

**Sandra D. Haynes, Ph.D.**  
**Deputy Provost**  
**Metropolitan State University of Denver**

Metropolitan State University of Denver  
Office of the Provost/Vice President for  
Academic and Student Affairs  
P. O. Box 176332, Campus Box 48  
Denver, CO 80217

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**Education**

**Ph.D.** Colorado State University, Fort Collins, CO  
**Emphasis:** Experimental Neuropsychology, 1991  
**Re-specialization:** Counseling Psychology, 1994

**M.S.** Colorado State University, Fort Collins, CO  
**Emphasis:** Experimental Neuropsychology, 1988

**B.S.** Colorado State University, Fort Collins, CO  
**Emphasis:** Psychology, 1984

**Licensure**

**Psychologist**, State of Colorado, license number 2123, since 1997

**Administrative Appointments, Major Responsibilities, Accomplishments**

**Deputy Provost**, Office of the Provost/Vice President of Academic and Student Affairs,  
Metropolitan State University of Denver, 2016-present

**Responsibilities**

- Responsible for academic affairs including supervising four academic deans, associate vice presidents for undergraduate studies, graduate studies, faculty affairs, curriculum and academic effectiveness, and extended campus.

**Relevant accomplishments**

- Implementation of Office of Graduate Studies.
- Reorganization of three Associate Vice Presidential areas including Undergraduate Studies, Faculty Affairs, and Curriculum and Academic Effectiveness to better “customer” service, meeting training needs of constituents, and further integrate Academic and Student Affairs.
- Development and implementation of a revised plan for extended campus, including a name change to “Innovative and Lifelong Learning”, to better reflect a more entrepreneurial mission for the unit to provide the best academic options and experience for all MSU Denver students while increasing innovation and profitability.

**Dean**, College of Professional Studies, Metropolitan State University of Denver, 2005-2016 (School of Professional Studies 2003-2014; **Interim Dean** 2003- 2005)

### **Responsibilities**

- Oversee 11-13 diverse departments and 5 centers; 20 major and 29 minor programs; 2 graduate programs; 130 full-time and 230 part-time faculty, 15 administrators, and 22 staff; instruction delivered to over 4,500 undergraduate students and 180 graduate students. Departments include: Aviation and Aerospace Science; Criminal Justice and Criminology; Health Professions; Hospitality, Tourism and Events; Human Performance and Sport; Human Services; Industrial Design; Journalism and Technical Communication; Nursing, and Nutrition; Centers include: One World, One Water Center for Urban Water Education and Stewardship; Center for Effective Intervention; Center for Addictions Studies; Center for High-Risk Youth Studies; Center for Nonprofit Organization Administration; and Army and Air Force ROTC. (The Departments of Elementary Education and Literacy, Engineering Technology, Secondary Education, K-12, and Educational Technology, Special Education, Early Childhood Education, and Culturally and Linguistically Diverse Education were split off into a School of Education, Fall 2014.) Fiscally responsible for annual operating budget of approximately \$500,000 with oversight of an approximately \$13,000,000 personnel budget. Advocate for resources and equitable and reasonable distribution of internal capital monies. Provide evaluations of faculty for the purpose of retention, tenure, and promotion within the College of Professional Studies. Participate on university and college committees and in the development of university policies. Provide strategic leadership to each of the department's program reviews and accreditation. Participate as a member of president's cabinet. Advocate for college and university to the legislature. Taught a course for teaching assistants through the College.

### **Relevant accomplishments**

**Personnel**—Extensive experience with personnel matters including faculty retention, promotion, and tenure decisions, staff and student worker annual evaluations, and faculty and staff grievances

- Hired over 100 faculty since Fall 2003, one-fourth of whom were faculty of color
- Developed strategic plan comprised of best practices for the recruitment and retention of faculty especially faculty of color. Supported and utilized “grow your own” (Faculty Recruitment Incentive Program) and direct recruitment programs (Target of Opportunity Program) for underrepresented groups
- Developed and implemented a faculty mentoring program and a colloquia series
- Participated in the modification of criteria, performance indicators, and processes for the evaluation and advancement of faculty and chairs to conform with institutional policies
- Member of the Handbook for Professional Personnel committee.

**Strategic Planning**—Participated in and/or lead strategic planning efforts for

- Metropolitan State University of Denver
- Metropolitan State University of Denver Technology Services

- Metropolitan State University of Denver's HSI Initiative
- Center for Faculty Development
- College of Professional Studies
- College of Professional Studies Faculty Recruitment and Retention Plan
- Development of a School of Education at Metropolitan State University of Denver State
- School of Education at Colorado State University
- Work-Life Balance Initiatives at Colorado State University
- Two strategic plans for the Denver Office of Drug Strategy

**Fiscal Change**—A member of the universities budget taskforce oversaw the

- Development of public-private partnerships
- Implementation of revenue sharing model for summer session
- Development and implementation of program fee model

**Assessment**—Lead initiatives in developing assessment program for the departments

- Initiated and monitored progress in departmental assessment of student learning, including the provision of training and peer oversight, for all departments
- Created and filled new Associate Dean position with focus on assessment and accreditation

**Accreditation**—HLC PEER Reviewer and AQIP Reviewer. Provided oversight for accreditation and/or re-accreditation self-studies and hosted site visits for the College's Academic Programs including:

- Teacher Education (CAEP/NCATE)
- Engineering Technology (ETAC/ABET)
- Surveying and Mapping (ASC/ABET)
- Industrial Design (NASAD)
- Health Care Management (AUPHA)
- Athletic Training (CAATE)
- Center for Addiction Studies (INCASE)
- Human Services (CSHSE)
- Recreation (NRPA)
- Nursing (ACEN/NLNAC)
- Commission on Sport Management Accreditation (COSMA)
- FAA collegiate air traffic control training program

**External Relationships**—Lead initiatives in developing external relationships

- Established solid department industry advisory councils
- Facilitated close working relationships with community partners including the development of the first MSU Denver coop program, establishing student internships, and community engagement activities for service learning activities
- Involved in legislative advocacy for MSU Denver and the Colorado Coalition of Deans of Education (CCODE)

**Fundraising Highlights**—Prospect research and donor relationship maintenance for support of the:

- Hospitality Learning Center including \$1,000,000 naming gift from Marriott Corporation and \$1,500,000 gift to establish the Dimond Fellowship Program and Naming the Hotel Program, the first named program at the university
- Brewing Sciences Laboratory Buildout
- Aerospace Engineering Sciences Building including \$1,000,000 endowment from Lockheed Martin
- \$250,000 Public art donation, bronze entitled, "One world, One Water"
- \$1,000,000 in funding to create a progressive educational program using the sculpture as inspiration the One World, One Water Center for Urban Water Education and Stewardship pilot program
- \$410,000 in funds for the development of a Post-Baccalaureate Accelerated Nursing program
- \$40,000 for Redevelopment of Racket Sports facilities to accommodate Mile High Squash's after-school program for at-risk kids
- \$13,000,000 *plus* in public grants (TQE and Title III)
- \$250,000 *plus* in appropriations subsequently moving these from appropriation to a budget line item in the Library of Congress with
- \$10,000,000 *plus* in funding for Western Region Teaching with Primary Sources program

#### **Program Development**—Membership and participation in program development

- Key member of the planning committee for the Hospitality Learning Center and related curriculum
- Member of the general studies revision taskforce
- Assisted in the development of two graduate degree programs and the development of institutional policies and processes re: graduate programs
- Development of new programs in two Engineering degrees, Brewery and Brew Pub Industry Operations, Accelerated and Traditional Nursing, Nutrition, Integrated Therapeutic Practices, and Air-Traffic Control, and interdisciplinary programs in Urban Water Education and Stewardship, Advanced Manufacturing, Environmental Engineering and Computer Engineering, and more.
- Development of dual enrollment and articulation agreements with community colleges across the state in nursing
- Development of supplemental academic instruction for the college
- Development of competency based curriculum for high demand certificates in health care

#### **Facilities Planning**—Lead initiatives in facilities planning

- RFQ and RFP process, program planning, and building of the Hotel and Hospitality Center, new athletic fields, and a new Aerospace Engineering Sciences building
- Concept development for new student housing project
- Planning of a new student success building and major re-design of space in current buildings, Tivoli brewery, and squash courts

#### **International Studies**—Established partnerships with international universities

- University of Pecs, Pecs, Hungary
- University of Skodra, Skodra, Albania
- University of Dortmund, Dortmund, Germany
- Dong-A University, South Korea

- University of the West of Scotland, Paisley, Scotland

**Institutional Name Change**—Participated in university and school initiatives

- Participated in the process to change the name of MSU Denver including managing public relations.
- Led the change process from School to College of Professional Studies.

**Interim Associate Vice President for Academic Programs**, Academic and Student Affairs, Metropolitan State University of Denver, 2012

**Responsibilities**

- Oversaw University Honors program, International Studies program, Center for Applied Learning, Center for Individualized Learning, Innovation Center, Center for Urban Education.

**Interim Associate Dean**, School of Professional Studies, Metropolitan State College of Denver, 2001 - 2003

**Responsibilities**

- Fiscal management, part-time faculty management, chief student services officer, enrollment management, accreditation and program review coordinator for the School of Professional Studies. Oversaw School of Professional Studies Public Service Division comprised of six diverse departments and four centers with six major and 16 minor programs, and over 44 full-time and 28 part-time faculty and nine staff. The departments included: Criminal Justice and Criminology; Health Professions; Hospitality, Travel, and Meeting Administration; Human Performance and Sport; Human Services; and Nursing. The centers included: Child Development Center, Center for Addictions Studies, Center for High-Risk Youth Studies, and Center for Nonprofit Organization Administration. The Division offered baccalaureate degrees to approximately 2,600 undergraduate students.

**Relevant Accomplishments**

- *Fiscal management -*
  - Successfully managed the School's budget, including reallocating resources during sharp budget reductions
- *Curriculum -*
  - Coordinated curriculum development and ensured adherence to academic standards and role and mission of the College
  - Monitored online course and program development, ensuring consistency with on-site offerings and creating the first degree fully available online
- *Enrollment management -*
  - Managed course schedule, classroom, and facility management issues
  - Creatively ensured space availability for SPS courses on a tightly scheduled, three institution campus, while maximizing enrollment within our departments
  - Initiated annual career fairs to gain exposure for our majors
- *Program review & accreditation -*

- Oversaw internal program review and accreditation procedures
- *Communication-*
  - Identified flaws in communication systems and implemented improved systems, including 10 departmental web pages and the school's web page, and distribution of the academic calendar in a "user friendly" format

**Chair**, Metropolitan State College of Denver, Department of Human Services, 2000 - 2001

Responsibilities:

- Member of the dean's management group, responsible for official representation of the department and supporting the academic, professional and economic needs and interests of the department. Provided direction and leadership in curriculum and personnel matters. Responsible for the administration of the department, consistent with college policies and in accordance with the School's mission and goals.

Selected Accomplishments:

- Successfully managed operating budget of over \$23,000
- Solicited and received additional monies throughout the year for capital expenditures and computer hardware and software
- Developed first department strategic plan
- Oversaw all department committees
- Prepared well-researched, substantial departmental reports in a timely fashion
- Monitored the scheduling of classes
- Pioneered alternative modes of class delivery
- Hired and evaluated faculty and staff, including merit pay reviews
- Worked toward increased student recruitment and retention via innovative means, such as pairing student interns with alumni and implementing a new departmental peer advisor program
- Initiated fundraising activities for two endowed scholarships

Academic Experience

**Professor**, Metropolitan State University of Denver, Department of Human Services, 2016-present

**Associate Professor**, Metropolitan State College of Denver, Department of Human Services, 2000-2016

**Assistant Professor**, Metropolitan State College of Denver, Department of Human Services, 1994-2000

- Applied Behavioral Analysis for the Internet
- Ethical and Legal Issues in Human Services
- Gender Issues in Treatment and Recovery
- Grief Counseling
- Growing Old in a New Age

- Introduction to Human Services
- Introduction to Human Services Compressed Video Course
- Professional Internship
- Psychopathology and the Mental Health Clinician
- Psychopathology and the Mental Health Clinician for the Internet
- Teaching Assistantship
- Theories and Techniques of Counseling
- Thesis Writing for Human Services Majors

**Instructor**, University of Colorado at Denver, Department of Counseling Psychology and Counselor Education, Denver, Colorado, 2002

- Advanced Abnormal Psychology

**Instructor**, Front Range Community College, Department of Psychology, Westminster, Colorado, January-May 1995

- Death and Dying

**Instructor**, University of California, Davis, California, April-June 1994

- Applied Behavioral Sciences, Internship program

**Instructor**, Colorado State University, Department of Psychology, Fort Collins, Colorado, August 1987-May 1993

- Child Psychology
- History and Systems of Psychology
- Human Sexuality
- Introduction to Psychology
- Neuropsychological Assessment
- Psychology of Adulthood and Aging
- Sensation and Perception Laboratory
- The Human Brain and Its Disorders Laboratory

### Clinical Work Experience

**Psychologist**, Private Practice, Denver, Colorado, December 1994-2002

**Psychology Intern**, University of California, Davis, Counseling Center, Davis, California, September 1993-August 1994

**Clinical Assistant**, Planned Parenthood of the Rocky Mountains, Fort Collins, Colorado, 1985-1993

**Neuropsychological Technician**, Center for Stress Management and Personal Growth, Fort Collins, Colorado, 1986-1987

**Biofeedback Technician**, Center for Stress Management and Personal Growth, Fort Collins, Colorado, 1986-1987

### Publications

### **Book Chapters**



- Haynes, S. D., & Bennett, T. L. (1992). Chapter 1: The Nature of Epilepsy—Historical Perspective and Overview. In T. L. Bennett (Ed.), *The Neuropsychology of Epilepsy*. New York: Plenum Press. [Neuropsychology of Epilepsy-1.pdf](#)

## Refereed Publications

- Haynes, S. D., Cech, T. V. (2015) One World One Water Center for Urban Water Education and Stewardship. *Journal of Contemporary Water Research and Education, Universities Council on Water Resources*, 156, 37-47. <http://journals.cambridge.org/action/displayAbstract?fromPage=online&aid=9560733&fulltextType=RA&fileId=S1946427415001530>
- Potter, M. D., Haynes, S. D., Heyl, K., Phillips, K. R., Pozzi, R. P., Stroup, L. M., & Tull, T. (2011). Peer Observation of Teaching: A Case for Culture Change. *Teacher-Scholar: The Journal of the State Comprehensive University*, 3. [http://www.fhsu.edu/teacher-scholar/current/volume3/current.htmlPeer\\_Observation-1.pdf](http://www.fhsu.edu/teacher-scholar/current/volume3/current.htmlPeer_Observation-1.pdf)
- Haynes, S. D., Krebs, P., Phillips, C., Gilbert, C., & Buehler, J. (2011). Building Tomorrow's Higher Education: Leadership, Partnerships, and Communities. *Metropolitan Universities Journal*, 23(1), 91-102.
- Kaminski, P. L., Chapman, B. P., Haynes, S. D., & Own, L. (2007). Body Image, eating behaviors, and attitudes toward exercise among gay and straight men. *Eating Behaviors*, 07, 179-187.
- Haynes, S. D., Ryan, T., & MacDonald, R. (2007). The Women's Bean Project: Defining the Mission and Measuring Outcomes to Better Serve the Needs of Women. *Journal of Human Services*, 27, 39-44.
- Haynes, S. D., (2005). The Introductory Course: A Conundrum. *Journal of Human Service Education*, 25, 75-79
- Jensen, C., Heyl, K., & Haynes, S. D. (2004) Putting the Human into Human Services Courses Offered Online. *Journal of Human Service Education*, 24, 81-86.
- Viney, A. W., Haynes, S. D., & Rojas, D. (2003). Relationship of belief in determinism and attitudes toward punishment. *Psychological Reports*, 9, 1013-1021.
- Heyl, K., & Haynes, S. D. (2002). Non-Tenured Chairs: A Tenuous Grip. *The Department Chair: A Resource for Academic Administrators*, 13(1), 14-17., and
- Heyl, K., Haynes, S., Forrest, J., Dienhart, J., Bettermann, L., & Saltzman, K. (2002). Non-Tenured Chairs: A Tenuous Grip. *Proceedings of the Nineteenth Annual Conference, Academic Chairperson: The Changing Role of Department Chairs, National Issues in Higher Education*, (52), 95-98.
- Heyl, K., Jensen, C. A., & Haynes, S. D. (2002). From Blase' to Extraordinaire. *Bright Ideas to Best Practices, Teaching that Enhances Learning, Metropolitan State College of Denver, Fall Conference Proceedings*.
- Kaminski, P., & Haynes, S. D. (2000). Using the Story of Cinderella to Teach the Major Approaches to Treatment and Therapy. *Journal of Human Service Education*, 20(1), 29-35.
- Haynes, S.D. (2000) Six In-Class Exercises for Human Services. In Solomon, C. (Ed.), *Active Learning Exercises for Social Work and the Human Services*. Needham Heights, MA: Allyn & Bacon.



- Kaminski, P., & Haynes, S. D. (1999). Using the Story of Cinderella to Teach the Theoretical Perspectives of Psychotherapy. Denver CO: *Metropolitan State College of Denver Journal of Applied Research*.  
<http://clem.mscd.edu/%7Eacademy/electronicjournal/>
- Rodolfa, E., Haynes, S., Kaplan, D., Chamberlain, M., Goh, M., Marquis, P., & McBride, L. (1998). Supervisory practices of psychologists: Does time since licensure matter? *The Clinical Supervisor*, 17, 177-183.
- Rodolfa, E., Haynes, S. D., & Kaplan, D. (1995). To apply or not to apply: That is the intern applicant's first question. *Professional Psychology: Research and Practice*, 26, 1-3.
- Haynes, S. D. (1994). The experience of grief in the head-injured adult. *Archives of Clinical Neuropsychology*, 9, 323-336.
- Haynes, S. D., & Bennett, T. L. (1990). Cognitive impairment in adults with complex partial seizures. *International Journal Clinical Neuropsychology*, 12, 74-81.
- Viney, W., Parker-Martin, P., & Haynes, S. D. (1988). Beliefs in free will and determinism and lack of relation to punishment rationale and magnitude. *The Journal of General Psychology*, 115, 15-23.

### Invited Reviews

- Haynes, S. D. (2015). Review of Work Smarts. In R. A. Spies, J. F. Carlson, & K. F. Geisinger (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2014). Review of Green's Word Memory Test. In R. A. Spies, J. F. Carlson, & K. F. Geisinger (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2010). Review of Overall Assessment of the Speaker's Experience of Stuttering. In R. A. Spies, J. F. Carlson, & K. F. Geisinger (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2010). Review of the Health Sciences Reasoning Test. In R. A. Spies, J. F. Carlson, & K. F. Geisinger (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2010). Review of the NEPSY-II—Second Edition. In R. A. Spies, J. F. Carlson, & K. F. Geisinger (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2007). Review of Overeating Questionnaire. In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2007). Review of the Wessex Head Injury Matrix. In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2005). Review of Anderson, S. K. & Middleton, V. A. (2005). Explorations in Privilege, Oppression, and Diversity, *Journal of Human Service Education*, 26, 120-121.
- Haynes, S. D. (2005). Review of Personality Self-Portrait (Revised). In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2005). Review of Wide Range Assessment of Memory and Learning, Second Edition. In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.

- Haynes, S. D. (2004). Review of Health and Daily Living Form, Second Edition. In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2002). A Review of Diane E. Alperin & Nicholas Richie, (2002), Human Services and the Marginal Client, *Human Services Education*, 22(1), 75-77.
- Haynes, S. D. (2002). Review of Cognitive Distortion Scales. In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2001). Review of Behavioural Assessment of the Dysexecutive Syndrome. In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2001). Review of NEPSY: A Developmental Neuropsychological Assessment. In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (2000). Review and comparison of Lukas, C., & Seiden, H. M., (1997), *Silent Grief*, and Lester, D. (1997), Making Sense of Suicide. *Death Studies*, 24, 84-90.
- Haynes, S. D. (1997). Review of the Eating Inventory. In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (1997). Review of the Christianson Dietary Distress Inventory. In J. C. Conoley & J. Impara (Eds.), *Mental Measurements Yearbook*. Nebraska: Buros Institute.
- Haynes, S. D. (1997). Review of, Kastenbaum, R. J. (1994), Death, Society, and Human Experience, Fifth edition. *Death Studies*, 21(1), 100-106.
- Haynes, S. D. (1995). Review of, Seiber, J. E. (1992). Planning ethically responsible research: A guide for students and internal review boards. *Death Studies*, 183-188.

#### Non-Refereed Publications

- Haynes, S. D., & Sweitzer, H. F. (2005). An Evolving Journal for an Evolving Organization. *Journal of Human Service Education*, 25, 5-7.
- Bruce-Sanford, G., Haynes, S. D., & Martinez, B. (2004). The New Ethics Code and Implications for the Release of Test Data. *Colorado Psychological Association Bulletin*, 37(3), 10.
- Haynes, S. D., & Bruce-Sanford, G., (2003). What Constitutes "Raw Test Data?" *Colorado Psychological Association*, 26(1), 6.

#### Refereed Presentations

- Haynes, S. D., Panelist, AWRA Annual Water Resources Conference, "One World and One Water Center for Urban Water Education and Stewardship," American Water Resources Association, Denver, CO. (November 2015).
- Haynes, S. D., Panelist, "Innovations in Higher Ed Water Education," "One World and One Water Center for Urban Water Education and Stewardship" 2015 UCOWR/NIWR/CUAHSI, Henderson, NV. (June 16, 2015).
- Balogh, J., Haynes, S. D., & Brown, A., (2015). Impact of Sustainable Structural Systems Undergraduate Research on Education and Program Development at MSU Denver, Materials Research Society (MRS) 2014 Fall Meeting and Exhibit, Boston, MA. (November 30-December 5, 2014) (Co-author only).

- Golich, V., & Haynes, S. D., Leading Change: Approaches to Institutional Transformation, "Innovations in Budget--Generating Private Revenues through Public Private Partnerships," American Association of State Colleges and Universities, Point Clear, AL. (February 7-9, 2013).
- Haynes, S. D., & Gruhl, C. M., Working Together Works, "Public/Private Partnerships for Real Life Learning," Coalition of Urban and Metropolitan Universities, Chattanooga, TN. (October 15, 2012).
- Haynes, S. D., Cech, T., & Church, E., 2012 Sustaining Colorado Watersheds Conference, "A New Water Education Center Springs to Life," Colorado Watershed Assembly, Colorado Foundation for Water Education, Colorado Riparian Association, Avon, CO. (October 10, 2012).
- Haynes, S. D., Noble, S., & Sargent, R., Changing Landscapes, "One World One Water--a Million Dollar Case Study," Rocky Mountain Philanthropy Institute, Vail, CO. (September 28, 2012).
- Gruhl, C. M., Brendle, M., & Haynes, S. D. (Author & Presenter), Leadership for the 21st Century Campus, "READY, SET, GO: Envisioning, Funding, and Realizing a Leadership Campus," Society for College and University Planning, Stanford University, Palo Alto, CA. (March 27, 2012).
- Haynes, S. D., Krebs, P., Phillips, C., Gilbert, C., & Buehler, J., Creating Tomorrow's Future Today, "Building Tomorrow's Higher Education: Leadership, Partnerships, and Communities," Coalition of Urban and Metropolitan Universities, IUPUI, Indianapolis, IN. (October 11, 2011).
- Foster, J. L., Golich, V., & Haynes, S. D., Institute for Women in Higher Education, "Leadership Frames," Higher Education Resource Services (HERS), Denver, CO. (August 3, 2010).
- Golich, V., & Haynes, S. D., Summer Meeting of American Association of State Colleges and Universities, "Public/Private Partnerships," American Association of State Colleges and Universities, Chicago, IL. (July 29, 2010).
- Foster, J. L., & Haynes, S. D., The Wit, the Will, and the Wallet, "Reframing as a Tool for Moving Colleges Forward," American Conference of Academic Deans & Association of American Colleges and Universities, Washington, DC. (January 21, 2010).
- Rhodes, L., & Haynes, S. D., AACTE Annual Conference, "The Dean's Roundtable: Strategy for District-Higher Education Partnerships," American Association of Colleges of Teacher Education, Chicago, IL. (2009).
- Haynes, S. D., Thompson, S., Coval, L., Pozzi, R. P., Stroup, L. M., Heyl, K., Phillips, K. R., & Tull, T., "P.E.E.R: Purposeful Evaluation Eliciting Results," Faculty Development Conference Developing Communities of Practice, Metropolitan State College of Denver, Denver, CO. (February 2009).
- Diaz-Bonacquisti, J., Torres, L. A., Sandavol, P., & Haynes, S. D., Hispanic Association of Colleges and Universities National Conference, "Achieving Preeminence: The Process of Becoming a Hispanic Serving Institution," Hispanic Association of Colleges and Universities, Denver, CO. (October 2008).
- Eastman, G., Gilmore, D. D., Keller, K., Haas, M. & Haynes, S. D., National Network for Educational Renewal 2005 Annual Conference, "Secondary Teacher Enhancement Project (STEP): Promising new Strategies in the Way New Teachers are Recruited, Prepared, and Inducted into the Teaching Profession," National Network for Educational Renewal, Myrtle Beach, SC. (October 27, 2005).

- Haynes, S. D., National Organization of Human Service Education Annual Conference, "Pre-Traumatic Stress Disorder: Life after 9/11," National Organization for Human Service Education, Houston, TX. (October 20, 2004).
- Jensen, C., Heyl, K., & Haynes, S. D., Faculty Fall Conference, "From Blasé to Extraordinaire: Creating Exciting Learning Experiences Online, from Bright Ideas to Best Practices: Teaching that Enhances Learning," Metropolitan State College of Denver, Denver, CO. (August 14, 2002).
- Haynes, S. D., Rocky Mountain Professional Convention Management Association, "Adult Learners: A Guide for the Workplace," Metropolitan State College of Denver, Denver, CO. (August 8, 2002).
- Jensen, C., Heyl, K., & Haynes, S. D., 7th Annual Teaching with Technology Conference, "From Blasé to Extraordinaire: Creating Exciting Learning experiences Online," University of Colorado, Boulder, CO. (June 5, 2002).
- Haynes, S. D., Uniting Communities for Colorado Families, "Star Power: The Effect of Economics on Self/Other Perceptions," Colorado Works, Vail, CO. (May 29, 2002).
- Haynes, S. D., Northwest Organization of Human Service Education Conference, "Grief after Trauma, Disruption of Society: The Role of Human Services." National Organization of Human Services Education, Portland, OR. (April 13, 2002).
- Haynes, S. D., Dienhart, J., Heyl, K., Forrest, J., Betterman, L., & Saltzman, K., Academic Chairpersons Conference, 19th Annual Conference, "Untenured Chairs: A Tenuous Grip," Orlando, FL. (February 6, 2002).
- Haynes, S. D., Serving the Best Interest of the Child, "How Traumatic Events in Childhood Change the Biology of the Brain," Office of the Child's Representative, State of Colorado, Steamboat Springs, CO. (January 9, 2002).
- Haynes, S. D., 6th Annual Teaching with Technology Conference, "Teaching Counseling Skills Online?" University of Colorado, Boulder, CO. (August 5, 2001).
- Haynes, S. D., 2001 Colorado Works Conference, "Becoming a Navigator, Reflecting Back...Reaching Beyond," Colorado Works, Vail, CO. (May 24, 2001).
- Haynes, S. D., Service Technology Self-Care, "The Introductory Course: A Conundrum," National Organization for Human Service Education, Denver, CO. (October 18, 2000).
- Haynes, S. D., Straface, R., Emerging Perspectives: Celebrating Diversity in the Addiction Professions, "Addressing HIV/AIDS/Hepatitis C in Addiction," National Association of Alcoholism and Drug Abuse Counselors, Denver, CO. (June 30, 2000).
- Haynes, S. D., 2000 Colorado Works Conference, "Basic Helping Skills, Reflecting Back...Reaching Beyond," Colorado Works, Vail, CO. (May 24, 2000).
- Haynes, S. D., National Organization for Human Service Education Conference, "Ethics: They're Not Just for Clinicians Anymore," National Organization of Human Service Education, Tacoma, WA. (October 27, 1999).
- Haynes, S. D., National Organization for Human Service Education Conference, "Ethics: They're Not Just for Clinicians Anymore," National Organization of Human Services Education, Baltimore, MD. (April 22, 1999).
- Haynes, S. D., Rocky Mountain Psychological Association, "Free Will, Determinism, and Punishment," Rocky Mountain Psychological Association, Boulder, CO. (April 16, 1999).

- Haynes, S. D., Rocky Mountain Psychological Association, "Free Will, Determinism, and Punishment," Rocky Mountain Psychological Association, Ft. Collins, CO. (March 1999).
- Haynes, S. D., National Organization of Human Service Education, 23rd Annual Conference, "NO MORE S.H.A.M.E (Sexual Harmful Actions Must End)," National Organization of Human Services Education, Tampa, FL. (October 15, 1998).
- Haynes, S. D., World Friendship Festival, "Star Power," Metropolitan State College of Denver, Denver, CO. (October 1, 1998).
- Haynes, S. D., Northwest Organization of Human Service Education Conference, "Meeting the Needs of the Invisible Disabled," National Organization of Human Services Education, Corbett, OR. (May 9, 1998).
- Haynes, S. D., The Second Annual Psychology Conference, "Body Image Distortion: It's Not Just for Women Any More," Metropolitan State College of Denver, Denver, CO. (April 24, 1998).
- Haynes, S. D., National Organization of Human Service Education Conference, "Let's Talk About Something Else!" National Organization of Human Service Education, Boston, MA. (October 24, 1997).
- Haynes, S. D., World Friendship Festival, "Bafa Bafa," Metropolitan State College of Denver, Denver, CO. (October 1, 1997).
- Haynes, S. D., National Organization of Human Service Education Conference, "Dual Relationships? Setting Appropriate Boundaries for Human Services Students," National Organization of Human Services Education, St. Louis, MO. (October 2, 1996).
- Haynes, S. D., National Organization of Human Service Education Conference, "Losses in Every Day Life," National Organization of Human Service Education, Seattle, WA. (October 11, 1995).
- Haynes, S. D., Kaplan, D., & Rodolfa, E., American Psychological Association, "Supervisory Practices of Psychologists: Does Time Since Licensure Matter?," American Psychological Association, New York, NY. (August 1995).
- Haynes, S. D., National Academy of Neuropsychology Conference, "The Experience of Grief in the Head-Injured Adult," National Academy of Neuropsychology, Dallas, TX. (November 1991).
- Haynes, S. D., Colorado Psychological Association Conference, "The Experience of Grief in the Head-Injured Adult," Colorado Psychological Association, Denver, CO. (November 1990).
- Haynes, S. D., Colorado Psychological Association Conference, "The Relationship of Free Will and Determinism to Punishment," Colorado Psychological Association, Boulder, CO. (March 1990).
- Haynes, S. D., Colorado Psychological Association Conference, "Beliefs in Free Will and Determinism and Lack of Relation to Punishment," Colorado Psychological Association, Denver, CO. (November 1987).
- Haynes, S. D., National Academy of Neuropsychologists, "Cognitive Deficits in Adults and Children with Complex Partial Seizures," National Academy of Neuropsychology, Las Vegas, NV. (October 1986).
- Haynes, S. D., Colorado Psychological Association Conference, "Cognitive Deficits in Adults and Children with Complex Partial Seizures," Colorado Psychological Association, Ft. Collins, CO. (March 1986).

## Workshop Leadership



- Planned Parenthood of the Rocky Mountains, Rocky Mountain Women's Health Nurse Practitioner Program, Denver, Colorado, 1998-2002
  - Basic Counseling Skills
  - Eating Disorders
- Behavioral Health Services, Denver Health Medical Center, Denver Cares, Denver, Colorado, 1997-2002
  - Advanced Assessment Techniques
  - Ethics for Counselors
  - Grief and Loss: Living with Loss
  - Infectious Disease: Preventing Disease Spread Among Substance Abusers

#### **Grants and Gifts:**

- 2015 EDUCAUSE/NGLC Breakthrough Models Incubator program, implementation team, in kind
- 2014 Rita and Navin Dimond fellowship program and naming gift for the hotel program, \$1,500,000
- 2011 Public art donation, bronze entitled, "One world, One Water", \$250,000
- 2011 One World, One Water Center for Urban Water Education and Stewardship pilot program, \$1,000,000
- 2010 PI Title III Grant for development of a college-wide advising system and a school of education, \$1,870,000 funded
- 2010 Redevelopment of racket sports facilities to accommodate Mile High Squash's after-school program for at-risk kids, \$40,000
- 2010 AVS appropriation, \$200,000 funded
- 2009 U.S. Department TQP, not funded
- 2004 U.S. Department of Education Teacher Quality Enhancement Grant, Metropolitan State College of Denver, Denver, Colorado - Writing team, PI April-September 2007, and oversight responsibility for \$9,500,000, funded
- 2004-2015 Adventures of the American Mind Appropriation, Renamed Teaching with Primary Source, Colorado and the Western Region, Metropolitan State College of Denver, Denver, Colorado - Oversight responsibility for \$8,600,000+, funded
- 2003 Saint Joseph Hospital Foundation Board/Kaiser Permanente, Funding for a Nursing Teaching Laboratory at Metropolitan State College of Denver, Denver, Colorado - \$235,000, funded
- 2003 Saint Joseph Hospital Foundation Board/Kaiser Permanente, Start-up Funds for an RN Program at Metropolitan State College of Denver, Denver, Colorado - \$160,000, funded
- 1999-2000 President's Professional Development Fund, Harm-reduction: Every Colleges Obligation, Metropolitan State College of Denver, Denver, Colorado - \$2500, funded
- 1998-99 Provost's Incentive Grant, Using Drama to Teach the Theoretical Perspectives of Psychotherapy, Metropolitan State College of Denver, Denver, Colorado - \$3000, funded
- 1998-99 Presidential Professional Development Fund, "Gender Issues—It Takes Two, for revision of the course, Gender Issues in Recovery, Metropolitan State College of Denver, Denver, Colorado - \$500.

- 1997 Focused Department Initiative and Faculty Development Initiative Grant for providing online coursework, Metropolitan State College of Denver, Denver, Colorado - \$2500

### **Leadership Development**

- American Council on Education, Institute for New Chief Academic Officers, Washington, D.C., 2017-18
- Western Academic Leadership Academy, Western Academic Leadership Forum, Western Interstate Commission for Higher Education (WICHE), 2016-17.
- Inner Strengths of Successful Leaders, Harvard Graduate School of Education, Cambridge, MA, December 3-6, 2014
- American Council on Education, American Council on Education Fellowship Program, 2010-2011, Placement: Colorado State University
- Becoming a Provost, American Association of State Schools and Universities, 2010-2011
- Harvard Institute for Higher Education, Management Development Program, Cambridge, MA, June 17-29, 2006
- Leadership Denver, Denver Metro Chamber of Commerce, August 2005-June 2006
- 61<sup>st</sup> National Leadership Forum, Advancing Women's Leadership: Styles, Strategies, and Tools, American Council on Education's Office of Women in Higher Education, Washington, DC, December 4-6, 2002.
- Summer Institute for Women in Higher Education Administration, Bryn Mawr, Pennsylvania, June 23-July 19, 2002

### **Relevant Advanced Study**

- Strategic Budgeting, WACUBO, Denver, CO, September 11-12, 2008
- Legislative Advocacy 101, Metropolitan State College, Denver, CO, December 9, 2006
- Development for Deans, CASE, New Orleans, Louisiana, February 11-13, 2004
- WACUBO Business Management Institute, University of California Santa Barbara, Santa Barbara, CA, August 3-8, 2003
- The Mediation Process, CDR Associates, Boulder, CO, July 21-25, 2003
- Executive Media Training, Metropolitan State College, Denver, CO, May 2001 and May 2003

### **Service**

#### **Metropolitan State College of Denver**

##### **Department of Human Services**

- Advising Committee, Curriculum Committee, Student Awards and Scholarships, Faculty Search Committee, Human Services Education Organization Faculty Advisor, Faculty Search Committees, Evaluation Committee, Human Services Department Community Advisory Board Fundraising Committee, Program of Excellence Grant Development Committee, Student Staffing, Technology Committee, Case Management Committee



## **College of Professional Studies**

- Student Award Committee, Department of Health Professions Nutrition Search Committee, Technology Task Force

## **University**

- Education Advisory Board Student Success Collaborative Implementation co-chair, IT Strategic Planning Taskforce co-chair, General Studies Taskforce, College Strategic Planning Committee, HLC@Metro, Center for Faculty Development Advisory Committee, Strategic Enrollment Management, SWAT (Scheduling with an Attitude) Committee, Hispanic Serving Institution Task Force, Campus Climate Subcommittee for the Hispanic Serving Institution Task Force, College Integrated Marketing Plan Advisory Board, Civic Engagement/Urban Land Grant Taskforce, Women's Basketball Guest Coach, Auraria Disability Services Advisory Committee, Judicial Hearing Officer, Individualized Degree Program Advisory Committee, Benefits Committee, Room Utilization Committee, Academic Policies Committee, Gerontology Interdisciplinary Faculty Advisory Committee, Center for Academic Technology Technical Coordinator Search Committee, Summer in the City Open House Online Education Contact, First-Year Faculty Mentoring Program, Commencement Ceremonies, Outstanding Student Awards Committee, Faculty Senate, Faculty Senate Rules Committee, Advising Committee, Faculty Welfare Committee, Faculty Senate Faculty Welfare Committee Parking Advisory Board

## **University of California, Davis, University Counseling Center**

- Pre-doctoral Intern Selection Committee, Psychological Assessment Team, Cross-Cultural Needs Assessment Committee, Resident Hall Partnership Program

## **Colorado State University**

- Ronald E. McNair Post-Baccalaureate Achievement Program, Ki-Aikido Club, Graduate Student Council, Speakers Committee of the Graduate Student Council, Graduate Student Council Secretary, Graduate Teaching Assistant Initiation Taskforce, Burlington Northern Awards Selection Committee, Faculty Committee for Instructional Development, Operations Team for Diversity

## **Denver, Colorado**

- Colorado Tourism Office Leadership Committee; Advisory Committee The Culinary Institute of America; Metro Denver Chamber of Commerce: Health Care Committee, Space Coalition, and Metro Denver Aviation Coalition; Drug Strategy Commission (Mayoral appointee, member and co-chair); Board of Directors Colorado I have a Dream Foundation; Executive Committee Go Red for Women American Heart Association; Board of Directors and Board Governance Committee Chair Le Clinica Tepeyac; Denver Public Schools Deans Roundtable; Chair, Program Chair, and member of Board of Directors of the Women's Bean Project.

## State of Colorado

- Colorado I Have a Dream Foundation, Colorado Council of Deans of Education (CCODE) (member and co-chair), Colorado Reading First Leadership Team (Gubernatorial appointee)

## Ft. Collins, Colorado

- Mary Hull Award for Excellence in Special Education, Larimer County Family Planning Board

## Professional Organizations

- **Editor:** Human Service Education, The Journal of the National Organization for Human Service Education, 2003-2008
- **Editorial Board Member:** Human Service Education, The Journal of the National Organization for Human Service Education, 1997-2003 and current
- **Reader/reviewer:** Women's Health: Research on Gender, Behavior, and Policy, 1995
- **Memberships (current and past):**
  - Higher Learning Commissions Peer Review Corp and Academic Quality Improvement Program (current)
  - Colorado Coalition of Deans of Education (co-chair 2009-2011)
  - American Conference of Academic Deans
  - American Psychological Association (current)
  - American Society for Engineering Education (current)
  - National Academy of Neuropsychology
  - Sigma Xi
  - National Organization for Human Services (current)
  - Northwest Organization for Human Service Education
  - Colorado Psychological Association

## Conference Organization and Event Planning

- Colorado Women's Hall of Fame Inductees, Women in Higher Education, April 2016
- Rocky Mountain BEST, Metropolitan State College of Denver, October 18, 2014,
- Great Teachers for Our City Schools, Urban Teacher Partnership, Metropolitan State College of Denver, Denver, CO, April 30-May 2, 2008, April 14-16, 2009, 2010
- National Committee on United States-China Relations, Education Delegation on Higher Education Administration, Metropolitan State College of Denver, Denver, CO, December 1, 2007.
- Family-Based Treatment of Eating Disorders, Metropolitan State College of Denver, Denver, CO, November 1-3, 2006
- Kids' Brains: Healthy Connections for our Future, Metropolitan State College of Denver, Denver, CO, May 1999, 2001, 2002, & 2003
- Critical Skills for Managing Your Patients with Diabetes, Edwards, Colorado, September 14-15, 2001

- National Organization for Human Services Education National Meeting 2000 Planning Committee, 1997

### **Consulting Positions**

- Psychological consultant, Colorado AIDS Project, Denver, Colorado, 2000-2001
- Psychological consultant, R-Vision Health Education Video Production, Denver, Colorado, 1999
- Psychological consultant, Jimmy Heuga Center, Vail, Colorado, 1998-2000
- Psychological consultant, Safehouse Denver, Denver, Colorado, 1998
- Psychological consultant, Columbia Rose Diabetes Center, Columbia Rose Memorial Hospital, Denver, Colorado, 1996-1997

### **Honors/Awards**

#### **Honor Society Membership**

- ADO, Human Services Honor Society, Colorado Chapter, Metropolitan State College of Denver, Denver, Colorado

#### **Honors/Awards Received**

- Dr. Martin Luther King Jr. Peace Award for Outstanding Commitment to the Greater Good, Metropolitan State University of Denver, 2016
- Doctor et Professor Honorus Causa, University of Pecs, Pecs, Hungary, 2014
- President's Distinguished Service Award, Metropolitan State College of Denver, Denver, Colorado, 2009
- Outstanding Woman's Award, Metropolitan State College of Denver, Denver, Colorado, 2004.
- Golden Key National Honor Society Outstanding Faculty Researcher/Scholar Award, Metropolitan State College of Denver, Denver, Colorado, Spring 2001, nominee.
- Metropolitan State College of Denver School of Professional Studies Outstanding Professional Development, Award, 1998-1999
- Metropolitan State College of Denver School of Professional Studies Outstanding Teaching, Award, 1996-1997, 1997-1998
- Human Services Education Organization Outstanding Instructor, Department of Human Services, Metropolitan State College of Denver, Denver, Colorado, 1994-1995, 1995-1996, 1996-1997, 1997-1998, 1998-1999
- Human Services Education Organization Educational Advisor, Department of Human Services, Metropolitan State College of Denver, Denver, Colorado, 1997-1998
- Human Services Education Organization Outstanding Mentor, Department of Human Services, Metropolitan State College of Denver, Denver, Colorado, 1997-1998
- Human Services Education Organization Outstanding Commitment to Student Education, Department of Human Services, Metropolitan State College of Denver, Denver, Colorado, 1997-1998
- Richard M. Suinn Outstanding Graduate Scholar, Colorado State University, Ft. Collins, Colorado, 1989
- Martin E. P. Seligman Award for Research in Applied Psychology, Colorado State University, Ft. Collins, Colorado, Honorable Mention, 1988

