

FREDERICK E. TALBOTT

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CAREER SUMMARY

Award-winning professional communications educator and journalist; public and news media relations and leadership consultant, professional speaker and communications trainer, attorney, mediator, author, and songwriter.

- Dedicated educator, honored by numerous university awards. Research ranges from leadership studies to Year 2000 bank customer relations success. Teaching mission is to motivate and intellectually empower every student to best approach and enjoy the process of applied continuous learning to generate career success and happiness. Developed and am constantly improving one of the most dynamic and professionally useful MBA core leadership communications courses in the U.S. Received two major university awards for my dedication to the physically challenged, minorities, and internationals. My work has been featured in *The New York Times*, *Training, Training & Development*, *USA TODAY*, *The Wall Street Journal*, on *CNBC's Power Lunch*, and in other media.

- Master professional speaker and trainer, providing high-energy motivational and educational messages on such topics as positive leadership, leadership and team communication, team building for peak performance, news media relations and crisis management, problem solving, time management, and mediation in leadership. Talks feature applied insight, practical advice, storytelling, humor, and inspiration. Audiences and clients have included The White House speechwriters, Bell Atlantic, BellSouth, IBM, Tenet Healthcare, New York Life Insurance, Ingersoll-Rand, Tennessee Valley Authority, Goldman Sachs, U.S. Army Audit Agency, U.S. Navy public affairs, the world conferences of the Organization of News Ombudsmen, American Correctional Association, and the Society of Professional Journalists, and other corporate, international, national, state, regional, and municipal clients.

- Author, **JJ'S BUSINESS BULLETS**, 1ST Books Library (Authorhouse), summer 2003; **CHURCHILL ON COURAGE**, published by Thomas Nelson Publishers, Inc., Nashville, TN, Fall 1996 (Spanish edition, **PENSAMIENTOS DE WINSTON CHURCHILL SOBRE EL VALOR**, Panorama Editorial, S.A. de C.V., Mexico, 1999.); and **SHAKESPEARE ON LEADERSHIP**, published by Thomas Nelson Publishers, Inc., Nashville, TN, Fall 1994 (third printing November 1996).

- Award-winning **journalist** and **professional writer** whose articles have appeared in national and regional newspapers, magazines, and professional journals. Subjects have ranged from the Ku Klux Klan to pesticide abuse, gunrunning to government mismanagement, international trade to transportation. Master researcher, First Amendment and freedom of information specialist.

- **Licensed attorney** with advanced training in mediation, First Amendment, media and communications law, ethics, Internet law, and other areas. Also experienced in land use, construction law, and urban planning law.

- **Major research** successes include helping U.S. banks turn the Y2K challenge into a major marketing and customer relations success and bringing the nation's news media and prison system public affairs leaders together to improve prison system news coverage and public information and awareness.

- Accomplished **humorist**, with achievements ranging from contributions to NBC's *Saturday Night Live* and the comic strip "Shoe" to providing training for the White House speech writing staff. Taught university humor writing course featuring a "final exam" student performance in a comedy club; currently require every Vanderbilt MBA student to perform original standup comedy for course final talk (featured in *The New York Times* and on CNBC).

WORK HISTORY

Clinical Professor of Management -- Communications, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, 1994-present.

Adjunct Instructor, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, 1993-1994. Focus: Effective presentations.

Associate Professor of English, Old Dominion University, Norfolk, VA 1988-1994.

Assistant Professor of English, Old Dominion University, Norfolk, VA 1983-1988.

Founder and President, Talbott Communications, Virginia Beach, VA, 1991-1993; Franklin, TN, 1993-2002. Speechleader.com 2003-present.

Staff Writer, *The Virginian-Pilot and the Ledger-Star*, Norfolk, VA, 1977-1983.

English Instructor, Midlands Technical College, Columbia, SC, 1973-1977.

Staff Writer, *Orlando Sentinel*, Orlando FL, and *Osceola Sun*, Kissimmee, FL, 1972-73.

Writing/Editing positions while pursuing masters degree:

The State, Columbia, SC, 1971.

The Journal, West Columbia, SC, 1971.

Senior Reporter, *Osceola Sun*, Kissimmee, FL, 1970-71.

News and Sports Intern, *The Progress Index*, Petersburg, VA, 1970.

News Intern, *The Richmond Times-Dispatch*, Petersburg, VA bureau, 1969.

TRAINING, SPEAKING, AND CONSULTING

Founder and President, Speechleader.com

Sole proprietorship specializing in convention speeches, corporate and executive training, news media and public relations counseling and workshops; leadership communications training and coaching; team communication and leadership; speech coaching and training; time management; public relations, speech, and professional writing services; crisis communications; and humor training and counseling. Specialties include talks on positive leadership, professional and team communications, news media relations, performance coaching, humor and motivation. Invented and developed the *Talbott Method*[™], a process enabling participants to overcome speech anxiety and develop immediate advocacy prowess, and *Demosthenes*[™], a training process that conditions speakers to face most speaking challenges.

Selected clients include:

- The White House
- Bell Atlantic
- Goldman Sachs
- Ingersoll-Rand Company
- IBM
- City of Chesapeake, VA
- City of Newport News, VA
- City of Portsmouth, VA
- City of Thornton, CO
- Beverly Enterprises
- Municipal Clerks Institute
- Municipal Clerks of Illinois
- Tennessee Valley Authority
- USF Holland
- North Carolina Municipal Clerks
- Nashville Quality Forum
- North American YMCA Urban Group
- Bank Administration Institute
- Afflink
- NationsBank (now Bank of America)
- Rappahannock (VA) Community College
- Vanderbilt University
- Tennessee Department of Education
- University of Tennessee
- University of Texas-Houston Medical Center
- Tennessee Public Risk Management Association
- Tennessee Personnel Management Association
- Virginia Department of Conservation and Recreation
- International City/County Management Association
- Association for the Advancement of Health Education
- New York Life Insurance
- BellSouth
- Broadcast Music Inc. (BMI)
- Tenet Healthcare
- United States Navy
- United States Army
- State Public Affairs Council
- Bristol-Myers Squibb
- TAP Pharmaceuticals
- United Way of Virginia
- United Way of Tennessee
- Clean Tennessee Program
- Performance Food Group
- *Daily Press*
- Clayton Homes, Inc.
- Leadership Music Nashville
- Tennessee Government Executive Institute
- United States Department of Agriculture
- TAP Pharmaceuticals
- Vanderbilt University Medical Center
- Thomas Nelson (VA) Community College
- Kentucky Dietetic Association
- Tennessee Direct Marketing Association

Confidential client services focus on leadership, speech, and debate coaching; news media relations and crisis communications; mediation and conflict resolution for managers; management coaching and assessment; and humor writing and presentation.

TEACHING, RESEARCH, SERVICE AND EDUCATIONAL LEADERSHIP

Professor for the Practice of Management Communications, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, 1994-present. Focus: leadership communications and problem solving. Only professor at Owen to teach all first-year M.B.A. students – so far from 78 nations (1993-2004). Direct communications studies courses for top-30 MBA program. Developed and teach Leadership Communication

(formerly Managerial Communication and Problem Solving), Advanced Professional Presentations, Leadership, and Public Relations courses. Developed and taught special four-day and two-day orientation professional communication programs for all entering MBA students, 1995-96. Frequent welcoming speaker for new and prospective student events. Highlights:

Teaching Quality:

- Consistently superior rankings by those attending Owen Executive Programs and professional consulting workshops and speeches.
- Top core course student evaluations, fall 2004.
- Heralded as one of the most successful professional speaking and advocacy instructors in the nation. Developed unique process, the *Talbott Method*[™], to help those afflicted by speech anxiety, achieving 99+ percent success rate, 1997-present.
- Honored as co-instructor for the Ingram Scholars program 2000-2001 (select undergraduates dedicated to public service leadership).
- Guest lecturer for university Science Writing course, 2000-2002.
- Teaching featured in *The New York Times*, *The Wall Street Journal*, *Training, Training & Development*, and on CNBC's *Power Lunch*.
- Guest facilitator for Walker (Owen) Management Library team retreat focusing on library mission and vision statement development, October 19, 2004.

Faculty Advisor:

- *Owen Black Students Association*, 2001-present, winners of the 2003 National Black MBA Case Competition and the 2005 Keybank Minority Case Competition..
- Founding faculty advisory, *Owen Voices* student peer mentoring teaming native and non-native English speakers, 2004-present.
- Founding faculty advisor, *100% Owen* public service club 1995-99 (winner of 1996 national Saturn Team Challenge award for collegiate public service and innovative team development and 1996 Graduate Business Foundation top MBA public service and leadership award).
- Founding faculty advisor, *Owen Speakers* 1995-2001 and *Owen Spotlight* 2004-present.

Career Coaching and Advising:

- Shared career coaching with entire 2001 first year class, achieving 90+% internship success rate in summer of 2002 amid challenging economic downturn.
- Career and communication coaching for MBA, MSF, EMBA, and Accelerator Summer Business Institute students and alums.

Media Relations:

- Teach news media relations and leadership communications sessions for Executive MBA students and to all MBA students in core communications.

- Dean’s advisory counsel for internal and external public relations, 1997-98. Active press spokesman in areas of communication, leadership, public relations, humor, crisis communication, First Amendment, freedom, and ethics.

Research and Publications:

- Led U.S. and foreign bankers to successfully develop positive public relations and marketing communications approaches to offset the negative public perception of Year 2000 (Y2K) date change computer uncertainties. Process (1998-1999) included turning the challenge into a major marketing opportunity success.
- Authored three books since joining the Vanderbilt faculty:
 - *Shakespeare on Leadership* (1994).
 - *Churchill on Courage* (1996).
 - *JJ’s Business Bullets* (2003; revised 2004).

Owen Graduate School of Management Executive Programs

- “Leadership Communication,” *Leadership Dynamics* Owen Executive Program, full-day workshop, October 4, 2006.
- “Leadership Communication,” University of Sao Paulo (Brazil) EMBA, hosted by OGSM EMBA (3.5 hour workshop), September 26, 2006.
- “Leadership Communication,” full-day workshop, Blumberg Family Professional Development Program, Weizmann Foundation, New York, NY, August 24, 2006.
- “Team Communications,” shared two workshops as Owen hosted the Bank Administration Institute, June 4, 2006.
- “Leadership Communication,” half-day workshop, Bridgestone/Firestone commercial division, March 17, 2006.
- “Leadership Communication,” *Leadership Dynamics* Owen Executive Program, full-day workshop, October 4, 2005.
- “Leadership Communication,” University of Sao Paulo (Brazil) EMBA, hosted by OGSM EMBA (3.5 hour workshop), September 27, 2005.
- “Growing Great Speakers: Advocacy and Conquering Stage Fright” presented to the Huntsville (AL) Young Professionals club, September 21, 2005.
- “Team Communications,” shared four workshops as Owen hosted the Bank Administration Institute, June 5 and 10, 2005.
- TAP Pharmaceuticals new sales manager professional communications training, corporate headquarters, Lake Forest, IL., March 3-4, 2005.
- “Leadership Communication and Conflict Resolution,” Nashville Dental Society program (seven hours) presented through Owen Executive Programs, November 12, 2004.
- University of Sao Paulo Executive MBA (three hours) workshop titled *Leadership Communication* hosted by OGSM Vanderbilt EMBA, June 18 and November 11, 2004.
- “Leadership Dynamics” Owen Executive Programs “Leadership Communications” topic, full-day workshop, October 26, 2004.
- “Crisis Communications, News Media Relations, and PowerPoint Mastery” three hour workshop for the 38th annual (national) meeting National Association of Medical Examiners through Owen Executive Programs, September 13, 2004.

“Leadership Communication,” OGSM Executive Programs TAP Pharmaceutical sales manager training, Lake Forest, IL, April 23; May 21, August 12 and 13, 2003; April 14-15 and August 26-27, 2004.

“Team Communication,” shared two workshops as Owen hosted the Bank Administration Institute, June 6, 2004.

Custom leadership communication training program for TAP Pharmaceutical West Coast sales management team with OGSM Executive Programs, San Diego, CA, October 16, 2003.

“Leadership Dynamics” Owen Executive Programs all-day leadership communication session, April 9, 2003 and October 28, 2003.

“Leadership Dynamics” open enrollment program for managers, April 9 and October 28, 2003.

“The Power of Team Communication—Managing in Challenging Times,” Bank Administration Institute, two sessions, OGSM Executive Programs, June 1, 2003.

“Leadership Communication,” Bristol-Myers Squibb Owen Executive Program Training, March 20, 2003.

“Leadership Communications,” University of Sao Paulo Executive MBA (hosted by Owen EMBA), Vanderbilt University, June 18 and November 15, 2002.

“Leadership Dynamics” open enrollment program for managers, April 11 and October 29, 2002.

“Leadership Communications—Problem Solving and Communication; Intervention, Mediation, Persuasion, and Diplomacy,” 2002 Wholesale Florists Management Institute, October 19, 2002.

“Leadership Communications,” University of Sao Paulo Executive MBA (hosted by Owen EMBA), Vanderbilt University, June 18 and November 15, 2002.

“The Power of Team Communications,” Bank Administration Institute, June 5, 2002 (two sessions).

“Leadership Dynamics” open enrollment program for managers, April 11 and October 29, 2002.

“Leadership Communications,” Bristol-Myers Squibb Management Skills for Clinical Researchers, March 21-22, 2002.

“Leadership Communications,” University of Sao Paulo Executive MBA (hosted by Owen EMBA), Vanderbilt University, June 19, 2001.

“Leadership Communications,” Bank Administration Institute, June 6, 2001.

“Time and Meeting Mastery,” Hancor Executive Development Program, May 22, 2001.

“Leadership Communication,” University of Sao Paulo Executive MBA (hosted by Owen EMBA), Vanderbilt University, April 16, 2001.

“Leading With Humor,” Tennessee Valley Authority management retreat, Nashville, TN, April 6, 2001.

“Leadership Dynamics,” open enrollment program for managers, April 4 and 6, 2001.

“Courage and Success” executive training finale, Hancor Executive Development Program, March 28, 2001.

“‘Make Success Happen!’ executive training finale,” Performance Food Group Performance Academy, March 15, 2001.

Company analysis and special senior executive briefing plan facilitation,” Hancor Executive Development Program, February 20 and 21, 2001.

“Leadership Communication,” Performance Food Group Performance Academy, January 23 and 24, 2001.

“Team Speaking,” Hancor Executive Development Program, January 9, 2001.

“Time Management,” Hancor Executive Development Program, November 7, 2000.

“Leadership Communication for AFG Industries Executive Team,” October 17, 2000.

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“Enhancing Leadership Skills for Organizational Effectiveness,” open enrollment program for

- managers, October 10 and 12, 2000.
- “Leadership Communication,” University of Sao Paulo Executive MBA (hosted by Owen EMBA), Vanderbilt University, October 3, 2000.
- “Leadership Communication-Speaking,” Hancor Executive Development Program, August 14, 2000.
- “Leadership Communication-Listening and Interpersonal Mastery,” Performance Food Group Performance Academy, July 13, 2000.
- “Team Communication,” (two sessions) Bank Administration Institute, June 6, 2000.
- “Time Management,” Performance Food Group Performance Academy, May 18, 2000.
- “Leadership Communication,” University of Sao Paulo Executive MBA (hosted by Owen EMBA), Vanderbilt University, April 20, 2000.
- “Leadership Communication,” J.C. Bradford & Co. Enhancing Leadership Skills for Organizational Effectiveness program, March 30, 2000
- “Leadership Communications,” Program focusing on leadership applications in speaking, writing, listening, interpersonal command, news media relations, humor, mediation, self communication, and related processes, March 6-8, 2000.
- “Leadership Communication,” J.C. Bradford & Co. Enhancing Leadership Skills for Organizational Effectiveness program, February 25, 2000 (Told I set the record for the highest evaluation recorded in the history of Owen Executive Programs).
- “Team Speaking,” Performance Food Group Performance Academy, February 17, 2000.
- “Effective Communication,” VUMC Leadership Development Program, Vanderbilt University Medical Center, January 18, 2000
- “Effective Communication - Session 1,” Performance Food Group Performance Academy Class 2, February 20, 1999.
- “Managing Conflict,” Tennessee Valley Authority Executive Development Program, December 2, 1999. January 14, 2000.
- “Personal Productivity,” Performance Food Group Performance Academy, team taught with Dr. Nancy Lea Hyer, December 10, 1999.
- “Effective Communication,” Tennessee Valley Authority Executive Development Program, December 2, 1999.
- “Leadership Communication,” University of Sao Paulo, Brazil, Executive MBA class of 2000, Vanderbilt University, October 6, 1999.
- “Effective Communication,” VUMC Leadership Development Program, Vanderbilt University Medical Center, June 29, 1999.
- “Turning Y2K Into a Competitive Advantage,” (4 sessions) Bank Administration Institute’s Graduate School of Bank Operations and Technology, Vanderbilt University, Nashville, TN, June 8 & 10, 1999.
- “Leadership Communication,” University of Sao Paulo, Brazil, Executive MBA class of 1999, Vanderbilt University, April 29, 1999.
- “Effective Communication - Session 2,” Performance Food Group Performance Academy, April 28, 1999.
- “Leadership Communications,” Program focusing on leadership applications in speaking, writing, listening, interpersonal command, news media relations, humor, mediation, and related processes, March 1-3, 1999.
- “Effective Communication - Session 1,” Performance Food Group Performance Academy, February 20, 1999.

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- “Effective Communication,” Tennessee Valley Authority Executive Development Program, January 29, 1999.

- “Leadership Communication,” University of Sao Paulo, Brazil, Executive MBA class of 1998, Vanderbilt University, October 14, 1998.
- “Leadership Communications,” Program focusing on leadership applications in speaking, writing, listening, interpersonal command, news media relations, humor, mediation, and related processes, October 12-14, 1998.
- “The Power of Effective Communication,” United States Postal Service Material Distribution Center Management Development Program, Topeka, KS, June 23-24, 1998.
- “Communication and Negotiation Skills,” BAI Operations and Technology Program, Vanderbilt University, June 17, 1998.
- “Leadership Communication,” BAI Operations and Technology Program, Vanderbilt University, June 8-9, 1998.
- “Leadership Communication,” University of Sao Paulo, Brazil, Executive MBA class of 1998, Vanderbilt University, April 30, 1998.
- “Managing Negativity in the Workplace,” Tennessee Valley Authority Executive Development Program, Vanderbilt University, Nashville, TN, April 24, 1998.
- “Effective Communication,” Tennessee Valley Authority Executive Development Program, Vanderbilt University, Nashville, TN, January 24, 1998.
- “Conflict Management,” Tennessee Valley Authority Management Development Program, Vanderbilt University, Nashville, TN, February 22, 1997.
- “Provider Communication & Protecting The Patient/Provider,” Management Program for Physicians and Senior Health Care Administrators, November 1, 1995, April 11, 1996, December 4, 1996, December 9, 1997.
- “Better Management Through Better Communication,” August 22-24, 1994. Program focusing on effective writing, speaking, listening, time and information management, news media relations, and humor for visiting executives.

Special Programs

- “E-commerce and Financial Transactions,” Electronic Commerce and the Media, Vanderbilt University-National Press Foundation, Owen Graduate School of Management, March 16, 1999.

Adjunct Instructor of Communications, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, 1993-94. Focus on individual and team presentations. Taught professional speaking and problem solving advocacy skills to more than 200 first year MBA students. Superior student and faculty evaluations.

Associate Professor of English

Assistant Professor of English, Old Dominion University, Norfolk, VA, 1983-1993.

Directed **journalism sequence**, the largest sequence in the Department of English. Number of majors rose from 24 to 110+ during my service. Courses developed and taught: Media Law and Ethics, Management Writing, Introduction to Journalism, Advanced News Reporting, Feature Story Writing, Editing and Editorial Writing, Public Relations, Humor Writing, Technical Writing, Writing Internships. Active in program

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development and student involvement in M.A. in English, M.A. in English-Professional Writing, M.A. in Humanities, B.A. in English-Journalism, B.A. in English-Professional Writing, B.A. in English-Creative Writing, B.A. in English-Literature, B.A. and B.S. in

Interdisciplinary Studies. Management Writing emphasized in M.B.A. program.
Volunteer pre-law counselor for all discipline majors 1983-1992.

O.D.U. Center for Personal and Professional Development

- “Dynamic Leadership Applications,” 15th Annual Municipal Clerks Institute, Virginia Beach, VA, Oct. 2, 1992.
- “Working With The Media,” 13th Annual Municipal Clerks Institute, Virginia Beach, VA, Sept. 28, 1990.
- “Developments in Freedom of Information, Privacy and Related Public Law,” 13th Annual Municipal Clerks Institute, Virginia Beach, VA, Sept. 26, 1990.
- “Humor in the Workplace,” 11th Annual Municipal Clerks Institute, Virginia Beach, VA, Sept. 28, 1988.
- “Effective Time Management,” U.S. Navy Family Services, Norfolk, VA, Nov. 19, 1987.
- “How To Work With The Media,” 10th Annual Municipal Clerks Institute, Virginia Beach, VA, Sept. 17, 1987.
- “Time Management,” 10th Annual Municipal Clerks Institute, Virginia Beach, VA, Sept. 14, 1987.
- “Dynamic Written Communication,” 9th Annual Municipal Clerks Institute, Virginia Beach, VA, Sept. 23, 1986.
- “Marketing Fiction and Nonfiction,” Old Dominion University, Feb. 13 and April 24, 1986.
- “Dynamic Press Releases,” Old Dominion University, March 17, 1986.
- Developed program of six communications mini-courses for CPPD, Spring 1986.

O.D.U. Institute of Management

- “Effective Press Relations,” Old Dominion University, April 11, 1985.
- “Business Writing Skills for Technicians, Engineers and Computer Professionals,” Old Dominion University, April 4, 1985.

Special University Service

- Developed and managed the **Glennan Lecture Series**, an annual program honoring journalism excellence featuring national and regional speakers in public, university, and high school journalism sessions, 1986-91. Participants included Sam Donaldson, Helen Thomas, Anthony Lewis, Tom Wicker, Jack Anderson and others. Total gift funding \$100,000+. Realized \$30,000+ savings through management efficiencies. Generated proposed \$1,200,000 gift to establish The Glennan Institute for media and public affairs, presented to university management for closure September 1990.

- Served as **student mentor and advocate**. Primary mission was to generate a belief in active excellence among students and throughout the university community. Worked directly with more than 2,000 remarkable individual students and various student groups.

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- Created **Old Dominion University Expertise Press Guide** for news media, business, industry and government reference. Adopted as a major annual university publication, hailed by the governor and other senior state leaders, followed by other state universities.

Generated excellent news media response.

- Introduced and spearheaded university adoption of **plus/minus grading system**, 1984 (instituted Fall 1985).
- Developed **professional writing internship program**. Active in student **advising** and **placement** in journalism (Virginia, West Virginia, North Carolina, Georgia, Florida, Connecticut, Illinois, Massachusetts, Pennsylvania, Texas), public relations, law school, seminary, MBA, MPA, and other professional and graduate study areas.
- **Advisor and editor**, *Twice A Champion: The Toney Lineberry Story*, biography by ODU senior Tom Lineberry about his brother's noble victory over a crippling accident, published 1988. Currently more than 10,000 in print.
- **Advised college newspaper**, *The Mace and Crown*, winner of several collegiate press awards, 1984-85. Staff cited by Society of Professional Journalists in *The Quill* and the national *1985-86 Freedom of Information Report* for efforts to insure open student government. Resulting Virginia attorney general opinion applied state freedom of information law to all state funded college and university student boards. Staff members achieved superior academic performances.
- **Produced and emceed** comedy night "final exam" shows for Humor Writing students before sellout crowds, Norfolk Comedy Club, December 7, 1988; Chuckle's Comedy Club, August 8, 1989; The Thoroughgood Inn Comedy Club, June 20, 1990; Larkin's, June 19, 1991; Steppin' Out, Aug. 11, 1992 ; Steppin' Out, June 22, 1993. Programs raised funds for the Special Olympics, Southeastern Virginia Food Bank, the Hope House Foundation, Operation Smile (surgical missions) and other causes.
- **Newsletter editing advisor**, National Association for the Advancement of Colored People, Old Dominion University chapter, fall 1991.
- **Advised student public affairs team** for *Colorado Space Grant Consortium and Virginia Space Grant Consortium Student Ozone Atmospheric Rocket* project, 1991-92. Student payload project launched from NASA Wallops Flight Facility, Sept. 21, 1992, drawing the largest press contingent in Wallops Flight Facility history.
- Chaired or served on a number of university, college, and departmental committees and in an advisory capacity for various university and community activities.

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ADDITIONAL EDUCATIONAL EXPERIENCE

Instructor - Midlands Technical College, Columbia, SC (1973-77)

Worked as an instructor while attending law school. Outstanding evaluations. Courses included Business Writing, Technical Writing, Logic and Composition, The

Novel, Introductory Public Speaking, Advanced Public Speaking, American Literature, British Literature, and Report Writing for Health Professionals. Taught business communications course to inmates at Kirkland Correctional Institute maximum security prison.

PROFESSIONAL JOURNALISM EXPERIENCE

Summary

Extensive news reporting experience in Virginia, Florida, and South Carolina. Assignments included beat, feature, breaking news, analysis, and investigative reporting. Subjects ranged from the Ku Klux Klan to pesticide abuse, illegal gunrunning to government mismanagement. Active freelance writer and news coverage advisor and mentor.

Coverage highlights include:

Intercepted and caught John Anthony Walker, Jr. (later convicted as a Soviet spy) posing as a news reporter, 1981.

Walker spy ring news coverage assistance for CBS News, *The New York Times*, *The Virginian Pilot*, *Newsweek*, *Time*, *Time-Life (Picture World)*, the British Broadcasting Corporation, and others.

Investigations of illegal Virginia-New York gunrunning trade, influencing Virginia to reform gun sales laws.

Local government investigations in Virginia and Florida resulting in legal, taxation, ethics, and administrative reform

1988 probe of federal district court judge memberships in private exclusive (race and religion) country clubs in Virginia.

1980 investigation of political tactics of fundamentalist minister Jerry Falwell, hailed as a major investigative story exposing overt “religion and politics” tactics. One of the first U.S. journalists to identify and cover active evolving influence of religion on local, state, and national politics.

Environmental coverage, including:

Investigations of Reagan Administration U.S. Department of Interior activities, including the exposure of secret plans to open U.S. beaches to vehicles.

Investigation of agricultural pesticide abuses in Virginia leading to regulatory reform.

Analysis of U. S. Army Corps of Engineers project involving Florida’s Kissimmee River chain of lakes.

Investigation of extreme ocean storm wave phenomenon, focusing on possible solutions to a deadly sea mystery.

Extensive freedom of information coverage and use (local, state, and federal).

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Investigation of corrupt activities in youth sports resulting in nationwide exposure and reform (probe cited in Jan. 30, 1978, *Sports Illustrated*).

Depth analysis of trucking industry deregulation (reprinted in Feb. 3, 1983, *Congressional Record*).

Extensive coverage of regional development in Orlando-Disney region of Florida and Hampton Roads region of Virginia and construction of Walt Disney World.

Investigation of caveat emptor (“buyer beware”) real estate problems in Central Florida exposing need for consumer protection reforms.

Summer 1988

Daily Press and The Times-Herald, Newport News, VA. Summer 1988 serving as reporting and writing coach and counselor for news and sports reporters.

May 1977-August 1983

The Virginian-Pilot and The Ledger-Star, Norfolk, Virginia Beach, Portsmouth, and Chesapeake, VA. Staff writer involved in coverage on most news beats. Assignments included maritime, international trade, management, labor, and transportation; special projects (investigative and depth analysis); general assignment; federal, state, and local government; government ethics; environment; crime, police, courts, and emergency; religion and politics; consumer investigations; federal district court and agencies; interstate gun trafficking; land use and regional development; environment; news team leader, 1983 Summit of Industrialized Nations, Williamsburg, VA. Extensive peer mentoring.

June 1972-March 1973

Orlando Sentinel, Orlando, FL, and *Osceola Sun*, Kissimmee, FL. Staff writer. Coverage included courts, regional development, law enforcement, NASA (Apollo), tourism, environment, real estate, and other areas. Major investigation contributed to Florida real estate consumer protection law reform.

May-August 1971

The State, Columbia, SC. Summer copy editor. Story selection, editing, layout, page design, and headline preparation.

January-April 1971

The Journal, West Columbia, SC. Legislative reporter focusing on Lexington County, SC, delegation and all legislative activities affecting the county.

August 1970-January 1971

Osceola Sun, Kissimmee, FL. Senior reporter. Covered construction of Walt Disney World, then the world’s largest private construction project; county and city

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governments; courts; law enforcement; environment; regional development. Lead reporter focusing on breaking news, investigative, features, analysis, photojournalism.

May-August 1970

The Progress Index, Petersburg, VA. Summer reporter and assistant sports editor.

May-August 1969

Richmond Times-Dispatch, Petersburg, VA, bureau. Summer news and sports reporting intern. Highlight: Afternoon interview with baseball great Satchel Paige.

RESEARCH AND RELATED ACTIVITIES

TRUST AND YEAR 2000 BANK COMMUNICATION **(see also CRISIS COMMUNICATIONS)**

Teamed with Owen colleague Prof. Robert W. Blanning to develop crisis communication case, national bank survey, and model focus group with related crisis news video scenarios to study bank communication attitudes, challenges, and needs regarding Year 2000 (Y2K) best communication practices. Project included development of a working paper, case and focus kits for banking use, articles, and industry briefings and training (March 1998-November 1999). Various articles, frequent media interviews, banker training sessions (presented to representatives of more than 1,000 banks) and news media coverage. Project and training helped U.S. and overseas banks turn the Y2K challenge into a positive customer and public relations success.

Publications

- “Banks key in preventing Y2K panic,” with Professor Robert W. Blanning, *The Charlotte Observer* and Knight-Ridder newswire, January 22, 1999.
- “Year 2000 and Corporate Communications,” with Professor Robert W. Blanning, *Year/2000 Journal*, January/February 1999.
- “Year 2000 and Corporate Communications,” with Professor Robert W. Blanning, *Kentucky Banker Magazine*, March 1999.

Related Presentations (see also PRESENTATIONS)

- “Creating and Sustaining Trust – The Foundation of Effective Communication,” Workshop presentation with Owen Professor Robert Blanning, Association for Business Communication Canadian annual convention, Toronto, Canada April 4, 2003.
- “Crisis Communication Leadership-Y2K,” Georgia Bankers Association Marketing Conference, Brasstown Valley Resort, Young Harris, GA, November 5, 1999.

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“Turning Y2K Into a Competitive Advantage” (3 sessions), Bank Administration Institute’s Graduate School of Retail Banking, The University of Wisconsin, Madison, WI, July 27-29, 1999.

“Communication in Crisis: An Interactive Exercise in Preparing for Media contact at the Year 2000 Century Date Change,” Bank Administration Institute Y2K Industry Forum Communications Group, Opryland Hotel, Nashville, TN, June 23, 1999.

“Turning Y2K Into a Competitive Advantage,” (four sessions) Bank Administration Institute’s Graduate School of Bank Operations and Technology, Vanderbilt University, Nashville, TN, June 8&10, 1999.

“Communication in Crisis: An Interactive Exercise in Preparing for Media contact at the Century Date Change,” Bank Administration Institute’s Preparing Customers for the Year 2000 conference, Phoenix, AZ, May 13, 1999.

“Quantifying the Threat: What Research Tells Us About Banking Consumers and the Year 2000,” Bank Administration Institute’s Preparing Customers for the Year 2000 conference, Phoenix, AZ, May 13, 1999.

“E-Commerce Financial Transactions--the Impact of Y2K”, Electronic Commerce Program for Journalists, National Press Foundation-Vanderbilt University, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, March 16, 1999.

“Communicating with a Bank’s Consumer and Corporate Customers,” BANK Administration Institute Y2K Summit, Orlando, FL, January 20, 1999.

Please also refer to **Presentations** section for a list of presentations and training programs related to this research.

LEADERSHIP

Author, *Churchill on Courage -- Timeless Wisdom for Perseverance*, Thomas Nelson Publishers, Inc., Nashville, TN, October 1996.
(Spanish edition: *Pensamientos De Winston Churchill Sobre El Valor – Sabiduria Eterna Para Perseverar Ante Las Dificultades*, Panorama Editorial, S.A. de C.V., Mexico, 1999).

Author, *Shakespeare on Leadership - Timeless Wisdom for Daily Challenges*, Thomas Nelson Publishers, Inc., Nashville, TN, October 1994.

COMMUNICATIONS LAW

“Treading the Minefield: Communications Law Essentials for Business Communicators,” Association for Business Communication, 60th Annual Convention, Orlando, FL, November 4, 1995.

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COMMUNICATION MISSION

“The Communication Mission,” stressing the need for an organizational communication mission to enhance communications awareness and use. Association for Business Communication, 61st Annual Convention, Chicago, IL, November 7, 1996.

CRISIS COMMUNICATIONS

“Developing Best Banking Communication Planning and Responses to Year 2000 Computer Challenge Scenarios,” involving a national survey of bank communication specialists to identify best communication planning and response approaches to the Y2K challenge and developing and testing a model bank customer focus group, 1998-1999.

MBA INTERNATIONAL STUDENT PROGRAMS AND ACTIVITIES SURVEY

“National MBA International Student Programs and Activities Survey” networking 44 U.S. MBA programs, activities, and international communications professionals. Association for Business Convention, 61st Annual Convention, Chicago, IL, November 7, 1996.

NEWS MEDIA RELATIONS

“Don’t Blame the Press,” article sharing news media relations best practices and awareness, *The Owen Manager*, Vanderbilt University, Fall 1998.

PROBLEM SOLVING

“Failure Is Not An Option,” article analyzing the process of solving monster problems by examining Apollo 13 mission communications challenges and achievements, *The Owen Manager*, Vanderbilt University, December 1995.

PRESENTATIONS/PROFESSIONAL SPEAKING

Author, “Effective Presentations,” (chapter 9), *Effective Communication: A Local Government Guide*, published by the International City/County Management Association, September 1994.

PRISON NEWS COVERAGE AND PUBLIC INFORMATION

National (U.S.) studies of news media prison coverage attitudes and practices and prison public information officials’ news media attitudes and practices. Nationwide surveys of news media (1987) and prison public information officers (1988). Research cited in August 1992 *Corrections Today* (“Corrections Officers and Reporters Look at Problems of Media Coverage”) and February 1989 *Corrections Today* (“PIOs Rate News Media in Recent Survey”). Developed a national network of corrections information officers.

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Related Presentations

Speaker, Moderator and Organizer, “Prison News -- Covering a Social Crisis.” Panel included Peter Sussman of the *San Francisco Chronicle*; John Woestendiek of the *Philadelphia Inquirer*; John Hale, director of public information, Alabama Department of Corrections; and Lucien Lombardo, professor of criminology, Old Dominion University. Society of Professional Journalists National Convention, Louisville, KY, Oct. 13, 1990.

Speaker, “Media: The Key to Public Understanding,” Alabama Council on Crime and

Delinquency, Inc., 41st Annual Congress, Birmingham, AL, Oct. 12, 1989.

Speaker, "Marketing Corrections: Image Building," Major Session L, American Correctional Association 119th Congress of Correction, Baltimore, MD, Aug. 16, 1989.

Speaker and organizer, "Prison Reporting: Views of the Press and Prison Public Information Officers." Panel included Bill Recktenwald of the *Chicago Tribune*, Nic Howell, director of public information, Illinois Department of Corrections, and Lucien Lombardo, professor of sociology and criminology, Old Dominion University. Session 55, 40th Annual Meeting of the American Society of Criminology, Chicago, IL, Nov. 10, 1988.

Related Publications

"Federal prisoners muzzled; editors urge more coverage," *The Quill*, special edition including the *Society of Professional Journalists National Freedom of Information Report*, Nov. 1990, pp. 35-36.

"PIOs look to scale prison walls," *Public Relations Journal*, Oct. 1989, pp. 8, 10.

"Public Information for Public Support," a guide to effective and essential news media relations, paper published in the American Correctional Association Congress 1989 Proceeding publication, *The State of Corrections*, pp. 186-189.

"Covering Prisons," *Editor and Publisher*, April 22, 1989, pp. 74, 76, 78. A review of the author's national survey of prison public information officers' newspaper and public information attitudes and practices.

"Reporting from behind the walls," cover article, and "Endless Stories," *The Quill*, February 1988, pp. 16-21. (Reprinted as cover article, *Corrections Compendium, The National Journal of Corrections Professionals*, March 1988; reprinted in *Prison Violence in America*, 2nd edition, Anderson Publishing, 1994).

INVESTIGATIVE REPORTING/SURREPTITIOUS TAPE RECORDING

"Taping Reporters," *Public Relations Journal*, June 1989, pp. 22, 23, 25. Public relations clients may best seek fair and accurate reporting by the news media by tape recording interviews with the press.

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"Taping on the Sly," cover article, and "A Reporter's Nightmare," *The Quill*, June 1986, pp. 42-48. A review of legal and ethical considerations and reporting needs when considering the use of surreptitious tape recording in investigative reporting. Sidebar discounts reporters' notes accuracy and credibility in court.

FREEDOM OF INFORMATION ACT

"Citizens lead fight for open meetings laws," *The Quill* special edition including SPJ National Freedom of Information Report, November 1990, p. 39.

Generated, wrote and edited several articles for the 1989, 1990, and 1991 *Freedom of Information Report*, an annual national publication by the Society of Professional Journalists.

“Financial secrets; public failures,” *The Quill*, March 1989, pp.15-16. Commentary calling for the termination of federal Freedom of Information Act exemptions for financial institution regulators due to lack of oversight and regulatory failures.

ETHICS AND LEADERSHIP COMMUNICATIONS

“In The Public Eye - Be clear, concise, complete and always, *always* focus on the truth,” *Virginia Builder*, May/June 1993, pp. 6-8. Reprint, *North Carolina Builder*.

“Essential Media Leadership - Beyond Total Quality”
and

“Ethics: Are Standards Going to Hell in a Handbasket?” 9th Annual Broadcasting-Taishoff Seminar, Society of Professional Journalists, the Sigma Delta Chi Foundation and the Broadcasting-Taishoff Foundation, WRIC-TV, Richmond, VA, June 13, 1992.

HUMOR

Author, *JJ's Business Bullets*, a business parody, 1ST Books Library (Authorhouse), summer 2003.

“Humor Writing for White House Speech Writers,” presentation and workshop, The White House, Washington, D.C., June 13, 1991.

“Conflicts Between Humor and Sensitivity,” Organization of News Ombudsmen 1991 world conference, The Lodge at Ponte Vedra Beach, FL, April 16, 1991.

BROADCASTING

“A Family Resemblance,” *Channels - The Business of Communications*. An analysis of the development of The Family Channel and its relationship with the Christian Broadcasting Network, May 23, 1990, pp. 49, 50, 54. Cited in major feature in *The Wall Street Journal*, July 24, 1990.

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ADDITIONAL PUBLICATIONS - August 1983 to present

Magazines - General Interest

“The Party’s Over,” *Virginia Business*, profile of Newport News Shipbuilding and the Navy’s proposed 600-ship fleet, Nov. 1987, 17-21.

“Blimp Wars,” *Southern Magazine*. North Carolina and Texas fight for Navy airship contract, Oct. 1987, 16.

“Road Warrior,” *Southern Magazine*. The effects of politics and courage on Virginia’s deadly “Suicide Strip” highway, July 1987, 22-24.

“Whiplash,” *Virginia Business*. Virginia’s liability insurance crisis, Nov. 1986, 46-50.

- “Anchors Away?” *Tidewater Virginian*. Cover story focus on Navy “homeporting” plan, Oct. 1986, 45-50.
- “Hampton Roads Dockside Success,” *Virginia Business* profile of Virginia port recovery, Aug. 1986, 30-32, 34-36, 38-39.
- “Enter the Supercrane,” *Virginia Business*. Profile of world’s largest ship container crane, Oct. 1986, 40.
- “Downtown Parking Looking Up,” *Tidewater Virginian*. Hampton Roads area parking crisis and solutions, April 1986, 65-70.
- “Shipyards Launch New Era,” *Tidewater Virginian*. Cover story review of Virginia’s shipyard industry, Oct. 1985, 40-49.
- “Test Your Personality Types,” *Tidewater Virginian*. Analysis of Myers-Briggs Type Indicator (co-authored with Patsy Moore Talbott), April 1985, 40-46.
- “Tidewater Transportation Network,” *Tidewater Virginian*. Cover profile of commercial transportation network, Oct. 1984, 46-49.
- “R. G. Moore and More and More...” *Commonwealth*. Profile of Virginia’s most successful residential builder, May 1984, 42-47, 64, 66-68.
- “Interest Rates Cement Housing,” *Tidewater Virginian*. Cover story of interest rate fluctuations, April 1984, 38-42.
- “Business Ethics: Do They Exist?” *Tidewater Virginian*. Review of business ethics movement, Feb. 1984, 36-39.
- “Clearing the Hurdles,” *Tidewater Virginian*. Review of women’s hurdles in the workplace (co-authored with Patsy Moore Talbott), Nov. 1983, 46-49.
- “Dawn of the Superports,” *Tidewater Virginian*. Cover profile of Hampton Roads port future, Oct. 1983, 44-48.

Magazines/Newspapers - Focus On Professional Communications

Tidewater Virginian (now Virginia Business)

- “The Instant (public relations) Image,” Sept. 1987, 70.
- “Read Your Way to the Top,” Feb. 1987, 69-70.
- “‘Know and Go’ Theory Makes Briefings Shine,” Jan. 1987, 67-68.
- “Pitch It With Simplicity,” Jan. 1986, 45-46, 48-49.
- “Know Thy Customer,” March 1984, 39-42.
- “How to Talk To The Press,” Jan. 1984, 39-42.

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The Virginia Observer

- “War, Protests and U.S. Freedoms,” Feb. 22, 1991, 1,2,5.

The Virginian-Pilot and The Ledger-Star Business Weekly (leadership communication columns)

- “The customer is always listening,” June 2, 1986.
- “Make your reprimands palatable,” May 19, 1986.
- “Tuning in to the divine grapevine,” May 12, 1986.
- “Not what you say, but how you say it,” May 5, 1986.
- “The art of negotiating,” April 21, 1986.
- “Take the time to listen well,” March 24, 1986.

“How to tackle writer’s block,” March 17, 1986.

“Fortunes and failures,” Feb. 24, 1986.

Other Publications

“A Mother’s Gift,” *Daily Press*. Article praising my mother’s dedication to my future, May 10, 1992.

“The Silent Bull,” *Daily Press*. A glimpse of my father’s courage, love and hope as he faced major cancer surgery, Jan. 12, 1992.

“Should students have access to faculty evaluations?” *The Courier*, Old Dominion University, Sept. 8, 1989.

Daily Press and The Times Herald, Newport News, VA, summer “extern”: Reporter coach, developed spot news and investigative projects, shared editing advice, summer 1988.

“Behind the Scenes,” *Virginia United Methodist Advocate*. Profile of volunteer workplace chaplains, Aug. 1987, 5.

“The Good, The Bad, The Sensational,” *Tidewater Virginian*. A decade of Hampton Roads (VA) news, July 1987, 37-39.

“Interview: Virginia Secretary of Commerce Betty J. Diener,” *Port Folio*, Oct. 30, 1984, 4-8.

“Officials reach out to evade the law,” *York Town Crier*. Opinion page parody of Virginia freedom of information act ruling, Jan.12, 1984.

“Interview: Max the Barking Dog,” *Port Folio*. Parody of regional news coverage of barking dog story, Nov. 15, 1983, 4-5.

“Interview: Pat Robertson,” *Port Folio*, Nov. 8, 1983, 4-5.

“The Politics of Slaughter,” *Port Folio*. Column examining the ethics of the Korean Air Lines Flight 007 tragedy, Oct. 4, 1983.

“Interview: Virginia House Majority Leader Tom Moss,” *Port Folio*, Sept. 27, 1983.

Creative - Humor

Freelance contributor to Dennis Miller’s “Weekend Update” on *Saturday Night Live* (NBC), 1987-90.

Freelance contributor to comic strip “Shoe” and editorial cartoonist Jeff MacNelly, 1988-91.

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Creative - Other

JJ’s BUSINESS BULLETS, published June 2003.

CHURCHILL ON COURAGE, published October 1996.

SHAKESPEARE ON LEADERSHIP, published October 1994.

Lyrics and recording – “Liberty,” copyright 2002.

Lyrics - “Be Good, Everybody,” copyright 1995 with Jeffrey Kenyon.

Lyrics - *Brave Souls and Kindred Spirits*, Vols I and II, copyright 1994.

Lyrics - “Bless This Land, South Africa,” copyright 1988. Dedicated to TransAfrica and the international effort to release Nelson Mandela from prison and end apartheid.

Training Video

“Foreman Training: Communication Skills,” training film script development

(writing) and on-camera narration, United States Navy, Norfolk Naval Shipyard, Portsmouth, VA, May 1990.

OTHER PRESENTATIONS, PROGRAMS, AND SERVICE

(See also **OWEN EXECUTIVE PROGRAMS, RESEARCH AND RELATED ACTIVITIES**)

- “Effective Speaking” half-day training, Vanderbilt University Medical Center space and facilities architects and planners, August 30, 2006.
- “Active Listening Mastery,” 10th Annual Managers’ Conference, LB&B Associates Inc., Gaylord Opryland Hotel, Nashville, TN, May 9, 2006.
- “The Leadership Dozen: Twelve Essential Leadership Qualities and Approaches to Spark Success and Leader and Team enthusiasm, Happiness, and Satisfaction,” American Association of Health Care Administrative Management-Philadelphia (PA) Chapter, Philadelphia, PA, April 21, 2006.
- “Effective Speaking” training for board and staff, Big Brothers/Big Sisters of Middle Tennessee, February 4, April 13, and December 8, 2006.
- “Effective Speaking,” Alpha Kappa Psi undergraduate business fraternity, Vanderbilt University, March 15, 2006.
- “Sharing Super Presentations” and “Positive vs. Negative: The Power of Transformational Processing,” American Concrete Pipe Association national convention, MGM Grand Hotel, Las Vegas, NV, November 7, 2005.
- “Powerhouse Negotiating, Intervention, and Mediation” for Vanderbilt University School of Medicine Business Managers Retreat, Fall Creek Falls State Park, October 13, 2005.
- “Leadership and Team Building” program for the International Association of Administrative Professionals Nashville Chapter, August 16, 2005.
- Taught and coached Goldman Sachs’ 41 private wealth management (PWM) interns advanced professional communications skills and qualities (speaking, interpersonal, and related skills) at Goldman Sachs headquarters campus in New York City June 13-15 and August 1-3, 2005.
- Shared leadership communications workshops with company presidents and owners of affiliates of Afflink, Inc., in Tuscaloosa, AL. Worked with other national trainers focusing on differentiation and supply chain management. April 6-8, 2005.

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- “Positive Leadership,” TN United Way of Sumner County annual awards breakfast keynote speech, December 10, 2004.
- Keystone Education and Youth Services annual staff retreat plenary talk (closing session), Nashville, TN, September 23, 2004.
- Guest panelist, *What to Do When the Media Calls* workshop, Nashville Bar Association, Nashville, TN, April 29, 2004.
- “Fostering Positive Change” workshop, TN Association of Municipal Clerks, Franklin, TN, April 28, 2004
- “Dealing with the News Media” workshop, TN/KY United Way convention, Franklin, TN, April 23, 2004.
- Keynote address, TN/KY United Way annual convention, Franklin, TN, April 22, 2004.
- “Positive Leadership” Columbia State Community College senior staff leadership presentation, Columbia, TN, April 1, 2004.
- “Talking Story – Mastering and Teaching the Art of Speech performance and Storytelling,”

- professional workshop, 2004 Hawaii International Conference on Education, Honolulu, HI, January 3, 2004.
- “Make It Happen—The Joy of Manifestation,” Special motivational session for the Association of Academic surgical Administrators, Union Station Hotel, Nashville, TN, September 12, 2003.
- Motivational training program, Vanderbilt Dyani Center staff retreat, Scarritt-Bennet Center, Nashville, TN, October 23, 2003.
- “Humor Uses in Career Counseling” talk for the Tennessee Chapter of the Association of Career Professionals International, Belmont University luncheon, Nashville, TN, November 18, 2003.
- Corporate Advance Trainer, First Choice Medical, The Ritz Carlton, Lake Oconee, Georgia, August 8, 2003.
- “Building a Great Team,” West Maui Carden Academy, Sheraton Maui, Maui, HI, January 3-4, 2003.
- “Leadership Communication—Internal and External,” Broadcast Music Inc. (BMI) Annual Strategy Conference, Callaway Gardens, GA, October 8, 2002.
- “Stop Me If You’ve Heard This One!” Little Rock Vanderbilt Club, Little Rock, AR, September 26, 2002.
- “Effective Team Communication,” Internal Audit team, Vanderbilt University, Nashville, TN, June 20, 2002.
- “Effective Team Communication,” Facilities Information Services-Campus Planning & Construction team, Vanderbilt University, Nashville, TN, May 3, 2002.
- “Leadership Communications,” Developing Excellence in Leadership Program, New York Life Insurance, Dolce Tarrytown House, Tarrytown, NY, April 9, 2002.
- “Leading Change,” University of Tennessee Leadership Retreat, Pigeon Forge, TN, February 26, 2002.
- “Dynamic News Media Relations and Crisis Management,” Executive MBA Program, Owen Graduate School of Management, Vanderbilt University, February 15, 2002.
- “Courage and Leadership,” guest speaker, Ingram Scholars program, Vanderbilt University, Nashville, TN, January 30, 2002.
- “Ethics...High Profile Cases/Clients, Publicity and Privacy,” keynote speaker and panelist, Tennessee Bar Association, ASCAP, Nashville, TN, September 13, 2001.

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- “Hate Speech and Freedom,” panelist speaking with all Vanderbilt University freshmen (four sessions), Vanderbilt University, Nashville, TN, August 28, 2001.
- “Celebrating A Great Team,” Performance Food Group-Miltons staff luncheon, Oakwood, GA, May 11, 2001.
- “Make It Happen-Your Paths to Success,” Zaxby’s first annual national franchisee’s conference, Coca-Cola World Headquarters, Atlanta, GA, May 10, 2001.
- “Positive Leadership,” Vanderbilt University Manager’s Roundtable, April 27, 2001.
- “Make It Happen-And Have Fun!” Tennessee Valley Authority regional staff retreat, Nashville, TN, April 6, 2001.
- “Taming the Tyranny of Time,” Association of Wall and Ceiling Installers national convention, Opryland Hotel, Nashville, TN, March 24, 2001.
- “Humor In The Workplace,” Amsouth Bank financial sales meeting, Nashville, TN, February 9, 2001.
- “Leadership Success,” Afflink annual meeting keynote address, Tuscaloosa, AL, October 6,

2000.

- “Speaking and PowerPoint Training for Executives,” Afflink, Tuscaloosa, AL, October 5, 2000.
- “Tennessee School Superintendents and the News Media,” May 2 and 3, 2000.
- “Leadership Communication,” J.C. Bradford & Co., Nashville, TN, April 27, 2000.
- “Leadership Communication,” J.C. Bradford & Co., Nashville, TN, March 30 and 31, 2000.
- “Positive Leadership,” Financial Executives Institute, Vanderbilt University Club, March 28, 2000.
- “Positive Leadership,” BellSouth Supply Chain Management lunch speaker, Baton Rouge, LA, March 16, 2000.
- “Positive Leadership,” BellSouth Supply Chain Management lunch speaker, Atlanta, GA, February 24, 2000.
- “Crisis Communication Leadership-Y2K,” Georgia Bankers Association Marketing Conference, Brasstown Valley Resort, Young Harris, GA, November 5, 1999.
- “Leadership for the New Millennium,” Tennessee Public Risk Management Association and Tennessee Personnel Management Association Annual Conference, Nashville, TN, October 14, 1999.
- “Stop Me If You’ve Heard This One,” Tennessee Valley Authority Procurement Conference, Franklin, TN, October 7, 1999.
- “Positive Leadership,” Tennessee State Fire Marshal’s Staff Retreat, Montgomery Bell State Park, TN, Sept. 21, 1999.
- “Great Storytelling,” Tennessee Direct Marketing Association, Nashville, TN, August 25, 1999.
- “Sharing Your Ideas Effectively in Business,” Ingersoll-Rand New Hire Orientation, Charlotte, NC, August 15-16, 1999.
- “Spirited Leadership,” Ingersoll-Rand Tool and Hoist sales and training team, Nashville, TN, August 5, 1999.
- “Effective Communication” (1 session) and “Turning Y2K Into a Competitive Advantage” (3 sessions), Bank Administration Institute’s Graduate School of Retail Banking, The University of Wisconsin, Madison, WI, July 27-29, 1999.
- “Transmitting Your Ideas Effectively in Business,” Ingersoll-Rand New Hire Orientation, Charlotte, NC, July 18-19, 1999.
- “Communication in Crisis: An Interactive Exercise in Preparing for Media contact at the Year 2000 Century Date Change,” Bank Administration Institute Y2K Industry Forum Communications Group, Opryland Hotel, Nashville, TN, June 23, 1999.

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- Moderator, Computer Software Goals and Objectives, Performance Food Group senior staff and broadline presidents, Vanderbilt University, June 22, 1999.
- “Turning Y2K Into a Competitive Advantage,” (4 sessions) Bank Administration Institute’s Graduate School of Bank Operations and Technology, Vanderbilt University, Nashville, TN, June 8-10, 1999.
- “Celebrating Leadership,” The Tennessee Government Executive Institute, The University of Tennessee Center for Government Training, Knoxville, TN, June 7, 1999.
- “Positive Leadership,” Cancer Center Administrator’s (national) Forum, Opryland Hotel, Nashville, TN, May 24, 1999.
- “Positive Leadership,” Vanderbilt Leadership Forum, Vanderbilt University, May 18, 1999.
- “Communication in Crisis: An Interactive Exercise in Preparing for Media contact at the Century Date Change,” Bank Administration Institute’s Preparing Customers for the Year 2000 conference, Phoenix, AZ, May 13, 1999.
- “Quantifying the Threat: What Research Tells Us About Banking Consumers and the Year 2000,” Bank Administration Institute’s Preparing Customers for the Year 2000

- conference, Phoenix, AZ, May 13, 1999.
- “The Superintendent and the Media,” Tennessee Department of Education Executive Development Program, Nashville, TN, May 4-5, 1999.
- “Facing the Crisis,” Leadership Music, Nashville, TN, March 26, 1999.
- “The Owen Community,” keynote address, Owen Scholars Weekend, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, March 26, 1999.
- “Positive Leadership,” Vanderbilt Leadership Forum, Vanderbilt Medical Center, March 17, 1999.
- “E-Commerce Financial Transactions--the Impact of Y2K”, Electronic Commerce Program for Journalists, National Press Foundation-Vanderbilt University, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, March 16, 1999.
- Moderator, closing session, First International Conference of Family (Medical) Resource Centers, Nashville, TN, March 14, 1999.
- “Persuasive Speaking,” Ingersoll-Rand Company, Colorado Springs, CO, February 22, 1999.
- “Communicating with a Bank’s Consumer and Corporate Customers,” BAI Y2K Summit, Orlando, FL, January 20, 1999.
- “Positive Communications,” IPS Directors Training, The University of Tennessee Center for Government Training, Henry Horton State Park, December 10, 1998.
- “How to Master the Power, Efficiency, and Effectiveness of Successful Communications,” Keynote Address, State Government Affairs Council 1998 Leaders’ Policy Conference, The Ritz-Carlton Palm Beach, November 21, 1998.
- “Positive Leadership Communication,” Vanderbilt Medical Center 1998 Business Managers’ Retreat, Fall Creek Falls, TN, November 5, 1998.
- “Positive Leadership and Communication,” Professional Services Management Association national convention, Opryland Hotel, Nashville, TN, September 19, 1998.
- “Humor and Leadership,” Prison Health Services national convention, Opryland Hotel, Nashville, TN, September 12, 1998.
- “Positive Leadership,” Design Collective Incorporated advance, Nashville, TN, September 12, 1998.
- “Effective Communication,” Ingersoll-Rand Corporate Orientation for the Class of ‘98, Charlotte, NC, August 11-12, 1998.

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- “Owen Culture and Communication,” Orientation to Owen program series, Business English for Internationals, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, July 29, 1998.
- “Communication Skills for Retail Bankers,” Bank Administration Institute, University of Wisconsin-Madison, Madison, WI, July 28, 1998.
- “Communication in the Real World After Graduation,” Vanderbilt International Graduate Teaching Assistants, Vanderbilt University, Nashville, TN, July 22, 1998.
- “Positive Leadership,” Tenet Healthcare Financial Managers Conference, New York-New York Hotel & Casino, Las Vegas, NV, June 26, 1998.
- “Positive Leadership and Dynamic Motivation,” Syndicated Office Systems (Tenet Healthcare) Annual Meeting, San Diego CA, June 15-16, 1998.
- “Positive Leadership,” United States Army Recruiting Command National Advertising and Public Affairs Training Conference, Opryland Hotel, Nashville, TN, May 20, 1998.
- “The Superintendent and the Media,” Tennessee Department of Education Executive Development Program, Nashville, TN, May 6-7, 1998.
- “Help Your People Hear the Wind,” Owen Graduate School of Management Alumni Board,

Vanderbilt University, Nashville, TN May 1, 1998.

“Positive Leadership,” Young Leaders of Nashville, Freedom Forum First Amendment Center, Nashville, TN, April 8, 1998.

“Writing Great Reports” and “Making the Needle Move,” Syndicated Office Systems corporate workshops, Dallas, TX, March 28-29, 1998.

“The Role of Mediation in the Listening Process,” 3.5 hour workshop, The International Listening Association annual meeting, Kansas City, MO, March 20, 1998.

“Writing Great Reports” and “Making the Needle Move,” Syndicated Office Systems corporate workshops, St. Louis, MO, February 21-22, 1998.

“A Voice From The Mountaintop,” multimedia tribute to Dr. Martin Luther King, Jr., Owen Graduate School of Management, Vanderbilt, Nashville, TN, January 21, 1998.

“Positive Leadership Applications,” public safety talk radio show, WRVU-FM radio, Vanderbilt University, November 20, 1997 (2 hours).

“Song Writing as an MBA Professional Writing Introduction,” The Association for Business Communication 62nd Annual Convention, Washington, D.C., November 14, 1997.

“Positive Change Management,” Owen Graduate School of Management Executive Programs TVA Executive Development Program Group 2 Kick-Off, Nashville, TN, October 23, 1997.

“Positive Leadership,” Young Leaders of Nashville, Freedom Forum First Amendment Center, Nashville, TN, October 21, 1997.

Frequent Guest, Teddy Bart’s Roundtable morning radio talk show, WKDA-1240, Nashville, TN.

“Positive Team Building,” Vanderbilt University Sports Information Staff Retreat, Nashville, TN, May 15, 1997.

“The Superintendent and the Media,” Tennessee Department of Education Executive Development Program, Nashville, TN, May 13-14, 1997.

“Leadership Survival Skills -- Humor, Storytelling, Mediation, Team Awareness, and Other Success Paths,” Leadership Summit, The University of Tennessee Center for Government Training, Nashville, TN, May 7-8, 1997.

“Effective Communication and Teamwork,” Syndicated Office Systems (Tenet Healthcare), Dallas, TX, April 16, 1997.

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“Effective Communication and Teamwork,” Syndicated Office Systems (Tenet Healthcare), St. Louis, MO, April 9, 1997.

“Leadership and Team Building,” Vanderbilt University football team and coaches, Nashville, TN, March 28, 1997.

“The Business of Music,” panel discussion moderator, Graduate Business Conference, The Graduate Business Foundation, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, March 21, 1997.

“Positive Leadership,” Young Leaders of Nashville, Freedom Forum First Amendment Center, Nashville, TN, March 17, 1997.

(Article focusing on my Mgt 351 course) “For Today’s M.B.A.’s, A Serious Bit of Levity,” *The New York Times*, Sunday, February 23, 1997.

“Effective News Media Relations,” Leadership Music Media Day, Planet Hollywood, Nashville, TN, February 21, 1997.

“Dynamic Leadership,” The Clean Tennessee Conference (statewide), Nashville, TN, February 20, 1997.

“Listening in Mediation: The Challenges of Unbiased Listening,” International Listening

Association Mid-South Regional Conference, Nashville, TN, January 25, 1997.

“Teaching humor as a leadership communications skill set in an MBA setting,” *CNBC Power Lunch* national interview (5 minutes), November 15, 1996.

“Positive Leadership,” Young Leaders of Nashville, Freedom Forum First Amendment Center, Nashville, TN, November 12, 1996.

“The Communications Mission,” Association for Business Communication 61st Annual Convention, Chicago, IL, November 7, 1996.

“Positive Leadership,” University of Texas-Houston Health Science Center 1996 Leadership Conference, Galveston, TX, October 24-25, 1996.

ORNDA Healthcorp Business Office Operations Annual Meeting, Denver, CO.:

“Total Communication - Keys to Power Performance and Teamwork,” October 17-18, 1996.

“Motivational Communication,” October 14, 1996.

“Focus - Finding It, Serving It, Advancing It,” October 13, 1996.

“Mastering Change,” Municipal Clerks of Illinois Annual Conference, Chicago, IL, September 21, 1996.

Program Guest, *Tennessee Neighbors*, WNAB-TV, Nashville, TN, September 18, 1996 (30 mins).

“Dynamic Business Writing,” ORNDA Healthcorp Information Services, Dallas-Ft. Worth, TX, September 14, 1996.

“Positive Leadership,” Tennessee Assessors of Property, University of Tennessee Center for Government Training, Henry Horton State Park, September 10, 1996 (2 sessions).

“Welcome to Owen,” keynote address to first year class, Owen Graduate School of Management, Stadium Club, Vanderbilt University, Nashville, TN, August 21, 1996.

“Working With Students With Disabilities,” panel discussion, Faculty Program, David Lipscomb University, Nashville, TN, August 15, 1996.

“Using Positive Leadership to Thwart Workplace Violence,” public safety talk radio show, WRVU-FM radio, Vanderbilt University, August 6, 1996 (3 hours).

“Positive Leadership” and “The Whole Leader: Work, Family and Spirit,” North Carolina Municipal Clerks Association annual meeting, Wilmington, NC, August 9 and 10, 1996.

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“Leadership in Times of Change,” \$6 Million Club, 8-state, 162-county social services association, Chattanooga, TN, June 5, 1996.

“Ain’t Life Silly?” closing (plenary) speaker, 41st Annual Meeting of the College & University Computer Users Association (CUMREC), Opryland Hotel, Nashville, TN, May 8, 1996.

“Laughter and Leadership,” Vanderbilt University Leadership Development Forum Alumni Committee, Nashville, TN, May 2, 1996.

“Stop Me If You’ve Heard This One...,” Southeastern Heating, Air Conditioning and Refrigeration Wholesalers, Nashville, TN, April 26, 1996.

“Positive Leadership,” North American YMCA Urban Group international meeting, Nashville, TN, April 26, 1996.

“Positive Leadership,” (3 sessions), Clayton Homes Spring ‘96 Quarterly National Managers Meeting, Nashville, TN, April 13, 1996.

“Effective Meeting Leadership,” Young Leaders of Nashville, Freedom Forum First Amendment Center, Nashville, TN, April 9, 1996.

“Effective News Media Relations,” Leadership Music Media Day, Ryman Auditorium, Nashville, TN, March 22, 1996.

“Communication Skills Training,” City of Thornton, CO, council and administration, Thornton, CO, February 23, 1996.

“Humor in the Workplace,” Hillsboro High School Teachers and Administrators, Nashville, TN, February 19, 1996.

“Positive Leadership,” Tennessee Healthcare Association Annual Department Heads and Supervisors Meeting, Nashville, TN, February 8, 1996.

“Change Adventure - Creative Leadership for Ideas and Action,” Commonwealth Business Travel Group, Inc., General Membership National Meeting, Memphis, TN, February 1, 1996.

“Leadership and the Classics,” guest lecturer, MGT 444 Leadership Theory and Practice, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, January 31, 1996.

Judge, Looking Glass exercise, MGT 444 Leadership Theory and Practice, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, January 19, 1996.

“Positive Leadership for the Next Century,” IBM Mid South Mid Range Users Group, Memphis, TN, December 12, 1995.

“Humor in the Workplace,” Vanderbilt University Health Plus, Nashville, TN, December 5, 1995.

“Effective Meeting Leadership,” Young Leaders of Nashville, Freedom Forum First Amendment Center, Nashville, TN, November 9, 1995.

“Positive Leadership,” Luncheon Speaker, The Sixth Annual Nashville Quality Forum, Opryland Hotel, Nashville, TN, October 26, 1995.

“Positive Leadership,” Tennessee Government Executive Institute, Fall Conference, Nashville, TN, October 20, 1995.

“Positive Leadership,” Advanced Academy, Tennessee Institute of Municipal Clerks, Murfreesboro, TN, September 21, 1995.

“Effective Interviews,” HR 1400 Career Development (2 classes), Peabody College, Vanderbilt University, Nashville, TN, September 18, 1995.

“Humor in the Workplace,” International Association of Business Communicators-Nashville, Nashville, TN, August 10, 1995.

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“Changes in Leadership,” Tennessee Association of Chiefs of Police, Nashville, TN, August 3, 1995.

“Learning Organization Leadership,” Vanderbilt University Human Resource Services Strategic Planning Retreat, Hachland Vineyard, Joelton, Tennessee, June 26, 1995.

“Quality Report Writing” program for regional managers, ORNDA Health Corp., Scottsdale, AZ, June 9-10, 1995.

“Positive Research - Finding The Answers Through Your Funny Bone,” 49th International Institute of Municipal Clerks Annual Conference, Louisville, KY, May 21, 1995.

“Positive Leadership - Leading The 21st Century Performance Team,” Advanced Academy Seminar, 49th International Institute of Municipal Clerks Annual Conference, Louisville, KY, May 21, 1995.

“Perspectives on Sales Leadership,” International Business Machines Platform Business Unit Meeting (Tennessee), Nashville, TN, April 11, 1995.

“Developing Leadership for the Next Century” leadership workshop and “Stop Me If You’ve Heard This One...” humor talk, Life (Insurance) Communicators Association Advanced Professional Forum (international meeting), Nashville, TN, March 28, 1995.

“Effective Meeting Leadership,” Young Leaders of Nashville, Freedom Forum First Amendment Center, Nashville, TN, March 22, 1995.

- “Humor in the Work Place,” Vanderbilt University Divisional Staff Meeting, Freedom Forum First Amendment Center, Nashville, TN, March 21, 1995.
- “P.R. v. Law: Who Wins, Who Loses,” panel discussion, Public Relations Society of America - Nashville Chapter, Loews Vanderbilt Plaza, February 21, 1995.
- “Leadership and the Classics,” guest lecturer, MGT 444 Leadership Theory and Practice, Owen Graduate School of Management, Vanderbilt University, Nashville, TN, January 30, 1995.
- “Humor in the Work Place,” Vanderbilt Communicators Kaffeeklatsch, Vanderbilt University, January 19, 1995.
- “Positive Leadership,” Owen Graduate School of Management Alumni Homecoming, October 1994.
- “Positive Leadership,” speech to 200 first-year entering M.B.A. students, faculty and staff, Owen Graduate School of Management, Vanderbilt University, Nashville, TN., August 22, 1994.
- “Essential Leadership,” Northern Kentucky Independent District Board of Health Annual Board Dinner Meeting, Covington, KY, August 4, 1994.
- “Humor and Motivation,” Kentucky Dietetic Association Annual Meeting, Covington, KY, April 29, 1994.
- “Positive Leadership: Leading the 21st Century Performance Team,” Parks & Recreation ‘94 – A Management Conference, hosted by the Virginia Department of Conservation & Recreation, Virginia Beach, VA, March 3, 1994.
- “Positive Leadership,” U.S. Department of Agriculture - Southeastern Association of Resource Conservation and Development Councils (MD, VA, NC, SC, FL, GA, AL, MS, TN, KY, WV and the Caribbean), Wytheville, VA, Oct. 7, 1993.
- “Effective Interviews,” HR 1400 Career Development (2 classes), Peabody College, Vanderbilt University, Nashville, TN, September 1993.
- “Effective Communication with the Media,” (3 sessions) Association for the Advancement of Health Education 1993 Summer Institute, Xerox International Center for Training and Management Development, Leesburg, VA, Aug. 6-7, 1993.

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- “Positive Applied Leadership,” U.S. Army Audit Agency - Southeastern Region Professional Development Seminar, Annapolis, MD, June 4, 1993.
- “Humor and Leadership,” Association of Government Accountants regional spring seminar, Chesapeake, VA, April 27, 1993.
- News coverage advisor, WCPO-TV, Cincinnati, OH, focusing on state prison uprising, April 14-15, 1993.
- “Positive Leadership,” speaker and facilitator, retreat for city and school system senior staffs, Portsmouth, VA, March 19, 1993.
- “Positive Leadership,” main speaker, Virginia Department of Conservation and Recreation All-Personnel Meeting (divisions of Administration, Natural Heritage, Planning and Recreation Resources, Soil and Water Conservation, and State Parks), Virginia Beach, VA, March 3, 1993.
- “Humor and Positive Leadership,” Central Business District Association of Virginia Beach luncheon, Virginia Beach, VA, Feb. 17, 1993.
- “Leadership and News Media Relations,” Virginia Department of Health Nurse Manager/Consultant Meeting, Charlottesville, VA, Jan. 22, 1993.
- “Effective News Media Relations” and “Dynamic Leadership,” Hampton Roads Regional Academy of Criminal Justice, Hampton, VA, Dec. 14, 1992.
- “News Ethics,” Sunrise Rotary, Norfolk, VA, Nov. 5, 1992.

“Effective News Media Relations” and “Positive Leadership,” Virginia Public Health Association Annual Education Conference, Charlottesville, VA, Oct. 23, 1992.

Volunteer public affairs advisor, Poquoson (VA) Police Department D.A.R.E. program, fall 1992.

“Media Law and Ethics,” National Association of Government Communicators-Hampton Roads Chapter, Norfolk, VA, Sept. 4, 1992.

“Campus Civility and First Amendment Rights,” Annual Faculty and Staff Convocation, Rappahannock Community College, West Point, VA, Aug. 21, 1992.

“Working With the Media,” (three sessions) Association for the Advancement of Health Education 1992 Summer Institute, Reston, VA, Aug. 8, 1992.

“Media Law and Ethics,” Naval Aviation Depot Corporation Public Affairs Officers’ National Conference, Founders Inn, Virginia Beach, VA, June 4, 1992.

“Effective News Media Relations,” United Way of Virginia Conference, Williamsburg Lodge, Williamsburg, VA, June 1, 1992.

“The Writing Coach,” (two sessions) Virginia Press Women spring meeting, Richmond, VA, April 16, 1992.

Career Appreciation Day (four sessions), Norview Middle School, Norfolk, VA, April 16, 1992.

WNIS-AM Radio, Norfolk, VA:

- Co-host, “News Media Insensitivity,” a two-hour program focusing on news media ethics, April 8, 1992.
- Lead interview, “News Humor,” June 1991.
- Lead interview, “Obscenity and Censorship,” Feb. 15, 1985.
- Co-host, one hour program focusing on the news media, Jan. 24, 1985.

“Total Quality Newsroom Leadership,” *Daily Press* editors and reporters, Newport News, VA, April 1, 1992.

“Positivity in Management,” Bell Atlantic Eastern Operations Management Conference, Holiday Inn Executive Center, Virginia Beach, VA, March 25, 1992.

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“Effective News Media Relations,” Omni Newport News Hotel, Newport News, VA, March 11, 1992.

Guest panelist, “On The Record,” 30-minute news analysis show, WVEC-TV (ABC affiliate), Norfolk, VA, March 1, 1992 and April 19, 1992.

“Updates and Solutions,” Hadassah’s annual “Youth Aliyah,” Beth El Synagogue, Norfolk, VA, Feb. 16, 1992.

“Humor in the Workplace,” Norfolk Redevelopment and Housing Authority executive managers, Norfolk, VA, Feb. 13, 1992.

“Leadership and Team Building,” Old Dominion University Student Ambassadors, Norfolk, VA, Feb. 4, 1992.

“Positivity and Leadership,” keynote speaker, Alpha Chi National College Honor Scholarship Society Old Dominion University fall induction ceremony, Norfolk, VA, Nov. 1, 1991.

“Advanced Business Writing Skills,” Tidewater Chapter of the Institute of Internal Auditors, Inc., Norfolk, VA, Oct. 21, 1991.

“Novel Development and Writing,” Westminster-Canterbury Book Club, Virginia Beach, VA, Sept. 11, 1991.

“Understanding Diversity,” (two sessions) Thomas Nelson Community College faculty fall convocation, Williamsburg, VA, Aug. 19, 1991.

“Effective News Media Relations,” Portsmouth (VA) City Council and staff, Windmill Point,

VA, Aug. 1, 1992.

“Freedom of Information and Effective Reporting,” Lynchburg College Chapter, Society of Professional Journalists, Lynchburg, VA, April 26, 1991.

“The Value of the First Amendment,” (three sessions) First Colonial High School, Virginia Beach, VA, April 19, 1991.

Moderator and Group Leader, “Humor and Pathos in the Media,” Public Relations Society of America professional development seminar, Virginia Beach, VA, Oct. 17, 1990.

“It’s Your University,” Wesley-Westminster Fellowship, Old Dominion University, Sept. 4, 1990.

“Working Positively from 8 to 5,” keynote speaker and panel discussion leader, Virginia Association of Collegiate Registrars and Admissions Officers annual Support Staff Workshop for college and university staff from throughout Virginia, Old Dominion University, June 27, 1990.

“The Significance of the First Amendment,” (four sessions), First Colonial High School, Virginia Beach, VA, April 26, 1990.

“Explicit Song Lyrics and the Constitution,” guest lecturer, Speech Communications 200, Old Dominion University, April 16, 1990.

“Time Management For News Professionals,” presented to the staff of the *Mace and Crown* university newspaper, Old Dominion University, April 12, 1990.

“Once More, With Vigor...” keynote address, Alpha Chi National College Honor Scholarship Society induction, Old Dominion University, Norfolk, VA, April 6, 1990.

Director and host, 1990 Glennan Lecture Series, featuring Roger Mudd and Georgie Anne Geyer, April 2-3 and March 26-27, 1990.

“The Military and the Media,” host, Armed Forces Staff College, Norfolk, VA, April 2, 1990.

Judge, Hampton Roads Regional High School First Amendment Essay Contest, sponsored by the Society of Professional Journalists, Feb. 20, 1990.

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Organizer and moderator, “Greekfest: A Media Perspective,” public forum hosted by the Hampton Roads (VA) Professional Chapter-Society of Professional Journalists following resort area riots, Virginia Beach Central Library Auditorium, Feb. 12, 1990.

Presenter, Society of Professional Journalists First Amendment Award, Virginia Press Association Winter Meeting, Richmond Hyatt, Feb. 3, 1990.

Speaker, Old Dominion University News Media Luncheon, Jan. 26, 1990.

Moderator, “How Business, Politics and the Media Coexist.” Panel included leading news media, government and public information professionals, Leadership Hampton Roads, Norfolk, VA, Dec. 6, 1989.

Planning committee member, Professional Development Conference, Public Relations Society of America-Hampton Roads (VA) Chapter (Fall 1989).

Judge, Council for Advancement and Support of Education (CASE) Southeastern District III 1989 Media Recognition Awards (Fall 1989).

“Time Management for Strategic Services,” for staffs of Help and Emergency Response battered spouse shelter and Edmarc Hospice for Children, Portsmouth, VA, Nov. 22, 1989.

“But Seriously Folks...” keynote address, Alpha Chi National College Honor Scholarship Society induction, Old Dominion University, Norfolk, VA, Nov. 17, 1989.

“Media Law and Investigative Reporting,” Old Dominion University Speech Club, Nov. 2, 1989.

“Law School Preparation,” Old Dominion University Criminal Justice Club, Oct. 26, 1989.

“Time Management for Academic Excellence,” Old Dominion University Honors Program,

Oct. 3, 1989 (also 1990, 1991).

“Effective Press Interviews,” workshop with City of Chesapeake, VA, fire and emergency services officials, Oct. 20, 1989.

Member, Waldo Lecture Series committee (hosted investigative reporter Seymour Hirsch), Old Dominion University, September 1989.

“Let’s Not Get Serious...” keynote address, Tidewater Challenge Day (250-300 superior students from 55 regional high schools), Old Dominion University, Sept. 16, 1989.

“Working With The Press,” workshop with City of Chesapeake, VA, executive staff and department heads, June 23, 1989.

Judge and coordinator, Arkansas Society of Professional Journalists 1989 journalism excellence awards.

Director and host, 1989 Glennan Lecture Series featuring Jack Anderson and banned South African editor Donald Woods, Old Dominion University, April 3-5, 1989.

“The Military and the Media,” discussion co-leader with investigative journalist Jack Anderson, Armed Forces Staff College, Norfolk, VA, April 3, 1989.

“Thinking Funny: The Craft of Humor Writing,” Christopher Newport College 8th Annual Writers’ Conference, April 1, 1989.

“The Ethics of Honor,” Old Dominion University Honor Council annual Honor Awareness Week speaker, March 14, 1989.

Society of Professional Journalists-Hampton Roads (VA) Professional Chapter:
 “Time Management in the News Media,” *Daily Press*, Newport News, VA, Feb. 27, 1989.

Moderator, “Mayors and the News Media,” panel of six area mayors discussed news media relations, Society of Professional Journalists, Old Dominion University, fall 1988.

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Moderator, “The State of the News Media in Hampton Roads,” panel of 16 area news executives, Society of Professional Journalists, Old Dominion University, Jan. 25, 1988.

“Taping on the sly,” surreptitious taping presentation, Society of Professional Journalists, Norfolk, VA, Sept. 23, 1986.

Moderator, freedom of information act debate, featuring Virginia Beach City Council member and national Society of Professional Journalists president, Norfolk State University, Oct. 24, 1985.

“How To Write Funny,” Virginia Press Women fall convention, Virginia Beach, VA, Sept. 24, 1988.

Commencement address, Chesapeake Public High Schools (five high schools), Chesapeake, VA, Aug. 12, 1988.

Public Relations Society of America - Hampton Roads (VA) Professional Chapter
 “Communications Law Issues,” May 26, 1988.
 “Humor and Public Relations,” Jan. 6, 1988.

Panelist, “Cameras in the Courtroom,” Young Lawyers Section of the Norfolk and Portsmouth (VA) Bar Association, April 25, 1988.

“Humor Lives...” keynote speaker, City of Newport News (VA) Annual Appreciation Luncheon for Boards, Commissions and Committees, April 22, 1988.

“Society and the News Media,” Wesley-Westminster Fellowship, Old Dominion

University, April 14, 1988.
 Director and host, 1988 Glennan Lecture Series, featuring Helen Thomas, Tom Fiedler and Jeff MacNelly, Old Dominion University, March 28-30, 1988.
 “The Military and the Media,” discussion co-leader with UPI White House correspondent Helen Thomas and officers from 35 nations, Armed Forces Staff College, Norfolk, VA, March 28, 1988.
 “Dynamic Interview Techniques,” Classification and Compensation Society-Hampton Roads (VA) Chapter, Hampton, VA, Nov. 18, 1987.
 Director and host, 1987 Glennan Lecture Series, featuring Sam Donaldson, Anthony Lewis and U.S. District Judge Walter E. Hoffman, Old Dominion University, April 6-8, 1987.
 Panelist, “The First Amendment,” Old Dominion University Art Department, April 1, 1987.
 “Effective Time Management and Communication,” Delta Nu Alpha Transportation Fraternity-Hampton Roads (VA) Professional Chapter, Jan. 13, 1987.
 University of Virginia *Cavalier Daily* Alumni conference, Charlottesville, VA:
 “Media Law and Investigative Reporting,” Oct. 4, 1986.
 “News Ethics and Investigative Reporting,” Oct. 5, 1985.
 “Investigative Reporting and Freedom of Information,” Oct. 6, 1984.
 “Effective Correspondence,” Muscular Dystrophy Association-Southeast Region, July 2, 1986.
 American Industrial Hygiene Association-Tidewater (VA) Local Section:
 “Effective Resumes and Cover Letters,” May 13, 1986.
 “Industrial Report Writing,” July 27, 1984.
 “The Ethics of Dynamic Reporting,” Christian Broadcasting Network University (now Regent University), Nov. 14, 1985.
 “News Media Ethics,” International Association of Business Communicators-Hampton Roads (VA) Chapter, Sept. 25, 1985.
 “Effective Newsletters,” Hampton General Hospital staff, Hampton, VA, Sept. 16, 1985.
 “Writing Workshop,” Independent Tidewater Schools, Norfolk, VA, April 20, 1985.

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“Effective Time Management,” Management Luncheon, Norfolk Naval Air Station, Feb. 21, 1985.
 “What Is A Professional Writer?” 8th Annual Tidewater Writers’ Conference, Norfolk, VA, Oct. 20, 1985.
 Judge, newsletter competition, American Association of University Women-Virginia Chapter, April 1985.
 “Writing Skills Workshop,” Hotel Sales and Marketing Association, International-Virginia Chapter annual meeting, Norfolk, VA, Nov. 5, 1983.

FUNDRAISING, GRANTS, PROGRAMS

Generated \$1,200,000 gift pledge to found and fund The Glennan Institute for media and public affairs. Presented to Old Dominion University management for closure, September 1990.
 Generated more than \$100,000 in funding for the 1986-91 Glennan Lecture Series.
 Negotiation and efficiencies resulted in additional savings of \$30,000-plus.

Glennan Lecture Series Speakers

1991

Juan Williams -*The Washington Post*

Frank Deford -*The National, Sports Illustrated*

1990

Roger Mudd - MacNeil/Lehrer Newshour
Georgie Anne Geyer - columnist, foreign correspondent
1989
Jack Anderson - investigative columnist
Donald Woods - banned South African editor
1988
Helen Thomas - UPI, White House Press Corps dean
Tom Fiedler - *Miami Herald*
Jeff MacNelly - *Chicago Tribune* syndicated cartoonist
1987
Sam Donaldson - ABC News
Walter E. Hoffman - Senior U.S. District Judge
Anthony Lewis - *The New York Times*
1986
Tom Wicker - *The New York Times*
Clifton Daniel - *The New York Times*

Afternoon workshops included speakers from the *Dallas Morning News*, *Southern Magazine*, *Chicago Tribune*, *Miami Herald*, *Baltimore Evening Sun*, *Philadelphia Inquirer*, *U.S. News & World Report* and *The New York Times*.

High school programs featured more than 30 of the region's leading newspaper and television journalists from *The Virginian-Pilot* and *The Ledger-Star*, the *Daily Press* and *The Times-Herald*, WAVY-TV, WTKR-TV and WVEC-TV. More than 20 regional high schools participated.

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Additional Fundraising

Raised funds for various community charities and non-profit organizations with Humor Writing "final exam" shows. Also enjoy sharing fund raising and public relations expertise with such groups. Personally raised funds for financially challenged students facing college expense or home emergency challenges.

Old Dominion University College of Arts and Letters faculty research grants (\$684 in 1987 and \$974 in 1988) for prison news coverage and prison public affairs research.

PROFESSIONAL AFFILIATIONS

Certified Mediator, South Carolina Council for Mediation and Alternative Dispute Resolution, June 1996-present.
Rule 31 Mediator, Tennessee courts, 1997-99.
Member, Association for Business Communication, 1984-88, 1994-present.
Chairman, MBA Special Interest Committee, 1997-1998.
Creator and host, MBA Internet listserver, 1998-2000.
Vice Chairman, MBA Special Interest Committee, 1996-97.
MBA Special Interest Committee, 1995-present.
Honorary member, The Churchill Society of London, 1997-present.
Honorary member, International Listening Association, 1998-present.
Member, Society of Professional Journalists, 1984-1993.

Served the national Freedom of Information Committee as Region 2 Freedom of Information director (VA, MD, NC, DE, D.C.), 1988-91.

Served as president, Hampton Roads (VA) Professional Chapter, 1987-90.

Successfully nominated the Virginia Press Association and Virginia Delegate Ralph Axelle for the national First Amendment Award for contributions to the reform of the Virginia Freedom of Information Act, October 1989.

Three awards presented at annual Virginia Press Association meeting in Richmond, VA, Feb. 3, 1990.

Member, Investigative Reporters and Editors, Inc., 1977-1994.

Member, South Carolina Bar, 1977-present.

Member, American Correctional Association, 1989-90.

Founding member, Professional Association of Corrections Communicators, 1990.

HONORS

Distinguished Faculty Award, voted by Vanderbilt student athletes, presented by Vanderbilt Department of Student Athletics, homecoming game, October 21, 2006.

Affirmative Action and Diversity Award for exhibiting “exemplary efforts in support of the University’s affirmative action and diversity and disability efforts,” Vanderbilt University Opportunity Development Center, Oct. 14, 2003.

Affirmative Action Award for “commitment to providing educational opportunities for people with disabilities,” Vanderbilt University Opportunity Development Center, Oct. 18, 1995. Helped develop Braille computer e-mail process for visually challenged MBA student.

Frederick Talbott - 34

“Most Inspirational Faculty Award” at May 1993 commencement as selected by Christopher Schnaars, Old Dominion University’s Phi Kappa Phi honor graduate.

“Outstanding Faculty Recognition Ceremony,” selected by *Who’s Who* student as “faculty member who most inspired her to learn, seek knowledge and strive to be her best,” Old Dominion University, March 1993.

“Outstanding Faculty Recognition Ceremony,” selected by *Who’s Who* student... Old Dominion University, March 21, 1992.

“Outstanding Faculty Recognition Ceremony,” selected by *Who’s Who* student... Old Dominion University, March 21, 1991.

“Most Inspirational Faculty Award” at December 1989 commencement as selected by Karen P. King, Old Dominion University’s top honor graduate.

One of six Old Dominion University professors nominated for State Council of Higher Education Outstanding Faculty Awards Program, March 1989.

Received the annual Robert L. Stern Award for excellence in teaching in the 140-plus faculty College of Arts and Letters, Old Dominion University, May 1987. Award based on student and faculty nominations and assessment.

Humor writing course cited as one of the “25 Best-Kept Secrets in Hampton Roads,” *Port Folio* magazine, Nov. 20-26, 1990 edition.

Virginia Press Association awards:

1983 - Series on impact of Reaganomics on Virginia.

1981 - Spot news for investigation of the Rev. Jerry Falwell’s false statements about President Jimmy Carter.

1977 - Investigative report on corruption in youth football league (articles cited by

Sports Illustrated, Jan. 30, 1978).

United Press International - Cited for "Outstanding Achievement in Virginia Journalism," January 1981, one of three such awards presented.

Metro Magazine - Cited as "Best News Reporter in Southeastern Virginia," 1981.

Moot Court Bar, University of South Carolina School of Law.

Kappa Tau Alpha journalism honorary, 1972.

Omicron Delta Kappa leadership honorary, inducted 1969.

Who's Who Among Students in American Colleges and Universities, 1969-70 edition.

EDUCATION

Post-Doctoral Training and Study

"Lawyering and the Good Life—Positive Psychology Tools to Move Forward," Tennessee Bar Association, Jackson, TN, December 14, 2006.

"Supreme courts Cases...and a Lawpsided Review of 2006" and "...Lawghter is the Best Medicine," Nashville Bar Association, Nashville, TN, December 12, 2006.

"The Heart of the Case," South Carolina Bar Association, Charleston, SC, November 3, 2006.

"The Science of Persuasion," Nashville Bar Association, Nashville, TN, October 26, 2006.

"Introduction to Transactional Practice," Tennessee Bar Association, Tennessee Bar Center, (Continuing Legal Education), Nashville, TN, July 27, 2005.

16th Annual Tennessee Bar Association Health Law Forum, (Continuing Legal Education) Franklin, TN, October 21-22, 2004.

"The Future Is Now: Law Tech Expo 2004," (Continuing Legal Education) Tennessee Bar Association, Tennessee Bar Center, Nashville, TN, February 20, 2004.

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"19th Annual Trial Practice Seminar," (Continuing Legal Education) Tennessee Bar Association, Tennessee Bar Center, Nashville, TN, December 4, 2003.

"Trail Skills," (Continuing Legal Education), Alabama Bar Institute for Continuing Legal Education, Huntsville, AL, December 9, 2003.

"Ethics for Business Lawyers," (Continuing Legal Education) Tennessee Bar Association, Tennessee Bar Center, Nashville, TN, December 15, 2003.

"Advanced Mediation and Arbitration," Florida Bar Association, Tampa, Florida, November 8, 2002.

"Legal Issues of the Music Industry," presented by Robin Mitchell Joyce and the Haber Corporation, Nashville, TN, April 23, 2002.

"Fifth Annual Internet Law Institute," Practising Law Institute, San Francisco, CA, July 23-24, 2001.

"Elder Law," Tennessee Bar Association, Nashville, TN, December 7, 2000.

"Fourth Annual Internet Law Institute," Practising Law Institute, San Francisco, CA, July 24-25, 2000.

"Through the Eyes and Ears of the Courtroom (Advanced Advocacy Skills)," Tennessee Bar Association, December 9, 1999.

"Understanding, Preventing, and Litigating Year 2000 Issues," Practising Law Institute, Washington, D.C., July 12-13, 1999.

General Civil Mediation Training, 40-hour program, ADR Applications, Inc., Chattanooga, Tennessee, June 24-28, 1997.

"Crisis Management Plan Writing," International Association of Business Communicators,

- Nashville, TN, November 21, 1996.
- Circuit Court Civil Mediator Training Program, 40-hour program leading to civil mediation certification, South Carolina Council for Mediation and Alternative Dispute Resolution, Charleston, SC, June 21-25, 1996.
- “The Marketing Plan: Its Development & Implementation,” Owen Graduate School of Management, Vanderbilt University, Nashville, TN, December 1-2, 1993.
- “Twenty-Second Annual (Tennessee Law) Review Seminar,” Tennessee Law Institute, Nashville, TN, Oct. 15-16, 1993.
- “Introductory Arbitrator Training,” American Arbitration Association, Nashville, TN, Oct. 13, 1993.
- “Charles Craver on Effective Legal Negotiation and Settlement,” Virginia CLE, Richmond, VA, June 25, 1993.
- “How To Collect Debts - The Law and the Method,” Virginia CLE, Norfolk, VA, May 21, 1992.
- “Effective Depositions - Techniques and Strategies for Success,” South Carolina Bar, U.S.C. School of Law, Columbia, SC, March 27, 1992.
- “Federal Court Civil Practice and Procedure,” Virginia CLE, Norfolk, VA, Dec. 11, 1991.
- “The Torts of Revenge, Fraud, Emotional Distress, Tortious Interference with Contracts, Breaching a Fiduciary Duty and Defamation,” Virginia CLE, Norfolk, VA, March 20, 1991.
- “First Day In Practice,” Virginia State Bar, Richmond, VA, Nov. 7, 1990.
- “Elder Law - Serving the Planning Needs of the Older Client,” Committee on Continuing Legal Education of the Virginia Law Foundation, Richmond, VA, Sept. 7, 1990.
- Investigative Reporters and Editors, Inc., Annual Conference, Charlotte, NC, June 8-9, 1990.
- “Communications Law,” Practising Law Institute, New York, NY, Nov. 9-10, 1989.

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- “Emerging Trends in First Amendment Issues,” Committee on Continuing Legal Education of the Virginia Law Foundation, Richmond, VA, June 8, 1989.
- “Bridge the Gap” Law Practice Update, Virginia State Bar Virginia Mandatory Continuing Legal Education Board, Virginia Beach, VA, Oct. 27-28, 1988.
- Investigative Reporters and Editors, Inc., Annual Conference, Minneapolis, MN, June 2-5, 1988.
- “Communications Law 1987,” Practising Law Institute, New York, NY, Nov. 12-13, 1987.
- Investigative Reporters and Editors, Inc., workshop, Virginia Beach, VA, Jan. 24, 1987.
- “The Tax Reform Act of 1986,” South Carolina Bar-CLE, Columbia, SC, Nov. 16, 1986.
- “Communications Law 1985,” Practising Law Institute, New York, NY, Nov. 7-8, 1985.
- “Communications Law 1984,” Practising Law Institute, New York, NY, Nov. 8-9, 1984.
- “Communications Law 1983,” Practising Law Institute, New York, NY, Nov. 17-18, 1983.
- “Second Annual Program on First Amendment Rights,” South Carolina Bar-Continuing Legal Education, Columbia, SC, Oct. 2, 1982.
- “Consumer Law,” South Carolina Bar-Continuing Legal Education, Columbia, SC, July 23, 1982.
- “Government Law,” South Carolina Bar-Continuing Legal Education, Columbia, SC, Sept. 25, 1981.

Juris Doctor - December 1976

School of Law, University of South Carolina, Columbia, SC 29208.

Member of Moot Court Bar. Superior achievement in Mass Media Law, Constitutional Development, Real Estate Finance, State and Local Taxation. Worked various jobs to fund legal education.

Major projects:

“Freedom of Information and Prison Coverage”

“Right v. Virginia -- An Appellate Brief Opposing the Non-Equality Tender Years Child Custody Doctrine”

“Efforts to Abolish Torture” -- An analysis of international legal efforts to end torture.

Master of Arts - May 1973

College of Journalism, University of South Carolina, Columbia, SC 29208.

Journalism concentration with public administration and creative writing cognates. Graduate teaching assistant in photojournalism, news editing, and advertising.

Courses included Advanced News Reporting, Newspaper Management, Research Methods, History of the News Media, International Communications, Public Administration, Advanced Prose Workshop.

Thesis: “A Q-Analysis of Newsman and Public Attitudes Toward Vice President Spiro Agnew Observations About News Media”

Related Activities included copy editing, *The State*, Columbia, SC (summer 1971); covering South Carolina legislature, *The Journal*, West Columbia, SC, spring 1971; legislative reporting and photography.

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Bachelor of Arts - May 1970

Florida Southern College, Lakeland, FL 33802.

Journalism major, English minor.

Achievements included newspaper editor; dean’s list; ROTC drill team and outstanding cadet; various campus leadership posts; intramural umpire and player; cited by Polk County (FL) Juvenile Court for outstanding work as a volunteer counselor, spring 1970.

PERSONAL

Interests include family, learning, teaching, reading, writing, viewing, listening, speaking, history, leadership, training, sports and fitness, the outdoors, exercise, music, songwriting, community and professional involvement, travel, and celebrating the joy of life.

January 22, 2007