Online Meeting Etiquette
Cultural Diversity
How Adults Learn
Transformative Learning

Generations in the Classroom

Bridges Out of Poverty

- 2009 Webinar Participant
Fairmont State University
Creatively Engaging Online Students: Models and Activities
Dr. Curt Bonk
- 2007 Workshop Member
Fairmont State University
How to Integrate *USA Today* into Course Content
Ian Dryburgh, Regional Marketing Manager, *USA Today*
- 2006 Workshop Member
Fairmont State University
CRESST Dimensions of Quality
Dr. Nancy McClure, Center for Teaching Excellence
- 2006 Discussion Group Member
Fairmont State University
What the Best College Teachers Do by Ken Bain
- 2004 Faculty Representative
Fairmont State College
Hearing Panel serving the Academic Appeals Board

Education Related Experience cont.

- 2002 Judge
WV State High School IE Tournament

Fairmont State College

- 1999 Research Assistant
Kent State University

Course Development with Dr. Sara Newman, Dept. of English
- 1999 Resident Company Member

Fairmont State College

Assistant Public Relations Director

Assistant Box Office Manager

Town and Gown Summer Theater
- 1997 Speech Team Co-Coach

East Fairmont High School
- 1996-1997 Debate Team Co-Coach

Fairmont State College
- 1993-1996 Intercollegiate Debater

Fairmont State College
- 1993-1995 Receptionist/Medical Data Entry

Fairmont Management Services

Research and Publications

- 2015 Chapter Review. *Communication Matters*. McGraw Hill.
- 2015 GOLD International Lactation Online Conference: *When knowledge isn't power: Considering the Appalachian/American cultural power code—formula* Invited Speaker:

Presenter Joni Gray

- 2014 Women's Studies Colloquium Lecture, Fairmont State University: Challenge cultural limits by "lactivating"--attend a Nurse-in! Author/Presenter: Joni Gray
- 2013 Women's Studies Colloquium Lecture, Fairmont State University: "If the kid wants a tit, give it a tit: Breastfeeding and Appalachian Culture."
Author/Presenter: Joni Gray
- 2013 Paper Proposal submitted to WV Student Success Summit, Morgantown, WV: Listening Literacy: Considering the role of listening as a cultural power code for students transitioning into higher education.
Author/Presenter: Joni Gray
- 2013 Gray, J. M., & Mild, R. (2013) Student Success Manual to accompany the text *In the company of others*. (4th ed.). New York: Oxford University Press.

Research and Publications cont.

- 2010 Gray, J. (2010). Considering the curricular impact of lactation consulting/counseling on breastfeeding decisions within two West Virginia county WIC programs. Unpublished dissertation, West Virginia University.
- 2010 Panel Proposal accepted to Eastern Communication Association Annual Convention, Baltimore, MD: Communication as a tool for democratic education. Panel Chair: Joni M. Gray
- 2009 Paper presented at Curriculum and Pedagogy Annual Conference, Decatur, GA: Considering the curricular impact of lactation consulting/counseling on breastfeeding decisions within West Virginia WIC programs. Author: Joni M. Gray (Competitively Reviewed)
- 2009 Gray, J. M., & Mild, R. (2009). Student success manual to accompany the text *In the company of others*. (3rd ed.). New York: Oxford University Press.
- 2007 Paper accepted to Eastern Communication Association Annual Convention: An Experimental Investigation on the Effects of Awareness Ribbons/Pins on Receiver Awareness of An Organization and Its Cause. Author: Joni Gray (Competitively Reviewed)
- 2000 Paper accepted to Eastern Communication Association Annual Convention, Portland ME: An experimental investigation on the effects of speaker crying on perceptions of credibility and persuasiveness. Author: Joni Johnson-Jones (Competitively Reviewed)

- 2000 Mild, R., & Johnson-Jones, J. (2000). In the Company of Others Instructor/Student Workbook. Mountain View, CA: Mayfield Publishing.
- 1999 Johnson-Jones, J. (1999). An experimental investigation on the effects of speaker crying on perception of credibility and persuasiveness. Unpublished master's thesis, University of Akron, Ohio.
- 1999 Paper presented at National Communication Association Annual Convention, Chicago, IL: A Critique: From the Cosmic Zora. Author: Joni Johnson-Jones (Competitively Reviewed)
- 1999 Williams, G., & Johnson-Jones, J. (1999). Get your modem runnin', get out on the I-way: Encouraging internet investigations in the Basic Course. Basic Communication Course Annual, 11, 55-78.
- 1998 Paper presented at National Communication Association Annual Convention, New York, NY: Captivating the Channel Surfing Crowd: Using Video Effectively in the Classroom. Authors: Joni M. Johnson-Jones and Glen Williams
- 1998 Paper presented at Central States Communication Association Annual Convention, Chicago, IL: Get your modem runnin', get out on the I-way: Encouraging internet Investigations in the Basic Course. Authors: Glen Williams and Joni M. Johnson-Jones

Awards and Honors

- 1999-2000 Excellent Teaching by a Graduate Student
Instructional and Development Division of the International Communication Association
- 1997 Most Outstanding Speech Communication Student
Fairmont State College

V I T A

John E. O'Connor, Ph.D.

615 Coleman Avenue
Fairmont, West Virginia 26554
(304) 367-4817 - Office
(304) 641-7243 - Cell
John.OConnor@fairmontstate.edu

TEACHING/ADMINISTRATIVE EXPERIENCE

2014 and 2015	Fairmont State University	Fairmont, West Virginia	Associate Dean, West Virginia Governor's Honors Academy
1998 to present:	Fairmont State University	Fairmont, West Virginia	Professor of Theatre Arts/Senior Level Coordinator, Department of Communication and Theatre Arts Granted tenure in 2001.
1992 to 1998:	University of North Alabama	Florence, Alabama	Assistant Professor of Theatre Granted tenure in 1996.
1990 to 1992:	Buena Vista University	Storm Lake, Iowa	Assistant Professor of Theatre

EDUCATION

Ph.D., Drama, 1989. University of Washington. Seattle, Washington.

Dissertation -- *Revolution and the Society of the Spectacle: A Critical Analysis of Selected Plays by Howard Brenton.*

Teaching Assistant, Undergraduate Student Advisor.

M.A., Theatre, 1978. Miami University. Oxford, Ohio.

Emphasis -- Directing, Contemporary British and American Theatre and Dramatic Literature.

Phi Kappa Phi, Teaching Assistant, Scene Shop Supervisor.

B.S.Ed., Theatre/Speech Communication, 1975. Northern Illinois University. DeKalb, Illinois.

Emphasis -- Acting, Directing, Theory and Criticism.

Talented Student Scholarship.

PROFESSIONAL AFFILIATIONS

Association for Theatre in Higher Education

American Theatre and Drama Society

American Society for Theatre Research

ACADEMIC HONORARIES AND HONORS

Fairmont State University Faculty Achievement Award 2008

Who's Who Among America's Teachers 2000-2001 and 2003-2004

Phi Kappa Phi

Alpha Psi Omega

COURSES TAUGHT

Theatre History I and II

Introduction to Theatre

Survey of Dramatic Literature and Criticism

Theatre Business Management and Promotion

Fundamentals of Acting

Modern Drama

Plays for Public Spaces

Advanced Acting

Improvisation

Voice & Diction

Stage Management/Theatre Management

Introduction to Human Communication

Experiencing the Arts (team taught with Music and Art Faculty colleagues)

Text Analysis

Theatre Appreciation

Theatrical Makeup

Senior Comprehensive Project

Directing

Women's Work: Plays By Women

Children's Drama

Creative Drama Practicum

Oral Interpretation

Stagecraft

Senior Seminar: Culture and Communication

Senior Seminar: Women in Communication

PUBLICATIONS

“Excessive Greed, Excessive Visions: Brenton and Hare's *Brassneck* and *Pravda*” in “*To Have or Have Not*”: *New Essays on Commerce and Capital in Modernist Theatre*, ed. James Fisher. McFarland & Company, Publishers, Inc. November 2011. Invited to submit article by editor.

“Writing Assignments in Dramatic Literature Course” in *Mid-America Theatre Conference Pedagogy Papers*, March 2006. Electronic, juried publication.

“From *Sore Throats* to *Greenland*: Howard Brenton's Utopian Plays” in *Criminal Justice Review*, December 2005. Juried publication.

“Dancing with Freud: Slawomir Mrozek's *Tango*” in *Studies in the Literary Imagination*, Spring 2002. Juried publication.

“Disrupting the Spectacle: French Situationist Political Theory and the Plays of Howard Brenton” in *Theatre Symposium*, Winter 2001. Juried publication.

Article on Howard Brenton in *British Playwrights 1956 - 1995: A Research and Production Sourcebook*, ed. William Demastes. Greenwood Publishing, September 1996. Invited to submit article by editor.

CONVENTION PAPERS

Panel. “Theatre History Anthology Roundtable”
2013 Conference of the Association for Theatre in Higher Education, Orlando

Panel Chair. “Negotiating Artistic and Academic Boundaries in the Work of Theatre”
2012 Mid-America Theatre Conference, Chicago

Panel. “American Drama 75 Years after O'Neill's Nobel Prize”
2012 Convention of the Modern Language Association, Seattle
“American Realist Drama and the Dysfunctional Family: Eugene O'Neill to Tracy Letts via Edward Albee and Sam Shepard”

Panel. “Stories in Your Own Backyard: Devising *Remembering #9*”
2010 Conference of the American Association for Theatre in Education, San Francisco
Co-presenter

Panel. “Witnessing Disaster: Representing the Holocaust”
2009 Conference of the South Atlantic Modern Language Association, Atlanta
“Elie Weisel's *The Trial of God: A Purimschpiel* for Our Time”

Panel. Society for the Study of Multi-Ethnic Literature in the United States
2008 Conference of the South Atlantic Modern Language Association, Louisville.
“Subverting Black Theatre: ‘The Last Mama-on-the-Couch Play’ in George C. Wolfe's *The Colored Museum*”

Panel. “Gender Spies/Gender Traitors in Modern Drama”
2007 Conference of the South Atlantic Modern Language Association, Atlanta.
“Betraying Gender-Supporting Patriarchy-Surviving: What's a Woman to Do? Caryl Churchill's *Vinegar Tom*”

Panel. “Feminist Witchcraft in Literature, Film, and Social Movements”
2007 Conference of the Northeast Modern language Association, Baltimore.
“Plays About Witches with No Witches in Them: Caryl Churchill's *Vinegar Tom* and Suzan

Zeder's *Mother Hicks*"

- Panel. "Literary Utopias"
2005 Conference of the Society for Utopian Studies, Memphis.
"From *Sore Throats* to *Greenland*: Howard Brenton's Utopian Plays."
- Panel. "Literary Excess"
2004 Central New York Conference on Language and Literature, Cortland.
"Excessive Greed, Excessive Visions: Brenton and Hare's *Brassneck*."

CONVENTION PAPERS

- Panel Chair. "Literature and Politics: Dramatic Configurations"
2002 Conference of the Popular Culture Association, Toronto.
"Disrupting the Spectacle: French Situationist Political Theory and the Plays of Howard Brenton."
- Panel. 2001 Conference of the Midwest Modern Language Association. Cleveland.
"Fifth-Century Tragedy in Twentieth-Century Ireland: Brendan Kennelly's Greek Tragedies."
- Panel. 2000 Conference of the Association for Theatre in Higher Education. Washington, DC
"Spiritual Disciplines and Acting/Directing Pedagogy/Practice."
- Panel. 2000 Southeastern Theatre Conference. Knoxville.
"Disrupting the Spectacle: French Situationist Political Theory and the Plays of Howard Brenton."
- Panels. 1998 Conference of the International Society for the Study of European Ideas. Haifa.
"Authentic Revolution: Trevor Griffiths' *The Party*."
"The Violence of Education: Howard Brenton's *Gum and Goo* and *The Education of Skinny Spew*."
"Privacy, Poetry, and Revolution: Howard Brenton's *Bloody Poetry*."
"Exploring the Past, Reproving the Present, Shaping the Future: Howard Brenton's *The Romans in Britain*."
- Panel. 1991 Mid-America Theatre Conference. Chicago.
"Excessive Greed, Excessive Vision: Brenton and Hare's *Brassneck*."
- Panel. 1988 Association for Theatre in Higher Education Convention. Chicago.
"The Pain of Utopia: Howard Brenton's *Bloody Poetry*."

BOOK REVIEWS

- Review of *Trevor Griffiths: Politics, Drama, History* in *Theatre Survey*, Spring 2001.
- Review of *The Arts Equation: Forging a Vital Link Between Performing Artists & Educators* in *New England Theatre Journal*, Fall 2000.

KEYNOTE ADDRESS

- 2005 Governor's Honors Academy Favorite Educator Ceremony
"Creativity and Consciousness."

LECTURES/READINGS/COURSES IN OTHER VENUES

- 2013 Fairmont State University Women's Studies Colloquium
Women in Theatre
- 2013 Fairmont State University Honors Student Association
"Directing *POOF! Plus: An Evening of One-Act Plays*"
- 2011 Fairmont State University/Gear-Up ArtsSmarts Camp
Scene Study – Given Circumstances
- 2011 Fairmont State University Honors Student Association
"Directing *The Good Woman of Setzuan*"
- 2010 Fairmont State University/Gear-Up ArtsSmarts Camp

Scene Study – Given Circumstances

- 2010 Fairmont State University Honors Student Association
“Directing *Anton in Show Business*”
- 2009 Fairmont State University/Gear-Up ArtsSmarts Camp
Introduction to Scene Study
- 2008 Fairmont State University Honors Student Association
“Directing *The Mandrake*”
- 2007 Fairmont State University Honors Student Association
“Directing *Top Girls*”

LECTURES/READINGS/COURSES IN OTHER VENUES

- 2007 Fairmont State University Women’s Studies Colloquium
“Directing *Top Girls*”
- 2007 Fairmont State University Honors Student Association
“Directing *The Merchant of Venice*”
- 2007 West Virginia Governor’s Honors Academy
Plays for Public Places
Plays of Faith and Spirituality
- 2006 West Virginia Governor’s Honors Academy
Plays for Public Places
Plays by Women
- 2005 Fairmont State University Modern Drama class
“Acting in *All My Sons*”
- 2003 Fairmont State University Women’s Studies Colloquium
“Directing *A Doll House*”
- 2003 Fairmont State University Honors Student Association
“Directing *A Doll House*”
- 2003 Fairmont State University Honors Program Evening of “Other” Voices
“Tony Kushner’s ‘The Other: Being Gay in America’”
- 2003 Fairmont State University Modern Drama class
“What’s ‘Modern’ in Modern Drama?”
“Directing *A Doll House*”
- 2003 Fairmont State University Honors Seminar
“Spirituality and Creativity”
- 2003 Fairmont Senior High School Literature Club
“Spirituality and Creativity”
- 2002 Fairmont State University Honors Program Evening of Women Writers
“An excerpt from Elizabeth Robins’ *Votes for Women!*”
- 2001 Fairmont Senior High School Literature Club
“Directing *The Misanthrope*”
- 2000 Fairmont Senior High School Literature Club
“Directing *Antigone*”
- 1998 George Lindsey Television and Film Festival. University of North Alabama
“Acting for Stage and Screen.” Invited to lecture by Festival organizers.
- 1995 University of North Alabama Women’s Studies Seminar.
“The Right to Speak: Women in Contemporary Theatre.” Invited to lecture by Seminar organizers.

WORKSHOPS

- 2000 and 2001 ArtSmarts Camp. Fairmont State University.

"Making Art with Our Faces." Make-up workshop.

ADJUDICATOR

2015 West Virginia State Thespian Conference Scholarship Selection Board
2015 West Virginia State Thespian Conference One-Act Play Festival
2010 West Virginia State Theatre Conference High School One-Act Festival
2010 West Virginia State Thespian Conference Scholarship Selection Board
2010 West Virginia State Thespian Conference One-Act Play Festival
2009 Kennedy Center American College Theatre Festival Region II Production Respondent
2008 West Virginia State Thespian Conference Playwriting Festival

ADJUDICATOR

2008 West Virginia State Theatre Conference Community Theatre Festival
2007 West Virginia State Theatre Conference Community Theatre Festival
2007 Kennedy Center American College Theatre Festival Region II Production Respondent
2006 West Virginia State Theatre Conference Community Theatre Festival
2005 Kennedy Center American College Theatre Festival Region II Production Respondent
2004 West Virginia Regional Thespian Conference
2003 Fairmont State University Invitational Speech Tournament
2000 Regional High School Forensics Tournament
1999 West Virginia Regional Thespian Conference

CURRICULA

Completely revised Theatre major curriculum. Fairmont State University.

- reconfigured eight existing courses
- developed three new courses

Study curriculum unit to accompany Fairmont State University Masquers production of *Antigone*.

GRANT PROPOSALS

Proposal for National Endowment for the Humanities Summer Seminar for College Teachers. 1996.
Seminar topic: "Performance Theory, Modern Drama and Postmodern Theatre."

DIRECTING

Fairmont State University	Fairmont, West Virginia	1999 – present	
<i>Gravity</i>	<i>I Hate Hamlet</i> <i>What the Butler Saw</i> <i>Annie Get Your Gun</i> <i>Anton in Show Business</i> <i>Top Girls</i> <i>The Bald Soprano</i> <i>The Illusion</i> <i>Blithe Spirit</i> <i>Bloody Poetry</i> <i>Some Enchanted Evening</i> <i>Play-By-Play</i>	<i>POOF! Plus: An Evening of One-Act Plays</i> <i>The Good Woman of Setzuan</i> <i>The Mandrake</i> <i>The Merchant of Venice</i> <i>Offending the Audience</i> <i>A Doll House</i> <i>The Trial of God</i> <i>The Misanthrope</i> <i>The Return to Morality</i> <i>Antigone</i>	<i>Defying</i>
University of North Alabama	Florence, Alabama	1992 - 1997	
	<i>Votes for Women!</i> <i>Other Places</i> <i>Medea</i> <i>The American Clock</i>	<i>Man of La Mancha</i> <i>Measure for Measure</i> <i>Uncle Vanya</i>	

Buena Vista University	Storm Lake, Iowa	1990 - 1992
<i>Company</i>		<i>On Discrimination (a group-created piece)</i>
<i>The Bacchae of Euripides</i>		<i>The Madwoman of Chaillot</i>
<i>Magic Theatre</i>		<i>The Rivals</i>

SCENE DESIGN

University of North Alabama	<i>Measure for Measure</i>
	<i>Uncle Vanya</i>
Buena Vista University	<i>The Madwoman of Chaillot</i>
	<i>The Rivals</i>

STAGE MANAGING

Gingerbread Players of the Shoals Community Theatre	Florence, Alabama
	<i>James and the Giant Peach</i>
	<i>Raggedy Ann and Andy</i>

ACTING

Association for Theatre in Higher Education New Play Development Workshop	Montreal, Quebec, Canada Theodore Sedgwick	2015 <i>Mum Bett's Minute</i>
	Scottsdale, Arizona Vincent Van Gogh Stultus	2014 <i>Fuck la vie d'Artiste</i> <i>The Last Parnassus</i>
	Orlando, Florida Henley	2013 <i>Our Man in Tashkent</i>
Fairmont State University	Fairmont, West Virginia Salesman/Townsperson Mark Twain/Reverend Curds Emile de Becque Ike Skidmore Senex	1999 – 2015 <i>The Music Man</i> <i>Tom Sawyer, the Musical</i> <i>Farmers Market, the Musical</i> <i>South Pacific</i> <i>Oklahoma!</i> <i>A Funny Thing Happened on the Way to the Forum</i>
	John Dickinson Thurston Wheelis + Fagin Harold Hill Narrator/Mysterious Man Narrator Cervantes Edward/Howard Newcome/ William Poundstone	<i>1776</i> <i>Greater Tuna</i> <i>Oliver!</i> <i>The Music Man</i> <i>Into the Woods</i> <i>James and the Giant Peach</i> <i>Man of LaMancha</i>
	Hungergurt/Steifel/Brausepulver Joe Keller Abel Znorko Berish	<i>Remembering #9: Stories from the Farmington Mine Disaster</i> <i>Spring Awakening</i> <i>All My Sons</i> <i>Enigma Variations</i> <i>The Trial of God</i>
Vintage Theatre Company	Fairmont, West Virginia Nick	2011 <i>The Guys</i>
Segue Theatre Company	Florence, Alabama Brabantio	1997 <i>Othello</i>
Shoals Chamber Singers	Florence, Alabama	1996

	The Judge	<i>Trial by Jury</i>
Gingerbread Players of the Shoals Community Theatre	Florence, Alabama Daddy Warbucks	1993 <i>Annie</i>
Bethany Presbyterian Church	Seattle, Washington Minister	1988 <i>Celebration One!</i>
Queen Anne Methodist Church	Seattle, Washington John, Chorus	1987 <i>In His Hands</i>
Circle Theatre Company	Seattle, Washington Cinesias	1984 <i>Lysistrata</i>

ACTING

Dinglefest Theatre Company	Chicago, Illinois Acting Company Acting Company	1974 – 1975 <i>Chautauqua!</i> <i>Verbatim</i>
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COMMITTEE SERVICE

School/Department:	Communication and Theatre Arts Scholarship Committee, Chair Interdisciplinary Arts Appreciation Course Development Team Theatre Position Search Committee Communication Position Search Committee
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COMMITTEE SERVICE

School/Department:	Music Position Search Committee Budget Committee
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COMMITTEE SERVICE

College/University:	Ad Hoc Committee on Promotion and Tenure Policies Academic Appeals Committee Faculty Personnel Committee Undergraduate Research Advisory Council Higher Learning Commission Self Study Strategic Plan Committee Strategic Enrollment/Recruiting Committee (Co-Chair) Faculty Senate Vice President for Academic Affairs and Provost Search Committee Foundations of Excellence Task Force Liberal Studies Committee (Chair) Faculty Development Committee North Central Association Accreditation Self Study Student Hearing Board (Chair) Writing Intensive Committee Library Committee Academic Appeals Committee College of Arts & Sciences Degree Requirements Committee College of Arts & Sciences Promotion Committee Faculty Affairs Committee Commencement Committee Norton Auditorium Utilization Committee Convocation Committee for UNA Phi Kappa Phi chapter Faculty/Staff/Alumni Selection Committee for UNA Phi Kappa Phi chapter Student Scholars Forum Selection Committee for UNA Phi Kappa Phi chapter
State:	Statewide Articulation and General Studies Discipline Committee - Theatre and Dance

ACADEMIC SERVICE

- Theatre Major Advisor Nominated for the 2001 Excellence in Academic Advising Award

- Faculty Advisor to Alpha Chapter of Alpha Psi Omega, National Theatre Honorary
- Faculty Mentor
- Student Advocate
- Lecture/demonstration presentations on Masquers productions to English, Race/Class/Gender, Empowering Leadership, and Theatre Appreciation classes
- Lecture/demonstration presentations on University Theatre productions to the Horizons Program of the Cooperative Campus Ministry
- Lecture on voice use in teaching to the UNA K-6 Professional Organization
- Assign children's story to Oral Interpretation students for presentation at Kilby Lab School
- Supervised development of a theatre piece on substance abuse for Kilby DARE program
- Supervised development of a theatre piece on discrimination specifically for weekly campus Chapel Service at Buena Vista University

COMMUNITY SERVICE

- Member, City of Fairmont Arts and Humanities Commission
- Board Member, Fairmont State University Wesley Foundation
- Workshops on Effective Communication for CASA of Marion County
- Career Day presentations at area schools
- Volunteer for Mannington Promise for Kids
- Coach for Odyssey of the Mind
- Coach for Little League Baseball

IRONDA J. CAMPBELL

P.O. Box 3575

Silver Spring, MD 20918-3575

(240) 271-0169 cell

ijoycecampbell@hotmail.com

Ironda.Campbell@pierpont.edu

EDUCATION:

Matriculating in Doctoral work: Community College Leadership Doctoral Program, ABD
Morgan State University
Baltimore, Maryland 21251

Master of Arts degree, Communication, December 1985
Stephen F. Austin State University
Nacogdoches, Texas 75962

Bachelor of Science degree, Mass Communications, December 1980
Norfolk State University
Norfolk, VA 23504

WORK

EXPERIENCE:

Associate Professor of Communication/Speech, 2004-Present
Pierpont Community & Technical College, *formerly, a division of*
Fairmont State University
1201 Locust Avenue
Fairmont, WV 26554

Lecturer, Speech Communication, 1998-2004
Montgomery College, Takoma Park
Takoma Park, MD 20912

Lecturer, Speech Communication, 1997-2000
Charles County Community College
La Plata, MD 20646

Assistant Professor, Mass Communication, 1990-1992
Winthrop University
Rock Hill, SC 29733

Instructor, Mass Communications, 1987-1990
Jackson State University
Jackson, MS 39217

Instruction:

- Work with persons of diverse backgrounds
- Work with challenged learners
- Innovated pedagogy-Learning Communities
- One-on-one follow-up with students
- Student advisement
- Student club sponsorship
- Recruitment

Committee Service:

- Mediation
- Financial Aid Appeals
- Student Hearing
- Faculty Harassment
- Curriculum Committee
- Departmental and College-wide Re-accreditation committees

National and Regional Presentations:

- League of Innovations, 2012, *Philadelphia*
- Bucks County Community College, *Faculty of the Future*, June, 2012
- League of Innovations, 2011, *San Diego*
- League of Innovations, 2010, *Baltimore, MD*
- League of Innovations, 2008, *Denver, CO*
- League of Innovations, 2007, *New Orleans, LA*
- League of Innovations, 2006, *Atlanta, GA*
- West Virginia Community College/West Virginia Developmental Education-conference (WVCC/WVADE) 2013, 2012, 2009, 2008

Community service

- Public Relations Chair, York County, SC Habitat For Humanity, 1991

OTHER:

KTRE-TV (ABC), Lufkin, TX

Public Service Director, Producer/Host, Reporter, Programming Coordinator,
1984-1987

WRAP 85 AM Commercial Radio, Norfolk, VA - 1979-1982

News Director/Public Affairs Producer-Host

WHRO, FM 89.5 Public Radio (NPR Affiliate) -Norfolk, VA, - 1977-1979

Radio Announcer/Board Operator

WTVZ Channel 33

Television Switcher/Tape Operator/ Master Control Operator-Norfolk, VA

Adjunct Professor, -Washington, DC - 1994

Department of Broadcast Journalism, Howard University

Adjunct Professor

Department of Telecommunications, Johnson C. Smith University-Charlotte, NC

Adjunct Professor

Mass Communications (Eng. Dept.), Barber-Scotia College-Concord, NC

Faculty Leader

The Washington Center, Washington, DC Summer 1994

Congressional Youth Leadership Council, Washington, DC Summer 1994

Hampton City Cable Station 29 Warner Cable

Producer/Writer/Host 30 Minute Public Affairs Program-Hampton, VA

Writer/Producer/Moderator/Editor

30 Minute Docu-Story "Tribute to the Life of Lt. Colonel Gene Earl Jackson"
Aired March 12, 1988 p.m. on KTRE-TV (ABC) Lufkin, TX

**AWARDS AND
ACHIEVEMENTS:**

- **Recipient:** Gannett Leadership Institute- Columbia University New York, 1988
- **Recipient:** Scripps-Howard Fellow- 1989; Freedom Forum Fellow- 1991
- **Citation:** (Mayor) Rock Hill, SC planning/implementing *Human Relations Day* 3/10/92
- **Appointed-**Winthrop University Freshman Experience Task Force 1990-1991
- **Conducted Workshop-**H.S. Drama & Media Workshop 10/12/90 Winthrop University
- **Panel Participation-***Addressing High School Drop Out Rate-* Mt. Olive Church, 1990;
- *Working Class Poor*, Rock Hill, SC, 1991; *Black Males Consortium*, Atlanta, GA-1995
- **Produced Video Presentation-LEAP** (Learning Disabled) 8/92
- **Freelance Writer-**The Herald (SC); *Cannings & Assocs.*; *Howard University Alumni Magazine*; *Proposal Writing*; *Scripts*
- **Past Memberships/Affiliations:** AEJMC, AERHO, NABJ
- **Published Poet-***Same Shoe, Different Color: Poetic Wisdom on the Run; STRANDS: Feelings, Attitudes, Philosophies, Experiences*

Tammy E. Whitacre

132 Poplar Drive
Morgantown, WV, 26505

Phone: 304.282.3962
E-Mail: tams8267@yahoo.com

LinkedIn Public Page: <https://www.linkedin.com/pub/tammy-whitacre/7/386/652>

RELEVANT PROFESSIONAL EXPERIENCE 2015-Present: American Red Cross, Major Gifts Officer (MGO)

- Implement programs and activities in partnership with chapter Board members and other leadership volunteers to identify, educate, cultivate, solicit, and steward donors at the \$2,500 level or higher.
- Meet or exceed minimum annual fundraising targets \$900,000 for the current fiscal year including renewable gifts and new incremental revenue, adjusting as necessary in the event of major domestic disasters.
- Design and disseminate customized solicitation strategies targeting organizational objectives and donor interests in partnership with cross-departmental teams; maintain up-to-date donor records in region/chapter database following donor contact.
- Develop and execute ongoing strategies for qualifying prospects and elevating them to appropriate donor status via small cultivation events, research, and community networking; 30% of the portfolio expected to have been sourced by the MGO.
- Coordinate identification and solicitation of potential planned giving prospects.

2014-2015: Fairmont State Foundation, Director of Development Assisted the Fairmont State Foundation (FSF) President to implement all philanthropic efforts.

- Established and maintained an effective constituent-relationship with individuals, foundations, and corporations contacted during the course of workdays and fiscal year.
- Managed the implementation of Raiser's Edge and oversaw staff responsible for data entry and gift processing.
- Database administrator for Blackbaud products i.e., Raiser's Edge, Financial Edge, and Blackbaud Net Community.
- Coordinated and produced report requests from Fairmont State University and FSF employees (c. 50/month).
- Responsible for all constituent record keeping and record updates.
- Maintained the FSF website content, design, logins, and updates.
- Developed and executed annual fund and planned giving programs.
- Wrote annual fund communications.
- Worked with Fairmont State University to develop a social media presence for the foundation.
- Facilitated direct communication with 24 FSF Board of Directors.
- Completed other duties as assigned.

2008-2014: Mary Babb Randolph Cancer Center (MBRCC), Director of Philanthropy (2 years), Assistant Director (4 years)

- Responsible for raising approximately \$13.3 million during tenure.

- Managed major gift donors and prospects, from initial identification through cultivation, solicitation, and stewardship.
- Initiated and facilitated collegial relationships and open communications with WVU Foundation and West Virginia University development staff, and other University constituents in advancing the mission of the MBRCC.
- Developed and executed a comprehensive donor relations and stewardship plan for the MBRCC.
- Selected and oversaw the implementation of the direct mail program.
- Planned and executed major fund raising events including four MBRCC Galas (400 attendees), three Betty Puskar Breast Care Center Fashion Shows (300-500 attendees), The Bob Huggins Celebrity Roast (1000 attendees), and three Just Desserts brain cancer awareness evenings (100 attendees).
- Assisted in the creation and implementation of comprehensive development plans, outlined goals, objectives, and activities assuring aggressive completion of the plan's goals and timelines.
- Planned, scheduled, and participated in frequent day and overnight travel within the state of West Virginia and surrounding regions to connect with prospects and donors in completion of portfolio management, and project development.
- Budgetary management of the above efforts.
- Planned, organized, and implemented development strategies for special or capital projects.
- Maintained direct communication with 15 members of the MBRCC Visiting Committee.
- Developed and executed special events to generate new prospects, or revenue in support of defined prospects, coordinating with all appropriate offices across campus, the HSC, and WVU Foundation.
- Coordinated all development efforts with the WVU Foundation and complied with all WVU Foundation reporting and accountability standards.
- Completed other duties as assigned by the Director of Development in advancement of the center's development missions.

2005-2008: West Virginia University Foundation, Senior Prospect Research Analyst

- Identified new prospects, and developed reports on existing prospects.
- Analyzed and assessed information from local, and national resources; financial and philanthropy reports' references, and foundation files.
- Utilized development staff to collect prospect research information along with being actively involved in peer screening.
- Incorporated quantitative criteria, including income, assets, liabilities, and giving patterns to evaluate potential and propensity to give.
- Identified, obtained, and interpreted complex financial and legal disclosures, including SEC filings, IRS filings, (form 990 for foundations), along with state, county, and court documents.
- As a result of research and analysis, wrote documents using style, grammar, and content appropriate to the specific audience, while adhering to professional standards of discretion and confidentiality as set forth by the Association of Professional Researchers for Advancement (APRA).
- Coordinated the training of newly hired research and prospect management staff.
- Maintained a specialization in performing research on corporations and private foundations, providing support to the Directors of Corporate Giving and Foundation Giving in support of the Director of Research and Prospect Management.

PROFESSIONAL DEVELOPMENT

- 2007: WVU Foundation, President's Award. This award honors WVU Foundation, Inc. team members who have shown exceptional or extraordinary service – above and beyond the responsibilities outlined in their job descriptions.

- 2008-2013: Member of the National Association of Cancer Center Development Officers (NACCCDO).
- 2011: Indiana University-Perdue University of Indianapolis, Certificate Program from the Center on Philanthropy. Curriculum focusing on principles & techniques of fundraising, planned giving, developing major gifts, and developing annual sustainability.
- Member of Generation Morgantown.
- WVU Communication Studies Alumni Mentoring Program. Active participant, 2011-present.
- Leadership West Virginia Program Graduate 2013.
- Fairmont State University Adjunct Faculty Member. College of Fine Arts, 2014-present.
- Generation Next: Top 40 Professionals Under 40 in West Virginia. Recognized by the State Journal of West Virginia, 2015.

EDUCATION

2002-2003 Master of Arts, Communication, West Virginia University, Morgantown, West Virginia.

- Extensive research in mass mediated, organizational, interpersonal, intercultural, small group, and persuasive forms of communication.
- Independent experience in the design, collection, analysis, and interpretation of empirical data.
- Authored manuscripts based on literature and data. Manuscripts presented at the National Communication Association convention in New Orleans, LA in Fall 2002 and Eastern Communication Association convention in Washington, D.C. Spring 2003.

1998-2002 Bachelor of Arts, Communication, West Virginia University, Morgantown, West Virginia.

- Awards and Honors: Dean's List six consecutive semesters, Presidential Academic Achievement Award, Lambda Pi Eta (Communication Honors Fraternity), and Member of the Undergraduate Student Advisor Board for the Eberly College of Arts and Sciences.
- Professional presentation at the Eastern Communication Association in New York, N.Y. Spring 2002.

FUNDAMENTALS

- Unbridled enthusiasm coupled with strong interpersonal presence and skill.
- Documented team orientation.
- Excellent attention to detail and operational ability. Extensive writing skills.
- Demonstrated record of professional development.
- Proficient with Raiser's Edge, Financial Edge, Researcher's Edge, SPSS (data analysis software), SAP, Salesforce, and Microsoft Office Suite. Skilled in the use of multiple web-based search engines both commercial and proprietary.

Elizabeth C. Wotring-Nelson 25491 George Washington
Hwy, Aurora, WV 26705

Cell: 304.698.4358

elizabethnelson01@gmail.com

EDUCATION/LICENSING/MEMBERSHIPS

M.M. Musical Theatre, **The Boston Conservatory**, Boston, MA Thesis: "Images of Women," an original solo musical revue 2003

B.A. Church Music, **Greenville College**, Greenville, IL, *Cum Laude* Areas of concentration: Classical Vocal Performance, Choral Conducting 2000

Licensed Kindermusik Owner/Operator, **Kindermusik International** Licensed Early Music and Movement ages 0-7years, Parent Educator October 2007-present

National Association of Teachers of Singing Member January 2012-January 2013

PROFILE

Fifteen years experience teaching one-on-one private voice lessons with an emphasis on beginning voice students ages 5-adult in university, arts school, community education, and private voice studio settings. Fifteen+ years experience musical theatre vocal coach in performance setting. Strong creative skills in approach to teaching singing technique, vocal health, and interpretation of music. Vast experience in straight theatre, musical theatre, classical, and jazz singing performance and repertoire. Working performer as a church and freelance soloist and member of local professional theatre company.

PERFORMING ARTS/DIRECTING/TEACHING EXPERIENCE

IN WEST VIRGINIA:

Private Voice Instructor – Fairmont State University 2007-present

Teach private voice lessons for theatre students

Teach healthy vocal technique based on past research and new research

Assist student in choosing a working repertoire of music in every genre used in musical theatre:

Pop/rock, Musical Theatre (Vaudeville, Golden Age, Contemporary), Jazz, Operetta,
Country, Decade Styling (20's, 40's, 50's, 60's, 80's), and others

Coach students for auditions and shows

Coach students through the process of acting a song

Facilitate an end of semester "Cabaret" recital to showcase work done during the semester

Musical Theatre Adjunct Professor – Fairmont State University 2010-2014

Teach a beginning musical theatre class which includes instruction in:

Beginning music theory & Keyboarding

- Basics of Acting a Song
- Beginning Vocal Awareness and Singing Technique
- Teach a Musical Theatre Repertoire/Audition class which includes:
 - o Helping students find their acting/singing “type”
 - o Teaching audition techniques and etiquette
 - o Help students create a working audition book that will help them with any audition in the future; audition book should include songs from every genre and working 16-bar cuts of songs that showcase the actor’s strengths in the correct key and format
 - o Facilitate an end of semester performance

Voice and Diction Adjunct Professor – Fairmont State University 2010-present

- Teach a voice and diction class which includes instruction in:
- o A workable knowledge of the International Phonetic Alphabet
 - o Proper Standard American Pronunciations and Diction
 - o Proper diction of Frequently Mispronounced Words
 - o Understanding our regional dialect and the difference in other American dialects
 - o Understanding the importance of good diction and when the use of standard pronunciation will be needed and why it is important

IN GARRETT COUNTY, MD:

Nelson Studios Private Voice Studio – Oakland, MD & Aurora, WV 2007-Present

- Teach private voice lessons to students ages 6-adult
- Oversee education of healthy vocal technique Teach basic music theory
- Use all styles of music to teach repertoire and vocal stylizing
 - Bel Canto technique, Musical Theatre legit/belt, Jazz, Country, Pop/Rock, Commercial
 - Teach acting while singing/storytelling through music
 - Arrange performance opportunities for students
 - Direct week-long summer camps for school-aged children and high school students
 - Provide workshops for high school students in preparation for auditions and performances

Nelson Studios Montessori Preschool Music Class
 Sacred Meadow Montessori Children’s House – Accident, MD 2008-May 2015

- Teach original curriculum for Preschool-aged students using the Montessori teaching method
- Teach basic rhythm and theory and teach movement and ensemble singing/instrument playing

Theatre on the Lake (TOTL) Board Member, Company Member, Box Office/House Manager –
 McHenry, MD 2007-Present

- As Theatre Board Member, help run theatre company, choose summer season, and facilitate mid-year events/fundraisers
- As company Member, perform 3-5 shows a summer, including children’s theatre, straight theatre, and musicals. As box office/Ticket /House Manager, sold tickets online and on phone, assigned seating for each show, ran

will-call ticket booth, managed ushers on show nights.

Co-Founder / Co-Director TOTL Apprentice Program – McHenry, MD *2007-2012*

Co-Founded and Co-Directed a two-week long apprenticeship program through the TOTL Theatre Company

which gave middle-school and high school students experience with working with—and performing with—a professional theatre company

Classes were taught in:

- o Technical Theatre (stagecraft, lighting, etc)
- o Dance (tap, jazz, ballet, modern; based on the summer season's shows)
- o Music (singing as ensemble, basic theory, basic vocal technique)
- o Acting (body movement, acting techniques, and creative drama)

Students went to class in the morning and rehearsed with the company in the afternoon/evening. They were given roles in ensemble, including solos and small parts and performed during the regular summer season with the company.

Classes in dance and acting and musical theatre were also offered during the school year

Garrett Lakes Arts Festival Summer Week-Long Voice Clinic – Oakland, MD *2011-2014*

Direct week-long camp for middle school/high school students in Garrett County

Teach students how to sing and work as a group using choral techniques and repertoire Teach students theory, sight-singing, solo singing, and audition techniques

Use dance and choreography to enhance the experience and teach rhythm and ensemble work

Facilitate a week-end recital for parents and local supporters to give performance experience to the students

Kindermusik Studio Owner / Teacher – Oakland, MD *2007-present*

Own and run a Kindermusik Studio named Kindermusik with Miss Lizzie & Friends

Teach age-appropriate music & movement classes for children ages 0-7years old and their parents

Facilitate parent education to help parenting by using music and movement to help children reach or exceed developmental milestones

Soloist: St. Matthew's Episcopal Church – Oakland, MD *2007-present*

Provide special music for church services, funerals, and weddings as well as cantor services and substitute

keyboard player

IN GREATER MINNEAPOLIS-ST. PAUL, MN:

Children's Performing Arts Co-Founder / Teacher / Director –Forest Lake, MN *2006*

Developed non-profit performing arts program for kids grades K-6 to begin their exposure to performing and

to develop creativity in a safe environment

Put up 2-3 shows a year involving 50-70 children from Forest Lake area
Serve as acting director, musical director, choreographer, light designer, sound designer, set designer, and costumer.

Coordinate parent volunteers and organize rehearsal schedules and performances

Youth Performing Arts Teacher/Director –Forest Lake, MN 2004-2006

On Board of Directors for non-profit arts group for youth ages 7th grade to age 21

As an assistant director, help other directors choose musical theater material, choreograph, and coach vocalists Direct group performances and rehearsals

Mentor students

Private Voice Instructor: Private Voice Studio – Forest Lake, MN 2006

Private voice studio: One-on-one lessons teaching vocal technique and repertoire to adults and students using

classical, musical theater and jazz styles

IN BOSTON, MA:

Private Voice Instructor – Boston Arts Academy, Boston, MA 2002-2003

Instructed 10th grade students in basic singing technique using jazz and musical theater music as part of the arts

school's curriculum in preparation for junior/senior recitals.

IN GREENVILLE, IL:

Children's Choir Music Director – Greenville Free Methodist Church 1999

Directed weekly choir rehearsals for children ages Kindergarten through 8th grade

Directed bi-monthly church performances during Sunday morning services Chose repertoire and special music selections

Music Director/Vocal Coach – Greenville High School Theatre Department 1998

Led group rehearsals of music for spring musical

Coached individual students on musical and acting interpretations for specific characters

OTHER WORK EXPERIENCE

Director of Worship and Arts, Forest Hills United Methodist Church, Forest Lake, MN 2004-2007

Responsible for developing and leading Sunday morning worship as well as supervising and directing music, drama, dance, and visual arts for entire church; praise band and choir; supervising, recruiting, and coordinating volunteer teams; managing budget; and director for special church worship services.

Receptionist, Paster Enterprises, St. Paul, MN 2003-2004

Responsible for front desk, mailings, four-line phone, and office relations. Worked with Marketing department, Development department, Leasing department, and CEO assistant.

SUSAN CATO-CHAPMAN

Curriculum Vitae

1715 ½ Locust Ave, Apt 1A

Fairmont, WV 26554

561.221.8206

susancatochapman@gmail.com

Master of Fine Arts- *Florida Atlantic University*

Bachelor of Arts- *University of North Carolina at Asheville*

Certified Michael Chekhov Associate Teacher and Board Member- *Great Lakes Michael Chekhov Consortium*

Chesapeake Bay Alexander Studies- *Trainee, Year One*

Alba Emoting (CL1)

Member Actor's Equity

Areas of Expertise:

- Acting for Majors and Non-Majors (All Levels);
- Movement for Majors and Non-Majors (All Levels);
- Michael Chekhov Technique;
- Alexander Technique;
- Viewpoints;
- Auditioning;
- Acting for the Camera;
- Voice and Speech;
- International Phonetic Alphabet and Dialects;
- Voiceovers; and
- Sound Design.

Professional Membership/ Affiliation:

- The Association of Theatre Movement Educators;
- Actor's Equity Association;
- Michael Chekhov Teaching Certification
- Southeastern Theatre Conference (Co-Vice Chair, Movement Committee);
- Florida Theatre Conference;
- Stage Source of Boston; and
- Alpha Psi Omega Theatre Fraternity.

Education

Florida Atlantic University

Master of Fine Arts

2006-2009

- **Full academic and performance scholarship** as well as a bi-weekly stipend;
- **Graduated with academic honors;**
- In addition to all coursework, performed in several productions including Equity productions during summer repertory festivals;
- Student Ambassador (Provided a live performance of a production to show the quality of programs at the university and to advertise the wide array of events in the School of the Arts & College of Arts & Letters. Spoke on behalf of the College of Arts & Letters to potential donors); and
- Course highlights include: MFA Acting; Voice and Movement; Acting for Shakespeare; Dramatic Theory & Genre; Acting for the Camera; Dramaturgy of Literature.

University of North Carolina at Asheville

Bachelor of Arts: Theatre Performance

2001-2005

Asheville, NC

- Liberal arts institution with conservatory theatre program;
- Worked behind and on stage in both proscenium and arena stages; and
- Course highlights include: Evolution, Revolution and Social Change; Humanities; Arts & Ideas.

Great Lakes Michael Chekhov Consortium

Kent State University

Teacher Certification Program

2011-2013

Kent, OH

- Certified Teacher in the Michael Chekhov acting technique; and
- Sponsored by an institution of higher learning.

Chesapeake Bay Alexander Studies (CBAS)

2015-present

Alexander Certification Program,

- Trainee in the Alexander Technique teacher training program

Training

Great Lakes Michael Chekhov Consortium:

Mark Monday

Catherine Albers (Professor Emeritus, Case Western Reserve University)

Lionel Walsh (Windsor College), and

Lavinia Hart (Wayne State University)

Acting Instructors:

Jean-Louis Baldet
Desmond Gallant
Sheldon Deckelbaum,
Laura Facciponti Bond, and
Kristen Kundert

Movement Instructors:

Meade Andrews (Alexander, Viewpoints, Laban), and
Clarence Brooks (Modern Dance, Laban)

Voice Instructors:

Mariah Johnson (Fitzmaurice, Voiceovers)
Bridget Connors (Linklater, Skinner), and
Laura Facciponti Bond (Linklater)

Teaching Experience

Fairmont State University
Fairmont, WV

2014-Present

Acting 1

This course begins to define the highly disciplined process for the future professional theatre practitioner. There were explorations in three basic areas of human involvement; relationship to objects, environment and people. This is a Stanislavski-based class that incorporates the work of many master acting teachers (Meisner, Hagen, Chekhov, Shurtleff, etc.).

Advanced Acting

Advanced acting course for majors. This class focused cultivating character through the use of method. Basic exercises employed in the Michael Chekhov Technique, Sanford Meisner, Viewpoints, and Laban were used as a means of cultivating a psycho-physical and stimulus and response approach to acting. The class focused on exploring different characterizations as a means of finding the range of expression.

Theatre Appreciation

A class to help students become intelligent theatregoers whose enjoyment of theatrical events is enhanced by a critical perspective, an understanding of the various elements that constitute the art of theatre, and an appreciation of the value of theatre in life. Emphasis will be placed on the relationship between production elements (playwright, script, director, designer, performer, etc.); on the styles of theatrical expression; on the genres, which make up the body of dramatic literature; on the historical development of theatre art; and on your role as an informed, attentive, and critical theatregoer.

Directing

This course is an introduction to the basic tenets of directing for the stage. Attention will be paid to developing skills required of any stage director, including visual composition, script analysis, working with

actors and designers, casting, blocking, and rehearsal techniques. This course will not only look at the product of your directing but, more importantly, the directorial process. To do so, this course will include a variety of learning activities from class discussions and readings to in-class exercises, presentations, and performance projects.

Body Movement

A course in developing awareness, freedom, and ease of movement. Students study a variety of movement disciplines including Viewpoints, Laban, Alexander Technique, and Suzuki in order to develop a vocabulary for use in warm-up, rehearsal, and performance.

Voice and Diction

This course covers the theory and practice of speech science, provides the basic information necessary for further speech and drama study and helps students improve their speaking skills. Open to communication and theatre arts and music students only.

Performances Studies

This course explores the theories and practices of approaching performance as a way of knowing. Through theatre exercises and personal discovery, students research, create, and perform a piece for the stage. As part of your ongoing commitment to growing as a working artist, you will be required to attend the screening auditions for the Southeastern Theatre Conference.

Florida Atlantic University
Boca Raton, FL

2006-2014

Movement for Actors

A course in developing awareness, freedom, and ease of movement. Students study a variety of movement disciplines including Viewpoints, Laban, Alexander Technique, and Suzuki in order to develop a vocabulary for use in warm-up, rehearsal, and performance.

Acting 1

This course begins to define the highly disciplined process for the future professional theatre practitioner. There were explorations in three basic areas of human involvement; relationship to objects, environment and people. This is a Stanislavski-based class that incorporates the work of many master acting teachers (Meisner, Hagen, Chekhov, Shurtleff, etc.).

Acting II

This was a second level acting course for majors and select non-majors. This class primarily focused cultivating character through imagination. Basic exercises employed in the Michael Chekhov Technique and Sanford Meisner was used as a means of cultivating a psycho-physical and stimulus and response approach to acting. The class further explored the idea and cultivation of using method to create a character.

Acting III

This was a third level, advanced acting course for majors. This class focused cultivating character through the use of method. Basic exercises employed in the Michael Chekhov Technique, Sanford Meisner, Viewpoints, and Laban were used as a means of cultivating a psycho-physical and stimulus and response approach to acting. The class focused on exploring different characterizations as a means of finding the range of expression.

Professional Development Seminar for BFA/MFA Students

This is a professionally based seminar on developing strategies of entering the professional world. It will assist students in learning about the professional and monetary demands of becoming a professional actor. It encompasses various aspects of the profession, including information about professional audition techniques. It also instructs students about union membership, promotional materials and using new media to fully market their product (web sites, demos, etc.). The seminar also introduces graduate school options for the student desiring further training. It also provides guidance for teaching incoming MFA students development of syllabi.

Script Analysis

Lecture/discussion course designed to aid the student in reading drama as a performance art and imagining the transition from page to stage. Students interact with theatre practitioners to discover the script as realized theatre. A variety of classical and modern scripts are used.

Graduate Movement for Actors

A private internship, working with Meade Andrews. Assisted Ms. Andrews in teaching MFA students and planned and executed two solo classes during our tenure. The classes fit within her overall lesson plan and also were an expression of my own teaching methods.

Movement Consultant

***Cloud 9, How I Learned to Drive, Dog Sees God, Sweeney Todd, Down The Road** Designed a rehearsal that centered on the use of movement techniques including, but not limited to Viewpoints, Laban, and Michael Chekhov's Life Body.*

Audition Coach/Voice Coach

Coached actors for the Southeastern Theatre Conference (SETC) screening auditions in addition to the Florida Theatre Conference (FTC).

Digital Media Arts College
Boca Raton, FL

2011

Expressive Theatre

A class built as a general introduction to theatre and movement for BFA Graphic Artists. Basic exercises from the MC Technique and Bogart and Overlie's Viewpoints help the students develop a better understanding of the psycho-physical and stimulus and response approach to acting. Students will implement a practical application of using the complete body as a tool for expression.

Professional Performance Experience (Selected)

Arts Garage (Equity SPT), Delray Beach, FL

Cat's Paw

Florida Stage (Equity LORT C), Manalapan, FL

The Bridegroom of Blowing Rock

Young Playwrights' Festival

First Stage New Works Festival

The Storytelling Ability of a Boy

Bloodrustmudbones

Florida Atlantic University Repertory (Equity URTA), Boca Raton, FL

Noises Off

Carousel

A Thurber Carnival

Evita

Bye Bye Birdie

Commercials/Voiceover (Selected)

Independent Voice Over Services (*Demo Available Upon Request*)

Sam Adams Commercial (*demo*)

University/Other Performance Experience (Selected)

Florida Atlantic University Graduate Acting Program

*Come Back to the Five and Dime, Jimmy Dean, Jimmy Dean*¹

Titus Andronicus

The Three Sisters

*The Lady from Dubuque*²

*Hunting the Basilisk**

University of North Carolina at Asheville

*Equus*³

Vinegar Tom

Tales of Ovid

Other:

Agnes of God **Western Piedmont Players**

Fried Green Tomatoes **Western Piedmont Players**

The Laramie Project **Asheville on Broadway**

*Dearly Beloved** **Asheville Community Theatre**
Godspell **Parkway Playhouse**
Faith By Fire: The Spiritual Journey of Joan of Arc **Jericho Productions**
*Sylvia*** **Hickory Community Theatre**
Look Homeward Angel **Hickory Community Theatre**
Vagina Monologues **Consider the Following**

Directing Experience

Fairmont State University

- ***The Boy Friend***, by Sandy Wilson
- ***Far Away***, by Caryl Churchill
- ***Upon the Fragile Shore***, by Caridad Svich
- ***A History of FSU Theatre*** (co-directed)
- ***The Importance of Being Earnest***, by Oscar Wilde (Spring 2016)

Florida Atlantic University

- ***The Blind***, by Maurice Maeterlinck
A conceptual piece created by using the Michael Chekhov Technique, namely, Atmosphere, Imaginary Body, and Sensations
- ***4.48 Psychosis***, by Sarah Kane
Conceptual movement-based piece driven by the work of Anne Bogart's Viewpoints and Rudolf Laban's Eight Basic Efforts; and Encore performance due to overwhelming response.
- ***Sweeney Todd, The Demon Barber of Fleet Street***
Assistant Director, Sound Designer, Movement Consultant
- ***With Their Voices Raised***, by Katy Morris
Documentary theatre highlighting the survival stories of Hiroshima and Pearl Harbor Survivors.
- ***Home For Christmas***
Dances We Dance
Director, Choreographer, Sound Designer
Original Viewpoints piece highlighting the journey of travelers going home for Christmas
- ***Echo and Narcissus***
Dances We Dance
Director, Choreographer, Sound Designer

Technical Theatre

Eurydice by Sarah Ruhl

Sound Designer and Sound Engineer

- Highly recommended for 2009 KC/ACTF Region 4 Festival;

- Barbizon sound design nominated for 2009 KC/ACTF Region 4 Festival;
- Participating Entry in Kennedy Center/American College Theatre Festival featuring performance candidates in the MFA professional training program and BFA pre-professional training program; and
- Design included original pieces of music (samples upon request).

Bus Stop by William Inge

Sound Designer and Sound Engineer

- Design included classic hits from the 1940's and 1950's;
- Able to design sounds from a localized juke box; and
- Utilized Magix and Cool Edit design programs (samples upon request).

A Thurber Carnival by James Thurber

Sound Designer and Sound Engineer

- Design included a montage of pieces from the Jazz genre; and
- Utilized Magix and Cool Edit design programs (samples upon request).

4.48 Psychosis by Sarah Kane

Sound Designer and Sound Engineer

- Included contemporary pieces of music under the genres of Jazz, Electronica, and Acoustic Guitar; and
- Implemented Magix design programs.

Charlotte's Web by E.B White

Sound Designer and Sound Engineer

- Design centered on the music of local bluegrass musicians.

Wonder of the World by David Lindsay-Abaire

How I Learned to Drive by Paula Vogel

Sweeney Todd, The Demon Barber of Fleet Street

Down the Road by Lee Blessing

Choreography

- ***A Funny Thing Happened on the Way to the Forum***, FAU Repertory Theatre
- ***Evita***, FAU Repertory Theatre
- ***Sleepy Hollow, the Musical***, Fairmont State Theatre
- ***The Boy Friend***, Fairmont State Theatre
- ***Home for Christmas***, Dances We Dance, Florida Atlantic University
- ***Echo and Narcissus***, Dances We Dance, Florida Atlantic University

Stage Management

To Kill a Mockingbird Burning Coal Theatre, Raleigh, NC

Dances We Dance Florida Atlantic University, Boca Raton, FL

BROOKE ANN CLINGERMAN

Current Address”

1232 Van Voorhis Road, D2
Morgantown, WV 26505

Email: bazackery@yahoo.com

EDUCATION

West Virginia University, Morgantown, WV 26505 August 2007
Master of Arts in Communication Studies

West Virginia University, Morgantown, WV 26505 May 2006
Bachelor of Science in Business Administration
Major in Marketing
Minor in Communication Studies

WORK HISTORY

West Virginia Continuing Legal Education August 2008-Present
CLE ASsistant

Wet Virginia University November 2007-June 2008
Office Support Level II Temp

National Environmental Services August 2006-May 2007
Student worker

GRADUATE TEACHING EXPERIENCE

West Virginia University
Department of Communicaiton Studies

PUBLICATIONS

Myers, S.A., Bogden, L.M., Eldness, M. A., Johnson, A.N., Schoo, M.E., Smith, N.A., Thompson, M.R., & Zackery, B.A (2009). Taking a trait approach to understanding college students perceptions of group work. *College Student Journal*, 43, 822-829.

PROFESSIONAL AFILIATIONS

Easter Communication Association (2007)

Tara Curtis

1365 Fenwick Ave. ▪ Morgantown, WV ▪ 304-698-247

tara.e.curtis@gmail.com ▪ [LinkedIn Profile](#)

Driven creative leader with more than 20 years of PR, communications and marketing experience. Adept at developing and implementing large-scale strategic communication and promotional plans, that are on-time, on-brand and within budget. Experienced in web design, social media, and digital marketing. Passionate about leadership, inspiring others and developing relationships. Seeking a senior-level communications role and am willing to relocate.

PROFESSIONAL MARKETING & PR EXPERIENCE

Director of Communications & Marketing

May 2015 - Present

WVU School of Nursing, Morgantown, WV

- Lead all areas of communication and marketing for the WVU School of Nursing, including managing media relations; writing press releases and feature stories on faculty, students and alumni; creating marketing materials to recruit new students and faculty; developing web communications; implementing social media strategies; and developing other multi-media brand assets using Photoshop, Illustrator, InDesign and other design programs.
- Oversee the Alumni Affair unit which provides outreach and engagement opportunities for graduates; develop alumni-specific communications; and assist with the development and execution of events/activities.
- Develop content and oversee design for School of Nursing website.
- Community manager for all social media accounts (Facebook, LinkedIn and Twitter).
- Serve as chief editor for *WVU Nursing* alumni magazine.
- Provide assistance to the dean and other key administrators in writing speeches, talking points and other communication, as needed.

Assistant Director – Communications

2004 - Present

WVU Alumni Association, Morgantown, WV

- Led all areas of communications for [190,000 member Association](#), including: managing media relations, writing press releases, creating marketing materials, developing web communications, implementing social media strategies, blogging, and developing other multi-media brand assets using Photoshop, InDesign and other programs.
- Supervised creative team, including one full-time multimedia specialist, part-time designer and six interns.
- Collaborated with local, state and national media to promote the mission and goals of the organization, including news and events, crisis communications, and legal matters.
- Implemented and oversee special events, including: the annual Academy of Distinguished Alumni, Emeritus Weekend, conferences and fund-raising initiatives.
- Develop content and oversee design for Association website.
- Served as community manager for Association's social media accounts (Facebook, LinkedIn, and Twitter).

- Served as chief editor for alumni publications, including *Alumni E-News* which is distributed to more than 120,000 people per distribution (more than two million touches each year).
- Developed speeches and other communication for CEO and board of directors.
- Assisted staff members and Board with the development of outreach programs and other special events that enhance involvement of alumni and friends.
- Developed advocacy initiatives for the WVU Alumni Association and the University, including legislative events.

Communications Specialist

1999 - 2004

Allegheny Energy, Inc., Hagerstown, MD

- Served as a national/local/state spokesperson for the company on crisis communications, financial matters and other news or events.
- Led communications campaigns to enhance corporate goals, including diversity programs, the *Annual Report to Shareholders*, *Employee Annual Report*, Y2K and employee benefit programs.
- Prepared press releases, letters, talking points and speeches for the CEO and leadership team.
- Developed high-level communications plans for internal and external audiences, including key messages, Q&As, and fact sheets.
- Developed key employee communications for 5,200 employees, including corporate newsletter, intranet and videos.
- Facilitated group projects to ensure the goals were met and that the project deadlines were met.
- Conceptualized and implemented events to drive engagement and knowledge sharing, including speakers' and association meetings.

ADJUNCT FACULTY TEACHING EXPERIENCE

West Virginia University, Reed College of Media

Present

- Design college syllabus for introductory Public Relations course to motivate students, inspire new ideas and generate discussion among students. Focus on various areas of public relations, including media relations, corporate/nonprofit PR, social media and crisis communication.

Fairmont State University, School of Fine Arts

2010 – 2014

- Developed syllabi for two courses that focused on human communication, including workplace, nonverbal, interpersonal, and intercultural communication, as well as social media, public speaking and presentation skills.

EDUCATION

M.A. Communication

West Virginia University

Corporate and Organizational Communication

2000

B.A. Journalism

West Virginia University

Specialization in public relations

1993

Higher educational leadership studies, 18 hours post-graduate

West Virginia University

Digital Marketing / SEO / Social Media, 12 hours post-graduate

2009 – 2010

Jeff D. Tetrick

611 Mariner Village
Morgantown, WV 26508
304-481-7668
jdtetrick@yahoo.com

EMPLOYMENT HISTORY

August, 2008 – July 2009 **Frostburg State University**

- Adjunct Professor of Video Production Industry in the Mass Communication department.
- Responsible for lecture and hands-on lab instruction and equipment repair in all aspects of video, audio, and editing for studio and field production.

March, 2007 – December, 2007 **WVU Health Sciences Center**

- Promoted to Media Specialist 5.
- In addition to previous tasks, supervisory duties were increased. Began a larger emphasis on editing (Final Cut Pro), videography, DVD creation, and coordinating employees for events. Duties also included training employees in the use of new camera and videoconferencing equipment and in the use of new technology in the WVU Learning Center's electronic classrooms (Symposium, Camtasia, e.g.). Maintained Internet Protocol Network for MDTV operations.

January, 2005 – March, 2007 **WVU Health Sciences Center**

- Information Systems Technician for Mountaineer Doctor Television.
- Technical support for ISDN and IP videoconferencing. Configured Master Control Unit bridges and models of encoders/decoders for point to point analysis of patients in rural areas by specialists at the Health Sciences Center or Ruby Memorial Hospital.
- Location set up, lighting, and multi-camera shooting for various MDTV and WVU School of Medicine, Pharmacy, Nursing and Dentistry video productions. Also performed videography and editing for events not affiliated with the HSC, including Native American ceremonies and academic affairs.
- Offered support and assistance to academic personnel with classroom technology, including PowerPoint, Camtasia, and other educational computer programs.
- HIPPA Certified.

August, 2003 - July, 2004 **West Virginia University**

- Department of Communication Research and Theory Graduate

Assistant. I served as a part-time instructor (Non-Verbal and Introduction to Communication) in addition to working toward completion of academic requirements for the Master of Arts degree.

- Tested, graded, tutored, and advised up to 400 students per semester.
- Trained extensively with statistical analysis software (SASS) for quantitative as well as qualitative research studies.
- Participated in the design, research, preparation, and presentation of a study on Uncertainty Reduction Theory in Interracial Interaction for the Central States Communication Association in Cleveland, 2004.

June, 2002 - September, 2003 **City of Morgantown, WV**

- Camera operator and audio technician for the City Council of Morgantown.

May, 1999 - July, 2001 **Charlson Broadcast Technologies.**

- Calibrated broadcast equipment, Analog to Digital Converters, and all electronic equipment needed to maintain mobile and studio operations.
- Promoted to Technical Supervisor for CBT, a provider of video and informational graphic services for broadcast networks, affiliates, and gaming facilities. I was responsible for all aspects of broadcast operations for the Miami, FL area. Duties also included working closely with marketing, promotions, publicity, and Calder Race Course management to adjust broadcast content and daily operations.
- Responsibilities included hiring, training, and scheduling of directors, technical directors, non-linear editors, graphics operators, audio engineers, technicians, and camera operators.
- Produced a live, daily simulcast show and a nightly recap show for Fox Sports and The Sunshine Network.

September, 1996 - May, 1999 **Charlson Industries**

- Installed and maintained:
 - Video and audio studio facilities.
 - Public address, security camera, intercom systems.
 - Remote/microwave and fixed camera positions.
 - Satellite dishes and receivers.
 - All wiring and components for cable head-ends.
 - Computer networks to control graphics software and routing systems.
- Recorded and edited (Avid, ES-3) television programs and commercials for clients including Fox Sports, ESPN, and The Sunshine Network. I also served as director, technical director, audio engineer, tape operator, and cameraman for multi-camera productions.

1991 - Present **Freelance Film and Video**

- Performed various production tasks, including: microphone-boom operator; audio mixer; tape operator; and assistant/principle camera operator (including *steady-cam*) for commercials and corporate training videos. Clients include:
 - Triax Productions of Boulder, CO, for *Bridge Day, 2005*
 - HDI-Matthews of Cincinnati
 - BNA Communications of Washington, DC
 - The International Association of Theatre and Stage Employees of Cincinnati
 - AMDO productions of Davie, Florida.

EDUCATION

MA (2005)
West Virginia University
Communication Research and Theory

BA (1996)
Northern Kentucky University
Major - Radio, Television, and Film
Minor - Electronic Engineering Technology

References available upon your request

Robin Linnevold Frost

722 Ashworth Lane · Morgantown, WV 26508 · (319) 610-2279 · frostr@gmail.com

Profile

Motivated, personable business professional with expertise in media industry and Master of Science degree in Mass Communication. Passion for teaching and learning. Experience in media sales, media buying, Web site management, marketing and advertising. Thrives in a classroom environment.

Experience

WBOY-TV

Internet Account Executive

- Advertising sales in Clarksburg/Morgantown market
- Led Internet advertising training sessions for all West Virginia Media properties
- Report and interpret research about wboy.com

Morgantown, West Virginia

September 2008-Present

- Develop sales collateral
- Communicate with clients and staff about online advertising opportunities
- Designed Web-based survey to learn about wboy.com Web audience

ME&V Advertising & Consulting

Media Buyer

- Handled account list of over 20 active clients
- Developed media proposals
- Presented proposals to clients and prospective clients
- Placed advertising in all types of media
- Negotiated with media representatives

Cedar Falls, Iowa

October 2007-July 2008

- Conducted media research projects
- Conducted Post-buy analyses
- Used Smart Plus and Print Plus software
- Adhered to client budgets
- Communicated media traffic instructions

The Daily News Journal

Online Manager

- Web site administrator
- Interpreted and reported site traffic statistics
- Led training sessions for news & ad staff
- Led monthly online department meetings
- Served on Publisher's Operating Committee
- Department budget planning
- Oversaw inter-departmental projects

Murfreesboro, Tennessee

August 2004-August 2007

- Managed archiving system
- Coordinated site publicity
- Ensured accuracy on site
- Assisted with online ad sales
- Scheduled online advertisements
- Coordinated online contests

Murfreesboro Philharmonic Symphony Orchestra

Marketing & Development Director

- Organized fundraising plans
- Coordinated all marketing and advertising
- Developed Strategic Plan
- Researched and applied for grants
- Coordinated membership drives
- Served as representative at civic events

Murfreesboro, Tennessee

September 2003-April 2004

- Published quarterly newsletter
- Recruited and supervised volunteers
- Wrote press releases
- Published all written materials
- Program guide ad sales

Waterloo-Cedar Falls Courier

Special Projects Department

- Account executive
- Supervisor of Telemarketing projects
- Business Marketing Database specialist
- *Health Quarterly* tab manager

Waterloo, Iowa

September 2002-August 2003

- Edited and proofread ads
- Worked with artists to design ads
- Coordinated direct mailings
- Client relations

<i>Experience, continued</i>	Ad-Fax, Inc. Media Buyer · Conducted post-buy analyses · Copywriting, editing, proofreading · Operated Smart Plus media software	Waterloo, Iowa January 2001-August 2002 · Billing and auditing assistant · Composed press releases · Directed traffic to appropriate media
<i>Education</i>	Middle Tennessee State University Master of Science degree Mass Communication	Murfreesboro, Tennessee August 2006 G.P.A. 3.88
	The University of Northern Iowa Bachelor of Arts degree Majors: Spanish, Music Summa Cum Laude graduate	Cedar Falls, Iowa December 2000 Minor: Marketing G.P.A. 3.83
	Universidad de Valladolid Semester abroad program	Valladolid, Spain January-May 1998
<i>Key Skills</i>	· Experienced presenter in classroom and business settings · Strong written and verbal communication skills · Experience conducting quantitative and qualitative research projects · Able to multitask and meet deadlines	
<i>Computer Skills</i>	· Smart Plus, Print Plus software · Web site management · Omniture Site Catalyst web analytics · Exact Target email marketing software · Real Media Open AdStream software · Saxotech content management system	· Microsoft Word, Excel, PowerPoint · Basic knowledge of HTML · Quark XPress · Adobe Photoshop · Proficient on PC and Macintosh computers
<i>Academic Honors</i>	· Pi Kappa Lambda Music Honor Society · Golden Key National Honor Society	· Phi Eta Sigma Honor Society · UNI Dean's List recognition 1996-2000