

JEANINE A. WARD-ROOF

EDUCATION

Clemson University

Doctor of Philosophy, Educational Leadership, August 2003

Dissertation topic: "A Study of Transfer Students' Grade Point Ratio, Gender, Ethnicity, Number of Hours Transferred/Academic Status, College Enrolled, Transfer Institution and Age."

Bowling Green State University

Master of Arts, College Student Personnel, May 1990

Ohio University

Bachelor of Science, Communication, June 1988, Cum Laude

PROFESSIONAL EXPERIENCE

Ferris State University

February 2014-Present

Medium-sized, rural institution located in Big Rapids, Michigan with a student population of over 14,600 enrolled in seven academic colleges, Kendall College of Art and Design and numerous educational sites throughout the state of Michigan. Ferris State is home to both Division I and II Athletic programs.

Vice President for Student Affairs

February 2014-Present

Vice President for Student Affairs reports directly to the President, serves as a member of the President's Council and an Officer of the institution. Supervises over 120 professional and hundreds of student employees with a budget of approximately 195 million dollars.

- **Serves as an executive member** of the University and engaged member of the President's Council. Encompasses an integral role in University policy decisions and planning.
- **Leads the Division of Student Affairs staff and functional areas including:** admissions, career center, commencement, dean of student life, enrollment services, financial aid, Greek life, health center, institutional research and testing, multicultural student services, orientation, personal counseling center, records office/Registrar, student center, student conduct, student leadership and activities, student employment, Title IX, university recreation and Veterans' services.
- **Responsible for leading and supporting student access, recruitment, development, engagement, retention and time to degree** efforts through Division activities, services and collaborations across campus community.
- **Leading development of first-ever strategic enrollment plan** for all Ferris locations; includes working with Ruffalo Noel Levitz to best understand trends and focus the efforts of faculty and staff.
- **Prepare and implement enrollment strategies** in order to best serve current and future students and their parents/families.
- **Focus on collaboration with Academic Affairs** to integrate all aspects of student life inside and outside of the classroom.
- **Collaborate across campus** to help students better understand and manage their student debt.
- **Respond to student and campus crisis** with a focus on safety and student success.
- **Lead change management and strategic planning** for the Division of Student Affairs, inclusive of the needs of future students and their families/parents.
- **Collaborate with the community to further the goals and mission** of Ferris State University.
- **Lead staff to foster student development and growth** opportunities for 14,600 students and innovation regarding student learning across all 21 Ferris sites.
- **Coordinate efforts to intentionally engage students in and out of the classroom;** assisting them with understanding and articulating their learning.
- **Lead first-ever Veteran student summit** focused on determining future efforts needed at Ferris to support returning Veterans and their families.
- **Serve on and facilitate task forces and committees** to determine how to best address issues, concerns and trends. Including the Housing Visioning process, Sexual Assault Task Force, Gender Equity Task Force and Presidential Alcohol Task Force.
- **Participated in the creation** of the University Master plan.
- **Selected as member of Peer Reviewer** for the Higher Learning Commission of the North Central Association of Colleges and School.
- **Act as a thought leader** regarding issues and trends affecting colleges and universities and today's students.

The Florida State University

September 2006-February 2014

Large, urban institution located in Tallahassee, Florida with a strong liberal arts background and a student population of over 40,000 housed in sixteen academic colleges, including a medical and law school. Florida State is also home to a Division I Athletic program.

Dean of Students

September 2006-Present

Dean of Students reported to the Vice President for Student Affairs and served as a member of the central staff in the Division of Student Affairs. Supervised over 50 people with a budget of approximately 3.5 million dollars, allocated additional 5 million dollars annually through service on Local Fees committee and Campus Recreation Board.

- **Member of leadership team** in Division of Student Affairs who collaborated with all levels of the campus and local communities to support student success.
- **Supervised and coordinated strategic budgeting** and resource allocation for the following functional areas: Case management/crisis, New Student and Family programs, Student Rights and Responsibilities, Student Disability Resource center, Victim Advocate program, Withdrawal services and Greek Life.
- **Collaborated** with faculty and staff across the campus and in the community to maintain a safe and secure campus community. Inclusive of working with students in crisis and presenting to campus community about protocol for assisting students, their families and others in crisis. Also worked with local agencies and entities to support crisis management efforts.
- **Focused on student recruitment and retention** through supervising the creation and implementation of new student and family programs, individual and group outreach to students and their families, collaborative efforts across campus and service on Admissions, Enrollment Management and Retention committees.
- **Created** a faculty/staff emergency guide and worked with information technology staff to develop an incident database that was shared amongst several departments.
- **Served as member** of Student Situation Resolution Team (SSRT) student care team, Title IX committee focused on prevention of sexual violence and coordinated student threat assessment process with Chief of Police to manage students of concern.
- **Led goal setting, strategic planning, assessment and evaluation** for the Department as well as worked with other Division of Student Affairs staff and stakeholders to develop and assess student learning outcomes. Inclusive of SACS accreditation process.
- **Established policies and procedures** on campus, created and interpreted policy as well as state and professional directives. Worked with staff to implement a medical amnesty policy and complete two Student Code of Conduct revisions to change policies and practices including incorporating new Title IX mandates.
- **Collaborated with faculty and staff** across the University to recruit and orient first time in college and transfer students and their families as well as retain all students.
- **Collaborated across campus to support the University mission and student success** in the Division and throughout the University.
- **Worked across the University to support and strengthen diversity and social justice** through programming, policy and interactions.
- **Collaborated with marketing staff to create a web-presence** for Dean of Students, Healthy Campus 20/20 initiative and Division of Student Affairs' internship strategic planning initiative.
- **Worked with staff to develop Greek Life task force** to facilitate communication about the future of the Greek community.
- **Led staff to reorganized former Parent Council** to a Family Connection model which included increased numbers of members and communication to more families (on average 20,000 annually) as well as a renewed focus on fundraising and development.
- **Served on the Union Building committee to design and build estimated 41 million dollar facility** inclusive of office space for our Department (project put on hold due to budgetary allocations). Exposure to campus building and renovations through the campus-wide Facilities Design & Construction meetings and as Division built six buildings. Worked on plans to renovate Dean of Students Department office space and attended planning and construction meetings regarding the building of the recently opened 170,000-square-foot Health and Wellness Center.
- **Worked with staff in Housing, Health Services, Counseling, Student Activities, Dining** and across campus to support student engagement and success.
- **Collaborated with and presented accomplishments, challenges and updates** to appropriate constituents such as administration, deans, faculty, staff, Board of Trustees, State University System, external community and the media.
- **Served on Department, Division, and University committees** including the council of deans' leadership team, steering committee for implementation of a new campus-wide student database, admissions appeals, enrollment management, recruitment, campus building and renovation, public safety, crisis management, healthy campus 20/20, food service advisory board, football preparation, search committees and a community alcohol coalition. Serves as member of platform party at graduation and other formal University events.
- **Served as a member of peer review team** for SACS accreditation.

Adjunct Faculty in the College of Education

The Florida State University, Tallahassee, Florida

January 2010-May 2014

- **Co-Taught EDH 5630 Program Financial Management.** Curriculum focused on fiscal practices and served as a capstone experience for second year Master's students preparing to enter the field of Student Affairs.

- **Taught EDH 5931 Student Affairs Issues.** Curriculum focused on exploring challenges facing Student Affairs professionals, as well as how to find resources and build networks to address these issues. Received University Excellence in Teaching award nomination for this class.
- **EDH 5041 Intentional Interventions.** Curriculum focused on educating graduate students aspiring to student affairs professional roles, to understand and utilize campus and community resources to appropriately and intentionally intervene in a wide variety of situations.

Clemson University

July 1990-September 2006

Medium-sized, rural, land-grant institution located in Clemson, South Carolina, with a student population of over 19,000 enrolled in five academic colleges. The University is also home to a Division I Athletic program.

Director of Student Development Services (Department formerly named Orientation, Leadership, and Disability Services)

January 1995-September 2006

Director reported to the Associate Vice President for Student Affairs/Dean of Students and served as a member of the leadership team in the Division of Student Affairs. Experienced progressive advancement throughout career at Clemson University; culminating in leading a department of ten full-time and graduate student staff and numerous undergraduate, graduate and parent volunteers who worked in a number of functional areas.

- **Served as a Department head in the Division of Student Affairs and directed and managed the operations of the Office of Student Development Services** including long range planning, assessment and strategic budget considerations. Set goals, established policies and procedures to accomplish these goals, created and interpreted policy as well as state and professional directives. Presented accomplishments to appropriate constituents such as Board of Trustees, Board of Visitors, administration, deans, faculty, staff, external community and the media.
- **Supervised** ten professional and administrative, numerous paid and volunteer undergraduate and graduate student staff as well as parent volunteers.
- **Experienced a progressive increase in responsibilities and gained experience with planning, development and evaluation of the comprehensive first-year, parent, leadership (including Undergraduate and Graduate Student Government advising), community engagement and orientation programs and coordinated graduate assistant selection for the Division of Student Affairs.** Included supervision of disability services from 1995 to 2001.
- **Administered the Office of Student Development Services budget and revenue accounts related to the day-to-day operations of the office.** Responsible for developing relationships with internal and external sectors to expand opportunities for programs and services and generated revenue by working with the advancement office and appropriate boards.
- **Collaborated with Admissions and Financial Aid to recruit and retrain** in-state, out-of-state and high achieving students.
- **Assisted parents and students with crisis** and learning to negotiate the campus.
- **Served as an administrative hearing officer** for Office of Student Conduct.
- **Coordinated undergraduate orientation program for 7000-plus participants** including design and procurement of publications, role of college and administrative personnel, budgeting and technology, program content, implementation and evaluation. Collaborated with Graduate Student Government to create, implement, and evaluate graduate student orientation for 400-600 students annually and coordinated new Student Affairs staff orientation for the Division of Student Affairs.
- **Developed and managed a broad based parent program** to promote the overall objectives of the University and to cultivate potential private support. In addition, advised the 50-75 person Parents' Council Advisory Board and the 4,000 families in the Council; guided their activities including family weekend, letter-writing campaigns to all accepted students, high school fairs, regional recruiting receptions and membership issues.
- **Oversaw the renovations** for two different spaces for the Department.
- **Collaborated with other staff to create and implement special recruitment events** including accepted student open houses and out-of-state and honor student recruiting.
- **Served on and chaired numerous committees** within the Department, Division of Student Affairs, University, and community.

Adjunct Instructor in Counselor Education and Student Affairs

August 2000-December 2006

- **Taught internship and practicum courses (EDC 844/834).** Courses focused on providing structured experiences for Master's students to explore a variety of functional areas within Student Affairs.
- **Introduction to Student Affairs, (EDC 803).** Curriculum focused on broad overview of Student Affairs field including history, functional areas and foundation of research and literature.
- **Issues in Higher Education (EDC 806).** Curriculum focused on exploring challenges facing Student Affairs professionals, as well as how to find resources and build networks to address these issues.
- **Ethics (EDL 972).** Curriculum focused on ethics including theory, practice and current literature for doctoral students.
- **Assisted with creation** of Student Affairs Issues course (EDC 806) and (EDC 840) a study abroad course which provided the opportunity for students to study and explore education in the United Kingdom.
- Guest lecture in other courses on environmental theory, leadership theory and careers in student affairs.

Associate Director of Student Development

February 1994-January 1995

- **Position included** all facets of the Associate Director of Student Development Programs position listed below.
- **Supervised Greek Life** area, including two professional staff, two graduate students, fraternity residential area, thirty-four fraternity and sorority presidents, volunteer Greek officers, budgets and activities.
- **Created needs assessments, implemented and evaluated campus leadership opportunities** including leadership classes, involvement transcripts, leadership consultants, conferences and other programming.

Associate Director of Student Development Programs

June 1993-February 1994

- **Secured grant and sponsorship funding for creation of first-year programs** to assist with institutional retention efforts.
- **Coordinated** hiring, training and supervision of staff, budgets, program content and implementation of orientation program for campus community and incoming students.
- **Liaison for campus ministers association.** Attended meetings, related University policy and developed and coordinated recognition process for campus religious organizations.
- **Coordinated graduate assistant search process within Student Affairs**
- **Served on the following committees:** advising and retention, computer needs, Student Affairs luncheon, Student Affairs leadership team, judicial hearing board and department and division retreats.

Acting Associate Director of Student Development Programs

August 1990-June 1991

- **Developed, coordinated and implemented** services for students with disabilities.
- **Redefined and implemented policies** related to alcohol and drug education, implemented FIPSE grant of \$111,000.
- **Supervised** Administrative Specialist, disability services personnel, and alcohol/drug personnel.
- **Served** as the representative to the orientation committee and trained student staff.
- **Develop a first-year** adjustment program and assessment program.

Assistant Director of Student Development Programs

July-August 1990 & June 1991-June 1993

- **Conducted research and retention** activities and served on assessment committee.
- **Worked in conjunction with Housing** to develop first year programs in halls included training and programs.
- **Facilitated withdrawal interviews** with all students withdrawing from the University.
- **Created a first-year adjustment program** to address student needs. Responsible for funding and programming aspects of FYI camp and Orientation Ambassadors training.
- **Supervised** one graduate student and one administrative specialist.

The University of Findlay

August 1988-July 1990

Small, urban, religiously-affiliated institution located in Findlay, Ohio, with an undergraduate and graduate student population of over 3,700 enrolled in six academic colleges. The University is also home to a Division II Athletic program.

Assistant to the Vice President for Student Affairs/Area Coordinator of Women's Residence Halls

(Placement by graduate school program)

- **Supervised** two women's residence halls, including eleven staff members and 350 women to create an environment conducive to student development through programming, discipline, and counseling.
- **Created, implemented, and evaluated** various campus programs included leadership development, programs through the Counseling Center (sexual violence, alcoholism and positive relationships), advised Women's Panhellenic Council recruitment and hall council and coordinated Sib's and Mom's Weekend.
- **Coordinated Northwestern Ohio Area Dean's Resident Assistant Conference** and initiated and coordinated ongoing paraprofessional staff training, including RA exchanges.

Babson College

June-August 1989

Small, urban, independent institution located in Babson Park, Massachusetts, with an undergraduate and graduate student population of over 3,300 enrolled in the college.

Assistant to the Director of Financial Aid/Career Services (Acquired a summer internship through competitive process.)

- **Assisted in implementation and interpretation** of newly purchased POISE financial aid computer system.
- **Created departmental manual** to assist in development and facilitation of staff training on new computer system.
- **Compiled, organized, edited, and produced a career services manual and salary negotiation brochure** for undergraduate and MBA students.

PROFESSIONAL DEVELOPMENT

<p>Student Affairs Administrators in Higher Education (NASPA)</p> <ul style="list-style-type: none"> • Region III Director & National Board Member 2012-2014 • Member of International Task Force and Regional Governance Task Forces 2014-2015 • Region III Secretary/Treasurer 2007-2012 • Region III Summer Symposium Program Co-Chair 2011 • National Conference Featured Speakers Committee 2011 • New Professionals Institute Faculty 2010-2011 • Region III Summer Symposium Program Chair 2010 	<p>August 1990-Present</p> <ul style="list-style-type: none"> • Parent and Family Knowledge Community Co-Member Engagement and Blog Moderator 2008-2012 • National Conference Program Committee 2008 • Conference Program Reviewer 2003, 2005, 2006, 2012-2016 • Mid-Managers Institute Assistant Director 1999-2000 • Disability Services Network State Representative 1996-1997 • NASPA Region III Conference Registration Chair 1993
<p>National Orientation Directors Association (NODA)</p> <ul style="list-style-type: none"> • National President 1999-2001 • Associate Editor - Journal of College Orientation & Transition 2004-2012 • Orientation Professionals Institute Faculty 2001-Present • InterAssociation Liaison 2001-2008 • Regional Orientation Professional Institute Coordinator 2001-2003 	<p>September 1987-Present</p> <ul style="list-style-type: none"> • Monograph Editor 2000-Present • Director of Regions 1995-1999 • Regional Conference Host 1995 and 2005 • Board Member 1993-1995 • National Conference Co-Host 1993 • Orientation Review Editor 1993-1996
<p>American College Personnel Association (ACPA)</p> <ul style="list-style-type: none"> • Governmental Relations Committee 1989-1990 	<p>October 1989-May 2013</p> <ul style="list-style-type: none"> • Conference Program Evaluator 1996
<p>South Carolina College Personnel Association (SCCPA)</p> <ul style="list-style-type: none"> • President (President-elect and Past President) 1994-1997 • Publications Chairperson 1991-1994 	<p>December 1990-2006</p> <ul style="list-style-type: none"> • Newsletter Editor 1990-1991 • Membership and Bylaws Committees 1993-1994 • Conference Planning Committees 1991-1992
<p>Ohio College Personnel Association (OCPA)</p> <ul style="list-style-type: none"> • New Professionals Conference Chairperson 1990 • Conference Planning Committee Fall 1989 & Spring 1989 	<p>September 1989-June 1990</p> <ul style="list-style-type: none"> • Conference Publicity Committee Co-Chairperson 1990 • Executive Board Member, Governmental Relations Chair 1989-1990
<p>Southern Association of Student Personnel Administrators (SACSA)</p> <ul style="list-style-type: none"> • Awards Chairperson 2006-2007 	<p>August 1990-February 2006</p> <ul style="list-style-type: none"> • Conference Registration Chairperson 1993
<p>LeaderShape, Inc.</p> <ul style="list-style-type: none"> • Clemson University Program Coordinator 2002-2004 • Cluster Facilitator 2001 	<p>July 2001-Present</p> <ul style="list-style-type: none"> • LEAD Facilitator 2002-present • Lead sessions in the United States and Qatar
<p>Women's Higher Education Network (WHEN) Chairperson</p>	<p>1993-1995</p>
<p>Mortar Board, Inc. – Section Coordinator for North and South Carolina</p>	<p>August 1991-September 1995</p>
<p>Golden Key International Honour Society Co-Advisor</p>	<p>1999-2006 & 2011-2012</p>
<p>Alpha Lambda Delta Advisor</p>	<p>1991-1999</p>
<p>National Society of Collegiate Scholars Advisor</p>	<p>1999-2006</p>
<p>NIMS (National Incident Management System) and ICS (Incident Command System 100, 200, 700, & 800) Training</p>	<p>2009-2011</p>

AWARDS

• NASPA Foundation Pillar of the Profession	2015
• John Koldus Award for Distinguished Service to NASPA Region III	2011
• Tapped by students as an honorary member of Omicron Delta Kappa Honor Society	2010
• Jeffrey A. Gabor Superior Achievement Award	2009
• Outstanding Woman Leader (presented by Student Government Association)	2009
• Selected into Phi Kappa Phi	2008
• Outstanding Service to Graduate Student Government (presented by Graduate Student Government)	2004
• Graduate Board of Trustees Staff Award for Excellence	2004

- National Orientation Directors Association Outstanding Research Award 2003
- National Orientation Directors Association President's Award 2001
- Selected by students as an honorary member of Golden Key Honour Society 1999
- Selected by students as an honorary member of National Society of Collegiate Scholars 1999
- Selected by students as an honorary member of Blue Key Society 1998
- South Carolina College Personnel Association Achievement Award 1994
- Participant in Clemson University's Women's Commission pilot Mentor Program 1994-1995
- National Orientation Directors Association first recipient of the New Professionals Award 1993
- Clemson University Student Affairs Employee of the Year 1992-1993

SELECTED PUBLICATIONS

Ward-Roof, J. A & Hands, A. (2016). Multiple AVP Structures. In A. Hecht and J. Pina (Eds.), *AVP: Leading from the unique assistant/associate vice president role for student affairs*. Washington, DC: NASPA. (in progress)

Ward-Roof, J. & Guthrie, K. L. (2011). Managing under stress: Tips for reducing or eliminating compassion fatigue. *NASPA Leadership Exchange*, 9(2), 13.

Ward-Roof, J. A. (Ed.) (2010). *Designing successful transitions: A guide for orienting students to college, 3rd ed.* [Monograph]. Columbia, SC: National Resource Center for the First-Year Experience and Students in Transition.

Ward-Roof, J. A., Page, L.A. & Lombardi, R. (2010). Channeling Parental Involvement to Support Student Success. In J. A. Ward-Roof (Ed.), *Designing successful transitions: A guide for orienting students to college, 3rd ed.* [Monograph]. (pp. 79-94). Columbia, SC: National Resource Center for the First-Year Experience and Students in Transition.

Ward-Roof, J. A. & Guthrie, K. L. (2010). Reflections on the History of Orientation, Transition and Retention Programs. In J. A. Ward-Roof (Ed.), *Designing successful transitions: A guide for orienting students to college, 3rd ed.* [Monograph]. (pp. 79-94). Columbia, SC: National Resource Center for the First-Year Experience and Students in Transition.

Ward-Roof, J. (2010). Pillars of our profession: A personal interview with Dr. Jon C. Dalton. *The Journal of College Orientation and Transition*. 18(1), 65-68.

Cawthon, T. W., Havice, P. A., and Ward-Roof, J. (2008). Designing a Study Abroad Experience: Academic and Student Affairs Collaboration in K. Osfield & Associates (eds.) *Internationalization of Student Affairs and Services* (pp. 15-22). Washington, DC: National Association of Student Personnel Administrators.

Ward-Roof, J. A., Heaton, P. M., & Coburn, M.C. (2008). Capitalizing on Parent and Family Partnerships Through Programming in K. Carney-Hall, J. Schuh, & E. Whitt (eds.) *Managing Parent Partnerships: Maximizing Influence, Minimizing Interference, and Focusing on Student Success* (pp. 43-56). New Directions for Student Services (No. 122). San Francisco: Jossey-Bass.

Ward-Roof, J. A. (2005). Parent Orientation: Begin with the End in Mind in K. Keppler, R. Mullendore & A. Carey (eds.) *Partnering with the Parents of Today's College Students* (pp. 29-34). Washington, DC: National Association of Student Personnel Administrators.

Ward-Roof, J. & Payne, C. (2004). Professional Development in M. J. Fabich (ed.) *Orientation Planning Manual* (pp.59-63). Pullman, WA: National Orientation Directors Association.

Ward-Roof, J. A. & Cawthon, T. C. (2004). Strategies for successful transfer orientation programs. In B. C. Jacobs (Ed.), *The College Transfer Student in America: The Forgotten Student* (pp.47-68). Washington, D.C.: American Association of Collegiate Registrars and Admissions Officers.

Abraham, J., Nesbit, B. & Ward-Roof. (2003). Organization and administration of orientation programs. In J. A. Ward-Roof & C. Hatch (Eds.), *Designing successful transitions: A guide for orienting students to college, 2nd ed.* [Monograph]. (pp. 67-82). Columbia, SC: National Resource Center for the First-Year Experience and Students in Transition.

Ward-Roof, J. A., Kashner, P., & Hodge, V. (2003). Orienting transfer students. In J. A. Ward-Roof & C. Hatch (Eds.), *Designing successful transitions: A guide for orienting students to college, 2nd ed.* [Monograph]. (pp. 97-108). Columbia, SC: National Resource Center for the First-Year Experience and Students in Transition.

Ward-Roof, J. A. & Hatch, C. (Eds.) (2003). *Designing successful transitions: A guide for orienting students to college, 2nd ed.* [Monograph]. Columbia, SC: National Resource Center for the First-Year Experience and Students in Transition.

Ward-Roof, J. & Cawthon, T. (2001). The disorientation program: Fostering student transition. *The Journal of College Orientation and Transition*. 8(2), 35-37.

Payne, C. & Ward-Roof, J. (2000). Professional Development in M. J. Fabich (ed.) *Orientation Planning Manual* (pp.59-63). Pullman, WA: National Orientation Directors Association.

Turrentine, C.; Schnure, S.; Ostroth, D.; & Ward-Roof, J. A. (2000). The parent project: What parents want from the college experience. *NASPA Journal*, 38(1), 31-43.

Cawthon, T. W. & Ward-Roof, J. A. (1999). A survey of the skills necessary for effective orientation programs. *The Journal of College Orientation and Transition*, 6(2), 15-19.

Jacobs, B. C.; Hayes-Harris, M.; Lopez, C. A.; & Ward, J. A. (1996). Doing what is right in orientation programs. *Orientation Review*, 25(2), 10-12.

Jacobs, B. C.; Hayes-Harris, M.; Lopez, C. A.; & Ward, J. A. (1995). Maintaining an ethical balance in orientation. *The College Student Affairs Journal*, 13(1), 44-53.

Ward, J. A. (Fall, 1990). Taking off after the pilot leaves the plane: Tips from a survivor. *Connections*, 10-12.

SELECTED PRESENTATIONS

Women VPSAs: Telling our Truth and Secrets. NASPA Annual Conference (Student Affairs Administrators in Higher Education). New Orleans, LA. March 2014. (multiple presenters).

Fostering Campus Safety Through Collaborative Relationships. NASPA Annual Conference (Student Affairs Administrators in Higher Education). Orlando, FL. March 2013. (co-presented).

Making Career Dreams a Reality. NASPA Annual Conference (Student Affairs Administrators in Higher Education). Orlando, FL. March 2013. (multiple presenters).

Social Media and Civility: Riding the Waves of Student Change. NASPA Region III Summer Symposium. Virginia Beach, VA. June 2012. (co-presented).

Social Media and Freedom of Speech: Where Does the Concept of Civility Fit? Memphis in May Student Affairs Conference. Memphis, TN. May 2012. (co-presented).

Handling Critical Issues in Student Affairs: A Call to Action. Memphis in May Student Affairs Conference. Memphis, TN. May 2012.

Positively Influencing Compassion Fatigue. NASPA (Student Affairs Administrators in Higher Education) Annual Conference. Phoenix, AZ. March 2012. (multiple presenters).

The Always Changing, Ever-Evolving Field of Parent and Family Relations. NASPA (Student Affairs Administrators in Higher Education) Annual Conference. Phoenix, AZ. March 2012. (multiple presenters).

Changing Needs of Tomorrow's Graduate Student: Responding to Distressed and Distressing Students. Conference of Southern Graduate Schools, Jacksonville, FL, January 2012. (invited).

Empowering Ourselves with Professional Competencies. Southern Association for College Student Affairs, Atlanta, GA, November, 2011. (co-presented).

Partnering with Parents in order to Revitalize Students' Spirits and Souls. National Orientation Directors Association, New Orleans, LA, October, 2011.

Compassion Fatigue: Awareness in Order to Live With Purpose. NASPA (Student Affairs Administrators in Higher Education) Annual Conference. Philadelphia, PA. March 2011. (co-presented).

Student Affairs: Trends and Practices for Purposeful Change. NASPA (Student Affairs Administrators in Higher Education) Annual Conference. Philadelphia, PA. March 2011. (multiple presenters).

Dean (and VP) Dementia: Staying Sane in a Crazy Job. NASPA (Student Affairs Administrators in Higher Education) Annual Conference. Philadelphia, PA. March 2011. (multiple presenters).

Exploring Future Career Options for Orientation Professionals. National Orientation Directors Association, St. Louis, MO, November, 2010. (multiple presenters).

Arching Above and Beyond: Customer Service in Higher Education. National Orientation Directors Association, St. Louis, MO, November, 2010. (co-presented).

Writing for Publication: An Opportunity to Explore, Reflect, and Discover your Professional Potential. National Orientation Directors Association, St. Louis, MO, November, 2010. (multiple presenters).

Deans Tell All: Paths to Becoming a Dean and the Fun/Chaos Once You Are. NASPA (Student Affairs Administrators in Higher Education) Florida Drive-in Conference, Orlando, Florida. October 2010 (co-presented).

Putting Your Oxygen Mask on First: The Art of Balancing Your Life. NASPA (Student Affairs Administrators in Higher Education) Florida Drive-in Conference, Orlando, Florida. October 2010 (co-presented).

Student Affairs Professionals Learning Abroad. NASPA Region III Summer Symposium (Student Affairs Administrators in Higher Education), Ponte Vedra, Florida. June 2010 (co-presented).

Moving Smoothly Through Change, NASPA (Student Affairs Administrators in Higher Education), Chicago, Illinois. March 2010 (co-presented).

Creating a New Parent and Family Legacy, NASPA (Student Affairs Administrators in Higher Education), Chicago, Illinois. March 2010 (co-presented).

Finding a Common Purpose. ACC Leadership Conference, Tallahassee, Florida, February 2009.

Setting Yourself Apart. National Orientation Directors Association Graduate Symposium, Anaheim, California, November, 2009.

Student Expectation General Session. National Association of Auxiliary Services. Nashville, Tennessee. April 2009 (invited).

Partnering to Explore Career Aspirations for Dean of Students, Assistant/Associate Vice President, and Vice President of Student Affairs Positions. National Association of Student Personnel Administrators, Seattle, Washington. March 2009. (co-presented).

Parents and Families: Creating Partnerships for Student Success Pre-Conference. Creating a Parent Communication Plan. National Association of Student Personnel Administrators, Seattle, Washington. March 2009. (co-presented).

Developing a Legacy of Inspiration While Managing Compassion Fatigue. National Orientation Directors Association, Boston, Massachusetts, November, 2008.

Inspiring a New Legacy of Parents. National Orientation Directors Association, Boston, Massachusetts, November, 2008. (co-presented)

Charting a Course for Managing Compassion Fatigue. National Association of Student Personnel Administrators, Boston, Massachusetts, March 2008. (co-presented)

Sustainability: Charting a Course for Success (invited). National Association of Student Personnel Administrators, Boston, Massachusetts, March 2008. (co-presented)

NODA Presentation: What is it like working in Orientation and New Student Programs? The Placement Exchange, Boston, Massachusetts, March 2008.

Adjunct and Part-time Faculty: A Win/Win for Graduate Preparation Programs. National Association of Student Personnel Administrators, Orlando, Florida, March 2007.

Leadership Journey. National Academic Advisors Association Region IV, Tallahassee, Florida, March, 2007.

Partnering with Parents to Develop a Great Team! Southern Association for College Student Affairs. Jacksonville, Florida, November, 2006.

Facebook – Truly a Mountain of Possibilities. National Orientation Directors Association. Salt Lake City, Utah, November, 2006.

Creating Transfer Programs That Work Update Pre-Conference. Institute for the Study of Transfer Students. Fort Worth, Texas, January, 2006 (invited).

Managing and Leading the Rhythms of Change Above and Below. National Orientation Directors Association. Miami, Florida, November, 2005 (co-presented).

Using Parents to Help Your Orientation Program Reach Greatness. National Orientation Directors Association. Chicago, Illinois, October 2004.

The Orientation Apprentice: Destined for Promotion. National Orientation Directors Association. Chicago, Illinois, October 2004 (co-presented).

Assisting Transfer Students with their Adjustment to Campus. National Association of Student Personnel Administrators. Denver, Colorado, March 2004.

Creating Transfer Orientation Programs that Work! National Orientation Directors Association. Seattle, Washington, October 2003.

NODA Research Award Winner Presentation. National Orientation Directors Association. Seattle, Washington, October 2003.

Ethics, Is There Always A Right Answer? National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Greensboro, North Carolina, March 2003.

Creating Transfer Orientation Programs That Work Preconference. First Annual Institute on Transfer Students. Denton, Texas, January 2003.

A Roadmap to Enlightenment and Freedom: The Four Agreements. National Orientation Directors Association. Baltimore, Maryland, November 2002. (co-presented).

Communication, How to Hit a Homerun Every Time. National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Natchitoches, Louisiana, March 2002.

Orientation, What Does it Really Mean and How Do You Do it? National Association of Student Personnel Administrators. Boston, Massachusetts, March 2002.

Time Management and Prioritizing. Greenville Junior League Leadership Day. Greenville, South Carolina, January 2002.

Change Management. National Orientation Directors Association. Toronto, Ontario, November 2001. (co-presented).

Parents: A Pawsitive Part of Orientation. National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Murray, Kentucky, March 2001.

Change Can Be a Great Part of Life – If You Can Deal With It. National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Murray, Kentucky, March 2001.

Leadership Changes. National Society of Collegiate Scholars 2000 Leadership Summit. Los Angeles, California, July 2000.

Survival Skills for Administrative Assistants. South Carolina College Personnel Association Drive-in Workshop. Clemson, South Carolina, April 2000. (co-presented).

What Does Our Future Hold: Resources Destined to Shape the Future. South Carolina College Personnel Association. Charleston, South Carolina, April 2000.

Professional Development: Do We All View it the Same Way? American College Personnel Association. Washington, DC, April 2000 (co-presented).

NODA Leadership Opportunities. National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Mississippi State, Mississippi, March 2000 (co-presented).

What Works Best for You? Leadership Styles. National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Elon, North Carolina, April 1999.

KickOff Clemson: A Clemson Experience for New Students. National Resource Center for the First Year Experience and Students in Transition. Columbia, South Carolina, February 1999 (co-presented).

Settling In and Going Beyond Without Burning Out! National Orientation Directors Association. Austin, Texas, October 1998.

Transferring Does Not Have to Equal &^%#(^%(\$ - It Can Be Fun!* National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Statesboro, Georgia, April 1997.

Powerful Orientation Programs. National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Statesboro, Georgia, April 1997.

Dream Big and Start Planning. Southern Association for College Student Affairs. Mobile, Alabama, November 1996 (co-presented).

Power, Pressure, and Attitude. National Orientation Directors Association. Providence, Rhode Island, October 1996.

Details, Details, Planning A Successful Conference or Event. South Carolina College Personnel Association. Myrtle Beach, South Carolina, April 1996.

What Happens After Graduation? Christ Church Episcopal School Senior Seminar. Greenville, South Carolina, April 1996 (co-presented).

Developing Community Leaders. Clemson University LINC Grant Training. Clemson, South Carolina, August 1995.

Negotiating the Waters. Graduate Student Faculty Forum. Clemson, South Carolina, February 1995.

Why Don't People Hear Me? National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Tallahassee, Florida, March 1994. (won regional showcase award).

Time Management for Superwomen. Women's Higher Education Network. Clemson, South Carolina, January 1994.

Assessment Mini Course. Student Affairs Training. Clemson, South Carolina, November 1993 (co-presented).

Client Centered Communication. Oconee Home Builders Association. Clemson, South Carolina, May 1993.

Defining Crisis on Your Campus. South Carolina College Personnel Association. Myrtle Beach, South Carolina, April 1993 (co-presented).

All Jazzed Up With No Place to Go. National Orientation Directors Association. Kansas City, Kansas, October 1992 (co-presented).

Coach Approach to Teambuilding. National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Atlanta, Georgia, May 1992.

Student Development Trends. Anderson College Club Advisors Workshop. Anderson, South Carolina, April 1992.

The Value of Internships in a CSP Masters' Program. National Association of Student Personnel Administrators. Cincinnati, Ohio, April 1992 (co-presented).

Meet the Press and Never Let'em See You Sweat! South Carolina College Personnel Association. Myrtle Beach, South Carolina, April 1992.

Stress and Wellness. Central Wesleyan College Wellness Fair. Central, South Carolina, March 1992.

Communication in the Workplace. Pickens County Drug and Alcohol Commission Staff Development. Pickens, South Carolina, May 1991.

Looking Toward the Future. Pickens County Drug and Alcohol Commissions Teen Leadership Connection. Ridgecrest, North Carolina, March 1991.

People, Perceptions, and Personalities. National Association of College Activities Regional Conference. Cleveland, Ohio, October 1989 (co-presented).

How to Develop and Implement a Leadership Conference. Midwest Meeting of Graduate Students in Student Personnel (MMOGSISP). Bowling Green, Ohio, October 1989.

The University Experience – A New Twist. National Orientation Directors Association Region VII. Kent, Ohio, April 1988 (co-presented).

Presented numerous other programs on topics ranging from time management to diversity to organizational structures and leadership.

KEYNOTE ADDRESSES

Maximizing your Student Affairs Experience. NASPA-Florida Drive-in Workshop, Boca Raton, Florida, October 2012 and Murray State University Student Affairs Workshop, Murray, Kentucky, April 2013.

SACSA's Newest Keynote. SACSA Conference, Atlanta, Georgia, September 2011.

Dinner with the Dean Leadership Celebration. University of North Carolina Charlotte, Charlotte, North Carolina, January 2010.

Our Role in Campus Crisis. South Dakota College Personnel Assoc. Mid-Winter Conference. Brookings, South Dakota, February 2008.

Success. North Carolina Conference for Orientation Professionals. Durham, North Carolina, February 2002.

Setting Goals with the End in Mind. Kappa Alpha Theta Scholarship Dinner. Clemson, South Carolina, February 2002.

The Miracles of Orientation Leaders. National Orientation Directors Association Region VI Southern Regional Orientation Workshop. Mississippi State, Mississippi, March 2002.

How Do I Get Motivated for College? Farm Bureau Youth Leadership Conference. Clemson, South Carolina, June 1998.

Traditions and Transitions. National Orientation Directors Association Region V Conference. Milwaukee, Wisconsin, April 1996.

Look What You Can Do With Your Degree. Ohio University InCo Day. Athens, Ohio, April 1995.

ScholarSHIP, LeaderSHIP, and Service. Mortar Board Induction Address. Athens, Ohio, May 1991.

CONSULTING

Northern Illinois University (<i>program review-orientation</i>)	July 2015
New York University (<i>program review—Student Resource Center</i>)	April 2013
Boise State University (<i>CAS program review—new student programs</i>)	July 2012
Virginia Polytechnic Institute and State University (<i>CAS program review—new student programs</i>)	July 2012
Auburn State University (<i>program review—student activities</i>)	November 2011
California Polytechnic State University (<i>CAS program review—student life</i>)	June 2011
Western Michigan University (<i>program review—orientation</i>)	April 2007
Ball State University (<i>program review—orientation</i>)	Fall 2004
Indiana University Purdue University Indianapolis (<i>program review—orientation</i>)	Spring 2004
Duke University (<i>program review—orientation and first year programs</i>)	Spring 2004
Texas A&M University – Kingsville (<i>program review—orientation</i>)	Spring 2004
University of Nebraska-Lincoln (<i>program review—orientation</i>)	Fall 2001
Clarion University (<i>program review—orientation</i>)	Spring 1998