

A. Faculty Development Grant Summer 2024 Proposal

Creating Inclusive, Student Centered Textbooks for Communications Courses at HBCUs

Applicant:

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Office Location: Grim Hall 113

Funding Requested:

\$7,000 salary supplement

Eligibility:

*Evidence of CETL Presentation and Report Submission for Prior Funding Attached

Appendices:

Textbook Contract with Kendal Hunt

Evidence of Prior Funding Outcomes:

1. Lincoln University Fulbright Presentation
2. Fulbright Reviewer Letter
3. SU 23 FRDG Project Outcomes Report

Date of Application:

February 23, 2024

B.

1. PROJECT DESCRIPTION

The existing landscape of communication textbooks is characterized by a lack of contemporary relevance, especially in centering Black experiences, culture, and academic voices. In recognition that faculty at HBCUs often face challenges in finding textbooks that cater to the unique needs of their students, I have entered into a collaborative venture with my colleagues in the Mass Communications department, Brandi Berry (Associate Professor) and Trejha Whitfield (Assistant Professor), to author three communication textbooks in the SU 2024.

Underscoring the urgent need to rectify deficiencies within the existing communication education landscape, following the National Communications Association Annual Convention in November 2023, Curtis Ross, the HBCU representative for Kendall Hunt, Dr. Nicole Files-Thompson, and professors Brandi Berry and Trejha Whitfield initiated a collaborative workgroup to address a critical gap in communication education materials. This dynamic partnership laid the groundwork for a collaboration with Kendall Hunt focusing on the development of textbooks that go beyond fulfilling academic requirements. Instead, these textbooks will be meticulously crafted to resonate with the diverse experiences of HBCU students, representing a paradigm shift in the learning experience.

The initiative places deliberate emphasis on integrating culturally and contextually relevant prompts, activities, and exercises. Furthermore, a key objective is to ensure inclusivity in the media featured within the textbooks and ancillary materials, centering representation of Black and Brown voices and faces. This project signifies a collective commitment among Dr. Files-Thompson, professors Berry and Whitfield, to reshape the narrative in communication education. It stands as a pledge to foster engagement, connection, and a more inclusive learning environment for students, extending its impact beyond Lincoln, to wider academic audiences.

2. GOALS AND OBJECTIVES

1. TEXTBOOK: INTRODUCTION TO HUMAN COMMUNICATION

AUTHORSHIP: Nicole Files-Thompson, Trejha Whitfield, Brandi Berry

CURRENT COMMUNICATION COURSE: COM 205 Intro Human Communication

COURSE STATUS: Mass Communication Major Requirement, General Elective

COURSE DESCRIPTION: This course will introduce you to communication principles, common communication practices, and a selection of theories to better understand the communication transactions that you experience in your daily life. The principles and practices in this course are designed to increase communication competency in personal and professional contexts through an overview of communication as a process, along with basic principles and theories.

COURSE LEARNING OUTCOMES: 1) Identify and explain fundamental communication processes, including models of communication, language, nonverbal communication, small groups, and listening. 2) Understand how interpersonal relationships develop and are maintained; analyze and manage interpersonal conflict situations. 3) Monitor one's own verbal and nonverbal communication practices; understand the role of culture, perception, and intent in interactions; communicate ethically and effectively. 4) Explain barriers to intercultural communication and identify strategies to improve.

TEXTBOOK CHAPTER SKETCH: Communication in Our Lives; Perception and Communication; Understanding Verbal Communication; Understanding Nonverbal Communication; Listening in Our Lives; Understanding Interpersonal Relationships; Improving Interpersonal Communication; Understanding Groups and Communication; Enhancing Groups Through Leadership and Group Processes; Communicating with Diverse Others

2. TEXTBOOK: INTRODUCTION TO PUBLIC SPEAKING

AUTHORSHIP: Trejha Whitfield, Nicole Files-Thompson, Brandi Berry

CURRENT COMMUNICATION COURSE: COM 203 Public Speaking

COURSE STATUS: Social Science Core Elective, Mass Communications Major Elective

COURSE DESCRIPTION: This course equips students with essential skills in writing and delivering speeches across various contexts, offering practical experiences in speech delivery. Theoretical foundations of argumentation, effective speech delivery techniques, organizing written speeches, and audience analysis are covered.

COURSE LEARNING OUTCOMES: 1) Apply public speaking skills and concepts to speech presentations. 2) Prepare and deliver different types of well-organized, context-specific speeches. 3) Incorporate credible research into an informative speech. 4) Critically reflect on the organization, content, and delivery of public speaking performances. 5) Perform audience analyses to create speeches appropriate for and respectful of a diverse audience.

TEXTBOOK CHAPTER SKETCH: Public Speaking Essentials f; Ethical Speaking; Being Audience Centered; Listening to and Critiquing Speeches; Special Occasion Speaking; Informative Speaking; Persuasive Speaking; Research & Supporting Material for Informative Speaking; Organizing and Outlining Your Ideas; Language; Confidently Delivering Your Message

3. TEXTBOOK: INTRODUCTION TO MEDIA TECHNOLOGY

AUTHORSHIP: Brandi Berry, Nicole Files-Thompson, Trejha Whitfield

CURRENT COMMUNICATION COURSE: COM 207 Public Speaking

COURSE STATUS: Mass Communications Major Requirement, General Elective

COURSE DESCRIPTION: Students learn how to use photography, videography, and audio to tell compelling stories. The course also explores basic concepts of new media as well as the role digital media (aka “new media”) technologies play in society. Students will engage with digital media technology throughout the course to gain practical experience with new media. Students will learn how to plan, design, and create multimedia content.

COURSE LEARNING OUTCOMES: 1) Produce a VOSOT story for multimedia platform. 2) Write audio/video scripts that effectively communicate news and information to audiences and avoid stereotypes and bias. 2) Demonstrate the ability to critically analyze professional audio and video news stories and photographs. 3) Produce and edit audio and video news stories and edit news photographs. 4) Demonstrate an understanding of ethical journalism and the ability to reflect on the accuracy, objectivity, and cultural diversity in professionally produced work. 5) Develop knowledge of audio, video, and digital photography software. 6) Demonstrate competency in Mac hardware and software for everyday digital literacy. 7) Produce audio and video stories demonstrating understanding of ethical and legal freedoms and restraints on that freedom within our society and demonstrate diversity and cultural awareness. 8) Develop the ability to communicate professionally effectively in audio and visual contexts while conveying news and information to target audiences.

TEXTBOOK CHAPTER SKETCH: Website Set Up and Design; History of Contemporary Media; Ownership/Media Law; Impact of Social Media; Privacy and Surveillance; iMovie and Canva; Vision Board and Music Montage (Editing and Layout); Lighting and Camera Setup for an Interview; Camera Composition and Storytelling; Film Editing Style and Technique; Film Shots; Podcasting

4. TIMELINE

May-June: Complete initial Manuscript for June 30th Deadline; **July-August:** Complete ancillary and Multi-media materials; **FA2024:** Edit Materials based on feedback and instruction.

5. ENHANCING TEACHING AND RESEARCH AT LU

In the FA 24 semester, Dr. Files-Thompson, Professor Berry, and Professor Whitfield will each instruct two sections of COM 205 Human Communication, COM 207 Media Technology, and COM 203 Public Speaking, respectively, using the developed textbooks and ancillary resources. These materials will undergo refinement based on student feedback throughout the academic year. The three initial textbooks cater to 200-level Mass Communications courses, focusing on the holistic development of both hard and soft communication skills. While fulfilling mass communications major requirements, these courses stand out as popular general electives recommended by advisors across disciplines, with public speaking serving as a social science core elective.

6. SUMMATIVE ASSESSMENT:

Project success will be assessed through a comprehensive approach, utilizing student feedback, evaluations, and the measurement of both indirect and direct learning outcomes. Ongoing student feedback sessions and evaluations will provide insights into the effectiveness of the textbooks and ancillary resources. Indirect outcomes, including increased engagement, will be observed, while direct learning outcomes will be assessed to gauge the impact on student knowledge acquisition.

7. PROJECT DISSEMINATION

The project outcomes will be shared with the Lincoln University community through presentations at department and CETL events. Additionally, findings will be presented to the African American Communication and Culture Division of NCA, contributing to a broader scholarly discourse. Following the refinement of the textbook and ancillary materials via the aforementioned success measurements, the textbooks will be marketed to other HBCUs, promoting widespread accessibility and impact within the broader academic community.

C. BUDGET

Summer Salary	\$7,000 <i>*for explicated work during the months of May, June, July, and August</i>
Total:	\$7,000



KENDALL HUNT TECHNOLOGY SOLUTIONS AGREEMENT

This Agreement is made in the City of Dubuque, Iowa, on this 7th day of February, 2024 between Kendall Hunt Publishing Company, ("PUBLISHER") and Brandi Berry, Nicole Files-Thompson, Trejha Whitfield ("Author") for the publication of a work on the subject of: Communication, Media, Mass Comm, and having a (working) title of: Media Techology from an HBCU Perspective (working title) ("the Work"), 1 Edition.

That for and in consideration of the mutual promises herein contained and other good and valuable consideration, the receipt of which is acknowledged, the Parties mutually agree as follows:

Delivery

1. Time being of the essence, Author shall deliver to PUBLISHER Author's Educational Materials (including, but not limited to any photographs, illustrations, images, finished line drawings, bibliographic citations, and other materials to be included in the Work) in an electronic format acceptable to PUBLISHER on or before June 30, 2024 unless PUBLISHER agrees to a later date in writing. The initial or continued publication of Author's Work is expressly conditioned upon PUBLISHER's determination in its sole discretion the suitability of Author's Educational Materials and the Work based upon, but not limited to, editorial content, marketability, anticipated or promised usage, physical requirements, costs of production or a material change in such factors. In the event PUBLISHER determines the initial or continued publication of the Work is unsuitable, PUBLISHER shall have the right to terminate this Agreement, but until such termination, Author may not publish nor cause the publication of the Work elsewhere. If this Publication Agreement terminates for any reason on or before Author submits to Publisher the full manuscript of the Work, or if the Work is not published for any reason, Author shall immediately upon demand return to Publisher any Manuscript Preparation Grant and/or Advance or any other sums paid by Publisher to Author or on Author's behalf in connection with the Work.

Live Date

2. The anticipated publication date shall be: August 16, 2024 ("Publication Date"), unless a new date is mutually agreed upon. This date is contingent upon Author's timely submission of the Author's Educational Materials and the Work to Publisher.

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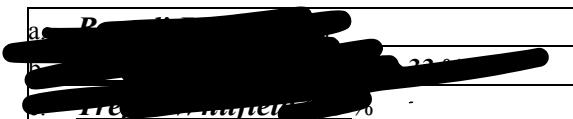
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schools/institutions/organizations other than Author's.

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6. All rights, title and interest in the Work including, but not limited to, the exclusive copyright and all intellectual property rights in all modes, media or forms of publication, transmission, publication or transmission now existing or hereafter developed shall be in the name of Publisher for the full term of the copyright, and Author hereby, and by separate Assignment bearing even date attached hereto, grants, transfers and assigns such right, title and interest in the Work to Publisher. Author shall retain the license

to use Author's educational materials for classroom instruction and academic presentations provided such classroom instruction or academic presentations does not compete with or otherwise interfere with Publisher's commercialization of the Work or Author's Educational Materials.

Customization of Work: As between the Publisher and an Author preparing a customized version of a pre-existing Publisher publication, Publisher shall own and retain the exclusive right, title and interest in all content within the pre-existing Publisher publication and, except as otherwise specifically agreed in writing between the parties, the exclusive right, title and interest to the customized version of the Work.

Competitive Mts 7. Author agrees that, during the existence of this Agreement, Author will not, without the written consent of the Publisher, prepare or assist in the preparation of or contribute in any way to any other work in any form of media in any part of the world that might in any way interfere or conflict with the sale of the Work. Author's use of the Work, or portions thereof, for Author's classroom instruction, academic conferences or papers, or other comparable, non-revenue generating academic uses shall not be a violation of this Section as long as such use does not interfere with the sale, licensing or commercialization of the Work by Publisher.

Warranty 8. Author represents and warrants to PUBLISHER that: (a) Author is the sole and exclusive owner of the rights to the Work and, other than content provided by Publisher or permissioned by third parties, all material included in the Work, including all text, graphics, sound, video, programming, scripts, and applets; and (b) The use, reproduction, distribution, and transmission of the Work or any information or materials contained in it, on and from PUBLISHER's server computer or that of a third party internet service provider does not: (1) infringe or misappropriate any copyright, patent, trademark, trade secret, or any other proprietary rights of a third party; (2) violate any criminal laws; (3) constitute false advertising, unfair competition, defamation, an invasion of privacy, violate a right of publicity, or violate any other law or regulation.

Indemnity 9. Author is solely responsible for any liability arising out of or related to the Work, Author's Educational Materials, Course of Instruction or for any other content provided by Author. Author agrees to defend, indemnify and hold PUBLISHER harmless from and against any and all liabilities, losses, damages, costs and expenses (including reasonable attorney's fees and expenses) associated with any claim or action brought against PUBLISHER for actual or alleged infringement of any U.S. patent, copyright, trademark, service mark, trade secret or other property right based upon the Work, Author's Educational Materials, Course of Instruction or use of the publication or online component, for Author's use of the Licensed Product/s, publication, online component or other PUBLISHER services, including, but not limited to, any claims based upon representations, warranties or misrepresentations made by Author, for any alleged violations of FERPA or any other privacy laws and for any other improper or unauthorized acts or failures to act on the part of the Author. This indemnification agreement shall survive termination of this Agreement and shall not be subject to any limitation of liability or damages' provision.

Provisions 10. Author agrees to the following additional terms and conditions:

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b. **Assignment.** The Author may not assign this Agreement without the prior written consent of Publisher and any such assignment without the required consent shall be deemed to be null and void. Publisher may assign this Agreement. Subject to the foregoing, this Agreement shall be binding upon and inure to the benefit of the parties hereto and their successors, permitted assigns, heirs, executors, administrators and personal representatives.

c. Modifications. This Agreement may be amended at any time and from time to time, but any amendment must be in writing and signed by each Party.

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e. Joint Drafting. This Agreement is a negotiated document and shall be deemed to have been drafted jointly by the Parties, and no rule of construction or interpretation shall apply against any particular Party based on a contention that the Agreement was drafted by one of the Parties. This Agreement shall be construed and interpreted in a neutral manner.

f. Validity of Agreement. If any term, provision, covenant, or condition of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, the rest of the Agreement shall remain in full force and effect and shall in no way be affected or invalidated.

g. Entire Agreement. This Agreement, including all Exhibits, Appendices, and Attachments, contains the entire agreement of the Parties relating to the rights granted and obligations assumed in this Agreement. Any oral representations or modifications concerning this instrument shall be of no force or effect unless contained in a subsequent written modification signed by the Party to be charged.

h. Venue and Applicable Law. This Agreement shall be governed, construed and interpreted in accordance with the laws of the State of Iowa (without respect to principles of conflicts of law), and the Parties irrevocably submit to the jurisdiction of and venue in the State of Iowa in any legal proceeding necessary to interpret or enforce this Agreement or any part of this Agreement.

i. Execution: This Agreement may be signed in one or more counterparts, each such counterpart being deemed an original instrument, and all of such counterparts will together constitute the same Agreement. Publisher and Author hereby agree to accept copies of signatures sent via electronic mail or facsimile as though such signature is an original.

j. Lead Author: It is agreed among the Authors that Brandi Berry shall serve as the lead Author for the Work and in such capacity, shall have the right and is hereby empowered without reservation, on behalf of all the Authors, to negotiate and execute any and all Agreements and other documentation as in his/her discretion is necessary to the publication of the Work with Kendall Hunt Publishing Company, as well as all Reprints, Revision's and Adaptations thereof.



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j. Lead Author: It is agreed among the Authors that Nicole Files-Thompson shall serve as the lead Author for the Work and in such capacity, shall have the right and is hereby empowered without reservation, on behalf of all the Authors, to negotiate and execute any and all Agreements and other documentation as in his/her discretion is necessary to the publication of the Work with Kendall Hunt Publishing Company, as well as all Reprints, Revision's and Adaptations thereof.



KENDALL HUNT TECHNOLOGY SOLUTIONS AGREEMENT

This Agreement is made in the City of Dubuque, Iowa, on this 7th day of February, 2024 between Kendall Hunt Publishing Company, ("PUBLISHER") and Trejha Whitfield, Nicole Files-Thompson, Brandi Berry ("Author") for the publication of a work on the subject of: Communication, Public Speaking, Mass Comm, and having a (working) title of: Public Speaking from an HBCU Perspective (working title) ("the Work"), 1 Edition.

That for and in consideration of the mutual promises herein contained and other good and valuable consideration, the receipt of which is acknowledged, the Parties mutually agree as follows:

Delivery

1. Time being of the essence, Author shall deliver to PUBLISHER Author's Educational Materials (including, but not limited to any photographs, illustrations, images, finished line drawings, bibliographic citations, and other materials to be included in the Work) in an electronic format acceptable to PUBLISHER on or before June 30, 2024 unless PUBLISHER agrees to a later date in writing. The initial or continued publication of Author's Work is expressly conditioned upon PUBLISHER's determination in its sole discretion the suitability of Author's Educational Materials and the Work based upon, but not limited to, editorial content, marketability, anticipated or promised usage, physical requirements, costs of production or a material change in such factors. In the event PUBLISHER determines the initial or continued publication of the Work is unsuitable, PUBLISHER shall have the right to terminate this Agreement, but until such termination, Author may not publish nor cause the publication of the Work elsewhere. If this Publication Agreement terminates for any reason on or before Author submits to Publisher the full manuscript of the Work, or if the Work is not published for any reason, Author shall immediately upon demand return to Publisher any Manuscript Preparation Grant and/or Advance or any other sums paid by Publisher to Author or on Author's behalf in connection with the Work.

Live Date

2. The anticipated publication date shall be: August 16, 2024 ("Publication Date"), unless a new date is mutually agreed upon. This date is contingent upon Author's timely submission of the Author's Educational Materials and the Work to Publisher.

Usage

3. Author's estimated usage of the Work shall be as follows: 150 at Lincoln and other HBCUs of copies/subscriptions per academic year. The Work is intended for adoption at Author's school/institution/organization Lincoln University and at other schools/institutions/organizations. Author agrees to use best efforts to require use of the Work in its/his/her course Public Speaking; COM 203 or section and in all other courses or sections over which Author has the appropriate control or influence. Publisher reserves the right to take the Work out of publication if in the sole determination of Publisher the demand for the Work is no longer sufficient to warrant its continued publication. In the event Publisher declares the Work to be out of publication, Publisher shall so notify Author, and publication rights to the Work shall revert to the Author upon Author's written request provided, however, any such reversion to Author shall be subject to: (a) any subscriptions to the Work; and (b) the non-exclusive, worldwide, perpetual, royalty free license of Publisher to continue the sale, publication, distribution, or such other uses of the Work or Author's Educational Materials or parts thereof existing at the time the work is taken out of publication. Such reversion, however, shall not be construed as an assignment, license, or grant of any rights in the Licensed Product/s, Web Site, Software or associated Documentation.

Royalty

PUBLISHER shall pay Royalties to Author in accordance with the following schedule:

1. Royalties shall be paid to Author for the following organization:

web Site/Course at

schools/institutions/organizations other than Author's.

The parties agree that the royalties payable under this Agreement shall be payable to:

Additional Royalty Terms and Conditions. Publisher reserves the right in its sole discretion to set the amount, timing and manner of royalty payment, if any, on all other revenue generated by partial uses, applications, sub-licensing or customizations of Author's Educational Material (for example, test banks, repositories, etc.), but in no event will such payment exceed the above-stated royalty rate for full adoptions or the pro-rated royalty rate for partial uses, such pro-ration to be based on the percentage of the Work used in the relation to the revenue-generating work. No royalty shall be payable for gratis copies of the Work, for copies of the Work used for advertising, review or promotional purposes, for any components of the Work or other supplemental materials supplied by third parties (including, but not limited to, Napster, Wall Street Journal, Wireless eSystems, or Nielsen's Human Anatomy Interactive Atlas, etc.), or for copies supplied without charge to non-profit educational institutions, organizations and companies for private use, for braille, large type, or by sound scribe or similar recording processes for the blind, or by photographic or microfilming processes for the physically handicap. For components or supplemental materials supplied by third parties, the Author's royalty rate shall not be applied to the price allocated to the component or supplemental material, which price shall be determined in Publisher's sole discretion. All subscriptions, sales or licensing subject to royalties under this agreement shall be computed on the Publisher's net price per subscription and paid at the completion of the subscription term based only upon actual monies received by PUBLISHER and computed net of returns, discounts, sales and usage taxes, tariffs and the like. At Publisher's request, the Author will read and correct the proofs of the Work, if any, promptly upon receipt from the Publisher and return the same to Publisher without delay. If the Author makes corrections or alterations in such proofs (other than those due to Publisher's errors) costing in excess of five percent (5%) of the cost of the original composition, the costs of correction and alteration in excess of said five percent (5%) shall be charged against the Author's royalties hereunder, and may, at Publisher's discretion, result in a price increase to the Work to reflect such changes.

If there are multiple Authors or Non-Author royalty recipients under this Agreement, the royalties to be paid shall be divided as follows:

If Author has appointed a designee as the recipient of Author's royalties, Author hereby agrees to release PUBLISHER from any obligation to pay Author any royalties, and Author further agrees to hold harmless and indemnify PUBLISHER for the payment of royalties to that designee.

Permissions

5. Author shall not use any unoriginal material from other copyrighted works outside of the public domain without the express approval and written permission of Publisher and the copyright owner(s) of such material, if any. Author shall be responsible for providing Publisher with the original source for the requested material, and Publisher shall be responsible for requesting such permission from such original source.

Grant of Rights

6. All rights, title and interest in the Work including, but not limited to, the exclusive copyright and all intellectual property rights in all modes, media or forms of publication, transmission, publication or transmission now existing or hereafter developed shall be in the name of Publisher for the full term of the copyright, and Author hereby, and by separate Assignment bearing even date attached hereto, grants, transfers and assigns such right, title and interest in the Work to Publisher. Author shall retain the license

to use Author's educational materials for classroom instruction and academic presentations provided such classroom instruction or academic presentations does not compete with or otherwise interfere with Publisher's commercialization of the Work or Author's Educational Materials.

Customization of Work: As between the Publisher and an Author preparing a customized version of a pre-existing Publisher publication, Publisher shall own and retain the exclusive right, title and interest in all content within the pre-existing Publisher publication and, except as otherwise specifically agreed in writing between the parties, the exclusive right, title and interest to the customized version of the Work.

Competitive Mts 7. Author agrees that, during the existence of this Agreement, Author will not, without the written consent of the Publisher, prepare or assist in the preparation of or contribute in any way to any other work in any form of media in any part of the world that might in any way interfere or conflict with the sale of the Work. Author's use of the Work, or portions thereof, for Author's classroom instruction, academic conferences or papers, or other comparable, non-revenue generating academic uses shall not be a violation of this Section as long as such use does not interfere with the sale, licensing or commercialization of the Work by Publisher.

Warranty 8. Author represents and warrants to PUBLISHER that: (a) Author is the sole and exclusive owner of the rights to the Work and, other than content provided by Publisher or permissioned by third parties, all material included in the Work, including all text, graphics, sound, video, programming, scripts, and applets; and (b) The use, reproduction, distribution, and transmission of the Work or any information or materials contained in it, on and from PUBLISHER's server computer or that of a third party internet service provider does not: (1) infringe or misappropriate any copyright, patent, trademark, trade secret, or any other proprietary rights of a third party; (2) violate any criminal laws; (3) constitute false advertising, unfair competition, defamation, an invasion of privacy, violate a right of publicity, or violate any other law or regulation.

Indemnity 9. Author is solely responsible for any liability arising out of or related to the Work, Author's Educational Materials, Course of Instruction or for any other content provided by Author. Author agrees to defend, indemnify and hold PUBLISHER harmless from and against any and all liabilities, losses, damages, costs and expenses (including reasonable attorney's fees and expenses) associated with any claim or action brought against PUBLISHER for actual or alleged infringement of any U.S. patent, copyright, trademark, service mark, trade secret or other property right based upon the Work, Author's Educational Materials, Course of Instruction or use of the publication or online component, for Author's use of the Licensed Product/s, publication, online component or other PUBLISHER services, including, but not limited to, any claims based upon representations, warranties or misrepresentations made by Author, for any alleged violations of FERPA or any other privacy laws and for any other improper or unauthorized acts or failures to act on the part of the Author. This indemnification agreement shall survive termination of this Agreement and shall not be subject to any limitation of liability or damages' provision.

Provisions 10. Author agrees to the following additional terms and conditions:

a. **Contract Documents.** Author and Publisher agree that Publisher's WebCOM Software License, Hosting Services Agreement and Terms of Use and/or End User Agreements (TOU/EUA) shall govern the use of or access to Publisher's web based publishing products and services and shall be hereby incorporated into and form part of this Agreement. The TOU/EUA, which may be viewed at www.khpcontent.com may be changed or updated from time to time by Publisher.

b. **Assignment.** The Author may not assign this Agreement without the prior written consent of Publisher and any such assignment without the required consent shall be deemed to be null and void. Publisher may assign this Agreement. Subject to the foregoing, this Agreement shall be binding upon and inure to the benefit of the parties hereto and their successors, permitted assigns, heirs, executors, administrators and personal representatives.

c. Modifications. This Agreement may be amended at any time and from time to time, but any amendment must be in writing and signed by each Party.

d. Causes Beyond Control. Either Party will be excused from delays in performing or from failing to perform its obligations under this Agreement to the extent the delays or failures result from causes beyond the reasonable control of the Party. However, to be excused from delay or failure to perform, the Party must act diligently to remedy the cause of the delay or failure.

e. Joint Drafting. This Agreement is a negotiated document and shall be deemed to have been drafted jointly by the Parties, and no rule of construction or interpretation shall apply against any particular Party based on a contention that the Agreement was drafted by one of the Parties. This Agreement shall be construed and interpreted in a neutral manner.

f. Validity of Agreement. If any term, provision, covenant, or condition of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, the rest of the Agreement shall remain in full force and effect and shall in no way be affected or invalidated.

g. Entire Agreement. This Agreement, including all Exhibits, Appendices, and Attachments, contains the entire agreement of the Parties relating to the rights granted and obligations assumed in this Agreement. Any oral representations or modifications concerning this instrument shall be of no force or effect unless contained in a subsequent written modification signed by the Party to be charged.

h. Venue and Applicable Law. This Agreement shall be governed, construed and interpreted in accordance with the laws of the State of Iowa (without respect to principles of conflicts of law), and the Parties irrevocably submit to the jurisdiction of and venue in the State of Iowa in any legal proceeding necessary to interpret or enforce this Agreement or any part of this Agreement.

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January 31, 2024

To: Dr. Patricia Joseph
Provost
Lincoln University
Office of the Dean of the Faculty
Lincoln University, PA

Re: Dr. Nicole Files-Thompson
Associate Professor
Lincoln University
Mass Communications
Lincoln University, PA

Dear Dr. Joseph:

On behalf of the Institute of International Education (IIE), I am writing to express our deep appreciation for the service of Dr. Nicole Files-Thompson. Dr. Files-Thompson served on a Peer Review Committee for the Fulbright U.S. Scholar Program in fall 2023, which completed the merit review of applications received for the 2024-2025 competition.

The Fulbright Scholar Program is sponsored by the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA). IIE organized and convened discipline-based peer review committees that encompass the diversity of U.S. academia. The applications recommended by the peer review committees will be considered for awards to over 140 countries around the world. These applications are forwarded for review and selection by the Fulbright Commissions or U.S. Embassies, the U.S. Department of State, and the presidentially appointed Fulbright Foreign Scholarship Board.

IIE deeply appreciates the time Dr. Files-Thompson contributed to reading and evaluating applications and participating in the committee meeting. The experience, expertise, and unique perspective they bring to this substantial activity is greatly valued.

We send this acknowledgment of our gratitude for the expertise provided by this academic service, which furthers the Fulbright goals of increasing mutual understanding through international academic exchange.

Sincerely,

A handwritten signature in black ink that reads "Jordanna Enrich".

Jordanna Enrich
Director, Fulbright U.S. Scholar Program

A. Faculty Development Grant Summer 2023 Completion Report

Enhancing Academic and Professional Networks for Student and Faculty Success

Applicant:

Nicole Files-Thompson, Ph.D.

Associate Professor, Department of Mass Communications

Phone: 202.215.1126

Email: nfilesthompson@lincoln.edu

Office Location: Grim Hall 113

Date of Report:

November 30, 2023

B.**1. PROJECT DESCRIPTION**

In the summer of 2023, I plan to continue to work on my professional development through participation in my scholarly community and professional networks. As a Fulbright Alumni and former elected officer in the leadership of the National Communication Association (NCA), I seek continued engagement with the resources of those positions to continue my HBCU advocacy. Therefore, my summer work will include preparation of a Fulbright Specialist Application, data collection from the first year of the NCA funded HBCU Communication PhD Pipeline program, and compilation of reports, presentations, and proposals to extend the funding opportunity beyond the initially granted 2-year period. Additionally, I will continue building new professional relationships through interdisciplinary collegiality by presenting at Lincoln faculty, Dr. James Wadley's Association of Black Sexologists and Clinicians Spring Roundtable Series.

2. GOALS AND OBJECTIVES OUTCOMES**1. Association of Black Sexologists and Clinicians Spring Roundtable Series Presentation, April 2023, Montego Bay Jamaica**

STATUS: Completed, Presentation Delivered April 24, 2023

Panel Title: *Communing Towards Black Women's Embrace of Pleasure and Liberation from Shame*

2. Fulbright Specialist Grant Application:

Application Deadlines: June 1st & September 1st 2023

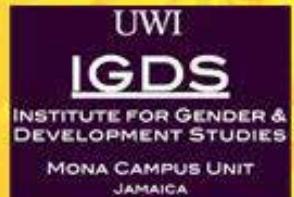
STATUS: Instead of completing the Specialist Application I:

- 1) Became a Fulbright In-Country Expert for Jamaica and conducted an orientation for 23/24 awardees on Tuesday June 13th
- 2) Served as a Fulbright Reviewer for Communication for 24/25 cycle applications. I reviewed 18 applications over the months of August and September, and then participated in a formal review panel on November 11, 2023
- 3) Hosted a Faculty Fulbright Workshop for the LU Office of International Programs on November 14th.
* Country Expert and Reviewer letters were sent from Fulbright to Provost.

3. Data Collection and Material Preparation for Continued Funding of the HBCU Communication Pipeline:

STATUS:

- 1) Completed surveys and made presentations to potential donors.
- 2) Secured additional funding for the Pipeline program from Villanova, Waterhouse Foundation, Syracuse University
- 3) The additional funding allowed us to increase the amount of fellows in the program from 10 to 14 in the 23/24 cycle, as well as have funding for a 24/25 cycle with at least 14 fellows.



ABSC Spring Roundtable Series VIII (HYBRID EDITION)

**BECAUSE
WE'RE FREE**

**April 24-25, 2023
MONTEGO BAY, JAMAICA**

VISIT WWW.THEABSC.COM/EVENTS

To analyze Black women's experience in college sport at the intersection of race and gender in a white male dominated arena, this presentation will review the history of Black women in college sports and offer a qualitative content analysis of data garnered from n = 106 Black women coaches. Five salient themes emerged, Stereotype of the angry Black woman, gender discrimination, more black women are needed, team mammy, and lucky to have a good experience.

11:00AM CST/Ja

Because We Are Free: Pursuing Sexual Pleasure in the Face

of Erotic Inequities

Pamela Kennebrew, EdD

Description

Research utilizing a life course framework for exploring the importance of Sexual Health and Wellbeing (SH&W) including how socioeconomic factors shape SH&W which some labeled 'erotic equity' is beginning to emerge, highlighting how systems (structural and social) inhibit positive aspects of sexuality. However, this research tends to be unidimensional. The intersectionality of race, age, SH&W, and economic insecurity is ignored. This dialogue seeks to understand SH&W utilizing the counter-narrative approach highlighting the voices of Black women to expand the discourse surrounding erotic inequities through a prism that highlights all the dimensions of older Black women. When Black women place themselves in the center of their oppression they can then see themselves as agents, actors, and participants in their own liberation. We will discuss Black women's use of sex, spirituality and to resistant erotic inequality and oppression. This dialogue can be empowering resulting in emancipatory knowledge and freedom.

SMART Objectives

1. Expand the narrative of the association between economic insecurity and sexual well-being.
2. Explore factors associated with sexual pleasure and spirituality
3. Through facilitated dialogue develop methodologies and approaches to explore and expand the current literature regarding SH&W

12:00PM CST/Ja

Communing Towards Black Women's Embrace of pleasure and Liberation from Shame

Nicole Avant, Pharm.D. BCACP and Nicole Files-Thompson, Ph.D

Description

We are Black women- experts, scholars, practitioners, and activists of sex, sexuality, and sexual communication. Using our bodies of research as places of location, our positionality leads us to advocate that bodies, and positioning of bodies, shows up differently for Black women. From menstruation to sex, reproductive health to intimate partner communication, we are involved in the work of community to change narratives that diminish the full value of our bodies. We seek liberation through deconstructing and reconstituting how Black women feel about sex, their sexual experiences, their connections to bodies, and body agency. The discussants hope to encourage a rich discussion that leads Black women towards increased tenderness, nurturing, love, care, compassion and pleasure by interrogating with the audience: What shame do you carry regarding your body? Where did you get those messages? How does shame get in the way of your pleasure?

SMART Objectives

1. Name a pleasure, erotic or otherwise.
2. Articulate a source of shame that impedes Black women's agency regarding their bodies, sex, and/or related agency.
3. Identify a strategy/resource/affirmative space that empowers their bodily/sexual agency.

1:00PM CST/Ja

Melanated Liberation Sexosophy

Zelaika Hepworth Clarke Carnegie, PhD, MSW, MEd

Description

Decolonial eroticologist and autoethnographer will share findings associated with Melanated Liberation Sexosophy and foundations of Black Sexual Liberatory Praxis. Through the use of inspiring prompts and emancipatory tools, participants and co-liberators will have the opportunity to imagine emancipatory pleasures, joy, and eroticism through the cultivation of an Erotic Liberation Incubator. Co-liberators are invited to activate our emancipatory knowledge and erotic intelligence to transgress oppression, disrupt trauma, illuminate pathways for liberation and instigate opportunities for erotic sovereignty, well-being and prosperity.

SMART Objectives

1. By the end of the session, participants will be able to identify at least one emancipatory tool or concept.
2. By the end of the session, participants will be able to describe erotic prosperity

Subject: ATTENTION -- Faculty Fulbright Information Session
Date: Monday, November 13, 2023 at 2:03:53 PM Eastern Standard Time
From: LU Faculty Affairs
To: LU Faculty Affairs
CC: Patricia Joseph, Jackie McNeil, Yoli Echevarria, Cecilia Gatheca, Diana Akumu, Ade'lsa Davis, Terri Joseph
Priority: High
Attachments: Faculty-Fulbright-Information-Session.pdf, Faculty-Fulbright-Information-Session.png

***** Sent on behalf of the Office of International Programs *****

Greetings Faculty!

We hope all is well with you and your family!

This is a gentle reminder to join us tomorrow on Zoom at 12:30 pm to learn about 'Fulbright' with Dr. Nicole Files-Thompson?



Lincoln University
LEARN. LIBERATE. LEAD.

Faculty Fulbright Information Session

Join Dr. Nicole Files-Thompson for an informative session on the incredible research opportunities available through the Fulbright program. Discover how you can enhance your academic career and make a global impact with this prestigious scholarship. Mark your calendars for Tuesday, November 14th at 12:30pm and join us via Zoom at <https://zoom.us/s/5497968818>.

Made with Gamm

<https://zoom.us/s/5497968818>

Join our Cloud HD Video Meeting

Zoom is the leader in modern enterprise video communications, with an easy, reliable cloud platform for video and audio conferencing, chat, and webinars across mobile, desktop, and

HBCU Communication PhD Pipeline Program

Welcome Packet 2023-2024



PROGRAM DIRECTORS

DR. RONALD L. JACKSON II

DR. NICOLE FILES-THOMPSON

DR. KIMBERLY P. JOHNSON



OVERVIEW

The Historically Black Colleges and Universities (HBCU) Communication Ph.D. Pipeline Program (CPPP) is a 9-month training program designed to prepare African American students for a PhD in communication and subsequently an academic career in communication. The objective of the program is to acquaint student fellows with the scope of the field of communication, opportunities for graduate study in communication, what students can do with a PhD in communication, and what it takes to become a communication professor. In addition to peer and faculty mentorship, the HBCU PhD communication Pipeline program introduces participants to a network of scholars and peers across the country in different areas of communication. Student participants in this *HBCU Communication Pipeline Program* will have a one-of-a-kind academic year-long experience preparing them for a career in academe as a communication professor.

THE PROGRAM WILL INCLUDE:

- 9-month intensive experience with training seminars each month (mostly virtual and two in person).
- Travel (NCA conference and visit to University of Cincinnati campus)
- Assignment of a Peer Mentor
- Assignment of a Faculty Mentor
- Availability of At-Large Faculty Mentors
- Peer Mentors access to At Large Mentors
- 4 workshops that are specifically geared towards our peer mentors interests



ABOUT

This is the second cohort for a two-year pilot HBCU Communication Ph.D. Pipeline Program. The program is designed primarily to *prepare students of color* for a successful academic career in communication. It is the nation's first national PhD pipeline initiative focused on communication students attending HBCUs.



SIGNIFICANCE OF PROGRAM

- Provide support mechanisms for students of color in communication to achieve a career in communication.
- Produce a richly diverse National communication association (NCA) membership replete with better equipped set of students in the pipeline toward becoming professors of communication.
- Expand the knowledge and exposure of student fellows to a life and career in academe.
- Expose students to a variety of graduate programs and research universities across the country.
- Facilitate networking and extend professional network.
- Familiarize students with resources in communication.



PARTNERS

The HBCU PhD communication Pipeline Program is funded by the University of Cincinnati, National Communication Association (NCA), and Waterhouse Family Institute (WFI).

University of Cincinnati is a public research university located in Ohio, Cincinnati. The School of communication, film and media studies of the university offers a degree in communication and public relation, and a masters in communication.

The school promotes knowledge of human communication through research, teaching and service. Research in the school of communication centers on understanding issues of voice, identity, public participation, and advocacy/leadership across communication domains including interpersonal, organizational, political, organizational, rhetorical, environmental, health, and mediated communication.

University of Cincinnati school of communication, film and media studies offers MA in Communication, a Graduate Certificate in Film and Media Studies, and a Ph.D Communication with a focus on social justice.

ABOUT OUR FUNDING PARTNERS



The National Communication Association (NCA) is the largest communication association dedicated to the study and practice of communication. It is a not-for-profit membership-based scholarly society founded in 1914. NCA hosts the largest communication conference in America. NCA promotes the widespread appreciation of the importance of communication in public and private life, the application of competent communication to improve the quality of human life and relationships, and the use of knowledge about communication to solve human problems.

The Waterhouse Family Institute (WFI) was created to promote the study and practice of communication and celebrate its role in the creation of social change. The aim of WFI is to create and expand a global network of communication scholars, students, activists and professionals, all of whom share a common belief: communication and social justice are necessarily intertwined.

The University of Cincinnati, a top 25 public research university, has an enrollment of nearly 48,000 students and is ranked No. 4 in the nation for co-ops and internships by U.S. News & World Report.

National Communication Association (NCA) hosts annual conventions which attracts some 5,000 attendees each year. NCA hosts programs and other meetings that provide professional development opportunities for Communication scholars and advance the broader discipline.

NCA advocates for public policy that supports the professional efforts of Communication scholars.

All NCA members are provided with access to current and archived electronic issues of journals, latest research in the discipline and showcase diverse perspectives on a range of scholarly topics.

NCA offers student memberships valid for a year. Members may affiliate with several divisions connected to their research interests.



COMMUNICATION PHD PIPELINE PROGRAM...OUR WHY



- The HBCU CPPP seeks to prepare African American students in communication for graduate programs and subsequently the professoriate in communication.
- Students of color rarely see tenure-line faculty that look like them teaching communication classes, and this PhD pipeline will produce scholars who will take up these spaces to serve as encouragement and motivation for students of color to excel in academe or a career as a communication professor.

The 11 HBCUs that are participating this year are among the most elite HBCUs that collectively train and graduate the majority of non-White communication students earning Masters and PhD degrees in the country.

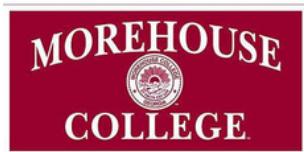


OUR INSTITUTIONAL AFFILIATES

(in alphabetical order)



Lincoln University
LEARN. LIBERATE. LEAD.



HAMPTON
UNIVERSITY
THE STANDARD OF EXCELLENCE



NCCentral
UNIVERSITY



- Alabama State University (Liaison: Dr. Carlos Morrison)
- Bowie State University (Liaison: Dr. Jayne Cubbage)
- Central State University (Liaison: Mr. Michael Gromley)
- Dillard University (Liaison: Dr. Shaniece Bickham)
- Hampton University (Liaison: Dr. Ron Jackson)
- Howard University (Liaison: Dr. Kehbuma Langmia)
- Lincoln University (Liaison: Dr. Nicole Files-Thompson)
- Morehouse College (Liaison: Dr. Felicia Stewart)
- North Carolina Central University (Liaison: Dr. Shauntae Brown-White)
- Tennessee State University (Liaison: Dr. Kimberly Johnson)
- Texas Southern University (Liaison: Dr. Toniesha Taylor)

PROGRAM LEADERSHIP

Executive Director

Ronald L. Jackson II, PhD
(814-571-9189)
ron.jackson@uc.edu



Dr. Ronald L. Jackson II is the Director of the HBCU Communication PhD Pipeline Program. Dr. Jackson is a Distinguished University Research Professor at University of Cincinnati and Past President of both the National Communication Association and Eastern Communication Association.

Dean Emeritus of the College of Arts & Sciences at University of Cincinnati, he is author of 17 books and over 75 publications related to African American communication and identity. He is co-author of the International Comic-Con Will Eisner award-winning book *Black Comics*.

He is also an NCA Distinguished Scholar and ICA Fellow.

PROGRAM LEADERSHIP

Director, Travel & Logistics

Nicole Files-Thompson, PhD
Associate Director



She is an Associate Professor and former chair of the dept. of mass communications at Lincoln University and a Fulbright alumnus that has held leadership positions in the National Communication Association (NCA) and the Eastern Communications Association (ECA).

Having twice graduated from an HBCU, as an HBCU faculty member Dr. Files-Thompson is acutely aware of internal and external barriers to access that HBCU students face when it comes to educational travel and graduate school.

PROGRAM LEADERSHIP TEAM

Mentor Coordinator

Kimberly P. Johnson, PhD

Associate Director



Dr. Kimberly P. Johnson is an Associate Professor of Communications and an affiliate faculty member of the Women's Studies Program at Tennessee State University. She is also an affiliate faculty member to PhD Program in African American Preaching and Sacred Rhetoric at Christian Theological Seminary. Her areas of specialization include Political, Religious, and African American Rhetoric, Rhetorical Criticism, Cultural Criticism, and Womanism. Johnson is a nationally recognized scholar by the National Communication Association. She is the recipient of two 2021 National Communication Association awards: AACCDC 2021 Top Scholarly Article Award ("Must Thee Take the Man Exclusively? Jarena Lee and Claiming the Right to Preach"), along with the AACCDC 2021

Top Book Chapter Award ("A Womanist Response to Black Lives Matter and American Nationalism"). Johnson is the author of *The Womanist Preacher: Proclaiming Womanist Rhetoric from the Pulpit* (Lexington Books, 2017). She is a graduate of Northwestern University, McCormick Theological Seminary, and The University of Memphis. Additionally, she is a licensed and ordained minister in the Christian Church (Disciples of Christ) and serves as an Associate Minister at New

ROLES & RESPONSIBILITIES

HBCU COMMUNICATION PH.D. PIPELINE PROGRAM

Meet Our Leadership Team



Dr. Ron Jackson



Dr. Nicole Files
Thompson



Dr. Kimberly
Johnson



Grace
Vondenbenken



Rhy'ss Taylor

Dr. Jackson serves as Executive Director of the HBCU CPPP and is therefore responsible for oversight of the entire program.

Dr. Files-Thompson is Co-Director of the HBCU CPPP, and is directly responsible for travel-related logistics. She will assist with NCA Convention activity as well, as it pertains to the program.

Dr. Johnson is co-Director of the HBCU CPPP, and is responsible for oversight of the mentoring program. If you have any questions or concerns about anything related to mentoring she is your direct contact.

Grace is a Program Assistant and is responsible for assisting with the mentoring program and all social media items. Please see her if you want to help with social media or have questions about mentoring.

Rhy'ss is a Program Assistant and is responsible for assisting with all fiscal and financial matters including logistics, budgeting, etc.

[\(814-571-9189\)](mailto:ron.jackson@uc.edu)

dr.filesthompson@gmail.com

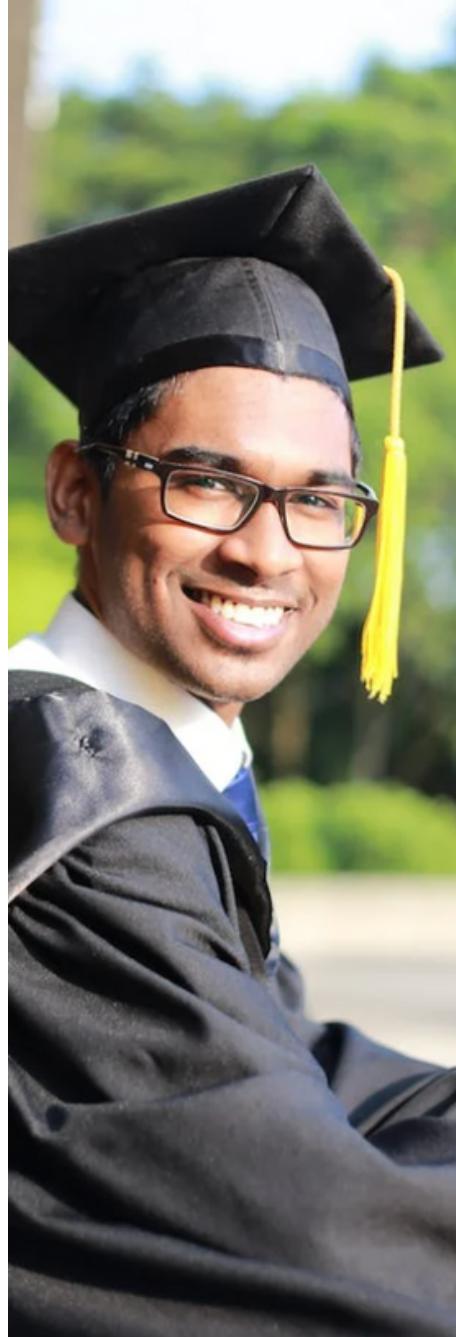
kjohns65@Tnstate.edu

vondenga@mail.uc.edu

taylor3rs@mail.uc.edu

UNCOMPROMISED EXCELLENCE

PROGRAM CALENDAR



The HBCU Ph.D pipeline program meets every first Friday of every month from 2-4pm EST with the exception of January, when we will meet in week 3.

September 8

October 6

November 3

November 16-18

December 1

January 26

February 2

March 1

April 4-6

May 3



PROGRAM SCHEDULE

Week 1 (September 8)

Welcome/Introductions/Overview of Program

Virtual

Week 2 (October 6)

Overview of Communication as a Field: Pathways
Inside & Outside
(Connecting w/ Peer Mentors)

Virtual

Week 3 (November 3)

Navigating the Academic Conference I: Getting the
Most Out of the Conference/ Knowing the
Subdisciplines in the Field of Communication

Virtual

Week 3.5 (November 16-18)

Experiencing the NCA Convention
Role of HBCUs in Academe

In person

(NCA @ DC National Harbor)

Week 4 (December 1)

Careers in Communication

Virtual

PROGRAM SCHEDULE

Week 5 (January 26)

Why Grad school? Day in the Life of a PhD Program. Selecting schools and applying to Grad School

Virtual

Week 6 (February 2)

Navigating Grad School: Real Stories & Successful Techniques

Virtual

Week 7 (March 1)

Path to Becoming a Tenured Professor: From Grad School to Tenure

Virtual

Week 8 (April 4-6)

Being a Researcher: Writing Course Papers and the Thesis/Dissertation, and Independent Inquiry: Making It All Count

In person(campus)

Week 9 (May 3)

Closing Session: Wrap-Up & Feedback

Virtual

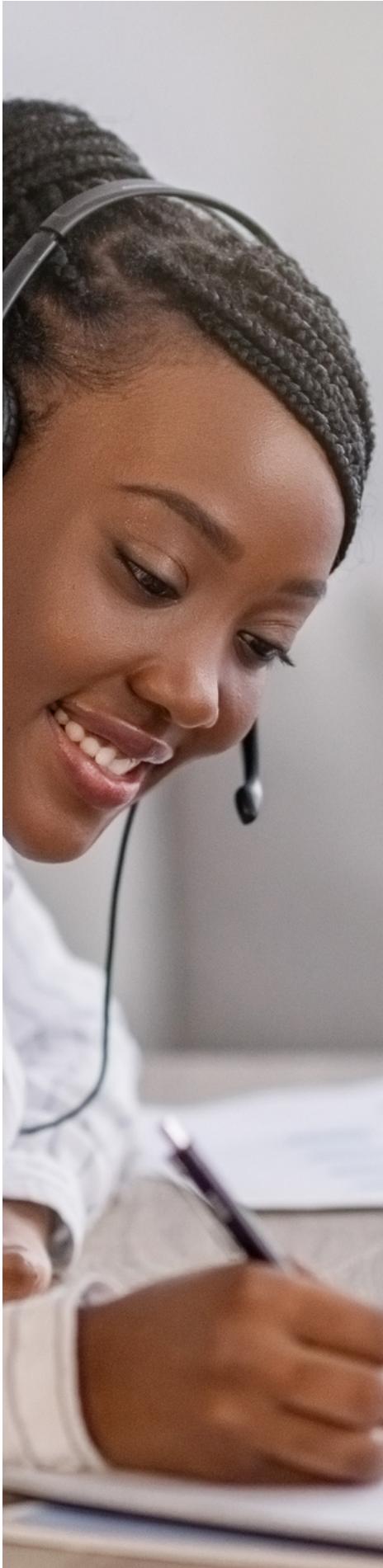




TENTATIVE ITINERARY FOR NCA CONVENTION

Day 1 (Thursday November 16)

- 8:30 am**
HBCU Fellow Check-in
- 9:30 am- 10:45am**
Navigating the Convention (meetings, receptions, panels, etc.)



TENTATIVE ITINERARY FOR NCA CONVENTION

Day 2 (Friday November 17)

- **9:00am**
Breakfast
- **10:00am**
Drop-in Hours
- **12:30pm**
Black caucus meeting
Location:
- **2:00 pm**
**Black Caucus and the African American
Communication and Culture Division**



TENTATIVE ITINERARY FOR UC CAMPUS VISIT

Day 1 (April 6)

- 8:00 am-1:00 pm HBCU Fellow Arrivals and pick up at the airport.
- 2:00pm Welcome/Introductions/Overview of Itinerary
- 3:00pm Warm Up Exercise: Breakout Groups
- 3:15pm Peer Mentor Introductions
- 4:00pm Breakout Groups
- 4:30pm Walking Tour of University
- 5:00pm Happy Hour w/ HBCU Fellows, Undergrad COMM majors, and Grad students



TENTATIVE ITINERARY FOR UC CAMPUS VISIT

Day 2 (April 7)

8:00 am

Check-in/Continental Breakfast

9:00 am

Chat with Faculty: Stories of Success

10:00 am

Break

10:15 am

Meeting with Grad Director & Grad Students

11:30am

Lunch at AACRC

12:30pm

Break – Return to McMicken Hall

12:30 pm

Meet the Faculty. HBCU Fellow Drop-in to chat with COMM Faculty (includes 10-15 min meetings with faculty in their offices)



TENTATIVE ITINERARY FOR UC CAMPUS VISIT

Day 2

2:30 pm

Peer to Peer Conversation about Educational Experiences at HBCUs and their PWIs

3:30 pm

Meeting w/ Black Faculty Alliance (BFA)

4:15 pm

Closing Session and group photo

6:00pm

Departures from University of Cincinnati



HBCU COMMUNICATION PHD PIPELINE PROGRAM



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