TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Seth Frei Title: Lecturer

B. Educational Background

Degree	*Year*	*University*	*Major*	*Thesis/Dissertation*
PHD	2018	University of Texas at Austin	Communication Studies	Changing Careers: How Newcomers Seek Information in Three Types of Career Transitions
MA	2012	Texas State University	Communication Studies	
BA	2010	Bethel University	Communication Studies and Media Communication	

C. University Experience

Position	*University*	*Dates*
Assistant Dean, McCoy College of Business	Texas State University	August 2023 - Present
Lecturer, Management	Texas State University. San Marcos, TX, United States	2018 - Present
Lecturer, Communication Studies	Texas State University. San Marcos, TX	2013 - 2017
Assistant Instructor, Communication Studies	The University of Texas - Austin. Austin, TX	2012 - 2016
Graduate Research Assistantship, The Center for Identity	The University of Texas - Austin.	2013 - 2014
Teaching Assistant, Communication Studies	The University of Texas - Austin. Austin, TX	2012 - 2013
Teaching Assistant, Communication Studies	Texas State University. San	2010 - 2012

Position	*University*	*Dates*
Teaching Assistant, Communication Studies	Marcos, TX, United States Bethel University	2009 - 2010

E. Other Professional Credentials (licensure, certification, etc.)

Certificate in Corporate Communication and Training, Texas State University. (May 12, 2012 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Instructor in Residence, Technology Innovation Office.
June 2021 - June 2022

Award / Honor Recipient: College Achievement Award for Excellence in Teaching, McCoy College of Business Administration, Texas State University.
August 2020

Award / Honor Recipient: Award for Excellence in Online Teaching, The Office of Distance and Extended Learning, Texas State University.
February 2018

Award / Honor Recipient: Department Teaching Excellence, Texas State University.
2014

B. Courses Taught:

Texas State University:

COMM 1310 - FUND OF HUMAN COM

COMM 2315 - INTERPERSONAL COMM

COMM 2330 - SMALL GROUP COMM

COMM 3319 - INTR ORGAN COMM

COMM 4111 - PRACTICUM COM STDS

COMM 4320 - EVENT PLANNING

COMM 4329 - COMM TRAIN & DVLPT

COMM 4347 - LEADERSHIP & COMM

MGT 3303 - MGT OF ORGANIZATION

MGT 3453 - BCOMM & PROF DEVEL

MGT 4390V - PROF SKILLS FOR GLOBAL WORK

Bethel University:

COM 363 - Methods of Communication Research

The University of Texas - Austin:

CMS 306M - Professional Communication Skills

CMS 336 - Career Dynamics and Corporate Communication (Web-Based)

CMS 370K - Internship in Communication Studies

D. Courses Prepared and Curriculum Development:

Management of Organizations, First Time Course Preparation, Texas State University: January 2018 - May 2018.

Business Communication and Professional Development Lab, First Time Course Preparation, Texas State University: August 2017 - December 2017.

Small Group Communication, First Time Course Preparation, Texas State University. Approved: January 2017 - May 2017.

Business Communication and Professional Development HYBRID, First Time Course Preparation, Texas State University. Taught: June 2018 - July 2018.

Training and Development, First Time Course Preparation, Texas State University. Taught: August 2017 - December 2017.

Leadership & Communication, First Time Course Preparation, Texas State University. Taught: January 2015 - May 2015.

Professional Skills for the Global Workplace, New Course, Texas State University. Approved: 2019.

Event Planning, New Course, Texas State University. Taught: August 2016 - December 2016.

Business Communication & Professional Development (STUDY ABROAD), Revise Existing Course, Texas State University. Approved: 2019.

Business Communication in Europe, Study Abroad Proposal, Texas State University. Proposed: June 2018 - August 2019.

E. Teaching Grants and Contracts

3. Funded Internal Teaching Grants and Contracts:

Frei, Seth Steven. Teaching and Learning Technology Innovation Grant, Texas State University, $5,000.00. (Funded: June 2016 - November 2016). Grant.

F. Other:

Guest Lecture, BA5100 - Team Communication Lecture, McCoy College of Business MBA Program. 200. (August 20, 2020).

Panel Participant, National Distance Learning Week Webinars, Office of Distance and Extended Learning. San Marcos. (November 5, 2018).

Seminar, Introduction to Rubrics, Office of Distance and Extended Learning. (March 1, 2019).

Seminar, Introduction to Rubrics, Office of Distance and Extended Learning. (October 5, 2018).

G. Teaching Professional Development Activities Attended

Workshop, "Advanced Online Course Design and Development," Texas State Instructional Technologies Support, San Marcos, TX. (January 2017 - June 2017).

Workshop, "Foundations of Online Course Design and Development," Texas State Instructional Technologies Support, San Marcos, TX. (July 2016).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Frei, S. S., & Beebe, S. A. (2018). The communication skills of an effective trainer. In J. D. Wallace & D. Becker (Eds.), *The Handbook of Communication Training* (pp. 348–361). London: Routledge.

Beebe, S. A., & Frei, S. S. (2017). Student orientations toward communicating in the classroom. In M. L. Houser & A. M. Hosek (Eds.),

Handbook of Instructional Communication Rhetorical and Relational Perspectives (2nd ed., pp. 80–93). New York: Routledge.

Beebe, S. A., & Frei, S. S. (2016). Teaching communication to working adults. In P. L. Witt (Ed.), *Communication and Learning* (Vol. 16, pp. 673–698). Boston: Walter de Gruyter Inc.

2. Articles:

a. Refereed Journal Articles:

Frei, S. S., Alford, A. M., & Smith, A. B. (2023). Students' Perceptions of Professional Short-Messaging Education in Undergraduate Courses. *Journal of Communication Pedagogy*, *7*, 62–73. https://doi.org/doi.org/10.31446/JCP.2023.1.05

Frei, S. S., Stephens, K. K., & Beebe, S. A. (2023). Doing What We Do Best: Advancing Business Communication Instruction into the Future with an Agenda for Training and Development. *Business and Professional Communication Quarterly*. Published.

Frei, S. S., & Tatum, N. T. (2017). Applying the instructional beliefs model to training and development research and practice. *Discourse: The Journal of the Speech Communication Association of South Dakota*, *4*, 35–50.

Ford, J. L., Ford, J. S., Frei, S. S., Pilny, A., & Berkelaar, B. L. (2016). A network under stress: Using embeddedness to understand uncertainty management and resilience in campus emergencies. *Journal of Applied Communication Research*, *44*. Published. https://doi.org/10.1080/00909882.2016.1192288

Ford, J. L., & Frei, S. S. (2016). Training for the unthinkable: Examining message characteristics on motivations to engage in an active-shooter response video. *Communication Studies*, *67*. Published. https://doi.org/10.1080/10510975.2016.1196381

Generous, M. A., Houser, M. L., & Frei, S. S. (2015). Exploring college students' emotional responses to instructor swearing. *Communication Research Reports*. Published. https://doi.org/10.1080/08824096.2015.1052901

Generous, M. A., Frei, S. S., & Houser, M. L. (2015). When an instructor swears in class: Functions and targets of instructor swearing from college students' retrospective accounts. *Communication Reports*. Published. https://doi.org/10.1080/08934215.2014.927518

3. Conference Proceedings:

a. Refereed Conference Proceedings:

Alford, A. M., & Frei, S. S. (2020). Keeping it Short and Sweet: Teaching the "Short Message" Writing Format in a Business Communication Classroom (pp. 103–105).

10. Other Works in Print:

Dissertations:

Frei, S. S. (2018). *Changing careers: How newcomers seek information in three types of career transitions*.

Instructional Materials:

Frei, S. S. (2012). Training lesson plan example. In S. A. Beebe, T. P. Mottet, & K. D. Roach (Eds.), *Training and Development: Enhancing Communication and Leadership Skills* (2nd ed.). Boston: Pearson.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Frei, S. S., Association for Business Communication, "Effectively Engaged: Examining Online Text-Based and Role-Playing Activities in Business Communication Classrooms," Tampa, FL. (2022).

Frei, S. S., Association for Business Communication, "Keeping it Short and Sweet: Teaching the 'Short Message' Writing Format in a Business Communication Classroom," Virtual. (October 2020).

Frei, S. S., Association for Business Communication, "Communication with Job Applicants via Email: How Response Personalization and Time Frame Affect Organizational Perceptions," Detroit, MI. (October 2019).

Tatum, N. T., Frei, S. S., Basic Course Interest Group at the Central States Communication Association, "The Effect of Rapport on Instructor Self-Efficacy and Learner Empowerment in Basic Communication Course Training," Omaha, NE. (April 2019).

Tatum, N. T., Frei, S. S., Training and Development Division at the National Communication Association, "Chronemics in computer-mediated communication: Reflections on potential research in training and development," Dallas, TX. (November 2017).

Tatum, N. T., Frei, S. S., Organization and Professional Communication Interest Group at the Central States Communication Association, "ICTs and employee learning: Opportunities for research on technology and learning in the workplace," Minneapolis, MN. (March 2017).

Tatum, N. T., Frei, S. S., Training & Development Division at the National Communication Association, "Extending the Instructional Beliefs Model: Implications for Training and Development," Philadelphia, PA. (November 2016).

Frei, S. S., Communication Theory Division at the Central States Communication Association, "Proposing an enriched goal-setting theory to develop future research in training and socialization," Grand Rapids, MI. (April 2016).

Ford, J. L., Frei, S. S., Ford, J., Applied Communication Division at the National Communication Association Conference,, "A network under stress: A theoretical examination of embeddedness and uncertainty reduction in campus emergencies," Chicago, IL. (November 2014).

Frei, S. S., Stephens, K. K., Beebe, S. A., Instructional Development Division at the National Communication Association Conference, "Doing what we do best: Advancing instructional communication into the future with an agenda for communication skills research," Chicago, IL. (November 2014).

Frei, S. S., Waters, E. D., Ghobrial, B., Training and Development Division at the National Communication Association Conference, "The influence of communication technologies on motivation for training," Chicago, IL. (November 2014).

Frei, S. S., Training and Development Division at the National Communication Association Conference, "Using theory and emprical research to develop a research agenda for training and development," Washington, DC. (November 2013).

Generous, A. M., Frei, S. S., Houser, M. L., Communication Education Interest Group at the Central States Communication Association Conference, "Instructor swearing in the college classroom: Exploring the possibility of positive and negative reactions from students," Kansas City, MO. (April 2013).

Frei, S. S., Training and Development Division at the National Communication Association Conference, "Taking advantage of social media and new presentation tools to captivate your audience," Orlando, FL. (November 2012).

Frei, S. S., Competitive Graduate Poster Session at the Eastern States Communication Association Conference, "Satisfaction at work: How work groups are related to job satisfaction," Boston, MA. (April 2012).

Frei, S. S., Organizational and Professional Communication Interest Group at the Central States Communication Association Conference, "Exploring group interaction in the organizational context: The work life–family life connection.," Cleveland, OH. (March 2012).

Frei, S. S., Barton, L., Kiely, P., Short, E., Undergraduate Resesarch Honors Conference at the Central States Communication Association Conference, "Post-college coresidence and adult child-parent relational satisfaction," Milwaukee, WI. (April 2011).

Frei, S. S., Abbas, E. A., Anderson, C. A., Larson, J. T., Sorenson, M. E., Romsaas, S. A., Undergraduate Honors Research Conference at the Central States Communication Association Conference, "Emotional investment in the romantic relationships of adult children of divorce," St. Louis, MO. (April 2009).

2. Invited Talks, Lectures, and Presentations:

Frei, S. S., Chambers, B., Burns, M., Magas, J. L., "So You Want to Teach Abroad? Ideas for Building and Maintaining a Business Communication Study Abroad Program," Association for Business Communication, Denver, CO. (2023).

Frei, S. S. (Panelist), Central States Communication Association, "Creating a bridge to close the classroom/community divide," Minneapolis, TX. (March 2017).

Frei, S. S. (Panelist), Southern States Communication Association, "Methods and Approaches to Teaching the Communication Training and Development Course," Austin, TX. (April 2016).

Frei, S. S. (Panelist), GIFT presented at the Central States Communication Association Conference, "Online leadership WIKIS," Grand Rapids, MI. (April 2016).

Frei, S. S. (Panelist), Training and Development Division at the National Communication Association Conference, "Preparing leaders to lead: The presence and future of leadership communication training," Chicago, IL. (November 2014).

Frei, S. S. (Panelist), First Vice President's program at the Central States Communication Assocation Conference,, "Good! Bad! Ugly!: Successful scholars on best & worst advice ever received," Minneapolis, MN. (April 2014).

Frei, S. S. (Panelist), Undergraduate Programs Interest Group at the Central States Communication Assocation Conference, "Graduate student mentorship: Elevating undergraduates' transition experiences," Minneapolis, MN. (April 2014).

Frei, S. S. (Panel Originator and Panelist), Training and Development Division at the National Communication Association Conference, "Connecting students to the field of training and development: Internships, culture, real-world training," Washington, DC. (November 2013).

Frei, S. S. (Panelist), Basic Course Division at the National Communication Association Conference, "This isn't my class, it's our class: Connecting students through the creation of community within the classroom," Washington, DC. (November 2013).

Frei, S. S. (Panelist), Basic Course Interest Group at the Central States Communication Association Conference, "Social media as a means for exploring new possibilities in the basic course.," Kansas City, MO. (April 2013).

Frei, S. S. (Short Course Originator and Presenter), Beebe, S. A., Central States Communication Association Conference, "Training the instructor: How to teach the communication training and development course," Kansas City, MO. (April 2013).

Frei, S. S. (Panelist), Basic Course Division at the National Communication Association Conference, "Creating COMMunity from a cohort: How GTAs/GTIs/RAs (and Faculty) COMMunicate and connect," Orlando, FL. (November 2012).

Frei, S. S. (Panel Originator and Chair), Basic Course Interest Group at the Central States Communication Association Conference, "Making connections: Discovering the link between popular culture and the basic course," Cleveland, OH. (March 2012).

Frei, S. S. (Panelist), Instructional Resources Interest Group at the Central States Communication Association Conference, "Making connections: Supporting the non-native speaker of english in the classroom," Cleveland, OH. (March 2012).

Frei, S. S. (Panelist), Basic Course Division at the National Communication Association Conference, "Horton heard a who, can you? Voices from GTAs on teaching practices in the basic course.," New Orleans, LA. (November 2011).

Frei, S. S. (Panelist), a special Lambda Pi Eta Event at Texas State University, "Spotlight on graduate research and roundtable discussion on preparing for and navigating graduate school," San Marcos, TX. (November 2011).

Frei, S. S. (Panel Originator and Panelist), Training and Development Division at the National Communication Association Conference, "Teaching the communication training and development course: A 360 degree panoramic perspective," New Orleans, LA. (November 2011).

Frei, S. S. (Panelist), a special CSGA Presentation at Texas State University, "Communication studies graduate association: Conference talk," San Marcos, TX. (September 2011).

3. Consultancies:

For Profit Organization, BetterUp. (May 2019 - Present).

For Profit Organization, Elevation Consulting Partners, LLC, Kyle, TX, United States. (March 2019 - Present).

Academic, McCombs School of Business, UT-Austin, Austin, TX, United States. (August 1, 2018 - Present).

Academic, Baylor University - Hankamer School of Business, Waco, TX. (January 2020).

For Profit Organization, Affiliated Engineers Inc., Seattle, WA. (May 2019).

Academic, Blanton Museum of Art, Austin, TX. (January 2019 - February 2019).

Expert Panel Member, Quantified Communications, Austin, TX. (March 2015 - January 2019).

Texas Health & Human Services Commission, Executive Leadership Academy, Austin, TX. (December 2016).

Texas State University Healthcare Leadership Coalition, San Marcos, TX. (September 2016).

Texas Health & Human Services Commission, Executive Leadership Academy, Austin, TX. (March 2014).

Texas Evening MBA Program,, Austin, TX. (August 2013).

Texas Health & Human Services Commission, Executive Leadership Academy, Austin, TX. (April 2013).

Shepherd of the Valley Church, Student Ministries,, Afton, MN. (2012).

4. Workshops:

Frei, S. S. (Panelist), Preconference at the National Communication Association Conference, "From communication expert to training and development professional: Applying your talents for new audiences and new impacts," Las Vegas, NV. (November 2015).

Frei, S. S. (Workshop Originator and Presenter), Beebe, S. A., Western States Communication Association Conference, "Teaching the communication training and development course: Resources and strategies," Anaheim, CA. (February 2014).

5. Other Works not in Print:

b. Works "in progress":

Journal Articles:

Frei, S. S., & Gunter, M. J. (In Preparation; Not Yet Submitted). Preparing Students for The Interview: Studying the Effectiveness of Virtual Interview Preparation.

Frei, S. S., & Tatum, N. T. (In Preparation; Not Yet Submitted). Response Latency in Hiring Emails.

Frei, S. S. (In Preparation; Not Yet Submitted). The Effect of Rapport on Instructor Self-Efficacy and Learner Empowerment in Basic Communication Course Training.

Frei, S. S. (In Preparation; Not Yet Submitted). Proposing an enriched goal-setting theory to develop future research in training and socialization.

c. Other Works Not in Print:

Corporate/Academic Site Visits:

Frei, S. S., Central States Communication Assocaition, "Connecting Academia with Industry: Organizational and Professional Communication Tour of Promega," Madison, WI. (2022).

Creative Works Cited in Conference Papers / Presentations:

Frei, S. S., Association for Business Communication - Southwest, "Preparing Students for the Interview: A Proposed Study on the Effectiveness of Virtual Interview Preparation." (2021).

Panel Chairs:

Frei, S. S., Central States Communication Association, "How Do I Do This?: Grant and Interdisciplinary Research Insights and Best Practices," Chicago, IL, United States. (April 2020).

C. Scholarly / Creative Grants and Contracts:

2. Submitted, but not Funded, External Grants and Contracts:

Frei, Seth Steven (Principal). C.R. Anderson Research Fund, Association for Business Communication, Other, $4,350.00. (Submitted: December 2019, Funded: February 2020 - July 2020). Sponsored Research.

4. Submitted, but not Funded, Internal Grants and Contracts:

Houser, Marian L, Frei, Seth Steven, Farris, Kristen Nacole LeBlanc, Burns, Michael Edward. Research Enhancement Program, Texas State University, $16,000.00. (Funded: 2016). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Top Paper, CSCA Douglas M. Trank Top Paper Award, Basic Course Interest Group.
2019

Award / Honor Recipient: Top Paper, NCA Training & Development Division.
2016

Award / Honor Recipient: Top Paper, CSCA Communication Theory Division.
April 2016

Fellowship Recipient: Graduate School Continuing Fellowship, Moody College of Communication, The University of Texas - Austin.
2014

Award / Honor Recipient: Associated Student Government Scholarship Award, Texas State University.
2011

Award / Honor Recipient: College of Fine Arts & Communication Graduate Scholarship Award, Texas State University.
2011

Award / Honor Recipient: Dean's Scholarship Award, Bethel University.
August 2006

IV. SERVICE

A. Institutional

1. University:

Member, University Curriculum Committee. (September 2021 - August 2023).

Participant, Texas State Canvas Champions - Department of Information Technology. (July 2020 - August 2023).

Member, Faculty Mentor Corps - Office of Distance and Extended Learning. (April 2020 - August 2023).

Technical Director, TEDxTexasStateUniversity. (May 2018 - April 2022).

Member, Texas State Online Teaching Award Committee. (November 2018 - February 2019).

Faculty Advisor, Student Event Planning Association. (January 2017 - May 2018).

Organizer, TEDxTexasStateUniversity. (January 2016 - December 2017).

2. College:

Member, College of Business Administration Council (CBAC). (August 2023 - Present).

Faculty Advisor, Hispanic Business Student Association. (August 2022 - Present).

Member, College Curriculum Committee. (September 2021 - August 2023).

Member, McCoy College Global Programming & Orientation Task Force Meeting. (January 2021 - May 2021).

3. Department/School:

Assistant Core Course Coordinator, MGT3303 - Management of Organizations. (August 2019 - August 2023).

Assistant Basic Course Director, COMM1310. (August 2016 - October 2017).

B. Professional:

Program Co-Chair, Association for Business Communication. (November 2023 - Present).

Proceedings Editor, Association for Business Communication - Southwest Region. (March 2021 - Present).

Reviewer / Referee, Association for Business Communication. (2019 - Present).

Editorial Review Board Member, Communication Teacher. (2013 - Present).

Reviewer / Referee, Organizational and Professional Communication Interest Group of the Central States Communication Association. (2011 - Present).

Program Co-Chair In-Training, Association for Business Communication. (April 2023 - November 2023).

Chair, Organizational and Professional Communication Interest Group of the Central States Communication Association. (March 2022 - March 2023).

Vice Chair, Organizational and Professional Communication Interest Group of the Central States Communication Association. (March 2021 - March 2022).

Secretary, Organizational and Professional Communication Interest Group of the Central States Communication Association. (2020 - 2021).

Chair, Great Ideas for Teaching (GIFT) Interest Group of the Central States Communication Association. (2019 - 2020).

Reviewer / Referee, Great Ideas for Teaching (GIFT) Interest Group of the Central States Communication Association. (2016 - 2020).

Vice-Chair, Great Ideas for Teaching (GIFT) Interest Group of the Central States Communication Association. (2018 - 2019).

Reviewer / Referee, Training and Development Division of the National Communication Association. (2012 - 2017).

Chair, Training and Development Division of the National Communication Association. (2016).

Co-Chair/Program Planner, Training and Development Division of the National Communication Association. (2015).

Chair, Measurement and Evaluation Committee for Professional Communication Skills Course, The University of Texas at Austin. (2014).

Co-Secretary/Newsletter Editor, Training and Development Division of the National Communication Association. (2014).

Graduate Student Representative, Outstanding Graduate Coordinator Award, The University of Texas at Austin. (2014).

Paper panel respondent, Training and Development Division of the National Communication Association. (2014).

Reviewer / Referee, Communication Education Interest Group of the Central States Communication Association. (2013).

Reviewer / Referee, Undergraduate Research Honors Conference of the Central States Communication Association. (2011 - 2013).

Student Representative, Training and Development Division of the National Communication Association. (2011 - 2013).

Panel Chair, Organizational and Professional Communication Interest Group of the Central States Communication Association. (2012).

Planning Assistant, NCA National Conference. (2011 - 2012).

Reviewer / Referee, Graduate Student Caucus of the Central States Communication Association. (2011 - 2012).

D. Organization Memberships:

Association for Business Communication (ABC). (2018 - Present).

Central States Communication Association (CSCA). (2009 - Present).

National Communication Association (NCA). (2011 - 2021).

Southern States Communication Association (SSCA). (2015 - 2016).

Western Communication Association (WCA). (2014 - 2015).

Eastern Communication Association (ECA). (2011 - 2012).

Texas State Communication Studies Graduate Association. (2011 - 2012).

Lambda Pi Eta Honor Society. (2009 - 2010).

E. Service Honors and Awards:

Award / Honor Recipient: McCoy College Changemaker Award, McCoy College of Business.
August 2021

Award / Honor Recipient: Honorary Guest Coach, Texas State Volleyball.
October 2019

Award / Honor Recipient: Rising Star Award, National Communication Association, Training & Development Division.
2014

F. Service Grants and Contracts:

3. Funded Internal Service Grants and Contracts:

DeMuynck, Jacqueline Patrice (Principal), Head, Katherine Michelle (Co-Principal), Galarza, Jason Lee (Co-Principal), Farris, Kristen Nacole LeBlanc (Supporting), Burns, Michael Edward (Supporting), Paz, Mark A (Supporting), LeClair, Cassandra Fay (Supporting), Frei, Seth Steven (Supporting). TEDx Texas State University, Common Experience, Texas State University, $1,000.00. (Submitted: September 2019). Grant.

DeMuynck, Jacqueline Patrice (Principal), Head, Katherine Michelle (Co-Principal), Galarza, Jason Lee (Co-Principal), Farris, Kristen Nacole LeBlanc (Supporting), Burns, Michael Edward (Supporting), Paz, Mark A (Supporting), LeClair, Cassandra Fay (Supporting), Frei, Seth Steven (Supporting). TEDx Texas State University, Common Experience, Texas State University, $1,000.00. (Submitted: September 2019). Grant.