

ELEANOR F. FINGER, PH.D.

HIGHLIGHTS OF QUALIFICATIONS

- Twenty- four years of progressive, managerial experience in Student Affairs Administration through public land grant, research, private, Jesuit and women's institutions of higher learning
- Advanced responsibility working as Associate Dean of Students, Director of Housing and Residence Life and serving continuously through Student Affairs on university care team(s) for at-risk students, case management regarding mental health, diminished self-care, classroom disruption, title IX, student interim suspensions and mandated counseling referrals
- Extensive crisis response/emergency management experience including student riot, bomb threat displacing 600 students for three days, fire, student death(s), active shooter/lockdowns, student activism for under-represented group concerns
- Proactive, solution-oriented collaborator utilizing open communication, creative/complex problem-solving strategies, expansive thinking and high ethic of care for students, team, partners, stakeholders
- Visionary leader dedicated to student and staff development, positive work culture, inclusion, innovation and advocacy within a multicultural, multigenerational and multidisciplinary learning environment
- Developed strategic plans for departments of 25-400; successfully created mission-centric teams, facilitated comprehensive reorganization & merger of Housing & Residence Life; careful planning/management for annual operating budget of \$51 million impacting 2.3 million square feet of residential space in 47 buildings housing 9,300 residents

EDUCATION

Ph.D., Washington State University, Pullman, Washington, December 2010
Higher Education Administration, emphasis in Cultural Studies

Dissertation: "Beyond the Binary: Serving the Transgender Student, Improving the College Experience"

M.A., John Carroll University, University Heights, Ohio 1997
Counseling and Human Services
Nationally Certified Counselor

M. ED., University of Arkansas, Fayetteville, Arkansas 1992
Higher Education Administration, emphasis in College Student Personnel

B.A., Elon College (now Elon University), Elon College, North Carolina 1990
Elementary Education
Semester Abroad, London, England 1987

Outward Bound 23-Day Wilderness Mountaineering Course, Holy Cross Mountains, Colorado 1993

STUDENT LIFE EXPERIENCE

Care Team

Washington State, Simmons College, Virginia Tech, (1997-Present)

Serve with other departments to address at-risk students, case management, risk tolerance and identify supportive response & action outcomes. Current partners include Legal Counsel, Dean of Students' Student Advocacy team, Registrar, Student Conduct, Counseling, Campus police, Corps of Cadets, Services for Students with Disabilities, Fraternity & Sorority Life, Cranwell International, Schiffert Health Center, Housing & Residence Life.

Associate Dean of Students

Washington State University, Pullman, WA (November 2009-2011)

This appointment provided central leadership within the division of Student Affairs serving as a key resource, community liaison, student advocate, crisis response and emergency management representative with university officials, faculty consultant and generalist for student needs. 7 staff serving student body of ~ 28,000.

- Served as educator and advocate for student needs, concerns and general welfare
- Implemented emergency-response protocols and policies as needed for student support, risk management and institutional accountability
- Anticipated needs as Student Advocate to faculty, staff and with parents; met with students regarding their individual and campus concerns; represented student interests to division leadership as needed
- Shaped & interpreted policy and practice for Student Affairs in the areas of academic integrity, student conduct codes and staff development
- Consulted with faculty regarding disruptive student(s) and student risk behavior in the classroom setting
- Co-led the Campus Climate Network (CCN) focusing on current trends and student issues as well as provided timely, thorough and caring response to student(s) incidents
- Co-led the Behavioral Assessment Committee (BAC) developing and implementing policies/procedures that respond to student crises and campus emergencies as well as high-risk student behavioral concerns from faculty and staff
- Tracked student support/response contacts in database and worked as a case manager
- Fostered holistic student learning that supports academic and personal success through outreach initiatives and 1:1 meetings
- Represented the Dean of Students office at weekly meeting with campus & community partners regarding student arrests and at-risk behavior
- Supervised and mentored Residential Education Director (RED) Collateral in a 5hr/week professional development experience as well as a graduate practicum student (projects included marketing/promotions, web review/assessment, introduction to the office functions via conduct, crisis response, utilization of campus partners, and student/staff leadership development)
- Implemented outreach initiatives to inform student leaders about careers in HIED

Advocacy & Support

All institutions of employment (1992-Present)

Advocacy and response are regular aspects of my role as a Student Affairs professional & can involve a single individual or groups at a point of crisis. Support efforts have included attending speak outs, interpreting student concerns to administrators, assisting individuals impacted by natural disaster; working with a sorority that lost a member to suicide or displaced students who lost housing; advocating for policies, expanding access such as implementing gender-neutral/ADA bathrooms & gender-neutral housing; educating Board of Visitors (BOV) on current initiatives; training staff on, & assisting with, Title IX case management; serving the Women's center as a mentor to faculty/staff participating in their campus leadership series; Participating on speakers' panels for LGBTQI concerns; hosting community response gatherings in times of loss or crisis; recognizing, supporting & developing invisible subcultures such as Custodial and IT colleagues.

Committees for policy review

Virginia Tech (2011-2016)

It is common practice to serve on division and university committees to address policy related matters that impact students. Recent work includes: Service dogs in training (2015-'16); faculty Campus Climate survey - made recommendations to address concerns & effect positive change (2013-'14); reviewed & revised Hokie Handbook for student rights, responsibilities and policy expectations (2011-'13); minors on campus- reviewed safety plan & activity tracking to minimize risk (2011).

Key Partnerships

Virginia Tech, Blacksburg, VA (2011-Present)

Engage colleagues, division leaders, & campus officials to assist with student support, involvement and response. Most often work with Counseling, Campus/local police, Student Advocacy/Dean of Student's office, Student

Conduct, Title IX, Services for Students with Disabilities, LGBTQI & Black Cultural Center, Parent & Family Relations, Student Success Center, Strengths-based learning, Dining, Career & Professional Development, Fraternity and Sorority Life, Business and Planning Services, Town/Gown and Development. Partner with STEM, Agricultural, Leadership and Community Education, Honors, Business faculty and Program directors for Living Learning Communities and Residential Colleges. Participate in Board of Visitors meetings.

Renovations and Capital Projects

Simmons College, Washington State University & Virginia Tech (2000-Present)

Space impacts student engagement and learning; as such it can influence how individuals perceive their environment, institution and quality of education. It matters that residential spaces reflect 21st century housing concepts to meet resident needs as well as consider the expectations of service, amenities and support given the cost of education. Projects include 3 residentially located academic resource centers providing academic advising and tutoring through partnership with Student Success; a community center for Fraternity & Sorority Students; 7 Residence hall renovations, including 2 Residential colleges as well as 3 new construction buildings that represent a fraternity house and 1097 beds/2 buildings for the Corps of Cadets. Total projects scale in size from 68 to 1097 beds with costs ranging from \$9-92million since 2000.

PROFESSIONAL EXPERIENCE

Director of Housing and Residence Life

Virginia Tech, Blacksburg, VA (2011-Present)

This position serves as a prominent leader in the Division of Student Affairs and oversees the campus residential program as the chief housing officer. The department houses approximately one third of the student body and is comprised of four areas including Academic Initiatives, Facilities with Housekeeping, Renovations and Maintenance (Maintenance included until Sp. 2016), Housing Services including Conference and Guest Services & Residence Life. 150 Professional staff, 250 student staff, 47 buildings, 9,300 residents, 15 Living-Learning Communities with 2 in planning for 2017 launch, 2 Residential Colleges with a third in design. Annual operating budget is \$51million.

- Engage university partners, students, parents and stakeholders through a relationally-driven, student-centered and learning-focused approach
- Develop short-, mid- and long-range strategic plans and organizational goals for Housing, Residence Life, Conference and Guest services, which were organizationally combined under my leadership in 2011
- Incorporate university & division goals into Housing and Residence Life action plans, emphasizing student learning outcomes as stated in the DSA "Aspirations for Student Learning"
- Supervise 5 professional staff in four areas within an organization of 150 professional staff and 250 paraprofessional employees
- Assess and evaluate overall organizational effectiveness, and develop strategies to implement changes for improvement
- Promote a residential fee structure identifying funding priorities through the university budgeting process that includes operating, maintenance reserve and capital project budgets that maintain the integrity of the facilities, staff and programs with an annual operating budget of \$51million; continually link to a long range residential financial plan that was created in 2012 as a business strategy that supports clarity of purpose
- Integrate learning about diversity, inclusion, social justice, privilege, invisible populations, micro-aggressions and bystander behavior that impacts our organizational culture and how we serve our students
- Apply theory to practice as a role model
- Participate in program review based on CAS standards
- Lead crisis management and response through a three tier, on-call process; work regularly with campus and local police
- Collaborate with faculty, Academic, Financial and Administrative Affairs colleagues on strategic planning
- Interpret and explain policies and procedures to students, faculty, parents and staff
- Design, establish, and maintain human resources' structure and staffing to effectively accomplish goals and objectives; oversee recruitment, training, supervision, professional development and evaluation of personnel

- Partner with Services for Students with Disabilities on student needs, accommodations, policies and procedures
- Promote and encourage professional development of student leaders in the work of the department and division
- Collaborate daily with division and university colleagues and faculty to support, assist, facilitate and respond to initiatives that foster student wellbeing, learning and engagement
- Participate weekly in the university Care Team case management system
- Partner with Title IX coordinators for staff training and student case management
- Serve as liaison on Student Conduct's Case Management Team
- Ensure compliance with all federal, state, and local laws, regulations and university policies
- Promote a campus climate that values diversity and actively includes underrepresented populations
- Respond to student, parent and public concerns
- Convene and facilitate multiple committees and work groups on behalf of the department and division
- Maintain proactive, collaborative relationships with Student Affairs directors and colleagues throughout the university understanding
- Promote targeted use of technology to better serve students and staff
- Strengthen department relationship with and support for the Residence Hall Federation (RHF)

Director of Residence Life

Washington State University, Pullman, WA (2001-2011)

This position provided the comprehensive leadership and administrative direction for the day-to-day management and operations of the department overseeing 21 professional staff, 450 paraprofessional staff and community building efforts for 24 halls; 4,800 beds; annual operating budget in excess of \$2.9million

- Provided oversight for the residential program through strategic planning, assessment & applying best practices
- Oversaw the maintenance and allocation of a departmental budget in excess of \$2.9 million dollars; participated in annual housing and dining system rate-setting process with combined budget review for Housing, Dining, Maintenance, Financial Services, Administrative Service's Information Technology and Residence Life. Total budget exceeds \$50 million; consistently maintained a positive budget
- Steering committee member for \$363million dollar housing master plan including architect firm RFP, visioning exercises, pre-design/design build, refurbishment, renovation, and new construction in both residence halls and apartments; identify housing priorities for maintenance reserve funding with HDRL directors
- Supported an in-hall hotel operation accommodating 300 guests
- Supervised, motivated and supported a diverse professional staff of up to 21 full-time employees as residence hall directors, area coordinators, assistant and associate directors, room assignments coordinator, office manager, administrative assistant and graduate assistant; practice ongoing staff development through trainings, common reading, skill development workshops
- Participated in all-campus, on-call rotation for student safety and crisis response serving 4800 students
- Strengthened and further developed living-learning programs with STEM faculty, Honors college, International programs and athletics by housing a college and incorporating in-hall academic advising, interactive programs, and staff support for student assignments
- Engaged faculty in live-learn experience through Freshmen Focus first semester program and instituted a Dine-with-faculty initiative with residence life staff and residents; Lead the continued development of "Freshmen Focus", a residential living/learning program that assigns one course (multiple sections), with faculty partnership, to each residence hall targeting 100% eligible incoming freshmen (Fall 2005-Present)
- Led monthly emergency preparedness/response tabletop exercises with professional staff and campus partners
- Assessed student satisfaction with EBI and establish annual benchmarks with SWOT analysis based on findings
- Supported campus-wide initiatives focusing on bystander behavior, stopping sexual violence, wellbeing and making healthy choices through co-sponsored programs, joint trainings and day-to-day response
- Networked and involved student leaders in ongoing coalition building by advocating for student representation in annual rate setting process, supporting RHA hosting PACURH in fall 2011, attending ASWSU Senate meeting(s) to share information and participate in Greek leadership training retreat weekend with new executive officers
- Provided extensive counseling and advising addressing staff/student personal, academic, crisis, career, conflict and social concerns

- Consulted/partnered with the Attorney General regarding matters of potential liability and risk management
- Coordinated department programs, build supportive alliances, and problem solve with other university constituents and academic departments on student development and academic success
- Committed to sustainable practices in daily operations as well as through marketing events, personnel and programming
- Facilitated monthly Assistant Hall Director (AHD) staff council meeting for department transparency and rapport building with staff leaders
- Served as department liaison to the broader campus and Pullman community and address daily concerns from students, parents, staff, administrators, WSU/Pullman Police departments and local constituents
- Oversaw the implementation of university policies and the residential conduct adjudication process
- Collaborated with Student Affairs and Enrollment units on student recruitment, transition and retention
- Provided support, direction and guidance to departmental committees & the Residence Hall Association (RHA)
- Served on Division of Student Affairs and Enrollment campus wide committees and task forces
- Oversaw the design and curriculum development for the UColl 497 Leadership Development Peer Mentor class (~140 students annually); serve as instructor for this course annually
- Recruited, selected, supervised, and trained a diverse and talented professional and paraprofessional staff of 150
- Served as university Emergency Response Liaison for the department
- Met weekly with WSU and Pullman police departments, Office of Fraternity and Sorority Life, Office of Student Conduct, the Attorney General and Athletics to discuss student arrests, high priority conduct cases and any additional follow through that is needed
- Conducted preliminary meetings with incoming student sex offenders to assess housing eligibility
- Participated in annual PAC-10 Housing Officers business meeting
- Engaged the National Student Exchange Program and hosted 3 students; hosted an annual RA international Exchange from UNE in Australia

Director of Residence Life

Simmons College, Boston, MA (2000-2001)

This position provided leadership and oversight of the Residential campus physically located apart from the administrative and academic building of the college. Led the overall management including staffing, safety and security, educational initiatives and community development efforts for 9 halls, 1005 beds. Eleven professional staff, approximately 60 student staff, annual operating budget of \$450,000. Simmons serves an all women undergraduate population; graduate students are coed.

- Supervised Assistant Director, Office Manager and four graduate Residence Directors
- Oversaw the maintenance and allocation of a departmental budget of \$450,000
- Served on the Dean-on-Call university-wide rotation for student coverage and crisis response
- Coordinated the successful implementation and management of four academic institutional calendars simultaneously while ensuring smooth transition, quality staffing, expedient conduct adjudication and community development for Simmons students and 175 non-Simmons residents
- Established community standards that reflected celebration of diversity & expectation of mutual respect/civility between and among residents living on campus
- Created/maintained seamless link to primary support service/administrative offices from separate campus site
- Fostered positive and open alliances with ARAMARK Dining Services, Facilities and out sourced companies representing Public Safety and housekeeping
- Collaborated with faculty on increased involvement with the Residence Campus through joint programming, social teas and the hosting/judging of special events
- Represented the Department of Residence Life in college fundraising initiatives and Public Relations contacts with the Board of Trustees, Alumnae, outside donors and the media
- Assumed a leadership role in the Colleges of the Fenway (COF) Director of Residence Life Consortium initiating a retreat for improving communication and sharing best practices
- Coordinated NASPA, Region I, Women-in-Student-Affairs (WISA) tea in order to build rapport and strengthen regional network

Assistant Director of Residence Life

Washington State University, Pullman, WA (1997-2000)

This position championed the residential education program including staff recruitment, selection, training and supervision, student and community development, faculty partnerships, diversity and inclusion education and crisis response.

- Supervised up to ten full time professionals (four area coordinators and three Residence Hall Directors, '98-99; ten Residence Hall Directors '97-98) in the areas of staff training and supervision, crisis intervention, student due-process and conduct adjudication, community development, committee work, and personal growth opportunities
- Responded daily to university administrators, parents, police, medical, mental health and legal professionals regarding student issues and concerns
- Addressed safety and security incidents through weekly meetings with campus and local police
- Met bi-monthly with Housing, Dining & Financial Services on quality service, department projects and current issues
- Acted as department liaison with custodial supervisors through weekly meetings
- Planned and implement professional and paraprofessional monthly staff development in-services
- Consulted for various departments including: Student Advising EdAd 497, the peer leadership course (1998-99)
- Acted as faculty advisor to Gamma Phi Beta Sorority (1998-99), Residence Hall Association's NCC Executive Member (1997-98)

Assistant Director of Residence Life for Resident Education and Community Development

John Carroll University, University Heights, OH (1994-1997)

This live-off position provided me the opportunity to serve as a central staff leader overseeing the implementation of a comprehensive residential education program with well-trained staff to model high ethic of care and engagement within the ideals of the Jesuit philosophy.

- Acted as liaison for Student Life dealing with community, parent and student problems and concerns
- Developed staff training and mission-centric community development initiatives to support resident growth
- Organized annual job search, interview, selection, training and evaluation of eight residence hall directors and 50 resident assistants
- Trained staff and counseled students on: Rape/sexual abuse survivorship, sexual orientation, suicidal ideation, Catholic Identity, grief and loss, eating disorders, academic adjustment, transition issues, depression, crisis intervention, roommate conflicts, HIV/STIs and Wellness
- Addressed staff and student development through monthly educational growth essentials
- Promoted inclusion and sensitivity awareness through staff training, open forums, speaking and participation in prejudice reduction workshops
- Fostered staff unity through monthly recreational and social programming for 60 staff member
- Supervised the maintenance and allocation of 8 Residence Hall budgets and central office exceeding \$85,300

Assistant Director of Residence Life for Programming and Residence Hall Director

John Carroll University, University Heights, OH (1992-1994)

This live- in position enabled me to integrate work with the residential student experience while also leading as a central staff administrator. 4,500 students -primarily a residential campus.

- Applied the Jesuit ideals of holistic student development invested in social leadership to all interactions
- Responsible for room selection, room assignments and room changes
- Coordinated an RA Conference of 300 participants, 14 regional colleges and universities with 30 programs
- Advised a women's service-sorority of 147 members; educated members on team building, leadership, character development that aligns with Ritual, hazing and risk management
- Responsible for staff and student development and the administration, programming, conduct and operations of a residence hall housing 420 first year women; supervised 12 resident assistants

- Advised hall council in planning and budgeting in-hall and campus-wide activities including Homecoming, Wellness, development of work out room and a spring formal for 400 students (profiting over \$2,000)
- Participated in campus on-call rotation and worked with campus partners for crisis response
- Established an escort policy to promote student safety and empowered peer governance

EDUCATIONAL FIELD EXPERIENCE

The following experiences showcase areas of interest and professional growth that have been self-initiated, where I was nominated for participation as an honor or volunteered as a professional interest. These opportunities have complimented my work experience and deepen my contextual knowledge.

University Master and Capital Planning Committee

Virginia Tech (2016-Present)

Serving as a Student Affairs delegate for the university master plan which includes an extension of the local airport, rerouting traffic flow to and through campus, anticipated new construction including enrollment growth and the university leadership priorities., anticipated new construction to address enrollment goals

StarRez

Virginia Tech (2015-2016)

As a result of a failing home-grown housing system, contracted with StarRez, a comprehensive housing system for higher efficiency, improved student satisfaction and improved system user outcomes. Interfaces with Banner.

Oak Lane Student Experience

Virginia Tech (2015-2016)

Co-Chaired a task force comprised of students, advisors and faculty to examine the Greek student experience both residentially and within the campus community. Proposed recommendations to support improved cross-education between council members, diversifying the residential community and increasing engagement with both on and off campus affiliated members.

Gender-Neutral Housing

Virginia Tech (2014-2015)

Created a gender- neutral housing option in two different rate structures so students could have access without financial constraints. It was so appealing to faculty partners that it was requested within our Residential College program and has since been implemented. This initiative was in support of a RHF bill that was passed unanimously.

Residential Curriculum Symposium

Virginia Tech (2014-2015)

Designed, planned and facilitated a 3-day symposium uniting Student Affairs professionals with Faculty and scholars who are dedicated to student learning and community development in the context of a residential college model. This was the first of its kind and has become an annual event hosted at different schools each year.

Residential Curriculum Institute

Virginia Tech (2014-2015)

Selected to host annual ACPA Residential Curriculum Institute, RCI; coordinated event within a day of RCS to enable dual attendance of two highly successful initiatives focused on student learning and engagement.

International RA Exchange Program

Virginia Tech (2012-Present)

Student & Staff annual exchange experience with Monterrey Tech, Karlsruhe, Germany, the central housing corporation in France and Wake Forest. Hosted in '12; traveled to Germany in '13 and Strasbourg, France in '15; VT will host its 2nd exchange in Spring 2017.

Campus and Community Liaison*Virginia Tech (2012-Present)*

Introduced this concept of a neutral liaison to meet with candidates to talk through any questions regarding diversity; department/institutional fit, community and lifestyle as a way to help them get answers to make informed decisions; concept has since been modeled throughout the division in all faculty searches.

Co-Chaired Director Level Leadership Circle for Division of Student Affairs*Virginia Tech (2012-2015)*

Served as a coalition builder and support resource for peer directors. Facilitated meetings to build trust, expand knowledge, identify concerns and gaps in communication as well as explore synergistic opportunities to collaborate. Established the mission and vision of the group which has become the model for leadership circles to expand at every level of position across the division. (3000+ employees, Assoc., Asst., Financial, Entry level, managers, graduate students)

Hokie Hi/Keystone Division Curriculum Development*Virginia Tech (2013-2015)*

Served as part of a founding committee to launch a multi-year division-wide curriculum initiative based on our Aspirations for Student Learning (Commit to unwavering curiosity, pursue self-understanding and integrity, practice civility, prepare for a life of courageous leadership and embrace Ut Prosim – that I may serve – as a way of life); engaged every unit of the division individually and created a student field guide, mentoring connections and the opportunity for an e-portfolio.

Strengths Educator*Virginia Tech (2012-2013)*

Trained as a campus Strengths facilitator and have presented to students and faculty on campus as well as at the International RA Exchange in Strasbourg, France, ACUHO-I and NHTI. Integrated intercultural competencies into this leadership model.

Senior Women's Seminar for Women in HIED in VA*Virginia Tech (2012-2013)*

Nominated to participate in the state network as a representative for VT. Trained on state governance implications on HIED, leadership, coaching, diverse aspects of the academy and ended with culminating ceremony at state conference.

University Organizational and Professional Development Management Academy*Virginia Tech (2011-2012)*

Nominated to participate in a year- long development program designed to foster a culture that supports the next generation of leadership on campus. The curriculum included shared professional experiences, 360 evaluation conducted by peers, supervisor and colleagues and workshops related to institutional finance, higher education, communication and diversity. The program culminates with a final project and graduation.

Executive Seminar: Prevention of, Response to, and Recovery from Campus Emergencies*Washington State University (September 2009)*

Trained on an extensive and complex shooter on campus scenario designed by the National Center for Biomedical Research and Training (NCBRT) Academy of Counter-Terrorist Education at Louisiana State University. This training followed previous NIMS certification (2006)

Equal Employment Opportunity (EEO) Representative*Washington State University (2001-2009)*

Assisted university search committees in the process of establishing regional and/or national searches; oversaw entire administrative process and consulted regarding advertising to a diverse audience, candidate evaluation; diversification of candidate pool; serve as liaison between search committee and the Center for Human Rights. Averaged four searches/year

Instructor, College of Education and the University College*Washington State University (1997-2007; 2002-2010)*

Designed and implemented curriculum for peer leadership class that focuses on peer leadership/ development in community living groups. Course explores student development theory, leadership styles and group process, current student issues and trends as well as job skills related to the paraprofessional position.

Counselor Trainee*The Free Clinic of Greater Cleveland (1996-1997)*

Provided individual counseling, co-facilitated relapse prevention chemical dependency group, participated in MMPI case study review, conducted psychological intakes on clients seeking services.

Institute for Student Affairs in Catholic Colleges (ISACC)*John Carroll University (1996)*

Participated in the first ISACC Conference where Student Affairs Administrators addresses the unique opportunities provided through Catholic or religiously affiliated colleges and universities. Addressed Catholic ideals, how they are incorporated into the college curriculum and community living as well as their relationship to current student issues. Invited back as assistant faculty for ISACC 1997.

Graduate Assistant – Judicial Affairs*University of Arkansas (1991-1992)*

Scheduled and supervised judicial hearing boards; conducted pre-hearing conferences for the following judicial boards: Inter Fraternity, Pan Hellenic, All University, All Student and Residence Hall. Assisted with Judicial Board training and coordinated mock judicial hearings. Served as Coordinator in charge for Judicial Affairs in absence of supervisor for two weeks during spring semester.

Academic Counselor-Student Support Services*University of Arkansas (1990-1991)*

Provided academic/personal counseling to 60 first- generation, low- income and disabled students. Coordinated tutoring/monitored academic progress. Facilitated psychological & ability tests, assessed student development.

Internships*University of Arkansas (1990-1992)*

Greek Affairs: Co-facilitated the Greek President's Retreat in officer training, goal setting, educational programming and leadership development. Collected and synthesized data on fraternity and sorority members' grades for scholarship study. Interviewed candidates for executive office of New Greek Council.

- **Residence Life:** Researched residence hall contracts as they related to mandatory live-on requirements. Designed a Residence Life Community Newsletter.
- **Orientation:** Reviewed orientation leader applications and assisted with interviews and evaluations of candidates. Critiqued and compared the University of Arkansas orientation standards
- **Admissions:** Assisted with Minority Scholarship Weekend, participated as a judge in a high school quiz bowl; gathered information on state and local high schools to assist with university recruitment.

Teacher – Burlington Development Center*Burlington, North Carolina (Spring 1989)*

Worked with severe and profoundly handicapped students on personal and educational development.

Assistant – Burlington Family Abuse Center*Burlington, North Carolina (Spring 1986)*

Assisted battered women and children with child recreation, daily errands and general administrative tasks.

RESEARCH HIGHLIGHTS

Longitudinal Study on Student Learning and Success

Virginia Tech, 2014-

- Worked with the university institutional review board
- Identify approximately 10 first-year students per residence hall/year who are willing to participate
- Interview and track first year and returner student experiences in two meetings/year regarding the student experience
- Apply self-authorship theoretical framework to this study

Dissertation: “Beyond the Binary: Serving the Transgender Student, Improving the College Experience”

Washington State University (Awarded December 2010)

- Successfully navigated the university institutional review board
- Identified participants with a snowball sample and through the NASPA network
- Conducted 18 qualitative interviews with transgender (trans) identified students from across the country
- Defined diverse interpretations of trans identity and the trans college student experience on campus
- Applied a post-structural feminist theoretical framework to this study
- Identified recommendations and best practices to better serve trans students on campus

Future Research and Publication Interests

Washington State University (December 2010-present)

- Researching relevant journals for future article publications
- Topics of interest: Underrepresented college student experiences examined through critical pedagogies; gender nonconforming and gender minorities in the academy; mentoring and professional development in middle management; women in higher education: work/life balance and establishing legitimacy; organizational change and renewal; cross campus, cross discipline coalition building

Research Partnerships

Washington State University (Fall 2002-present)

- “*Testing of Sexual Assault Prevention Messages for Freshmen;*” Goal: to explore whether materials developed with the entertainment-education strategy could effectively educate freshmen about sexual violence- ultimate focus on preventing sexual violence on campus; provided a letter of support for the grant application which was awarded from the U.S. Department of Education for \$230,000; pre-post test design with residence hall students identified in one of three groups or the control; staff distributed treatment materials (Fall 2009 – Spring 2011)
- “*Campus Campaign Against Sexual Assault;*” Goal: to explore effectiveness of social norms posters and newsletters designed with the entertainment-education strategy in increasing positive social norms and self-efficacy in relationship to preventing sexual violence; pre-post research design utilizing hall residents as treatment group with Residence Life staff distributing materials (Fall 2008 and Spring 2009)
- “*Assessment of Body Image in Male Population;*” Goal: to develop a multidimensional questionnaire to evaluate eating and exercise attitudes, behaviors, and body image perceptions of men; sampled 473 male residents; Residence Life staff read script describing the study; 114 item questionnaire completed (Fall 2008)
- “*Awareness and Knowledge about Eating Disorders on a College Campus;*” Goal: to develop a social marketing/norms correction campaign that increased awareness about body image issues in the male population; residence halls served as treatment locations where posters/fliers were posted (Fall 2004-Spring 2005/Fall 2005-Spring 2006)
- “*Empirical Test of a Social Norms Prevention for Improving Body Satisfaction and Reducing Disturbed Eating on a College Campus;*” Goal: to examine effectiveness of a social norms model in health promotion programming on body dissatisfaction and disturbed eating; outreach information presentations; sampled 158 female residents pre-post treatment data collected using surveys (Fall 2003)
- “*Campus Health Action on Tobacco;*” (Fred Hutchinson Cancer Research Center); Goal: to see whether a comprehensive tobacco control program would reduce onset of tobacco use during college years, increase the quit rate among college students and increase tobacco control policies on college campuses; surveyed residents as part of campus treatment group (started Fall 2002-final surveys administered Fall 2004/Winter 2005)

ACCOMPLISHMENTS

- Accomplished a large-scale keyless door installation initiative for Keyless Electronic door access; \$7.7M; 45 buildings; phased project; collaboration with CNS, Hokie Passport; anticipated to be completed under budget and ahead of schedule (VT; 2015-2017)
- Received the Vice President for Student Affairs Division Acorn Award for exceptional service and support in proactively assisting students displaced from a fire (VT; Spring, 2014)
- Received the Vice President for Student Affairs Division Acorn Award for modeling high ethic of care for students and collaboration with peers (VT; Fall, 2012)
- Launched a Community Policing Resource Officer Program (VT; 2011-Present) whereby HRL funds three Virginia Tech police officer positions as they directly serve the community with programming, elevated presence, proactive outreach build trust to reduce barriers.
- Nominated for the Association of Faculty Women (AFW) "**HARRIET B. RIGAS AWARD**" for the Ph.D. degree (WSU; Spring 2011)
- Administrator-on-call for apartment bldg. fire that completely destroyed 3 of 12 units (water and smoke damage in remaining units) immediately displacing 36 students: Activated immediate on-site response and provided support through frequent information updates, active caring, collaborations with campus and community partners with administrative follow-through regarding basic needs and financial loss (WSU; Fall 2010)
- Awarded "**Suite Member-of-the-Year**" from the Department of Residence Life (WSU; Spring 2010)
- Lead department support for the university Common Reading program (WSU; Summer 2008-Present)
- Awarded "**NASPA Graduate Research Grant**" for Dissertation Research (WSU; Spring 2008)
- Established Residential Education Director (RED) Collaterals at Washington State University:
 - Women's Resource Center; Student Support Services; Dean of Students Office; Center for Civic Engagement (Fall 2010)
 - University Recreation; Enrollment Services (Fall 2007-2011)
 - International Student Center (Fall 2006-2010)
 - Center for Advising and Career Development (Fall 2005-2011)
 - Residence Hall Association (Fall 2005- 2008)
 - Multicultural Student Services (MSS) and Gender Identity, Expression and Sexual Orientation Resource Center (GIESORC) (Fall 2003-2011)
 - Student Conduct and Student Involvement and Leadership Development (SILD) (Fall 2002-2011)
- Awarded "**Outstanding Mentor at WSU**" (WSU; Spring 2007)
- Created a Mtg. checklist to assess housing appropriateness for Level 1 and 2 sex offenders (WSU; Fall 2006)
- Nominated for "**Distinguished Woman-of-the-Year**" at Washington State University (WSU; Spring 2006)
- Hosted NWACUHO 2006; Served as Conference Chair at off-campus site (WSU; Spring 2006)
- Implemented and continue to develop the Freshmen Focus Living-Learning Communities in partnership with WSU faculty and staff (WSU; Fall 2005-2011)
- Hosted PAC-10 Housing and Residence Life Senior Officer Business Meeting (WSU; Spring 2005)
- Established Tunnel of Oppression campus-wide diversity program; Participation steadily increasing each year with over 600 in 2010 (WSU; Spring 2004-Present)
- Assisted University of Idaho in receiving a FIPSE Grant and serve on their Board of Directors (Fall 2003-2006)
- Safe and Successful Cooperative Response to bomb threat and temporary relocation of ~ 600 residents for three days (WSU; Spring 2003)
- Facilitated a staff-initiated campus-wide interactive Diversity Mural Project (WSU; Spring 2002)
- Facilitated the successful completion of a 68 bed, \$9million dollar residence hall renovation project (Simmons; Fall 2000)
- Planned and implemented a Leadership Retreat for the Directors of Residence Life in the Colleges of the Fenway (COF) Consortium focusing on relationship building, program assessments, goal setting and COF outreach to fellow colleagues (Simmons; Spring 2001)
- Administrator-on-call and successful follow up response to a 1000- person riot on campus (WSU; Spring 1998)
- Co-planned and facilitated the reorganization of the Department of Residence Life (WSU; Spring 1998)
- Awarded, "**Washington State University's Student Affairs' Newcomer-of-the-Year**" (WSU; Spring 1998)

- Developed and implemented a comprehensive annual Rape Awareness/Prevention Program that challenged men and women to recognize personal responsibility, respect for individual boundaries, the importance of communication, survivor rights, university policy and protocols as well as community services available for hospital and legal advocacy (JCU; 1992-1996)
- Created Residence Life Staff Handbook: A comprehensive resource guide to the five areas of the position: Role modeling, counseling, administration, programming and conduct. (JCU; 1993)
- **TOP 5th Program** presented at the GLACUHO Conference, fall 1996: “AWESOME ALLIES: Creating Respectful Relationships” (JCU; 1996)

CAMPUS COMMITTEES

- VT Studio 72: The Living Arts LLC Steering Committee (2016-Present)
- VT Residential Leadership Community Residential College (2015-Present)
- VT Global “Mozaiko” LLC Steering Committee (2015-2016)
- VT LGBTQ Coordinator Search Committee, Chair (Fall, 2014-15)
- VT LGBTQA Advisory Board (Fall 2012-2013)
- VT Student Care Team (Fall 2011-Present)
- VT Residential College for West Ambler Johnson Planning Committee (Fall 2011-2012)
- VT Housing & Residence Life Long-Range Financial Plan Committee, Co-chair (Spring, 2012)
- VT Sigma Phi Epsilon Phase IV Construction Planning Committee, Chair (Fall 2011)
- VT Hokie Handbook (Fall 2011-2013)
- VT Hokie Hi/Keystone Curriculum (Fall 2011-2016)
- VT Upper Quad Program Development Committee, Co-chair (Fall 2011-2013)
- VT Student Conduct Assistant Director Search Committee, Co-chair (Fall 2011)
- WSU Master Plan Steering Committee (Fall 2010 to 2011)
- WSU Behavioral Assessment Committee (Fall 2008 to 2009)
- WSU Campus Climate Network (Fall 2007-2010)
- WSU University Health and Safety Committee (Spring 2007-2011)
- WSU Emergency Response Management Team; Student Affairs Liaison (Fall 2006-2011)
- WSU Faculty Senate (Fall 2005-2011)
- WSU Cougar Alliance for a Safe Community (Spring 2003-2007)
- WSU President’s Council for Advancement of Women (Spring 2004-Fall 2005)
- WSU President’s Council for Gender Identity, Expression and Sexual Orientation (Fall 2004; Chair 2005-2006)
- WSU Student Affairs Risk Management Committee (Fall 2003)
- WSU Constituent Services Committee (Fall 2001-2003)
- WSU Division of Student Affairs Mission Statement Draft Team (2001-2002)
- WSU Sexual Assault Task Force, (Fall 2001-2004)
- Pullman-WSU Hospitality Resource Alliance Committee (Fall 2001-2003)
- Residence Life Social Justice Committee (Fall 2001-2006)
- Residence Life Training Committee (Fall 2001-2006)
- Residence Life UHD/AHD Support (Fall 2001-2002)
- Residence Life Recognition Committee (Fall 2001-2005)
- Simmons College Committee on Student Health (2000-2001)
- Simmons College Gay and Lesbian Alliance (2000-2001)
- Simmons College Diversity Dialogue (Spring 2001)
- Simmons College Renovation Committee (Fall 2000)
- WSU Police Officer Selection (Spring 1999)
- WSU Residence Life Hall Director Training, Chair (1997-2000)
- WSU Alcohol and Drug Task Force (Spring 1998-2000)
- WSU Sexual Assault Task Force (1997-2000)
- WSU Eating Disorders Task Force (1997-2000)
- WSU Rho Chi Rush Staff Selection (Spring 1998 & 1999)
- WSU Orientation Counselor Selection (Spring 1998)
- JCU Student Life and Development Subcommittee of the University Planning Committee on Diversity (Chair)

Alcohol Awareness and Community Service (1996-1997)
JCU Bicentennial Committee: Student affairs subcommittee (Chair)
JCU Rape Task Force to plan university policy and procedures (1992-1995)

PROFESSIONAL AFFILIATIONS

Association for College Personnel Administrators (2011-Present)
Southeast Association for College and University Housing Officers (SEAHO) (2011-Present)
Association for the Study of Higher Education (ASHE) (Spring 2011-2012)
Academic Impressions Institute (Summer 2007-2011)
NWACUHO Conference Chair and Hosting School, (Spring 2006)
North West Association of College University Housing Officers (NWACUHO) (Spring 2004-2011)
NASPA Region I Women in Student Affairs Network Chair (2000-2001)
National Association of Student Personnel Administrators (NASPA) (1990-Present)
American Counseling Association (1997-2000)
Jesuit Association of Student Personnel Administrators (1992-1997)
Great Lakes Association of College University Housing Officers (1992-1997; Awards/Recognition Committee)
North East Ohio Housing Officers (Planning Committee for GLACUHO 1992 Conference)
Zeta Tau Alpha Fraternity, Elon College, now Elon University (Member since Fall 1986)

TRAININGS & CERTIFICATIONS

National Incident Management System (NIMS), ICS 300 (June 5, 2014)
National Incident Management System (NIMS), ICS 100 & 200 (May 28, 2014)
ACUHO-I Chief Housing Officer Institute (Spring 2012)
Advancing Diversity at Virginia Tech (Spring 2012)
Green Dot Violence Prevention Certification Training (May 2011)
Sexual Harassment Training and Certification (renewed Fall 2011)
Responsible Conduct of Research Training (Fall 2010)
Executive Seminar: Prevention of, Response to, and Recovery from Campus Emergencies (Fall 2009)
Intercultural Development Inventory Training and Certification (Summer 2007)
National Incident Management System (NIMS) Training (Fall 2006)
National Coalition Building Institute (Fall 2006)
Equal Employment Opportunity Search Committee Officer (Fall 2001-2009)