



TERI L. VARNER

Professor of Communication

St. Edward's University
Department of Communication
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EDUCATION

- Ph.D. | University of Texas at Austin, Austin, TX** 2003
Communication Studies: Performance Studies
Dissertation: *Performing Black Consciousness Through 'Natural' Hairstyles: The Case of African-American Females in Detroit, Michigan*
- M.A. | Eastern Michigan University, Ypsilanti, MI** 1996
Communication: Interpretation/Performance Studies
Thesis: *Colorstruck: An Examination of Skin Color and Bias Among African American Women in the United States*
- B.S. | Eastern Michigan University, Ypsilanti, MI** 1993
Individualized Interdisciplinary Concentration (IIC): Education & Communication

ACADEMIC EMPLOYMENT

- St. Edward's University, Austin, TX**
Professor of Communication 2022 - present
Associate Professor of Communication Tenured, Fall 2016
Interim Department Chair, Communication 2016 – 10/07/2016
Department Chair, Communication 2013 – 2016
Assistant Professor of Communication 2009 – 2015
Interim Area Coordinator, Communication 05/2013 – 08/2013
Course Coordinator, COMM 1317: Presentational Speaking 09/2009 – 05/2013
Visiting Professor of Communication 2008 – 2009
Adjunct Faculty 08/2007 – 08/2008
- Austin Community College, Austin, TX**
Adjunct Faculty 08/2005 – 08/2008
Adjunct Faculty 08/1997 – 12/2003
- University of Texas at Austin, Austin, TX**
Teaching Assistant, Poetry & Individual Events Forensics Coach 08/1996 – 12/1996
- University of Michigan, Ann Arbor, MI**
Instructor 07/1996 – 08/1996
Operations Coordinator 04/1995 – 08/1996
- Eastern Michigan University, Ypsilanti, MI**
Lecturer II 08/2001 – 04/2002
Visiting Professor of Communication 08/2000 – 04/2001
Graduate Teaching Assistant 08/1995 – 12/1995

UNDERGRADUATE COURSES

COMM 1306: Introduction to Communication
 COMM 1317: Presentational Speaking
 COMM 2301: Communication Research Methods
 COMM 2302: Communication Theory
 COMM 2312: Interpersonal Communication
 COMM 2322: Nonverbal Communication
 COMM 2357: Active Listening
 COMM 4350: Internship for the Communication Major
 COMM 4399: Special Topics in Communication: Active Listening
 FSTY 1321: Wicked Problems, LLC: Listen, Learn & Communication
 HONS 2312: Special Topics in Oral Communication: Speaking Truth to Power
 SCIE 2101: STEM Student Leadership (Communication)

MENTORING

Graduate

Lance Kyle Bennett (2022). *Faculty and Assessment Practitioner Needs for Institutional Assessment in Higher Education*. [Dissertation]. Leadership in Higher Education Program. St. Edward's University, Austin, TX.

Undergraduate

Saida Wiltz (2023). *Black Maternal Health Disparities: A qualitative study of the experiences of black maternal mothers and medical students with health equity training*. [Honors thesis] Honors Program, St. Edward's University, Austin, TX.

Neil Bogenrieder (2020). Personal Space: How context of environment impacts socio-sexual behavior. [Undergraduate student paper presentation]. The Symposium on Undergraduate Research and Creative Expression (SOURCE), *St. Edward's University, Austin, TX*.

Alyssa Skinner (2020). Adolescents and Public Spaces. [Undergraduate student paper presentation]. The Symposium on Undergraduate Research and Creative Expression (SOURCE), *St. Edward's University, Austin, TX*.

Grace Watt (2020). Eye Contact: How much is too much? [Undergraduate student paper presentation]. The Symposium on Undergraduate Research and Creative Expression (SOURCE), *St. Edward's University, Austin, TX*.

Mackenzie Wight (2020). "Actually, It's Sir" An Exploration into How Physical Characteristics Don't Always Correlate With Gender. [Undergraduate student paper presentation]. The Symposium on Undergraduate Research and Creative Expression (SOURCE), *St. Edward's University, Austin, TX*.

Daphne Kokkinis (2019). "To all the films i've loved before": An examination of cisgender female body politics in american teen films." [Honors thesis] Honors Program, St. Edward's University, Austin, TX.

Katherine Tyler (2019). *Regulating Firearm Manufacturers to Reduce Mass Shootings* [Undergraduate student paper presentation]. The Symposium on Undergraduate Research and Creative Expression (SOURCE), *St. Edward's University, Austin, TX*.

Lesley Pettit (2017). *Housing Security for Domestic Violence Survivors: The Power of Empathic Listening* [Undergraduate student paper presentation] SOURCE, *St. Edward's University, Austin, TX*.

Rebecca Michelle Zapata (2015) *Women of Color and Barriers in Organizational Leadership, McNair Scholar, St. Edward's University, Austin, TX, United States*.

Samantha K. Herd (2014) *African American English in Street Literature, McNair Scholar, St. Edward's University, Austin, TX*.

Rhiannon Madison Adams (2013). *Listening Conceptualization of Cultural Students: St. Edward's University* [Undergraduate student paper presentation] SOURCE, *St. Edward's University, Austin, TX*.

Manisha Verma (2013). *Women in the Workforce; A Global Perspective* [Undergraduate student paper presentation] SOURCE, *St. Edward's University, Austin, TX*.

PUBLICATIONS

Janusik, L. A., & Varner, T. (2020). (Re)discovering metacognitive listening strategies in L1 contexts: What strategies are the same in the L1 and L2 context?. *International Journal of Listening**, 1-12., <https://doi.org/10.1080/10904018.2020.1833724>

Usera, D., & Varner, T.L. (2020). Unit 6: Nonverbal Communication. In D. Usera (Ed.), *Communicating to connect: Interpersonal communication for today*. OER Publication. www.austincc.edu/interpersonaloer.

Varner, T.L. (2020). Unit 7: Listening. In D. Usera (Ed.), *Communicating to connect: Interpersonal communication for today*. OER Publication. www.austincc.edu/interpersonaloer.

Varner, T.L. (2015). So you want to be a communication major? Opportunities in the 21st century. In K. Vaida (Ed), *Communication for the curious: Why study communication* (1st ed., pp., 23-30). Curious Academic Publishing.

Varner, T. L. (2013). "Question and Answer Session," Guide B (G7-G9), O'Hair, D., Stewart, R., & Rubenstein, H.; *A Speaker's Guidebook: Text and Reference*. 5th ed. Boston: Bedford/ St. Martin's.

Kopec, R. & Walter, P. & Varner, T. L. (2013). "Science Presentations," Guide C (G10-G12), O'Hair, D., Stewart, R., & Rubenstein, H. *A Speaker's Guidebook: Text and Reference*. 5th ed. Boston: Bedford/ St. Martin's.

Varner, T. L. (2013). "Speech Rubrics," Guide D (G13-G16), O'Hair, D., Stewart, R., & Rubenstein, H. *A Speaker's Guidebook: Text and Reference*. 5th ed. Boston: Bedford/ St. Martin's.

Martinez, S.P., & Varner, T. (2010). COMM 1317 workbook. (2nd Ed.). Dubuque, IA: Kendall Hunt Publishing.

Varner, T. L. (2003). Performing black consciousness through natural hairstyles: the case of African-American females in Detroit, Michigan. <https://repositories.lib.utexas.edu/items/fd4b182c-129f-44d4-aa6c-b48ec5265867>

Jones, J. L. & Varner, T.L. (2002). Take care of your sisters': Communication among the women in the works of pearl cleage. In M. Houston & O. Davis (Eds.), *Centering ourselves: African American feminist and womanist studies of discourse*. (1st ed., pp. 145-169). Hampton Press Communication.

Varner.T.L. (2000). Am i a... In N. K. Denzin & Y. S. Lincoln (Eds.), *Qualitative Inquiry*. Sage Publications, Inc. (6)4, (pp. 456-466).

Varner.T.L. (1999). Colors and shades part iii: Calling home. In A. Taylor (Ed.), *Women and Language*. (XXII)2., (pp. 1-3).

Varner.T.L. (1996). *Colorstruck: an examination of skin color and bias among African American women in the United States*. [Master's thesis, Eastern Michigan University].

Varner.T.L. (1993) *Racism and sexism in the 90's: An African-American woman's struggle for equality*. [Honor's Journal Publication, Eastern Michigan University].

PRESENTATIONS

International | Research & Pedagogical Focus

Jiménez-Herrera, M. and Varner, T. (2023, July 27). ***Discover the Impact of Listening through a DEI Lens***. [Virtual Presentation]. International Listening Association 44th Annual Convention. Mainz, Germany.

Varner, T. (2019, March). ***The performance of speaking out & listening in: Case studies from the classroom*** [Performance presentation]. International Listening Association 40th Annual Convention; Harbour Centre, Simon Fraser University; Vancouver Canada.

Varner, T. (2018, June). ***So you want to teach a stand alone listening course at your college/university but you don't know where to start?*** [Panel presentation] International Listening Association 39th Annual Convention, Trinity College, Dublin, Ireland.

Varner, T. (2014, October) ***Adolescent and young adult (ayas) cancer related stories: txt msg shut-up and listen already*** [Performance presentation]. European Listening and Healthcare Conference, Radboud REshape & Innovation Centre of the Radboud Medical Centre, Nijmegen, The Netherlands.

National | Research & Pedagogical Focus

Varner, T. (2020, April 3). ***Who's Listening: How millennials are disrupting traditional audio consumption***. In R. Gans (Chair), *Don't Truth Me, Baby: Disrupting students' disinterest to promote news consumptions and civic competence*. Panel session accepted not presented due to conference cancellation at the 90th Southern States Communication Association Annual Convention, Frisco, TX, April 3, 2020. Conference canceled due to the COVID-19 pandemic.

- Janusik, L. & Varner, T. (2018, November). ***Can we do a better job of teaching listening? A quantitative and qualitative look at metacognitive listening strategies at play in the classroom*** [Paper presentation] National Communication Association 104th Annual Convention, Salt Lake City, UT.
- Varner, T. (2017, November 18). ***Embracing meaningful collaborations: Cultivating coalitions outside of our comfort zones*** [Panel presentation] National Communication Association 103rd Annual Convention, Dallas, TX.
- Janusik, L. & Varner, T. (2015, November). ***Rediscovering metacognitive strategies*** [Paper presentation] National Communication Association, 101st Annual Convention Las Vegas, NV.
- Varner, T. (2014, November). ***100 years of listening theory, research, pedagogy, and practice*** [Chair, panel presentation] National Communication Association 100th Annual Convention, Chicago, IL.
- Varner, T. (2014, November). ***Our collective voices: Shared narratives of female scholars' nca journey*** [Panel presentation], National Communication Association 100th Annual Convention, Chicago, IL.
- Varner, T. (2013, November). ***Teaching listening: connections & undergraduate courses*** [Chair, panel presentation] National Communication Association 99th Annual Convention, Washington, DC.
- Varner, T. (2009, November). ***From personal to universal: Yes we can! changing the isolation of cancer*** [Chair, panel presentation] National Communication Association 95th Annual Convention, Chicago IL.
- Akbar, M. & Varner, T. (2009, November). ***God bless the child that's got her own: Examining post racial discourse through a chamber theater adaptation of suzan lori parks' getting mother's body*** [Co-performance presentation] National Communication Association 95th Annual Convention, Chicago, IL.
- Varner, T. (2000, November) ***Black hair taboos 101: doin' the do!*** [Paper presentation] National Communication Association Convention, Seattle, WA.
- Varner, T. (2000, November) ***Using mass media in research: An exploratory study of communication and african-american women*** [Paper presentation] National Communication Association Convention, Seattle, WA.
- Varner, T. (2000, November) ***The black female body: Stereotypes perpetuated through the media industry*** [Paper presentation] National Communication Association Convention, Seattle, WA.
- Varner, T. (1999, November) ***The semiotics of 'good hair' and 'bad hair' in george c. wolfe's 'the colored museum*** [Paper presentation] National Communication Association Convention, Chicago, IL.

PROFESSIONAL DEVELOPMENT

Participant, “Qualitative Research + AI: An Introduction to Large Language Models,” Academic Insight Lab w/Jessica L. Parker, Ed.D., Interdisciplinary Researcher, Gen AI Researcher, Kimberly Becker, Ph.D., Applied Linguist/Discourse Analyst, Gen AI Researchers and Veronica M. Richard, Ph.D., Qualitative Strategist, GenAI Researcher., Saturday, January 27, 2024.

Participant, “Pre-conference 10: The Freedom to Teach and Learn: Proposing, Implementing, and/or Revising a Communication Course Related to Social Justice and Direct Action; Facilitated by Dr. Amy Aldridge Sanford; (NCA) 109th Conference National Harbor, MD; November 15, 2023.

Participant, “Great Creative Pedagogical Ideas for Theatre, Film, and Multi-Media; (NCA) 109th Conference National Harbor, MD; November 16, 2023.

Participant, “Short Course 08: Teaching Listening Across the Curriculum; (NCA) 109th Conference National Harbor, MD; November 17, 2023.

Participant, “Walking through the moment: Lessons learned and ways to recognize and practice antiracist behavior” [Webinar], Presented by Karsonya Whitehead, Ph.D., Associate Professor of Communication and African and African American Studies at Loyola, and Helina Haile, M.A., Peace Studies, University of Notre Dame, Sponsored by Loyola University Maryland. <https://www.loyola.edu/news/2020/0622-voices-equity-webinars>; Noon-12:30 p.m., Wednesday, June 24, 2020.

Participant, “Designing Classes for Flexibility,” Sponsored by the Center for Teaching Excellence and Instructional Technology, 2:00 pm – 3:30pm., Wednesday, June 10, 2020.

Faculty Fellow, “2019 Collegium Summer Colloquy on Faith and Intellectual Life Evaluation,” St. John's University in Collegeville, Minnesota June 13-20, 2019.

Certificate of Completion Awarded by EVERFI through St. Edward’s University: Harassment & Discrimination Prevention, 2018.

Participant, “Assessment and Accountability and the 21st Century Communication Department,” NCA Chairs’ Summer Institute hosted in Washington, DC, June 26-28, 2015.

Participant, “32nd Academic Chairpersons Conference” sponsored by Kansas State University, held at the Omni Barton Creek Resort & Spa in Austin, Texas, February 4-6, 2015.

Participant, “Council of Colleges of Arts and Sciences Seminar” for Department Chairs/Heads, San Diego, California, October 5-7, 2014.

Participant, “Making African Diaspora Scholarship Accessible to COMMunities: COMMunicating Scholarship Through New Social Media” /315006 2:00 PM to 3:15 PM/Sponsor: Black Caucus; Chair Regina Spellens Sims, DePaul University; (NCA) 98th Conference Orlando, Florida; November 22, 2012.

Participant, “Delayed Voice(s): Memory, Terror, Trauma and the Un(Imaginary) in Black Women’s Discourse.” Presenter: Dorothy Pennington, University of Kansas, (NCA) Conference New Orleans, Louisiana, November 19, 2011.

Participant, "Minstrel or Autuer? African American Women's Responses to Tyler Perry" –Presenter: Kennaria Brown, Berea College, (NCA) Conference New Orleans, Louisiana, November 19, 2011.

Participant, "The Rhetorical Legacies of Black Motherhood and Scorching Irony in Sara Stanley's Speech to the State Convention of Colored Men' (1855)." –Presenter: Jason Black, University of Alabama, (NCA) Conference New Orleans, Louisiana, November 19, 2011.

Participant, "Hauntings: Marking Flesh, Time, Memory." –Presenters: Tessa Carr, Lees-McRae College and Deanna Shoemaker, Monmouth University, (NCA) Conference New Orleans, Louisiana, November 19, 2011.

Participant, "The Silencing of Black Mothers: A Textual Analysis of Urban Education Films." –Presenter: Nicole Files-Thompson, Emerson College, (NCA) Conference New Orleans, Louisiana, November 19, 2011

Participant, The Faculty Institute on Globalization and Society (FIGS) Salado, TX., June 2006 – September 2010.

Participant, "Writing Your Annual Self-Evaluation" April 17, 2009.

Participant, "Picturing a Thousand Words: Using Tag Clouds and other Data Visualization Methods as Teaching" –Presenter: Shannon H. Butler, St. Edward's University, (NCA) Conference San Diego, California, November 22, 2008.

Participant "Public Voice and New Media Literacy Skills as a Learning Outcome in the Public Speaking Classroom" – Presenter: Corinne Weisgerber, St. Edward's University., (NCA) Conference San Diego, California, November 22, 2008.

Workshop Participant "Building Ice Cream Sundaes: An Unconventional Approach to Introducing Public Speaking" – Presenter: Kristen Lucas, University of Nebraska, Lincoln., (NCA) Conference San Diego, California, November 22, 2008.

Workshop Participant "Ipods & Outlines " – Presenter: Marianne J. Crosby, Liberty University; April Pressley, Liberty University

Workshop Participant "Not Just your Conventional US News!" – Presenter: Misty M. Wilson, University of Arkansas, Little Rock* Top Ten G.I.F.T.S., (NCA) Conference San Diego, California, November 22, 2008.

Workshop Participant "Tell Me What You See: Teaching Persuasion unconventionally." – Laura K. Keimig, James Madison University., (NCA) Conference San Diego, California, November 22, 2008.

Workshop Participant, "Writing for Dear Abby: Analyzing Issues and Constructing Advice Using Interpersonal Communication Concepts." – Presenter: Holly J. Payne, Western Kentucky University, (NCA) Conference San Diego, California, 11/22/2008.

Workshop Participant "General Education & the Disciplines: Integrating Learning across the St. Ed's Curriculum," Presenter: Sr. Donna Jurick, Executive Vice President and Provost, 08/22/2008.

Workshop Participant “Grading to Motivate, Communicate, and Maintain Standards”
Presenter: Dr. Cory Lock., 08/22/2008.

Workshop Participant “Teaching Online with Web Conferencing,” Presenter: Dr. Sara Villanueva Dixon, Psychology., 08/22/2008.

Workshop Participant, “New Video Tools for Teaching,” Eric Trimble, Faculty Resource Center Manager ITEC & Adrian Tapia, Classroom Tech Analyst., 08/22/2008.

Participant, “Student Success.” Professional Development Highland Business Center, Austin Community College: Dr. Richard Armenta, Associate Vice President, Student Support & Success, Systems, ACC., 11/02/2007.

Participant,” Advanced Interactive Video Classroom Training.” Workshop Austin Community College. Instructor(s): Jim Holzkecht, Instructional Resources & Technology and Michelle Cano, IVC Coordinator., 08/15/2005.

Participant, “Introduction to Interactive Video Classroom Training.” Workshop Austin Community College. Instructor(s): Jim Holzkecht, Instructional Resources & Technology and Michelle Cano, IVC Coordinator, 08/05/2005.

Participant, “The Possibility of Woman Workshop, Level II. The World Institute Group of Companies: Center for the Rights of Humanity. Carol McCall., 10/2000.

Participant, “The Empowerment of Listening Course, Level I. The World Institute Group of Companies: Center for the Rights of Humanity. Carol McCall., 05/2000.

Participant, “The Possibility of Woman: Woman of Diversity Workshop, Level I. The World Institute Group of Companies: Center for the Rights of Humanity. Carol McCall., 02/1999.

Participant., “Teaching Assistant, University of Texas at Austin, CBA Media Services, College of Business, 08/1996 to 04/2000.

Participant, “Interviewing and Selection: A Training Workshop for University of Michigan's Summer Engineering Academy. Dr. Tyrone A. Holmes., 05/1996.

UNIVERSITY SERVICE

St. Edward’s University | Committee & Advising Work

At-Large Faculty Senator, School of Arts and Humanities	2020-Present
Compensation & Benefits Workgroup, Faculty Representative	2022
President’s Advisory Council for a Respectful, Inclusive Community (PAC)	2021-2022
AVP for FDEI, Search Committee Member	2020-2021
Faculty Committee on Diversity and Inclusion (FCDI), Co-Chair	2020-2023
Academic Freedom Taskforce Committee, Chair	2019-2020
Faculty Ombud & Grievance Taskforce Ad hoc Committee	2019-2020
NAC&U Humanities, SEU Ambassador	2014–2019
University Title IX Committee, Member & Faculty Liaison	2014–Present
University Faculty & Staff Campaign Committee	2013–2021
SEU’s Commencement Ceremony, Marshal	2010–2023
Women’s Empowerment Student Group, Faculty Advisor	2014–2017

Council of Chairs, HUMX - alternate	2014
Black Student Alliance, Faculty Advisor	2013
FIGS 2011, Reading Selection Committee	09/03/2010
SEU Computer Competency Requirement Sub-Committee	2010
Course Directors Committee (CDC)	2009–2013
SEU Coordinator's Council	2009–2013
Center for Teaching Excellence, Presenter	2009–2012
SEU Communication Curriculum Committee, Member	2008

PROFESSIONAL SERVICE

Co-Editor, "Listening Across Lives, Second Edition" Kendall Hunt Publishing 2023-2024

Responsibilities:

- Collaborating with co-editors to oversee the content and publication process
- Identifying and recruiting new authors for additional content in second edition
- Reviewing textbook materials, and ancillaries by various chapter authors
- Managing revisions and ensuring quality standards of the final publication
- Involvement in textbook cover artwork designs

Peer Reviewing, Invited to review manuscripts for Oxford University Press 2023

RONIN, Market Research – Data Collection, Invited to share opinions on views and perceptions of various consumer brands to evaluate brands' reputations. 2023

INTERNATIONAL SERVICE

Editorial Board Member, the International Journal of Listening (IJL) 2021-Present

Chair, International Listening Association (ILA) Sponsor Team (USA) 2021-2022

Chair, Diversity Initiatives Team, International Listening Association (ILA) 2020-2023

WORKSHOPS OFFERED

Varner, T. (2023, November 10). *Empathic Listening in Gynecological Chronic Pelvic Pain Management: Understanding Patient Perspectives and Physician Preferences* [Online lecture]. Delivered an online lecture for obstetrics and gynecology residents at The University Medical Center Groningen. The medical center is the main hospital in Groningen, Netherlands, and is affiliated with the University of Groningen, offering specialized healthcare services to the northern part of the country.

Varner, T.L. (2023, February 22). *Black Hairstyles 101 & Cultural Appropriation*. Carter Auditorium, 6- 7:30 PM, Sponsored by the Black Faculty & Staff Association. Austin, TX.

Varner, T.L. (2020, April 17). *No Harm, No Foul: Empowered listening in the beloved community of a pandemic*. Sponsored by the Holy Cross Institute, the School of Arts and Humanities, and Campus Ministry. Austin, TX.

Varner, T. (2018, May 31). *Effective Presentation and Communication*; NEW Leadership™ Texas Summer Institute. This 2-hour workshop gives basic tips on how to speak in front of a crowd. During this workshop, a group of 36 participants from 27 universities and colleges paired off and spent a very short time learning about their partner. Then each pair introduces their partner in front of the whole group. Gentle critique is used to help improve their public speaking style; Sponsored by the University of Texas at Austin's Center for Women's & Gender Studies.

Varner, T. and Whiteside, S. (2018, March). *Student Success Center Student Employee Training – Conflict Resolution*; This 45-minute-1-hour workshop is given to St. Edward's University (SEU) student employees required to receive training on setting appropriate boundaries, having hard conversations, learning to say no, etc.; St. Edward's University, Moody Hall, Room 209; 3001 South Congress Avenue, Austin, TX 78704.

Varner, T. (2014, February). *So You Think You're A Good Listener!* Multicultural Awareness Conference for Leadership; Part of a day-long conference; this 45 minute workshop is given to students wanting to engage in dialogue about multicultural and diversity issues such as racial equality, gender equality, socioeconomic issues, etc. in relation to leadership. St. Edward's University, Ragsdale 3rd Floor; 3001 South Congress Avenue, Austin, TX 78704.

Varner, T. (2013, March). *So You Think You're A Good Listener!* Multicultural Awareness Conference for Leadership; Part of a day-long conference; this 45 minute workshop participants take a listening questionnaire to determine if indeed they are a good listener or not. They also learn to apply several active listening skills in the 21st century. This session helps participants learn to think like a listener instead of a speaker. St. Edward's University, Ragsdale 3rd Floor; 3001 South Congress Avenue, Austin, TX 78704.

Varner, T. (2013, June). *Public Speaking, the TCF Message, and Media Training*. Day-long workshop given to the Team Single Jingles: Speakers' Bureau, Austin TX; LBJ Room on the 2nd Floor. Radisson Hotel, 111 Cesar Chavez at Congress, Austin, TX 78701.

Varner, T. Burroughs, K., and Earnest, B. (2011, April). *How To Effectively Grade Student Presentations*; BSS Faculty Development Day, invited by Dean, School of Behavioral and Social Sciences, St. Edward's University, 3001 S. Congress Ave., Austin, TX 78704.

INVITED SPEAKER & PERFORMER

Invited Speaker, Empathic Listening in Gynecological Chronic Pelvic Pain Management: Understanding Patient Perspectives and Physician Preferences," Workshop 10:#UGA2023 (On-Line); Varner delivered a workshop for approximately 20 residents at the University Medical Center Groningen, formerly Groningen University Hospital, which is the main hospital in Groningen, Netherlands, 11/10/2023.

Invited Community Member, Event: CROWN Act: Your Hair, Your Story; to talk about the CROWN Act in Texas. Discussion about hair (Blacks/African Diaspora in America) and this Act impact our purpose, being and belonging, and success. Keynote from Naheemah McMicheaux-McCallop, M.A. I-O, followed by a community panel. Austin Community College, TRHTC 6101 Highland Campus Dr. Building 4000, Room 4.2205, 11.08, 2023.

Invited Co-Speaker, "Let's Talk About Listening Research." Speakers Laura Janusik and Teri Varner discuss their investigation of listening strategies used by students listening in their first language versus those listening in a second language. Let's Meet Up and talk about how understanding how students listen, enables educators to more effectively connect with them; 05/08/2020.

Invited Speaker, "No Harm, No Foul: Empowered Listening in the Beloved Community of a Pandemic." Presentation presented at the Subversive Spirituality retreat Sponsored by the Religious and Theological Department & School of Arts and Humanities, St. Edward's University Chapter; 04/17/2020.

Invited Speaker, "Take Back the Night: March of Solidarity"; Sponsored by It's On Us, St. Edward's University Chapter; 04/12/2018.

Invited Speaker/Performer, On A Mission to Succeed!; Sponsored by Black Student Alliance (BSA); Welcome Address to the incoming freshman class 08/2017.

AWARDS, GRANTS AND FELLOWSHIPS

2024 Change Maker: Personal & Professional Development; "*Academic visionary with garnered experience in teaching and mentorship*", p. 44., Austin Woman Magazine, 1.10.2024

Outstanding ILA Educator of the Year, 2021

Top ILA Convention Research Paper Award, 2020

Technology for Innovative Learning & Teaching \$5000 Grant Recipient, 2016

Friends of Student Life Award Certificate, 2014

Outstanding Undergraduate Faculty Advisor, School of Humanities & Overall Winner, \$250 stipend+, awarded Plaque at Honors Night Ceremony, 2014

Outstanding Undergraduate Faculty Advisor, School of Humanities, 2013

Awarded Faculty Development Grant, 2013

Communication and iPad2Technology: COMM 1306- Introduction to Communication Pilot Project. Teaching, Learning and Technology Roundtable (TLTR), \$4,990+, St. Edward's University, March 2012

Brother Dunstan Bowles Persuasive Speaking Contest/6th Annual, Primary Contributor - \$200.00, Bedford/St. Martin's, 2011

Certificate of Appreciation, Office of Residence Life, 2011

Blue and Gold Award: Exemplifying "leadership" and "taking risks" (Nominee), 2011

RAVE (Recognizing All Valuable Employees) awards; received two (2), 2010

Awarded Faculty Development Grant, 2009

- 5 Year Service Award - Austin Community College, 2007
- Army Achievement Medal, Department of the Army, 2005
- Global War on Terrorism (GWTSM), United States Army, 2005
- Army Service Ribbon (ASR), 2004
- National Defense Service Medal (NDSM), 2004
- Phi Theta Kappa Teacher's Excellence Award (Nominee), 2003
- UT-A Majorie Davisson Parker Performance Award, 2000
- EMU Graduate School (National Dean's List Recipient), 1995
- Minority Graduate Assistantship, 1994
- EMU Honor's Journal (Scholarly Article Contribution), 1994
- Collaboration for the Improvement of Teacher Education (CITE), 1993
- Michigan Assoc. of Governing Boards Student Leadership Award, 1993
- GM Volunteer Spirit Award (Nominee), 1993
- Oral Interpretation Performance Studies Departmental Scholarship, 1991

PROFESSIONAL AFFILIATIONS

- National Communication Association (NCA)
- Southern States Communication Association (SSCA)
- International Listening Association (ILA)
- Delta Sigma Theta, Sorority, Incorporated (DST), 04/96

CERTIFICATIONS

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|--|-----------------|
| Collaborative Institutional Training Initiative (CITI Program) | 10/2022-10/2025 |
| Collaborative Institutional Training Initiative (CITI Program) | 10/27/2019 |
| NVivo Training Certificate, Further Analysis in NVivo | 06/09/2015 |
| NVivo Training Certificate, NVivo Essentials | 06/08/2015 |
| Collaborative Institutional Training Initiative (CITI Program) | 01/18/2013 |

COMMUNITY SERVICE

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| 2017 YouthCam: Student PSA Contest, Volunteer Judge | 12/17/2017 |
| Testicular Cancer Foundation, Public Speaking Communication Consultant | 06-07/2013 |

The Care Communities (TCC), Outreach Committee, Volunteer	01/2009
SEU - People Helping People Initiative, Volunteer Organizer	04/06/2009
SEU & Dell's Children Internship Program Initiative, Volunteer Organizer	02/23/2009
The Care Communities (TCC), Care Partner, Volunteer	01/08/2008 – 2009

OTHER WORK EXPERIENCE

Specialist (E-4), United States Army- Department of Defense. 814th Engineering Company, 46th Engineering Battalion. Fort Polk, Louisiana., 05/2004 – 04/2005

Specialist (E-4), United States Army - Department of Defense. Bravo Company 35th Engineer Battalion. Fort Leonard Wood, Missouri., 12/2003 – 05/2004