

# Lori L. Lander

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## Executive Profile

Strategic higher education executive with progressive experience directing comprehensive student affairs and auxiliary operations across multiple institutions. Demonstrated success in leading transformational change initiatives, advancing strategic priorities through data-informed decision making, and managing multi-million-dollar enterprises. Known for building collaborative partnerships across academic and administrative units, fostering inclusive campus communities, and creating vibrant student engagement opportunities. Proven track record of implementing innovative student success frameworks with measurable outcomes that enhance educational achievement and institutional excellence.

## Education

Ph.D., Colorado State University, Fort Collins, CO. Education and Human Resource Studies

M.ED., University of Arkansas, Fayetteville, AR. Higher Education Administration

B.S., Lyon College, Batesville, AR. Liberal Arts - Economics

## Professional Experience

### Assistant Vice Chancellor for Strategic Projects and Initiatives

University of Arkansas, Fayetteville, AR | January 2024 - present

Provide executive leadership for comprehensive Student Affairs division-wide initiatives, directing strategic vision and operations through leadership of four key teams: Talent Development focusing on leadership and supervision; Workplace Well-Being advancing value assessment; Recognition promoting staff excellence; and Student Affairs Competencies enhancing professional growth. Lead and engage 500+ professionals across multiple departments through innovative organizational development frameworks and data-informed decision making. Foster next generation of student affairs leaders through structured professional development initiatives and succession planning strategies.

- Lead transformational change in Student Affairs through forward-thinking talent development strategies that align with Northwest Arkansas' leading companies, creating innovative professional advancement frameworks prioritizing emerging leadership competencies, cross-functional growth, and personalized development pathways supporting Pillar III, Employer of Choice, in the University's 150 Forward Strategic Plan.
- Pioneer data-informed strategic planning framework, incorporating predictive analytics and longitudinal assessment methodologies to optimize program effectiveness and demonstrate measurable advancement of institutional priorities in alignment with Advancing Student Affairs strategic plan.
- Establish strategic partnerships with the Arkansas Student Affairs Association, NASPA Region IV-West, and other premier higher education organizations and leaders, forging powerful alliances, elevating institutional reputation and generating innovative solutions for emerging student success challenges.
- Establish dynamic communities of practice and mentoring connections to enhance supervisory development, fostering collaborative leadership learning and building divisional expertise through peer-to-peer collaboration, resulting in strengthened staff engagement and increased workplace well-being.

- Lead employee recognition initiatives by championing comprehensive programs that celebrate staff contributions and foster workplace excellence, resulting in regional awards and enhanced retention through heightened staff sense of value.
- Serve as key member of campus crisis response team providing 24/7 on-call coverage; coordinate with University Police, Emergency Management, and RazorCat team to assess threats, implement intervention protocols, and ensure timely communication across campus community while maintaining operational continuity.
- Orchestrate comprehensive graduate student affairs experience from recruitment through graduation, advancing supervisor development and strategically aligning assistantship responsibilities with NACE Career Readiness competencies to enhance professional preparation.

*Key Accomplishments:*

- Led transformation of division's leadership development approach through implementation of competency-based advancement framework, partnering with University Human Resources to align position classifications and strengthen supervisory development model. Enhance institutional standards through adoption of consistent leadership language while customizing frameworks for student affairs contexts and professional pathways.
- Collaborated with Clark Construction and Hufft Architects to reimagine and design 14,000 sq ft of student organization engagement spaces, creating innovative environments for student government, registered student organizations, and campus life leadership staff in the Arkansas Union.
- Partnered with SA-IT to design and launch division's first Employee Recognition platform using Microsoft Power Apps, streamlining nomination processes and generating 100+ nominations within initial six months.
- Led development of divisionwide Supervisors' Summit featuring keynote addresses from the University of Arkansas Chancellor and nationally recognized leadership author, creating innovative curriculum aligned with NASPA/ACPA Professional Competencies; scheduled for Spring 2024 with 100+ professional staff registered.
- Spearheaded cross-divisional assessment with Graduate School and International Education; developed custom assessment instruments and data analysis framework that informed strategic initiatives and resource allocation across student success programs.
- Elevated data strategy from program-level assessment to divisionwide predictive analytics framework, implementing longitudinal tracking methodologies that demonstrate measurable impact on employee engagement, professional growth, and workplace satisfaction across Student Affairs.
- Led complex logistics for department-wide relocation during major construction project, coordinating temporary office operations for 20+ professional staff while maintaining seamless delivery of student services and programs throughout renovation period.
- Partnered with University Facilities Management to redesign high-traffic Union Mall space, incorporating ADA accessibility requirements, crowd safety measures, and improved vehicle access patterns; enhanced campus community engagement through expanded outdoor programming capabilities while prioritizing universal access and safety protocols.

**Assistant Vice Chancellor for Campus Life/Associate Dean of Students**

University of Arkansas, Fayetteville, AR | November 2014 - December 2023

Provided executive leadership for comprehensive campus life division serving 32,000 students, directing strategic initiatives and transformative student experiences across student engagement, wellness services, leadership development, and co-curricular programs. Advanced institutional priorities through management of \$5.3M operational budget, supervision of 130+ professional staff, and oversight of critical student support services including student conduct, wellness programs, and community engagement initiatives.

- Directed strategic leadership and organizational development for complex campus life portfolio encompassing Student Activities, Greek Life, Community Engagement, and New Student and Family Programs. Provide executive oversight for diverse leadership team including 4 Directors, 4 Associate Directors, 7 Assistant Directors managing critical student services, supported by professional and student staff teams (2 Fiscal Specialists, 4 Office Managers, 12 Graduate Assistants, 2-8 VISTAs, 100+ student staff). Build cohesive organizational culture advancing student engagement and transformative learning experiences.
- Fostered cross-divisional partnerships with academic colleges and support units to develop comprehensive student success networks, resulting in measurable improvements in student retention and graduation rates.
- Serve as institutional leader on key governance bodies including Union Advisory Board overseeing operations and strategic direction of Arkansas Union, Academic Affairs Graduate Council, Student Media Board, and Student Activity Fee Board, advancing strategic partnerships and institutional priorities.
- Led divisionwide professional development and organizational excellence initiatives, including staff onboarding, competency-based training programs, and communities of practice networks that enhance employee effectiveness and satisfaction.
- Directed comprehensive crisis response and student support operations through leadership roles on division's crisis response team, dean's on-call rotation, and RazorCat student concern committee, ensuring seamless coordination of emergency services and intervention strategies.
- Advanced data-informed decision-making through implementation of strategic assessment frameworks that demonstrate clear connections between student engagement and academic achievement.
- Provided executive oversight for resource allocation and fiscal management, including \$5.3M operational budget and \$2.2M student activity fee distribution, ensuring alignment with institutional priorities and student success outcomes.
- Established comprehensive campus safety and emergency response frameworks through strategic partnerships with University Police and Emergency Management, ensuring campus life readiness for crisis situations while fostering a culture of preparedness that prioritizes student and staff wellbeing.
- Launched First-Gen Campus Network in partnership with FirstGen Forward, creating comprehensive support ecosystem through strategic partnerships with Academic Advising, Academic Colleges, and Student Success, resulting in improved retention outcomes and positioning University of Arkansas as regional model for first-generation student experience.
- Advanced transformational student leadership development through strategic investments in governance structures, cross-campus engagement opportunities, and innovative leadership frameworks; strengthened institutional commitment to student voice by reimagining student government spaces, expanding professional staff support, and establishing comprehensive leadership pathways that integrate academic partnerships, civic engagement, and career readiness.
- Served as appeals hearing officer for interim housing removals, ensuring due process and timely adjudication while maintaining residential safety and community standards through evidence-based decision making.
- Elevated comprehensive family partnership initiatives through strategic programs and cross-divisional collaboration; elevated institutional commitment to family engagement while establishing innovative communication frameworks and support networks that integrate orientation programs, academic partnerships, and digital strategies to strengthen student success outcomes and institutional advancement goals.

*Key Accomplishments:*

- Chaired weekly COVID-19 Student Leader Communication Team, bringing together 25+ diverse student organization presidents and governing council leaders to identify emerging student needs and strengthen communication channels during the pandemic; established collaborative decision-making process that informed university protocols on academic flexibility, housing accommodations, and mental health support; created student-driven feedback loop reaching 10,000+ peers through coordinated messaging and targeted outreach, ensuring institutional response remained aligned with evolving student experiences and concerns.
- Spearheaded comprehensive first-year student success initiative through innovative cross-divisional partnership with Enrollment Services, launching a signature program that transformed the new student experience, Pick One, engaging 1,700+ students in the first of implementation.

- Partnered with Greek life stakeholders to implement transformational initiatives, including research-based accountability standards and strategic fee structure (\$30/semester), strengthening organizational capacity through inclusive engagement with student leaders, advisors, and national organizations; facilitated comprehensive process resulting in unanimous approval across governing bodies, enhanced risk management protocols, and expanded professional support, ultimately establishing a model Greek community with reduced policy violations and strengthened cultural integrity.
- Partnered with ASG and GPSC student leaders to transform student government funding processes and enhance organizational effectiveness; facilitated collaborative revision of funding allocation procedures resulting in streamlined distribution of \$500K+ in student research grants, travel awards, and organizational support, strengthening institutional partnerships and expanding student voice in university decision-making.
- Designed and implemented comprehensive first-year assessment strategy using Qualtrics surveys and Signal Vine text messaging to identify critical transition barriers; collected real-time feedback from 6,500+ students at key transition points, leading to development of targeted programming focused on academic readiness, social belonging, and well-being.
- Served as interim Title IX appeals hearing officer during director vacancy, providing essential leadership to maintain institutional compliance and student support services and guided students through complex appellate procedures while implementing trauma-informed communication practices.
- Led strategic overhaul of student engagement and communication infrastructure through implementation of HogSync platform; expanded student organization management capabilities for 400+ registered groups while streamlining event promotion and resource access through centralized portal; designed integrated communication strategy reaching 32,000+ students, improving access to campus resources and opportunities.
- Launched Belonging Ambassadors program in partnership with the Division of Student Success to integrate peer-led resource education into first-year seminar courses; trained and supervised 10 student ambassadors who conducted classroom presentations reaching 1,200+ first-year students, resulting in an increase in student awareness of campus well-being and mental health resources.
- Partnered with Center for Community Engagement to advance student civic leadership initiatives, securing funding to launch Democracy Fellows program; fostered non-partisan student development through integrated service opportunities that enhanced democratic engagement and campus voter participation.

### **Director of Residence Life & Academic Initiatives**

University of Oregon, Eugene, OR | May 2011 - October 2014

Led comprehensive residential operations generating substantial auxiliary revenue through strategic management of diverse housing portfolio serving 4,200+ undergraduates and 375 graduate families; directed sophisticated occupancy optimization strategies, pioneered high-impact academic initiatives, implemented comprehensive crisis management protocols, and cultivated residential academic communities based on a residential curriculum model.

- Designed and implemented of a residential curriculum model focused on learning outcomes, in partnership with academic affairs.
- Led dynamic leadership team of 27 full-time professionals and 170 student staff through period of significant organizational change; implemented structured coaching program resulting in 60% advancing to higher-level positions within student affairs field.
- Directed comprehensive portfolio spanning crisis management, student conduct, academic partnerships, DEI initiatives, and co-curricular programs; advanced institutional mission through data-informed strategies, cross-divisional collaborations, and innovative student success frameworks generating measurable outcomes in retention and engagement.
- Served as key member of University Housing executive leadership team overseeing \$43 million enterprise budget; strategically managed and executed \$2.5 million Residence Life operating budget to support departmental initiatives and student success outcomes.
- Led comprehensive crisis response system as primary on-call administrator, managing critical incidents through threat assessment protocols, including mental health emergencies, Title IX cases, community threats, and facilities crises requiring immediate assessment and multi-departmental response coordination.

## Key Accomplishments:

- Pioneered and executed innovative academic residential model through strategic partnerships with five academic colleges and three administrative offices integrating high-impact practices and creating intentional learning communities, directly contributing to increased retention rates and academic achievement.
  - Office of Sustainability Community for Ecological Leaders
  - University Libraries Residential Learning Commons
  - Career Services Sophomore Transitions Experience
  - Clark Honors College Residential Program
  - College of Business Building Better Business Leaders Program
  - College of Education Service-Learning Community
  - College of Music Residential Program
  - College of Arts and Sciences Living Language Programs
- Led transformational change for 200+ professional and student staff through Appreciative Inquiry framework; redesigned position descriptions, implemented StrengthsQuest™-based leadership development program, and created project management certification series, resulting in measurable improvements in staff satisfaction scores and operational efficiency.
- Implemented comprehensive assessment strategy utilizing EBI©, cultural climate surveys, and learning outcome rubrics to enhance residential programs and guide strategic planning initiatives; recognized as model program by Northwest Association of College and University Housing Officers-International for data-driven decision making and measurable program outcomes.
- Spearheaded technological transformation through implementation of advanced housing management system and predictive analytics dashboard, resulting in 40% reduction in administrative workload and enabling data-driven early intervention strategies for at-risk students, directly impacting student retention and academic success.
- Established comprehensive policy compliance and training program addressing Title IX, mental health support, and FERPA requirements; developed mandatory reporting protocols and assistance animal accommodation procedures while creating inclusive residential communities, resulting in zero compliance findings during external review.
- Collaborated with Undergraduate Council to develop innovative two-credit peer mentor course, strengthening student leader preparation and creating academic pathway for residential leadership; trained 100+ peer mentors annually through structured curriculum combining theory and practical skills, resulting in enhanced residential programming and mentorship capabilities.
- Led Vice Chancellor's UO@vantage co-curricular initiative, establishing comprehensive learning outcomes framework integrated with institutional goals, while implementing robust assessment systems to measure and track student development across key domains.
- Pioneered transformational Hall Director model by optimizing staff ratios and implementing comprehensive portfolio framework spanning community development, staff supervision, and operations; led innovative recruitment process with behavioral assessments and stakeholder panels for 15+ positions, achieving 100% position acceptance and two-year position commitment.
- Developed and implemented strategic student accountability framework empowering Resident Advisors with community-building interventions and peer resolution strategies; reduced policy violations by 40% through proactive conflict mediation and strengthened community standards; served as housing contract termination hearing officer, ensuring fair process while maintaining occupancy targets.

## **Assistant Director of Residence Life**

University of Colorado, Boulder, CO | July 2004 - May 2011

- Led transformation of 12 Residential Academic Programs through strategic redesign with faculty; increased student retention and academic achievement through integrated residential learning communities serving 6,000+ students.

- Directed four residence halls housing 1,500 students; supervised area coordinator and managed \$7.3M budget in partnership with leadership team to advance institutional priorities in student development and operational excellence.
- Served as client agent for sustainable housing initiatives, guiding development of LEED® Gold certified William Village North residence hall and leading 15-unit staff apartment redesign project to support crisis response, community building, and staff retention strategies.
- Transformed residential academic support model by integrating student academic advisors within residence hall staff teams; developed comprehensive training for Hall Directors in academic coaching and intervention strategies, resulting in significant increases in first-year retention rates and student academic achievement.
- Developed strategic crisis response protocols and student care procedures while serving on residence life crisis team; coordinated with campus partners to address student academic, interpersonal, and psychological wellness concerns, implementing proactive intervention strategies for at-risk students.
- Launched pioneering first-year mentorship program in partnership with Alumni Center; facilitated connections between current students and alumni mentors, enhancing career exploration and professional networking opportunities for residential students.
- Strengthened campus collaboration through service on key institutional committees including Campus Master Plan Internal Focus Group, CU 101 Implementation Team, and University Residential Campus 2020 Implementation Team.
- Developed comprehensive student leadership model overseeing \$38.5M in student fee allocations through strategic advisement of Hall Government, Residence Hall Association, and Student Union Finance Board; created multi-tiered leadership curriculum engaging student leaders in financial stewardship, policy governance, and campus advocacy initiatives.
- Led comprehensive Hall Director recruitment process coordinating candidate reviews, virtual screening interviews, and one-day campus visits for 3+ positions annually; designed innovative interview framework integrating leadership assessments, student staff feedback sessions, and diverse stakeholder panels.

### **Residence Life Coordinator for Academic Programs**

University of Colorado, Boulder, CO | July 1999 - June 2004

- Led comprehensive transformation of residential academic support initiatives as key member of Residence Life Leadership Team; supervised team of 3 Hall Directors overseeing daily operations, 14 Academic Support Residents, and 65+ peer tutoring staff; managed \$250,000 program budget and established strategic partnerships with academic affairs to enhance student success outcomes.
- Developed innovative academic intervention strategy through implementation of targeted tutoring program and probation support initiatives; coordinated 2,500+ student-tutor contact hours annually, resulting in significant reduction in academic probation rates and increased community GPAs.
- Established Faculty Fellows program and learning community partnerships through strategic collaboration with academic departments; created comprehensive assessment framework to measure program effectiveness, leading to recognition as model program by institutional leadership.
- Launched multi-faceted academic success campaign combining peer mentorship, social norming strategies, and structured support services; paired first-year students with high-achieving mentors and implemented academic probation support curriculum, resulting in measurable improvements in student study behaviors and academic performance.
- Designed comprehensive academic support model integrating faculty engagement, peer tutoring, and structured learning interventions; partnered with institutional research to develop data-driven assessment tools measuring student learning outcomes and program effectiveness; created academic success tracking system identifying at-risk students within first six weeks, enabling early intervention and resulting in identified students improving academic standing by semester end.
- Established signature academic recognition program celebrating student achievement through innovative off-campus experiences; coordinated semester celebration events at premier Denver venues for 400+ qualifying students each semester, resulting in strengthened student-faculty engagement and enhanced residential academic community through shared experiences.

## **Residence Hall Director**

University of Colorado, Boulder, CO | July 1996 - July 1999

- Led comprehensive residential academic program serving 400+ students in partnership with College of Arts and Sciences; supervised and developed team of 22 student staff including Resident Advisors, Community Assistants, and administrative support personnel while managing daily operations and student occupancy.
- Designed and implemented student staff training curriculum reaching 200+ Resident Advisors; created innovative modules focused on academic support, crisis response, and community development, resulting in enhanced staff performance and resident satisfaction scores.
- Established robust student support model integrating academic resources, personal development programming, and crisis intervention protocols; coordinated with faculty partners to create engaging learning environment, leading to 25% increase in student participation in academic success initiatives.
- Managed multi-faceted operations including academic residential programming, summer conference services, and hall service center; streamlined administrative processes and enhanced customer service delivery.
- Administered comprehensive student conduct process enforcing institutional Code of Conduct; designed evidence-based educational sanctions, facilitated follow-up interventions, and created residential student handbook while achieving 85% reduction in repeat violations through proactive community education initiatives.

## **Residence Life Coordinator**

Kansas State University, Manhattan, KS | July 1994 - June 1996

- Led comprehensive residential experience for 425-student women's community while supervising diverse team of 29 student staff including Resident Assistants, Community Assistants, and Graduate Assistant; developed innovative staff training program focused on academic support, student engagement, and crisis response protocols.
- Led student-driven residence conduct board implementing restorative justice practices and peer accountability measures; trained student leaders in conflict resolution and community standards while achieving 100% case resolution through peer mediation and decreased repeat violations by 90% through educational sanctioning.
- Created and implemented signature residential programming model enhancing student leadership development and academic success; advised hall government and judicial boards while facilitating student conduct processes, resulting in strengthened community accountability and 35% increase in student engagement.
- Established strategic partnership with admissions through targeted recruitment initiatives; represented department at key events and developed proactive outreach program connecting with prospective students, contributing to 15% increase in residential applications from target demographics.
- Served as instructor for university-accredited leadership course; designed curriculum integrating theoretical frameworks with practical skill development, resulting in improved student leader retention and enhanced program outcomes as measured by course evaluations.

## **Special Projects**

### **IV-West Regional Director**

NASPA Student Affairs Administrators in Higher Education | March 2024 - present

- Fostered strategic partnerships with National Hispanic Cultural Center and regional institutions to deliver high-impact programming at the regional conference, serving hundreds of student affairs professionals.
- Implemented innovative governance structure resulting in expanded year-round engagement opportunities, including a Critical Conversation Drive-In series focused on emergency management, AI, and first-gen student success, and the SERVE Academy, cultivating mentorship for 40+ emerging leaders and a leadership pipeline in the region, fostering collaborative partnerships across diverse institutional types.

## Belonging Initiative Chair

University of Arkansas, Fayetteville, AR | June 2021 - December 2023

- Led university-wide belonging initiative, designing and implementing comprehensive framework focused on accessibility, cultural responsiveness, and support for underrepresented groups; leveraged IRB-approved research and stakeholder feedback to guide evidence-based decision-making and align with institutional goals.
- Facilitated systemic change through inclusive stakeholder engagement, utilizing dialogue circles and Appreciative Inquiry methodologies to develop collaborative solutions; established sustainable partnerships across departments resulting in measurable improvements to campus climate and sense of belonging.

## Publications

- Martin, C., Lander, L., & Smith-Benanti, M. (2018). Centering the student experience. In M. Brown (Ed.), *Trans policies and experience in housing & residence life* (pp. 179-191). Stylus.
- Lander, L. (2016). *Faculty lived-experiences in living-learning programs: A phenomenological analysis* [Doctoral dissertation]. ProQuest Dissertations & Theses Global.
- Fifolt, M., Lander, L., Mather, P. C., & Hulme, E. (2013). Cultivating change using appreciative inquiry. *New Directions for Student Services*, 2013(143), 19-30. <https://doi.org/10.1002/ss.20056>

## Presentations

- *Being Here Matters*, UA Supervisors' Summit, January 2025
- *Level UP Sessions*, NASPA IV-West Region, Fall Semester 2024
- *NASPA IV-West Newsletter*, Winter 2024
- *Your 1<sup>st</sup>-Gen Experience*, UA First-Gen Campus Network Meeting, November 2024
- *People & Culture Tactic Updates*, UA Student Affairs All-Call, October 2024
- *Sense of Value Posters*, (English and Spanish) UA Student Affairs, June and October 2024
- *Graduate and Professional Student Experience*, UA The Graduate School and International Education Deans Meeting, July 2024
- *Empowerment & Support*, Arkansas Council for Women in Higher Education, July 2024
- *Utilizing Assessment for Informed Decision-Making Strategies*, UARKiLearn Session, April 2024
- *New Student Engagement: What We Know*, UA Student Affairs Leadership Training, March 2024
- *Staff Belonging*, UA Information Technology Spring Retreat, January 2024
- *Finding Belonging as a Student Affairs Professional*, NAPSA IV-West Conference, October 2023
- *Creating Belonging for 1stGen Students*, Center for First-generation Student Success Monthly Workshop, June 2023
- *Belonging Framework*, UA Chancellor's Senior Operations Group, April 2023
- *Student Belonging*, NASPA IV-West/East Conference 2022
- *Creating a Culture of Respect*, UARKiLearn Session, September 2022
- *Social Belonging*, UA High Impact Practices Conference, July 2022
- *Student Leadership and Belonging*, UA Diversity Leaders Institute 2021
- *Belonging Dialogue Circles and Design Workshop*, UA, October 2020-May 2021
- *What Student Leaders Need to Know about Microaggressions*, UA Diversity Leaders Institute 2019
- *Destination Arkansas - First Year Transition*, NASPA IV-West & ArSAA Drive-in Conference 2019
- *Braving the Wilderness in High Education*, ArSAA Conference, September 2018
- *Student Affairs New Employee Orientation*, UA 2016-2022
- *Learning about Willpower*, UA First-Year Student Orientation, August 2016
- *Finding Your Diverse Voice*, UA Diversity Leadership Initiative, April 2015 and 2016
- *Writing on the Wall*, UA Residential Education, September 2015
- *Creating a Safety Net*, UA First-Year Student Orientation, August 2015
- *Who is a leader?* UO National Residence Hall Honorary Banquet keynote, 2013



- *Where Does All the \$Go?* Association of Intermountain Housing Offices conference, November 2012
- *Zoom-Effective Communication for Leaders*, UO Student Leadership Retreat, 2012
- *Student Learning in the Residence Halls*, Explore Oregon Day, 2012
- *How to be an Ally*, UO Diversity Summit, September 2012
- *Interdisciplinary Innovation for Sustainability: The Next Generation of Residential Academic Programs*, Rocky Mountain Regional Sustainability Summit. February 2011
- The Design & Build of Live-In Apartments, AIMHO Regional Conference, November 2010
- *It's About Students: Addressing the Needs of First Generation and Underrepresented Students*, College Personnel Association of Colorado (CPAC) Drive-In Conference, 2009
- *Residence Hall Connections, Collaborating Across the Academic Border*, ACPA National Conference, 2007
- Assisting Your Student with Academic Success, Family Weekend, October 2004-2008
- *Developing A Welcoming Community for New Professionals*, ACPA National Conference, 2003
- *Academic Support Programs*, AIMHO Regional Conference, March 2000
- *Contributing to Tomorrow's Leaders: Residential Academic Program Colleges versus Traditional Residence Halls*, ACPA National Conference, March 1999
- *How to Bring Out the Creative Monster Inside of You*, Fort Lewis College, November 1998
- *College Women: Fighting an Inside Battle?* Top Program at Kansas Association of Resident Assistants Conference, Emporia State University, February 1996
- *Support Your College Student*, University Orientation, Kansas State University, Summer 1995
- *Generation X*, Principal, Counselor, Student Conference, Kansas State University, January 1995

## **Instructional Experience**

- HIED 50303 *Student Affairs in Higher Education*, University of Arkansas, 2024
- HIED 605V *Independent Study in Higher Education*, University of Arkansas, 2024
- HIED 699V *Advanced Practice in Higher Education and Student Affairs*, University of Arkansas, 2023
- UNIV1001 *University Perspectives*, first-year seminar course, each fall semester 2015 to 2023
- UNIV110V *Independent Seminar*, student peer leadership course, 2016, 2017
- FHS409 *Introduction to Residence Life*, Resident Assistants course, University of Oregon, 2012, 2013, 2014
- FHS111 *Leadership for the 21<sup>st</sup> Century*, Holden Leadership Center, University of Oregon, 2011
- FARR1000 *Foundations in Leadership*, President's Leadership Institute and the Farrand Academic Program, University of Colorado Boulder, 1998, 1999, 2000
- *Social Justice & Leadership*, Resident Assistant course, University of Colorado Boulder, 2001, 2003, 2004
- *Student Leadership*, Resident Assistant course, Kansas State University, 1994, 1995, 1996

## **Service & Outreach**

- NASPA National Board member, 2024-2026
- NASPA IV-West Regional Director 2024-26, Elect, 2023-2024
- Arkansas Council for Women in Higher Education, 2024
- NASPA IV-West Coordinator of Finances, 2019-2022
- Integrated Work, Boulder, CO. Extended Network Community, 2021
- Arkansas Student Affairs Association, executive board member 2016-2019
- NASPA Center for Women - outreach committee, 2016-2017; board 2017-2020
- NASPA Community Conversations mentor 2016-2017, CC365 chair 2017-18
- FEMA, Emergency Management Institute, Introduction to Incident Command System, 2016
- AtIXa Training, Title IX Policies & Procedures, 2015
- Intercultural Development Inventory (IDI) certification, qualified administrator, 2014
- TEDxUOregon Brain Trust committee, 2014
- Student Affairs Emerging Leaders student intern mentor, University of Oregon, 2014
- PAC-12 Housing Directors' Conference committee, 2013-2014

- The Race Card Project© Exploring Identity committee, University of Oregon, 2013
- Project management certification, University of Oregon, 2013
- Student Leaders Social Justice Summit, conference chair, University of Oregon, 2012
- Association of Intermountain Housing Officers, treasurer, 2010-2012
- Interactive Theatre Project, actor, CU diversity summit, 2008
- Student Affairs Diversity Committee, University of Colorado, 2008-2010
- LEED Certification Renovation and New Build Planning team, University of Colorado, 2007-2011
- NASPA national conference planning committee, Volunteer Coordinator, March 2004
- Social Justice Training Institute participant, 2003
- College Student Education International (ACPA) member, 1994-present
- Student Affairs Administrators in Higher Education (NASPA) member, 1994-present

## **Distinctions**

- Service Appreciation Award, University of Arkansas, 2024
- Career Recognition, American College Personnel Association, 2024
- NASPA IV-West Social Justice and Inclusion Award 2022
- Golden Tusk Award, University of Arkansas, 2015, 2019, 2021
- Arkansas Graduate and Professional Student Congress Administration Ally of the Year 2019
- NASPA Alice Manicur Symposium participant, 2016
- Honorary Inductee, University of Oregon National Residence Hall Honorary, 2013
- One Oregon Award for Residence Life's Unpack the Quack, 2012
- Executive officer service award, Association of Intermountain Housing Officers treasurer, 2012
- Fetzer Institute - Uncovering the Heart of Higher Education: Collegial Conversations Within a Mentoring Community with Arthur Zajonc and Alexander Austin, invited participant 2012
- CU-Boulder Sustainability Award for special recognition individual achievement, 2011
- Top 6 Program Award, Association of Intermountain Housing Officers, 2010
- Outstanding Professional, American College Personnel Association, 2009
- Farrand Academic Program Recognition and Appreciation Award, 2008
- Women Who Make a Difference Award, University of Colorado Boulder, 2006
- Boulder Valley School District 2006 Bond Program It's all about the kids! invited participant
- Service Recognition Award, University of Colorado Boulder, 2006
- Association of Intermountain Housing Officers Outstanding Mid-Level Professional, 2004
- Employee of the Month, Housing & Dining Services, University of Colorado Boulder, 1998/2002
- Select Program Recognition, Commission III, ACPA, 1999
- Most Inspired Rookie Hall Manager, University of Arkansas, 1992

## **Technical Proficiencies**

- Current Systems:
  - Enterprise: Workday (Finance, HR), UAConnect
  - Housing Management: StarRez
  - Assessment & Communication: Qualtrics, Signal Vine
  - Learning Management: Blackboard Ultra
  - Student Conduct/Engagement: Symplicity Advocate, Anthology Engage
  - Collaboration: Microsoft Teams, Zoom Enterprise, Canva
- Previous Experience:
  - Student Success: CampusLabs, Starfish, Handshake
  - Financial Management: PeopleSoft, Banner
  - Project Management: BaseCamp