

System Vice President for Academic Affairs
South Dakota Board of Regents



Academic Degrees/Programs:

Harvard Institute for Higher Education (2008)
Management Development Program

Ph.D. University of Nebraska – Lincoln (2000)
Major: Interpersonal Communication

M.A. South Dakota State University (1996)
Major: Communication

B.S. South Dakota State University (1994)
Major: General Studies/Art Minor

Administrative Experience:

South Dakota Board of Regents
System Vice President for Academic Affairs – 2014-present
System Vice President for Research & Economic Development – 2012-2014
Associate Vice President for Academic Affairs – 2008-2012
Director of Academic Assessment – 2006-2008

Educational Experience:

University of Northern Iowa (UNI)
Associate Professor – 2006
Assistant Professor – 2000-2005

University of Nebraska Lincoln (UNL)
Graduate Teaching Assistant – 1998-2000

South Dakota State University (SDSU)
Instructor – 1996-1998
Graduate Teaching Assistant – 1994-1996

Administrative Experience/Responsibilities

System Vice President for Academic Affairs – 2014 - Present

As the System Vice President for Academic Affairs, I provide leadership for the academic and research functions of the South Dakota Regental system. This is accomplished through management of the Academic Affairs Council, which is tasked with managing system initiatives targeted at improving student preparation, progression, and completion through efforts to improve time to degree, increase affordability, and foster collaborate programs. This position provides direct supervision over six areas in the Regental system with supervisory authority over *Research and Economic Development, Institutional Research, State Scholarship Programs, New Program Approval, the Regental Library Consortium, and Instructional Technology*. Specific duties and responsibilities include the following:

- Manage the Academic Affairs Council, which includes the Provosts and Vice Presidents for Academic Affairs across the six Regental campuses. The Academic Affairs Council works collaboratively to develop common strategies for eliminating barriers that adversely impact student success across the Regental system and the state. This includes oversight of recent redesign of the System General Education requirements, development of unified placement policies, engagement in the WICHE Interstate Passport, and refined transfer of credit practices to positively improve student pathways to degree completion. These projects align closely with the state's 65% Attainment goal to increase the number of citizens with postsecondary credentials.
- Initiate the review of all new program requests and modifications (majors, minors, certificates) from the campuses beginning with the initial inception to approval by the Board of Regents. Additionally, all institutional curriculum processes (new & existing course requests and general education) are reviewed for final approval to ensure consistency within the common catalog to facilitate seamless transfer for students.
- Provide oversight for Research and Economic Development through management of the Research Affairs Council, which works to advance the grant, research, and scholarly goals in the Regental system by strengthening research infrastructure and competitiveness. This includes coordination of state level competitive research grants, Governor Research Centers, research and development grants, and efforts for expanding economic development opportunities.
- Coordinate six state scholarship programs that are administered through the Board of Regents. These programs include the Opportunity Scholarship, Dakota Corps Scholarship, Jump Start Scholarship, Critical Need Teaching Scholarship, Needs Based Grant Program, and the Veterinary Tuition Assistance program. Work closely to manage the day-to-day operation of these programs and their various scholarship boards, and engage the Legislature in the continuous refinement of these programs to meet the needs of the state.
- Oversee Institutional Research activities to provide routine and ad-hoc analyses for the Board of Regents, System Councils, and stakeholders. Most recently this activity has resulted in the creation of interactive dashboards that ensure greater transparency for Board of Regents strategic plan metrics, and greater access to data by the Board and stakeholders for making better informed policy decisions.

- Guide the Extended University Consortium representing the Continuing Education and University Center Directors in the continued expansion of programs/courses delivered off campus and via distance. This includes managing the common Quality Assurance process established for online courses, and oversight of the state High School Dual Credit and Concurrent Credit programs. Responsibility for the State Authorization Reciprocity Agreement for South Dakota through Governor's Executive Order, and ensuring compliance with the constantly evolving set of federal regulations that guide distance education. This area also includes management of the system's instructional technology resources allowing for common instances of a Learning Management Systems (D2L), early alert (Starfish), online proctoring (Respondus), and tutoring (Smarthinking) solutions.
- Coordinate the Regental Library Consortium by maintaining the common Integrated Library System and state database investments. The network includes the various deans/directors for the libraries within the system responsible for identifying ongoing efficiencies in resource allocation and staffing. Additionally, the newly formed Regental Database Consortium includes additional members from the various academic, local school, and community libraries who collaborate to share common databases for journal access. Management of these resources includes coordination of the Deans at the six Regental libraries and service on the South Dakota State Library Board.

System Vice President for Research & Economic Development – 2012 - 2014

As the System Vice President for Research & Economic Development, I worked closely with the representatives of the system Research Affairs Council as it coordinated research and grant related initiatives and policies for the South Dakota Regental system. The position provided leadership to advance the grant, research, and scholarly goals in the Regental system by working with state government leadership, including the Governor, Executive Branch Agencies, and legislators, in making university research efforts effective for South Dakota. These responsibilities included oversight of state level competitive research grants, Governor Research Centers, research and development grants, expanding economic development opportunities, as well as the ongoing management of two areas within the Board of Regents system office: 1) *Institutional Research* and *Scholarship Program Coordination*. Specific duties and responsibilities for this position included:

- Managing the Research Affairs Council, which included the Vice Presidents for Research at the six Regental universities, to help strengthen system research infrastructure and competitiveness. This included promoting excellence in research across the system, making research a priority that is linked to undergraduate and graduate education. The Research Affairs Council met five to six times each year to coordinate common research/grant related policies and initiatives.
- Working closely with the Governor's Office of Economic Development to manage state-funded Governor Research Centers, which were located at campuses within the Regental system. This work also aligned with service as the system representative on the Research & Commercialization Council (RCC), Research Excellence: A Critical Hallmark (REACH), and South Dakota Experimental Program to Sponsor Competitive Research (EPSCoR). These councils/committees worked to further develop the state's STEM research infrastructure.
- Coordinating a number of competitive state-level grant programs that included Competitive Research Grants (\$450,000 annually), Research & Development Grants (\$1 million annually),

Governor Research Centers and South Dakota Research & Innovation Center programs (\$3.2 million annually), Title II, Part A, Improving Teacher Quality State Grants (\$300,000 annually). The System Vice President for Research & Economic Development established the RFP parameters for each program, and facilitated the review and selection process for all awards.

Associate Vice President for Academic Affairs – 2008 - 2012

As the Associate Vice President for Academic Affairs (AVPAA), I worked closely with the representatives of the system Academic Affairs Council and Student Affairs Council to coordinate academic and student success related initiatives, policies, and guidelines for the South Dakota Regental system. These responsibilities included oversight of assessment, placement, and accountability practices, as well as the ongoing management of three areas within the Board of Regents Central office: 1) *Institutional Research and Technology Integration*, *Scholarship Program Coordination*, and leadership on a variety of *Student Success Initiatives*. Duties & responsibilities for this position included:

- Working closely with the System Vice President for Academic Affairs to support his work with the Academic Affairs Council, and coordinating with the Student Affairs Council, which includes the Vice Presidents for Student Affairs in the Regental system.
- Providing strategic leadership for the six state scholarship programs through work with the Department of Education, legislators, and/or the Governor's staff to shape these programs to best serve South Dakota students. This included development of the state college preparation portal (SelectDakota.org) which continues to provide prospective students (traditional, transfer, adult learners) with information they need about why and how they can move into their post-secondary experience.
- Serving as primary leader for the system's involvement in the *Non-traditional No More* grant (supported by the Lumina Foundation) and Complete College America which sought to facilitate state level policy work around the goal of increasing the degree credentials for citizens in the state. These initiative were successful in further refining developmental coursework and academic advising to improve the success of underserved student populations.
- Providing leadership in the system's efforts to collaborate with the South Dakota Department of Education and the South Dakota Department of Labor and Regulation to establish data sharing agreements. This also included oversight of the numerous institutional research activities in the system (i.e., ad-hoc and routine reporting and analysis).
- Guiding system efforts to further integrate an array of technology-based tools into the teaching and learning environment. This has included institutional programs like the mobile computing initiative, student technology fellowships, a common Learning Management System, and expansion of institutional use of software in developmental courses.
- Leading system efforts to facilitate college completion and student success initiative which has included the development of an early alert system for identifying at-risk students through use of information available in the student information system, feedback obtained from faculty, and the common learning management system.

Director of Academic Assessment – 2006-2008

As the Director of Academic Assessment, I fulfilled a variety of assessment and institutional research roles for the Board of Regents. As the Director, I worked closely with campus representatives to facilitate system assessment, placement, and accountability related to Board policies. This also included the role as institutional researcher responsible for assisting the Chief Academic Affairs officers, Executive Director, and Academic Affairs Council in making informed policy decisions. Duties and responsibilities for this position included:

- Coordinating system-wide groups representing personnel in the areas of testing, assessment, and institutional research and facilitating projects through the Regents Information System to develop routine and ad-hoc reports for the Board of Regents.
- Managing the System Assessment Committee by providing leadership on the Collegiate Assessment of Academic Proficiency testing, National Survey of Student Engagement, Student Opinion Survey, System Placement, and other system-level survey efforts. This also included leadership pertaining to the Regental system's involvement in the Voluntary System of Accountability initiative which sought to establish a common set of metrics for measuring academic quality across institutions and states.

Teaching Experience

Teaching Awards

- Outstanding Teaching Award - College of Humanities and Fine Arts (UNI), 2005
- Outstanding New Teacher Award - (ICA),¹ 2003
- Outstanding New Teacher Award - CSCA, 2003
- Outstanding Graduate Teaching Assistant - CSCA, 2000

Courses (Number of Sections) Taught

- Oral Communication/Fundamentals of Speech – (14)
- Interpersonal Communication – (6)
- Technology and Human Communication – (2)
- Public Speaking – (1)
- Stagecraft (6)
- Business and Professional Communication – (4)
- Group Communication – (8)
- Introduction to Research Methods - (7)
- Advanced Group Communication – (5)
- Quantitative Research Methods – (13)
- Seminar in Communication: Interpersonal (3)
- Studies in Communication: Quantitative Research Methods – (3)
- Seminar in Communication – Communication & Sport – (1)

¹ Iowa Communication Association

Awards & Grants

Research:

- Top Competitive Paper, Instructional Development Division, November 2009 (NCA) ²
- Directors Award, September 2008 (CSRDE)³
- Top Competitive Award, Communication Education Interest Group, March 2008 (CSCA)⁴
- Top Four Competitive Paper, Instructional Development Division, November 2007, (NCA)
- Top Four Competitive Paper, Basic Course Interest Group, March 2007 (CSCA)
- Top Four Competitive Paper, Instructional Development Division, November 2006 (NCA)
- Top Four Competitive Paper, Interpersonal Interest Group, April 2006 (CSCA)
- Top Four Competitive Paper, Basic Course Division, November 2004 (NCA)
- Top Competitive Paper, Communication Education Interest Group, April 2004 (CSCA)
- Top Four Competitive Paper, Interpersonal Interest Group, April 2004 (CSCA)
- Top Four Competitive Paper, Instructional Communication Division, February 2004 (WCA)
- Article Award, November 2003 (RCA)⁵
- Top Competitive Paper, Basic Course Division, November 2000 (NCA)
- Top Four Competitive Paper, Family Communication Division, November 1999 (NCA)

Grants/Fellowships (\$1,872,000)

- South Dakota Lumina Challenge Grant – Improving State Educational Attainment (\$100,000), 2017
- South Dakota Education Assess Foundation (\$32,000) – *Transitional Math Pathway for Underrepresented South Dakota Students* grant, 2016
- Great Plains Foundation (\$800,000) – *South Dakota Jump Start Summer Bridge Program* grant, 2015-18
- South Dakota Department of Education (\$300,000) - *College Access Challenge Grant to Support Jump Start Collaborative*, 2016
- U.S. Department of Education (\$155,000) *Collaboration for Effective Educator Development, Accountability & Reform (CEEDAR)* grant – 20014-17
- Gates & Lumina Foundation *WICHE Passport Phase II* grant (\$115,000), 2014-16
- Bush Foundation (\$100,000) *Alignment of K-12 Exit/Postsecondary Entrance Standards, Communication Efforts, and Professional Development Efforts Around Common Core State Standards* grant 2013-14
- Bush Foundation (\$200,000) *Development of School Leadership Competencies and Strategy for Program Redesign in South Dakota* grant (\$200,000) 2013-14
- WICHE and Lumina Foundation *Non-Traditional No More* grant (\$65,000), 2008-10
- University of Northern Iowa Faculty Summer Fellowship (\$2,500) 2005
- University of Northern Iowa Faculty Summer Fellowship (\$2,500) 2003

² National Communication Association

³ Consortium for Student Retention Data Exchange

⁴ Central States Communication Association

⁵ Religious Communication Association

Scholarly Activity

Books

- Billings, A., Butterworth, M., & Turman, P. (2017). *Sports communication: Perspectives and approaches, 3rd Edition*. Thousand Oaks, CA: Sage Publications.
- Billings, A., Butterworth, M., & Turman, P. (2014). *Sports communication: Perspectives and approaches, 2nd Edition*. Thousand Oaks, CA: Sage Publications.
- Billings, A., Butterworth, M., & Turman, P. (2012). *Sports communication: Perspectives and approaches*. Thousand Oaks, CA: Sage Publications.
- Burtis, J. O., & Turman, P. D. (2009). *Leadership communication as citizenship*. Thousand Oaks, CA: Sage Publications.
- Burtis, J., & Turman, P. (2006). *Group communication pitfalls: Overcoming barriers to effective group communication*. Thousand Oaks, CA: Sage Publications.

Book Chapters

- Turman, P. (2017). Sport as interpersonal communication. In A. C. Billings (Ed.) *Defining sport communication* (pp. 165-177). New York, NY: Routledge.
- Turman, P. (2013). Coaching messages and the impact on athletes in team sports. In A. K. Goodboy and K Shultz (Eds.) *Introduction to communication studies: Translating communication scholarship into meaningful practice* (pp. 184-192). San Francisco, CA: Kendall/Hunt Publishing.
- Stein, K., Barton, M., & Turman, P. (2013). In the dark at Texas Tech: News coverage involving the image repair discourse of Mike Leach and Adam James. In J. R. Blaney, L. R. Lippert, & J. S. Smith (Eds.) *Repairing the athlete's image* (pp. 203-222). Lanham, MD: Lexington Books (Rowman & Littlefield).
- Witt, P., Schrodtt, P. & Turman, P. (2010). Teacher immediacy: Connection, community, and classroom learning. In D. L. Fassett & J. T. Warren (Eds.) *Handbook of communication and instruction* (pp. 201-220). Thousand Oaks, CA: Sage.
- Turman, P., Zimmerman, A., & Dobesh, B. (2009). Parent-talk and sport participation: Interaction between parents, children, and coaches regarding level of play in sports. In T. Socha & G. Stamp (Eds.) *Interfacing outside of home: Parents and children communicating with society* (pp. 171-188). Lawrence Earlbaum.
- Turman, P., Stein, K., & Barton, M. (2008). Understanding the voice of the fan: *Apologia, antapologia*, and the 2006 World Cup controversy. In L. W. Hugenberg, P Haridakis, & A. Earnheart (Eds.), *Sports mania: Essays on fandom and the media in the 21st century* (pp. 86-102). McFarland & Company, Inc.

Peer Reviewed Publications

- Heimann, R., & Turman, P. (2010). The influence of instructor status and sex on student perceptions of teacher credibility and confirmation across time. *Basic Communication Course Annual*, 22, 87-124.
- Schrodt, P., Witt, P. L., Turman, P., Myers, S. A., Barton, M., & Jernberg, K. (2009). Instructor credibility as a mediator of instructors' prosocial communication behaviors and students' learning outcomes. *Communication Education*, 58, 350-371.
- Barton, M., & Turman, P. (2008). We decided to call it quits: An exercise in applying Duck's Dissolution Model to students' breakup stories. *Communication Teacher*, 22, 35-38.
- Turman, P. (2008). Coaches' immediacy behaviors as predictors of athletes' perceptions of satisfaction and team cohesion. *Western Journal of Communication*, 72, 162-179.
- Schrodt, P., Witt, P. L., Myers, S. A., Turman, P. D., Barton, M., & Jernberg, K. (2008). Learner empowerment and students' ratings of instruction as functions of teacher power use in the college classroom. *Communication Education*, 57, 180-200.
- Turman, P. (2007). The enduring impact of coach messages. *Communication Currents*, 2(4).
- Schrodt, P., Witt, P., & Turman, P. (2007). Reconsidering the measurement of teacher power use in the college classroom. *Communication Education*, 56, 308-332.
- Turman, P. (2007). Coach regret messages: The influence of athlete sex, context, and performance on high school basketball coaches' use of regret messages during competition. *Communication Education*, 56, 333-353.
- Turman, P. (2007). Parental sport involvement: Parental influence to encourage young athlete continued sport participation. *Journal of Family Communication*, 7, 151-175.
- Schrodt, P., Turman, P., & Soliz, J. (2006). Perceived understanding as a mediator of perceived teacher confirmation and students' ratings of instruction. *Communication Education*, 55, 370-388.
- Turman, P. (2006). Athletes' perception of coach power use and the association among playing status and sport satisfaction. *Communication Research Reports*, 23, 273-282.
- Turman, P., & Schrodt, P. (2006). Student perceptions of teacher power as a function of perceived teacher confirmation. *Communication Education*, 55, 265-279.
- Turman, P. (2005). Coaches' use of anticipatory and counterfactual regret messages during competition. *Journal of Applied Communication Research*, 33(2), 116-138.
- Turman, P. (2005). Norm development, decision making, and structuration in CMC group interaction. *Communication Teacher*, 19(4), 121-125.
- Turman, P. (2005). Coaches' use of anticipatory and counterfactual regret messages during competition. *Journal of Applied Communication Research*, 33(2), 116-138.

- Turman, P. & Schrodt, P. (2005). The influence of instructional technology use on students' affective learning: Do course designs and sex differences make a difference? *Communication Studies*, 56(2), 109-129.
- Schrodt, P., & Turman, P. D. (2005). The impact of instructional technology use, course design, and sex differences on students' initial perceptions of instructor credibility. *Communication Quarterly*, 53(2), 177-196.
- Turman, P. (2005). Implementing technology into the basic course: The influence of sex and instructional technology use on teacher immediacy and student affective learning. *Basic Communication Course Annual*, 17, 157-187.
- Turman, P. & Schrodt, P. (2004). New avenues for instructional communication research: Relationships among coaches' leadership behaviors and athletes' affective learning. *Communication Research Reports*, 21, 130-143.
- Turman, P., Davis, M., & Gamble, J. (2004). Technology and classroom communication: The influence of class type, class size, and instructional technology usage on teacher verbal and nonverbal immediacy. *Iowa Journal of Communication*, 36, 145-162.
- Turman, P. & Barton, M. (2004). Bias in the evaluation process: Influences of speaker order, speaker quality, and gender on rater error in the performance based course. *Basic Communication Course Annual*, 16, 1-35.
- Kassing, J., Billings, A. C., Brown, R., Halone, K. K., Harrison, K., Krizek, B., Mean, L. J., & Turman, P. D. (2004). Enacting, (re)producing, consuming, and organizing sport: communication in the community of sport. *Communication Yearbook*, 28, 373-409.
- Turman, P. & Brunner, B. (2003). Research and Recreational activities: An examination of CSCA member interests for the regional conference experience. *Communication Studies*, 54(1), 62-65.
- Barton, M. & Turman, P. (2003). Image, public speaking and the John Rocker press conference. *Communication Teacher*, 17(3), 7-9.
- Turman, P., & Barton, M. (2003). Stretching the academic dollar: The implications and effectiveness of instructor assistants in the Basic Course. *Basic Communication Course Annual*, 15, 144-168.
- Turman, P. (2003). Athletic coaching from an instructional communication perspective: The influence of coach experience on high school wrestlers' preferences and perceptions of coaching behaviors across a season. *Communication Education*, 52(2), 73-86.
- Turman, P. (2003). Coaches and cohesion: The impact of coaching techniques on team cohesion in the small group sport setting. *Journal of Sport Behavior*, 26(1), 86-104.
- Turman, P. (2002). "I'm fooling them all." The examination of the imposter phenomenon in the Instructor Assistant Experience. *The Journal of Graduate Teaching Assistant Development*, 8(3), 123-131.
- Eckstein, N., & Turman, P. D. (2002). "Children are to be seen and not heard": Silencing students' religious voices in the university classroom. *The Journal of Communication and Religion*, 25(2), 166-192.
- Turman, P. (2001). Situational coaching styles: The impact of success and "athlete maturity" level on coach's leadership styles over time. *Small Group Research*, 32(5), 572-590.

Turman, P., (2001). Learn to play the game: Recommendations for being successful as a graduate teaching assistant. *Communication Studies*, 52(4), 266-271.

Braithwaite, D. O., Olson, L., Golish, T., Soukup, C., & Turman, P. (2001). "Becoming a family": Developmental processes represented in blended family discourse. *Journal of Applied Communication Research*, 29(3), 221-247.

Competitively Selected Conference Papers

Primary author or co-author for 57 manuscripts competitively selected at state/national/regional conferences 1998-2009. Complete list available upon request.

Conference Presentations and Panel Participant

Turman, P., (2016, July). *External relations: The governing board, system office, and legislature*. Presenter at the WICHE Western Academic Leadership Academy. Boulder, CO.

Turman, P., (2015, July). *Unifying the academic vision: Strategic planning*. Presenter at the WICHE Western Academic Leadership Academy. Boulder, CO.

Turman, P. (2016, March). *Assessing the grant/aid landscape in South Dakota*. Presenter at the South Dakota Financial Aid Directors Conference. Rapid City, SD.

Turman, P., (2015, October). *College completion: The academic picture*. Panelist at the University of South Dakota Building on Our Successes & Talents Conference. Vermillion, SD.

Turman, P., (2015, July). *External relations: The governing board, system office, and legislature*. Presenter at the WICHE Western Academic Leadership Academy. Boulder, CO.

Turman, P. (2015, March). *State aid for higher education: Where we are and where we are going*. Presenter at the South Dakota Financial Aid Directors Conference. Deadwood, SD.

Turman, P., (2013, September). *South Dakota: Remedial course innovation and redesign*. Presenter at the South Dakota Regental System Remedial Redesign Summit. Pierre, SD.

Turman, P. (2013, August). *Understanding ready adult student populations: Using data to reach and retain adult learners*. Presenter at the State Higher Education Executive Officer Association Professional Development Conference. Orlando, FL.

Turman, P. (2013, April). *Higher education, economic development and the role of university centers*. Keynote address at the South Dakota University Center Conference, Sioux Falls, SD.

Turman, P. (2013, February). *Issues facing university researchers and economic benefits of commercialization efforts*. Presenter at the Black Hills State University Entrepreneur Summit. Spearfish, SD.

Turman, P. (2012, November). *South Dakota Board of Regents Priorities for Economic Development*. Presenter at the South Dakota State University Research Conference. Brookings, SD.

- Turman, P., (2011, August). *The South Dakota completion agenda: The Regental system and South Dakota State University*. Presenter at the South Dakota State University Fall Conference. Brookings, SD.
- Turman, P., (2011, May). *Establishing a system completion agenda*. Presenter at the South Board of Regents Student Success Conference. Chamberlain, SD.
- Turman, P., (2011, February). *The relative value of higher education*. Keynote Address at the South Dakota College Personnel Association Annual Conference. Aberdeen, SD.
- Turman, P., (2010, September). *Moving the ready adult agenda forward: Perspectives in South Dakota*. Panel participant at the Western Interstate Commission for Higher Education Non-traditional No More State Leader Meeting. Denver, CO.
- Turman, P., (2009, June). *System and institutional approaches to serving non-traditional students*. Presenter at the Western Interstate Commission for Higher Education Non-Traditional No More State Meeting. Brookings, SD.
- Turman, P. (2009, September). *Profiles of ready adults: Findings from state data*. Presenter at the Western Interstate Commission for Higher Education Non-traditional No More State Leader Meeting. Denver, CO.
- Turman, P. (2009, September). *The road ahead: Challenges and solutions in serving ready adults*. Panel participant at the Western Interstate Commission for Higher Education Non-traditional No More State Leader Meeting. Denver, CO.
- Turman, P. (2009, May). *State context and objectives: A vision for the future*. Presenter at the Western Interstate Commission for Higher Education Non-Traditional No More State Meeting. Pierre, SD.
- Presenter or panelist 32 times at state/national/regional conferences from 1995-2009. Complete list available upon request.

Chair/Respondent

Chair or respondent for 28 panels at state/national/regional conferences from 2000-2008. Complete list available upon request.

Service Responsibilities

System Administration:

- Member – WICHE Interstate Passport Leadership Team – 2017-Present
- Member – South Dakota ESSA Accountability Taskforce – 2016-2017
- Member – South Dakota Dyslexia Taskforce – 2016
- Chair – Shared Responsibility Taskforce – 2015-2016
- Member – Governor’s State Scholarship Taskforce – 2016
- State Facilitator – WICHE Interstate Passport – 2014-Present
- Member - Jobs for Americas Graduates Advisory Council – 2014-Present
- Member – Secretary of Education Advisory Council – 2014-Present
- Chair – System General Education Steering Committee – 2014-2016
- Chair – Extended University Consortium – 2014-Present

- Member – Indian Education Advisory Council – 2014-Present
- Member – Western Academic Leadership Forum Executive Committee – 2014-Present
- Member – GEAR UP/College Access Challenge Grant Advisory Council – 2014-2016
- Member – South Dakota State Library Board – 2014-Present
 - President – 2017-Present
 - Vice President – 2015-17
- Member – Governor’s South Dakota WINs Cabinet – 2013- Present
- Member – South Dakota Teacher of the Year Selection Committee – 2011-2014, 2016-2017
- Member – South Dakota Workforce Development Council – 2013-Present
- Ex-Officio Member – USD Research Park Board of Directors – 2013-2016
- Member – DakotaBioCon Steering Committee – EPSCoR RII Track 2 – 2013-2016
- Member – SD Department of Education Growth Model Task Force – 2012-13
- Member – South Dakota EPSCoR Advisory Council – 2012-2015
- Member – Research & Commercialization Council – 2012-2015
- Ex-Officio Member - SD Space Grant Consortium Advisory Committee – 2012-2014
- Ex-Officio Member - SD NASA EPSCoR Advisory Committee – 2012-2014
- External Reviewer – USD Research Excellence Award Committee – 2012-2014
- Member – SD Department of Education - Next Generation Accountability Task Force - 2011
- Chair – State Planning Committee for NIH SBIR/STTR Annual Conference – 2013
- State Liaison – Complete College America – 2010-2013
- Member – South Dakota Longitudinal Data System Advisory Council – 2010-2016
- Co-chair – Desire2Learn Management Committee – 2010-2014
- Representative – Closing the Gap Commission (MHEC) – 2009
- Primary Investigator – Non-Traditional No More Project – 2009-2011
- Chair – System Voluntary System of Accountability Committee – 2008-2010
- Member - South Dakota ACT Council – 2007-2011
- Member – HPER Discipline Council – 2007-2015
- Member – Business Discipline Council – 2007-2008
- Chair – System Mobile Computing Initiative Taskforce – 2007-2008
- Member – System Wide Review of Teacher Education – 2006-2007
- Member – Teacher Education Discipline Council – 2006-Present
- Chair – System Assessment Committee – 2006 – Present
- Co-Chair – System Information Literacy Committee – 2006-2007

Departmental:

- Coordinator - Student Outcome Assessment Data Collection – 2005-06 (UNI)
- Graduate Selection Assessment Committee – Spring 2006 (UNI)
- Coordinator - Model Program Website – 2005-06 (UNI)
- Chair – Graduate Course Rotation Committee – 2005-06 (UNI)
- Member - Student Outcome Assessment Committee – 2005-06 (UNI)
- Co-Chair - GTA Training Orientation – 2003-05 (UNI)
- Chair - Communication Studies Waiting List Committee – 2003-04 (UNI)
- Member - Oral Communication Assessment Committee – 2002-03 (UNI)
- Member - Graduate Program Rotation Committee – 2002 (UNI)
- Chair - Division Scheduling and Rotation Committee – 2002-06 (UNI)
- Member - Graduate Faculty Admissions Committee – 2002-06 (UNI)
- Member – Department Head Search Committee – 2001-02 (UNI)

- Chair - Collegiality Aspirational Committee –2001-03 (UNI)
- Member - Scheduling, Supervision, and Security Committee –2001-03 (UNI)
- Member - Curriculum Committee – 2000-01 (UNI)
- Representative - Human Subject Committee (IRB) – 1999-00 (UNL)
- Member - Graduate Assessment Committee - 1999-00 (UNL)
- Associate Director – Business & Professional Communication Program – 1999-00 (UNL)
- Coordinator - Departmental Web Activities – 1999-00 (UNL)
- Assistant Director - Lasse Communication Lab – 1998-00 (UNL)
- Assistant Director – Business & Professional Communication Program – 1998-99 (UNL)
- Member - Department Colloquium Committee – 1998-99 (UNL)
- Member - Departmental Governing Board – 1998-99 (UNL)

University:

- Chair – Copyright Committee – 2005-06 (UNI)
- Member - Intellectual Property Committee – 2005-06 (UNI)
- Developer - Collective Bargaining Survey – 2004 (UNI)
- Member - Freeley Scholarship Award Committee – 2003-04 (UNI)
- Representative – CHFA Orientation Preview –2002-06 (UNI)
- Chair - Intercollegiate Athletic Advisory Council – 2003-04 (UNI)
- Member – Intercollegiate Athletic Advisory Council – 2001-03 (UNI)
- Reviewer - Undergraduate Social Science Research Conference –2000-01 (UNI)
- Advisor - National Society of Collegiate Scholars – 2001-03 (UNI)
- Advisor - Phi Kappa Alpha – 2000-06 (UNI)
- Member - Academic Affairs Committee, 1997-98 (SDSU)
- Technical Advisor - Alpha Psi Omega – 1996-98 (SDSU)
- Technician, Opera Workshop, April 1997 (SDSU)
- Representative - T.G.I.F Admissions Program – 1996-98 (SDSU)
- Judge - SDSU Forensics Program – 1995-98 (SDSU)

Discipline:

- Member, Unit Status Taskforce – 2009 (NCA)
- Member at Large – Executive Committee – 2009-2011 (CSCA)
- Chair – Group Communication Division Awards Committee – 2008-09 (NCA)
- Program Planner – Pre-Convention Sessions – 2007-08 (NCA)
- Paper Reader - Interpersonal and Small Group Interest Group - 2006 (CSCA)
- Reviewer - Outstanding New Teacher Award - 2006 (CSCA)
- Paper Reader - Group Communication Division, 2006 (NCA)
- Member – Group Communication Division Awards Committee - 2006-08 (NCA)
- Paper Reader - Basic Course Division - 2006 (NCA)
- Paper Reader – Pre-convention Sessions - 2005 (NCA)
- Member - Instructional Development Div. Nominating Committee - 2004-05 (NCA)
- Representative - Legislative Assembly – 2003-05 (NCA)
- Member – Nominating Committee - 2004-05 (NCA)
- Paper Reader - Interpersonal and Small Group Interest Group – 2004-05(CSCA)
- Paper Reader - Applied Communication Division - 2003-04 (NCA)
- Reviewer - Cooper Award for the Outstanding GTA – 2003-04 (CSCA)

- Chair - Basic Course Division - 2003-04 (NCA)
- Reviewer – Cooper Award for the Outstanding GTA – 2002-03 (CSCA)
- Member - Membership Survey Assessment Committee – 2002-03(CSCA)
- Paper Reader - Applied Communication Division - 2001-02 (NCA)
- Vice-Chair Elect - Basic Course Division - 2001-02 (NCA)
- Paper Reader - Communication Education Interest Group - 2001-02 (CSCA)
- Web-director - Iowa Communication Association, 2001-06 (ICA)
- Chair – Interpersonal and Small Group Interest Group – 2001-02 (CSCA)
- Vice-Chair – Interpersonal and Small Group Interest Group - 2000-01 (CSCA)
- Paper Reader - Basic Course Division – 1999-00 (NCA)
- Web-director – Interpersonal and Small Group Interest Group – 1998-06 (CSCA)

Editorial Board (Number of Manuscripts Reviewed) Membership:

- *Communication Education – 2006-Present (20)*
- *Communication & Sport – 2012-Present (12)*
- *Communication Teacher – 2007-Present (28)*
- *Communication Studies – 2002-06 (7)*
- *Iowa Journal of Communication – 2003-06 (9)*
- *Editor – Basic Communication Course Annual, Volume 19, 20, 21, 2006-08*
- *Basic Communication Course Annual 2002-04, 2009-Present (4)*
- *Perceptual & Motor Skills 2006-08 (3)*
- *Small Group Research 2007-09 (2)*

Thesis & Research Advising & Committees

Chair/Advisor for four thesis committees, and committee member on 14 thesis/dissertation committees. Complete listing available upon request.

Community Service/Activity

- Publicly Elected Member of Pierre School Board – 2013-Present
 - President – 2015-16
 - Vice President – 2014-15
 - Chair - Policy Committee Member – 2013-Present
 - Chair - Negotiations Committee Member – 2013-Present
 - Curriculum Committee Member – 2013-Present
- Pierre United Way Board – July 2014-Present
 - President – 2017-Present
 - Vice President – 2016-2017
 - Vice President Elect – 2015-2016
- Pierre Education Foundation – 2015-Present
- Pierre Discovery Center Board – 2015-Present
- President – Governor Youth Wrestling Program – 2009-2013
- Vice President – Governor Youth Wrestling Program – 2008-2009
- National Team Coach
 - South Dakota Freshmen/Sophomore Dual Team – 2015
 - South Dakota Junior Olympic Dual Team – 2014, 2015, 2016
 - South Dakota Middle School Dual Team - 2014
 - South Dakota Heartland National Dual Team – 2012, 2013