

Timothy L. Sellnow

Department of Communication
Box 5075, University Station, Fargo, ND 58105

Phone:(701) 231-7632
tim.sellnow@ndsu.edu

Education

Wayne State University, Detroit, MI

Department of Speech Communication, Theatre and Journalism

❖ **Ph.D. Communication**

Graduation: June, 1987

Dissertation Title: *A Symbolic Analysis of Hubert H. Humphrey's Public Image in the Print Media*

Advisor: Dr. Bernard Brock

North Dakota State University, Fargo, ND

Department of Speech and Drama

❖ **M.S. Communication**

Graduation: May, 1984

Saint Cloud State University, St. Cloud, MN

Department of Speech Communication

❖ **B.A. Communication and Psychology**

Graduation: May, 1982

Areas of Concentration

Major Fields: Organizational Communication
Public Relations
Minor Fields: Communication Education
Rhetoric

Academic Experience

North Dakota State University

Fargo, ND

Professor

2000 - Present

Associate Professor

1993-2000

Assistant Professor

1988-1993

Courses Taught

- Comm 700 Research Methods in Communication
- HUM 702 Introduction to College Teaching
- Comm 784 Organizational Communication II
- Comm 785 Advanced Crisis Communication
- Comm 706 Advanced Theories of Interpersonal Communication
- SOC 700 Qualitative Research Methods
- Comm 683 Organizational Communication I
- Comm 680 Communication for Health Personnel
- Comm 672 Public Relations Campaigns
- Comm 650 Issues in Communication: Qualitative Study of Organizations
- Comm 570 Communication and Change
- Comm 485 Conducting Interviews
- Comm 483 Organizational Communication I
- Comm 480 Communication for Health Personnel
- Comm 110 Fundamentals of Public Speaking
- Comm 116 Interpersonal Communication
- Comm 114 Introduction to Communication

Administrative Experience

Department Chair 1994-1997 & 1997-2000
(elected to two consecutive terms, voluntarily declined third term)

Initiated and received approval of Ph.D. program in Communication 1997-2000

Director of Graduate Programs in Communication 1991-1994

Director of Internships in Communication 1991-1996

Associate and Acting Director of Forensics 1988-1991

University of Mary 1987 - 1988

Bismarck, ND

Assistant Professor

Courses Taught

- Comm 700 Research Methods in Communication
- HUM 702 Introduction to College Teaching
- Comm 784 Organizational Communication II
- Comm 785 Advanced Crisis Communication
- Comm 706 Advanced Theories of Interpersonal Communication
- SOC 700 Qualitative Research Methods
- Comm 683 Organizational Communication I
- Comm 680 Communication for Health Personnel
- Comm 672 Public Relations Campaigns
- Comm 650 Issues in Communication: Qualitative Study of Organizations

- Comm 570 Communication and Change
- Comm 485 Conducting Interviews
- Comm 483 Organizational Communication I
- Comm 480 Comm. for Health Personnel
- Comm 110 Fundamentals of Public Speaking
- Comm 116 Interpersonal Communication
- Comm 114 Introduction to Communication

Director of Forensics

Wayne State University

1984 - 1987

Detroit, MI

Part Time Instructor

Courses Taught

- Speech 520 Small Group Communication
- Speech 210 Persuasive Speaking
- Speech 200 Effective Speech
- Project 350 Effective Speech for the Special Student Services Program.
Program is designed for incoming students from the Detroit Public Schools desiring additional attention in public speaking.

Assistant Forensic Coach

Assisted in the development of the Detroit Public School Debate League

North Dakota State University

1982 - 1984

Fargo, ND

Graduate Teaching Assistant

Courses Taught

- Speech 108 Speech Fundamentals
- C.A.P. Speech Fundamentals for the Concentrated Approach Program.
Program is designed for incoming students needing additional attention in the areas of Speech, Mathematics, and English.

Assistant Director of Forensic Activities

Rocori High School

1981-1982

Cold Spring, MN

Assistant Director of Forensics

- Assisted in directing the High School Individual Events Program
- Coaching students
- Assisting in tournament administration.

Major Advisor for Doctoral Dissertations

- Overland, K. M. (2002). *The United States Department of Agriculture as a high reliability organization: Identifiers' perceptions of risk*. Master's thesis. North Dakota State University, Fargo.
- Streifel, R. A. (2003). *Significant choice and crisis communication in the Fen-Phen case*. Master's thesis. North Dakota State University, Fargo.
- Johnson, C. E. (2001). *Group decision making and public communication in times of crisis: The Fen-Phen story*. Master's thesis. North Dakota State University, Fargo.
- Cowden, K. J. (2000). *Issues advertising as crisis communication: A case study of the Northwest Airlines pilots' strike of 1998*. Master's thesis. North Dakota State University, Fargo.
- Schaeffle, J. (2000). *Crisis communication in organizations: A state-of-research review*. Master's thesis. North Dakota State University, Fargo.
- Knox Johnson, M. (1999). *The implications for using anxiety-reducing strategies in the high school classroom*. Master's paper, North Dakota State University, Fargo.
- Omlid, T. (1999). *The functions of narrative in nonprofit organizations*. Master's paper, North Dakota State University, Fargo.
- Cheatham, J. A. (1998). *Sports sponsorship as a legitimizing endeavor for female-orientated businesses*. Master's paper, North Dakota State University, Fargo.
- Pearson, N.R. (1998). *An assessment of critical thinking skills for Communications 103 students at Minot State University*. Master's thesis, North Dakota State University, Fargo.
- Miller, K.R. (1997). *Technology and communication satisfaction: Using communication channels effectively*. Master's thesis, North Dakota State University, Fargo.
- Snider, M.J. (1997) *How corrective action interacts with other image restoration strategies: A case study of Schwan's Sales Enterprises*. Master's thesis, North Dakota State University, Fargo.
- Conlon, L. (1996) *The problems and advantages of being a female teacher Contract negotiator in Class A public school districts in North Dakota*. Master's paper, North Dakota State University, Fargo.

- Kopf, J.L. (1996). *Student perceptions of volunteer recruitment strategies at North Dakota State University*. Unpublished master's paper, North Dakota State University, Fargo.
- Schneider, S.A. (1996). *Stress and the chemotherapy care professional: coping through communication*. Master's paper, North Dakota State University, Fargo.
- VanHorn, S.B. (1996) *Discovering effective communication channels in a non-profit organization*. Master's paper, North Dakota State University, Fargo.
- Oster, L.K. (1995). *Service learning: A national survey of undergraduate communication departments*. Master's thesis, North Dakota State University, Fargo.
- Markstrom, R.L. (1994). *A case study of source citations found in the 1993 AFA-NIET final round of extemporaneous speaking*. Master's paper, North Dakota State University, Fargo.
- Ulmer, R. R. (1994). *Ambiguous argument in the apologetic messages of Jack in the Box, Inc.* Master's paper, North Dakota State University, Fargo.
- Dyrstad, H.L. (1992). *The evolution of AIDS in the Advocate*. Master's thesis, North Dakota State University, Fargo.
- Gowin, J.S. (1992) *An environmental speaking corps as an experiential education opportunity in Speech Communication*. Master's paper, North Dakota State University, Fargo.
- Iverson, J.O. (1992). *George Bush's delegitimization of Saddam Hussein*. Master's thesis, North Dakota State University, Fargo.
- Johnson, D.R. (1991). *Exxon's rhetorical response to the Valdez crisis: An examination of purification strategies*. Master's thesis, North Dakota State University, Fargo.
- McKelvey, W.C. (1991). *Organizational patterns of winning orations*. Master's thesis, North Dakota State University, Fargo.
- Sellie, K.O. (1991). *Exploring Montessori as an innovation*. Master's paper, North Dakota State University, Fargo.
- Larson, J.A. (1990). *Organizational identification: A case study*. Master's paper, North Dakota State University, Fargo.
- Nordhagen, L.R. (1990). *Enhancing the organizational socialization process*. Master's paper, North Dakota State University, Fargo.

Research Activities

Grants and Contracts

| | |
|--|--|
| <p>CO-PD Risk Communication Activities and Advisory Board Member, National Center for Food Protection and Defense: Center of Excellence sponsored by the Department of Homeland Security. (I represent North Dakota State University in a four university consortium. The consortium includes: University of Minnesota, University of Wisconsin-Madison, Michigan State University, and North Dakota State University)</p> | <p>\$15,000,000.00 (2004-2007)</p> |
| <p>CO-PD Communication Activities and Advisory Board Member, USDA Special Grant, Agrosecurity: Disease Surveillance and Public Health. Communication is one of eight sub-projects under the Biosurveillance Program</p> | <p>\$1,750,000.00 (2004-2005) \$1,250,000.00 (2003-2004)</p> |
| <p>CO-PD Food Safety Risk Assessment grant with the USDA Cooperative State Research, Education, and Extension Service, 2002-2003 <i>PI Responsibilities 2004-2005 (\$95,500.00)</i> <i>PI Responsibilities 2003-2004 (\$95,500.00)</i> <i>PI Responsibilities 2002-2003 (\$72,000.00)</i></p> | <p>\$263,000.00 (2002-2005)</p> |
| <p>Cooperative agreement with USDA-APHIS focusing on communication dimensions of a risk-based staffing model</p> | <p>\$52,800.00 (2002)</p> |
| <p>Cooperative agreement with USDA-APHIS focusing on organizational communication channels for risk management</p> | <p>\$51,000.00 (2001)</p> |
| <p>Contract for Strategic Planning Sessions, Dakota Heartland Health System</p> | <p>\$1,200.00 (1999-2000)</p> |
| <p>Central States Communication Association Federation Prize For Research, Crisis Communication Study of the 1997 Red River Valley Flood Recovery</p> | <p>\$2,500.00 (1999-2000)</p> |
| <p>Institute for Regional Studies, Community presentations regarding Crisis communication and the Red River Valley Flood Recovery</p> | <p>\$1,450.00 (1999)</p> |
| <p>Contract for Community Image Assessment, Dakota Heartland Health System</p> | <p>\$2,500.00 (1999)</p> |

Ford Foundation Funding for Nigerian journalists to study in the North Dakota State University Department of Communication (with Charles Okigbo) \$6,000.00 (1998)

Publications

Books

Sellnow, T. L., & Littlefield, R. S. (Eds.). (2005). *Lessons learned in protecting America's food supply: Case studies in crisis communication*. Fargo, ND: Institute for Regional Studies.

Seeger, M. W., Sellnow, T. L., & Ulmer, R. R. (2003). *Communication and organizational crisis*. Westport, CT: Praeger.

Book Chapters

Sellnow, T.L., Ulmer, R.R., Seeger, M.W., & Veil, S.R. (in press). Terrorism as chaos: A chaos model for managing random acts of terror. In D.H. O'Hair, & R.L. Heath (Eds.). *Community preparedness and response to terrorism: Communication and the media*. Praeger: Westport, CT.

Sellnow, T. L., & Ulmer, R. R. (2003). Ambiguity as an inherent factor in crisis communication. In R. L. Heath & D. Millar (Eds.). *Crisis communication: A rhetorical approach* (pp. 251-262). Mahwah, NJ: Lawrence Erlbaum Associates, Inc.

Seeger, M. W., Venette, S., Ulmer, R. R., & Sellnow, T. L. (2002). Media use, information seeking, and reported needs in post crisis contexts. In B. S. Greenberg (Ed.). *Communication and Terrorism: Public and Media Responses to 9/11* (pp. 53-64). Cresskill, NJ: Hampton Press, Inc.

Seeger, M. W., Sellnow, T. L., & Ulmer, R. R. (2001). Public relations and crisis communication: Organizing and chaos. In R. L. Heath (Ed.). *Public Relations Handbook* (pp. 155-166). Thousand Oaks, CA: Sage Publications, Inc.

Williams, S. L., and Sellnow, T. L. (1998). Chilling effect and significant choice: A case study of the National Cancer Institute and the screening mammography guideline controversy. In M. W. Seeger (Ed.), *Free Speech Yearbook*, 36, (118-133). Washington, D.C.: National Communication Association.

Seeger, M. W., Sellnow, T. L., and Ulmer, R. R. (1998). Communication, organization, and crisis. In M. E. Roloff (Ed.). *Communication Yearbook*, 21 (pp. 231-276). Thousand Oaks, CA: Sage Publications, Inc.

Sellnow, T. L. (1995). Iacocca speeches in defense of Chrysler. In M. W. Seeger (Ed.). *I Gotta Tell Ya: The Collected Speeches of Lee Iacocca* (pp. 97-108). Detroit: Wayne State University Press.

Refereed Journals

National Journals

Novak, J., Sellnow, T. L., Venette, S. J., & Nganje, W. (in press). Perceptions of risk communication messages: Applications in a food processing environment. *Food Protection Trends*.

Seeger, M. W., Ulmer, R. R., Novak, J. M., & Sellnow, T. L. (2005). Post-crisis discourse and organizational change, failure and renewal. *Journal of Organizational Change Management*, 18, 78-95.

Venette, S. J., Veil, Shari, & Sellnow, T. L. (2005). Essential communication resources for combating bioterrorism: Some practical and generalizable recommendations. *Communication Research Reports*, 22, 29-37.

Ahlfeldt, S., Mehta, S., & Sellnow, T. (2005). Measurement and analysis of student engagement in university classes where varying levels of PBL methods of instruction are in use. *Higher Education Research and Development*, 24(1), 5-20.

Oster-Aaland, L., Sellnow, T. L., Nelson, P. E., & Pearson, J. C. (2004). The status of service learning in departments of communication: A follow-up study. *Communication Education*, 4, 348-356. Abstract.

Johnson, C. E., Sellnow, T. L., Seeger, M. W., Barrett, S. M., & Hasbargen, K. (2004) Blowing the whistle on Fen-Phen: An exploration of MeritCare's reporting of linkages between Fen-Phen and valvular heart disease. *The Journal of Business Communication*, 41, 350-369.

Venette, S. J., Sellnow, T. L., & Lang, P. A. (2003). Metanarration's role in restructuring perceptions of crisis: NHTSA's failure in the Ford-Firestone crisis. *The Journal of Business Communication*, 40(3), 219-236.

Sellnow, T. L., Seeger, M. W., & Ulmer, R. R. (2002). Chaos theory, informational needs, and natural disasters. *The Journal of Applied Communication Research*, 30, 269-292.

Ulmer, R. R., & Sellnow, T. L. (2002). Crisis management and the discourse of renewal: Understanding the potential for positive outcomes of crisis. *Public Relations Review*, 28, 361-365.

- Cowden, K., & Sellnow, T. L. (2002). Issues in advertising as crisis communication: Northwest Airlines' use of image restoration strategies during the 1998 pilot's strike. *The Journal of Business Communication*, 39, 193-219.
- Sellnow, D. D., & Sellnow, T. L. (2001). The "Illusion of Life" rhetorical perspective: An integrated approach to the study of music as communication. *Critical Studies in Media Communication*, 18, 395-415.
- Sellnow, T. L., & Brand, J. (2001). Establishing the structure of reality for an industry: Model and antimodel arguments as advocacy in Nike's crisis communication. *Journal of Applied Communication Research*, 29, 278-294.
- Ulmer, R. R., and Sellnow, T. L. (2000). Consistent questions of ambiguity in organizational crisis communication: Jack in the Box as a case study. *Journal of Business Ethics*, 25, 143-155.
- Sellnow, T. L., and Oster, L. (1997). The frequency, form and perceived benefits of service learning in communication departments. *Journal of the Association for Communication Administration*, 1997(3), 190-197.
- Sellnow, T. L. and Ulmer, R. R. (1995). Ambiguity as advocacy in organizational crisis communication. *Argumentation and Advocacy*, 31, 138-150.
- Sellnow, T. L., Littlefield, R. S., & Sellnow, D. D. (1994). A national profile of experiential education trends in communication master's degree programs. *Journal of the Association for Communication Administration*, 1994 (2), 68-76.
- Sellnow, T. L. (1993). Scientific argument in organizational crisis communication: The case of Exxon. *Argumentation and Advocacy*, 30, 28-42.
- Sellnow, T. L. (1992, Winter). An oral history exercise for the self-evaluation of interview skills. *The Speech Communication Teacher*, 6, 11.
- Sellnow, T. L., and Sellnow, D. D. (1991). The appeal of the tragic rhythm: Bruce Springsteen as a case study. *Speaker and Gavel*, 27, 38-50.
- Sellnow, T. L., and Seeger, M. W. (1990). Crisis messages: Wall Street after the fall. *Speaker and Gavel*, 26, 9-19.
- Sellnow, D. D., and Sellnow, T. L. (1990, Fall). The human relationship from idealism to realism: A rhetorical analysis of the music of Bruce Springsteen. *Popular Music and Society*, 14, 71-89.

Littlefield, R. S., and Sellnow, T. L. (1988). The use of self-disclosure as a means for reducing stage-fright in beginning speakers. *Communication Education*, 36, 62-64.

Regional Journals

Venette, S. J., Veil, Shari, & Sellnow, T. L. (2005). Essential communication resources for combating bioterrorism: Some practical and generalizable recommendations. *Communication Research Reports*, 22, 29-37.

Spence, P. R., Westerman, D., Skalski, P. D., Seeger, M., Ulmer, R. R., Venette, S., Sellnow, T. L. (2005). Proxemic effects on information seeking after the September 11 attacks. *Communication Research Reports*, 22, 39-46.

Sellnow, T. L., Ulmer, R. R., & Snider, M. (1998). The compatibility of corrective action in organizational crisis communication. *Communication Quarterly*, 46, 60-74.

Ulmer, R. R., and Sellnow, T. L. (1997). Strategic ambiguity and the ethics of significant choice in the tobacco industry's crisis communication. *Communication Studies*, 48, 215-233.

Johnson, D., and Sellnow, T. L. (1995). Deliberative rhetoric as a step in organizational crisis management: Exxon as a case study. *Communication Reports*, 8, 54-60.

Sellnow, D. D., and Sellnow, T. L. (1994). John Corigliano's 'Symphony No.1' as a communicative medium for the AIDS crisis. *Communication Studies*, 44, 87-101.

State Journals

Coumbe, M. J., and Sellnow, T. L. (1996). System-wide advocacy through a single spokesperson?: North Dakota's higher education system as a case study. *North Dakota Journal of Speech and Theatre*, 9, 44-51.

Ulmer, R. R., and Sellnow, T. L. (1995). External agencies as advocates in organizational crisis communication: The Bismarck Wood House as a case study. *North Dakota Journal of Speech and Theatre*, 8, 56-64.

Sellnow, T. L., and Brock, B. L. (1994) Redemption and the Presidency: A Burkean analysis of Hubert H. Humphrey's political career. *Communication & Theatre Association of Minnesota Journal*, 21, 43-58.

Sellnow, T. L. (1993). North Dakota's 1989 tax referral as organizational crisis: The response of Governor George Sinner. *North Dakota Journal of Speech and Theatre* 8, 38-54.

Sellnow, T. L. (1988). Government suppression of free speech in South Africa's Black Consciousness Movement: Bantu Stephen Biko as a case study. *The Michigan Association of Speech Communication Journal*, 23, 39-51.

Sellnow, T. L. (1988). Small group communication in the classroom: Its value, format and standard requirements. *North Dakota Journal of Speech and Theatre*, 2, 59-66.

Sellnow, T. L. (1985). The 1984 Michigan United States senate race: A battle of negative dramas. *The Michigan Association of Speech Communication*, 20, 37-50.

Forensic Journals

Littlefield, R. S., Sellnow, T. L., & Meister, M. (1994). Controlling speech anxiety: academic recommendations and forensic applications, *National Forensic Journal*, 15-28.

Sellnow, T. L. (1993). Toward enhancing the educational value of persuasive speaking. *Speaker and Gavel*, 28, 14-21.

Sellnow, T. L. (1992). Senator Phil Gramm's 1992 keynote address: A case of strategic ambiguity. *National Forensic Journal*, 10, 111-122.

Sellnow, T. L. (1992, Summer). The Talkathon: A rewarding fund raising alternative. *The Speech Communication Teacher*, 6, 10.

Littlefield, R. S., and Sellnow, T. L. (1992). Assessing competition and stress: The perceived effect of tournament atmosphere on students and coaches. *National Forensic Journal*, 10, 1-10.

Sellnow, T. L., and Hest, T. (1991, Fall). Coaching for the camera: An analysis of techniques used to maximize a contestant's effectiveness. *The Forensic*, 77, 14-19.

Sellnow, T. L. (1991, Spring). Enhancing the educational value of impromptu speaking through the use of effective quotations." *The Forensic*, 76, 1-5.

Sellnow, T. L., and Hanson, C. T. (1990). Some questions about questions in contest rhetorical criticism. *National Forensic Journal*, 8, 189-195.

Sellnow, T. L. (1989, Fall). 'Proving it' in impromptu speaking: A description of supporting examples used by impromptu speakers. *The Forensic*, 75, 7-14.

Sellnow, T. L., and Ziegelmueller, G. (1988). The persuasive speaking contest: An analysis of twenty years of change. *National Forensic Journal*, 6, 75-89.

Sellnow, T. L., and Sellnow, D. D. (1986). The Use and Abuse of 'Teasers' in competitive oral interpretation events. *The Forensic*, 71, 40-45.

Invited Publications

Sellnow, T. L., Ulmer, R. R., & Seeger, M. W. (2005). Stakes. In R. L. Heath (Ed). *Encyclopedia of public relations* (pp. 811-812). Thousand Oaks, CA: Sage.

Ulmer, R. R., Seeger, M. W., Sellnow, T. L. (2005). Stakeholder theory. In R. L. Heath (Ed). *Encyclopedia of public relations* (pp. 808-811). Thousand Oaks, CA: Sage.

Seeger, M. W., Sellnow, T. L., & Ulmer, R. R. (2005). Speechwriting. In R. L. Heath (Ed). *Encyclopedia of public relations* (pp. 799-800). Thousand Oaks, CA: Sage.

Seeger, M. W., Sellnow, T. L., & Ulmer, R. R. (2005). Ghostwriting. In R. L. Heath (Ed). *Encyclopedia of public relations* (pp. 363-364). Thousand Oaks, CA: Sage.

Sellnow, T. L., Seeger, M. W., Ulmer, R. R. (2005). Codes of public relations practice In R. L. Heath (Ed). *Encyclopedia of public relations* (pp. 140-142). Thousand Oaks, CA: Sage.

Seeger, M. W., Sellnow, T. L., & Ulmer, R. R. (2005). Codes of ethics. In R. L. Heath (Ed). *Encyclopedia of public relations* (pp. 138-139). Thousand Oaks, CA: Sage.

Sellnow, T. L., and Seeger, M. W. (2001). Exploring the boundaries of crisis communication: The case of the 1997 Red River Valley flood. *Communication Studies*, 52, 153-168.

Sellnow, T. L. (1986). A missing beat. In Ehninger, Gronbeck, McKerrow and Monroe. *Principles and Types of Speech Communication* (10th ed.) (pp. 329-331). Glenview, IL: Scott, Foresman and Company.

Sellnow, T. L. (1982). A Missing Beat. *Winning Orations*. Mankato, MN: Interstate Oratorical Association.

Sellnow, T. L. (1980). Liberty Through a Free Press. *Winning Orations*. Mankato, MN: Interstate Oratorical Association.

Works in Progress

Credibility Seeking through an Inter-Organizational Alliance: Instigating the Fen-Phen Confrontation Crisis (under review for *Communication Quarterly*).

Moving from Crisis to Opportunity: Effective Crisis Communication (under contract with Sage Publications, Inc. for 2005).

Refereed Conference Presentations

Presenter/Coauthor

Organizational learning theory and crisis communication practice. National Communication Association, Chicago, IL, November 11-14, 2004.

Crisis communication and the public health. National Communication Association, Chicago, IL, November 11-14, 2004.

Keynote Address: "The Current State of Crisis." ECA Pre-conference: Theorizing about crisis. Eastern Communication Association, Boston MA, April 22, 2004.

Music as persuasion: The "Illusion of Life" rhetorical perspective. Central States Communication Association, Cleveland, OH, April 1-4, 2004.

Academic-Practice partnerships in bioterrorism and public health preparedness. National Communication Association, Miami, FL, November 20-23, 2003.

Ambiguity or deception: Modeling ethical communication in the classroom. Annual meeting of the Central States Communication Association, Central States, Omaha, NE, April 2003

Experiencing crisis communication: A model for student learning. Paper presented at the meeting of the National Communication Association, New Orleans, LA, November 21-24, 2002.

Celebrating community and service learning. Paper presented at the meeting of the National Communication Association, New Orleans, LA, November 21-24, 2002.

Crisis management and the discourse of renewal: Understanding the potential for positive outcomes of crisis. Paper presented at the meeting of the National Communication Association, Atlanta, GA, November, 2001.

Radicals at work and play: Service-learning nuts and bolts—A discussion circles approach 2001. Paper presented at the meeting of the National Communication Association, Atlanta, GA, November, 2001.

Faculty scholarships, training, and development in North Dakota. Annual meeting of the National Communication Association, Chicago, IL, November 4-7, 1999.

Experiential teacher as ethicist. Annual meeting of the National Communication Association, November 20-22, 1998.

Ethical tensions in communicating to multiple audiences in the aftermath of a crisis. Annual meeting of the National Communication Association, Chicago, IL, November 19-23, 1997.

Experiential activity. Annual meeting of the National Communication Association, November 19-23, 1997.

Responsibility and organizational communication: Environmental uncertainty and crisis communication. Annual meeting of the Speech Communication Association, San Diego, CA, November 23-26, 1996.

A dialectic of fortune and fate: The messages of female protagonists in the musicals of Andrew Lloyd Webber. Annual meeting of the Speech Communication Association, San Diego, CA, November 23-26, 1996.

Experiential learning: The department chair's perspective. Annual meeting of the Speech Communication Association, San Diego, CA, November 23-26, 1996.

Responsibility and organizational communication: Environmental uncertainty and crisis communication. Fourth National Communication Ethics Conference, Gull Lake, MI, May 9-12, 1996.

Consistent questions of ambiguity in organizational crisis communication. Annual meeting of the Central States Communication Association, St. Paul, MN, April 17-21, 1996.

Top teacher's tips for first-time teachers. Annual meeting of the Central States Communication Association, Indianapolis, IN, April 20-23, 1995.

The public relations dynamics of downsizing higher education. Annual meeting of the Speech Communication Association, San Antonio, TX, November 18-21, 1995.

Using games and simulations in the classroom: Designing, doing, debriefing. Annual meeting of the Speech Communication Association, San Antonio, TX, November 18-21, 1995.

Pre-convention Conference: Using experiential learning in the college classroom. Annual meeting of the Speech Communication Association, San Antonio, TX, November 18-21, 1995.

Lee Iacocca's crisis communication. Annual meeting of the Central States Communication Association, Indianapolis, IN, April 20-23, 1995.

Music as a unifying social force for neo-Nazi skinheads: Skrewdriver's *White Ryder* as a Case Study. Annual Meeting of the Speech Communication Association, New Orleans, LA, November 19-22, 1994.

- Upon further investigation, we know less: The role of ambiguity in Foodmaker, Inc.'s response to the *e. coli* crisis. Annual Convention of the Central States Communication Association, Oklahoma City, OK, April 7-10, 1994.
- A national survey of experiential education trends in communication master's degree programs. Annual Meeting of the Speech Communication Association, Miami, FL, November 18-21, 1993.
- Synthesizing story and style to maintain listener appeal over time: Bruce Springsteen's music as a case study. Annual Meeting of the Speech Communication Association, Miami, FL, November 18-21, 1993.
- Music as a communicative medium for the AIDS crisis: John Corigliano's Symphony No. 1 as aesthetic symbolism. Annual Convention of the Central States Communication Association, Lexington, KY, April 14-18, 1993.
- Evaluating internships and overcoming program concerns and constraints. Annual Convention of the Speech Communication Association, Chicago, IL, Oct. 29-Nov. 1, 1992.
- Controlling speech anxiety: Academic recommendations and forensic applications. Annual Convention of the Speech Communication Association, Chicago, IL, Oct. 29-Nov. 1, 1992.
- The environmental awareness speaker corps: A two-step model for empowering young leaders. Annual Conference of the Minnesota Leadership Educators' Network, Moorhead, MN, June 18, 1992.
- Purification as a policy phase in organizational crises: W.D. Stevens' response to the Exxon Valdez crisis. Annual Convention of the Central States Communication Association, Cleveland, OH, April 9-12, 1992.
- Identification strategies in health care systems: A case study. Annual Convention of the Central States Communication Association, Cleveland, OH, April 9-12, 1992.
- Strategies for coaching and future directions of contest persuasion. Annual Convention of the Speech Communication Association, Atlanta, GA, Oct. 31-Nov. 3, 1991.
- The comic embellishment of a tragic situation: The evolution of the Farm Aid telecast. Central States Communication Association Annual Conference, Chicago, IL, April 11-14, 1991.
- Transformation through mortification: A governor's response to crisis. Annual Meeting of the Speech Communication Association, Chicago, IL, Nov. 1-4, 1990.

New age music: Audio valium or anthem for an age of self-awareness. Annual Meeting of the Speech Communication Association, Chicago, IL, Nov. 1-4, 1990.

Coaching for the camera: An analysis of techniques used to maximize a contestant's effectiveness. Annual Meeting of the Speech Communication Association, Chicago, IL, Nov. 1-4, 1990.

Myth, mystery and mire in forensic recruitment now and into the nineties. Annual Meeting of the Speech Communication Association, San Francisco, CA, Nov. 18-21, 1989.

The meaning of the fall: Speech acts and black Monday. Central States Communication Association Annual Conference, Kansas City, KA, April 13-16, 1989.

The human relationship from idealism to realism: A rhetorical analysis of Bruce Springsteen. Central States Communication Association Annual Conference, Kansas City, KA, April 13-16, 1989.

Enhancing the educational value of impromptu speaking through the use of assertive quotations. Annual Meeting of the Speech Communication Association, New Orleans, LA, Nov. 3-6, 1988.

The manifestation of consistent judging standards in persuasive speaking. Seventy-third Annual Meeting of the Speech Communication Association, Boston, MA, November 5-8, 1987.

Government suppression of free speech in South Africa: Bantu Stephen Biko as a case study. Seventy-third Annual Meeting of the Speech Communication Association, Boston, MA, November 5-8, 1987.

Symmetry in identification: The advantage of contradiction. Central States Speech Association Annual Conference, Cincinnati, OH -- April 17-19, 1986.

The use of self-disclosure as a means for reducing communication apprehension in beginning speakers. Central States Conference on the Basic Speech Communication Course, Saint Cloud, MN, April 26-28, 1984.

The formation of messages in the crisis situation. Central States Speech Association Annual Conference, Schaumburg, IL, April 14-16, 1988.

Panelist

Integrating research and outreach in crisis and risk communication (Preconvention Thematic Conference). National Communication Association, Boston, MA, November 16-20, 2005.

NCA roundtable on research opportunities in crisis and risk communication. National Communication Association, Boston, MA, November 16-20, 2005.

Getting published in NCA journals and annuals: A user's guide. National Communication Association, Boston, MA, November 16-20, 2005.

Tributes to Bernard Brock. National Communication Association, Chicago, IL, November 11-14, 2004.

Publishing in NCA journals and annuals: A user's guide. National Communication Association, Chicago, IL, November 11-14, 2004.

Celebrating the 25th anniversary of experiential learning in communication: Reaching into the past; reaching out to the future. National Communication Association, Miami, FL, November 20-23, 2003

Current events in health communication: Lessons learned from the CDC's response to anthrax. National Communication Association, New Orleans, LA, November 21-24.

Technology and textbooks: Enhanced learning or aggravated frustration. Paper presented at the meeting of the Central States Communication Association, Milwaukee, WI, April, 2002.

Educational images and identities in a global society. Annual meeting of the World Communication Association. Santander, Spain, July 1-6, 2001.

Know when to say when: A risk communication campaign on college drinking. Annual meeting of the International Communication Association, Washington, D.C., May 24-28.

Radicals at work and play: Service-learning nuts and bolts: A discussion circles approach. Annual meeting of the National Communication Association, Atlanta, GA, November 1-4, 2001.

Balancing student rights and responsibilities: Pragmatic solutions to consistent problems. Annual meeting of the Central States Communication Association, Cincinnati, OH, April 5-8.

Crisis management and a discourse of renewal: Understanding the potential for positive outcomes of crisis. Annual meeting of the Central States Communication Association, Cincinnati, OH, April 5-8, 2001.

Crisis as epistemic: Organizational learning in response to natural disasters. Annual meeting of the Central States Communication Association, Detroit, MI, April 13-16, 2000.

Student rights and responsibilities: The real world. Annual meeting of the Central States Communication Association, Detroit, MI, April 13-16, 2000.

Pre-conference: When the corporation meets the classroom: Learning communication experientially. Annual meeting of the National Communication Association, Chicago, IL, November 4-7, 1999.

Panelist: The potential value of group assisted software in communication education. Central States Communication Association, St. Louis, MO, April 8-11, 1999.

Who's teaching the basic course? A panel of diversity. Central States Conference on the Basic Speech Communication Course, Saint Cloud, MN, April 26-28, 1984.

Respondent

Developing consideration of Kenneth Burke: Graduate student analysis. Central States Communication Association, Cleveland, April 6-10, 2005.

Interdisciplinary community oriented approaches to new program initiatives in public relations education. Central States Communication Association, Cleveland, April 1-4, 2004.

Live it! Learn it!: Applications and assessment of experiential learning. Annual meeting of the Speech Communication Association, San Antonio, TX, November 18-21, 1995.

Hubert H. Humphrey and civil rights: Building community between north and south, black and white, left and right. Annual Meeting of the Speech Communication Association, New Orleans, LA, November 19-22, 1994.

Round 'em up and move 'em in: Retention and recruitment procedures in intercollegiate forensics," Annual Convention of the Central States Communication Association, Oklahoma City, OK, April 7-10, 1994.

Chair

Parents, partners, and professionals: Exploring the diverse roles of teacher and family member. Annual Convention of the Central States Communication Association, Lexington, KY, April 14-18, 1993.

Identification in political rhetoric: Burkean analyses of public speech. Annual Meeting of the Speech Communication Association, San Francisco, CA, Nov. 18-21, 1989.

Including experimental events in national speech tournaments. Annual Meeting of the Speech Communication Association, New Orleans, LA, Nov. 3-6, 1988.

Instructor

Workshop: Teaching interactively. Annual meeting of the Central States Communication Association, Chicago, IL, April 2-5, 1998.

Short course: Using community service in communication courses. Annual meeting of the National Communication Association, Chicago, IL, November 4-7, 1999.

Invited Conference Presenter

Presenter

Sellnow, T., Seeger, M., Ulmer, R., Venette, S., Boone, K., & Veil, S. (2005, June). When the sky falls: Communicating in a biosecurity crisis. Poster session presented at the Association for Communication Excellence in Agriculture, Natural Resources, and Life and Human Sciences (ACE) International Conference, San Antonio, TX.

Sellnow, T., Venette, S., & Veil, S. (2005, October). Best practices in risk and crisis communication. Panel presentation at the National Extension Disaster Education Network (EDEN) Conference, Fargo, ND.

Reaching out/reaching in through service learning. National Communication Association, Miami, FL, November 20-23, 2003

Charting the Course. Paper presented at the Bioterrorism and Food Security Conference, Fargo, ND, October 2002.

Crisis Communication and the 1997 Red River Valley Flood. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 15-17, 1999

Interpersonal communication in the classroom. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 17-19, 1998.

Internships in speech communication. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 14-16, 1995.

The role of internships in communication education. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 16-17, 1992.

The advantages for students who participate in research conferences. Annual Conference of the Communication and Theatre Association of Minnesota, Duluth, MN, Sept. 19-21, 1991.

Perspectives on Music as Persuasion. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 13-14, 1991.

Applications for using impromptu speaking in the classroom. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 13-14, 1991.

Interactive telecommunications systems and forensics in North Dakota: Implications for the future. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 14-15, 1990.

Innovative strategies for teaching organizational communication. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 15-16, 1989.

Freshman catharsis: Preparation for the introductory college speech Course. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 9-10, 1988.

Music as persuasion: Analyzing music in the communication classroom. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 9-10, 1988.

Small group communication in the classroom: Its value, format and standard requirements. North Dakota Speech and Theatre Association State Convention, Bismarck, ND, September 11-

An equity perspective of campaign organizations: A case study. Michigan Association of Speech Communication Annual Conference, Ann Arbor, MI, October 3-5, 1986.

Jack Lousma: A candidate without symmetry. Michigan Association of Speech Communication.

Moderator

Research Roundtable. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 14-16, 2000.

Research roundtable. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 12-14, 1996.

Research roundtable. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 14-16, 1995.

Research roundtable. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 15-17, 1994.

Selecting scripts: Ethical and legal considerations. Michigan Association of Speech Communication Annual Conference, Battle Creek, MI, October 11-12, 1985.

Moderator and planner

Pre-conference for university educators in North Dakota. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 11-13, 1997.

Respondent

Communication consulting as a teaching option. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 15-17, 1994.

Speech communication research roundtable. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 17-18, 1993.

Outstanding graduate student research. Annual Convention of the North Dakota Speech and Theatre Association, Bismarck, ND, Sept. 14-15, 1990.

Professional Development

| | |
|--|------|
| Short Course on Service Learning, National Communication Association Annual Conference. | 2003 |
| Short Course on Teaching Risk Communication, National Communication Association Annual Conference | 2002 |
| Fellow—Week-long Course in Incorporating Problem Based Learning into Higher Education, University of Delaware | 2000 |
| Participant—Day-long Pre-conference on Teaching Corporate Communication, National Communication Association | 1999 |
| Participant and Presenter—Short Course on Service Learning, National Communication Association Annual Conference. | 1997 |
| Participant and Panelist—Day-long Pre-conference on Effective Experiential Education, National Communication Association Annual Conference | 1996 |
| Participant—Day-long Pre-conference on Effective Experiential Education, National Communication Association Annual Conference | 1995 |

| | |
|--|------|
| Participant and Panelist—Central States Communication Association's Outstanding New Teachers of Speech Share Strategies for Success, Annual Conference of the Central States Communication Association | 1995 |
| Planner and Participant—Day-long Pre-conference on Effective Experiential Education, National Communication Association Annual Conference | 1994 |
| Participant—Short Course on Directing Internship Programs in Communication, National Communication Association Annual Conference | 1993 |

Professional Experience

Assistant Director of Public Relations

| | |
|--|------|
| North Dakota Repertory Theatre, Fargo, ND | 1983 |
| <ul style="list-style-type: none"> ▪ Assisted in coordinating advertising sales ▪ Program layout ▪ Administration of related promotional activities | |

Awards

| | |
|--|------------|
| Outstanding Article Award —National Communication Association Applied Communication Division | 2003 |
| Outstanding Educator Award —Advisory Board for the College of Arts, Humanities and Social Sciences, North Dakota State University | 2000 |
| Distinguished Educator Award --Blue Key Honor Fraternity, North Dakota State University | 1996 |
| Honored as an Outstanding Faculty Member --NDSU Student Ambassador's, North Dakota State University | 1991, 1996 |
| Inducted as Honorary Faculty Member , Order of Omega Student Honor Fraternity, North Dakota State University | 1996 |
| Outstanding Teacher Award --College of Humanities and Social Sciences, North Dakota State University | 1993 |
| Outstanding New Teacher Award --Central States Communication Association | 1992 |
| Teacher of the Year --North Dakota Speech and Theatre Association | 1992 |
| Inspirational Award -- NDSU Senior Challenge | 1992 |
| Central States Communication Associations State Journal Manuscript Award | 1996 |

| | |
|--|------------------|
| Preferred Professor Award --Mortar Board Society, North Dakota State University | 1989, 1991, 1992 |
| Outstanding Young Men of America | 1988 |
| Thomas C. Rumble University Graduate Fellowship Recipient , Wayne State University | 1984-86 |

Professional Membership

National Communication Association
 Central States Communication Association
 International Communication Association
 Association for Communication Excellence
 Association for Business Communication
 American Forensics Association

Positions Held in Professional Societies

| | |
|--|------------------------------------|
| Editor, <i>Journal of Applied Communication Research</i> | 2004-present |
| Member, National Communication Association Legislative Council | 2003-present |
| Editorial Board, <i>Journal of Applied Communication Research</i> | 2002-present |
| Editorial Board, <i>Communication Studies</i> | 1989-1991, 2000-2002, 2003-present |
| Guest Reviewer, <i>Communication Yearbook</i> | 2005 |
| Selection Committee for National Communication Association's Donald H. Ecroyd Award for Outstanding Teaching in Higher Education Chair | 2003, 2004 2004 |
| Guest Reviewer, <i>Journal of Communication</i> | 2004 |
| Guest Reviewer, <i>Journal of Health Communication</i> | 2004 |
| Guest Reviewer, <i>Communication Yearbook</i> | 2004 |
| Guest Reviewer, <i>Communication Education</i> | 2002 |
| Guest Reviewer, <i>Journal of Advertising</i> | 2002 |
| Guest Reviewer, <i>Journal of Business Ethics</i> | 2002 |

| | |
|---|-------------------|
| President, NDSU Chapter of Phi Kappa Phi | 1999-2000 |
| National Communication Association's Task Force on Service Learning | 1997-present |
| Editorial Board, <i>North Dakota Journal of Speech and Theatre</i> | 1996 |
| National Communication Association/Central States Communication Association Representative for the State of North Dakota | 1993 - 2002 |
| Speech Communication Association State Membership Representative | 1987-present |
| Commission on Experiential Learning in Communication, Officer Chair (Sponsored by the Speech Communication Association) | 1992-1996 1995 |
| Public Relations Interest Group Reader, Central States Communication Association | 1994 |
| Editorial Board, <i>National Forensic Journal</i> | 1990-1992 |
| Editor, <i>North Dakota Journal for Speech and Theatre</i> | 1988-1992 |
| Reviewer, Harcourt Brace Jovanovich College Publishers | 1992 |
| State Representative to the States Advisory Committee of the Central States Communication Association | 1990-1992 |
| Pi Kappa Delta Liaison for North Dakota | 1988-1990 |
| At-Large Collegiate Board Member, North Dakota Speech and Theatre Association | 1987-88 |
| District V Chair, American Forensic Association's National Individual Events Tournament National Committee | 1985-87 |
| Chair, American Forensic Association's National Individual Events Tournament Re- Districting Committee | 1986 |
| Secretary, Pi Kappa Delta Province of the Sioux | 1983-84 |

University Committees and Positions

| | |
|---|------------------------|
| Faculty Athletics Representative to the NCAA | 2003-present |
| Chair, Search Committee for the director of the Great Plains Institute of Food Safety | 2003-2004 |
| Internal Review Board | 1999-present |
| Chair, Peer Review of Faculty Advisory Board | 2002-2003 |
| Advisor to North Dakota State University chapter of Blue Key National Fraternity | 1996-1998 |
| Keynote Speaker, North Dakota State University Annual Staff banquet | 1998 |
| Keynote Speaker, North Dakota State University's Phi Kappa Phi Chapter Banquet | 1998 |
| Screening Committee, Summer Orientation Leaders | 1998 |
| University Cooperative Sponsorship Committee Chair | 1991-1998 1993-1994 |
| University Standing Committee on Teaching and Professional Service | 1996-present |
| Search Committee Member for Director Financial Aid | 1996 |
| Search Committee Member for Faculty Position in Department of Apparel and Textiles | 1996 |
| Faculty Speaker for the Opening Assembly of all Freshman Orientation Sessions | 1995 |
| Search Committee Member for Director of the Memorial Union | 1994 |
| Awards Committee, College of Humanities and Social Sciences Chair | 1994 |
| Outstanding Teacher in the College of Business Administration Selection Committee | 1994 |
| College of Humanities and Social Sciences Promotion and Tenure Committee | 1993 |
| Search Committee Member for Associate Dean of Student Life | 1993-1994 |
| Graduate Program Review Committee for the Master's Degree in Business Administration | 1993 |

| | |
|---|--------------|
| Search Committee for Director of Continuing Education | 1993-1994 |
| North Dakota State University's Community Service Program Task Force | 1992-present |
| North Dakota State University's College of Humanities and Social Sciences Assessment Resource Team | 1991-1993 |
| Advisor to North Dakota State University's Mortar Board National Honor Society | 1990-1993 |
| North Dakota State University's Memorial Student Union Board of Directors | 1990-present |
| Faculty Representative on Homecoming Royalty Selection Committee | 1992 |
| North Dakota State University's College of Humanities and Social Sciences Curriculum Committee | 1990-1992 |
| North Dakota State University's Student Publications Board of Directors | 1992 |
| Faculty Representative on Judging Panel for Bison Brevities--Sponsored by North Dakota State University's Blue Key Organization | 1991 |
| North Dakota State University's College of Humanities and Social Sciences Student Retention Committee | 1991 |
| North Dakota State University's Planning Committee for Peer Leadership during Freshman Orientation | 1990 |
| Advisory Committee for North Dakota State University's Student Leadership Program | 1988-1990 |

Departmental Committees and Positions

| | |
|--|----------------|
| Member, Graduate Committee | 2000 – present |
| Chair of Search Committee for Organizational Communication Position | 2003 |
| Chair, Department of Communication (elected to and completed two full terms) | 1994-1999 |
| Chair of Search Committee for a Public Relations Position | 1996-1997 |
| Director of Graduate Programs in Communication | 1991-1994 |
| Director of Internships in Communication | 1991-1995 |

| | |
|---|----------------------|
| Administrator for Student Interviews Related to Curriculum Assessment | 1993-1994 |
| Chair of Department of Communication Promotion, Evaluation and Tenure Committee | 1991-1992, 1993-1994 |
| Director of the Red River Valley Student Communication Conference (The conference features the communication research of graduate and Undergraduate students from North Dakota, South Dakota and Minnesota) | 1988-1993 |
| Chair of Departmental Library Acquisitions Committee | 1991-1992 |
| Member of steering committee to establish the Communication Club for communication majors and minors | 1991-1992 |
| Member of Search Committee to fill one faculty position in Mass Communication | 1991 |
| Outstanding Graduate Student Award Committee | 1990-1991 |
| Associate Director of Forensics | 1988-1991 |
| Member of Search Committee to fill one faculty position in Speech Communication | 1989 and 1990 |
| Director of the North Dakota State University Summer Speech Camp | 1988-1990 |

Selected Examples of Community Service/Consulting

| | |
|---|------------------|
| Crisis Communication Consultant to the Centers for Disease Control | December 7, 2001 |
| Member, Advisory Board, Lutheran Center, North Dakota State University | 2002-present |
| Member, Communication Council, Catholic Diocese of Fargo | 2000-2002 |
| Member, Dakota Heartland Health System Quality Council | 1997 to present |
| Dakota Heartland Health System, Completed a Company-Wide Communication Audit | Winter, 1998 |
| Agriculture Communication, NDSU, Completed a Department-Wide Communication Audit | Summer, 1994 |

| | |
|--|-------------------|
| Fall Conference In-Service Session for NDSU Agricultural Experiment Station, Extension Service, College of Agriculture, and College of Human Development & Education, Fargo--Speaker/Trainer, <i>Making Presentations with Confidence</i> | October 22, 1996 |
| North Dakota State University Staff Senate, NDSU, Speaker/Trainer, <i>Managing Change in a Diverse Environment</i> | August 14, 1996 |
| International Association of Business Communicators, Bismarck Chapter, Speaker | February 13, 1996 |
| Dakota Heartland Health System, Completed series of focus groups as a component in a partnership study, | Spring 1996 |
| Microbiological Departmental Forum, NDSU, <i>Crisis Communication in Cases of Food-Borne Illness</i> , Speaker | October, 1995 |
| Healthy Mothers Healthy Babies, <i>Clarifying a Mission Statement</i> , Speaker and Facilitator | November 10, 1994 |
| R.D. Offut Company, Completed a Company-Wide Communication Audit | Summer, 1994 |
| Directors of Volunteer Services, <i>Communicating from a Common Conception</i> | March 11, 1994 |
| NDSU Housing, <i>Keynote Speaker</i> , Resident Assistant Appreciation Banquet | January 29, 1994 |
| Concordia Nursing Program, <i>Communication Across the Health Care Curriculum</i> , Consultant and Speaker | August 1-20, 1993 |
| NDSU Residence Assistance Training Program, <i>Communication Skills</i> Speaker and Facilitator | August 18, 1993 |
| NDSU Student Leadership Conference, <i>Asserting Your Flexibility: Communication and Strategic Leadership</i> , Speaker | March 20, 1993 |
| Detroit Lakes Community Leadership Program, <i>Working Together in Groups</i> , Speaker | March 29, 1993 |
| NDSU Leadership Education Program, <i>Doing the Right Thing: Ethical Communication Standards for Today's Student Leaders</i> | October 27, 1992 |
| North Central Association School Improvement Visitation at West Fargo High School, Communication Representative | April 5-7, 1992 |

| | |
|---|------------------|
| Detroit Lakes Community Leadership Program, <i>Working Together In Groups</i> , Speaker | March 23, 1992 |
| NDSU Student Senate, <i>Effective Messages for Motivating Peers</i> , Speaker | January 12, 1992 |
| NDSU Admissions Office Special Visit Program, <i>Academic Life on Campus</i> , Speaker | December 8, 1991 |
| Breckenridge and Wahpeton Twin Towns Together Program, <i>How Do We Work Together?</i> , Speaker | October, 1991 |
| American Diabetes Association, <i>Youth Leadership Retreat</i> , Presenter and Planner, | June, 1991 |
| NDSU Skill Warehouse, <i>Effective Written and Oral Business Communication</i> , Speaker | April, 1991 |
| Department of Radiology-Fargo Clinic Merit Care, <i>Making Communication with Patients a Transaction</i> | March, 1991 |
| West Central Minnesota Leadership Program/Minnesota Extension Service, <i>Agricultural Leadership: Improving the Human Potential</i> Workshop Presenter | December, 1990 |
| NDSU Department of Entomology, <i>Effective Oral Presentations of Scholarly Research</i> , Speaker | October, 1990 |
| Minnesota Academy of Family Physicians, <i>Messages that Motivate</i> , Workshop Presenter | September, 1990 |
| NDSU Student Leadership Program, <i>Looking to Lead</i> , Speaker | September, 1990 |
| Concordia College Staff, <i>Upward Communication with Confidence</i> , Workshop Presenter, | February, 1990 |
| West Central Minnesota Leadership Program/Minnesota Extension Service, <i>Listening to Lead</i> , Program Presenter | December, 1989 |
| West Central Minnesota Leadership Program, <i>Messages that Motivate: Communicating to Inspire Unity</i> , Program Presenter, Several Programs | Winter, 1989 |
| ANG Coal Gasification Company, <i>Enhancing One's Listening and Time-Management Skills</i> , Workshop Coordinator and Presenter | August, 1988 |

| | |
|---|---------------|
| North Dakota High School Activities Association, Valley City, ND, <i>High School Forensics Workshop</i> , Co-host and Presenter | October, 1987 |
| Wayne State University Student Activities Association, Wayne State University, Detroit, MI, Communication Skills for Leaders, Presenter | Spring, 1987 |
| Detroit High School Debate League, Detroit, MI, Assistant Coordinator | 1986-87 |
| Michigan Bell Telephone Company, Southfield, MI, Teacher training workshop: The instructor as persuasive communicator, Management Advisor | 1986 |
| Department of Agricultural Economics, North Dakota State University, Bush Foundation Grant, Peer evaluation tool, Advisor | 1984 |