

Katie L. Treadwell, Ed.D.

Education

2015 **Teachers College, Columbia University** **New York, New York**
Doctor of Education in Adult Learning and Leadership

Dissertation: *Learning from Tragedy: A Phenomenological Study of Student Affairs Leadership Following College Campus Disasters*

2008 **Baylor University** **Waco, Texas**
Master of Science in Higher Education and Student Affairs

2005 **Baylor University** **Waco, Texas**
Bachelor of Arts in Journalism and Religion

Additional Certifications:

ATIXA Title IX Investigator and Hearing Officer, Clery Act Compliance, NABITA Behavioral Intervention, NASPA Title IX Decision Makers, Mental Health First Aid, Gallup-Certified Strengths Coach, Myers-Briggs Type Indicator Facilitator

Experience

2013 - **The University of Kansas** **Lawrence, Kansas**
Present *The University of Kansas is the state's flagship, tier-one research institution with a total enrollment over 30,000. KU is a residential campus with a traditional student population and is a member of the Association of American Universities.*

Assistant Vice Provost for Student Affairs (2021 – Present).

Provide executive-level leadership for Student Affairs, including four direct-report departments and 12 additional units. In collaboration with the Vice Provost for Student Affairs, establish divisional priorities and coordinate Student Affairs engagement with Jayhawks Rising, KU's strategic plan. Supervise the offices of Student Conduct and Community Standards, Sorority and Fraternity Life, Sexual Assault Prevention and Education Center, and Student Engagement Center (encompassing units formerly known as the Student Involvement and Leadership Center, Office of Multicultural Affairs, Emily Taylor Center for Women and Gender Equity, and Center for Sexuality and Gender Diversity). Supervise five direct reports and support 70 additional staff at professional, graduate, and undergraduate levels. Supervise Student Senate professional staff and the process by which Student Senate awards \$22 million annually in required student fees. Supervised Student Affairs

technology support staff and the KU Family Association prior to 2024 division realignment. Advise KU Student Senate and various subcommittees. Coordinate Student Affairs emergency preparedness and response efforts and manage the Student Affairs Emergency Operations Center. Manage the Campus Engagement Team for protest response and the KU on Call team for executive-level student emergency response. Coordinate University response and family relations following the death of a student. Manage \$2,500,000 across four complex unit budgets, personnel, and other administrative needs for Student Affairs units. Facilitate change management efforts using technology and data-driven decision making to enhance the learning environment. Represent the Vice Provost for Student Affairs in university-wide executive leadership settings as needed.

Director of Student Conduct and Community Standards (2019-2021).

Developed strategic vision to enhance the learning environment, student accountability, and a campus-wide adherence to the *Code of Student Rights and Responsibilities*. Managed approximately 4,000 incident reports and 2,000 student conduct violations annually. Directly supervised two assistant directors and one graduate assistant. Coordinated efforts and provided guidance for 30 additional student conduct hearing officers. Managed \$185,000 budget. Co-led university-wide team to implement 2020 Title IX regulations. Tracked university Clery data to prepare Annual Security Report. Coordinated university response to all COVID-19 policy violations. Served as primary client for university litigation involving student conduct concerns. Served as lead hearing officer for high profile cases, including all Title IX violations and hazing. Established educational experiences for students involved with conduct processes. Implemented alternative resolution options to support students with marginalized identities and foster greater equity in the conduct process. Developed and assessed departmental diversity and inclusion plan. Coordinated investigation and adjudication processes with KU Student Housing, KU Police, General Counsel, Civil Rights and Title IX, Sorority and Fraternity Life, Kansas Athletics, and other campus colleagues. Investigated reports of student organization misconduct. Led university hazing prevention efforts, including the adoption of an organizational amnesty policy to support student wellness. Built alliances with alumni, national organizations, and other external partners, implementing new university practices to rebuild trust and reestablish critical relationships. Utilized data analytics to assess learning outcomes and contributions to the Student Affairs strategic plan. Designed professional development experiences for student, faculty, and staff hearing panelists. Served on behavior intervention and threat assessment team to assess students' potential harm to self and others. Advised Student Senate and the Student Rights Committee. Served in executive-level on call rotation to respond to campus emergencies. Managed university use of Maxient system.

Associate Director for First-Year Experience (2013-2018).

Supervised team of 36 full-time, graduate, and undergraduate staff. Managed \$600,000

budget. Led orientation programs for over 11,000 participants annually. Coordinated academic advising and enrollment initiatives for 5,500 incoming students annually, including change management efforts to shift from group to individual advising appointments for all new students. Created data-driven transition programs to address progression, retention, and graduation priorities, which resulted in multiple years of record-setting credit-hour enrollment levels for new students. Collaborated throughout a highly decentralized system of academic advisors, campus administrators, faculty partners, and students to represent divergent interests and campus priorities for new students. Coordinated social justice, campus safety, and wellness programming for incoming students. Convened University Orientation Advisory Committee and University Orientation Committee for Domestic and International Student Integration. Led intensive, multi-year efforts to reexamine the new student experience for international students. Served on Advising Leadership Team and University Advising Executive Committee. Partnered with enrollment management units to create a seamless transition into the university. Implemented university-wide customer service standards for interacting with prospective and new students and families. Developed online learning courses to prepare 5,500 students annually for college entry. Created advisory groups to address transfer, veteran, and nontraditional needs. Led university-wide implementation of Strengths Finder for 5,500 new students and 200 faculty and staff. Served on KU Common Book selection committee. Managed technology, event logistics, master calendars, registration system, and related details. Directed extensive print and electronic communications campaign for incoming students and families. Oversaw hiring and training programs. Served on non-academic misconduct and sexual misconduct hearing boards to adjudicate cases.

2011-2013

Barnard College, Columbia University

New York, New York

Barnard College is the women's liberal arts institution affiliated with Columbia University, a member of the Ivy League. Barnard enrolls 2,500 students in an urban, residential setting and is part of Columbia's larger community of 32,000 students. Columbia University is a member of the Association of American Universities

Hall Director.

Managed three residence halls housing 600 students. Supervised 18 resident assistants. Served on-call rotation to respond to student illness, mental health concerns, severe weather, and other crisis situations. Investigated alleged misconduct in residence halls, met with students who violated housing policies, and maintained ongoing relationships with students who were completing assigned sanctions. Led campus-wide Senior Experience program to facilitate students' transitions prior to and following graduation. Coordinated campus-wide conference for 625 fourth-year students, including negotiating with campus offices, managing budget, generating community support, and evaluating effectiveness. Trained 55 undergraduate staff in

conflict resolution, social justice, crisis response, and mental health triage skills. Served on departmental hiring, training, and staff recognition committees.

2008-2011 **Oklahoma City Community College** **Oklahoma City, Oklahoma**
Oklahoma City Community College is an open-access institution serving over 20,000 nontraditional students. The urban commuter campus grants affordable associates degrees.

First-Year and Student Life Programs Coordinator (2010-2011).

Supervised and trained six student employees. Managed \$20,000 budget. Designed and implemented educational programs to support new student success. Wrote comprehensive communications documents for over 5,000 new students. Managed all aspects of new student orientation program, including collaborating with relevant campus and community departments. Coordinated college student leadership development programs. Presented retention and success workshops to students, faculty, and staff. Developed department communications through print and electronic media.

Service-Learning and Student Life Programs Coordinator (2008-2010).

Supervised and trained six student employees. Managed \$5,000 budget. Developed training for over 100 community agencies, 50 faculty members, and 10 academic departments involved in service-learning program. Designed and implemented educational programs to support student success and civic engagement. Coordinated service events and civic honors award initiatives. Created civic engagement annual report and proposals for new initiatives. Presented success workshops to students, faculty, and staff. Developed department communications.

2006-2008 **Baylor University** **Waco, Texas**
Baylor University is a faith-based, tier-one research institution with over 20,000 students. Baylor undergraduate students are of traditional age and live in a residential environment.

Counseling Center Outreach Graduate Assistant.

Managed \$5,000 budget. Designed and implemented campus education initiatives related to alcohol and other drugs, sexual violence, depression, suicide prevention, and body image awareness. Presented CHOICES alcohol and other drug educational workshops to student organizations sanctioned for improper alcohol use. Recruited and advised inaugural student advisory group to gain input on campus concerns. Developed marketing campaigns to raise awareness about mental health issues.

2005-2006 **Oklahoma State University Foundation** **Stillwater, Oklahoma**
Oklahoma State University Foundation is the endowment agency for the university. OSU is a tier-one, land grant research system with 27,000 students in primarily residential settings.

Communications Specialist.

Interviewed, wrote, photographed, and edited university financial news for two magazines with circulations of over 100,000. Secured \$1,000,000 gift by cultivating a donor relationship. Tracked over 50 in-progress grants and managed all aspects of university's grant approval process from proposals through reporting. Communicated with donors, administrators, and employees to promote financial gifts to the university. Created communications campaign to reinvent foundation publications and websites. Developed and maintained employee communications. Publicized foundation news to state media outlets.

Teaching

- 2020-2021 **Education Leadership and Policy Studies 981 – Higher Education Law**
The University of Kansas
- 2013-2017 **University 101**, The University of Kansas
- 2008-2011 **Success in College and Life 101**, Oklahoma City Community College

Selected Publications

- 2022 Peska, S., Pickering, J. J., and Treadwell, K. L. (2022, Summer). Concealed carry on campus: Putting institutional policies in place. *Leadership Exchange*. Washington, DC: NASPA.
- 2022 Treadwell, K. L. and Hyde, Jonathon. (2022). Considerations for mask and vaccine post-pandemic mandates. In A. J. Hauenstein, A. Duran, and L. Fenneberg (Eds.), *2022 NASPA Knowledge Community Publication*. Washington, DC: NASPA.
- 2020 Treadwell, K. L. and Grace, T. (2021). Crisis planning and response in special event management. In E. L. Zdziasrki, N. W. Dunkel, and J. M. Rollo (Eds.), *Campus crisis management: A comprehensive guide for practitioners*. New York: Routledge.
- 2019 Treadwell, K. L., Lane, F. C., and Paterson, B. G. (2019, September). Reflections from crisis: A phenomenological study of the Texas A&M bonfire collapse. *Journal of Student Affairs Research and Practice*, 56(5).
- 2019 Treadwell, K. L. and Russell O'Grady, M. (Eds.) (2019). *Crisis, compassion, and resiliency in student affairs*. Washington, DC: NASPA.

- 2019 Treadwell, K. L. (2019). A deep hurt and a magnificent hope. In K. L. Treadwell and M. Russell O'Grady (Eds.), *Crisis, compassion, and resiliency in student affairs*. Washington, DC: NASPA.
- 2019 Russell O'Grady, M. and Treadwell, K. L. (2019). Life as triage. In K. L. Treadwell and M. Russell O'Grady (Eds.), *Crisis, compassion, and resiliency in student affairs*. Washington, DC: NASPA.
- 2016 Treadwell, K. L. (2016, September). Learning from tragedy: Student affairs leadership following college campus disasters. *Journal of Student Affairs Research and Practice*, 53(5).
- 2016 Treadwell, K. L. (2016). Strategic leadership in times of crisis. In V. C. X. Wang (Ed.), *Encyclopedia of Strategic Leadership and Management*. Hershey, PA: IGI Global.
- 2016 Treadwell, K. L. (2016, April 19). Normal mornings [NASPA invited guest blog]. Retrieved from <https://www.naspa.org/about/blog/normal-mornings>
- 2015 Treadwell, K. L. (2015, November). Compassionate complexity: Learning on the front lines of campus tragedy. *About Campus*, 20(5).
- 2015 Treadwell, K. L. (2015). *Learning from tragedy: A phenomenological study of student affairs leadership following college campus disasters* (doctoral dissertation). Retrieved from ProQuest Digital Dissertations Database. (3704537)

Selected Presentations

- 2022 Treadwell, K. L., Peska, S., and Pickering, J. J. (2022, March). *Concealed carry and campus weapons: Balancing legal considerations with community care*. Session presented at the national conference of Student Affairs Administrators in Higher Education (NASPA), Baltimore, MD.
- 2020 Treadwell, K. L. (2020, February). *Generation "if you see something, say something" – Redefining campus threat assessment*. Session presented at the national conference of Association of Student Conduct Administrators (ASCA), Washington, DC.
- 2020 Treadwell, K. L. and Heath, S. (2020, February). *Observation strategies for behavioral analysis, threat assessment, and intervention*. Session presented at the national conference of Association of Student Conduct Administrators (ASCA), Washington, DC.
- 2019 Goodman, A., Jackson, K., Novak, K., Zdziarski, E., and Treadwell, K. L. (2019, October). *Twenty years of crisis response: Reflections on the 1999 Texas A&M University*

bonfire collapse. Session presented at the Legal Issues in Higher Education Conference, Burlington, VT.

- 2019 Jackson, K. and Treadwell, K. L. (2019, October). *Leading in times of crisis: Crisis communication and care*. Session presented at the Legal Issues in Higher Education Conference, Burlington, VT.
- 2019 Treadwell, K. L. (2019, April). *Crisis response and resilience*. University of Kansas Student Affairs, Undergraduate Studies, and Diversity and Equity professional development series, Lawrence, KS.
- 2019 Treadwell, K. L., Lane, F. C., Jackson, K., Zdziarski, E., and Novak, K. (2019, March). *Twenty years of crisis response: Reflections on the 1999 Texas A&M University bonfire collapse*. Session presented at the national conference of Student Affairs Administrators in Higher Education (NASPA), Los Angeles, CA.
- 2019 Treadwell, K. L., Barthelemy, M., Brown, R., McCullar, S., Peska, S., and Hodge, L. (2019, March). *When Parkland goes to college: Trauma-informed response for a new generation*. Session presented at the national conference of Student Affairs Administrators in Higher Education (NASPA), Los Angeles, CA.
- 2019 Treadwell, K. L., Russell O'Grady, M., Martinez, T., and Sharer, C. G. (2019, March). *Crisis, compassion, and resiliency in student affairs*. Session presented at the national conference of Student Affairs Administrators in Higher Education (NASPA), Los Angeles, CA.
- 2019 Treadwell, K. L. (2019, February). *Generation "if you see something, say something" – Redefining campus threat assessment*. Session presented at the national conference of Association of Student Conduct Administrators (ASCA), Jacksonville, FL.
- 2019 Treadwell, K. L. (2019, February). *When Parkland goes to college: Trauma-informed response for a new generation*. Session presented at the national conference of The First-Year Experience, Las Vegas, NV.
- 2018 Treadwell, K. L., Lane, F. C., and Paterson, B. (2018, November). *Reflections from campus crisis: A phenomenological study of university administrators following the Texas A&M University bonfire collapse*. Session presented at the national conference of the Association of the Study of Higher Education (ASHE), Tampa, FL.
- 2018 Treadwell, K. L. (2018, March). *Engaging parents and families in campus safety and violence prevention initiatives*. Session presented at the national conference of Student Affairs Administrators in Higher Education (NASPA), Philadelphia, PA.

- 2018 Treadwell, K. L. and Durham, T. L. (2018, March). *Redefining success: Intersectional strategies of high-achieving women in student affairs*. Session presented at the national conference of Student Affairs Administrators in Higher Education (NASPA), Philadelphia, PA.
- 2018 Treadwell, K. L., Hyde, J. M., Peska, S., Rush, S. B., Ebelhar, M., and Wan, C. M. (2018, March). *Stories of courage: Lessons from 100 years of campus safety and violence prevention*. Session presented at the national conference of Student Affairs Administrators in Higher Education (NASPA), Philadelphia, PA.
- 2018 Treadwell, K. L. and Russell O'Grady, M. (2018, March). *Life as triage: Crisis, compassion, and resiliency in student affairs*. Session presented at the national conference of Student Affairs Administrators in Higher Education (NASPA), Philadelphia, PA.
- 2018 Treadwell, K. L. (2018, February). *Organizational learning in the aftermath of disaster*. University of Kansas emergency management lecture series, Lawrence, KS.
- 2018 Treadwell, K. L. and Mattes, J. L. (2018, February). *Infusing social justice and wellness through first-year experience programs*. Session presented at the national conference of The First-Year Experience, San Antonio, TX.
- 2016 Treadwell, K. L. (2016, November). *Learning on the front lines of campus tragedy*. Keynote address at the Oklahoma Campus Safety and Security Summit, Oklahoma City, OK.
- 2016 Treadwell, K. L. (2016, March). *Learning from tragedy: A phenomenological study of student affairs leadership following college campus disasters*. Paper presented at the national conference of Student Affairs Administrators in Higher Education (NASPA), Indianapolis, IN.
- 2016 Treadwell, K. L. (2016, March). *Learning from tragedy: Perspectives on individual and organizational learning*. Session presented at the national conference of College Student Educators International (ACPA), Montreal, Canada.
- 2016 Treadwell, K. L. (2016, March). *Learning from tragedy: A phenomenological study of student affairs leadership following college campus disasters*. Paper presented at the national conference of College Student Educators International (ACPA), Montreal, Canada.
- 2015 Treadwell, K. L. (2015, November). *Learning from tragedy: Perspectives on individual and organizational learning*. Session presented at the Region IV-West conference of Student Affairs Administrators in Higher Education (NASPA), Beaver Creek, CO.

Recognition

- 2019 **NASPA: Student Affairs Administrators in Higher Education Campus Safety Initiator Award**
- 2016 **Chronicle of Higher Education.** Schmidt, P. S. (2016, April 12). What it's like to lead a college's response to disaster. *Chronicle of Higher Education*. Retrieved from <http://chronicle.com/article/What-It-s-Like-to-Lead-a/236084>
- 2015 **Teachers College, Columbia University Graduates Gallery.** Recognized as one of 12 noteworthy graduates in 2015: <http://www.tc.columbia.edu/articles/2015/may/learning-from-crises-on-campus/>

Selected University Service

- 2013-
Present **The University of Kansas**
- Alcohol and Sexual Assault Education Task Force
 - Alcohol Risk Reduction Coalition
 - Campus Sexual Assault Response Team
 - Center for Community Outreach Advisory Board
 - Clery Compliance Team
 - Colors of KU Social Justice Retreat Facilitator
 - Concealed Carry on Campus Communication and Implementation Teams
 - Culture of Respect Campus Leadership Team
 - Financial Aid & Scholarships Satisfactory Academic Progress Review Team
 - Sexual Violence Prevention Programming Committee
 - Social Justice Educators Team
 - Social Justice Fellows, 2017 Cohort
 - Student Care Referral Team (Threat Assessment Team)
 - Title IX Education Sub-Committee
- 2008-2011 **Oklahoma City Community College**
- Enrollment and Student Services Advisory Board
 - Timely Emergency Communication Task Force
 - United Way Campaign Leadership Committee (Chair in 2009)
- 2006-2008 **Baylor University**
- Alcohol Education Work Team
 - Body IQ/Eating Disorders Awareness Work Team
 - Suicide Prevention Work Team

Professional Service

- 2008 - Present NASPA – Student Affairs Administrators in Higher Education
- 2024 Annual Conference Leadership Committee (2023-2024)
 - 2023 Annual Conference Wellness Subcommittee (2022-2023)
 - Culture of Respect Board Member (2022-Present)
 - Campus Safety and Violence Prevention Knowledge Community Leadership Board – Board Chair (2021-2023)
 - Campus Safety and Violence Prevention Knowledge Community Leadership Board – Chair-Elect (2020-2021)
 - 2020 Annual Conference Wellness Subcommittee (2020-2021)
 - *Journal of Student Affairs Research and Practice* Editorial Board Member (2019-Present)
 - Campus Safety and Violence Prevention Knowledge Community Leadership Board – Research and Public Policy Chair (2019-2021)
 - NASPA Hill Days Participant (2019)
 - Campus Safety and Violence Prevention Knowledge Community Leadership Board – Pre-Conference Chair (2017-2019)
 - Program Reviewer for Regional and National Conferences (2008-Present)
- 2019-2021 *Journal of The First-Year Experience and Students in Transition* Editorial Board Member
- 2018 - Present ASCA – Association for Student Conduct Administration Member
- 2018-2020 ASHE – Association for the Study of Higher Education Member
- 2015-2017 ACPA – College Student Educators International Member