

# AUSTIN D. COUNCIL

## EDUCATION

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| <b>PhD</b> | University of Florida, Agricultural Education and Communication<br><i>Leadership Specialization</i> | May 2019    |
| <b>MA</b>  | University of Florida, Education<br><i>Social Studies Specialization</i>                            | August 2013 |
| <b>BA</b>  | University of Florida, History<br><i>Education Minor</i>  | May 2012    |

**Relevant Coursework:** Teaching and Learning Theory, Leadership Development, Teaching Methods in Social Studies, Interpersonal Leadership, Qualitative Research, Designing Educational Programs, Research Strategies, Global Leadership and Communication, Communication Theory, Methodology of Planned Change, Inferential Statistics, Organizational Leadership

**Dissertation,** University of Florida, Gainesville, FL May 2019  
Advisor: Dr. Matthew Sowcik

- Exploring the Perceptions, Development and Expression of Humility Among Leaders in the Florida Agriculture and Natural Resources Industry.

## RESEARCH INTERESTS

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- Pedagogical approaches to leadership development
- Intersection of ethics and virtues in leadership development
- Role of mentoring and advising in leadership development
- Leadership learning outcomes through service-learning
- Leadership development experiences of LGBTQ+ individuals

## TEACHING EXPERIENCE

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**Graduate Teaching Assistant** August 2018-May 2019  
**AEC 3414, Leadership Theory and Development (Online and Face-to-Face)**  
Agricultural Education and Communication, University of Florida, Gainesville, FL

- Assisted with teaching undergraduate course of 75 students per semester.
- Engaged students in dialogue focused on leadership development.
- Assisted faculty with grading student work.
- Met one-on-one with students during office hours to assist with assignments or projects.

**Instructor**

May-August 2017 and 2018

**AEC 3410, *Fostering Innovation through Leadership***

Agricultural Education and Communication, University of Florida, Gainesville, FL

- Co-taught undergraduate course of 100 students per semester.
- Engaged students in dialogue centered around leadership theory, identity, change, conflict, critical thinking, virtues, and emotional intelligence.
- Oversaw lesson development, assignment and assessment creation, and grading.
- Met one-on-one with students during office hours to assist with assignments or projects.

**Graduate Teaching Assistant**

January-May 2017 and 2018

**AEC 4417, *Leadership for Personal and Organizational Change***

Agricultural Education and Communication, University of Florida, Gainesville, FL

- Assisted with teaching undergraduate course of 40 students per semester.
- Engaged students in dialogue regarding the intersection of leadership development and the social change model.
- Assisted faculty with grading student work.
- Met one-on-one with students during office hours to assist with assignments or projects.

**Graduate Teaching Assistant**

August-December 2017

**AEC 4434, *Communication and Leadership in Groups and Teams***

Agricultural Education and Communication, University of Florida, Gainesville, FL

- Assisted with teaching undergraduate course of 40 students per semester.
- Engaged students in dialogue surrounding effective groups and team leadership, processes of groups and teams, relationships of members, and improving group/team performance.
- Assisted faculty with grading student work.
- Met one-on-one with students during office hours to assist with assignments or projects.

**Graduate Teaching Assistant**

August 2016-August 2018

**AEC 3033, *Research and Business Writing in Agricultural and Life Sciences (Online and Face-to-Face)***

Agricultural Education and Communication, University of Florida, Gainesville, FL

- Assisted with teaching undergraduate course of 100 students per semester.
- Engaged students in dialogue focusing on effective communication, writing as a primary form of communication, elements of effective written communication in organizational and scholarly areas, causes of ineffective writing and ways to correct them.
- Assisted faculty with grading student work.
- Met one-on-one with students during office hours to assist with assignments or projects.

**Instructor**

August 2016-May 2018

**IDS 4930, *The Informed Life: People and Data***

Agricultural Education and Communication, University of Florida, Gainesville, FL

- Co-taught undergraduate course of 15 students per semester.
- Engaged students in dialogue regarding the human implications of big data, privacy, and social networking.
- Oversaw lesson development, assignment creation and grading.
- Coordinated lectures with a team of three university professors.
- Met one-on-one with students during office hours to assist with assignments or projects.

**Teacher Trainer**

July 2015

***English***

P4H Global, Ft. Lauderdale, FL

- Participated in leadership, support and educational training for Haitian teachers during the 2015 Summer Teachers Conference in Cap-Haitian, Haiti.

**Classroom Teacher**

August 2013-May 2016

***Social Studies and Language Arts***

A.L. Mebane Middle School, Alachua County Public Schools, Alachua, FL

- Taught 8<sup>th</sup> grade language arts and U.S. history (one year) and 7<sup>th</sup> grade civics (two years).
- Oversaw lesson development, assessment creation and grading.
- Organized school-wide talent show, *Mebane's Got Talent* in 2015 and 2016.
- Supervised environmental service club giving students the opportunity to participate in city-wide cleanups during the 2015-2016 school year.
- Served as 7<sup>th</sup> grade team leader during the 2015-2016 school year.
- Participated in after-school tutoring in the nearby Merrilwood neighborhood during the 2014-2015 and 2015-2016 school years.

**PUBLICATIONS**

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***Book Chapter Publications***

Sowcik, M. & Council, A. (2018). Virtue Ethics in *Ethical Leadership: A Primer*. Cheltenham, U.K.: Edward Elgar.

***Refereed Articles and Papers***

Sowcik, M. & Council, A. (In Press). Humility Exercise: Self and Peer Assessment. In K. L. Guthrie & D. M. Jenkins (Eds.), *Transforming Learning: Instructional and Assessment Strategies for Leadership Education*. Charlotte, NC: Information Age Publishing.

Sowcik, M. & Council, A. (2018). Developing the Next Generation of Narcissistic Leaders, *Journal of Leadership Studies Symposium*, 1-4.

Sowcik, M., Andenoro, A.C. & Council, A. (2017). Addressing the Biggest (Baddest) and Best Ideas Ever: Through the Lens of Humility. *Journal of Leadership Education*, 16(4), 164-179.

## PRESENTATIONS AND INVITED LECTURES

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### **Conference Papers**

*Association of Leadership Educators*  
Annual Conference, Albuquerque, NM

Expected July 2019

- Will present research paper: Council, A. & Sowcik, M. (2019). "An Exploration into the Impact of Mentoring on Humility Development in Leadership."

*International Leadership Association*  
Annual Conference, Ottawa, CA

Expected October 2019

- Will present research paper: Council, A. & Sowcik, M. (2019). "An Exploration into the Impact of Mentoring on Humility Development in Leadership."

*McDonough Leadership Conference*  
Marietta College, Marietta, OH

April 2019

- Presented research from dissertation: Council, A. (2019). "Exploring the Perceptions, Development and expression of leadership among humble leaders in the Florida agriculture and natural resources industry."

*International Leadership Association*  
Annual Conference, West Palm Beach, FL

October 2018

- Presented research paper: Sowcik, M., Council, A. & Wert, J. (2017) "The Implications of Humility on Generosity."

*Association of Leadership Educators*  
Annual Conference, Chicago, IL

July 2018

- Presented research paper: Sowcik, M., Council, A. & Wert, J. (2017) "The Implications of Humility on Generosity."

*International Leadership Association*  
Annual Conference, Brussels, Belgium

October 2017

- Presented scholarly experiences writing a book chapter entitled: "Virtue Ethics" in *Ethical Leadership: A Primer*.

### **Conference Posters**

*American Association of Agricultural Educators*  
Southern Region Conference, Birmingham, AL

February 2019

- Co-authored research poster: Orsini, J., Council, A. & Stedman, N. (2018). "Using a team-based online simulation to promote undergraduate student learning outcomes in a leadership course on groups and teams."

*Association of Leadership Educators* July 2017  
Annual Conference, Charleston, SC

- Presented innovative poster: Council A. & Sowcik, M. (2017). "The Content, Tools and Resources to Teach Humility in Your Class Tomorrow."

***Panel, Workshop and Roundtable Participation***

*International Leadership Association* October 2019  
Annual Conference, Ottawa, CA

- Will facilitate roundtable: Muscato, A. & Council, A. (2019). "Where to draw the line? A discussion of ethics within academic fundraising."

*International Leadership Association* October 2019  
Annual Conference, Ottawa, CA

- Will facilitate workshop: Council, A., Paxton, D. & Sowcik, M. (2019). "Vulnerability, Courage and Humility: Embodying Leadership for the 21st Century."

*McDonough Leadership Conference* April 2019  
Marietta College, Marietta, OH

- Presented scholarly experiences writing a book chapter entitled: "Virtue Ethics" in *Ethical Leadership: A Primer*.

*International Leadership Association* October 2018  
Annual Conference, West Palm Beach, Florida

- Co-contributed panel presentation on pedagogical strategies for teaching ethical leadership.

***Invited Lectures and Guest Speaking***

**MMC 6426, *Qualitative Research Methods*** April 2019  
University of Florida, Gainesville, FL

- Taught lesson reflecting on personal experiences conducting case study research.

**FYC, 3401 *Intro to Economical/Social Perspectives on Community*** April 2019  
University of Florida, Gainesville, FL

- Taught lesson which engaged students in learning about the intersection of humility and leadership in the context of community development.

**ALS 3415: *Developing Tools for a Changing World*** February 2019  
University of Florida, Gainesville, FL

Taught lesson focusing on humility and leadership in the context of leading in complex environments.

**Division of Sorority and Fraternity Affairs, *Greek Advance*** January 2019  
University of Florida, Live Oak, Florida

- Facilitated presentation on humility and leadership at *Greek Advance* executive leadership retreat as it relates to fraternity and sorority affairs.

**AEC 3414, *Leadership Theory and Development*** October 2018  
University of Florida, Gainesville, FL

- Taught lesson overviewing the theory and practice of transformational leadership.

**AEC 3414, *Leadership Theory and Development*** September 2018  
University of Florida, Gainesville, FL

- Led discussion surrounding the contents of an article entitled “work-life balance” and its implications on leadership.

**AEC 4417, *Leadership for Personal and Organizational Change*** February 2018  
University of Florida, Gainesville, FL

- Taught lesson on consciousness of the self and leadership, which used Komives’s Social Change Model (SCM).

**AEC 4434, *Communication and Leadership in Groups and Teams*** November 2017  
University of Florida, Gainesville, FL

- Taught lesson which engaged students in learning about the importance of giving and receiving feedback in groups and teams.

**AEC 4434, *Communication and Leadership for Groups and Teams*** August 2017  
University of Florida, Gainesville, FL

- Taught lesson from Patrick Lencioni’s book The Ideal Team Player focusing on being humble, hungry and smart in groups and teams.

**AEC 4434, *Communication and Leadership for Groups and Teams*** August 2017  
University of Florida, Gainesville, FL

- Taught lesson focused on the implications of humility on groups and teams.

**AEC 4417, *Leadership for Personal and Organizational Change*** April 2017  
University of Florida, Gainesville, FL

- Taught lesson engaging students in dialogue about congruence and leadership, which used Komives’s Social Change Model (SCM).

**AEC 4417, *Leadership for Personal and Organizational Change*** January 2017  
University of Florida, Gainesville, FL

- Taught lesson focusing on leadership and common purpose, which used Komives’s Social Change Model (SCM).

**AEC 3033, *Research and Business Writing in Agricultural and Life Sciences*** August 2016  
University of Florida, Gainesville, FL

- Taught lesson on brainstorming in the context of writing and organization.

## PROFESSIONAL TRAINING

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### **UF Summer Institute on Africa**

May-June 2015

University of Florida, Gainesville, FL

- Successfully completed 60 hours of intensive course work in Africa Area Studies in conjunction with the Center for African Studies at the University of Florida.

### **Educator Workshop: Practicing Inclusivity**

November 3, 2016

International Leadership Association Annual Conference, Atlanta, GA

- Workshop facilitated by Dr. Doug Paxton drew on the disciplines of action research, cooperative inquiry, and critical race theory and provided a foundation for how people from a dominant mindset can practice their way towards greater competencies of inclusion.

### **Teaching Enhancement Symposium**

August 2016 & 2017

College of Agriculture and Life Sciences, University of Florida, Gainesville, FL

- Symposium centered around faculty development in higher education.

### **Educator Workshop: Personal Resilience**

March 23, 2017

University of Florida, Gainesville, FL

- Workshop facilitated by Dr. Ed Osborne on concrete and meaningful ideas and concepts as they relate to personal resilience while navigating through life as a student or faculty member.

### **Educator Workshop: Experiential Learning to Develop Active Listening**

July 10, 2017

Association of Leadership Educators Annual Conference, Charleston, SC

- Workshop facilitated by Dr. Caitlin Bletscher provided content and pedagogy regarding the theoretical and practical application of active listening in the university classroom.

### **Leadership Workshop: Creating a Mindful Organization**

October 13, 2017

International Leadership Association Annual Conference, Brussels, Belgium

- Workshop facilitated by Kathryn Goldman Schuyler, Cheryl Getz and Subhanu Saxena engaged participants in a series of reflection and awareness practices and small group exercises, to discover how they can create a mindful organization within their own workplace.

### **Educator Workshop: Enhancing Systems Thinking**

July 9, 2018

Association of Leadership Educators Annual Conference, Chicago, IL

- Workshop facilitated by Dr. Caitlin Bletscher provided the content, pedagogy, and delivery for how to effectively and experientially introduce the concept of systems thinking in the classroom.

**Educator Workshop: Exploring Assumptions and Perspective Taking** July 10, 2018  
 Association of Leadership Educators Annual Conference, Chicago, IL

- Workshop facilitated by Dr. Jera Niewoehner-Green and Dr. Caitlin Bletscher engaged participants in an experiential exercise that allowed for critical self-reflection of one's perspective and its shift depending on context, group dynamics, and assumed roles.

## **CERTIFICATES AND AWARDS**

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**Certificate of Appreciation for Outstanding Leadership and Steadfast Support** 2015  
 P4H Global, Ft. Lauderdale, FL

**Teaching and Learning Theory in Agriculture and Natural Resources** May 2019  
 University of Florida, Gainesville, FL

- This certificate is designed to assist individuals in agriculture and natural resources improve teaching skills in, formal, non-formal, and informal settings.

**Leadership Development in Agriculture and Natural Resources** May 2019  
 University of Florida, Gainesville, FL

- This certificate promotes leadership in organizational and community settings with an emphasis on teamwork, conflict management and personality.

**North American College Teachers of Agriculture (NACTA) Graduate Student Teaching Award** May 2019  
 University of Florida, Gainesville, FL

- The purpose of this award is to recognize and reward NACTA graduate student members who are involved in classroom instruction who excel as teachers in the agricultural disciplines.

## **PROFESSIONAL AFFILIATIONS**

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**Member, Alpha Tau Omega Fraternity, Alpha Omega Chapter** 2010-2012

- Alpha Tau Omega was founded on September 11, 1865 at Richmond, Virginia to promote peace and brotherly love based on eternal and immutable principles.

**Member, International Leadership Association** 2016-Present

- The ILA is organized for educational purposes to serve as a global network for all those who practice, study, and teach multiple facets of leadership.

**Member, Association of Leadership Educators** 2017-Present

- The mission of the Association of Leadership Educators, Inc., is to strengthen and sustain the expertise of professional leadership educators.



**Member, Alpha Tau Alpha, Epsilon Chapter**

2017-Present

- ATA is the national honorary society for undergraduate and graduate students enrolled in agricultural education, communication, leadership, and extension education programs. Second semester sophomores and transfer students or higher who carry at least a 3.00 UF GPA are eligible for membership in Alpha Tau Alpha.

**PROFESSIONAL SERVICE**

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**FFA Judge**

April 2019

*Agricultural Education and Communication*

University of Florida, Gainesville, FL

- Helped judge student work for the Florida FFA Ornamental Horticulture Demonstrations Career Development event.

**Poster Judge**

April 2019

*Family, Youth and Community Sciences*

University of Florida, Gainesville, FL

- Helped judge student academic posters as part of their coursework in FYC 3401 Intro to Economical/Social Perspectives on Community.

**Community Service Chair**

2016-2018

*Agricultural Education and Communication Graduate Student Association*

University of Florida, Gainesville, FL

- Organized community service events such as environmental cleanups and a garage sale benefiting local agriculture teachers.

**Social Chair**

2017-2018

*Agricultural Education and Communication Graduate Student Association*

University of Florida, Gainesville, FL

- Organized monthly social events for the graduate students in the department.

**Session Facilitator**

October 2017

*International Leadership Association*

Annual Conference, Brussels, Belgium

- Facilitated several presentations during one of the concurrent sessions at the conference.

**Advisory Council Participant**

Spring 2017-Present

*Agricultural Education and Communication*

University of Florida, Gainesville, FL

- The purpose of the AEC Advisory Council is for members to offer insight and recommendations to faculty members in the University of Florida Department of Agricultural Education & Communication on all aspects of teaching, research, and extension programs within the department.