

LANCE KYLE BENNETT
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EXECUTIVE SUMMARY OF ACADEMIC AND PROFESSIONAL EXPERIENCES

- 10 years of higher education administrative experience. Comprehensive knowledge of the field through work at public, private, research, and teaching universities.
- Extensive experience coordinating programs and projects pertaining to faculty development; assessment of academic programs; research and university teaching to create a holistic student experience.
- Significant work with shared governance between executive leadership and campus constituencies.

EDUCATION

2023	Ed.D., Leadership in Higher Education, St. Edward's University Research Focus: Faculty Development and Institutional Effectiveness
2020	M.A., Communication Studies, University of Iowa Research Focus: Interpersonal/Organizational Communication and College Teaching
2016	M.A., Communication Studies, West Chester University of Pennsylvania
2014	B.A., Communication Studies, Eastern University Concentration: Interpersonal/Organizational Communication
2012	A.A., Communication Arts, Delaware County Community College <i>Graduated with High Honors</i>

ADMINISTRATIVE ROLES

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

Special Assistant to the Chairman, Department of Communication Studies, 2015-2016

Responsibilities:

- In collaboration with the Department Chair and Graduate Coordinator developed internal and external communications, including confidential and complex issues by evaluating the situation and responding on behalf of the Chair as appropriate.
- Provided input on the communication strategic planning process in compliance with university policy.
- Managed records and compiled data reports and conducted data analysis.

Key Accomplishments:

- Partnered with tenure-track faculty to formulate plans to increase communication among departmental members.
- Developed data record of faculty preferences for *Department Speaker Series* and honor society.

Transfer Transitions Program Coordinator, Office of Multicultural Affairs, 2014-2016Responsibilities:

- Developed retention plans for non-traditional, at-risk, and disadvantaged students through quantitative surveys and qualitative interviews.
- Organized strategic plan for new academic initiatives that served students from marginalized communities.
- Managed annual budget of \$15,000 for a 10-member team, by handing cash flow, allocations, reimbursements, resulting in balanced annual budget.

Key Accomplishments:

- Increased retention rate by 15% for assigned student population.
- Developed the *Mentor Me* program.
- Reassigned required transfer course to the undergraduate curriculum to increase graduation rates.
- Engaged students in service-learning opportunities to enhance the student learning experience.

EASTERN UNIVERSITY**Instructional Quality Control Coordinator, School of Leadership and Development 2012-2014**Responsibilities:

- Assessed academic quality of master's programs for the School of Leadership and Development, including Non-Profit Management, Organizational Leadership, and Entrepreneurial Studies.
- Assisted the Director of the School of Leadership and Development assessing the quality of student learning and faculty evaluations for traditional and distance education delivery.
- Served as Teaching Assistant/Course Facilitator.

Key Accomplishments:

- Passed Middle States Commission on Higher Education review.
- Collaborated with the Office of Assessment to develop metrics for course evaluations.
- Developed faculty development tools for teaching online courses.
- Promoted interdisciplinary model for graduate education.

ACADEMIC AND PROFESSIONAL LEADERSHIP AND SERVICE**ST. EDWARD'S UNIVERSITY****Member, University Assessment Committee, 2020-Present**

- Top university committee that reviews academic programs' student learning assessment reports and administrative divisions' assessment reports for compliance with institutional requirements; helps programs and units maximize the use of available assessment tools and resources and providing feedback to the Office of Planning and Institutional Effectiveness on additional data and resources needed.

Member, Faculty Committee on Diversity and Inclusion, 2020-Present

- University committee that focuses on the development, recruitment, and retention of underrepresented faculty.

UNIVERSITY OF IOWA**Graduate Intern for Education Administration, Office of the Dean, January 2019-May 2019**

- Consulted the Associate Dean for Graduate Education on strategic programs for graduate students in the College (e.g., grant writing workshops and fellowship seminars); led strategy for promoting

student resources, program selection, and success of underrepresented minority masters and doctoral students; oversaw project information data from peer institutions in the Big 10 Alliance for the creation of diversity fellowship opportunities for the College.

Member, Executive Vice President and Provost Search Committee, 2018-2019

- Participated in the recruiting, screening, and recommending of best candidates for the position and generated communication channels between graduate student constituency and executive leadership through open forum meetings and townhalls.

Faculty-Graduate Student Liaison, Department of Communication Studies, 2017-2018

- Facilitated on-going communication with departmental faculty and graduate students regarding curriculum development, program reviews, and assessments.

ACADEMIC APPOINTMENTS

Rutgers University Graduate School of Education

Visiting Scholar, Center for Minority Serving Institutions and the Samuel Dewitt Procter Institute for Leadership, Equity, & Justice, 2020-Present

Widener University

Adjunct Instructor, Center for Graduate and Continuing Studies, 2020-Present

St. Edward's University

Adjunct Professor of Communication, 2019-Present

University of Iowa

Graduate Fellow, Graduate College, 2019-2020

Graduate Diversity Summer Fellowship, 2019

American College Testing (ACT*) endowed Fellowship, 2017-2019

Graduate Mentored Summer Fellowship, 2017

Graduate Instructor, 2016-2018

SCHOLARSHIP

Peer-Reviewed Journal Articles

Bennett, L. K., Scruggs, X., & Woods, J. M. (2020). Surprise, hurt, and anger as emotional responses to expectancy violations following feedback events. *Communication Research Reports*. doi:10.1080/08824096.2020.1737000.

Bennett, L. K., & Tikkanen, S. A. (2019). Teaching expectancy violations theory and self-disclosure through social media profile building. *Communication Teacher*. doi:10.10800/17404622.2019.1662070.

Gilchrist-Petty, E., & **Bennett, L. K.** (2019). Cross-sex best friendships and the experience and expression of jealousy within romantic relationships. *Journal of Relationships Research*, 10, 1-9. doi:10.1017/jrr.2019.16

Featured in The Atlantic, Cosmopolitan, Psychology Today

Book Chapter

Bennett, L. K. (2021). Going the extra mile: Mentoring Black undergraduate students. In *D. Strasser (Eds.). Teaching While: Intersectional Perspectives on Critical Pedagogy*. Washington, DC. Lexington Books.

Publications for General Audiences

Bennett, L. K. (2019, April 7). What the Odyssey teaches us about good undergraduate research mentoring. *The Daily Iowan*.

Articles Under Review

Bennett, L. K.; McLeod, P. L. (Under Review). Teaching about the antecedents and consequences of organizational storytelling. Submitted to *Journal of Management Education*.

Bennett, L. K. (Under Review). The emotional and cognitive impact of faculty feedback. Submitted to *College Teaching*.

Conference Presentations

Refereed Paper Presentations

Tikkanen, S. A., & **Bennett, L. K.** (2019, November). Interpersonal persuasion online: Teaching ethos, pathos, and logos through building online profiles. G.I.F.T.S course presented at the 105th Annual Convention of the National Communication Association, Baltimore, MD.

Castle Bell, G., **Bennett, L. K.**, & Otusanya, A. (2018, November). Visualizing the difference between nominal and continuous level data: What happened to the 2016 election polls!?! Paper presented at the 104th Annual Convention of the National Communication Association, Salt Lake City, UT.

Bennett, L. K. (2015, April). Dating and religion: Reducing uncertainty through self-disclosure. Paper presented at the 106th Annual Convention of the Eastern Communication Association, Philadelphia, PA.

Bennett, L. K. (2014, April). Communication and civility. Paper presented at the 105th Annual Convention of the Eastern Communication Association, Providence, RI.

Bennett, L. K. (2013, April). Arguing for “A More Perfect Union:” Exploring President Obama’s use of narrative rationality. Poster presented at the 104th Annual Convention of the Eastern Communication Association, Pittsburgh, PA.

Invited Panel Presentations

Mobilizing toward diversity, equity, and inclusion in interpersonal communication and academia: Taking action. An invited panel presentation at the 105th Annual Convention of the National Communication Association, Baltimore, MD.

Surviving communication education: The Black male perspective. An invited panel presentation at the 105th Annual Convention of the National Communication Association, Baltimore, MD.

Surviving in the classroom: Pedagogical approaches to failure in the classroom. An invited panel presentation at the 105th Annual Convention of the National Communication Association, Baltimore, MD.

GRANT FUNDING

2018	PI (with Andrew C. High), “Social support and emotional contagion.” Graduate and Professional Student Government Grant, University of Iowa. Total Amount: \$1500
2015	PI , Jealousy communication and romantic relationships.” Graduate Studies Grant, West Chester University of Pennsylvania. Total Amount: \$524.99

HONORS AND AWARDS

- **Graduate Diversity Summer Fellowship.** Fellowship awarded by the Graduate College at the University of Iowa to conduct research during summer session - \$4,500 stipend (2019).
- **Teaching-As-Research Fellow.** Fellowship awarded to graduate students interested in conducting a teaching-as-research project with the Center for Integrated Teaching Research and Learning (2019).
- **American College Testing (ACT) Scholarship.** Fellowship awarded by ACT for excellence in educational research and dedication to resolving inequalities - \$20,000 per year stipend (2017-2019).
- **John Waite Bowers Award for Outstanding Graduate Scholarship in Interpersonal Communication and Relationships.** Honored by the Department of Communication Studies for the most excellence research among graduate students (2019).
- **Graduate Institute on Engagement and the Academy Fellowship.** Selected fellowship recipient for research interests in engaged academic scholarship (2019).
- **Student-Faculty Diversity Pipeline Award.** Honored (w/ Dr. Jonathan P. Schuldt, Associate Professor of Communication, Cornell University) by the American Association for Public Opinion Research for student-faculty work.
- **African American Cultural Research Award.** Honored by the African American Studies Program for research related to African American populations (2018).
- **Graduate Student Leadership Campus-Change Program.** Invited by the Graduate College at the University of Iowa to participate in cross-campus cohort to develop leadership skills (2017).
- **Institute for Educational Management and Leadership Fellowship.** Fellowship awarded by the Pennsylvania Black Conference on Higher Education for the study of higher education leadership (2016-2017).
- **Lambda Pi Eta Honor Society.** Membership awarded to Communication Studies majors at Eastern University with a 3.50 grade point average in major courses (2014).

- **Mrs. W. Byron Brown Christian Service Award.** Award presented to a graduating senior who dedicated their time to full-time Christian service while at Eastern University (2014).
- **Phi Theta Kappa Honor Society.** Membership awarded to Delaware County Community College students with a 3.50 grade point average (2012).

TEACHING

Undergraduate Courses

Media and Society (Widener University)
Communication Research Methods (St. Edward's University)
Presentational Speaking (St. Edward's University)
Interpersonal Communication (University of Iowa; St. Edward's University)
Rhetoric (University of Iowa)

CAMPUS TALKS

Invited Lectures

Bennett, L. K. (2020, March). Expectancy violations theory, emotion, and feedback. Department of Communication, St. Edward's University, Austin, TX.

Bennett, L. K. (2019, June). The role of interpersonal emotional contagion in the academic workplace. The Apple Tree Society, Medical University of South Carolina, Charleston, SC.

Bennett, L. K. (2017 & 2018, June). Crafting personal statement & curriculum vitae/resumes for graduate school applications. Summer Research Opportunity Program, University of Iowa, Iowa City, IA.

Invited Discussion Panelist

Center for the integration of research, teaching, and learning student panel. An invited panel presentation to External Advisory Board of the Graduate College, University of Iowa, Iowa City, IA.

Humanities for the public good: An integrative, collaborative, practice-based humanities Ph.D. An invited panel presentation to the Obermann Center for Advanced Studies, University of Iowa, Iowa City, IA.

Teaching in a not-so diverse classroom. An invited panel presentation to the Graduate College, University of Iowa, Iowa City, IA.

Connecting communities: Resources for graduate students of color. An invited panel presentation to the Graduate College, University of Iowa. Iowa City, IA.

Racialized experiences in graduate school. An invited panel presentation to the External Advisory Board Meeting of the Graduate College, University of Iowa. Iowa City, IA.

Graduate school: If I knew what I know now. An invited panel presentation to the Graduate College, University of Iowa. Iowa City, IA.

SELECTED CONSULTATIONS

Georgia Southern University

External Consultant, Office of Inclusive Excellence, 2020

PROFESSIONAL SERVICE AND CIVIC ENGAGEMENT

Faculty Reviewer, General Education Curriculum, St. Edward's University, 2020

Ad-Hoc Reviewer (*Communication Studies* and *Communication Quarterly*), 2016-2019

Peer Reviewer, Short Courses, Eastern Communication Association, 2017-2019

External Reviewer, Lambda Pi Eta Research Contest, Bloomsburg University, 2019

Secretary, Voices of Diversity Division, Eastern Communication Association, 2014-2015

CERTIFICATIONS

University of Iowa

Scholar, Practitioner, and Associate level certifications, Center for the Integration of Research, Teaching, and Learning, 2019

PROFESSIONAL MEMBERSHIPS

American Association for Public Opinion Research

International Association for Relationship Research

National Communication Association

Eastern Communication Association

Pennsylvania Black Conference on Higher Education