DR. KEEGAN N. NICHOLS

Education

Certificate	Leadership Management *Harvard University*, Cambridge, MA	2019
Ed.D.	Adult and Higher Education *Northern Illinois University*, DeKalb, IL	2010
M.S.	College Student Personnel Administration *University of Central Missouri*, Warrensburg, MO	2003
B.S.E.	Special Education, Mildly Handicapped, K-12 *University of Central Arkansas,* Conway, AR	2001

Student Affairs Experience

Vice President for Student Affairs
Arkansas Tech University, Russellville, AR 2017-present

Arkansas Tech University is a public, residential, four-year University with 10,866 on-campus, concurrent, on-line, and Ozark Campus students.

Report directly to President for Arkansas Tech University.

Eight Associate Vice President, Dean, and Associate Dean level direct reports. Overall responsibility for 80 full-time professional staff.

Budget development and management of auxiliary and appropriated budgets, including personnel and operation for over $4.5M.

Select Accomplishments

- Charged with crisis management of COVID-19 plan and recovery plan.
- Developed and implemented a comprehensive divisional assessment program.
- Directed all division and departmental efforts in Higher Learning Commission accreditation processes.
- Advised the Student Government Association President, 7 Executive Board, and 30 Student Senators.
- Supported the creation and design of the Tech Student Union at Hull Hall and the Tech Plaza Student Union & Recreation Center.
- Developed and implemented first Division of Student Affairs strategic plan.
- Served as a member of the President's executive leadership team responsible for the successful implementation of the Arkansas Tech University's strategic plan.
- Responsible for the Division of Student Affairs of a regional comprehensive university serving an undergraduate and graduate population of approximately 11,000 students.
- Responsible for facilitating and coordinating retention, matriculation, and graduation of students.
- Developed Town and Gown Committee and Student Mayoral Advisory Board.
- Received NASPA Voter Friendly Campus Designation.

- Received Ask Every Student Co-designer Campus through the National Resource Consortium on Full Student Voter Participation designation.
- Recognized as NASPA LEAD institution.
- Completed a $2.5M dollar renovation of residence halls.
- Responsible for the direction, planning, and implementation of the following programmatic areas:
    - Behavior Intervention Team
    - Camps & Conference Services
    - Campus Ambassador/Mascot, Homecoming, & Spirit Programs
    - Campus Life
    - Campus Recreation
    - Campus Police
    - Cheer Squad (serve as honorary member)
    - Civic Learning, Engagement, Community Service, & Volunteerism
    - Commuter & Off-Campus Student Services
    - Counseling Services
    - Dance Team
    - Democratic & Electoral Engagement
    - Disability Services
    - Diversity, Inclusion, & Multicultural Student Programs
    - Esports
    - Events Management & Reservations
    - Financial Wellness & Literacy
    - First-Generation Student Success
    - Fraternity & Sorority Life
    - Global Civic Literacy Program
    - International Student Services
    - Intramural & Club Sports
    - Leadership Education & Development
    - Learning Communities
    - LGBTQIA+ Student Programs & Services
    - New Student Orientation & Transition Programs
    - Student Conduct
    - Student Health Services
    - Testing Services
    - Title IX

Institutional Involvement

- Appointed by President to serve on these University-wide Committees: Executive Council (administratively planning, strategic planning, developing policy, and creating constituency building affiliations with other Cabinet members); and Budget Committee.

Associate Vice President for Student Affairs and Title IX Coordinator *(Promotion)*
Fort Hays State University, Hays, KS 2015-2017

Fort Hays State University is a public, residential, four-year University with 4,763 on-campus; 3,124 International Partnerships; and 6,323 virtual for 14,210 total.

Report directly to Vice President for Student Affairs.

Five Director-level direct reports include: Memorial Union Director; Inclusion and Diversity Excellence Director; Director of International Services; Transition and Student Conduct Director; and Residential Life Director. Overall responsibility for a total staff of 307 including: 23 professional staff; 7 administrative/support; 12 graduate assistants; and 265 student employees.

Responsible for Title IX, inclusion and diversity excellence, first year experience, fraternity and sorority life, international student services, student conduct, memorial union, persistence and retention, residential life, student activities, student government, student organizations, tiger card center, supervise auxiliary services, and oversee outside contracts including: Follett's bookstore and Chartwells Dining.

Budget development and management of $11.2M, auxiliary and appropriated budgets, including personnel and operations.

Select Accomplishments

- Served as a member of the Senior Student Affairs administrative team, collaborating with the Enrollment Management and Student Services Clusters to focus on administrative planning and policy development; implementation of FHSU strategic plan, *Duty to Dream*, in alignment with Kansas Board of Regents' strategic plan, *Foresight 2020*; and prepare and submit documents in accordance with the annual key date's calendar.
- Served as a member of the President's Cabinet, administratively planning, developing policy, and creating constituency building affiliations with other Cabinet members such as the Vice President for Administration and Finance, Provost, Vice President for Technology, and Academic Deans.
- Provided crisis intervention and on-call assistance; create and maintain campus crisis protocols & Clery Act report; chair the campus Multidisciplinary Threat Assessment Team; serve as campus Title IX Coordinator.
- Developed matrix for staff professional plans and merit raises.
- Partnered with Advanced Education Programs to create a Graduate Certificate in Title IX Compliance.
- Developed Higher Education Student Affairs master's program processes including: culminating experience, recruitment, and professional development.

Innovation, Entrepreneurship, and Creative Problem Solving

- Developed University Title IX Strategic Plan to increase Title IX initiative across campus.
- Wrote concept paper and grant proposal for new student success building totaling over $16 million.

Strategic Planning, Assessment, and Evaluation

- Oversaw the assessment activities of the Student Life Cluster; utilize StudentVoice assessment tools; further the division's work on the key areas of strategic practice.
- Created and oversaw Cluster assessment plan to increase assessment results including: Assessment Colleague Team, Assesstival, and Assessment Certificate.

Auxiliary Enterprises and Building Projects

- Created and managed auxiliary and appropriated budgets for a combined total of over $11 million—9 million residence life; 2 million union
- Provided leadership and fiscal oversight to the Office of Residential Life, a 1600-bed university-operated housing and residential life system, over $9 million budget.
- Chaired and participated in the University Request for Proposal (RFP) processes for the following contracted service areas: Food Service, Vending, Beverage, Banking, Laundry, and Newspaper Publishing.
- Provided leadership for the creation and implementation of a $35 million housing master plan that will result in 505 beds of new and renovated residence hall space including a new Greek Village opening Fall 2017.

International, Online, and Campus Based Learning

- In partnership with the Director of the Virtual College and Student Government Association formed online student government.
- Advised the National Society for Leadership and Success honor society at Fort Hays State University with a particular focus on being inclusive of virtual students.

Student Engagement, Retention, & Persistence

- Oversaw institutional-wide First-Year Experience activities, including Tiger Pre-Enrollment, Tiger Connect, Parent Connect, Learning Communities, Tiger Impact, Freshman Seminar Course, Orientation, and First 40 Days.
- Developed Hispanic College Institute, which brought 100 Hispanic high school students for a one-week college experience.

Crisis Management/Student Conduct

- Provided crisis intervention and on-call assistance; create and maintain campus crisis protocols & Clery Act reports; chair the campus Multidisciplinary Threat Assessment Team; serve as campus Title IX Coordinator.
- Worked with several key staff members and legal counsel to ensure compliance with Title IX mandates (relationship violence and sexual assault prevention) and to enhance proactive outreach prevention and support services.
- Created Campus Safe Initiative to increase gender-based violence knowledge.
- Adjudicated conduct and academic honesty cases, assigned sanctions, provided follow-up with students, and educated students and staff about legal issues and the judicial process.
- Key member of the University crisis management team.
- Worked with several key staff members and legal counsel to ensure compliance with Title IX mandates (relationship violence and sexual assault prevention) and to enhance proactive outreach prevention and support services.
- Collaborated with faculty to develop process to report academic misconduct.

- Developed and educated campus honor code to increase academic integrity on campus.

Institutional Involvement

- Appointed by President to serve on these University-wide Committees: President's Cabinet (administratively planning, developing policy, and creating constituency building affiliations with other Cabinet members); North Central Kansas Technical College Gateway Program; Weapons Policy Committee; University Request for Proposal Team.

- Served as member of University-wide committees and search committees: Provost Search; Assistant Vice President for Enrollment Management Search; Institutional Review Board
  - Chair these University-wide committees: Higher Education Student Affairs Master's Program Committee; University Commitment to Title IX Committee.
  - Chair these Student Affairs Committees: Honor Code Development and Strategic Planning Committee; Behavior Intervention Team; Student Faculty/Student Court.

- Member/Advisor of these Student Affairs Committees: Student Government Association; National Society for Leadership and Success; Jed & Clinton Campus Matters Committee

Assistant Vice President for Student Affairs and Title IX Coordinator
Fort Hays State University, Hays, KS 2013-2015

Report directly to Vice President for Student Affairs.

Five Director-level direct reports include: Memorial Union Director; Tiger Tots Director; International Services Director; Transition and Student Conduct Director; and Residential Life Director. Overall responsibility for a total staff of 296 including: 20 professional staff; 5 administrative/support; 11 graduate assistants; and 260 student employees.

Budget development and management of $11.2M, auxiliary and appropriated budgets, including personnel and operations.

Select Accomplishments

- Created a blueprint for the delivery of international student services, including new orientation, for international campus-based students and for the expansion of cultural competency for domestic students.
- Enhanced services for international students include an on-line application process, pre-arrival orientation videos and interactive materials, and enhanced orientation and acculturation programs.
- Worked with Provost to provide academic support programs for retention.
- Partnered with Teacher Education to move Tiger Tots to an experiential experience for student teachers.

- Developed programs and policies to improve the student experience on campus, including specific programs for veterans and LGBTQIA students.
- Developed the Student Handbook and created reports pertinent to graduation statistics.
- Facilitated division-wide initiatives with goal of increased student retention and graduation rates such as diversity engagement, and social media strategy.
- Faculty liaison for classroom behavior management strategies and campus conduct officer for all levels of student non-academic discipline and high-level academic discipline.
- Collaborated with the Fort Hays State University Virtual College to provide student life services to distance education student populations.
- Submitted and prioritized action plans for the annual strategic planning process.
- Advised the National Society for Leadership and Success honor society with a particular focus on being inclusive of virtual students.
- Provided crisis intervention and on-call assistance; created and maintained campus crisis protocols & Clery Act reports; chaired the campus Multidisciplinary Threat Assessment Team; and served as campus Title IX Coordinator.
- Created Campus Safe Initiative to increase gender-based violence knowledge.
- Adjudicated conduct and academic honesty cases, assigned sanctions, provided follow-up with students, and educated students and staff about legal issues and the conduct process.
- Key member of the University crisis management team.

Institutional Involvement

- Appointed by President to serve on these University-wide Committees: President's Cabinet (administratively planning, developing policy, and creating constituency building affiliations with other Cabinet members); North Central Kansas Technical College Gateway Program

    - Chair these Student Affairs Committees: Honor Code Development and Strategic Planning Committee; Behavior Intervention Team; Student Faculty/Student Court

- Member/Advisor of these Student Affairs Committees: Student Government Association; National Society for Leadership and Success

Vice President of Student Affairs
Colby Community College, Colby, KS 2010-2013

Colby Community College is a small (1,200 enrollment), public, and residential, comprehensive two-year College which serves over 15,000 square miles.

Report directly to President and indirectly to Board of Trustees.

Eleven direct reports include: Director of Academic Advising, Director of Admissions, Health Services Director, Financial Aid Director, Campus Life Coordinator, Campus Security Director, Dining Services Director, Disability Services Coordinator, Residence Life Director,

Registrar, and Student Support Services Director (TRIO program). Overall responsibility for a total staff of 32 including: 21 professional staff; 3 administrative/support; and 8 student employees.

Responsible for student affairs long-range planning, program development and evaluation, policy research and development, strategic planning, division publications, enrollment management, Titles IV and IX, international student services, student conduct, memorial union, persistence and retention, residential life, student activities, student organizations, and oversaw outside contracts including: Chartwells Dining.

Budget development and management of $1.7M, auxiliary and appropriated budgets, including personnel and operations.

Select Accomplishments

- Partnered with athletics to develop leadership programs that develop integrity and leadership in athletes.
- Provided leadership and created enrollment management committee.
- Created assessment of learning outcomes program for division.
- Created on-line scholarship application process for over $1.0 million scholarships
- Solicited and obtained a $150,000 active scholarship fund for students in the Allied Health fields and $1000 active scholarship fund for international students
- Restructured Division of Student Affairs aligned with mission driven planning to provide more services.
- Created and implemented campus-wide crisis and emergency plans.
- Partnered with faculty to institute a residence life living learning program.
- Developed Student Threat Assessment Team to assess and monitor student threat and behavior.
- Brought Title IX compliance to College.

Institutional Involvement

- Appointed by President to serve on these University-wide Committees:
  President's Executive Cabinet (administratively planning, developing policy, and creating constituency building affiliations with other Cabinet members).

- Served as member of University-wide committees and search committees:
  President's Search; Vice President for Administration and Business; Strategic Planning Committee
  - Chair these University-wide committees: University Scholarship Committee
  - Chair these Student Affairs Committees: Behavior Intervention Team; Student Faculty/Student Court
  - Member/Advisor of these Student Affairs Committees: Student Government Association

Graduate Assistant to Assistant Vice President for Student Affairs
Northern Illinois University (NIU), DeKalb, IL 2006 - 2010

NIU is a large (23,000 enrollment), public, four-year, land-grant, comprehensive teaching and research University.

Reported to Assistant Vice President for Student Affairs. Direct reports include two student employees.

Responsible for long-range planning and development of future Divisional programs. Oversaw the development of the Veteran and Military Services office, the campus-wide financial literacy program, and implemented an executive doctoral program as a graduate assistant in the doctoral program.

Budget management responsibility for programming $10,000 budget line.

Select Accomplishments

- Wrote and received an Illinois Department of Veterans Affairs Scratch Off Lottery Grant for $67,900.
- Developed veteran re-enrollment and deployment policies.
- Created and implemented strategies and programs for the three initiatives of the financial literacy program: website development, educational outreach, and peer mentor program.
- Recruited for Division of Student Affairs and Enrollment Management and Counseling, Adult, and Higher Education Department at four regional and national conferences.
- Developed a handbook for CAHE enrollment and testing policies for master's and doctoral students in the CAHE department.
    - Worked with President of American Association for Adult and Continuing Education (AAACE) to organize regional and national conferences, website design, technical support, and to coordinate membership.
    - Served on regional and national conference planning committees.
    - Developed a website for AAACE conferences and the *Handbook for Adult and Continuing Education.*

Institutional Involvement

- Appointed by President to serve on these University-wide Committees: NIU University Council member.
- Member of these Student Affairs Committees: NIU Student Threat Assessment Team and Foundations of Excellence Learning Dimension Committee to evaluate First-Year Experience.
- Member of these Academic Affairs Committees: Leadership and Mentoring Institute for the American Association of Blacks in Higher Education.

Associate Dean for Student Success *(Promotion)*
Rockford College, Rockford, IL 2004 - 2006

Rockford College is a small (1,200 enrollment), private, four-year, residential, and liberal arts College.

Reported directly to Vice President for Student Affairs.

Six direct reports include: Director of Campus Life, Director of Campus Security, Dining Services Director, Student Conduct Coordinator, Residence Life Director, and Student Union Coordinator. Supervised 45 indirect reports including: 10 professional staff members; 6 graduate students, 23 student employees, and 6 direct reports.

Select Accomplishments

- Developed and implemented a staff competencies and evaluation system.
- Created and administered the *Connections Project*, a mission-based Residence Life and Student Activities programming model.
- Created campus-wide faculty workshops on utilizing student development theory in the classroom.
- Directed the student union remodeling project including ADA accommodations.
- Built strong partnerships and initiatives with community leaders including: a community leader student community food drive for local food bank.
- Developed comprehensive student leadership initiative that created a series of workshops each year to build leadership and service-learning skills.

Coordinator for Student Activities 2003-2004

Select Accomplishments

- Supervised 3 staff members, including graduate student, student employee, and administrative assistant.
- Advised 35 students who served on the Entertainment Council and Student Government with a combined budget of $150,000.
- Established and advised student members of the Rockford Rotary Club, the "Rotaract Club".
- Co-chaired Diversity Committee which developed the institutional Diversity Plan
- Built a campus childcare center.
- Created and advised the student peer leadership consultants, a program that involved students with Rockford corporations such as US Bank.

Publications

Nichols, K.N. (2020). Foreword. In Benjamin, L. & Cook J. *Redefining post-traditional learning: Emerging research and opportunities*. [Foreword]. *Hershey, Pennsylvania*: IGI Global Disseminator of Knowledge.

Baumgartner, L. M., Bruner, B., & Nichols, K. N. (2019). The benefits and challenges of peer mentoring in a professional development opportunity based on the assessment, evaluation, and research competencies. *College Student Affairs Journal, 37*,(2), 155-168.

Bruner, B. L., & Nichols, K. N. (2019). The perceived role of parents and family members of first-generation college students on transition. *NASPA Knowledge Community Publication,* 61-64.

Nichols, K.N. (2018, June 27). NASPA Family IV-W: Tell me more. [Blog post]. Retrieved from https://www.naspa.org/constituent-groups/posts/naspa-iv-w-family-tell-me-more.

Nichols, K.N. (2018, June 5). Pro-"Fresh"-ional: A NASPA Competency [Blog post]. Retrieved from https://www.naspa.org/constituent-groups/posts/pro-fresh-ional-a-naspa-competency-blog.

Nichols, K.N., Olliff, K., & King, D. (2017, July 25). When there are three [Blog post]. Retrieved from https://www.naspa.org/constituent-groups/posts/when-there-are-three.

Baumgartner, L.M., Nichols, K.N., & Bruner, B. (2017). *"People's Passions Are Contagious": Peer-Mentoring Experiences of Student Affairs Professionals in the Assessment Colleague Team (ACT) Project.* Hawaii International Conference on Education Conference Proceedings.

Nichols, K.N. (2016, October 20). Learning how to learn [Blog post]. Retrieved from https://www.naspa.org/constituent-groups/posts/learning-how-to-learn.

Nichols, K.N. & Baumgartner, L.M. (2016). Midlevel managers' Supervisory Learning Journeys. *CSAJ 34*(2), 61-72.

David, K.N. & Baumgartner, L.M. (August, 2010). Midlevel managers' use of learning. *NASPA NetResults*, http://www.naspa.org/membership/mem/pubs/nr/default.cfm?id=1742.

David, K. N., & Baumgartner, L. M. (2010, August 11). Featured article: Midlevel managers' use of learning. *NASPA NetResults: Critical issues for student affairs practitioners.* Retrieved: http://www.naspa.org/membership/mem/pubs/nr/default.cfm?id=1742

David, K. N. (2010). Dissertation: *Journey of Mid-Level Managers Learning Supervision Northern Illinois University,* DeKalb, IL.

Baumgartner, L. M. & David, K. N. (2009). Accepting being Poz: The incorporation of the HIV identity into the self. *Qualitative Health Research 19*(12), 1730-1743. doi:0.1177/1049732309352907

David, K.N. (2009). Review of enhancing adult motivation to learn: A comprehensive guide for teaching all adults (3rd Ed.). *Adult Education Quarterly*. November, 2009.

Alford, J.E., Johnson, B.J., Barrett, R.A., David, K.N. (2009). Watching from the margins: Graduate students in the student affairs paradigm. *Annuals of the Next Generation 2*(1), 136-146.

Baumgartner, L.M. & David, K.N. (2009). *Making sense of being poz: The transformative learning of people living with HIV*. Hawaii International Conference on Education Proceedings.

Baumgartner, L.M. & David, K.N. (2008). *Accepting being poz: Identity incorporation and learning with HIV/AIDS.* Adult Education Research Conference Proceedings.

Baumgartner, L.M. & David, K.N. (2008). *HIV as a chronic illness: Identity incorporation and learning.* Adult Education Research Conference Proceedings.

Presentations

Nichols, K.N. (2020, April). *Senior Student Affairs Officers roundtable on student persistence and retention, student success, and first-generation student excellence.* Every Student Counts Virtual Conference. Russellville, AR.

Bruner, B.L & Nichols, K.N. (2020, April). *The perceived role of parents and family members of first-generation college students on student transition.* Every Student Counts Virtual Conference. Russellville, AR.

Bruner, B. L., Nichols, K. N., & Pennington, A. (2020, March). Maximizing campus retention committees. Educational session presented at the meeting of NASPA: Student Affairs Administrators in Higher Education, Austin, TX. (Conference canceled due to COVID-19).

Bruner, B.L., Pennington, A., & Nichols, K.N. (2020, January). *Creating a cohesive and effective student affairs divisional leadership team.* NASPA AVP Symposium. New Orleans, LA.

Bruner, B.L., Pennington, A., & Nichols, K.N. (2019, October). *Creating a cohesive and effective student affairs divisional leadership team.* NASPA Region IV-W VPSA & AVP Pre-Conference. Fargo, ND.

Bruner, B.L., Pennington, A., & Nichols, K.N. (2019, October). *Leading the profession forward with congruent competencies.* NASPA Region IV-W Conference. Fargo, ND.

Bruner, B.L., Pennington, A., & Nichols, K.N. (2019, October). *Leading your campus retention committee forward.* NASPA Region IV-W Conference. Fargo, ND.

Nichols, K.N. (2019, April). *Vice President of Student Affairs view of their role in retention.* [Roundtable Discussion]. Every Student Counts Regional Conference. Russellville, AR.

Nichols, K.N. (2019, March). *Grit: Living life like jimmy nichols* [SA Talk]. NASPA: Student Affairs Administrators in Higher Education National Conference. Los Angeles, CA.

Bruner, B., Nichols, K.N., & Pennington, A. (2019, March). *Cultivating & Stewarding Faculty Engagement in Learning Communities*. NASPA: Student Affairs Administrators in Higher Education National Conference. Los Angeles, CA.

Bruner, B. L., & Nichols, K. (2018, November). *Managing up from the middle*. Online webinar presented for NODA: Association for Orientation, Transition, and Retention in Higher Education.

Nichols, K.N. (2018, October). *Women's words of wisdom* [invited speaker]. NASPA: Student Affairs Administrators in Higher Education Region IV-W Conference. Wichita, KS.

Nichols, K.N. (2018, October). *Grit: Living life like Jimmy Nichols*. NASPA: Student Affairs Administrators in Higher Education Region IV-W Conference. Wichita, KS.

Johnson, B., Nichols, K.N., & Williams, J. (2018, October). *Student Affairs Professionals and Higher Learning Commission*. NASPA: Student Affairs Administrators in Higher Education Region IV-W Conference Senior Student Affairs Officer Pre-Conference. Wichita, KS.

Bowhay, V., Nichols, K.N., Meyer, S., & Clounch, T. (2018, October). *NAFSPA Book Club: Great books for 2018*. NASPA: Student Affairs Administrators in Higher Education Region IV-W Conference. Wichita, KS.

Nichols, K.N., Bruner, B., Davis, K., Cooper, W. & Weiss, H. (2018, October). *First generation college students' family roles*. Student Affairs Administrators in Higher Education Region IV-W Conference. Wichita, KS.

Bruner, B.L. & Nichols, K.N. (2018, May). *Can I do this? Self-efficacy and academic confidence in college students.* IMPACT Summit: College Student Mental Health Conference, Springfield, MO.

Bruner, B.L., Nichols, K.N., & Crawford, C. (2018, April). Cultivating and stewarding faculty engagement in learning communities [webinar]. Learning Community Association.

Nichols, K., Pennington, A, Kneubuehl, E.J., Mmeye, KC, Nash, R., & Pickard, J. (2018, March). *Director to avp: Advice to aspiring avps.* NASPA: Student Affairs Administrators in Higher Education, *Pre-conference*, Philadelphia, PA.

Bruner, B., Nichols, K., & Jones, K. (2018, March). *Understanding the role of orientation staff in international student orientation.* NASPA: Student Affairs Administrators in Higher Education, Philadelphia, PA.

Nichols, K.N. & Bruner, B.L. (2017, October). *Using adult learning theories to support student success*. Arkansas College Personnel Association, Hot Springs, AR.

Nichols, K.N. & Bruner, B.L. (2017, October). *Parents and families helping students reach new heights*. Arkansas College Personnel Association, Hot Springs, AR.

Bruner, B. L., Nichols, K. N., Arellano, M. G., Reyes, H. P, & Zamora, R. (2017, March). *Supporting first-year, first-generation college students in transition*. Educational session presented at the meeting of NASPA: Student Affairs Administrators in Higher Education, San Antonio, TX.

Mallen, J. L., Watkins, B., Bruner, B. L., Nichols, K. N., Kristic, B., & Brown, A. (2017, March). *Proactive and responsive communication with parents and families on college campuses.* NASPA: Student Affairs Administrators in Higher Education, *Pre-conference* San Antonio, TX.

Nichols, K.N., Grospitch, E., Munin, A., & Lambert, J. (2017). *Aspiring to number two: moving up from middle management.* NASPA: Student Affairs Administrators in Higher Education, *Pre-Conference,* (March 12, 2017).

Nichols, K.N. (2017). *Journey to being a champion keynote*. Garden City Community College Spring In-Service, *Keynote*, Garden City, KS. (January 4, 2017).

Nichols, K.N., Grospitch, E., & Lambert, J. (2016). *Aspiring to number two: moving up from middle management.* NASPA: Student Affairs Administrators in Higher Education, *Webinar*. (October 18, 2016).

Nichols, K.N., Bruner, B., & Baumgartner, L.M. (2016). Building self-confidence and enhancing assessment learning through campus colleagues. *National Association for Student Personnel Administrators Assessment and Persistence Conference*, Portland, OR. (June 18, 2016).

Nichols, K.N. & Bruner, B. (2016). Cultivating an Innovative Spirit in Student Affairs. *National Association for Student Personnel Administrators Region IV-WE Conference*, St. Louis, MO. (November 15, 2016).

Gerhardt, C. & Nichols, K.N. (2016). Managing-up from the middle. *National Association for Student Personnel Administrators Region IV-WE Conference*, St. Louis, MO. (November 15, 2016).

Peterson, B.L. & Nichols, K.N. (2016). Assessing the Heart: Utilizing Reflection as a Learning Tool. *National Association for Student Personnel Administrators Region IV-W Conference*, St. Louis, MO. (November 15, 2016).

Nichols, K.N., Bruner, B., & Baumgartner, L.M. (2016). Building self-confidence and enhancing assessment learning through campus colleagues. *National Association for Student Personnel Administrators Assessment and Persistence Conference*, Portland, OR. (June 18, 2016).

Nichols, K.N., Bruner, B., & Baumgartner, L.M. (2016). Supporting first-year, first-generation college students in transition. *National Association for Student Personnel Administrators Assessment and Persistence Conference*, Portland, OR. (June 17, 2016).

Nichols, K.N., Bruner, B., & Baumgartner, L.M. (2016). Moving beyond fear: Ethical care of engaging campus in Title IX. *National Association for Student Personnel Administrators National Conference,* Indianapolis, IN. (March 16, 2016).

Nichols, K.N. & Bruner, B. (2015). Moving beyond fear: Ethical care of engaging campus in Title IX. *Kansas Student Affairs Conference.* Hays, KS. (September 9, 2015).

Bruner, B. & Nichols, K.N. (2015). Developing an intentional campus plan for Title IX compliance, education, and outreach. *Kansas Student Affairs Conference.* Hays, KS. (September 9, 2015).

Nichols, K.N. & Peterson, R.L. (2015). Moving beyond fear: Ethical care of engaging campus in Title IX. *National Orientation Directors Association.* Denver, CO. (October 26, 2015).

Nichols, K.N. Bruner, B., & Baumgartner, L.M. (2015). Assessment colleague team. *National Association for Student Personnel Administrators National Conference*, New Orleans, LA. (March 22, 2015).

Nichols, K.N. & McCracken, E. (2014). Learning on learning-on-the-job: Use of adult learning theories. *National Association for College Auxiliary Services Conference,* Montreal, Canada. (October 6, 2014).

Nichols, K.N. & McCracken, E. (2014). Recruitment and retention of employees. *National Association for College Auxiliary Services Conference*, Montreal, Canada. (October 6, 2014).

Nichols, K.N. (2014). Student affairs journey, Distinguished Scholars Organization Keynote.

Nichols, K.N. (2014). Keynote speaker, Academic Bootcamp. Fort Hays State University (January 22, 2015).

Nichols, K.N. Bruner, B., & Baumgartner, L.M. (2014). Assessment colleague team. *National Association for Student Personnel Administrators Region IV-W Conference*, Albuquerque, NM. (November 6, 2014).

Nichols, K.N. (2014). Balance in higher education webinar. *Association College and University Housing Officers- International,*. Webinar. (April 10, 2014).

Nichols, K. N., & Baumgartner, L. M. (2013). Learning-on-the-job: Use of adult learning theories. *National Association for Student Personnel Administrators Region IV W Conference*, Hot Springs, AR. (November 6, 2012).

Nichols, K.N. & Baumgartner, L. M. (2013). PoZitively transformative: The meaning making process of people living with HIV. *National Association for Student Personnel Administrators Conference*, Orlando, FL. (March 16, 2013).

Peter, C. & Nichols, K. N. (2012). Small college roundtable. *National Association for Student Personnel Administrators Region IV W Conference*, Rapid City, SD. (November 6, 2012).

Nichols, K. N., & Baumgartner, L. M. (2012). Learning-on-the-job: Use of adult learning theories. *National Association for Student Personnel Administrators Region IV W Conference*, Rapid City, SD. (November 6, 2012).

Nichols, K.N. (2012). Learning on the job: Use of adult learning theories, *Rural Community College Conference*, Dubuque, IA (September 26, 2012).

Nichols, K. N., Baumgartner, L. M. & Nolan, N. (2011). *Learning-on-the-job: Use of adult learning theories*. *National Association for Student Personnel Administrators Conference*, Philadelphia, PA. (March 14, 2011).

Wesener, K., Sharma, M., & Nichols, K.N. (2010). The threat assessment process: A team simulation, *National Association for Student Personnel Administrators Conference*, Philadelphia, PA. (March 14, 2011).

Nichols, K.N. (2011). Learning on the Job: use of adult learning theories, *Rural Community College Conference*, Tulsa, OK (September 27, 2011).

Baumgartner, L. M., & David, K. N. (2010). **"**HIV is only one part of me": HIV and its effect on other identities. *Adult Education Research Conference,* Sacramento, CA. (June 3-6, 2010).

David, K. N. & Baumgartner, L. M. (2010). Learning supervision skills: Mid-level managers speak out. *National Association for Student Personnel Administration Conference,* Chicago, IL (roundtable). (March 6-10, 2010).

Baumgartner, L. M. & David, K. N. (2009). PoZitively transformative: The meaning making process of people living with HIV. *The 8th International Transformative Learning Conference*, Hamilton, Bermuda (November 18-20, 2009).

Baumgartner, L. M., & David, K. N. (2009). "HIV is only part of me.": How HIV affects other identities. *American Association for Adult and Continuing Education Conference,* Cleveland, OH (November 3-6, 2009)

Baumgartner, L. M., & David, K. N. (2009). PoZitively transformative: The transformative learning of people living with HIV. *Adult Education Research Conference,* Chicago, IL (May 28-30, 2009).

Baumgartner, L. M., & David, K. N. (2009). Making sense of being Poz: The transformative learning of people living with HIV. *Hawaii International Education Conference,* Honolulu, HI (January 4-7, 2009).

Baumgartner, L. M., & David, K. N. (2008). Accepting being Poz: Identity incorporation and learning with HIV/AIDS. *American Association for Adult and Continuing Education,* Denver, CO. (roundtable). (November, 2008).

Baumgartner, L. M., & David, K. N. (2008). HIV as a chronic illness: Identity incorporation and learning. *Adult Education Research Conference,* St. Louis, MO. (June, 2008).

David, K.N. (2009). Learning strengths through color, *Illinois Community College Student Affairs Association Conference,* Naperville, IL (April, 2009).

David, K.N. (2006). Change management, *Adult, Higher Education Retreat*, Northern Illinois University, DeKalb, IL (April, 2006).

David, K.N. (2006). Alignment in student affairs, *National Association for Student Affairs Professionals Conference*, Washington D.C. (March, 2006).

David, K.N. (2004). *Time management, etiquette, and greek week*, Mid America Greek *Conference*, Chicago, IL (February, 2004)

David, K.N. (2003). *How to build a strong greek community*, Wagner College, Stanton Island, NY (February, 2003).

Facilitations

- Recruitment Bootcamp Lead Facilitator, University of Wisconsin-Oshkosh 2011- 2013
- Greek Leadership Academy Facilitator, University of Wisconsin-Oshkosh 2008-2010
- Leadership Development Institute Facilitator, Alpha Sigma Alpha 2007
- North-American Interfraternity Conference IMPACT Conference Facilitator 2003

University Teaching Experience

Doctoral Teaching Experience

Higher Education Policy Development 2021
Fairleigh Dickinson University, Teaneck, NJ

Dissertation Committee Member (1 student) 2017
Baker University, Baldwin City, KS

Professional Portfolio Committee Member (3 students) 2016
Baker University, Baldwin City, KS

Doctoral Directed Field Experience Supervisor (4 students) 2014-2016
Baker University, Baldwin City, KS

Graduate Teaching Experience
Practicum I Course 2019
Arkansas Tech University, Russellville, AR

Higher Education Law 2018
Arkansas Tech University, Russellville, AR

Master Level I Graduate Faculty Appointment 2014-2017
Fort Hays State University, Hays, KS

Assessment Master's Course 2015-2017
Fort Hays State University, Hays, KS

College Personnel Administration Master's Course 2013-2017
Fort Hays State University, Hays, KS

Co-Instructor for Administration of Higher Education Course 2008
Northern Illinois University, DeKalb, IL

Undergraduate Teaching Experience
Instructor for UNIV 101 Undergraduate Course 2014-2017
Fort Hays State University, Hays, KS

Instructor for Career Planning Course 2008
Northern Illinois University, DeKalb, IL

Certificate Program Experience
Developer for Title IX Graduate Certificate 2017
Fort Hays State University, Hays, KS

Instructor for Title IX Courses 2011-2012
Colby Community College, Colby, KS

Honors and Awards

- Higher Learning Commission Rookie of the Year, 2019
- NASPA Region IV-W Campus Based Literature/Research Publication Award, 2019
- NASPA Region IV-W Innovative Program of the Year, 2019
- Leadership Arkansas Graduate, 2019
- National Technology Emerging Practice Award – Technology Knowledge Community (for ACCESS to Success Plan), 2018
- Women's Words of Wisdom Speaker, 2018
- National Research Grant – Parent & Family Relations Knowledge Community (for First-Generation Students' Parents), 2018
- Sigma Phi Epsilon Outstanding Staff Mentor of Year, 2017
- NASPA Region IV-W Literature/Research Award, 2017
- Arbor Foundation Tree Campus Designation, 2017
- American Democracy Project Voter Friendly Campus Designation, 2017
- NASPA Latino/a Knowledge Community Outstanding Program Award, 2017
- National Outstanding New Program Award – Latino/a Knowledge Community (for Hispanic College Institute), 2017
- ACPA National Student Success Award – Latin@/x Network (for Hispanic College Institute), 2018
- NASPA Undergraduate Fellows (NUFP) Outstanding Support Award, 2016
- Fort Hays State University Outstanding Faculty, Greek Life Award, 2016
- NACA Frank Harris Outstanding Student Government Advisor Award, 2016
- NASPA Region IV-W Literature/Research Publication Award, 2015
- Fort Hays State University's Phenomenal Woman of the Year, 2015
- The National Scholars Honor Society, 2008
- Alpha Sigma Alpha, District 8 Guiding Star Award, 2007
- Honored with garden on campus for dedication and service at Rockford College, 2006
- Leadership Rockford, 2005

Professional Affliations

- National Student Personnel Administrators (NASPA)
    - NASPA Ethics Certificate Chair, 2020-present (on-hold with COVID-19)
    - NASPA Region IV-W Virtual Wi(erd) Conference Chair, 2020
    - NASPA Region IV-W Professional Standards Chair, 2017-present
    - NASPA Region IV-W Cabinet-Level Board Member, 2017-present
    - NASPA AVP Region IV-W Regional Connections, 2017-2018
    - NASPA Student Affairs Law Conference Planning Committee, 2017
    - Region IV-W Conference Co-Chair, 2017
    - NASPA Women's Candid Conversations 365 Mentor, 2016
    - NASPA AVP Steering Committee, 2016-2018
    - NASPA Region IV-WE Conference Volunteer Co-Chair, 2016
    - NASPA Law Conference, 2015
    - NASPA Region IV-W Program Conference Co-Chair, 2013 & 2015
    - NASPA National Community College, Student Affairs Officer Rep., 2013

    - NASPA National Community College Institute Planning Committee, 2013
    - NASPA Senior Student Affairs Officers Institute Graduate, 2011
    - NASPA Region IV-W Two Year College Representative, 2011-2013
- Learning Communities Research and Practice Journal Reviewer, 2018-2020
- Arkansas Student Affairs Association Board Member, 2017-2019
- Higher Learning Commission
    - AQIP Reviewer, 2016-present
- Kansas Wheel Committee, 2016-2017

Professional Certifications

- Title IX
    - Wicklander-Zulawski & Associates Investigative Techniques, 2016
    - Reid Investigative Certificate, 2016
    - ATIXA Investigator Training, 2015
    - ATIXA Title IX Course Completion, 2011
- Town and Gown Relationships
    - Town and Gown Certificate Level I Completion, 2016
- Emergency and Crisis Management
    - Federal Emergency Management Agency (NIMS) Certified, 2016

Grants and Scholarships

- National Student Employment Association Grant, 2020
- National First-Generation Celebration Grant Award – Center for First-Generation Student Success, 2020
- NASPA Region IV-W Retention Grant, 2020
- NASPA Region IV-W Initiative Grant, 2019
- NASPA Region IV-W Retention Grant, 2018
- NASPA Parent and Family Relations Knowledge Community Research Grant, *Perceived Role of Parents and Family Members of First-Generation College Students on Transition, Persistence, and Success*, 2018
- ACPA Research Grant, *The Influence of Leadership Education on First-Generation Students'*, 2018
- NASPA Gives Foundation Grant, *Understanding Learning of Latin/x/a/o Students*, 2016
- Fort Hays State University Grant, *Assessment Colleague Team*, 2014
- John A. Niemi Memorial Scholarship for International Travel, 2009
- Adult & Higher Education Robert M. Smith Excellence of Learning to Learn, 2008
- Northern Illinois University Alumni Merit Scholarship, 2007 & 2008
- Alpha Sigma Alpha Scholarship Award, 2007 & 2009
- Irvin L. & Edna A. Peters Memorial Graduate Student Award, 2002