Dani Dalrymple

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EDUCATION

Master of Arts in Communication Studies December 2015
Texas State University, San Marcos, TX
Certifications: Mediation; Corporate Communication Training and Development

Bachelor of Arts in Communication Studies December 2013
Texas State University, San Marcos, TX
Summa Cum Laude
Minor: Creative Writing
Certifications: Texas Teaching Certificate Speech 7-12

TEACHING INTERESTS

- Foundations of Communication
- Public Speaking
- Interpersonal Communication
- Conflict Management
- Relational Communication
- Professional Communication
- Business Communication
- Organizational Communication

RESEARCH INTERESTS

- Instructional Communication
- Instructional Assessment
- Interpersonal Communication
- Relational Communication
- Curriculum Design and Development
- Organizational Communication
- Communication Training and Development

TEACHING EXPERIENCE

Lecturer, Professional Communication Fall 2020 – Present
Department of Communication Studies, Texas State University, San Marcos, TX

- Designed and taught a skills-based curriculum preparing undergraduate students for transition from academia to the professional environment, emphasizing effective communication, research, and interviewing techniques.
- Facilitated instruction through lectures, videos, interactive online discussions, and written/self-reflective assignments, supporting multiple learning modalities in an asynchronous online setting.
- Guided students in developing career strategies, including researching job opportunities, creating professional application materials (resumes, cover letters, LinkedIn profiles), and preparing elevator pitches.
- Oversaw experiential activities such as informational and mock employment interviews, offering detailed feedback on performance and professional development.
- Fostered eLearning environment centered on professionalism, responsiveness, and collaboration, with high expectations for engagement and quality of work.

Adjunct Communication Faculty, Introduction to Speech Communication Spring 2019
St. Philips College, San Antonio, TX
Seguin High School, Seguin, TX

- Instructor of record for two sections of the introductory speech communication course for 30 high school students
- Planned and delivered organized, engaging lectures over basic communication principles and contexts including nonverbal, intercultural, interpersonal, conflict resolution, small group, and public speaking while highlighting real world application
- Facilitated interactive activities that further understanding of content and create a positive learning environment
- Encouraged students to achieve their academic goals through open communication, positive feedback, and support

Lecturer, Fundamentals of Human Communication Fall 2018
Department of Communication Studies – Texas State University, San Marcos, TX

- Instructor of record for the basic communication course for 120 undergraduate students
- Prepares and delivers lectures on topics for the basic communication course
- Conducts engaging classroom exercises, facilitates stimulating content-related discussion and evaluates student work
- Develops positive teacher-student relationships and mentors students toward achieving communication competence
- Accommodates students with disabilities and coordinates with the Office of Disabilities and the Academic Testing Center

Graduate Teaching Assistant, Fundamentals of Human Communication Fall 2015
Department of Communication Studies – Texas State University, San Marcos, TX

- Instructor of record of basic communication course for 60 undergraduate students
- Prepared and delivered lectures on topics outlined in Texas State curriculum
- Guided students through the organization, preparation and delivery of various public speaking presentations including informative, persuasive and group presentations
- Led students through intercultural communication competence assignment
- Evaluated student work, kept record of student attendance and course points achieved
- Developed working relationships with fellow Teaching Assistants, Instructional Assistants, students and communication department faculty and staff

Graduate Instructional Assistant, Fundamentals of Human Communication Spring 2014-2015
Department of Communication Studies – Texas State University, San Marcos, TX

- Planned and taught lab sessions to accompany COMM 1310 for 270 undergraduate students
- Guided students through the organization, preparation, and delivery of informative, persuasive and group public speaking presentations
- Prepared and delivered lecture on interpersonal conflict management
- Led students through intercultural competence assignment and corresponding activity
- Evaluated student work and kept record of student attendance and course points achieved
- Developed working relationships with fellow Instructional Assistants and students

Student Teacher/Substitute Teacher, Professional Communication Fall 2013
Hays High School, Kyle, TX

- Instructed six sections of Professional Communication, 180 students daily
- Cultivated impactful, positive teacher-student relationships with students from various cultural backgrounds across grade levels
- Created and implemented lesson plans that incorporated appropriate TEKS, utilized various instructional technologies and accommodated all student learning styles
- Organized and delivered hands-on learning activities and facilitated engaging discussion for students, while enacting appropriate discipline measures
- Evaluated student work and utilized electronic grade book attendance system: TEAMS
- Actively participated in IEP meetings, teacher-student conferences, teacher-parent discussions, student evaluations, and school-wide faculty meetings

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CONFERENCE PRESENTATIONS, WORKSHOPS & INVITED LECTURES

Conference Presenter Fall 2024
Fostering a Sense of Belonging: Promoting Engagement

- Co-presented concurrent and micro-sessions at the CUPA-HR Annual Conference and Expo, showcasing Texas State University HR's approach to fostering employee value, expanding influence, overcoming engagement obstacles, and driving cultural change.

Workshop Facilitator Summer 2020
Your Own Worst Critic: Dealing with Perfectionism in Graduate School

- Co-facilitated virtual professional development workshop for 34 graduate students on techniques for understanding and addressing perfectionism in a graduate school environment

Workshop Presenter Summer 2020
Presenting Virtually: Increase Interactivity + Engagement in your Online Presentation

- Co-hosted virtual professional development workshop for 73 graduate students, faculty and staff on public speaking best practices during virtual presentations, including demonstrations of technology tools such as Zoom, Mentimeter and Kahoot.

Workshop Presenter Spring 2020
Know your WORTH: Salary Negotiation Techniques for Women

- Co-hosted virtual professional development workshop for 63 graduate students on salary negotiation techniques, self-marketing, and job research skills

Workshop Facilitator Spring 2020
Working from Home: Tips and Tricks for Success

- Facilitated virtual professional development workshop for 33 graduate students on working remotely, setting up a home office, and work-life balance

Workshop Presenter Fall 2019
Know your WORTH: Salary Negotiation Techniques for Women

- Co-hosted virtual professional development workshop for 46 graduate students on salary negotiation techniques, self-marketing, and job research skills

Workshop Presenter Fall 2019
From Kayne to Ellen: Pro Tips for Professional Speaking
- Co-hosted professional development workshop for 23 graduate students on professional presentation construction and delivery

Guest Lecturer Summer 2015
Fundamentals of Human Communication
- Hosted class session on principles of listening, adapting communication and diversity for basic course administrator Christopher Wernecke's class of 30 undergraduate students

Guest Lecturer Spring 2015
Fundamentals of Human Communication
- Hosted class session on Gender Differences in Interpersonal Communication for adjunct instructor Anthony LaStrape's class of 30 undergraduate students

Guest Lecturer Spring 2015
Interpersonal Communication
- Hosted class session on Gender Differences in Interpersonal Communication for senior lecturer Casey Chilton's class of 30 undergraduate students

Trainer Fall 2014 – Fall 2015
Teaching and Learning Academy
- Assisted in training incoming Graduate Instructional Assistants and co-hosted panel discussion over Work-Life Balance for graduate students with assistantships

Guest Lecturer Fall 2014
Fundamentals of Human Communication
- Lectured on Public Speaking Organization for basic course director Dr. Michael Burns' class of 383 undergraduate students

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COURSES PREPARED & CURRICULUM DEVELOPED

COMM 3358	**Professional Communication**
NGSO 2020	**New Graduate Student Orientation 2020**
COMM 1310	**Fundamentals of Human Communication**
TCC 501	**Duties and Responsibilities of Florida Tax Collectors**
TCC 502	**Management of a Tax Collector's Office**
TCC 504	**Collection of Licenses, Taxes and Fees**
PTO 101	**Introduction to Property Tax Oversight**

HONORS & AWARDS

Recipient, Highest Graduate Instructor Teaching Evaluations Fall 2015

Recipient, Texas State Communication Studies Travel Award Fall 2015

Recipient, Highest Graduate Instructor Teaching Evaluations Spring 2015

Recipient, Who's Who Among Students in American Colleges and Universities Spring 2013

Recipient, Greek Academic Achievement Award Spring 2011

Texas State University Dean's List: Fall 2008 – Spring 2012

CERTIFICATES & CERTIFICATIONS

Online Teaching Certification - Canvas Spring 2020
Texas State University, San Marcos, TX

Salary Negotiation Facilitator Fall 2019
American Association of University Women

Corporate Communication Training and Development Fall 2015
Texas State University, San Marcos, TX

Mediation Spring 2015
Texas State University, San Marcos, TX

Human Subjects Protection Training Fall 2014
CITI - Texas State University, San Marcos, TX

Basic Course Graduation Certificate Spring 2014
Teaching and Learning Academy - Texas State University, San Marcos, TX

Speech 7 – 12 Fall 2013
Texas Education Agency

GRADUATE COURSEWORK

Instructional Communication (COMM 5324)
Dr. Marian L. Houser

Communication Assessment (COMM 5321)
Dr. Marian L. Houser

Teaching Communication Studies (COMM 5100)
Dr. Michael E. Burns

Educational Technology (EDTC 5310)
Dr. Douglas Holschuh

Communication Training and Development (COMM 5371)
Dr. Steven A. Beebe

Leadership Communication (COMM 5325)
Dr. M. Lee Williams

Organizational Communication (COMM 5319)
Dr. Philip J. Salem

Advanced Organizational Communication (COMM 5372)
Dr. Stephanie L. Dailey

Interpersonal Communication (COMM 5318)
Dr. Tricia J. Burke

Relational Communication (COMM 5325)
Dr. Tricia J. Burke

Empirical Research Methods (COMM 5301)
Dr. Tricia J. Burke

Rhetorical Methods (COMM 5302)
Dr. Rebekah L. Fox

Alternative Dispute Resolution (POSI 5376)
Dr. Walter A. Wright

RELEVANT UNDERGRADUATE COURSEWORK

Interpersonal Communication (COMM 2315)

Small Group Communication (COMM 2330)

Nonverbal Communication (3330)

Public Speaking (COMM 2338)

Methods of Teaching Communication Studies (COMM 4310)

Empirical Research Methods (COMM 3301)

Argumentation and Debate (COMM 3345)

Secondary Teaching: Curriculum and Technology (CI 4332)

Instructional Strategies for the Secondary Teacher (CI 4343)

Classroom Management, Ethics, and Legal Issues in Secondary Teaching (CI 4370)

WORK EXPERIENCE & INTERNSHIPS

Talent Development & Communications Manager July 2021 – Present
Human Resources, Texas State University, San Marcos, TX

- Promoted from Talent Development & Communications Specialist to Manager within 6 months
- Lead HR communications & development team of 7 and drive strategic goals that cultivate employee engagement, satisfaction, growth, and retention
- Guide communications for 8 HR teams and oversee all planning and production of strategic content for communication channels, including email, newsletters, presentations, and events to broaden HR reach
- Support the University's goal of becoming an employer of choice by developing and executing internal communications plans that align with employer branding, amplify HR programs, promote positive campus culture, and enhance change management strategies to increase University understanding and adoption of new policies and initiatives
- Identify and understand diverse audience needs to create and deliver effective training programs
- Served on hiring committees for various searches including Chief Human Resources Officer (CHRO) and Internal Communications Manager positions

Recruiting Coordinator Apr. 2019 – July 2021

Texas State University, San Marcos, TX

- Coordinated large-scale student-centered events including New Graduate Student Orientation and The Graduate College's yearly Graduate and Professional Schools Fair
- Organized and hosts recruiting events such as graduate information sessions virtually and face-to-face in both San Marcos and Round Rock, TX
- Evaluated recruiting events and initiatives as well as proposes and implements new recommendations and offerings based on data and best practices
- Acted as recruitment liaison between The Graduate College and various Texas State University campus departments, advising centers, and University Marketing
- Served on university committees geared toward increasing veteran student admissions as well as raising awareness and support for First Generation Students
- Provided support to Publications Writer, Retention Events Coordinator, and appropriate Deans

Research and Training Specialist June 2016 – May 2018

Florida Department of Revenue, Orlando, FL

- Processed and monitored all tax collector and property appraiser staff training for Florida's 67 counties
- Processed, produced and distributed all Department state-certified designations
- Prepared all course material and constructed all course assessments for tax collector classroom-based training courses
- Designed and created training documents and job aids for internal and external customers
- Traveled and hosted 25 classroom training courses yearly with 100% satisfaction rating
- Designed and produced online training courses based on needs assessment results
- Maintained public webpage and answered all email inquiries including providing technical assistance and customer service
- Obtained, analyzed and reported all monthly training metrics to ensure training efficiency, success, and customer satisfaction
- Managed and coordinated with all presenters, including other Florida state agencies, for tax collector classroom training courses

Peer Training/Mentor Group Leader Aug. 2014 – Dec. 2015

Texas State University, San Marcos, TX

- Assisted in training incoming Graduate Instructional Assistants in teaching best practices, time management skills, preparing appropriate and engaging lesson plans, facilitating stimulating class discussions
- Assessed incoming Graduate Instructional Assistants' teaching demonstrations and provided peer feedback as well as recommendations for improvement
- Organized and hosted mentoring sessions for new Graduate Instructional Assistants in lesson plan development, delivery and evaluation of student work throughout their initial semester

Communication Lab Coordinator and Public Speaking Consultant Aug. 2014 – Dec. 2014

Texas State University, San Marcos, TX

- Managed team of 3 public speaking consultants and maintained appointment calendar
- Created and maintained effective email filing system for appointment emails
- Reported weekly appointment numbers to ensure adequate pay as well as cancellations and no shows to analyze current trends and usage of the Lab

- Participated in brainstorming sessions for improvement of the Lab usage, effectiveness, and policy

Recruitment Communication Consultant June 2015 – July 2015
Marbridge Foundation, Austin, TX
- Generated new recruitment ideas, strategies and techniques to increase applicant interest
- Created 3-condition experiment measuring effects of persuasive appeals in different recruitment messages
- Constructed online survey via Qualtrics to measure several vital factors: likeliness to apply, perceived message effectiveness, job envisionment, behavioral intent, persuasive appeal, applicant attraction
- Evaluated persuasive messages in accordance with the data findings and determined their effects on willingness to apply
- Presented research findings and theory-based recommendations for improvement of recruitment messages to management

Instructional Communication Consultant Jan. 2015 – May 2015
Living Learning Communities – Texas State University, San Marcos, TX
- Conducted 2-month long qualitative study within 11 existing LLC communities using grounded theory methodology
- Collected and interpreted data to increase understanding of community impact on student learning outcomes
- Provided research-based recommendations for incorporating findings into a mission, future goals, and objectives for the Texas State LLC Programs

Relational Communication Analyst Aug. 2014 – Dec. 2014
Texas State University, San Marcos, TX
- Conducted 6-month long communication research study over affection and commitment in long-distance dating relationships
- Constructed and distributed online survey via Qualtrics to measure various dependent and independent variables
- Collected and analyzed data through various statistical tests, including Pearson correlations and linear regressions, via SPSS
- Prepared and presented report of findings in an easily comprehensible manner to analyst and non-analyst audience members

Organizational Communication Consultant Jan. 2014 – May 2014
Court Appointed Special Advocates of Travis County, Austin, TX
- Conducted 6-month long communication effectiveness report focusing on levels of burnout and social support experienced
- Provided research-based recommendations for how to achieve decreases in burnout and increases in social support

Campus Representative/Internship Recruiter Jan. 2012 – May 2014
Walt Disney World, Texas State University, San Marcos, TX
- Recruited and advised Texas State students in Walt Disney World's College Program
- Detailed various positions and provided guidance to ensure appropriate employment fit
- Planned and hosted special events to assist candidates in preparing for their program

- Met weekly with team to work on advertising, planning of events, and goal setting
- Networked with local businesses to assist in advertising as well as Campus Representative Teams from other universities to discuss recruitment strategy best practices

SERVICE & LEADERSHIP

Freshman Move-In Volunteer, Texas State University	Fall 2025
Student Employee of the Year Evaluation Committee Member, Texas State University	FY 2025
Student Employee of the Year Evaluation Committee Member, Texas State University	FY 2024
Freshman Move-In Volunteer, Texas State University	Fall 2023
Student Employee of the Year Evaluation Committee Member, Texas State University	FY 2023
Scholarship Evaluation Committee Member, Delta Gamma Fraternity	Spring 2021
Scholarship Evaluation Committee Member, Delta Gamma Fraternity	Spring 2020
Veterans Advisory Council Admissions Sub-Committee Member Texas State University	Spring 2020
Texas State University, Judge for Bachelor of General Studies Final Poster Presentations	Fall 2019
Welcome Tents Volunteer, Texas State University	Fall 2019
Freshman Move-In Volunteer, Texas State University	Fall 2019
First Gen Proud Committee Member, Texas State University	Spring 2019
Bobcat Build Participant, Texas State University	Spring 2013
Bobcat Build Participant, Texas State University	Spring 2012
Volunteer, Marine Toys for Tots Foundation	Fall 2011
Director of Scholarship, Delta Gamma Fraternity	Spring 2011
Bobcat Build Participant, Texas State University	Spring 2010
Bobcat Build Participant, Texas State University	Spring 2009

PROFESSIONAL ORGANIZATIONS

College and University Professional Association for Human Resources	2021 – Present
Delta Gamma Fraternity	2008 – Present
National Association for Graduate Enrollment Management – Texas Chapter	2019 – 2020
National Communication Association	2015
Communication Studies Graduate Association	2014 – 2015
Alpha Chi	2011 – 2013
Lambda Pi Eta Honors Society	2010 – 2013
Golden Key Honor Society	2010 – 2013

Alpha Lambda Delta	2008 – 2013
Phi Eta Sigma	2008 – 2013
Sigma Alpha Lambda	2008 – 2011