

## GINESSA LAWSON PAYNE

glawsonpayne@tamu.edu  
979-458-9277

### EMPLOYMENT HISTORY

#### *Instructional consulting*

Dec. 2022 – present                      **Center for Teaching Excellence, Texas A&M University**  
College Station, TX

- **Senior Instructional Consultant** within the English Language Proficiency Program serving international instructors of all ranks (teaching assistant to professor) for whom English is an additional language.
- **Refine and deliver** a flexible program to promote effective oral communication in English for instructional purposes, pursuant to Texas state law Sec. 51.917.
- **Assess** individuals' speech, **recommend** activities to address weaknesses, identify and **create** appropriate instructional **resources**, including **digital** resources, **consult** on ESL pronunciation and grammar, **facilitate** workshops and learning communities that promote comprehensibility, **communicate** with stakeholders in the university, and **measure** program effectiveness.
- **Supervise** graduate assistants and undergraduate student workers to carry out the mission of the CTE-ELP.
- Under the leadership of Dr. Fuhui Tong of the Graduate and Professional School, served on the university-wide **English Language Proficiency task force** for international teaching assistants, 2022-2023

July 2017 – Dec. 2022                      **Center for Teaching Excellence, Texas A&M University**  
College Station, TX

- **Instructional Consultant** within the English Language Proficiency Program serving international instructors of all ranks (teaching assistant to professor) for whom English is an additional language.
- With a fellow language consultant, **designed, implemented, and delivered a flexible program** to promote effective oral communication in English for instructional purposes, pursuant to Texas state law Sec. 51.917.
- **Assessed** individuals' speech, **recommended** activities to address weaknesses, identified and **created** appropriate instructional **resources**, including **digital** resources, **consulted** on ESL pronunciation and grammar, **facilitated** workshops and learning communities that promote comprehensibility, **communicated** with stakeholders in the university, and **measured** program effectiveness.
- **Supervised** undergraduate student workers to carry out the mission of the CTE-ELP.
- With colleague Dr. Brandon Cooper, earned a team award for President's **Meritorious Service** in Spring 2022

#### *Classroom teaching and service*

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.
- **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 received **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

- Developed and taught a **pronunciation** mini-course for foreign-born middle-aged professionals trying to reenter the job market.

Spring 2001-Spring 2002 **UCLA** Los Angeles, CA

- Established the curriculum and taught the enrichment course “American English **Pronunciation**” offered to the international student community at the Dashew International Center of UCLA, based on *Targeting Pronunciation* by Sue Miller.
- As a teaching assistant, taught two **credit courses** (ESL 39B and ESL 39C) on presentation skills, pronunciation, discussion-leading skills, question-handling skills, and functional vocabulary for the American classroom to **international graduate students** preparing to become **teaching assistants**, under the supervision of Janet Goodwin.
- **Rated highly** by students in the end-of-quarter instructor ratings (8.13 and 8.88 on a 9-point scale).

### ***Program accreditation***

Spring and Summer 2013 **Volunteer Site Reviewer for CEA** (Commission on English Language Program Accreditation with headquarters in Alexandria, VA)

- **Trained** at three-day workshop in March 2013 in Dallas, TX.
- Served the profession by volunteering for a three-day **site visit** of an ESL institute seeking accreditation. As **team leader**, studied institute’s self-study report and supporting

documentation, communicated with the institute to finalize the agenda, observed and interviewed administration, faculty, and staff, compared the institute's practices to CEA standards, and wrote a **Review Team Report** in conjunction with two other team members.

### ***Language assessment***

June 2017 – June 2018     **Rater of test of English as a Second Language**     Houston, TX

- Internationally recognized **standardized** test
- Trained in scoring **essays** and other written responses based on task achievement, coherence and cohesion, lexical resource, and grammatical range and accuracy; **calibrated**; passed certification exam
- Trained in **interviewing** test-takers and **rating** non-native English **speech** samples based on fluency and coherence, lexical resource, grammatical range and accuracy, and pronunciation; **calibrated**; passed certification exam

Fall 2009-Summer 2011 and Fall 2000-Spring 2002     **SPEAK exam rater**     UCLA & GMU

- Rated roughly 275 examinations taken by international graduate students, who are required to demonstrate a command of **spoken English** to be hired as teaching assistants.
- **Calibrated** to the Educational Testing Service (ETS) standards.

Fall 2001     **Los Angeles Unified School District professional expert**     Los Angeles, CA

- 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.

### ***Tutoring***

Spring 2009 to Summer 2011     **Tutor at English Language Institute**     Fairfax, VA

- Tutored between one and three international students per semester, **tailoring instruction** to meet their individual needs, ranging from academic writing to test prep.

Fall 2001 to 2009     **Cartus language trainer**     Pasadena, CA, Houston, TX, and Falls Church, VA

- Tutored **business executives** and their family members relocated from abroad in pronunciation, conversation, grammar, vocabulary, and business English.

Fall 1998     **Orange Coast College Tutorial Center volunteer**     Costa Mesa, CA

- **Volunteered** over 20 hours to non-native English-speaking students requesting extra help with English grammar and composition.

### ***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

<b>Coursework included:</b>	<b>Instructor:</b>
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

- An, M., Muller, G., Cooper, B., & Payne, G. (2023, May 4). Water to wine: **Bootlegging a language lab out of the LMS**. Texas A&M University Transformational Teaching & Learning Conference, College Station, TX.
- Payne, G. Cooper, B., Sai Jakkula, A., & Quezada, E. (2023, Apr. 3). **How the Pronunciation Highlighter can benefit your learners**. Teachers of English to Speakers of Other Languages (TESOL) Virtual Convention.
- Cooper, B. Sai Jakkula, A., Payne, G., & Quezada, E. (2023, Mar. 23). **Resurrecting the Pronunciation Highlighter**. Teachers of English to Speakers of Other Languages (TESOL) International Convention, Portland, OR.
- Cooper, B., An, M.S., & Payne, G. (2022, April 21). **Developing a pronunciation lab within the Canvas learning management system**. TAMU Language Matters Glasscock Humanities Working Group.
- Cooper, B., & Payne, G. (2022, March). **Promoting oral communication in the university through a support service**. Teachers of English to Speakers of Other Languages (TESOL) international convention, Pittsburgh, PA.
- Cooper, B., & Payne, G. (2021, March). **Standard English myths: A workshop on linguistic diversity**. Presented at the Texas A&M University RISE (Race, Identity, and Social Equity) Conference.

- Payne, G. & Cooper, B. (2019, February). **Diagnostic assessment: The linchpin of flexible, individualized ITA training.** Presented at the International Teaching Assistants (ITA) Professionals Symposium, Pittsburgh, PA.
- Cooper, B., Payne, G., & Hu, X. (2019, February). **Enhancing the international graduate student experience with personalized language training.** Presented at the Conference of Southern Graduate Schools Annual Meeting, Knoxville, TN.
- Payne, G., Cooper, B., Gorsuch, G., Hu, X., McCourt, C., Melhem, L., & Pickering, L. (2018, November). **ESL programs that support international teaching assistants at Texas universities.** Panel presented at the TextESOL State Conference, Dallas, TX.
- Gorsuch, G., Cooper, B., Hu, X., Melhem, L., Payne, G., & Pickering, L. (2018, November). **International Teaching Assistants at Texas Universities: Research from a Local to a Global Perspective.** Panel presented at the TextESOL State Conference, Dallas, TX.
- Payne, G. (2018, Nov.). **Trust your ear: Encouraging phonological awareness.** Quickshare presented at the TextESOL State Conference, Dallas, TX.
- Presenter within the English Language Institute's in-service meeting, April 14, 2017. Gave a recap of relevant information from the international **TESOL 2017 convention.**
- Payne, G., & Peters, R. (2016, November 12). **Discussing, Deciding, and Documenting: A Thoughtful Textbook Adoption Process.** Workshop presented at TextESOL IV Regional Conference in Houston, TX.
- 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.
- Payne, G., McIntyre, C., & Davis, S. (2013, November 16). **A Spelling Competition for ELLs: Integrating Skills and Taking Risks.** Practice-oriented presentation at TextESOL State Conference in Houston, TX.
- Payne, G., McIntyre, C., & Davis, S. (2012, October 20). **How to Prevent Creative 'Writhing': A Spelling Competition for English Language Learners.** Practice-oriented presentation at TextESOL IV Regional Conference in Houston, TX.
- 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.
- “**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.
- “**Report from TESOL 2005**” to the Houston Community College Southeast Arts and Languages Department in spring 2006.

## PUBLICATIONS

- Payne, G. (Spring 2021). **Language education as professional development: Assessing international instructors' growth.** *The Language Educator Vol. 16*, Issue 2, (ACTFL [American Council on the Teaching of Foreign Languages]).

- Cooper, B., Payne, G., Hu, X., Dixon, Q., & Kuo, L. (2020). **The impact of linguistic diversity education on L1 English speakers' ideologies, attitudes, and perceptions of international teaching assistants.** In O. Kang, S. Staples, K. Yaw, & K. Hirschi (Eds.), *Proceedings of the 11th Pronunciation in Second Language Learning and Teaching conference*, ISSN 2380-9566, Northern Arizona University, September 2019 (pp. 49–66). Ames, IA: Iowa State University.
- Center for Teaching Excellence staff. (June 12, 2020). **Virtual symposium promotes quality language programs for international TAs.** *Texas A&M Today*. <https://today.tamu.edu/2020/06/12/virtual-symposium-promotes-quality-language-programs-for-international-tas/>
- Payne, G., Cooper, B., Hu, X., Figueiredo, B., & Felix, G. (2018). **A flexible professional development program for international instructors and its suitability for a Brazilian context.** *Electronic International Journal of Education, Arts, and Science* 4(9), 63-90. <http://www.eijeas.com/index.php/EIJEAS/article/view/134/135>
- Cooper, B., Payne, G., & Hu, X. (2018, December). **A flexible alternative to course-based ITA training.** *ITAIS Newsletter*, TESOL International Association.
- Payne, G. (2014). **An ESL Teacher Gets a First-Hand Look at the TOEFL.** *Intensive English Program Interest Section Newsletter of TESOL*, December. Retrieved from <http://newsmanager.commpartners.com/tesoliepis/issues/2014-12-03/2.html>
- Payne, G., McIntyre, C., & Davis, S. (2013). **A Spelling Competition for English Language Learners (Or How to Prevent Creative Writhing [sic]).** *Higher Education Interest Section Newsletter of TESOL*, July. Retrieved from <http://newsmanager.commpartners.com/tesolheis/print/2013-07-15/1.html>
- Lawson, G. (2001). **Review of the textbook Targeting Pronunciation: The Intonation, Sounds, and Rhythm of American English** (1st edition) by Sue F. Miller. *CATESOL [California and Nevada TESOL] Journal*,(13.1), 213-215.

## PROFESSIONAL DEVELOPMENT

### *Teacher training and leadership*

- Completed the 8-week online course **English Pronunciation Pedagogy** by Tim Kochem and Dr. John Levis of Iowa State University (2021).
- Became a certified **teacher trainer** for the basic course of the **Color Vowel Approach** through English Language Training Solutions (2019).
- 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 from 2011 to 2016, completed two **teaching observations** of peers (fellow lecturers in TAMU's English Language Institute).
- 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.
- 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 TESOL virtual seminar "Defining and Assessing **Intercultural Competence** in the Classroom" by Dr. Darla K. Deardorff on March 24, 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 "**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.
- Completed online courses "**Scientific Spelling**" and "**Scientific Spelling 2**" by Neuhaus Education Center for literacy, Bellaire, TX, March 2015.
- 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.

## *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
- Member of ACTFL (American Council on the **Teaching of Foreign Languages**), 2020-2021
- Member of AAAL (the American Association for **Applied Linguistics**), 2014-2015

## *Conferences*

- Attended TESOL's **virtual international convention** (TESOL 2023)
- Attended TESOL's **annual international convention** (TESOL 2022) in Pittsburgh, PA
- Co-hosted the inaugural symposium of the **Texas International Teaching Assistant Professionals** (TexITAP), Spring 2020, held virtually
- Attended the **International Teaching Assistants Professionals** Symposium, Feb. 2019, in Pittsburgh, PA
- Attended the **TexTESOL 2018 State** Conference in Houston, TX, Nov.
- Attended TESOL's **annual international convention** (TESOL 2018) March in Chicago, IL
- Attended the **TexTESOL 2017 State** Conference in Houston, TX, November 3-4
- Attended TESOL's **annual international convention** (TESOL 2017) from March 21-24 in Seattle, WA
- 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

### **Technology**

- 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 prevent communication breakdowns

## **LANGUAGE STUDY AND OVERSEAS EXPERIENCE**

