

Kevin D. Thompson

Assistant Professor, Communication
Arts, Humanities, and Social Sciences
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CURRICULUM VITAE

VITAE SUMMARY:

Educational and experiential credentials encompassing training, communication, program development, workforce and student development, research and writing:

- Doctor of Philosophy in post-secondary and continuing education, emphasizing in adult learning and instructional technology.
- Master of Arts in Communication Studies, emphasis in training and organizational communication.
- Eight years of training and development experience in large corporations
- Designed and implemented successful training and development/performance improvement programs in various organizations.
- Designed facilitator and participant training manuals.
- Designed and facilitated skill and knowledge development college-courses in communication and education.
- Instructed distance education courses (compressed video and Internet-based).
- Demonstrated skill in organizing, coordinating, and motivating groups.
- Managed multiple projects.
- Experience with desktop publishing - designing newsletters, brochures, forms, etc.
- Received top training awards two consecutive years (USA Group - Indianapolis, Indiana).

AREAS OF SPECIALIZATION (RESEARCH INTERESTS):

Distance Education
Program Planning

Learning within Organizations
Organizational Communication

Training & Development
Graduate Experience

EDUCATION:

Ph.D. University of Wyoming, Laramie, Wyoming, May 2001
Major: Adult and Postsecondary Education
Dissertation Topic: Perceived Trainer Effectiveness

M.A. Ball State University - Muncie, Indiana, July 1994
Emphasis: Organizational Communication and Training

B.A. University of North Dakota - Grand Forks, North Dakota, August 1993
Major: Communication - Advertising

PROFESSIONAL EXPERIENCE (Academic and Professional):

Assistant Professor – Communication Program

University of Minnesota – Crookston (UMC) – Fall 2005 - Present

Responsibilities within this tenure-track position include teaching, research and service. Within the four courses taught each semester, responsibilities include developing course material around learning objectives and outcomes and classroom management.

Senior Training Associate

Indy Bulk Operations - Eli Lilly and Company - Indianapolis, Indiana - October 2000 – June 2005

Responsibilities include working with internal customers to assess, design implement and manage performance improvement initiatives for employees with diverse needs, skills, education and backgrounds. Examples of these responsibilities include designing effective training courses using instructional design principles; leading four-person team to redesign all curricula for three manufacturing plants (1200 employees in total); creating new qualification programs to qualify employees on critical duties; managing contractors and consultants; developing and implementing multi-level communication plans; and coordinating and managing the divisional and plant-centric new employee orientation programs.

Teaching Assistant - Introduction of Research

(Graduate Level - Delivered via the Internet using the eCollege platform)

College of Education - University of Wyoming - Spring 2000 - Present

Responsibilities with co-instructor include facilitating communication with students (through email and threaded discussions), posting course material, reviewing assignments, and administering course policies.

Module Instructor - Special Problems: Global Delivery of Education and Training via Internet

(Graduate Level - Delivered via the Internet using the eCollege platform)

College of Education - University of Wyoming - Summer 2000

Responsibilities included designing module on online training and development research, practice and trends; facilitating threaded discussions; and partnering with T&D professional to conduct a synchronous chat with students.

Course Instructor - Public Speaking (Contract Instructor)

Department of Mass Communication - Laramie County Community College - Spring 1998 & Spring 2000

Responsibilities included designing weekly lesson plans, quizzes, tests, activities, and resource materials; coaching and encouraging students fearful of public speaking; facilitating classroom discussion and activities; and administering course policies and procedures (e.g., attendance, grading, etc.).

Course Instructor - Human Communication (Contract Instructor)

Department of Mass Communication - Laramie County Community College - Spring 1998 & 2000

Responsibilities included designing weekly lesson plans, quizzes, tests, activities, and resource materials; facilitating classroom discussion and activities; and administering course policies and procedures (e.g., attendance, grading, etc.).

**Co-Instructor - Problems and Techniques of Group Leadership
(Graduate Level - Course Delivered via Compressed Video)**

College of Education - University of Wyoming - Spring 1999

Responsibilities included working with other instructor on course design; facilitating lectures/discussions and activities; designing resource materials; and administering course policies and communications.

Course Instructor - Challenges, Changes and Choices: Introduction to University Life and the College of Education (Contract Instructor)

College of Education - University of Wyoming - Fall 1998

Responsibilities included designing weekly lesson plans, quizzes, tests, activities, resource materials; facilitating classroom discussions and activities; and administering course policies and procedures (e.g., attendance, grading, etc.).

Training Administrator

Direct Lending Servicing Center of Indianapolis - USA Group Loan Services - August 1994 to June 1997

Responsibilities included conducting needs assessments to identify individual and unit training needs; designing training lesson plans and materials for system and manual processes; facilitating technical training sessions; and implementing follow-up evaluations.

Course Instructor - Fundamentals of Public Speaking (Contract Instructor)

Department of Speech Communication - Ball State University - Fall 1996

Responsibilities included designing weekly lesson plans, quizzes, tests, activities, and resource materials; coaching and encouraging students fearful of public speaking; facilitating classroom discussion and activities; and administering course policies and procedures (e.g., attendance, grading, etc.).

CERTIFICATIONS:

Return-On-Investment (ROI) Certification

ROI Institute (Jack Phillips) – June 2005

Certified Training Consultant

Certified Training Consultant Institute – Center for Organizational Resources – Ball State University – May 2003

Certification in Distance Education

Indiana University – March 2002

PROFESSIONAL DEVELOPMENT:

Beyond Boundaries: Integrating Technology into Teaching and Learning

4th Annual Beyond Boundaries Conference – University of North Dakota – October 6 – 7, 2005
Attendee

Graduate Assistant – Projects and Communication Liaison

Department of Adult Learning and Technology - University of Wyoming - August 1997 to May 2000

Responsibilities included designing promotional newsletters, brochures, and fliers; assisting in the initial designing of the department Internet web site; assisting with communication efforts with the 30-member “Utah Program” cohort; co-coordinating annual “Folk School in the Mountains” experiential learning program; and completing special projects.

Professional Internships

Global Training and Development - Eli Lilly and Company - Indianapolis, Indiana - Summer 1999

Responsibilities focused on a performance modeling project and included interviewing employees on job role competencies; assisting in creating competency models; strategizing on project development (e.g., impact, globalization, etc.); and maintaining project historical file.

Professional Internship

Wyoming Small Business Development Center - University of Wyoming - Summer 1998

Responsibilities included co-designing and coordinated annual staff development retreat; co-designing curriculum schedule and format for Welfare-to-Work Grant Project; researching residential learning approaches (e.g., folk schools); and designing correspondence, schedules, evaluations, and learning resources.

Graduate Teaching Assistant & Research Assistant

Department of Speech Communication - Ball State University - August 1993 to May 1994

Responsibilities included facilitating discussion sections; enforcing course policies and procedures; grading speeches, assignments and class participation; and conducting research for department faculty.

Professional Internship

Association of College and University Housing Officers - International Intern

Department of Housing and Residence Life - Seton Hall University - August 1992 to May 1993

Responsibilities included developing training programs for the Resident Student Association; co-coordinated campus-wide and residence hall programming activities; co-facilitating a required Resident Assistant class; co-advising the Resident Student Association; and creating brochures, flyers, newsletters, forms, and training manuals.

MANUSCRIPTS UNDER REVIEW:

Thompson, K. D., & Young, S. (*submitted*). Adult educator effectiveness within the training context: A study of trainee perception of effective trainer characteristics. (Article submitted to referred journal for review/consideration)

Thompson, K. D. & Brown, K. (*submitted*). *Getting it done: Managing programs from start to finish*. (Book proposal and chapters sent to Wiley Publishing for review/consideration).

COURSES:

Fall 2005

Public Speaking	(SPCH 1101)
Composition II	(COMP 1013)
Research Methods in Communication	(COMM 3258)

PRESENTATIONS:

Watson, D., & Thompson, K. D. (2006, April). Building employee qualification programs: Lessons Learned. Presentation at the International Pharmaceutical (PDA) 2006 Biennial Training Conference, New Orleans, Louisiana.

- Young, S., & Thompson, K. D. (2005, October). Teaching assistants in online courses: A model for efficiency and collaboration. Roundtable presentation at the Northern Rocky Mountain Educational Research Association (NRMEA) Annual Meeting, Jackson, Wyoming.
- Thompson, K. D. (2005, February). Human performance improvement: Overview of an evolving field. Presentation at the Spring Colloquium for the IUPUI Adult Education graduate program, Indianapolis, Indiana.
- Thompson, K. D., Vercimak, D. & Young, S. (2004, November). Enhancing delivery of online courses with teaching assistants: Instructor and teaching assistant best practices. Presentation at the American Association of Adult and Continuing Education (AAACE) Annual Conference, Louisville, Kentucky.
- Thompson, K. D., Young, S., & Shaw, D. (2004, November). Online adult education courses: The relationship between student-perceived “good” and “bad” hours and course evaluations. Presentation at the American Association of Adult and Continuing Education (AAACE) Annual Conference, Louisville, Kentucky.
- Thompson, K. D. (2004, October). So You Want a Ph.D.? Important Items to Consider When Making this Important Decision. Presentation at the 2004 Midwest Research to Practice Annual Conference, Indianapolis, Indiana.
- Thompson, K. D. (2004, October). Quality Online Academic Instruction: Instructor and Student Perspectives. Presentation at the 2004 Midwest Research to Practice Annual Conference, Indianapolis, Indiana.
- Thompson, K. D., Vercimak, D. & Young, S. (2002, October). Effective adult educators: What are their characteristics? Roundtable presentation at the Northern Rocky Mountain Educational Research Association (NRMEA) Annual Meeting, Estes Park, Colorado.
- Thompson, K. D. & Young, S. (2002, April). Adult educator effectiveness within the training context: A study of trainee perceptions of effective trainer characteristics. Paper presentation at the American Educational Research Association Annual (AERA) Meeting, New Orleans, Louisiana.
- Cantrell, P., Young, S., Shaw, D. G., & Thompson, K. D. (2002, April). Improving online course delivery: Student and instructor perspectives. Poster presentation at the American Educational Research Association Annual (AERA) Meeting, New Orleans, Louisiana.
- Young, S., Thompson, K. D., Shaw, D. G., & Cantrell, P. (2002, April). Use and attitudes of graduate teaching assistants towards course evaluations. Roundtable presentation at the American Educational Research Association Annual (AERA) Meeting, New Orleans, Louisiana.
- Shaw, D. G., Young, S., Cantrell, P., & Thompson, K. D. (2002, April). A comparison of technology-based focus groups for evaluating online instruction. Paper presentation at the American Educational Research Association Annual (AERA) Meeting, New Orleans, Louisiana.
- Geringer, J., Kirsch, K., & Thompson, K. D. (2002, March). The voices from the ivory tower: The impact of age and gender in higher education. Presentation at the international Symposium on Social Justice Annual Meeting, Laramie, Wyoming.
- Young, S., Shaw, D. G., Cantrell, P., & Thompson, K. D. (2001, October). Online course delivery: Student perspectives of effectiveness. Paper presentation at the Northern Rocky Mountain Educational Research Association Annual (NRMERA) Meeting, Jackson, Wyoming.

- Thompson, K. D., Young, S., Cantrell, P., & Shaw, D. G. (2001, October). Graduate assistant training: How universities prepare TAs to be successful. Roundtable Presentation at the Northern Rocky Mountain Educational Research Association Annual (NRMERA) Meeting, Jackson, Wyoming.
- Thompson, K. D. & Novick, S. (2000, October). What is an adult? An analysis of images used in the promotional materials of adult education graduate programs. International Visual Literacy Association Annual (IVLA) Meeting, Jackson, Wyoming.
- Thompson, K. D., Cantrell, P., Young, S., & Shaw, D. G. (1999, October). Using feedback to improve graduate assistant teaching. Presentation at the Northern Rocky Mountain Educational Research Association Annual (NRMERA) Meeting, Jackson, Wyoming.
- Geringer, J. & Thompson, K. D. (1999, October). Creating a dynamic community among graduate students. Workshop presentation at the Northern Rocky Mountain Educational Research Association Annual (NRMERA) Meeting, Jackson, Wyoming.
- Cantrell, P. & Thompson, K. D. (1999, October). Science teaching efficacy in preservice elementary teachers. Paper presentation at the Northern Rocky Mountain Educational Research Association Annual (NRMERA) Meeting, Jackson, Wyoming.
- Thompson, K. D. (1999, June). Techniques for teaching adults. Workshop presentation at the Wyoming Small Business Development Center - Annual Staff Development Retreat, Themapolis, Wyoming.
- Thompson, K. D., Martens, D., & Vercimak, D. (1999, April). Building community and learning within the graduate student experience. Roundtable presentation at the Mountain Plains Adult Education Association Annual (MPAEA) Meeting. Boise, Idaho.
- Thompson, K. D., Martens, D., & Vercimak, D. (1999, April). Residential learning programs: Bringing the past into the future. Presentation at the Mountain Plains Adult Education Association Annual (MPAEA) Meeting, Boise, Idaho.
- Thompson, K. D., Dickens, J., & Whitson, D. (1998, November). Practitioners toolbox: Effectively evaluating Internet information. Panel discussion at the American Association of Adult and Continuing Education (AAACE) Conference, Phoenix, Arizona.
- Thompson, K. D. (1994, March). Social support and burnout. Paper presentation at the First Annual Graduate Conference at Ball State University, Muncie, Indiana.

SERVICE:

University of Minnesota – Crookston

- Committee Member - Faculty Assembly Constitution and Bylaws Committee
- HLC Committee Work (Design Team, Fall Online Committee, etc.)
- Search Committee – Director of First Year Experience
- Committee Member – Committee on Access for Persons with Disabilities
- Advisor – Communication Club (preliminary start of new communication student club)
- Project Work – Applied Studies Online Program Development
- AHSS Department and Communication Program Support

Planning Committee Member

Midwest Research to Practice Conference (IUPUI Campus) – February 2004 – October 2004

Committee member to assist in designing and implementing successful regional adult education conference.

Youth Tutor

Wheeler Mission - Summer 2001

Tutor in the areas of math and reading for disadvantaged children ranging in age from 8 to 12 years old.

College of Education Technology Committee

University of Wyoming - January 1999 to May 2000

Graduate student member on the College committee responsible for assessing the College's technology needs and to allocate College student fees for equipment.

University Student Fees Committee

University of Wyoming - March 1999 to May 2000

Graduate student member on the university committee which was responsible for allocating student fees for technology across campus.

Leadership Program Steering Committee

University of Wyoming - June 1998 to January 2000

Committee member to assist in designing and guiding the conceptual development of a campus-wide leadership program for undergraduate students.

Student Association for Graduate Excellence (SAGE)

College of Education - University of Wyoming - September 1997 - May 2000

Worked with two other graduate students to create a graduate student organization within the College of Education. We worked to organize and implement weekly meetings around graduate student development (e.g., issues, concerns and interests). These meetings utilized faculty and campus resources and focused on research, scholarly writing, presenting at conferences, dissertation writing and survival, networking with faculty, interviewing, using instructional technologies, teaching tips and techniques, sharing resources, etc.

Faculty Search Committee

Adult Learning and Technology - College of Education - University of Wyoming - Spring 1998

Representative graduate student on the Assistant Professor search committee.

HONORS/AWARDS:**Graduation Speaker**

Selected to deliver the graduate student commencement speech at the College of Education Spring Graduation (May 2000).

2000 Clarence D. Jayne Scholarship Recipient

Scholarship is awarded to a graduate student in the Adult Learning and Technology program or another college program who demonstrated a commitment to furthering the educational resources to adult learners.

Training Excellence Award

Awarded during the 1997 Train-the-Trainer Conference - USA Group - March 1997. The award is one of the highest training awards given at USA Group for training excellence.

“Trainer of the Year” Award

Awarded during the 1996 Train-the-Trainer Conference - USA Group - March 1996. The award is the highest training award given at USA Group for training excellence and is based on trainee nomination.

Graduate Colleague Award (Peer Award)

Awarded during the 1994 Speech Communication Spring Banquet (Department of Speech Communication - Ball State University - April 1994). The award was based on graduate peer nominations and given to a graduate student who provided emotional support, encouragement and community building within the graduate program.

Outstanding Conference Presentation and Paper

Awarded during the First Annual Graduate Conference Honoring Dr. Huckleberry (Department of Speech Communication - Ball State University - March 1994). The paper and presentation was selected from all conference papers for scholarly writing and research, publishing potential and presentation delivery.

BOARD MEMBERSHIPS:

Training and Development Specialist (Board Member)

Business Counselor Certification Program - Wyoming Small Business Development Center
Summer 1998 - Summer 2000

PROFESSIONAL MEMBERSHIPS:

American Society of Training and Development - National (ASTD)
American Association of Adult and Continuing Education (AAACE)
National Communication Association (NCA) – Pending
Indiana Writing Center