

PROFESSIONAL PROFILE

- Dynamic, energetic, collaborative, relationship builder experienced and skilled in leading teams of students and staff, managing crisis, change, and conflict, leadership development, risk management (with students and organizations), staff supervision and mentoring.
- Experienced team leader and student affairs practitioner, administrator, and scholar.
- Student success centered professional committed to student learning and engagement, staff development, diversity and inclusion, and fostering cross-functional partnerships to enhance the university experience.
- Responsibility for departmental operations, organizational development, budget management, staff supervision, training, program development and evaluation.
- Demonstrated decision-making ability through the utilization of assessment and strategic planning.
- Broad based higher education experience in recruitment / admissions, academic advising, curriculum design and instruction, leadership programs, policy development, conduct, residence life, student activities, fraternity/sorority life, multicultural programs, service/civic engagement, orientation, and student union building management.
- Excellent written and oral communication skills, including facilitation and presentation skills.
- Top Strengths: communication, woo, individualization, strategic, and positivity.

EDUCATION

Doctor of Philosophy in Education, Higher Education Administration, Washington State University, 2011.

(The Influence of Fraternity/Sorority Membership on the Leadership Identity Development of College Students, Kelly Ward, Ph.D., Chair)

Master of Science in Education, Community Counseling, University of Nebraska at Kearney, 1993.

Bachelor of Science in Psychology, Art Education. Kearney State College, 1990.

EXPERIENCES

COLLEGE OF NURSING – ACADEMIC PROGRAM MANAGEMENT SPECIALIST – BSN PROGRAM

University of Iowa April 2022 to present.

- Facilitate pathways to admission in the College of Nursing through a myriad of 1:1 meetings and communication and small and large group sessions and presentations in collaboration with the Office of Admissions.
- Coordinate signature events for incoming students: Lunch with the Dean, Head to Toe Assessment Day, On Iowa Welcome Social, etc.
- Advise undergraduate students on their individualized plans of study, student life, and tools for student success.
- Initiated and convened an informal professional development group for staff – Connections & Conversations
- Authored significant updates to the BSN Student Handbook, including Honor Code and Substance Abuse Policy.
- Co-manage the admission process for the BSN program.

OFFICE OF THE DEAN OF STUDENTS / OFFICE OF STUDENT ACCOUNTABILITY - ASSISTANT DIRECTOR, STUDENT ORGANIZATION MISCONDUCT & STUDENT CARE AND ASSISTANCE

University of Iowa June 2018 - April 2022

- Assist students in crisis, provide resources, and informal counseling / coaching regarding their success at the University of Iowa.
- Provide training and development for faculty, staff, and students regarding University expectations, policies, and processes.
- Facilitate accountability processes for student organizations (conduct investigations, author findings, issue sanctions, facilitate policy development and enforcement).
- Assist in Title IX investigations and/or appeals as needed.
- Educate and guide the Fraternity/Sorority Life Judicial Board and chapter Standards' Chairs regarding appropriate peer accountability process.
- Serve as assessment coordinator for the Office of Student Accountability and Student Care & Assistance Program.
- Convene and Chair the campus Hazing Prevention Coalition.
- Develop and facilitate professional development opportunities for the Office of Student Accountability and Office of Student Care & Assistance.

CENTER FOR STUDENT INVOLVEMENT & LEADERSHIP (CSIL) - ASSOCIATE DIRECTOR

University of Iowa August 2014 – May 2018

- Responsible for co-directing the operations of a multifaceted student involvement office that included eight functional areas and nearly 30 employees.
- Directed hiring, training, supervision, and strategic guidance for four program areas:
 - Multicultural Programs – 2-5 FTE, 4 graduate assistants – served 10-13% of UI students
 - Leadership & Service Program – 2 FTE, 1 graduate assistant – served all incoming students through the Be Better initiative (*Strengths*), and 10% of UI students via other programs and services including 12 service immersion trips, *Leadershape*, My Iowa, and Student Organization Leadership Institute (SOLI)
 - Fraternity & Sorority Life Program – 4 FTE, 2 graduate assistants – served 15% of UI students (approximately 3,000 undergraduates)
 - Student Organization Development – 1 FTE – serves over 550 student organizations
- Facilitated strategic planning and visioning for the Center for Student Involvement & Leadership.
- Co-advised the University of Iowa Student Government and the Graduate and Professional Student Government.
- Member of the Iowa Memorial Union Leadership Team.
- Designed and piloted a comprehensive professional development program for Iowa Memorial Union staff.
- Fostered a culture of assessment in the Center for Student Involvement & Leadership and the Iowa Memorial Union through a robust, intentional assessment program grounded in Learning Outcomes and Student Leadership Competencies for student leaders.
- Facilitated accountability processes for student organizations (conducted investigations, authored findings, issued sanctions, facilitated policy development and enforcement).
- Educated and guided the Fraternity/Sorority Life Judicial Boards regarding best practices in peer accountability processes.
- Chaired the Student Organization Review Committee (SORC) and provided oversight for all student organizations' adherence to University policy and state laws.
- Developed curriculum for student leader and staff workshops, retreats, and classes.
- Served as On-Call Dean of Students.
- Developed priority based fiscal management for the department and assigned program areas and provided budget oversight.
- Provided direction, advising, and development for student leaders (particularly student government, fraternity/sorority council leaders, and chapter officers) through weekly meetings, annual training and development, and one-to-one mentoring.
- Served as liaison to the College of Education - Higher Education Student Affairs (HESA) program serving on the admissions committee, as well as providing practicum supervision and assistantship sites for admitted students.

OFFICE OF ASSESSMENT & STRATEGIC PLANNING, DIVISION OF STUDENT AFFAIRS & ENROLLMENT - DIRECTOR

Washington State University December 2013- August 2014

- Designed and launched the Student Affairs Office of Assessment & Strategic Planning.
- Directed the strategic planning and visioning for the Division of Student Affairs & Enrollment.
- Developed division-wide mission, strategic plan, and assessment program.
- Provided support and leadership to unit directors and other Division employees to conceptualize, design, administer, analyze, and present results of quantitative and qualitative data and assessment.
- Identified assessment/research best practices and resources and presented professional development sessions to Division staff.
- Compiled research and assessment reports that aligned with University and Division mission and goals.
- Served as University Conduct Appeals Board Chair and member.

THE CENTER FOR FRATERNITY & SORORITY LIFE (CFSL) - DIRECTOR

Washington State University August 2000 – December 2013

- Responsible for the administration and comprehensive advising of a 4,000 member Fraternity/Sorority Community including four governing councils and more than fifty chapters belonging to various umbrella organizations (including multicultural, historically African American, men's and women's fraternal organizations).
- Facilitated strategic planning and visioning for the Center for Fraternity & Sorority Life.
- Hired, and provided supervision, direction, and mentoring for professional staff including an Assistant Director, Program Coordinator, Coordinator of Multicultural Student Organizations, Graduate Assistants, and professional interns and doctoral/masters practicum students.
- Served as a liaison between the University and Live In Advisors, Alumni Chapter Advisors, House Corporation Officers, the WSU Foundation, the Alumni Association, Chapter House Directors, the Greek Alumni Organization, and (inter)national organization partners.
- Served as Greek Alliance Board of Directors member.
- Developed professionally due to frequently changing student affairs organizational structure, culture, priorities and emphasis.
- Member of Student Care Team (the crisis response and behavioral threat assessment team for campus) and Campus-Community Consulting Team (i.e. weekly interagency opportunity with police, fire, and University officials).
- Interpret, develop and enforce policies for the campus and fraternity/sorority community (including alcohol/social policy, relationship agreement(s), university approved housing, and amnesty policy).
- Serve as liaison and investigator with the Office of Student Conduct for student organization conduct cases.
- Serve as academic advisor, liaison, and educator for New Student Programs during orientation counselor training, summer orientation programs, and Week of Welcome sessions.
- Participate in all-campus on-call processes serving as senior management for Student Affairs & Enrollment area and responding to fraternity/sorority emergency calls on a 24 hour basis – frequently as first-on-scene with police and fire.
- Served as University Conduct Appeals Board member and Chair.
- Managed and provided signature authority of the annual CFSL budget of more than \$250,000.
- Monitored and provided signature authority on fifteen student organization budgets with collective balances of more than \$300,000.
- Represented the fraternity/sorority community during campus visitation and orientation events providing training to orientation counselors, academic advisors, and delivering presentations to incoming students and parents.
- Designed and implemented the Freshman Focus program for fraternities in collaboration with University College (an academic affairs and student affairs collaboration).
- Served as resource/referral agent for campus and community resources (Counseling Services, Center for Advising and Career Development, Athletic Department, Residence Life, Student Union management, Pullman Police Department, Pullman Fire Department, Whitman County Health Department, and various land management agencies in the region).
- Provided direction, support, and development for student leaders (council and chapter officers) through weekly meetings, annual training and development, and one-to-one mentoring.
- Facilitated leadership development and training for the Executive Council officer during 3-day retreat and ongoing in-service workshops.
- Led curriculum development and implementation of TEAM/Greek Leadership Academy Weekend.
- Educated and coached the Greek Standards Board regarding peer accountability processes.
- Led process of engaging a professional consulting team's assessment of the fraternity/sorority community.

INSTRUCTOR/ADJUNCT FACULTY, COLLEGE OF EDUCATION/UNIVERSITY COLLEGE/COLLEGE OF EDUCATION

Washington State University, January 1994 to May 2014 / University of Iowa, August 2014-present / Eastern Washington University, May 2022 to present

- Instruct courses within the Master of Organizational Leadership Program: Emotionally Intelligent Leadership, Ethics in Leadership, and serve as Academic Coach for Organizational Leadership Theories course (EWU) . Average enrollment 50 students.
- Instruct Introduction to Leadership: summer 2016, spring & fall 2017, fall 2018, 2019, 2021, 2023 and The President's Leadership Class: fall 2014, 2015, 2016 (UI). Average enrollment, 30 students.
- Supervise master's level and doctoral level practicum and internship students (2000-2018) (WSU and UI).
- Instruct Challenges and Issues in Fraternity & Sorority Leadership (spring 2015, 2018). Average enrollment 45 students (UI).
- Developed graduate course - College Student Development Theory (Educational Leadership 561) for fall 2014 (WSU).
- Developed and taught the "Greek Experience Peer Facilitator" course (Education Administration 497, section II), (spring 2008, 2009, 2010). Average enrollment, 20 students (WSU).
- Coordinate, supervise and evaluate ten-plus sections of "The Greek Experience class". The one-credit seminar for first year students taught by more than 15 peer facilitators. Average enrollment per section of 20 students (WSU).
- Supervise 10-15 practicum students who serve as The Greek Experience Course Peer Facilitators (WSU).
- Developed and taught the peer counseling/leadership course "Greek Intervention Framework" (Education Administration 497, section 1), (Spring 1994-fall 2013). Average enrollment, 25 upper class students (WSU).
- Guest Lecturer, Higher Education Law and Ethics graduate course (spring 2008) (WSU).

FACILITATOR, NORTH-AMERICAN INTERFRATERNITY CONFERENCE & LEADERSHAPE

Undergraduate Interfraternity Institute (UIFI), 2005-2006, 2008, 2012-2015

- Selected to serve on a facilitator team of 14 for a 5-day values-based undergraduate leadership institute for fraternity and sorority leaders.
- Invited to serve as Co-Lead Facilitator (2013, 2014, 2015). Program based at Indiana University and Purdue University.

IMPACT, 2017-2018

- Invited to serve as Co-Lead Facilitator for a 3-day leadership institute for fraternity and sorority leaders at the University of Maryland.

LEADERSHAPE, 2019

- Served as Family Cluster Facilitator for 6-day Leadershape Iowa program.

COORDINATOR OF GREEK AFFAIRS – SORORITIES, DEPARTMENT OF RESIDENCE LIFE

Washington State University, July 1993 - August 2000

- Member of the Department of Residence Life Central Management Team.
- Hired, trained, supervised, evaluated, and mentored professional, graduate assistant, and support staff.
- Advised, coordinated and provided support for the Panhellenic Executive Council and Association projects and activities.
- Advised the Interfraternity and Panhellenic Executive Council Officers responsible for Public Relations, GAMMA, Recruitment, Scholarship, Leadership Conferences, Chapter Presidents, Greek Week Committee, Order of Omega, and Rho Lambda.
- Served as resource/referral agent for campus community resources (Counseling Services, Student Advising and Learning Center, Athletic Department, Residence Life, and Student Union management)
- Monitored six monthly student organization budgets with collective balances of more than \$150,000.

- Developed and implemented best practices peer accountability processes for use by the Panhellenic Peer Review Board.
- Co-facilitated 3-day Greek Leadership Weekend; advised planning committee for Greek Leadership Weekend.
- Represented the fraternity/sorority community during campus visitation and orientation events providing training to orientation counselors, academic advisors, and delivering presentations to incoming students and parents.
- Served as liaison between WSU/Greek Affairs and Sorority House Directors, Chapter Advisors, and House Corporation Officers, and (inter)national organization partners.
- Participated in all-campus on-call processes and responded to fraternity/sorority emergency calls on a 24 hour basis, frequently served as a first-on-scene in conjunction with police/fire.

CERTIFICATIONS AND SPECIAL TRAINING

- Diversity, Equity and Inclusion in the Workplace Certificate, University of South Florida
- Building University of Iowa Leadership for Diversity (BUILD) Certificate, University of Iowa
- Building Global Community (BGC) Certificate, University of Iowa
- Crucial Conversations Certificate, University of Iowa
- White Accountability Space (*a Kathy O'Bear program*), University of Iowa
- Supervising for Performance, University of Iowa
- Strengths Trainer, University of Iowa
- Safe Zone 1 & 2 Training, University of Iowa
- Mental Health First Aid Certification, Washington State University
- Green Dot Facilitator Training, Washington State University
- Diversity Advocate Program Certification, Washington State University
- Training for Intervention Procedures (TIPS) Trainer, Washington State University
- Interfraternity Institute (IFI)– Bloomington, IN: Indiana University
- Natural Helpers Retreat Leader – Certified Facilitator. Washington State University

SCHOLARLY ACTIVITIES

PUBLICATIONS AND PRESENTATIONS

- Leading Today's Students Workshop (2015-23), University of Iowa Supervising Students Program.
- Utilizing Strengths for Departments and Teams (2018-2022) -Various half and full day workshops at the University of Iowa and Washington State University.
- Ward, K. & Cory, A. (2015) John V. Lombardi, How Universities Work (Baltimore: Johns Hopkins University. Press, 2013). The Journal of Higher Education, 86, 663-666.
- Cory, A., and Holloway, J. (2013). Meeting Men at the Corner of Bro Boulevard and Gentlemen's Avenue: Reframing our Approach to College Male Development Orlando, FL: Association of Fraternity & Sorority Advisors Annual Conference.
- Cory, A. and Harrison, J. (2012). Start with Why: A new approach to purposeful goal setting. Pullman, WA: Association of College Unions International – Regional Conference.
- Cory, A., Hamm, J., Harrison, J, and McCreary, G. (2011). Fraternity/Sorority Research: Contributing to the Knowledge Community. (Center for the Study of the College Fraternity featured program) Atlanta, GA: Association of Fraternity & Sorority Advisors Annual Conference.
- Cory, A. (2010, 2008, 2004). Ask the Expert Panelist. San Francisco, CA: Association of Fraternity Leadership and Values – West Conference.
- Cory, A., Gerhardt, C., Sneath, K., and Vojta, A. (2010). I Can't Have a Baby...I Already Have Hundreds of Fraternity/Sorority Children! Phoenix, AZ: Association of Fraternity & Sorority Advisors Annual Conference.
- Cory, A. (2010). The First 90 Days: A program for new professionals. Virtual Seminar sponsored by the Association of Fraternity & Sorority Advisors.
- Cory, A. and Stephens, M. (2010). Pre-Conference Session - Graduate Training Track on the Road. Portland, OR; National Association of Student Personnel Administrators Regional Conference.

- Cory, A. and Womack, A. (2010). *May I See You in My Office, Please?* Costa Mesa, CA: Association of Fraternal Leadership and Values –West Conference.
- Cory, A., and Womack, A. (2010). *You Can Do This for a Living? Information for Undergraduates Pursuing a Career in Student Affairs.* Costa Mesa, CA: Association of Fraternal Leadership and Values –West Conference.
- Cory, A., Jones-Hall, J., Koepsell, M., and Supple, M. (2009). *Conquering the Seven Year Itch: How to Persist in the Profession.* Cincinnati, OH: Association of Fraternity & Sorority Advisors Annual Conference.
- Cory, A., Kraft-Fussell, S., Sneath, K., and Vojta, A. (2009-2012). *I Can't Have a Baby...I Already Have Hundreds of Fraternity/Sorority Children!* Cincinnati, OH: Association of Fraternity & Sorority Advisors Annual Conference.
- Cory, A. and Gomez, J. (2007). *Changing the Culture of a Chapter through Internal Crisis.* Denver, CO: Association of Fraternity Sorority Advisors Conference.
- Cory, A. (2006). *Strengthening the Fraternity & Sorority Community: A Return to Values.* St. Louis, MO: Association of Fraternity & Sorority Advisors Annual Conference.
- Cory, A. (2005). *One Weekend + Chapter Leaders + Committed Professionals = An Incredible Leadership Development Opportunity.* San Jose, CA: Western Regional Greek Leadership Conference.
- Cory, A. (2004). *Alcohol Issues Summit.* San Jose, CA: Western Regional Greek Leadership Conference.
- Cory, A. (2004). *Raising the Bar: Moving Your Greek Community Into the Future.* San Jose, CA: Western Regional Greek Leadership Conference.
- Cory, A. (2000). *It's the End of the World as We Know It: Understanding the Alcohol-Free Housing Movement.* San Francisco, CA: Western Regional Greek Leadership Conference.
- Cory, A. (2000). *Rushing 365 Days A Year: Public Relations and Recruiting Go Hand in Hand.* San Francisco, CA: Western Regional Greek Leadership Conference.
- Cory, A. (1999). *Panhellenic Presidents Roundtable.* San Francisco, CA: Western Regional Greek Leadership Conference.
- Cory, A. (1999). *Panhellenic Recruitment Coordinators Roundtable.* San Francisco, CA: Western Regional Greek Leadership Conference.
- Cory, A. (1998). *Taking the Fluff Out of the Recruitment Counselor Program.* San Francisco, CA: Western Regional Greek Leadership Conference.

Invited Lectures/Presentations at Washington State University/University of Iowa:

- Cory, A. and McHale, E. (2018, 2019) – Risk Management 101 – Spring Risk Management Workshop for student organization leaders.
- Cory, A. (2014-2020) – Judicial Board Workshop – training for four peer accountability boards within the fraternity/sorority community.
- Cory, A. (2018- 2020) – Chapter Standards Board Workshop – training for chapter accountability chairs
- Cory, A. (2016). *Negotiating the Job and Salary: HESA Capstone Course for graduating students.*
- Cory, A. (1994-2014) –Understanding the role of Fraternity and Sorority Life on Campus: Resident Advisor Class and Fall Training.
- Cory, A. (2008). *Recurring Guest Lecturer, Higher Education Law and Ethics graduate course.*
- Cory, A. (1994-2014) –Understanding the role of Fraternity and Sorority Life on Campus: Orientation Counselor Class and Summer Training.
- Cory, A. (1994-2014). *Frequently Asked Questions about Fraternity & Sorority Life. Alive! Summer Orientation Program.*
- Cory, A. (1994-2014) –Understanding the role of Fraternity and Sorority Life on Campus: Enrollment Ambassadors Training.
- Cory, A. and Harrison, J. (2007-2014). *Risk Management Crash Course. Fall and Spring Risk Management Workshop for student organization leaders.*
- Cory, A. (2013). *Hazing and The Rugby Team: Training for team members*
- Cory, A. (2011). *Risk Management for Student Organizations: Training for Student Affairs Professionals.* Pullman, WA. Student Affairs Council.
- Cory, A. (2010, 2011, 2018-2021). *Hazing and Club Sports Teams: Training for Coaches and Team Managers*

Additional lecture/presentation topics presented include:

- Leadership Practices (LPI) and The Leadership Challenge (presented to student leaders)
- Hazing (presented to student leaders and organizations)
- Purpose Driven Leadership (presented to student leaders and colleagues)
- Strengths Finder (presented to student leaders)
- The 21 Irrefutable Laws of Leadership (presented to student leaders)
- Emotionally Intelligent Leadership (presented to student leaders)
- The Keirsey Temperament Sorter and You (presented to student leaders)
- Trends in Fraternity/Sorority Life (presented to colleagues)
- Research in Student Affairs (presented to colleagues)
- Mentoring Young Professionals (presented to colleagues)
- Alcohol Use and Abuse (presented to student leaders)
- Cultural Competencies (presented to colleagues)
- Men and Masculinity (presented to colleagues)
- Understanding Ritual (presented to student leaders)
- Best Practices in Recruitment (presented to student leaders)
- Ethical Decision Making (presented to student leaders)
- Understanding the Millennial generation (presented to colleagues)
- Generations in the workplace (presented to colleagues)
- Organizational development (presented to student leaders)

LEADERSHIP, SERVICE, AND COMMITTEE EXPERIENCE

- University Committee Memberships: College of Nursing Employee Climate Workgroup, Hazing Prevention Coalition (Chair), Division of Student Life Professional Development Committee, IMU Professional Development Committee (Chair), Be Better Initiative (Sub-Committee Chair), Alcohol Harm Reduction Committee, Fraternity & Sorority Life Alcohol Harm Reduction Work Group, Partnership for Alcohol Safety, Leadership Certificate Committee, Student Affairs Council, Student Care Team, President's Student Advisory Board (recurring guest), University Conduct Board Appeals, Opening Week, Personnel Review Committee, (Co-Chair, 3 terms), Sexual Violence Task Force, Campus and Community Policing Task Force, Enrollment Management Council, Campus Anti-Hazing Task Force (chair), Higher Education Student Affairs (HESA) Selection Committee, On Iowa! Engage Committee, various staff search committees.
- Association of Fraternity and Sorority Advisors Committee Memberships: Research & Assessment Committee, New Comer's Committee, New Comer's Reception Co-Chair, Community Service Committee Member, Area Coordinator for Washington, Oregon, Idaho, Montana, and Western Canada, Membership Marketing and Recruitment Team, Regional Drive-In Meeting Coordinator, Nominations and Elections Committee (several terms).
- Western Regional Greek Conference; Faculty Advisor and Board of Governors member (1999-2003).
- National Association of Student Personnel Administrators (NASPA) Region V Executive Board, Fraternity/Sorority Network Coordinator, (1997-2000).
- Association of Fraternal Leadership and Values (AFLV), The Gathering- invited "think tank" of seasoned fraternity/sorority life professionals (2010, 2012).

CONSULTING, HONORS, AND RECOGNITION

- Campus-Based Professional of the Year- Delta Chi International Fraternity (2015).
- Sue Kraft Fussell Distinguished Service Award – Association of Fraternity & Sorority Advisors (2014).
- Outstanding Doctoral Dissertation (2013) – The Center for the Study of the College Fraternity & The Association of Fraternity/Sorority Advisors.
- Consultant, University of Nebraska – Lincoln, Greek Affairs Program Review Co-Chair (2013).
- Consultant, Central Washington University, Fraternity/Sorority Life Expansion (2010).
- Legal Consultant - Pence Law Firm (2008).
 - Association of Fraternal Leadership & Values – Advisor of the Year (2010).
 - Western Regional Greek Conference Greek Advisor of the Year (2001).
 - Nominated for Fraternity/Sorority Professional of the Year (1995, 1996, 2001*, 2005, 2010*) *selected

- Anita J. Cory Outstanding Panhellenic Delegate Award (2004) – The Panhellenic Association named this award in honor of my service at Washington State University.
- Numerous awards and recognition received by the Panhellenic Association / Interfraternity Council under my guidance at Washington State University included those for overall excellence, overall progress, public relations, multicultural initiatives, publications, educational programming, judicial practices, and others.

RELATED EXPERIENCES

ACADEMIC ADVISOR –CENTER FOR ADVISING AND CAREER DEVELOPMENT

Washington State University, 1994-2001.

- Provided academic advising and career mentoring for undecided students, including those attending summer orientation and a case load of 25 students each year, while providing resources and support.

PRACTICUM - OFFICE OF STUDENT CONDUCT

Washington State University, Spring 2009.

- Conducted extensive evaluation of the Code of Conduct for Students for biennial revisions process.
- Participated in investigative processes for significant policy violations for a student organization.
- Created educational programs for delivery by Office of Student Conduct staff to fraternities/sororities.
- Wrote legal issues paper regarding the relationship between universities and fraternal organizations.

INTERNSHIP - COUNSELING & ADVISING CENTER

University of Nebraska at Kearney, Spring 1993.

- Guided student personal growth and problem solving through individual and group counseling.
- Presented outreach education on topics including: student organization involvement, wellness, and communication skills.

RESIDENCE HALL DIRECTOR - OFFICE OF RESIDENCE LIFE

University of Nebraska at Kearney, August 1991-May 1993.

- Responsible for the development of a community of 200 fraternity/sorority students, supervision and training for four resident advisors, and providing resources for referrals and counseling.
- Created processes and procedures for the initial opening of University Residence North Hall.
- Provided training and development for two fraternity and two sorority Executive Officer Councils.

PSYCHOLOGICAL TECHNICIAN

Richard H. Young Hospital/Good Samaritan Health Systems, Kearney, Nebraska. March 1992-June 1993.

- Engaged in brief, informal counseling with patients on all units.
- Collaborated with primary therapist on treatment planning.
- Coordinated patient daily activities with treatment plans.

MEMBERSHIPS

Higher Education Case Managers Association (HECMA)
Association of Fraternity and Sorority Advisors (AFA)
Association of Student Conduct Administrators (ASCA)
National Association of Student Personnel Administrators (NASPA)
Association of College Personnel Administrators (ACPA)
Association of Leadership Educators (ALE)
Association of Assessment Leaders in Higher Education (AALHE)