

DR. ANDREW F. HERRMANN
15420 Livingston #1902
Lutz, FL 33559
Phone: 813-390-6345
Email: Andrew@ketchcom.net

Focus and Specialization

As an experienced and goal-oriented training professional, I am able to successfully coach, mentor and train organizational employees at all levels, while building long-term relationships with individuals from varied cultural backgrounds. My experience in applying organizational communication and teambuilding knowledge results in long-term organizational profitability. Utilizing my personalized training exercises in teamwork, oral and narrative presentation skills, I have achieved significant acclaim through my workshops and professional publications.

Mentoring and Training Experience

Adjunct Professor **University of South Florida, Tampa, FL** **August 2008-Present**

Teaching Associate **University of South Florida, Tampa, FL** **July 2004-August 2008**

- Developed business communication curriculum, incorporating case studies and work experiences, including communicating across subculture, organizational project development, and preparing manuals and presentations on business and technical writing.
- Mentored, coached, and tutored nontraditional and traditional students in academic aspirations and professional career goals.
- Taught practical skills-based courses on oral presentations, including the use of various media, technologies, persuasive strategies and storytelling.
- Designed programs on teamwork/group communication, including large team volunteer projects focusing on individual, group and organizational success.
- Mentored incoming graduate teaching associates/assistants in writing, editing, manuscript and presentation preparation, classroom management and lecture material.
- Organized departmental recruitment center at national and regional conventions and conferences.

Adjunct Professor **University of Tampa, Tampa, FL** **August 2006-May 2007**

- Developed courses on professional speaking and written business communication, including editing, researching, manuscript preparation, and computer-mediated-communication.

I.T. Coordinator **Saint Louis University, St. Louis, MO** **August 1999-August 2004**

- Organized operations and managed open communication channels between Information Technology Department and College of Arts and Sciences, including coordinating the purchasing, implementation, and maintenance of operating systems in seven computer labs.
- Developed computer training courses for university staff and faculty.

Subjects included: Basic Maintenance and Troubleshooting, Migrating to Mac OS X, PDF Creation, Windows XP Migration, MS Office X, MS Office XP and Software Specific Issues.

- Invited lecturer on oral presentations and computer-based design in various undergraduate classes.
- Interviewed and screened applicants for information technology positions as member of hiring committee.

Computer Services Manager Kinko's, Inc., Chattanooga, TN

May 1996-May 1999

- Hired, supervised and trained staff of six on policies and procedures, basics of computer design, and customer relations.
- Successfully managed a \$250K department in metropolitan area, repeatedly breaking department sales records:
June 1998, July 1998, September 1998, November 1998, December 1998, February 1999, March 1999, April, 1999

Education

Ph.D., Communication.	University of South Florida, Tampa, FL	2008
M.A., Communication.	Saint Louis University, St. Louis, MO	2004
	Teaching Skills Certificate, Reinert Center for Teaching Excellence	
B.A., Philosophy.	Ramapo College of New Jersey, Mahwah, NJ	1991

Relevant Professional Awards

Arthur P. Bochner Outstanding Research Achievement Award, University of South Florida, 2008
Top Four Paper, Organizational/Professional Interest Group, CSCA, 2008
Research Grant, University of South Florida, 2007
Top Paper, Organizational/Professional Communication Interest Group, CSCA, 2007
Publication Award, Office of Research, University of South Florida, 2007
Conference Presentation Grant, Department of Communication, University of South Florida, 2007 (2)
Top Paper, Florida Communication Association, 2006
Conference Presentation Grants, University of South Florida, 2004, 2005, 2006

Relevant National Publications and Presentations

Herrmann, A. F. (2008). *Confessions of an I.T. hitman: Deconstructing organizational scholarship through personal narrative*. Paper presented at the Southern States Communication Association Convention, Savannah, GA.

Herrmann, A. F. (2007). "People get emotional about their money": Performing masculinity in a financial discussion board. *Journal of Computer-Mediated Communication*, 12(2), article 12. Available at: <http://jcmc.indiana.edu/vol12/issue2/herrmann.html>

Herrmann, A. F. (2007). Stockholders in cyberspace: Weick's sensemaking online. *Journal of Business Communication*, 44, 13-35.

Herrmann, A. F. (2006). *Communicating less, working more & preparing to exit: Living and reframing the EVLN*. Paper presented at the 92nd National Communication Association Convention, Austin, TX.