

GINESSA LAWSON PAYNE

EMPLOYMENT HISTORY

Classroom teaching and service to the program

Fall 2011 – May 2017 **English Language Institute, Texas A&M University**
College Station, TX

- **Self-study coordinator** of the **reaccreditation** effort through CEA (Commission on English Language Program Accreditation) (Spring 2017); chair of Interim Report Preparation Committee and **lead author** of 87-page Interim Report (Fall 2012- Spring 2013); author of **follow-up reporting** to CEA for continuing accreditation (2014-2015)
- Committee chair:
 - **Vocabulary** Committee (Summer 2014-Spring 2016)
 - **Grammar** Committee (Fall 2016 and Spring 2017), co-chair of the Grammar Committee (Fall 2012-Spring 2013 and Fall 2013-Spring 2014)
 - Co-founder of the **Spelling Bee** Committee (Spring 2012-2016)
- Active, contributing committee member:
 - Academic **Program Review** (Fall 2013)
 - Revision of the **Faculty/Staff Handbook** (Fall 2011-Spring 2013)
 - **Composition** (Fall 2011-Fall 2016)
 - **Oral Skills** (Summer 2014)
 - **Listening** (Summer 2014 and 2015, Fall 2016-Spring 2017)
- **Curriculum Coordinator** (Fall 2012-Spring 2013)
- Active in **textbook adoption** decisions, the articulation of **learning outcomes**, department-wide **proficiency testing** and placement, and **field trips**.
- Host of a weekly one-hour program called **American Classroom Partners**. Facilitated **dialogue** between international students and domestic undergraduate students.
- With Professor Jun Lei and colleague Tanya Vernon, initiated the **Chinese-English language exchange**, pairing up learners of Chinese with learners of English for weekly conversation practice, September 2015.
- Observed and helped proctor an administration of the English Language **Placement Exam** (ELPE) at the GSC, Fall 2012.
- **Full-time Lecturer** in the College of Liberal Arts, teaching composition, oral skills, grammar, vocabulary, and listening skills to international students with academic goals
- Consistently receive **high marks in student appraisal** of instructor/course (PICA). Feedback available upon request.

Spring 2009 – Summer 2011 **English Language Institute, George Mason University**
Fairfax, VA

- Created and delivered **workshops** to intensive English students on topics ranging from American baseball to writing a personal statement.
- Created and delivered a **workshop series** called “**Public Speaking in the Classroom**” for the general GMU ESL community (visiting scholars, teaching assistants, etc.).

- **Actively involved** in program-wide assessment and placement of intensive English students, office hours, field trips, picnics, and ceremonies.
- Regularly rated the **SPEAK exam** for international graduate assistants.
- Attended numerous Learning Lunches and faculty retreats for **professional development**. Presented at the “What Works” Learning Lunch.
- As a committee member, worked with colleagues to redesign the **summer program** to accommodate student and faculty preferences and to ensure the same level of instructional quality as in fall and spring semesters.
- Adjunct instructor of High-Advanced **Writing**, High-Intermediate **Oral Communication Skills**, and occasionally other courses such as **Newspaper Production** and Introduction to the **TOEFL**.
- Consistently received **high marks in Student Evaluation** of Instructor. Feedback available upon request.

Spring 2009 – Summer 2009 **Northern Virginia Community College** Annandale, VA

- Taught **Speaking and Listening** in the evening Continuing Education program.
- Consistently received **high marks in Student Evaluation** of Instructor. Feedback available upon request.

Spring 2003 – Summer 2006 **Houston Community College Intensive English** Houston, TX

- Initiated the acquisition of ESL teaching resources by the campus **library**; chaired a discipline subcommittee that researched, piloted, and ultimately adopted an alternative beginning-level grammar **textbook** that better met the needs of our student population.
- **Co-hosted a seminar** on the Accelerated Learning approach to language teaching; assisted newly-hired adjunct ESL instructors.
- **Recruited** new students at events such as the Latino Book and Family Festival.
- Met with counselors and instructors of Academic ESL to make a **smoother transition** for our Intensive English students continuing on to college-credit courses.
- Developed and administered a **survey** to give our program feedback on its **recruiting and retention** efforts; synthesized the survey results into meaningful graphs; and shared the results with relevant parties.
- Full-time faculty member teaching courses in **reading, conversation, composition, grammar, and pronunciation** at all levels (**beginning to advanced**), while teaching basic yet critical **computer** skills such as word processing and Internet research.
- Consistently received **high marks in Student Evaluation** of Instructor. Feedback available upon request.

Summer 2003 and Summer 2004 **ProjectGRAD ESL Summer Institute** Houston, TX

- **Planned the curriculum** of an intensive summer program for recently-immigrated **high school** students. Taught the **grammar** component and coordinated the lessons with writing, reading, and conversation instructors.
- Saw significant **gains** between pre- and post-program testing (an average of 21 percentage points).

Summer 2003 **Center for Continuing Professionals (40 Plus)** Houston, TX

- Rated 100 oral tests evaluating African-American schoolchildren's command of **Mainstream American English**, as part of the LAUSD Language Development Program for African American Students.
- Made **recommendations** for improving the test's validity and reliability.

Educational software development

Fall 1998-Fall 2000 **iMet Technologies New Media Associate** Costa Mesa, CA

- As part of a team, produced *Raising Readers in the Language of Literacy*, a multimedia **computer-based training course** teaching Riverside County third- and fourth-grade teachers phonics for reading instruction. Designed the user interface, edited the text, created **interactive activities** to reinforce the lessons, programmed, **usability tested**, helped write an accompanying **user's guide**, and demonstrated it to teachers in Riverside.
- Brainstormed, designed the user interface, and researched content for an "**edutainment**" web site teaching critical thinking skills and values in the context of historical figures.
- **Proofread** documentation for Toshiba America computers.

EDUCATION

Fall 2000–Spring 2002 **University of California, Los Angeles** Los Angeles, CA

M.A., Applied Linguistics and Teaching English as a Second Language GPA: 4.0

Certificate in Teaching English as a Second Language GPA: 4.0

Master's thesis: "How to Set Up Your New Home Computer: Manifestations of **Deixis** in an **Instructional Interaction**" supervised by Dr. Marianne Celce-Murcia

Recipient of departmental **fellowship**, 2001-2002

Coursework included:	Instructor:
Foundations of Language Assessment	Lyle Bachman
Writing for Second/Foreign Language Education	Christine Holten
Phonetics for Second/Foreign Language Education	Janet Goodwin
Structure of Present-Day English	Marianne Celce-Murcia
Discourse Analysis: Speech versus Writing	Marianne Celce-Murcia
Language Teaching Practicum	Donna Brinton & Christine Holten

Fall 1992–Spring 1996 **Yale University** New Haven, CT

B.A., Linguistics GPA: 3.73 Cum laude Distinction in the major

Recipient of the Herbert M. Atherton Award for contributing to the life of the residential college as **secretary** of intramural sports for two years

PRESENTATIONS

- Presenter within the English Language Institute's in-service meeting, April 14, 2017. Gave a recap of relevant information from the **TESOL 2017 convention**.
- Co-presenter of a workshop at the TexTESOL IV Regional Conference, Nov. 12, 2016. "Discussing, Deciding, and Documenting: A Thoughtful **Textbook Adoption** Process."
- Presenter within the English Language Institute's end-of-semester **in-service** meetings, Dec. 2015.
 - Gave a recap of the relevant information from the **Pronunciation in Second Language** Learning and Teaching Conference.
 - Gave a summary of the TAMU workshop on "**Academic Integrity and Academic Misconduct: Preventing when Possible and Responding when Necessary**" with discussion of its application to the English Language Institute.
- Co-presenter at the TexTESOL 2013 State Conference, November 16, Houston, Texas. "A **Spelling Competition** for ELLs: Integrating Skills and Taking Risks"
- Co-presenter at the TexTESOL IV Regional Conference, October 20, 2012, Houston, Texas. "How to Prevent Creative 'Writhing': A **Spelling Competition** for English Language Learners"
- Presented "**Report from TESOL 2004**" to the Houston Community College Southeast Arts and Languages Department in spring 2005. Shared many new developments in the field and ideas gleaned from attending the international convention of Teachers to Speakers of Other Languages.
- Presented "**Report from TESOL 2005**" to the Houston Community College Southeast Arts and Languages Department in spring 2006.

PUBLICATIONS

Author of "An ESL Teacher Gets a First-Hand Look at the **TOEFL**" published in the December 2014 Intensive English Program Interest Section Newsletter of TESOL, available at <http://newsmanager.commpartners.com/tesoliepis/issues/2014-12-03/2.html>

Co-author of "A **Spelling Competition** for English Language Learners (Or How to Prevent Creative Writhing [sic]" published in the July 2013 Higher Education Interest Section Newsletter of TESOL with Catherine McIntyre and Sue Ellen Davis, available at <http://newsmanager.commpartners.com/tesolheis/print/2013-07-15/1.html>

Reviewed the textbook *Targeting Pronunciation* by Sue F. Miller. This **book review** was published in issue 13.1 of CATESOL Journal (the California chapter of TESOL).

Co-authored a report on **Gen 1.5 students** for publication in the TESOL Applied Linguistics Interest Section newsletter (2006).

Publicized the positive **results** of the ProjectGRAD ESL Summer Institute held at Houston Community College Southeast. Interviewed by HCC public relations and aired on HCC TV.

PROFESSIONAL DEVELOPMENT

Teacher training and leadership

- Completed the 60-hour online course "**Train the Trainer: Strengthening Your English Language Programs**" offered by TESOL, November-December 2016.

- Attended the workshop “PATHways to Success: **Supervisory Best Practices for Managing Employee Performance**” by Texas A&M’s Employee & Organizational Development, April 13, 2017.

Accreditation

- Trainee, Commission for English Language Program Accreditation (CEA) **accreditation** workshop March 20-21, 2017 in Seattle, WA
- Trainee, Commission for English Language Program Accreditation (CEA) **Site Reviewer** workshop March 19-20, 2013 in Dallas, TX
- Trainee, Commission for English Language Program Accreditation (CEA) **accreditation** workshop in Alexandria, VA

Lifelong learning

- Current with all required **training as an employee** of Texas A&M University, on topics such as information security awareness and confidentiality of student records.
- Each semester for the past five years, completed two **teaching observations** of peers (fellow lecturers in TAMU’s English Language Institute).
- Completed online courses “**Scientific Spelling**” and “Scientific Spelling 2” by Neuhaus Education Center for literacy, Bellaire, TX, March 2015.

Memberships

- Current member of **TESOL** (Teachers of English to Speakers of Other Languages) and the following **interest groups**: Intensive English Programs, Higher Education, International Teaching Assistants, Applied Linguistics, Computer-Assisted Language Learning, Materials Writers, English for Specific Purposes, Second Language Writing, and Speech, Pronunciation, and Listening
- Active reader of **listservs and newsletters**, passing along relevant ideas to colleagues
- Member of AAAL (the American Association for **Applied Linguistics**), 2014-2015

Conferences

- Attended TESOL’s **annual international convention** (TESOL 2017) from March 21-24.
- Attended the **TexTESOL Region IV** conference in Houston, TX on Nov. 12, 2016.
- Attended the **Pronunciation in Second Language Learning and Teaching** Conference in Dallas, TX, Oct. 16-17, 2015.
- Attended the **TexTESOL 2013 State** Conference in Houston, TX, November 14-16.
- Attended TESOL’s **annual international convention** March 20-23, 2013 in Dallas, TX including the Intensive English Program Interest Section general meeting.
- Attended the **TexTESOL IV regional** conference in Houston, October 20, 2012.
- Attended the Bill and Melinda **Gates Foundation** “GR-R-Reat Schools for ELLs” held in San Antonio from June 30 – July 1, 2005. Studied demographics and immigration trends as well as how to teach academic language and best practices in alternative schools.
- Attended TESOL’s **annual international convention** (TESOL 2005) from March 29 – April 2, including the pre-convention institute “Providing Quality ESOL for the **Workplace**.”
- Attended TESOL’s **annual international convention** in March 2004, including a **visit** to two local ESL programs to observe adult education and community-based learning.

Workshops and Webinars

- Attended the workshop “Lasting Impressions: Providing Excellent **Customer Service**” by Texas A&M’s Employee and Organizational Development, March 9, 2017.

- Attended the workshop “Now You See It: Teaching **Visual Communication**” by the University Writing Center, with guest speakers from Architecture and Visualization, Dec. 8, 2016.
- Participated in the webinar “Does my applicant have the **writing skills** to be successful at my institution?” by **IELTS** (International English Language Testing System) and practiced rating test-takers’ written English, Dec. 7, 2016.
- Attended presentations at the TAMU Department of Hispanic Studies Research Showcase, Nov. 11, 2016, on the topics of Spanish **sociolinguistics** and the connection between research and practice in **second language acquisition**.
- Attended the forum “Pedagogy Project: Supporting **Transformational Learning**” for the liberal arts, education, and business, hosted by the office of the Provost and Executive Vice President at TAMU, Nov. 1, 2016.
- Attended the workshop “Facilitating **Hot Topics** in the Classroom” by the Center for Teaching Excellence, Oct. 31, 2016.
- Participated in the webinar “Does my applicant have the English **speaking skills** to be successful at my institution?” by **IELTS** (International English Language Testing System) and practiced rating test-takers’ spoken English, Oct. 19, 2016.
- Attended the Aggie Ability Awareness Workshop, co-hosted by the Center on Disabilities and Development, the Department of **Disability Services**, and the Center for Teaching Excellence, Sept. 27, 2016.
- Attended the TESOL virtual seminar “Defining and Assessing **Intercultural Competence** in the Classroom” by Dr. Darla K. Deardorff on March 24, 2016.
- Attended the **Language Matters** talk “The Future of the Past: Variation and change in past tense forms in English” by Dr. Larry Mitchell, March 4, 2016.
- Participated in a **simulation of the refugee experience**, based on the UN awareness game called “Passages,” presented by the MSC Jordan Institute for International Awareness, on Feb. 24, 2016.
- Attended the Center for Teaching Excellence workshop “**Academic Integrity and Academic Misconduct: Preventing When Possible and Responding When Necessary**,” October 29, 2015, led by Timothy Powers of the Aggie Honor System Office.
- Attended the **Fair Use** presentation by TAMU librarians, Sept. 3, 2015.
- Attended the TESOL webinar “**Teaching Modals** across the Levels” by Colin Ward, April 22, 2015.
- Attended the TAMU Language Matters Working Group talk “**Prosodic Features** in Multiple Englishes” by Dr. Lucy Pickering, April 17, 2015.
- Attended the TAMU Language Matters Working Group talk ““When you out in open spaces’: A mixed effects model of **null copula** in Afro-Texan folk speech” by Brandon Cooper, April 10, 2015.
- Attended the “**Community of Respect**” seminar for greater cultural awareness and competence, led by Linda Edwards of International Outreach at Texas A&M University, March 11, 2015.
- Attended the TESOL webinar “**Noun Phrases** in Academic Language: A Neglected Area of Grammar Teaching” by Anne Ediger, February 20, 2015.
- Attended the TESOL webinar “Four ‘Real Language’ Principles for Effective **Grammar Teaching**” by Anne Ediger, November 19, 2014.
- Attended lecture “How Children Learn to **Spell**” by Dr. Rebecca Treiman, hosted by Texas A&M’s Department of Teaching, Language, and Culture (TLAC), November 17, 2014.
- Attended showing of video **Writing Across Borders** and participated in discussion moderated by Maradee Ulbrich. November 10, 2014.

- Attended the Texas A&M Graduate Student Workshop “**Researcher and Author IDs** – Distinguish Yourself with an ORCID” [Open Researcher and Contributor ID – unique scholar identifiers for all TAMU faculty, graduate students, and post-doctoral fellows] Feb. 12, 2014.
- Attended ELI faculty and staff meeting regarding **classroom partners** and their expectations, Spring 2014.
- Attended the TAMU Language Matters Working Group talk “Language Exploitation among **Heritage Speakers** in the Healthcare Workforce” by Dr. Glenn Martinez, March 21, 2014.
- Participant in Texas A&M University’s Center for Teaching Excellence (CTE) workshop “Writing Effective **Learning Outcomes**” on Nov. 28, 2012.
- Attended the Dr. George Kuh seminar “**High Impact Practices and Measuring Effectiveness**” at Texas A&M, Oct. 3, 2012.
- Attended Title V workshops for Houston Community College: **composition instruction** by Nancy Sommers and “**Closing the Achievement Gap**” by Freeman and Freeman.

Technology

- Attended the workshop “**Excel 2016: Managing and Enhancing Workbooks**” by Texas A&M Employee and Organizational Development, April 5, 2017.
- Attended workshop “**Word 2016: Mail Merge -- Letters and Emails**” by Texas A&M Employee and Organizational Development, March 7, 2017.
- Attended the workshop “**Word 2016: Long Documents**” by Texas A&M Employee and Organizational Development, Feb. 9, 2017.
- Attended workshop by Instructional Technologies Services (ITS) on “eCampus **Turnitin** Plagiarism and Citation Tool,” August 26, 2015.
- Attended workshop by colleague Sharron Sturgeon, “An Introduction to **Google Drive**” for ESL teaching, June 2, 2015.
- Attended the TAMU instructional technology summer workshop “Eight Easy Ways to Integrate **Technology in Your Teaching**,” May 21, 2014. Used Tagxedo and Quizlet for instruction in the subsequent semesters.
- Attended TAMU workshop “**Google Drive** and Forms for Collaboration, Productivity, and Creativity” by Stephen Balfour, July 1, 2014.
- Attended the Pearson **MyReadingLab** demonstration in Bell 201 by Pearson reps, October 29, 2012.
- Attended Texas A&M IT Workshop about **eLearning** Assessments, October 19, 2011.
- Watched “Using **Social Media** for Teaching & Learning” by Lisa Young and Alisa Cooper (online PowerPoint presentation), November 10, 2011.
- Earned **Basic Certification in Instructional Technology** (44 hours of training on topics ranging from distance education to software to copyright law) at Houston Community College.

Other

- **Copy-editor** of *ial* (Issues in Applied Linguistics), a UCLA student-run journal (2000-2001).
- **MA Admissions** Committee member, UCLA Department of Applied Linguistics and TESL (Winter 2002).

RESEARCH INTERESTS

- **how adults learn language**
- **how to anticipate and avoid communication breakdowns**

LANGUAGE STUDY AND OVERSEAS EXPERIENCE

