

JILL M. WEBER, PH.D.

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Curriculum Vitae (April 2023)

EDUCATION

Executive Certificate in Leadership for Women (2015), Hollins University, Roanoke, VA

Ph.D. Communication Arts and Sciences, Minor: Women's Studies (2011), The Pennsylvania State University, University Park, PA. *Dissertation Title:* For the Good of "The Family": The Rhetoric of Family Values in U.S. National Policymaking

M.A. Communication Arts and Sciences (2005), The Pennsylvania State University, University Park, PA. *Thesis Title:* The Rhetoric of the Fatherhood Movement

B.A. Speech Communication (2002), *Magna Cum Laude*, Ripon College, Ripon, WI

A.A. General Studies (2000), *Honor's Program*, McHenry County College, Crystal Lake, IL

PROFESSIONAL APPOINTMENTS AND RELATED EXPERIENCE

Director of Communication for the Office of Graduate Medical Education and Teaching Assistant Professor in the Department of Health Sciences Education and Pathology, University of Illinois College of Medicine at Peoria (UICOMP), Peoria, IL (July 2019-Present)

**Position expanded and title changed from Clinical Assistant Professor to Teaching Assistant Professor in November 2021*

Communication and Well-Being Consultant, University of Illinois College of Medicine at Peoria (UICOMP), Peoria, IL (January 2018-June 2019)

**Current position began as consulting work*

Coaching

Resident, Fellow, Faculty, and Staff Communication, Professionalism, and Leadership Development, UICOMP, Peoria, IL (November 2018-Present)

Faculty Consultations about Communicating with Medical Students, Residents, and Fellows, UICOMP, Peoria, IL (November 2018- Present)

Public Speaking Coaching, Caterpillar Scholars Final Research Presentations Dress Rehearsal, UICOMP, Peoria, IL (November 2019, December 2019, November 2021, December 2021)

Projects

- Project Leader, “Improving Faculty Feedback–Resident Feedback Needs Assessment,” Radiology Program, UICOMP, Peoria, IL (October-December 2022)
- Project Leader, “Improving Interactions–Faculty and Fellow Professionalism Needs Assessment,” Pulmonary Critical Care Program, UICOMP, Peoria, IL (September 2022-January 2023)
- Project Member, “Improving the Quality, Timeliness and Perception of Resident Feedback Through the Use of Structured Feedback Conversations–A Pilot Study,” Pediatrics Hospitalist Service, Children’s Hospital of Illinois, OSF Hospital, Peoria, IL (December 2021-present)
- Project Leader, “Improving the Feedback Experience for Learners and Educators,” Individual Interviews and Summary Report, Sponsored by the Graduate Medical Office (December 2021-February 2022)
- Project Leader, “Curriculum Development, Delivery, and Assessment” Focus Groups and Report, sponsored by the Regional Dean, UICOMP, Peoria, IL (September 2021-December 2021)
- Project Leader, “Individual and Team Well-Being: Building a Strong Foundation and Team,” Hospice and Palliative Medicine Care Team, OSF Hospital, Peoria, IL (October 2019-April 2020)
- Project Leader, “Faculty Well-Being Gap Analysis” Town Hall Sessions and Reports, Graduate Medical Education Office, UICOMP, Peoria, IL (September 2019-December 2020)
- Project Leader, “Resident Well-Being Gap Analysis” Town Hall Sessions and Reports, Graduate Medical Education Office, UICOMP, Peoria, IL (August 2018-March 2019)

Selected Presentations

- “Hot Topic Q&A: How are we recovering and growing beyond the pandemic related to our patients, our personhood, and our profession?” Academic Pediatric Association, Region V Virtual Meeting (March 2023). **Invited Panelist*
- “Improving the Quality, Timeliness, Perception of Resident Feedback Through Structured Conversations,” Co-Presenter with Dr. Bhavana Kandikattu, Dr. Hasanki Warnakula, Dr. Matthew Mischler, and Dr. Edmundo Martinez, **Poster Presentation**, Innovations in Medical Education Conference (February 2023). **Blind Peer Reviewed Poster Presentation*
- “How to Manage Conflict More Effectively and Promote Collaborative Solutions,” NICU Faculty Development Session, UICOMP, Peoria, IL (July 2022)
- “Five Communication Issues that Can Land you in the Hot Seat (And How to Avoid Them),” Emergency Medicine Interns Resident Development Session, UICOMP, Peoria, IL (July 2022)
- “Win-Win Feedback Interactions: Promoting More Positive and Productive Learning Conversations,” Pediatrics Interns “Becoming a Senior,” Resident Development Session, UICOMP, Peoria, IL (June 2022)
- “How to Make Goals You Can and Want to Achieve,” Pediatrics Resident Development Session, Children’s Hospital of Illinois, OSF Hospital and UICOMP, Peoria, IL (June 2022)

- “Win-Win Feedback Interactions: Promoting More Positive and Productive Learning Conversations,” Co-Presenter with Dr. Jonathan Wisco, Competitively Selected Focus Session, International Association of Medical Science Educators Conference, Denver, CO (June 2022) **Blind Peer Reviewed Conference Presentation*
- “How to Provide Specific, Actionable, and Timely Feedback,” Pediatrics Hospitalist Faculty Development Session, Children’s Hospital of Illinois, OSF Hospital and UICOMP, Peoria, IL (May 2022)
- “How to Avoid ‘Death by PowerPoint’: Essential Tips for Preparing Clear and Compelling Presentations* (*Especially if You Are Overworked, Overtired, and Don’t Have a Design Team at Your Disposal),” Pediatrics Faculty Development Session, UICOMP, Peoria, IL (May 2022)
- “How to Get Better at Anything: Promoting a Growth Mindset for Yourself and Others,” Second Year Pediatrics Resident Development Session, UICOMP, Peoria, IL (March 2022)
- “How to Manage Conflict More Effectively and Promote Collaborative Solutions,” Hospice and Palliative Care Faculty Development Session, UICOMP, Peoria, IL (March 2022)
- “How to Give and Receive Effective Feedback,” Graduate Medical Office Five-Part Resident and Fellow Development Series, UICOMP, Peoria, IL (sessions delivered for multiple programs between February 2022-present)
- Session 1: “How to Craft Effective Feedback Requests (and Get the Feedback You Need and Deserve)”
 - Session 2: “Three Types of Feedback and When, Why, and How to Ask for and Provide Them”
 - Session 3: “The Three Elements Every Feedback Message Needs: How to Craft (and Ask for) Specific and Actionable Feedback”
 - Session 4: “How to Build More Positive Feedback Relationships and Climates: Promoting Trust, Optimism, Respect, Intentionality, and Care”
 - Session 5: “Responding to (and Reducing) Defensiveness: How to Manage Difficult Feedback Interactions”
- “Communication Skills for Successful Collaboration,” Department of Health Sciences Education and Pathology Faculty Retreat, UICOMP, Peoria, IL (December 2021)
- “Helping Learners in Need: An Introduction to Invitational Coaching,” Clinical Medical Educators Program, UICOMP, Peoria, IL (September 2021, August 2022)
- “Effective Communication Tips and Strategies: Promoting Positive Resident-Nurse Interactions,” Emergency Medicine Resident Development Session (June 2021)
- “How to Provide Feedback Residents Can Hear, Apply, and (Hopefully) Appreciate,” Graduate Medical Office Five-Part Faculty Development Series, UICOMP, Peoria, IL (sessions delivered for multiple programs between May 2021-present)
- Session 1: “Three Types of Feedback and When, Why, and How to Provide Them”
 - Session 2: “The Three Elements Every Feedback Message Needs: How to Craft Specific and Actionable Feedback Statements”
 - Session 3: “How to Build More Positive Feedback Relationships and Climates: Promoting Trust, Optimism, Respect, Intentionality, and Care”

- Session 4: “Responding to (and Reducing) Defensiveness: How to Manage Difficult Feedback Interactions”
 - Session 5: “Assessing (and Advancing) Your Feedback Skills: How to Obtain Useful Feedback from Residents”
- “How to Conduct a Great Remote Interview--Tips and Tricks,” Graduate Medical Office Faculty Development Presentation, UICOMP, Peoria, IL (November 2020)
- “How to Provide Feedback Residents Can Hear, Apply, and (Hopefully) Appreciate,” Family Medicine Five-Part Faculty Development Series, UICOMP, Peoria, IL
- Session 1: “Creating Positive Communication Climates” (November 2019)
 - Session 2: “Three Types of Feedback and When, Why, and How to Provide Them” (January 2020)
 - Session 3: “Providing Feedback ‘On the Fly’ and in Short-Term Relationships and Settings” (March 2020)
 - Session 4: “Providing Feedback in Long-Term Relationships and Settings” (April 2020)
 - Session 5: “How to Solicit Useful Feedback from Residents” (June 2020)
- “Stress in Medical Training,” Neuroscience Grand Rounds Presentation with Dr. Henry Martin del Campo, UICOMP, Peoria, IL (November 2019)
- “How to Prepare Effective Presentations (and Still Have Time to Sleep),” Caterpillar Scholars Faculty Development Two-Part Series, UICOMP, Peoria, IL (September 2019, October 1, 2019, September 2021, October 1, 2021)
- “Shifting the Lens from Wellness to Well-Being: A Humanistic Response to Physician Burnout,” Pediatrics Grand Rounds, UICOMP, Peoria, IL (September 2019)
- “Reducing the ‘Work’ in Networking,” Caterpillar Scholars Faculty Development Session, UICOMP, Peoria, IL (May 2019, May 2021)
- “Creating a Resident-Faculty Mentoring Program,” Obstetrics-Gynecology Faculty Development Session, UICOMP, Peoria, IL (January 2019)
- “How to Prepare Effective Didactic Sessions (and Still Have Time to Sleep),” Obstetrics-Gynecology Faculty Development Two-Part Series, UICOMP, Peoria, IL (December 2018)
- “How to Build Beneficial and Meaningful Mentoring Networks,” Obstetrics-Gynecology Resident Development Three-Part Series, UICOMP, Peoria, IL (November and December 2018)
- “Promoting Positive Communication Climates: Examining Defensive and Supportive Messages,” Cardiology Faculty Development Sessions, UICOMP, Peoria, IL (November and December 2018)
- “Identifying Your Strengths and Working with Others’ Strengths,” Obstetrics-Gynecology Resident Retreat, UICOMP, Peoria, IL (October 2018)
- “Promoting Positive Communication Climates,” Faculty Development Session, Undergraduate Medical Education Office, UICOMP, Peoria, IL (June 2018)
- “Communication, Well-Being, and Shame Resilience,” Obstetrics-Gynecology Grand Rounds Presentation, UICOMP, Peoria, IL (May 2018)

“Communication, Well-Being and Shame Resilience,” UICOMP Well-Being Task Force
(January 2018)

Founder and President, Center for Thriving, Inc., Buffalo Grove, IL (2017-present)

Coaching

Faculty Communication and Well-Being Coaching (May 2021-present)

Learner Communication and Well-Being Coaching (August 2017-present)

Projects

Creator, “Communicating with Confidence: Feeling, Thinking, and Communicating Emotions,”
Teen and Pre-Teen Development Materials, Girls Rock Roanoke!, Roanoke, VA (June 2020)

Curriculum Developer, “Growth Mindset Activities for Students (Junior and Senior
Curriculum)” Roanoke Valley Governor’s School, Roanoke, VA (August 2018-May 2019)

Course Developer, “Planning for Success in College and in Life,” Five-Day Short Course, The
Oliverian School, Pike, NH (May 2018)

Curriculum Developer, “Growth Mindset Activities for Students (Freshman Curriculum),”
Roanoke Valley Governor’s School, Roanoke, VA (August 2017-May 2018)

Selected Presentations

“How to Build Positive and Inviting Feedback Relationships and Climates: Fostering Trust,
Optimism, Respect, Intentionality, and Care in Your Professional (and Personal)
Interactions,” Human Capital Development Course, University of Southern Mississippi Gulf
Park Campus, Long Beach, MS (March 2022)

“What Helps YOU Thrive,” Student Leadership Program for the Middle-Eastern Partnership
Initiative (MEPI) sponsored by the U.S. Department of State, University of Delaware (July
2021)

“Getting Unstuck-How a Growth Mindset can make Life Less Stressful & More Successful,”
Wildcat Health and Mental Wellness Parents Group, Libertyville, IL (January 2021)

“How to Make Goals You Can and Want to Achieve,” Alumni Happy Hour, Hollins University
Alumni Office (January 2021)

“Visualizing Your Thriving Ideal: How to Lead a More Balanced and Meaningful Life in Under
Five Minutes a Day,” Facebook Live, Grow as You Go Series, Sitel Group (January 2021)

“Managing Conflict More Effectively: Five Conflict Responses,” Leading Equity, Diversity, and
Justice Day, Hollins University (October 2020)

“How to Connect With Others in Times of Stress,” Teen Summit, Charlotte Mecklenburg Library,
Charlotte, NC (October 2020)

“Managing Conflict More Effectively: Five Conflict Responses,” Leading Equity, Diversity, and
Justice Day, Hollins University (October 2020)

“Real Talk: Mental Health, Happiness, and Well-Being,” Panelist, Teen Presentation Series,
Charlotte Mecklenburg Library, Charlotte, NC (September 2020)

“The Resilient Resident: How to Bounce Back from Difficult Situations,”

Obstetrics-Gynecology Resident Retreat, University of California San Francisco-Fresno, Fresno, CA (October 2019)

“Powering Forward,” Student Leadership Program for the Middle-Eastern Partnership Initiative (MEPI) sponsored by the U.S. Department of State, University of Delaware (July 2019)

“What Helps YOU Thrive,” Student Leadership Program for the Middle-Eastern Partnership Initiative (MEPI) sponsored by the U.S. Department of State, University of Delaware (July 2019)

“Managing Stress for Peak Performance,” Residency Program, Online Master’s in Business Administration Program, The Pennsylvania State University, University Park, PA (May 2019)

“Shifting the Lens from Wellness to Well-Being: A Humanistic Response to Physician Burnout,” Peoria Medical Society, Peoria, IL (April 2019)

“Mindfulness and Well-Being: Managing Stress for Peak Performance,” Residency Program, Online Master’s in Business Administration Program, The Pennsylvania State University, University Park, PA (January 2019)

“Empowering Your Students to Grow: How to Increase Motivation, Engagement, and Critical Thinking in Your Classroom,” Faculty Development Session, Roanoke Valley Governor’s School, Roanoke, VA (August 2018)

“Empowering Your Students to Grow: How to Increase Motivation, Engagement, and Critical Thinking in Your STEAM Classroom,” IGNITE Peoria, Faculty Development Session, sponsored by the University of Illinois Extension Office serving Fulton, Mason, Peoria, and Tazewell Counties, Peoria, IL (August 2018)

“Mindfulness and Well-Being,” Residency Program, Online Master’s in Business Administration Program, The Pennsylvania State University, University Park, PA (August 2018)

“Powering Forward,” Student Leadership Program for the Middle-Eastern Partnership Initiative (MEPI) sponsored by the U.S. Department of State, University of Delaware (July 2018)

“What Helps YOU Thrive,” Student Leadership Program for the Middle-Eastern Partnership Initiative (MEPI) sponsored by the U.S. Department of State, University of Delaware (July 2018)

“Promoting a Growth Mindset in Your School Follow-Up Session,” Roanoke Valley Governor’s School, Roanoke, VA (2017-present) (May 2018)

“Self-Care is not Selfish,” Student Government Association “Round-Table” Leaders, Hollins University, Roanoke, VA (August 2017)

“Promoting a Growth Mindset in Your School (and Yourself),” Roanoke Valley Governor’s School, Roanoke, VA (August 2017)

Special Advisor on Student Well-Being, Hollins University, Roanoke VA (2017-present)

Projects

- Curriculum Developer, “First-Year Student Time Management and Procrastination Workshops,” Two Workshops and Facilitation Materials (August 2020)
- Curriculum Developer, “First-Year Student Time Management Workshops,” Five Workshops and Facilitation Materials (August-December 2018)
- Curriculum Developer and Adjunct Professor, UNIV 250: Learning to Thrive: Academic and Personal Well-Being (Fall 2017, Spring 2018)

Selected Presentations

- “How to Reduce Self-Doubt and Increase Your Confidence,” Four-Part Series for Students, Faculty, Staff, and Alumni, Office of Student Affairs, Hollins University (February 2021)
- “Stress Less Sundays: Helping Yourself Thrive During Difficult Times,” Five-Part Series for Students, Faculty, Staff, and Alumni, Office of Student Affairs, Hollins University (January-February 2021)
- “Setting Up Yourself and Your First-Year Students for Success,” Student Success Leaders Training Session, First-Year Seminar Program, Hollins University (August 2020)
- “The Sky is Blue, or Is It?: How Our Perceptions Shape (and Distort) Our Thinking,” 3-Hour Academic Well-Being Session for New Student Orientation Leaders, Hollins University, Roanoke, VA (August 2019)
- “Academic and Personal Well-Being,” First Year Student Presentation (August 2018)
- “Empowering First Years to Thrive,” 9-hour training workshop and ongoing support for incoming First-Year Seminar Student Success Leaders (student mentors) (August 2018)
- “Academic and Personal Well-Being—What Helps You Thrive,” 3-hour Academic Well-Being Workshop with New Student Orientation Leaders (August 2018)
- “Academic and Personal Well-Being,” First Year Student Presentation (August 2017)
- “Empowering First Years to Thrive,” 9-hour training workshop and ongoing support for incoming First-Year Seminar Student Success Leaders (student mentors) (August 2017)
- “Academic and Personal Well-Being—Goal Setting,” 3-hour training workshop with New Student Orientation Leaders (August 2017)

Adjunct Professor, Hollins University, Roanoke, VA (2017-2018)

Associate Professor (with tenure), Department of Communication Studies, Hollins University, Roanoke, VA (2014-2017)

Assistant Professor, Department of Communication Studies, Hollins University, Roanoke, VA (2011-2014)

Instructor, Department of Communication Studies, Hollins University (2008-2011)

Skills Coordinator, Oral Communication Across the Curriculum, Hollins University, Roanoke, VA (2008-2017)

Instructor, Department of Communication Arts and Sciences, The Pennsylvania State University (2002-2008)

REFEREED PUBLICATIONS

- Weber, Jill M. "Kissing for Equality" and "Dining for Freedom": Analyzing the Ego-Function of the August 2012 Chick-fil-A Demonstrations. *Journal of Contemporary Rhetoric* 3, no. 3/4 (2014), online at <http://contemporaryrhetoric.com/>
- Weber, Jill M. "Voicing the Concerns of America's Families: The Rhetoric of Family Values in the 1985-1990 'Family Policy' Debates." In *Re/Framing Identifications*, edited by Michelle Ballif. Long Grove, IL: Waveland Press (2013)
- Weber, Jill M. "'Needy Families' and 'Welfare Cheats': The Rhetoric of Family Values in the 1961-1962 Welfare Reform Debates." *Relevant Rhetoric: A New Journal of Rhetorical Studies* 4 (2013), online at <http://relevantrhetoric.com/>
- Weber, Jill M. "James Danforth Quayle, III: 'Murphy Brown Speech' (19 May 1992)." *Voices of Democracy* 4 (2009): 83-96, online at www.voicesofdemocracy.umd.edu
- Weber, Jill M. "Gloria Steinem: 'Testimony Before Senate Hearings on the Equal Rights Amendment' (6 May 1970)." *Voices of Democracy* 3 (2008): 162-181, online at www.voicesofdemocracy.umd.edu
- Weber, Jill M. "Minister Louis Farrakhan: 'Million Man March' (16 October 1995)." *Voices of Democracy* 2 (2007): 170-188, online at www.voicesofdemocracy.umd.edu
- Weber, Jill M. "William Jefferson Clinton: 'Racism in the United States' (16 October 1995)." *Voices of Democracy* 1 (2006): 208-229, online at www.voicesofdemocracy.umd.edu
- Weber, Jill M. "The First Ladies Speak: The Rhetorical Enactment of Roles." *CTAM: Communication and Theater Association of Minnesota Journal* 29 (Summer 2002): 23-37

SELECTED HONORS AND AWARDS

- Senior Class Faculty Award Winner**, Hollins University (May 2017)
- Member, *Omicron Delta Kappa* Leadership Honor Society, Hollins University (2014-present)
- Featured Alumni, McHenry County College Empowering Women Expo (March 2013)
- Second Place Award, Liberal Arts Division, Graduate Exhibition, The Pennsylvania State University (March 2008)
- Outstanding Teaching Award for Graduate Students for the College of the Liberal Arts**, The Pennsylvania State University (January 2008)
- Nominee, Alumni Association Dissertation Research Award, nominated by the Department of Communication Arts and Sciences, The Pennsylvania State University (November 2007)
- Second Place Award, Liberal Arts Division, Graduate Exhibition, The Pennsylvania State University (March 2007)
- Kathryn DeBoer Distinguished Teaching Award**, Department of Communication Arts and Sciences, The Pennsylvania State University (April 2006)
- Member, *Lambda Pi Eta*, Communication Honor Society, Ripon College (2002)

Member, *Phi Theta Kappa*, Honor Society for Two-Year Colleges, McHenry County College
(1999-2000)

SELECTED FELLOWSHIPS AND GRANTS

Mellon Fellowship, “Teaching the Whole-Learner,” Hollins University, \$1500 (2016-2017)

Mednick Fellowship, Virginia Foundation for Independent Colleges, \$2000 (2014)

Sparks Fellowship, College of the Liberal Arts, The Pennsylvania State University, \$7700 (Spring 2008)

Dissertation Grant, Department of Communication Arts and Sciences, The Pennsylvania State University, \$1000 (January 2008)

Dissertation Semester Release Fellow, The Institute for the Arts and Humanities, The Pennsylvania State University, \$3000 (Spring 2007)

SELECTED PROFESSIONAL DEVELOPMENT

Participant, “Bias Reduction in Internal Medicine” Workshop, Department of Medicine Scholarly Activity Council and the Inclusion and Diversity Council, University of Illinois College of Medicine, Online (March 2022)

Participant, “Reflective Teaching: Using Peer Review to Enhance Your Teaching” Workshop, Center for the Advancement of Teaching Excellence,” University of Illinois at Chicago, Online, (February 2022)

Participant, “Get SMART: Crafting Learning Objectives to Foster and Measure Student Learning” Workshop, Center for the Advancement of Teaching Excellence,” University of Illinois at Chicago, Online, (November 2021)

Participant, “Fostering a Growth Mindset and Sense of Belonging in Your Students” Workshop, Center for the Advancement of Teaching Excellence,” University of Illinois at Chicago, Online, (November 2021)

Participant, “Reflective Teaching: Leveraging Student Feedback to Inform Your Teaching” Workshop, Center for the Advancement of Teaching Excellence,” University of Illinois at Chicago, Online, (October 2021)

Participant, “Enhancing Student Engagement in a Blended Synchronous Classroom” Workshop, Center for the Advancement of Teaching Excellence,” University of Illinois at Chicago, Online, (October 2021)

Participant, “System-Wide Student Mental Health Symposium,” University of Illinois at Chicago, Online (September 2021)

Participant, “Mentoring Best Practices Part 2: Addressing Equity and Inclusion and Fostering Independence,” Faculty Engagement Series, University of Illinois at Chicago, Online (January 2021)

Participant, “Developing Professionalism in Learners at Multiple Stages of Medical Education,” Dr. Gerry Wickham Grand Rounds Presentation, University of Illinois College of Medicine at Peoria, Online (April 2021)

Participant, “Mentoring Best Practices Part 1: Aligning Expectations and Maintaining Effective Communication,” Faculty Engagement Series, University of Illinois at Chicago, Online (January 2021)

Participant, “Creating Diverse, Equitable and Inclusive Content in Health in Medical Education,” Strategies for Promoting Inclusivity in Health Sciences Education Series, International Association of Medical Science Educators, Online (2021)

Participant, “Writing Across the Curriculum Workshops,” Hollins University (2016-2017)

Participant, “Teaching the Whole Learner, Mellon Presentations,” Hollins University (2016-2017)

Participant, “Teaching with Open Access Resources,” Faculty Learning Community, Hollins University (2016)

Participant, Faculty Success Bootcamp (12-week course), National Center for Faculty Development and Diversity (2015)

Participant, “Teaching Critical Thinking with Technology,” Faculty Learning Community, Hollins University (2015-2016)

SELECTED PROFESSIONAL SERVICE

Interviewer, Medical Student Multiple Mini Interviews, University of Illinois College of Medicine (2021)

Community Interviewer, Medical Student Multiple Mini Interviews, Virginia Tech-Carilion School of Medicine (2011-2012)

Member, Editorial Board, *Relevant Rhetoric: A New Journal of Rhetorical Studies* (2013-2017)

Member, Editorial Board, *Journal of Contemporary Rhetoric* (2012-2017)

Member, Editorial Board, *Voices of Democracy: The U.S. Oratory Project* (2009-2017)