

# DANIEL USERA, PH.D.

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## TEACHING PORTFOLIO

*"Open, fair, and accepting learning environment. Dr. Usera is, in my opinion, the best professor here at CI. The lessons and personal progression I have experienced in his class has truly changed my life for the better. I would go to bat for him any day of the week and I know he would do the same for all of his students."*

-Student Evaluation Comment, Spring 2018

## TEACHING INTERESTS

- Business and Professional Communication
- Persuasion
- Public Speaking
- Interpersonal Communication

## CERTIFICATIONS

**Certificate in College Teaching** • University of Iowa, Office of Graduate Teaching Excellence • 2013

- Excelled in three graduate courses on teaching techniques, classroom management, grading, presenting, and curriculum design.
- Mentored by award-winning teacher, Mitch Kelly.
- Completed large-lecture practicum with renowned professor, Jay Holstein.

## TRAININGS

**Quality Matters (QM)** • Austin Community College, Quality Matters • 2019

- Completed training on designing effective distance learning courses that meet national QM standards.
- Successfully designed three QM-certified courses from scratch: public speaking, interpersonal communication, and business communication.

**Online Teaching** • Baker University, School of Professional and Graduate Studies • 2015

- Completed two-week online course in effective online teaching methods and curriculum design.
- Designed online course shell and activities for business communication course.

## LEARNING MANAGEMENT SYSTEMS

- Blackboard
- Canvas
- Google Classroom
- Moodle

## ACADEMIC TEACHING APPOINTMENTS

**Executive Assistant Professor**, Texas A&M University, College Station, TX, 2020-present

**Online Adjunct Faculty**, Baker University, Baldwin City, KS, 2015-2021

**Associate Professor**, Austin Community College, Austin, TX, 2019-2020

**Lecturer**, California State University Channel Islands [CSUCI], Camarillo, CA, 2016-2018

**Visiting Assistant Professor**, Arkansas State University, Jonesboro, AR, 2015-2016

**Adjunct Faculty**, Longview Community College, Lee's Summit, MO, 2015

**Adjunct Faculty**, Barton Community College, Fort Leavenworth, KS, 2014

**Teaching Assistant**, Department of Communication Studies, University of Iowa [UI], 2010-2013

## **CORPORATE TRAINING APPOINTMENTS**

**Corporate Trainer** ▪ Daniel Alexander Communication Coaching ▪ Austin, TX ▪ April 2019-present

- Designed specialized workshops for local area tech companies. Create educational materials that can be integrated into company communications procedures.
- Delivered workshops on PowerPoint presenting and data visualization techniques. Developed educational materials on professional communication for company training program.

**Career Training Facilitator** ▪ Full Employment Council ▪ Kansas City, MO ▪ April 2014-June 2015

- Designed and delivered workshops at major career center for job seekers from diverse industries on résumé writing, social media marketing, interviewing, networking, and career development.

## **TEACHING HIGHLIGHTS**

**Public Speaking Drills**, Fall 2014-present

- Designed and executed in-class drills to help students conquer public speaking anxiety, poor speech habits, and lack of confidence.

**Virtual Consulting Presentations**, Fall 2021

- Created experience where FT MBA students deliver a miniature consulting presentation based on their research conducted in their accounting course.
- EMBA students, alumni, and faculty serve as decision-makers who listen to the presentations, engage in Q&A, and provide feedback.

**Design Sprints**, Fall 2018-Spring 2020

- Taught project management, innovation, and teamwork skills by having students design innovative solutions to real campus problems within limited time frames in small groups.
- Delivered solutions to problems with the campus food pantry, department social media strategy, Multicultural Dream Center usage, and communication during emergencies in student housing.

**Coffee Conversations**, Spring 2019-2020

- Arranged coffee conversations for interpersonal communication students that enables them to apply course material on conversation analysis by participating in getting acquainted conversations.
- Created deeper application of conversation analysis principles by having students record their conversations and then conduct theoretical analyses of their conversations.

**Group Improvisation Activities**, Fall 2015-Spring 202

- Utilized improvisation games to help students overcome public speaking and performance anxiety.
- Used some games to teach principles of group communication, conversation, and synchronization.

**Marketplace Activity**, Spring 2016-Spring 2018

- Created simulated tradeshow where students can practice their interpersonal sales skills with customers and build advertisements to entice them.

- Held contests for most number of sales and highest revenue generation.

**OpenCI Course Re-designs**, Spring 2016-Fall 2017

- Curated readings from books, open-texts, and fair-use publications to completely eliminate cost of textbooks for students for three courses.
- Re-designed course curricula to optimize usage of no-cost course materials and increase customization of course to cater to student interests and department goals.

**Class Debate Championship**, Fall 2016-Spring 2017

- Designed 30-minute 2v2 debate format that enabled 2 rounds per class period over substantial policy topics decided by the teams. Every student debated in front of the class.
- Arranged championship round for the top two-performing teams to compete for extra credit.

**Review Football**, Spring 2013, Spring 2017

- Invented new and engaging review game modeled off football with no physical contact.
- Received requests to play it multiple times from students.
- View [game rules](#) or explanatory [screencast](#).

**Newspaper recognition**, Spring 2013

- Recognized in the campus newspaper by multiple graduates in the Class of 2013 as a teacher who is "making a positive difference in students' lives."
- View the article: [The Daily Iowan, 4/25/2013](#) (page 6A).

**COURSES TAUGHT**

## TEXAS A&amp;M UNIVERSITY, AUGUST 2020-PRESENT

**Business Communication**, Fall 2020, Spring 2021, Fall 2021, Spring 2022

- Teach graduate students managerial communication: writing, public speaking, and executive presence.
- Spark class discussion through case scenarios where students write sample documents and receive feedback from classmates.
- Host speech nights where students can receive more personal attention on their public speaking skills.

## AUSTIN COMMUNITY COLLEGE, SPRING 2019-AUGUST 2020

**Business and Professional Communication**, Spring 2019, Summer 2019, Fall 2019

- Teach students business writing, job market preparation, and professional communication skills.
- Divide class into industry-specific job clubs that enable students to get resume, cover letter, and interviewing feedback from others in their field.
- Prepare students to succeed in workforce by having them facilitate meetings, craft effective e-mails, and conduct practice negotiations.

**Public Speaking**, Spring 2019, Summer 2019, Fall 2019

- Teach presentation skills to students by having them complete five speeches: introductory, informative, impromptu, persuasive PowerPoint, and group presentations.
- Divide class into four speech teams who compete in three speech contests for extra credit. Teams also function as practice groups to improve each other's skills during drills.
- Train mixed classes of early credit high school, traditional, and adult learners in face-to-face and hybrid formats.

**Introduction to Speech Communication**, Spring 2019, Fall 2019

- Introduce students to field by teaching them interpersonal communication, group dynamics, and public speaking skills.
- Created assignments to apply material in each curricular segment by having them complete a coffee conversation, design sprint, and demonstration speech.

**Interpersonal Communication**, Summer 2019

- Teach students conversation skills, relationship development, relational maintenance, and dissolution.
- Designed coffee conversation activity that creates opportunity for students to practice conversation skills and develop relationships with each other that they can use for analysis.

## CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS, FALL 2016-DECEMBER 2018

**Introduction to Communication Studies**: Fall 2016, Spring 2017, Fall 2017, Spring 2018

- Designed large-lecture class that introduced students to department's three main emphases: environmental, health, and organizational communication.
- Combined introductory level material with 300-level theory to meet program requirements.
- Generated stimulating class discussions and student engagement despite classroom size.
- Regularly invited three guest speakers with specialty in each area to deliver guest lectures.

**Interpersonal Communication**: Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018

- Introduced students to basic principles of conversation analysis and relational communication.
- Created in-class drills that improved students' abilities to create and maintain conversation.

**Persuasion and Argumentation**: Fall 2016, Spring 2017, Fall 2017, Spring 2018

- Combined persuasive tactics with argumentation theory to teach students persuasive and critical thinking skills.
- Designed drills to practice interpersonal persuasion scenarios.
- Held 2v2 classroom debates that allowed students to practice their public speaking persuasive skills.
- Expanded Marketplace Activity to be teams of 4 with outside students participating as shoppers.

**Advanced Public Speaking**: Spring 2018, Fall 2018

- Created advanced-level public speaking course that enabled students to practice more difficult speeches in team-based competitive environment.
- Split class into four competitive speech teams that enabled students to practice in small groups and push each other to improve their skills.
- Held speech contests for motivational speaking and PowerPoint presentations among teams.
- Introduced students to Toastmasters clubs and networked them with four guest speakers.

**Professional Communication**: Spring 2017, Fall 2018

- Taught students fundamentals of job searching and career development.
- Designed drills and workshops to enable students to sharpen writing and interviewing skills.

**Group Communication**: Fall 2016

- Immersed students into group public speaking by having them design policy proposals and presenting them to three university administrators.
- Utilized improvisation games to teach students group synchrony and overcome stage fright.

**Collaboration, Innovation, and Teamwork:** Fall 2018

- Created course design where class separated into teams led by project managers who developed innovative solutions to real problems on campus.
- Collaborated with major service partners and key decision makers on campus and enabled students to present their innovative solutions to spark real change.

BAKER UNIVERSITY (ONLINE), SPRING 2015-PRESENT

**Critical Thinking:** Winter 2015, Spring 2016, Summer 2016, Winter 2016, Winter 2017, Summer 2018

- Created online critical thinking course using department-standard philosophy textbook and argumentation material from previous courses.
- Made online video lectures and weekly discussion activities that engaged students in different ways.

**Critical Thinking in Current Issues:** Winter 2018

- Developed online graduate-level course that develops critical thinking skills regarding deeper philosophical issues such as existence of God, nature of reality, and life after death.
- Designed competitive debate format that forced students engage in counter-attitudinal advocacy and practice their argumentation skills.

ARKANSAS STATE UNIVERSITY, FALL 2015-FALL 2016

**Professional Seminar (FtF and Online):** Spring 2016, Fall 2016

- Prepared students for job market and graduation by teaching them to construct resumes, cover letters, LinkedIn profiles, portfolio websites, and how to interview for jobs.
- Received many success stories about students landing jobs and internships after course.

**Persuasion:** Spring 2016

- Taught students how to persuade in both interpersonal and public speaking contexts.
- Designed Marketplace Activity that allows students to practice their sales skills in a simulated trade show with fake money.

**Research Methods (Online):** Spring 2016

- Designed online course that enabled students to experiment with both quantitative and qualitative research methods.

**Oral Communication:** Fall 2015, Summer 2016

- Invented and implemented conversation and group communication drills to enhance students' interpersonal and public speaking acumen.
- Refined public speaking drills from previous speech course to improve student delivery and outcomes.

**Oral Communication (Online):** Fall 2015

- Implemented group discussions and speech drills to enhance the online learning experience. Utilized Google Hangouts and video uploads to evaluate discussions and performances.
- Designed 14-week module course with less than 1 week of preparation time before semester start.

**Communication Theory (Graduate):** Fall 2015, Spring 2016

- Designed interpersonal communication theory course for Master's level students using combination of active learning and discussion activities.

KANSAS CITY AREA COMMUNITY COLLEGES, FALL 2014, SUMMER 2015

**Fundamentals of Speech**, Longview Community College, Summer 2015

- Invented and implemented refined public speaking drills that have transformed beginning public speakers into polished presenters.
- Maintained over 95% attendance rate for Summer 7:30 a.m. class Monday-Thursday.

**Public Speaking (Hybrid)**, Barton Community College, Fall 2014

- Taught non-traditional military students using face-to-face and online teaching methods.
- Designed basic public speaking drills to reduce verbal disfluencies and nonverbal distractions.

## UNIVERSITY OF IOWA, FALL 2010-SPRING 2013

**Communication Theory in Everyday Life (L/D)**, Spring 2013.

- Developed "menu style" discussion format enabling classes to choose from a customized list of active learning activities to maximize engagement about reading and lecture materials.
- Invented and debuted "Review Football" review game.

**Nonverbal Communication**, Fall 2012.

- Designed nonverbal communication curriculum that covered nonverbal actions, deception detection, small group ecology, and personal space management.

**Theory and Practice of Argument (L/D)**, Spring 2012.

- Implemented weekly Ted Turner-style debates for students to practice argumentation and advocacy skills in a public speaking setting.
- Designed "Iron Wit" activity that pushed students to learn to defend themselves in front of adversarial audiences and panels.

**The Art of Persuading Others (L/D)**, Fall 2011.

- Managed 4 sections comprised of 99 students and consistently provided 1-week turnarounds on all 8 student paper assignments.

**Business and Professional Communication**, Fall 2010, Spring 2011.

- Began college teaching career by designing course on professional communication for 8 a.m. and 1 p.m. classes.

**WORKSHOPS FACILITATED AT FULL EMPLOYMENT COUNCIL (2014-2015)**

- |                      |   |
|----------------------|---|
| ▪ Resume Writing     | ▪ Networking Etiquette                  |
| ▪ Interviewing       | ▪ Ex-Offender Re-Entry                  |
| ▪ LinkedIn Strategy  | ▪ Young Professional Career Development |
| ▪ Career Exploration | ▪ Medical & IT Job Readiness            |

**GUEST LECTURES**

Usera, D. (2022, January 18). *Advanced PowerPoint and Data Storytelling*. Delivered for MS Marketing program at Texas A&M University.

Usera, D. (2021, April 10). *Public Speaking for Graduate Students*. Delivered for the Mays Business School Ph.D. Program at Texas A&M University.

- Usera, D. (2019, June 21). *Advanced Data Presentation*. Delivered for product development team at AffiniPay Solutions: Austin, TX.
- Usera, D. (2019, June 10). *Job Market Panel for Graduate Students*. Panel presentation for graduate students at University of Texas Austin: Austin, TX.
- Usera, D. (2019, March 25). *Empower your points: The art of effective slide design*. Delivered for product development team at AffiniPay Solutions: Austin, TX.
- Usera, D. (2018, December 7). *Theory and practice of job interviewing*. Delivered for Russell Fischer Business Collection at Camarillo Public Library: Camarillo, CA.
- Usera, D. (2018, April 16). *Researching companies and preparing for interviews*. Delivered for Dr. Alona Kryshchenko's Math Graduate Seminar at California State University Channel Islands: Camarillo, CA.
- Usera, D. (2018, February 19). *Résumé writing for graduate students*. Delivered for Dr. Alona Kryshchenko's Math Graduate Seminar at California State University Channel Islands: Camarillo, CA.
- Usera, D. (2018, February 15). *Getting hired with your communication degree*. Delivered for Dr. Megan Kenny Feister's Senior Capstone Course at California State University Channel Islands: Camarillo, CA.
- Usera, D. (2017, March 22). *"It's the thought that counts:" On the pragmatics of gift-giving*. Delivered for Library Lecture Series at Thousand Oaks Public Library: Thousand Oaks, CA.
- Usera, D. (2015, November 16). *Research skills in the workplace*. Delivered for Linda Clark's Business and Professional Communication course at Arkansas State University: Jonesboro, AR.
- Usera, D. (2015, October 6). *Interviewing for jobs*. Delivered Dr. Brad Rawlins' Professional Seminar course at Arkansas State University: Jonesboro, AR.

## STUDENT EVALUATION SCORES (FALL 2020-PRESENT, TEXAS A&amp;M UNIVERSITY)

## MS BUSINESS PROGRAM

Item	Fall 2021
I understood what was expected of me.	2.91 / 3
This course helped me learn the concepts or skills stated in the course objectives.	3.75 / 4
I engaged in critical thinking in this course.	3.5 / 4
Please rate the organization of this course.	3.8 / 4
I learned to critically evaluate diverse ideas and perspectives.	4.72 / 5
Feedback in the course helped me learn.	5.55 / 6
The instructor fostered an effective learning environment.	4.68 / 5
The instructor's teaching methods contributed to my learning.	2.89 / 3
The instructor encouraged student responsibility for learning.	2.91 / 3
Overall, this was an effective course.	4.59 / 5
Overall, this was an effective instructor.	4.8 / 5

## PROFESSIONAL MBA PROGRAM

Item	Fall 2020	Spring 2021	Fall 2021
I understood what was expected.	2.7	2.9	3 / 4
Helped me learn the concepts or skills.	3.08	3	3.91 / 4
Engaged in critical thinking in this course.	2.62	2.5	3.82 / 4
Please rate the organization of this course.	3.32	3.1	3.91 / 4
I critically evaluated diverse ideas and perspectives.	3.83	2.6	4.82 / 5
Feedback in the course helped me learn.	4.54	3.9	5.64 / 6
Fostered an effective learning environment.	4.08	3.9	4.91 / 5
Teaching methods contributed to my learning.	2.51	2	2.91 / 3
Encouraged student responsibility for learning.	2.89	2.7	2.91 / 3
This was an effective course.	-	3.4	4.91 / 5
This was an effective instructor.	-	3.9	4.91 / 5

## FULL-TIME MBA PROGRAM

Item	Fall 2020	Spring 2021	Fall 2021
I understood what was expected.	2.76	2.65	2.65 / 4
Helped me learn the concepts or skills.	3.27	3.02	3.17 / 4
Engaged in critical thinking in this course.	2.48	2.47	2.69 / 4
Please rate the organization of this course.	3.27	3.35	3.08 / 4
I critically evaluated diverse ideas and perspectives.	3.70	3.635	3.71 / 5
Feedback in the course helped me learn.	4.65	4.765	4.37 / 6
Fostered an effective learning environment.	3.98	3.88	3.99 / 5
Teaching methods contributed to my learning.	2.37	2.335	2.45 / 3
Encouraged student responsibility for learning.	2.63	2.585	2.7 / 3
This was an effective course.	-	3.565	3.86 / 5
This was an effective instructor.	-	3.75	3.99 / 5



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## **HIGHLIGHTED STUDENT COMMENTS**

Dr. U is intense and is clear about his expectations. He showed us several things in powerpoint that I had no idea existed, and gives good feedback regarding speaking and writing. I wish we began his course during CORE so we had 1) more time during the semester to focus on other rigorous courses and 2) could apply what he taught us to our early internship process.

Very effective professor that upholds the standards expected of a graduate student. Receives feedback very professionally and always strives to improve the class. This professor provides the most effective and professional teaching methods of all my graduate professors -most of whom are already tenured. I highly recommend this course to everyone and would retake any class taught by Dr. Usera. All professional Aggies graduating from this institution can learn from this man. Very grateful for his knowledge and willingness to contribute to our learning atmosphere.

- Easily my favorite class of the first semester. I am looking forward to having Dr. Usera as an instructor again. Right now, I have his grade as a 100 in my gradebook with five points of extra credit.
- He worked with everyone equally without treating a single student as an obligation. Amazing professor
- I wish we had more of this class and less Economics given how effective and practical Dr. Usera's class was.
- At the beginning of the semester, I was really nervous for this class. The syllabus made this class sound like it would be extremely difficult; however this is one of the most well organized classes I've ever taken. Professor Usera is a gifted speaker and professor who, alongside both TAs, provide excellent help and feedback that helped me grow as a speaker, writer, and overall communicator.
- I loved this course! My favorite one in MSB so far! Speech night was the most impactful thing I have done within MSB.
- did a great job
- He kept everyone very engaged throughout the 2 hours of the course and I learned a lot. The material and assignments given were very educational and helped with my understanding of the course.
- This course was extremely beneficial in helping me learn to speak/present in a professional setting. Coming into the program I lacked confidence in my ability to speak to recruiters/interviewers and was able to notice the change in my demeanor when speaking with professionals. Thank you for your help Dr. U and I'll be sure to hype up your class to the next MSB cohort and to dive in!

**STUDENT EVALUATION SCORES (SPRING 2019-SPRING 2020, AUSTIN COMMUNITY COLLEGE)**

<b>SURVEY QUESTION (6 = STRONGLY AGREE, 1 STRONGLY DISAGREE)</b>	<b>SPR 2019</b>	<b>SUM 2019</b>	<b>FALL 2019</b>	<b>SPR 2020</b>	<b>TOTAL</b>
The professor explains the concepts and other related informational effectively	5.7	5.75	5.5	5.7	5.72
The professor is responsive to questions that are relevant to course content	5.8	5.65	5.3	5.8	5.77
The professor uses examples and rephrases concepts, ideas, and explanations	5.7	5.75	5.9	5.9	5.81
The instructional activities address the course content and objectives	5.7	5.75	5.5	5.8	5.78
The professor's lectures or presentations are well-organized	5.7	5.7	5.5	5.9	5.8
The instructional materials are related to the course content and objectives	5.7	5.85	5.7	5.8	5.81
Timely feedback is provided on tests, papers, or other assignments	5.7	5.55	5.3	5.9	5.75
Tests, papers, or other assignments include clear instructions	5.6	5.55	5.2	5.7	5.63
The professor provides opportunities for students to participate in class and ask questions	5.8	5.75	5.6	5.9	5.85
The professor is available during scheduled office hours	5.7	5.85	5.8	5.9	5.83
# of students reporting / # of students enrolled	103 / 132	37 / 48	77 / 132	54 / 112	271 / 424
<b>OVERALL MEAN OF MEANS:</b>					<b>5.77</b>

**HIGHLIGHTED STUDENT EVALUATION COMMENTS:**

This was an excellent course. I've learned a lot from Dr. U. This class alone helps me with future classes and presentations. This course was never boring and made learning fun.

Dr. U. is a great teacher! He makes our class fun and we learn in different ways. Thanks for everything you do!

A. You helped a lot with my ability to speak publicly. I took Debate in HS (twice), and I still couldn't speak in public. I never thought I would overcome it until I came to this class and I finally did.

B. More drills - drills help so much - maybe add powerpoint Karaoke. But this class was awesome, and I wouldn't change my experience

I think that Mr. U. is an amazing professor. Very helpful and caring.

I was especially fond of the competition seasons.

I liked the job clubs!

I enjoy the way you teach.

Your class is "Gucci". Like the feedback you give.

Thx for teaching us.

## Online Comments

By far the best professor I have EVER had!!! I wish I could have him for every single class! Great job, Dr. U!

great professor, really enjoyed his teaching and the class

This was the best online class I have taken.

The best online class I've ever had. Keep up the good work Dr. U. Best wishes

In general this was a good class and what I learned could easily be applied to my life.

Amazing professor. Kept me engaged during online lectures! You can tell he is passionate in what he teaches!

- Interpersonal Communication class was my favorite this semester. Dr. U does a really good job teaching the class and following the syllabus. I have not had any problem with this class, no even through zoom. By far one of the most interesting classes I have taken this semester.
- Overall I really enjoyed this class. I never left the classroom being confused. All our assignments were very well explained. He always asked us if we had any questions over material so he could go over it again and give us a better understanding. Professor Usera was very hands on and had very straight forward lectures.
- Dr. Usera did a great job of teaching us about public speaking and knew how to make the information he was teaching be more engaging to us. His expectations were clear and had good critiques/pros when we were giving our speeches. It wasn't an easy transition for many of us to the online format, but I believe Dr. Usera had done his best to make sure that we were still properly getting the material we needed and were being graded in a fair way.
- Dr. Usera's Public Speaking course is amazing. There is no way to just "get by" in his class, you WILL come out of his class an improved speaker with many different skills on various different types of speech. This class alone has made me change my major to communications because of how much I enjoyed it, and because I know, thanks to Dr. Usera, that I can succeed in this career field.

**STUDENT EVALUATION SCORES (FALL 2016-2018, CALIFORNIA STATE UNIVERSITY CI)**

<b>Survey question (5=strongly agree, 3=undecided, 1=strongly disagree).*</b>	<b>Fall 2016</b>	<b>Spring 2017</b>	<b>Fall 2017</b>	<b>Spring 2018</b>	<b>Fall 2018</b>
I understood the expected course goals.	4.37	4.25	4.57	4.55	4.3
The course content was well organized.	4.12	4.07	4.5	4.48	4.22
The delivery of the course content was effective for my learning.	4.27	4.15	4.5	4.43	4.3
The assignments/activities in this course aided my learning.	4.25	4.22	4.4	4.33	4.26
The atmosphere supported my learning.	4.32	4.2	4.35	4.48	4.26
The course was a valuable learning experience for me.	4.25	4.2	4.47	4.43	4.36
The instructor helped achieve the course goals described in syllabus.	4.22	4.12	4.47	4.38	4.24
Throughout the course I received meaningful and timely feedback.	4.17	4.05	4.47	4.25	4.2
When I sought outside help from the instructor, I received it.	4.37	4.22	4.47	4.25	4.2
The instructor employed fair and consistent grading standards.	4.3	4.15	4.57	4.35	4.34
The instructor treated me with respect.	4.4	4.22	4.55	4.35	4.36
I would take a course from this instructor again.	4.17	3.97	4.45	4.18	4.08
<b>Overall mean of means:</b>	<b>4.27</b>	<b>4.15</b>	<b>4.48</b>	<b>4.37</b>	<b>4.26</b>
# of students reporting / # of students enrolled	145 / 173	141 / 167	147 / 182	134 / 173	103 / 165

\*Each question score is an average of all classes together for that semester.

**HIGHLIGHTED COMMENTS**

10	Open, fair, and accepting learning environment. Dr. Usera is, in my opinion, the best professor here at CI. The lessons and personal progression I have experienced in his class has truly changed my life for the better. I would go to bat for him any day of the week and I know he would do the same for all of his students.
2	This is the best college class I've ever taken. Public speaking is a skill we will carry on for the rest of our lives. Everything is relatable to real life and the confidence we've obtained will take us far.
21	The Powerpoints, the Guest Speakers, and the extra credit opportunities aided my learning the most. More importantly though, going to see my professor during his office hours aided my learning the most. The latter is often an overlooked resource, but in my opinion, it is the most valuable resource, especially with Dr. Usera.
13	I enjoyed how interactive this professor was throughout the semester and how he really tried to connect with his classmates. This made me feel more comfortable and confident in the classroom. I also enjoyed his testing methods and thought that it helped me fully grasp the material.
14	I enjoyed the activities that were presented to help us understand the material better. Going over the study guide and wanting to make sure that we knew that material. Making that class more interactive with each other.
5	The environment that Dr.U created and maintained really helped me learn! I loved all the discussions and examples throughout class. Although we were able to miss 5 class dates for whatever reason, I always chose to come because I knew I would be learning something interesting and useful.
9	The experience that my professor had was very helpful when gaining an insight to professional communication, since he has worked with that industry it validated the type of expectations of the people I would be interacting with on a professional level. The assignments given in this class were very helpful and also practical to help me out in the real world. I really enjoyed the guest speakers coming to class in order to give a real world perspective on the topics we learned. Class was very useful

8	The way the professor engaged with the students was probably what helped me the most. Also, the way that he put the examples into situations helped me be able to understand everything in a better way. This professor has actually been one of my favorite ones. Professor Usera is great! Waking up and coming to this class was not a drag every morning because i actually looked excited for it.
43	He is amazing ! This is my first class as a communications major and it was a great experience. He really knows how to make the students participate during class. It was supper helpful that he asked us for our feedback midway of the semester so he can improve the rest of the course on how he teaches. So generous and I really learned a lot, can't wait to take another class with him.
36	I loved the format of Dr. Usera's course! He made leaning about different theories fun and it was very interactive! I felt comfortable enough to share my thoughts, and opinions about the varying subjects that we discussed during class! I would definitely take another course with Dr. U!
37	I liked that at the end we had guest lecturers from the three different fields of Communication, it would have been incredibly helpful for me if I took this class a few years ago and was trying to decide which emphasis I wanted to focus on. I also like how Dr. U used lots of real life examples and didn't stick to just theory bologna. Kept me engaged and awake.
15	I loved the way that the class was formatted! Dr. U is a great professor and the way that his lectures go are amazing! He makes learning about communication fun and makes me enjoy my major even more! I definitely would recommend taking classes with him in the future!
11	I believe what was most helpful to me this class was the overall learning environment that Dr. Usera created for the students. He got people engaged in discussion with his charisma and I believe that really helped me.
19	Dr. U is very thorough with all of the assignments, readings, and exams so studying and knowing what was expected was less stressful than it typically is for me. He also uses fun exercises to keep the class involved and some of the assignments were fun too which made me and my classmates excited to do more work. He makes learning fun.
8	The Marketplace Activity was incredible and helped me learn so much. It allowed us to practice what we had been learning this semester up to that point. I would take this class again just because this activity is helpful and the way Dr. U teaches it.
13	The quests are brilliant and made the material very easily to understand and follow along with. Very interesting lectures and well organized time management. I liked how the class consisted of group discussion and lecture time. This made it interactive and interesting when classmates get to share their thoughts. He gave a lot of extra credit opportunities which I'm sure most of the class can appreciate. i love that the quests are not an overwhelming amount of material to be studied.
14	The quests that we had throughout the semester not only helped my grade, but also reinforced my learning because there was always a question from previous quests. The study guides also helped. I really liked the discussions that we had in class. The delivery of the information was always clear.
44	I really appreciated the quest aspect of it. It made learning the material more enjoyable in the sense that I was able to go over the material, take the quest then move on to the next thing. It helped a lot since I did not have to cram for this class. It made the learning environment more relaxed and enjoyable. I also really appreciated the professors passion for Communication and how he incorporated different things into the class to keep us engaged.
7	When the professor would make the class participate with our marker boards so that we could engage and really understand what the reading was talking about
8	The workshops were the most helpful in learning how to handle different interpersonal situations
9	The teaching style and attitude of the professor was very helpful, sad to see him leave
10	The small exercises we would have during class when we got to work with other students. I feel that helped aid my learning a little more since I am more of a visual and hands on learner.
46	I liked how in the class, though it was big, we had numerous discussion where each student got the opportunity to discuss about the certain topic which was presented in the lecture. This was a very useful way of understanding the topic, and I like how the professir had videos in each of the PowerPoint he had for the different theories.
17	Dr. Usera is extremely passionate about the material he teaches. This passion engaged me in the material we were learning each and every class period. In my opinion, Dr. Usera is the best professor at CSUCI.
40	Dr. Usera organizes the course in a way that is not overwhelming yet still challenging- the perfect mixture.
4	Usera is a very smart teacher who takes all questions and comments to heart. I was never afraid to raise my hand



16

Dr. Usera organized the course really well. His expectations are very clearly laid out in the syllabus, making the course experience very productive. Dr. Usera's lecture slides are very helpful in understanding the material as a supplement to the assigned readings. If I were to only do the readings and not listen to his lecture, I would have a much more difficult time understanding the concepts. Dr. Usera's examples and demonstrations are helpful and essential to understanding the concepts.

12

I loved how he made it so interesting and fun to learn. He made us laugh and was able to get the whole class involved in discussions. After taking this course, I am definitely going to do more research on the side by myself to keep learning. I can honestly say, I am passionate about this subject now!

## STUDENT EVALUATION SCORES (FALL 2015-SPRING 2016, ARKANSAS STATE UNIVERSITY)

Survey question (5=strongly agree, 3=undecided, 1=strongly disagree).*	Fall 2015	Spring 2016
Displays a clear understanding of course topics.	4.34	4.46
Conveys to the students his/her knowledge of the subject.	4.51	4.46
Stimulates interest in the course.	4.53	4.36
Appears enthusiastic about the course.	4.76	4.54
Maintains a good rapport with the class.	4.29	4.44
Respects my questions or comments.	4.57	4.42
Assigns grades fairly and impartially.	4.43	3.98
Explained the grading system clearly.	4.09	4.08
Is readily available for consultation.	4.56	4.13
Has assignments that are clear, reasonable, and coordinated with class work.	4.16	3.97
Grades assignments promptly and provides feedback on status in class.	4.55	4.03
Is punctual in starting class on time.	4.91	4.73
Is punctual in dismissing class on time.	3.89	4.71
Makes fluent use of the English language.	4.98	4.71
Uses technology to enhance student learning.	4.54	4.08
Makes this course the best I have ever taken.	3.41	3.82
Is among one of the best teachers I have known.	3.66	3.7
Contrast the teaching of this course with the teaching of other courses you are taking this semester (5 superior, 3 average, 1 inferior)	3.85	3.86
Overall mean of means	4.27 / 5	4.25 / 5
# of students reporting / # of enrolled students	69 / 73	80 / 91

\*Each question score is an average of all classes together for that semester.



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**HIGHLIGHTED COMMENTS**

- Dr. Usera takes a course on persuasion and uses it to show the increasing usage of it in our culture. As a debater, I have been very positively influenced by the work that Dr. Usera does.
  - DR. Usera has a wonderful first hand, working knowledge of the material. He knows it in a number of ways real and imagined.
- 
- He is by far and away one of the best professors I have ever had. He is extremely knowledgeable of the subject matter and makes it entertaining.
- 
- Literally the best class Ive taken. Very helpful. I have no complaints.
- 
- The instructor's greatest contribution of this course is that he knows the material really well. He also has experience with everything that has been taught, so it makes things a lot easier when you have questions about something because he has done real research.
  - He records his lectures and explains the material. It was very helpful.
- 
- His greatest contributions, among many things, are his great attitude towards the class, his respect towards students, and his level of interest and clearness towards the class. He is one of the best professors I've ever had. Better than most of my high school teachers. You can tell he loves what he does and he does an excellent job of presenting the course in a professional yet fun environment. He wants his students to succeed and learn as much as they can about oral communication. I am very fortunate to have Dr. Usera as my professor and Astate is lucky to have him.
  - He uses a lot of modern, up to date teaching methods.
- 
- I was skeptical of an online speech class, but Dr. Usera made it work very well! I have enjoyed the class.
- 
- Very organized. I actually felt like I was learning something rather than just getting a grade. He gave us opportunities to learn techniques and practice them in order to become better speakers, rather than immediately expecting us to be wonderful speakers.

## STUDENT EVALUATION SCORES (SUMMER 2015, LONGVIEW COMMUNITY COLLEGE)

Survey Question (3=Exceeds Expectations, 2=Meets Expectations, 1=Needs Improvement).	Mean Score
The instructor communicated learning outcomes and assignments, projects and course requirements clearly to the class.	2.75
The instructor made the class schedule, tests, and assignments clear to students.	2.68
The course resources were useful in understanding the material.	2
The instructor made content understandable to students.	2.93
The instructor was available for additional assistance.	2.66
The instructor monitored and evaluated learning and provided feedback throughout the course.	2.87
The instructor provided useful feedback on assignments.	2.75
The content of tests and assignments were consistent with content of lectures and/or readings.	2.75
The instructor stimulated interest in the subject.	2.87
The instructor treated students with dignity and respect.	2.87
The class sessions began on time.	2.56
The class sessions ended on time.	2.25
The instructor handled disruptive or domineering students effectively.	2.69
The class meetings were held as scheduled.	2.60
<b>Overall mean of means:</b>	<b>2.66 / 3</b>
Survey Question (4=Always, 3=Usually 2=Sometimes, 1=Never).	Mean Score
I attended class sessions (and related required meetings).	3.92
I came prepared for each class session.	4
I asked the instructor for help/feedback when I needed it.	3.85
I participated and actively contributed thoughtfully during class sessions.	3.64
<b>Overall mean of means:</b>	<b>3.85 / 4</b>
# of students reporting / # of students enrolled	16 / 19

## HIGHLIGHTED COMMENTS

24. What 2-3 things do you believe the instructor has done especially well in conducting this course?

Dr. Usera made the topic of Public Speaking very interesting, enjoyable, and fun. He showed true knowledge, experience, and passion for what he was teaching. He taught in a way that made it easy to understand and learn. He made his self available any time for any questions

23. In terms of your learning, what were 2-3 best aspects of this course? (please be specific)

- I learned how to relate public speaking not only to speech giving, but everyday interactions. It's great being able to apply a class to everyday life
- Before this class I would have said I hated public speaking, but I learned to like it now because of confidence and understanding

24. What 2-3 things do you believe the instructor has done especially well in conducting this course?

forcing people to get over fears and making public speaking fun.

23. In terms of your learning, what were 2-3 best aspects of this course? (please be specific)

1. Teacher was qualified and had real world experience
2. Teacher went at a comfortable speed
3. Teacher did what was necessary in regards to slowing down, or revisiting materials

23. In terms of your learning, what were 2-3 best aspects of this course? (please be specific)

I felt the best aspects of the course were the drills we did. I honestly felt the speech drills stopped a lot of my bad speech habits. I also enjoy the improv workshop. I thought that was the best part of this class and helped my speaking tremendously.

## STUDENT EVALUATION SCORES (2010-2014, UNIVERSITY OF IOWA AND BARTON CC)

Survey items on a scale of 1-6, with 6 being "strongly agree" and 1 being "strongly disagree." Scores averaged among all sections.	Fall 2010 BPC <sup>1</sup>	Spring 2011 BPC	Fall 2011 APO <sup>2</sup>	Spring 2012 TPA <sup>3</sup>	Fall 2012 NVC <sup>4</sup>	Spring 2013 CEL <sup>5</sup>	Fall 2014 PS <sup>6</sup>	Overall Average
This course is well-planned and organized.	5.85	5.92	5.72	5.47	5.71	5.76	6.00	<b>5.77</b>
Course goals are clear to me.	5.66	5.83	5.66	5.54	5.64	5.48	6.00	<b>5.68</b>
The instructor seems aware of my needs, abilities, and interests.	5.53	5.83	5.77	5.30	5.52	5.35	6.00	<b>5.61</b>
The instructor seems interested in teaching this course.	5.97	6.00	5.96	5.93	5.79	5.85	6.00	<b>5.92</b>
Students are encouraged to see the instructor if they are having difficulties.	5.62	5.96	5.87	5.59	5.70	5.61	6.00	<b>5.76</b>
Assignments contribute to my learning.	5.38	5.75	5.68	5.30	5.48	5.36	6.00	<b>5.56</b>
I have been motivated to discuss new ideas outside of class.	5.05	5.62	5.42	5.32	5.61	5.19	5.5	<b>5.38</b>
I am encouraged to apply new knowledge and skills.	5.62	5.66	5.71	5.44	5.69	5.58	6.00	<b>5.67</b>
I am motivated to do my best work in this course.	5.67	5.66	5.82	5.54	5.56	5.43	6.00	<b>5.66</b>
My critical thinking skills have improved because of this class.	4.75	5.66	5.60	5.52	5.52	5.08	5.5	<b>5.37</b>
My work is evaluated in ways that are helpful to my learning.	5.31	5.79	5.58	5.20	5.50	5.27	6.00	<b>5.52</b>
The instructor communicates at a level appropriate to my understanding.	5.91	5.92	5.84	5.41	5.50	5.73	6.00	<b>5.75</b>
Class discussion is a valuable part of this class.	5.16	5.62	5.68	5.44	5.47	5.56	6.00	<b>5.56</b>
The instructor presents materials clearly.	5.66	5.79	5.77	5.57	5.62	5.81	6.00	<b>5.74</b>
The instructor is effective in presenting materials in lecture/discussion.	5.62	5.70	5.82	5.56	5.53	5.69	6.00	<b>5.70</b>
This instructor takes into consideration ethnic and cultural differences in teaching this course.	5.50	5.96	5.65	5.55	5.69	5.51	6.00	<b>5.69</b>
This instructor encourages mutual respect among students of diverse backgrounds.	5.74	5.91	5.83	5.66	5.74	5.68	6.00	<b>5.79</b>
This course requires the appropriate amount of work for the credit earned.	5.50	5.86	5.56	5.57	5.61	5.47	6.00	<b>5.65</b>
This instructor increased my interest in the course material.	5.19	5.66	5.53	5.59	5.55	5.37	5.5	<b>5.48</b>
This instructor clearly communicated class material.	5.65	5.73	5.80	5.80	5.57	5.70	6.00	<b>5.75</b>
Exams in this course were fair.	5.79	5.75	4.80	5.28	5.35	5.53	6.00	<b>5.50</b>
The syllabus was an accurate guide to the course requirements.	5.90	5.80	5.66	5.65	5.55	5.62	6.00	<b>5.74</b>
Overall, this is an excellent course.	5.41	5.73	5.52	5.50	5.58	5.52	6.00	<b>5.60</b>
<i>Total number of students enrolled/Number of sections</i>	<i>25/2</i>	<i>29/2</i>	<i>94/4</i>	<i>49/2</i>	<i>41/2</i>	<i>62/3</i>	<i>4/1</i>	<b>304/16</b>

<sup>1</sup> Business and Professional Communication<sup>3</sup> Theory and Practice of Argument L/D<sup>5</sup> Communication in Everyday Life L/D<sup>2</sup> Art of Persuading Others L/D<sup>4</sup> Nonverbal Communication<sup>6</sup> Public Speaking

STUDENT COMMENT HIGHLIGHTS (UNIVERSITY OF IOWA AND BARTON CC)

A035

Daniel was by far the best TA I've had at college. He is always clear and creative with his teaching methods. He is a very fair grader and always offers helpful comments for improvement on assignments. His review game for exams is fun and a good study method. I really enjoyed his discussion section and am happy I got to learn from him.

	AGREE	DISAGREE
	STRONGLY	MODERATELY
	SLIGHTLY	
1	<input checked="" type="radio"/>	<input type="radio"/>
2	<input checked="" type="radio"/>	<input type="radio"/>
3	<input checked="" type="radio"/>	<input type="radio"/>
4	<input checked="" type="radio"/>	<input type="radio"/>
5	<input checked="" type="radio"/>	<input type="radio"/>
6	<input checked="" type="radio"/>	<input type="radio"/>
7	<input checked="" type="radio"/>	<input type="radio"/>
8	<input checked="" type="radio"/>	<input type="radio"/>
9	<input checked="" type="radio"/>	<input type="radio"/>
10	<input checked="" type="radio"/>	<input type="radio"/>

Seriously, best TA I have had thus far. He is so passionate in Com. Studies and makes it blatantly obvious he wants us to succeed. He goes out of his way to help us out when we don't understand concepts; he made us additional study guides and made virtual video lectures further explaining them. I'd take another class by him in a heartbeat! 😊

	STRONGLY	MODERATELY	SLIGHTLY
1	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Daniel Usera is one of the best teaching assistants I've ever had. The knowledge I will take away from this class is because of Daniel's teaching style; his willingness to explain and answer questions. He would make an excellent professor one day.

	AGREE	DISAGREE
	STRONGLY	MODERATELY
	SLIGHTLY	
1	<input checked="" type="radio"/>	<input type="radio"/>
2	<input checked="" type="radio"/>	<input type="radio"/>
3	<input checked="" type="radio"/>	<input type="radio"/>
4	<input checked="" type="radio"/>	<input type="radio"/>
5	<input checked="" type="radio"/>	<input type="radio"/>
6	<input checked="" type="radio"/>	<input type="radio"/>
7	<input checked="" type="radio"/>	<input type="radio"/>

Daniel was very enthusiastic in his teaching, which encouraged us to do well. He was also very helpful and a great communicator. One of the best TAs I've ever had.  
thanks!

	AGREE
	STRONGLY MODERATELY SLIGHTLY
1	A B C
2	A B C
3	A B C
4	A B C
5	A B C
6	A B C
7	A B C
8	A B C
9	A B C
10	A B C

A035

Honestly the best and most motivated teacher I have had all year; I looked forward to Fridays not only for the weekends, but this class as well

AGREE	DISAGREE
STRONGLY MODERATELY LIGHTLY	LIGHTLY MODERATELY STRONGLY

Best TA I have had in college so far.  
It's my 7th semester

12	A B C	D E
13	A B C	D E
14	A B C	D E
15	A B C	D E
16	A B C	D E
17	A B C	D E

A035

Usera was a very good teacher. I liked the way he structured his class. It was nice that we had more say in the way discussion went. Overall it was a fun class that helped students be more creative in their thinking.

AGREE
STRONGLY MODERATELY
1 A B C

A035

By far the BEST TA/Teacher I've ever had. Very enthusiastic!

AGI

STRONGLY  
MODERATELY

Daniel was the best TA I have ever had. He always went out of his way to be helpful & made sure no one was confused. He also made the class entertaining, & I would definitely go out of my way to have him as my TA again!

	AGREE
	STRONGLY MODERATELY SLIGHTLY
1	A B C
2	A B C
3	A B C
4	A B C

I had an interview for an internship during this course & got the position I would like to say mostly from what I learned.

Very organized & entertaining teacher.

	STRONGLY MODERATELY SLIGHTLY
1	A B C
2	A B C
3	A B C
4	A B C
5	A B C
6	A B C
7	A B C
8	A B C

Mr. Usera presented material for class very effectively. The lecture notes were clear and concise. He always made a studyguide which was very helpful for the tests. The paper assignment was a good addition for this type of class. For an 8:05AM class, it was very easy to pay attention because his lectures were engaging. Good use of Youtube clips.

	STRONGLY MODERATELY SLIGHTLY
1	A B C
2	A B C
3	A B C
4	A B C
5	A B C
6	A B C
7	A B C
8	A B C
9	A B C

A035

He loves  
what he  
does.

Daniel went above & beyond  
to make sure everyone understood  
the course content. Best  
T.A. ever!

AGREE		DISAG
STRONGLY	MODERATELY	SLIGHTLY

One of the best TA's I've ever had,  
hands down. He went above and beyond  
to help us and gave every necessary  
resource i.e. study guides, rubrics, office  
hours, etc. There is no way I would  
have achieved the grade I have  
without him.

AGREE	
	STRONGLY MODERATELY SLIGHTLY
1	A B C
2	A B C
3	A B C
4	A B C

Great TA! made discussions extremely interesting, fun  
to be in, and easy to participate in. Established  
a very open & fun discussion class.

14	<input checked="" type="radio"/> A <input type="radio"/> B <input type="radio"/> C
15	<input checked="" type="radio"/> A <input type="radio"/> B <input type="radio"/> C
16	<input checked="" type="radio"/> A <input type="radio"/> B <input type="radio"/> C
17	<input checked="" type="radio"/> A <input type="radio"/> B <input type="radio"/> C
18	<input type="radio"/> A <input type="radio"/> B <input type="radio"/> C
19	<input type="radio"/> A <input type="radio"/> B <input type="radio"/> C
20	<input type="radio"/> A <input type="radio"/> B <input type="radio"/> C