

CURRICULUM VITAE

ZACHARY T. HENNING, Ph.D.

EDUCATION

2007 Ph.D. University of Kentucky, Lexington, KY.

Major: Interpersonal Communication in Organizational and Instructional Contexts (College of Communication and Information)

Cognate: Organizational Behavior (Gatton College of Business and Economics)

Defense Date: 2/23/07

2003 M.S. Radford University, Radford, VA.

Major: Corporate and Professional Communication

2001 B.A. Virginia Tech, Blacksburg, VA.

Major: Communication Studies with emphasis in Public Relations

Minors: Political Science, Psychology

POST-ACADEMIA POSITIONS

Jan. 2020 – Present Chief Operating Officer, Chrysalis Orofacial, Greenville, SC

Responsibilities:

- Set up structure and policies for a for-profit healthcare organization
- Manage day-to-day clinic operations including intake coordination, customer service, human resources, training, policy development, client and referral management, facilities management, annual budgeting, marketing, social media branding, web design, and grant writing
- Oversee myofunctional therapy clinic, professional continuing education courses, and consulting divisions of the organization

Jan. 2015 – Dec. 2019 Executive Director, Advanced Institute for Development and Learning, Greenville, SC

Responsibilities:

- Set up structure and policies for a non-profit organization
- Managed day-to-day operations of a healthcare non-profit helping children with special needs
- Duties included intake coordination, customer service, billing, human resources, training, policy development, client and referral management, facilities management, annual budgeting, marketing, social media branding,

program and event planning, fundraising, web design, board management and grant writing

- Oversaw speech and feeding therapy, parent support and education, academy, and research and development divisions of the organization

PREVIOUS TEACHING EXPERIENCE

Jan. 2018 – May 2018 Adjunct Professor, Furman University Greenville, SC
Courses Taught:

- COM 141 Small Group Communication
- COM 341 Interpersonal Communication

Aug. 2009 - Dec. 2014 Assistant Professor, University of Southern Indiana, Evansville, IN

Courses Taught:

- CMST 101 Public Speaking
- CMST 107 Interpersonal Communication (Distance Education, Large Lecture)
- CMST 201 Introduction to Communication
- CMST 204 Business and Professional Communication
- CMST 214 Group and Team Communication
- CMST 312 Interviewing
- CMST 314 Organizational Communication (Service Learning, Distance Education)
- CMST 318 Conflict, Mediation, and Negotiation (Service Learning)
- CMST 420 Advanced Organizational Communication (Training and Development, Service Learning)
- COMM 617 Instructional Communication (Graduate)
- COMM 620 Advanced Organizational Communication Seminar (Training and Development, Graduate, Service Learning)

Aug. 2007 - Aug. 2009 Visiting Assistant Professor, Eastern Kentucky University, Richmond, KY

Courses Taught:

- CMS 100 Introduction to Communication (Distance Education)
- CMS 300 Business and Professional Speaking
- CMS 310 Small Group Communication
- CMS 400 Communication and Gender
- CMS 406 Training and Development (Service Learning)

May 2006 - May 2007 Instructor, University of Kentucky, Lexington, KY

Courses Taught:

- COM 181 Public Speaking
- COM 252 Interpersonal Communication

Aug. 2003 - May 2006 Teaching Assistant, University of Kentucky, Lexington, KY

Courses Taught:

- COM 181 Public Speaking
- COM 252 Interpersonal Communication
- COM 281 Communication in Small Groups

Aug. 2002 - May 2003 Graduate Teaching Fellow, Radford University, Radford, VA

Courses Taught:

- COM 114 Public Speaking

Jan. 2002 - Jul. 2002 Assistant Instructor of Communication, Radford University, Radford, VA

Courses Co-taught:

- COM 333 Persuasion
- COM 114 Public Speaking

SCHOLARSHIP

Publications

Ligh, R., Henning, A., & Henning, Z. (2021). Strategies for assessing tongue Tie: A multidisciplinary approach to treating ankyloglossia may potentially improve function and quality of life for affected patients. *Decisions and Dentistry and The Journal of Professional Excellence: Dimensions of Dental Hygiene*, <https://decisionsindentistry.com/article/collaborative-approach-treating-ankyloglossia/>
<https://dimensionsofdentalhygiene.com/article/strategies-treating-tongue-tie/>

Scarduzio, J., Real, K., Slone, A., & Henning Z. (2018). Vocational anticipatory socialization, Self-Determination Theory and meaningful work: Parents' and children's recollection of memorable messages about work. *Management Communication Quarterly*, 32, 3, 431-461.

Henning, Z.T. (2018, 2015, 2013, 2010, 2006, 2003). Acceptance speech. In Grice, G. L., Mansson, D.H., & Skinner, J. F. *Mastering Public Speaking* (5th, 6th, 7th, 8th, 9th and 10th Eds.). Boston: Allyn and Bacon.

Henning, Z. (2013/2014). Developing empathy in a global community: A case study classroom activity. *Journal of the Communication, Speech & Theatre Association of North Dakota*, 26, 61-63.

Henning, Z. (2012/2013). Knowing your audience: Demographic and situational topic analysis. *Journal of the Communication, Speech, & Theatre Association of North Dakota*, 25, 61-63.

Henning, Z. (2012). From Barnyards to Learning Communities: Student Perceptions of Teachers' Immediacy Behaviors. *Qualitative Research Reports in Communication*, 13 (1), 37-43.

Henning, Z. (2010). Teaching with style to manage student perceptions: The effects of socio-communicative style and teacher credibility on student affective learning. *Communication Research Reports*, 27(1), 58-67.

Professional Papers/Presentations

Scarduzio, J.A., Real, K. & Henning, Z. (2016, November). Critical incidents and socialization: How parents' messages shape young adults' beliefs about meaningful work. Paper presented for the organizational communication division at the annual meeting of the National Communication Association, Philadelphia, PA.

Davis, N. & Henning, Z. (2013, November). Finding benefits in peer-assisted learning: How student communication choices influence perceived cognitive learning consequences. Presented paper for the instructional development division at the annual meeting of the National Communication Association, Washington, DC.

Henning, Z. (2012, April). *Nina: An empathy case study*. Presented activity for the instructional development division at the annual meeting of the Southern States Communication Association, San Antonio, TX.

Henning, Z. (2011, April). *Know your audience: Demographic and situational topic analysis*. Presented activity for the community college division at the annual meeting of the Eastern Communication Association, Arlington, VA.

Violette, J., Fairchild, J., Henning, Z.T., & Strada, J. (2010, April). *(Re)stabilizing the role of the basic course: Elevating critical thinking as the foundation for learning*. Presented on a panel for the basic course division at the annual meeting of the Central States Communication Association, Cincinnati, OH.

Henning, Z.T. (2006, April). *Teaching with style to manage student impressions: The effects of socio-communicative style and teacher credibility on student learning*. Presented paper at the instructional development division's top student paper panel at the annual meeting of the Southern States Communication Association, Dallas, TX.

Henning, Z.T. (2005, September). *Increasing organizational commitment among*

graduate teaching assistants: A case study of a training proposal submitted to the University of Kentucky College of Communications and Information Studies. Top student paper presented at the annual meeting of the Kentucky Communication Association, Slade, KY.

Henning, Z.T. (2005, March). *From the barnyard to the classroom: An ethnographic look at instructor effectiveness in large lecture university classrooms.* Paper presented at the annual University of Kentucky Symposium, Lexington, KY.

Real, K., McClure, L., Henning, Z.T., & Tucker, J. (2004, November). *"The brave may not live forever, but the cautious do not live at all": Memorable messages and other influences on attitudes and beliefs about work.* Paper presented at the meeting of the National Communication Association, Chicago, IL.

Dissertation

Henning, Z.T. (2007). Resolving the cognitive learning dilemma with the Student Cognitive Learning Theory: An exploration of how student impressions of teachers' communicative behaviors influence student engagement behaviors to increase cognitive learning.

Publication Editing

Henning, T.H. (2006). *Web-based corporate institutes: A solution for unfinished defense industry acquisitions.* Lincoln, NE: iUniverse, Inc. (Editor).

Waldhart, E. (2006, 2005) *Workbook for COM 181.* (Editor).

Waldhart, E. (2004). *Workbook for COM 181.* (Assistant Editor).

AWARDS

Winner, Guide to South Carolina's Best of SC Award, 2025

Finalist, Best of the Upstate Community Choice Awards, 2023, 2024

University of Southern Indiana Student Organization Faculty Advisor of the Year Award, 2014

University of Southern Indiana Certificate of recognition for contributions to campus and community engagement, 2010, 2011, 2012, 2013, 2014

Finalist, University of Southern Indiana Professor of the Year, 2012, 2014

National Communication Association National Chapter of the Year Award given to the

Communication Studies Connection (to which I served as Faculty Advisor), 2010, 2011, 2012, 2014

University of Southern Indiana Program of the Year Award given to the Communication Studies Connection (to which I served as Faculty Advisor), 2012

University of Southern Indiana Summer Research Fellowship (\$7,000), 2010

Southern States Communication Association Top Student Paper Panel, 2006

Kentucky Communication Association Top Student Paper Award, 2005

ACTIVITIES AND SERVICE

Professional Memberships

Member, Southern States Communication Association, 2006-2018

Member, Association for Talent Development, 2014-2016

Member, National Communication Association, 2004-2014

University

University of Southern Indiana, Evansville, IN

Faculty Advisor for Campus Outreach (religious student organization), 2013-2014

Co-Creator of the Certificate Program in Crisis Communication, 2012-2014

With one other colleague, we created an interdisciplinary certificate focusing on crisis communication for business professionals. It was approved in Spring 2014 and was implemented Fall 2014.

Member, Communication Studies Core 39 Assessment Task Force, 2012-2014

I helped create goals, strategies, and assessments for new university core courses. I also helped develop program goals, objectives and metrics for the department.

Chair, Communication Studies Advisory Board, 2012-2014

Faculty Mentor for new Liberal Arts faculty members, 2012-2014

Worked with and encouraged undergraduate students to present at regional or national conferences (Zac Goldman, Machiko Takayama, Kayla Burns, Kathleen Rister, Kylie Crecelius, Kyle Sharp, Courtney Lenn), 2012-2014

Member, graduate faculty, 2010-2014

Thesis Chair: Jennifer Weigand (defended 2012)

Thesis Committee Member: Lauren Rickelman (defended 2011), Andrew Bolin (defended 2012), Sarah Nelson (defended 2014)

Founder and Faculty Advisor for the Communication Studies Connection, 2009-2014

Member, CMST candidate selection/hiring committee, 2012, 2013

Worked with and encouraged graduate students to present at state and national conferences (Ann Hefner, Lauren Rickelman, Samantha Fentress, Andrew Bolin, Amy Jorgensen, Sarah Nelson, Nikki Davis, 2011-2013)

Presented at Southern Hospitality Days, 2010, 2011, 2013

Participated in recruitment for Master's program during university career fair, 2009-2012

Created and delivered 2-hour training session on conflict management to 10 USI dispatchers, 2012

Volunteered as proctor for university assessment day, 2009

Eastern Kentucky University, Richmond, KY

Co-Founder and Faculty Advisor for the Communication Studies Student Association, 2008-2009

Created New Faculty Orientation Manual for the Department of Communication, 2008

Member, Academic Practices Committee, 2008-2009

Member, Curriculum and Technology Committee, 2007-2009

Member, Long Term Planning Committee, 2007-2009

University of Kentucky, Lexington, KY

Founder and Chair of the Department of Communication Teaching Assistant Development Committee, 2005-2007

Member, University of Kentucky Graduate Student Association, 2003-2007

College of Communications and Information Studies trainer for new teaching assistants, August, 2005

Training topics covered: Effective teaching behaviors, using multimedia technology in presentations, student & classroom management

Developed and submitted training proposal for new Department of Communication teaching assistants, May, 2005

Organized and conducted training session for current department teaching assistants "Developing and writing a teaching and grading philosophy for the teaching portfolio," April, 2005

Organized training session for current department teaching assistants "Developing a Course Website" March, 2005

University of Kentucky trainer for new teaching assistants, January, 2005

Training topics covered: Overcoming teaching apprehension, conflict resolution strategy, organizing lesson plans, effective teaching behaviors, using multimedia technology in presentations, student & classroom management, providing feedback.

Professional

CE Provider, American Speech-Language-Hearing Association, 2023-Present

Advisory Board Member, National Communication Association Student Clubs Division, 2012-2014

Reviewer, *Western Journal of Communication*, 2014

Respondent, Student Clubs Top Student Paper Panel at the National Communication Association Conference, 2013

Reviewer, *Communication Quarterly*, 2013

Reviewer, National Communication Association Student Clubs Division, 2013

Chair, Kentucky Communication Association panel of graduate students, 2011, 2012

Reviewer, Eastern Communication Association Undergraduate Scholars Conference, 2012

Developed training proposal for New River Industries, Fairlawn, VA, 2002

After conducting personal interviews and completing a needs assessment, a

proposal was submitted for the organization to improve training and reduce turnover. The training proposal included communication-based initiatives to connect human resource personnel, nurses, trainers, and floor managers. The proposal was accepted and implemented in 2003.

Developed and presented public relations campaign proposal for New River Valley Early Intervention Council, Blacksburg, VA, 2000

Community

Led small community church group (twice a month) on communication competence issues in marital relationships, 2010-2014

Directed 30-60 minute communication training programs (with both undergraduate and graduate students) for 111 university and community clients, 2008-2014.

We completed needs assessments using both quantitative and qualitative methods, wrote training proposals, and created and delivered a training plan. Program evaluation data from clients is also available from these sessions and is overwhelmingly positive.

Directed organizational communication analyses written by 62 students designed for 62 community clients, 2009-2014

Guest speaker at the meeting of the American Advertising Federation of Greater Evansville (Topic: Managing Difficult Personalities), 2013

Committee member for Aurora's Gingerbread House Building Competition (an annual fundraising event to benefit the local homeless population), 2012-2013

I led multiple groups to solicit business partnerships, competitors, and donors. In two years at this position, I have helped raise more than \$60,000 for the non-profit organization. I also created and delivered an annual training program for volunteers.

Created and presented conflict management program with students as part of a bully prevention initiative for the Evansville-Vanderburgh School Corporation to at-risk high schools, 2012, 2013