

Office of the Vice President for Student Affairs

Professional Staff

# GREGORY S. BLIMLING

## HOME ADDRESS

836 Atkinson Circle  
Hillsborough, NJ 08844  
(932) 369-3421

## OFFICE ADDRESS

Vice President for Student Affairs  
101 Old Queens Building  
83 Somerset Street  
New Brunswick, NJ 08901-1281  
(732) 932-8576  
Blimling@rci.rutgers.edu

## EDUCATION

### HIGHER EDUCATION

- Ph.D. *Ohio State University*, Columbus, Ohio, 1988.  
Educational Policy and Leadership in Higher Education  
and College Student Personnel Work
- M.S. Ed. *Indiana University*, Bloomington, Indiana, 1974.  
College Student Personnel Administration
- B.A. *Indiana University*, Bloomington, Indiana, 1972.  
Majors: Sociology and Speech

### ADDITIONAL EDUCATION

- Harvard University*, Institute in Teaching by the Case Study Method, 1993.
- Harvard University*, Institute for Educational Management, 1992.

## ADMINISTRATIVE EXPERIENCE

### RUTGERS UNIVERSITY

NEW BRUNSWICK, NEW JERSEY (2004 – current)

**Vice President for Student Affairs.** Senior Student Affairs Officer with fiscal control and supervisor responsibility for students and the following offices and departments: Student Health Centers, University Housing, Residence Life, Recreation, Policy Compliance, Dining Services, Student Judicial Affairs, Deans of Students, Paul Robeson Center, Center for Latino Arts and Culture, Asian American Culture Center, Social Justice Education, Fraternity and Sorority Affairs, Counseling Centers, Parents Association, and Student Centers and Programs.

### APPALACHIAN STATE UNIVERSITY

BOONE, NORTH CAROLINA (1990 – 2004)

**Vice Chancellor for Student Development.** Senior Student Affairs Officer with fiscal control and supervisory responsibility for students and the following offices and departments: Student Health Services, Wellness Center, Counseling and Psychological Services, Substance Abuse Education, Financial Aid, Multicultural Center, Housing and Residence Life, Greek Affairs, Center for Student Involvement & Leadership, Volunteer Student Programs, Student Programs, Outdoor Education Programs, Plemmons Student Union, Student Life & Learning Research, Career Development Center,

Child Development Center, Student Judicial Affairs, Testing Services, University Recreation, Student Media, Quinn Recreation Center, Women's Center, Electronic Student Services, Parents Association.

**LOUISIANA STATE UNIVERSITY**

**BATON ROUGE, LOUISIANA (1978 – 1990)**

**Dean of Students** [1981-1990]. Reporting to the Vice Chancellor for Student Services this position had responsibility for the following areas: Student Judicial Affairs, Student Organizations and Activities, Student counseling (non-clinical), Student Events, Pre-Trial Intervention System, Ethical Reasoning Program, Community Service Program, Student Crisis Intervention, Involuntary Psychiatric Commitments, Emergency Student Loans, Law Enforcement Agencies Liaison, Non-Academic Orientation, and Parent Orientation.

**Associate Dean of Students** [1978-1981]. Reporting to the Dean of Students this position had responsibility for the following: student counseling (non-clinical); student judicial affairs; non-academic orientation; transfer student orientation; emergency student loans.

**WESTERN ILLINOIS UNIVERSITY**

**MACOMB, ILLINOIS (1976 – 1978)**

**Assistant Director of Residence Life**. Reporting to the Director of Residence Life, responsibilities included: supervision of six full-time student affairs administrators (hall directors), eight graduate assistants, 100 undergraduate resident assistants in seven residence halls housing approximately 4,000 students; staff training and professional development; educational programming; Student Judicial Affairs for all Western Illinois University students; training, selection and supervision of 55 student judicial board members and five judicial board staff advisors; and supervision of one University food service program.

**BOWLING GREEN STATE UNIVERSITY**

**BOWLING GREEN, OHIO (1974 – 1976)**

**Residence Hall Director**. Reporting to the Director of Residence Life, responsibilities included: educational programming, counseling, and management for a men's residence hall; supervisory responsibility for approximately twenty full and part-time employees; staff selection and in-service training for resident assistants.

**FRANKLIN COLLEGE**

**FRANKLIN, INDIANA (1973 –1974)**

**Assistant to the Dean of Students**. Reporting to the Dean of Students, this position was part of a graduate assistantship associated with the Indiana University College Student Personnel Program; responsibilities included: men's residence halls, advising fraternities, and student activities.

**TEACHING EXPERIENCE**

**Professor** (affiliated), Graduate School of Education: Department of Educational Theory, Policy and Administration and the Department of Educational Psychology, Rutgers University, 2004 – Current.

**Professor** (tenured, 1993), Reich College of Education: Department of Human Development and Psychological Counseling, Graduate Faculty, Appalachian State University, 1990 – 2004.

**Visiting Professor**, National University of Costa Rica, Heredia, Costa Rica, August, 1999.

**Professor** (adjunct) School of Social Work, Louisiana State University, 1988-1990.

**Adjunct Faculty**, Department of College Student Personnel Administration, Western Illinois University, 1976 – 1978.

**Adjunct Faculty**, Department of Experimental Studies. Bowling Green State University, 1975 – 1976.

**Instructor**, Department of Speech, Franklin College, 1973 – 1974.

**Debate Coach**, Department of Speech, Franklin College, 1973 – 1974.

### EDITORIAL EXPERIENCE

**Consulting Editor**, *Journal of College Student Development* [2004 – 2005]. This editorship is a one year appointment established to provide assistance to the new Editor during the transition of the Journal from one institution to another.

**Editor**, *Journal of College Student Development* [1995 – 2003]. The *Journal of College Student Development* is the leading research journal in the field of college student affairs. Founded in 1959, the Journal is published bimonthly and has approximately 10,000 subscribers. Responsibilities of the Editor include editorial and publishing decisions, budget control, supervision of editorial support staff, selection of reviewers, contracting of printing and distribution, and recommending appointment of Editorial Board members.

**Advisory Board Member** [2001 – 2003]. *The Encyclopedia of Distributed Learning*, Sage Publications, and the Fielding Graduate Institute.

### RELATED EXPERIENCE

**President**, American College Personnel Association (ACPA), 2005 – 2006 (Past President 2006-2007).

**Evaluator**, Middle States Commission on Higher Education, 2005 - current

**Chairperson**, ACPA Task Force on National Certification for Student Affairs, 2004 – 2005.

**Administrative Representative Liaison**, Rutgers University Senate, 2004 – current.

**Fulbright Senior Specialists Reviewer**, Education Peer Review Committee, 2002 – 2004.

**Reaffirmation Visiting Team**, Commission on Colleges, Southern Association of Colleges and Schools, Higher Education Accreditation, 2001 - 2004.

**Co-Chairperson**, National Study Group to author the “*Principles of Good Practice for Student Affairs*,” Joint ACPA and NASPA Statement, 1996 – 1998.

**Member**, Oxford International Round Table on Educational Policy, Pembroke College, University of Oxford, Oxford, England, 1997.

**Fulbright Scholar**, Seminar for U.S. Administrators in International Education, Federal Republic of Germany, April-May, 1995.

**Licensed Professional Counselor**, State of Louisiana (Licensed Professional Counselors Board of Examiners, Louisiana Mental Health Counselor Regulatory and Licensing Authority).

**U. S. Federal Court Expert** on the educational influences of college residence halls on students in Cleveland v. The University of Tulsa, No. 87-C-848-B, United States District Court N.D, Oklahoma, 1989.

### BOARD AFFILIATIONS

**President and Chairman of the Board of Directors**, Appalachian Student Housing Corporation (a non-profit 501(c)3 corporation that owns and operates off-campus housing for Appalachian students), 1999 – 2004.

**Chairperson**, East Baton Rouge City Parish Commission on Governmental Ethics, 1988-1990;  
Commission Member, 1987 –1990.

**Director, Board of Directors**, Baton Rouge Crisis Intervention Center, 1981-1984.

### AWARDS AND HONORS

**Contribution to Knowledge Award** (national award for significant scholarly contributions to the study of higher education and student affairs), American College Personnel Association, 2002.

**Senior Scholar Diplomate** (recognition of six years of service as a Senior Scholar), American College Personnel Association, 2002.

**Distinguished Scholar Award** (state award for significant scholarly contributions to research, teaching, and service in the field of student development), North Carolina Personnel Association, 2000.

**Maude Stewart Outstanding Leadership Award** (national award for outstanding and sustained leadership and service to the higher education and student affairs program) The Ohio State University, 1999.

**Diamond Anniversary Honoree** (for outstanding contributions to the field of higher education and student affairs), American College Personnel Association and the Educational Leadership Foundation, 1999.

**Gregory S. Blimling Award** (award established to recognize outstanding performance of graduate students in student development), Appalachian State University, 1999.

**Senior Scholar** (selected by other scholars for significantly contributing to the creation/advancement of knowledge in student affairs), American College Personnel Association, 1997.

**Elizabeth F. Greenleaf Distinguished Alumnus/a Award** (national award for sincere commitment and professional leadership in student affairs), Indiana University, 1996.

**The Melvene Draheim Hardee Award** (for outstanding merit and achievement in student personnel work), Southern Association of College Student Affairs, 1994.

**Dissertation of the Year Award** (national award for the most outstanding dissertation in the field of higher education and college student affairs), National Association of Student Personnel Administrators, 1989.

**Bowling Green State University Special Achievement Award** (honorary and monetary award for excellence in scholarship or service as an employee of Bowling Green State University), Bowling Green State University Board of Trustees, 1975.

#### AWARDS AND HONORS RECEIVED FROM STUDENT ORGANIZATIONS

**Pi Kappa Alpha, Membership** (awarded membership at the request of LSU students by the national fraternity in recognition of significant service to students as Dean of Students at Louisiana State University), 1984.

**Alpha Phi Omega, Membership** (awarded "Honorary Membership" by the national association for significant service to students and the community as Dean of Students at Louisiana State University at the request of LSU students), 1984.

**Omicron Delta Kappa, Membership** (awarded membership as Dean of Students at Louisiana State University at the request of LSU students), 1983.

**Mortarboard Favorite Professor** (given by student members of the Louisiana State University chapter of Mortarboard to faculty and administrators judged to have made significant contributions to the quality of their college experience), 1983.

#### PUBLICATIONS

##### *BOOKS*

Blimling, G. S. (2003). The resident assistant: Applications and strategies for working with college students in residence halls (sixth edition). Dubuque, IA: Kendall/Hunt Publishing.

Blimling, G. S., Whitt, E., & Associates (1999). Good practices in student affairs: Principles to foster student learning. San Francisco: Jossey-Bass.

Blimling, G. S. (1999). The resident assistant: Applications and strategies for working with college students in residence halls (fifth edition). Dubuque, IA: Kendall/Hunt Publishing.

Blimling, G. S. (1995). The resident assistant: Working with college students in Residence halls fourth edition). Dubuque, IA: Kendall/Hunt Publishing.

Blimling, G. S. (1995). Case studies and exercises for the resident assistant. Dubuque, IA: Kendall/Hunt Publishing.

Blimling, G. S. (Ed.) (1993). The experienced resident assistant: Readings, case studies and structured group exercises for advanced training (second edition). Dubuque, IA: Kendall/Hunt Publishing.

Blimling, G. S. & Miltenberger, L. J. (1990). The resident assistant: Working with college students in residence halls (third edition). Dubuque, IA: Kendall/Hunt Publishing.

Blimling, G. S. (1990). The resident assistant: Case studies and exercises. Dubuque, IA: Kendall/Hunt Publishing.

Blimling, G. S. (Ed.) (1989). The experienced resident assistant: Readings, case studies and

- structured group exercises for advanced training. Dubuque, IA: Kendall/Hunt Publishing.
- Blimling, G. S. & Miltenberger, L. J. (1984). The resident assistant: Working with college students in residence halls (second edition). Dubuque, IA: Kendall/Hunt Publishing.
- Blimling, G. S. & Miltenberger, L. J. (1981). The resident assistant: Working with college students in residence halls. Dubuque, IA: Kendall/Hunt Publishing.
- Blimling, G. S. & Schuh, J. (Eds.) (1981). Increasing the educational role of residence halls. San Francisco: Jossey-Bass Publishers.

### ***BOOK CHAPTERS***

- Blimling, G. S. (2004). Student services. In A. DiStefano, K. Rudestam, & R. Silverman (Eds.), Encyclopedia of distributed learning, 428 – 431. Thousand Oaks, CA: Sage Publications.
- Blimling, G. S. (2004). Residence halls. In A. DiStefano, K. Rudestam, & R. Silverman (Eds.), Encyclopedia of distributed learning, 389 - 390. Thousand Oaks, CA: Sage Publications.
- Blimling, G. S. (2002). Uncommon truths: A diary of practical wisdom. In J. Dalton (ED.), The art and practical wisdom of student affairs leadership, 71 - 81. San Francisco: Jossey-Bass.
- Blimling, G. S. (2002). Reflections on career development among student affairs leaders. In J. Dalton (ED.), The art and practical wisdom of student affairs leadership, 27 – 36. San Francisco: Jossey-Bass.
- Blimling, G. S. (2002). College residence halls. In J.W. Guthrie (Ed.), Encyclopedia of education (second edition). New York: Macmillan Reference.
- Blimling, G. S. (2002). College and university living and learning center residence halls. In J.W. Guthrie (Ed.), Encyclopedia of education (second edition). New York: Macmillan Reference.
- Whitt, E.J. & Blimling, G. S. (2000). Applying professional standards and principles of good practice in student affairs. In M. Barr (Ed.), The handbook of student affairs administration (second edition), 612-628. San Francisco: Jossey-Bass.
- Blimling, G. S. (1999). Accountability for student affairs: Trends for the 21<sup>st</sup> century. In C. Johnson and H. Cheatham (Eds.), Higher education trends for the next century: A research agenda for student success, 51-57. American College Personnel Association.
- Blimling, G. S. (1998). Navigating the changing climate of moral and ethical issues in student affairs. In D. Cooper and J. Lancaster (Eds.), Beyond law and policy: Reaffirming the role of student affairs. New Directions for Student Services, 65-76. San Francisco: Jossey-Bass.
- Blimling, G. S. (1998). The benefits and limitations of residential colleges: A meta-analysis of the research. In F. King Alexander & Don E. Robertson (Eds.), Residential colleges: Reforming American higher education. Murray, Kentucky: Oxford International Round Table and Murray State University Press.
- Pascarella, E.T., Terenzini, P.T., & Blimling, G. S. (1994). How residence halls impact student learning and personal development. In C. Schroeder, P. Mable & Associates, Realizing the educational potential of college residence halls (pp. 22-52). San Francisco: Jossey-Bass.

- Blimling, G. S. (1993). The influence of college residence halls on students. In J. Smart (Ed.), Higher education: Handbook of theory and research (Vol. IX) (pp. 248-307). New York: Agathon Press.
- Blimling, G. S. (1993). Challenges, issues and goals for student housing and residence life. In R. Winston, S. Anchors and Associates, Student housing and residence life: A handbook for professionals committed to the goals of student development (pp. 1-20). San Francisco: Jossey-Bass.
- Blimling, G. S. (1987). Policy issues and administrative considerations in working with extremist religious groups on college campuses. In R. Schechter and W. Noyes (Eds.), Cultism on campus: Commentaries and guidelines for college and university administrators, (pp. 61-69). Weston, MA: American Family Foundation and the National Association of Student Personnel Administrators.
- Blimling, G. S. (1987). Educating students and professional staff on the problems of religious cults. In R. Schechter and W. Noyes (Eds.), Cultism on campus: Commentaries and guidelines for college and university administrators (pp. 93-98). Weston, MA: American Family Association and the National Association of Student Personnel Administrators.
- Blimling, G. S. (1981). Residence halls in today's compartmentalized university. In G. Blimling and J. Schuh (Eds.), Increasing the educational role of residence halls (pp. 1-11). San Francisco: Jossey-Bass Publishers.
- Blimling, G. S. & Schuh, J.C. (1981). Influences, predictions, and recommendations. In G. Blimling and J. Schuh (Eds.), Increasing the educational role of residence halls (pp. 95-102). New Directions for Student Services Sourcebook No. 13. San Francisco: Jossey-Bass.

#### ***REFEREED JOURNAL ARTICLES***

- Blimling, G. S. (2001). Uniting scholarship and communities of practice in student affairs. Journal of College Student Development, *42*, 381 – 396.
- Blimling, G. S. & Alschuler, A.S. (1996). Creating a home for the spirit of learning. Journal of College Student Development, *37*, 203-216.
- Pascarella, E.T., Terenzini, P.T. & Blimling, G. S. (1996). Students' out-of-class experiences and their influence on learning and cognitive development: A literature review. Journal of College Student Development, *37*, 149-162.
- This article was selected for reprint in: (1999). Journal of College Student Development, *40*, 610-623.
- Alschuler, A. & Blimling, G. S. (1995). Curbing academic cheating through systemic changes. College Teaching, *43*(4), 123-125.
- Blimling, G. S., Wachs, P.M., & Reid, B. (1994). Revisiting visitation. Journal of College and University Student Housing, *24*(2), 32-36.
- Blimling, G. S. & Wachs, P. (1994). Career advancement in student affairs administration. The College Student Affairs Journal, *14*(1), 49-59.
- Blimling, G. S. (1993). The context of conflict in the academy: An educational dialectic on faculty and student affairs educators. The College Student Affairs Journal, *13*(1), 4-12.



Blimling, G. S. (1990). The involvement of college students in totalist groups: Causes, concerns, legal issues and policy considerations. Cultic Studies Journal, 7, 41-68.

This article was selected for reprint in: (1991). M. Rubin (Ed.), Cults on campus: Continuing challenge. New York: American Family Foundation, 33-59.

Blimling, G. S. (1990). Developing character in college students. NASPA Journal, 27, 266-273.

Blimling, G. S. (1989). A meta-analysis of the influence of college residence halls on academic performance. Journal of College Student Development, 30, 298-308.

This article was selected for reprint in: (1999). Journal of College Student Development, 40, 610-623.

Blimling, G. S. (1988). Meta-analysis: A statistical method for integrating the results of empirical studies. Journal of College Student Development, 29, 543-548.

Blimling, G. S. (1986). The law and religion on state university campuses. Campus Law Enforcement Journal, 16(2), 30-34.

Blimling, G. S. (1981). Cults, college students and campus policies. NASPA Journal, 19, 2-11.

This article was selected for reprint in: (1982) The Bulletin of the Association of College Unions International, L(3), 4-10.

This article was selected for reprint in: (1987). R. Schechter and W. Noyes (Eds.), Cultism on campus: Commentaries and guidelines for college and university administrators (pp. 5-20). Weston, MA: American Family Foundation and the National Association of Student Personnel Administrators.

Blimling, G. S. & Hample, D. (1979). Structuring the peer environment in residence halls to increase academic performance in average ability students. Journal of College Student Personnel, 20, 310-316.

Blimling, G. S. & Paulsen, F. (1979). The educational development group enrichment (EDGE) program: A comprehensive model for student development in residence halls. Journal of the National Association for Women Deans, Administrators and Counselors, 42(2), 24-33.

### ***INVITED ARTICLES***

Blimling, G. S. (2004). White blankets may make you smarter, and other questionable social science findings. About Campus, 9 (3), 2-9 [national higher education magazine].

Blimling, G. S. (2000). New technologies changing how we work with students. About Campus, 5(4), 3-7 [national higher education magazine].

Blimling, G. S. & Whitt, E. (1998). Principles of good practice for student affairs. About Campus, 3(1), 10-15 [national higher education magazine].

Blimling, G. S. (1996, Spring). The future of student affairs in a postmodern era. Journal of the Indiana University Student Personnel Association, 1-23.

### ***MONOGRAPHS, NATIONAL REPORTS, & JOURNAL SPECIAL ISSUES***

- Blimling, G. S., (Ed.) and Jones, S. R., Arminio, J., Broido, E. and Torres, V. (Guest Eds.). (2002). Qualitative research. (Special issue). Journal of College Student Development, 43 (4).
- Blimling, G. S. (Ed.). (2001). Scholarship in student affairs reconsidered. (Special issue). Journal of College Student Development, 42 (4).
- Blimling, G. S. (Ed.). (1999). Journal of College Student Development 40<sup>th</sup> anniversary. (Special issue). Journal of College Student Development, 40, (5).
- Blimling, G. S. (Ed.) and Schroder, C. C. (Guest Ed.) (1996). The student learning imperative. (Special issue). Journal of College Student Development, 37, (2).
- Blimling, G. S., Whitt, E.J., and others (1998). Principles of good practice for student affairs. (National report). American College Personnel Association and National Association of Student Personnel Administrators. Washington, DC: American College Personnel Association and National Association of Student Personnel Administrators.

### ***INVITED BOOK REVIEWS***

- Blimling, G. S. (2002). Book review of *Creating Contexts for Learning and Self-Authorship: Constructive Developmental Pedagogy* by Marcia Baxter Magolda, Journal of Higher Education, 73, 307-309.
- Blimling, G. S. (1994). Book review of *The Handbook of Student Affairs Administration* by Margaret J. Barr and Associates. Journal of Higher Education, 65, 751-753.
- Blimling, G. S. (1993). Book review of *The Chief Student Affairs Officer* by Arthur Sandeen. Journal of College Student Development, 34, 313.
- Blimling, G. S. (1992). Book review of *New Futures for Student Affairs* by Margaret Barr, M. Lee Upcraft and Associates. Journal of Higher Education, 63, 234-236.

### ***ESSAYS, EDITORIALS, AND OTHER SCHOLARLY PUBLICATIONS***

- Blimling, G. S., Jacobs, G., & Ward, D. (March 8, 2007). Leading the way: Encouraging student success through peer education. National Resources Center for the First Year Experience & Students in Transition: 2007 Teleconference Series. Columbia, SC: University of South Carolina.
- Blimling, G.S. (2006). Foreword. In J. M. Lancaster (Ed.), Exercising power with wisdom: Bridging legal and ethical practice with intention. Ashville, NC: College Administration Publication.
- Armino, J., Blimling, G. S., & Kimbrough, W. M. (April 29, 2004). Campus activities: Creating intentional connections for student learning (national teleconference). National Resources Center for the First Year Experience & Students in Transition: 2004 Teleconference Series. Columbia, SC: University of South Carolina.
- Blimling, G. S. (2003). Editorial: ACPA and NASPA consolidation: United we stand together, divided we stand apart. Journal of College Student Development, 44, 581-586.
- Blimling, G. S. (2001). Editorial: Diversity makes you smarter. Journal of College Student Development, 42, 517-519.
- Blimling, G. S. (2000). Editorial: Scholarship and the internet: [www.jcsd.appstate.edu](http://www.jcsd.appstate.edu). Journal of

- College Student Development, 41, 573-574.
- Blimling, G. S. (2000). Editorial: Trusting student life and learning to a vice president with less experience. Journal of College Student Development, 41, 375-377.
- Blimling, G. S. (1996). Editorial: What gets published and why: Observations about publishing in higher education journals. Journal of College Student Development, 37, 375-376.
- Blimling, G. S. & Hurst, J.C. (1995). Editorial: A name change for ACPA. Journal of College Student Development, 36, 201-204.
- Blimling, G. S. (1995). Editorial: The Journal of College Student Development: A wide research agenda. Journal of College Student Development, 36, 3-4.
- Blimling, G. S., Gehring, D.D., Gibson, T., Grimm, J.C., Schuh, J.H., McKinnon, W. (1987). An ACUHO-I bibliography on residence halls. Columbus, OH; Association of College and University Housing Officers-International.

#### ***REFEREED CONFERENCE PRESENTATIONS AND PAPERS***

- Banta, T.W., Blimling, G.S. Brown, S.C., & Dennis, R. (April, 2007). Reclaiming our heritage: Scholar-practitioners in today's collegiate climate. Presentation given at the 2007 ACPA/NASPA Joint National Convention, Orlando, FL.
- Blimling, G. S., and others (April, 2005). National certification for student affairs professionals. Presentation given at the annual meeting of the American College Personnel Association, Nashville, TN.
- Pike, G.R., Schroeder, C. C. & Blimling, G. S. (April, 2004). ACPA senior scholars: Assessment in student affairs. Presentation given at the annual meeting of the American College Personnel Association, Philadelphia, PA.
- Baird, L.L., Blimling, G. S., & Roper, L.D. (March, 2003). Contemporary issues in scholarly publishing. Presentation given at the annual meeting of the American College Personnel Association, Minneapolis, MN.
- Blimling, G. S. (February, 2003). Applying student learning principles to student affairs. Invited speaker. Annual meeting of the National Association for Campus Activities National Convention, Nashville, TN.
- Blimling, G. S. (February, 2003). Good practice in student affairs. Invited speaker. Annual meeting of the National Association for Campus Activities National Convention, Nashville, TN.
- Schroeder, C. C., Blimling, G. S. & Whitt, E. (March, 2002). Are we taking student learning seriously? Presentation given at the annual meeting of the American College Personnel Association, Long Beach, CA.
- Torres, V., Blimling, G. S., Foubert, J. D., Pike, G. R., & Taylor, J. (March, 2002). Bridging scholarship and practice: Stories from senior and emerging scholar-practitioners. Presentation given at the annual meeting of the American College Personnel Association, Long Beach, CA.
- Blimling, G. S. (March, 2002). How to get published in educational journals. Presentation given at the annual meeting of the American College Personnel Association, Long Beach, CA.

- Pike, G. R., Blimling, G. S., Sedlacek, W., Torres, V., & Young, R. (March, 2002). Using scholarship in policy and practice. Senior scholars' presentation given at the annual meeting of the American College Personnel Association, Long Beach, CA.
- Blimling, G. S. (March, 2001). Scholarship reconsidered: Uniting scholarship and communities of practice in student affairs. Senior Scholar paper presented at the annual meeting of the American College Personnel Association, Boston, MA.
- Blimling, G. S. & Magolda, P. M. (March, 2001). Publishing in the Journal of College Student Development. Presentation given at the annual meeting of the American College Personnel Association, Boston, MA.
- Blimling, G. S., Komives, S., King, P., Schroeder, C., & Tinto, V. (April, 2000). Senior scholars and senior student affairs officers: Current scholarship to enhance higher education practice. Presentation given at the annual meeting of the American College Personnel Association, Washington, DC.
- Blimling, G. S., Torres, V., Allen, J., Schroeder, C., Love, P., Taub, D.J., & Winston, R.B. (April, 2000). Credentialed student affairs professionals? A trend beyond 2000? Presentation given at the annual meeting of the American College Personnel Association, Washington, D.C.
- Blimling, G. S., & Magolda, P. M. (April, 2000). Publishing in the Journal of College Student Development. Presentation given at the annual meeting of the American College Personnel Association, Washington, D.C.
- Blimling, G. S., Borkowski, F., Creamer, D., Schroeder, C., Kitchen, S., Schuh, J. (March, 1999). Technology-based educational delivery: Implications for student affairs policy and accreditation. Presentation given at the annual meeting of the National Association of Student Personnel Administrators, New Orleans, LA.
- Blimling, G. S., Cross-Brazzell, J., Dalton, J., Kuh, G., Reisser, L., Roper, L., & Schroeder, C. (March, 1999). Principles of good practice for student affairs: Discussion for implementation. Presentation given at the annual meeting of the National Association of Student Personnel Administrators, New Orleans, LA.
- Blimling, G. S., Whitt, E., Baxter-Magolda, M., & Schroeder, C. (March, 1999). Principles of good practice for student affairs: Implementing learning communities. Presentation given at the annual meeting of the American College Personnel Association, Atlanta, GA.
- Blimling, G. S., Upcraft, M.L., Gibbs, A., Komives, S., Hossler, D., Stage, F., & Sandeen, A. (March, 1999). Senior scholars report: Implications for practice and research, part II. Presentation given at the annual meeting of the American College Personnel Association, Atlanta, GA.
- Smith, K. H., Blimling, G. S., and Gallagher, K. (October, 1998). Building collaboration: Constructing a new living/learning center. Presentation given at the Sixth National Conference on Residential Colleges and Living/Learning Programs, Burlington, VT.
- Blimling, G. S., Baxter-Magolda, M., Kuh, G., Schroeder, C., & Whitt, E. (March, 1998). Using principles of good practice for student affairs. Presentation given at the annual meeting of the American College Personnel Association, St. Louis, MO.
- Blimling, G. S., Baxter-Magolda, M., Kuh, G., & Schroeder, C. (March, 1998). Principles of good practice for student affairs: Discussion for implementation. Presentation given at the annual meeting of the American College Personnel Association, St. Louis, MO.

- Blimling, G. S. (March, 1998). Accountability for student affairs. Paper presented as part of the Senior Scholars Symposium, "Beyond the horizon: Trends shaping student affairs, part II," presented at the annual meeting of the American College Personnel Association, St. Louis, MO.
- Blimling, G. S. & Bowman, R. (March, 1998). Publishing in the Journal of College Student Development. Presentation given at the annual meeting of the American College Personnel Association, St. Louis, MO.
- Blimling, G. S., Whitt, E., Cross-Brazzell, J., Dalton, J., Kuh, G., Reisser, L., Roper, L., & Schroeder, C. (March, 1998). Using principles of good practice for student affairs. Town meeting presentation given at the annual meeting of the National Association of Student Personnel Administrators, Philadelphia, PA.
- Schroeder, C., Blimling, G. S., King, P., Kuh, G., Whitt, E., and Willett, L. (March, 1997). The student learning imperative: Where do we go from here? Featured speakers presentation given at the American College Personnel Association/National Association of Student Personnel Administrators (ACPA/NASPA) national conference, Chicago, IL.
- Blimling, G. S., Baxter-Magolda, M., Cross-Brazzell, J., Reisser, L., Schroeder, C., Whitt, E. (March, 1997). The practice of student affairs in a changing educational environment. Closing address for the American College Personnel Association/National Association of Student Personnel Administrators (ACPA/NASPA) national conference, Chicago, IL.
- Blimling, G. S., Baxter-Magolda, M., Chickering, A., Cross-Brazzell, J., Dalton, J., Kuh, G., Pascarella, E., Reisser, L., Roper, L., Schroeder, C., Whitt, E. (March, 1997). Principles of good practice for student affairs. Presentation given at the American College Personnel Association/National Association of Student Personnel Administrators (ACPA/NASPA) national conference, Chicago, IL.
- Bender, B., Blimling, G. S., Lopez, M., McEwen, M., Schuh, J., Whitt, E. (March, 1997). Writing for publication: Inspiration or perspiration? Presentation given at the American College Personnel Association/National Association of Student Personnel Administrators (ACPA/NASPA) national conference, Chicago, IL.
- Bender, B., Blimling, G. S., Lopez, M., McEwen, M., Rogers, J. (March, 1997). Contributing to the professional literature: An introduction for authors. Presentation given at the American College Personnel Association/National Association of Student Personnel Administrators (ACPA/NASPA) national conference, Chicago, IL.
- Blimling, G. S. and McEwen, M.K. (1996, March). Publishing in the Journal of College Student Development. Presentation given at the annual meeting of the American College Personnel Association, Baltimore, MD.
- Blimling, G. S. and McEwen, M. K. (1995, March). Publishing in the Journal of College Student Development. Presentation given at the annual meeting of the American College Personnel Association, Boston, MA.
- Blimling, G. S. (1991, April). Educating generals, not lieutenants: Pedagogical issues for student personnel preparatory programs. Paper presented as part of the symposium, "Educating Tomorrow's Student Personnel Administrators," presented at the annual meeting of the National Association of Student Personnel Administrators, Washington, D.C.
- Cole, D.T. and Blimling, G. S. (1991, January). An interdisciplinary approach to campus safety and security. A presentation given at the Fifth National Conference on Campus, Violence, Towson State University Campus Violence Prevention Center, Towson, MD.

- Blimling, G. S. (1990, October). The influence of residence halls on college students. Keynote address, the annual meeting of the North Carolina Housing Officers' Association, Hickory, North Carolina.
- Blimling, G. S. (1989, March). The influence of college residence halls on students: A meta-analysis of the empirical research, 1966-1985. Paper presented at the annual meeting of the National Association of Student Personnel Administrators, Denver, CO.
- Blimling, G. S. and Jones, G. (1984, March). Religious cults on college campuses. A one-day workshop presented at the pre-conference workshops of the annual meeting of the National Association of Student Personnel Administrators, Louisville, KY.
- Blimling, G. S. and Mathews, N. (1984, March). New questions to old problems of ethics and values for students with disciplinary problems. Paper presented at the annual meeting of the National Association of Student Personnel Administrators, Louisville, KY.
- Blimling, G. S. (1977, October). Judicial boards in residence halls. A presentation given at the annual meeting of the Great Lakes Regional Conference of the National Association of College and University Residence Halls, Macomb, IL.
- Blimling, G. S. (1977, September). Legal issues confronting student personnel administration. A presentation given at the annual meeting of the Illinois Association of College and University Housing Officers, Alerton Park, IL.
- Blimling, G. S. (1977, March). In search of the college experience. A presentation given at the Midwest Resident Assistant Workshop, Macomb, IL.
- Blimling, G. S. (1976, October). Research on the influence of residence halls on the development of college students. A presentation given at the Great Lakes Association of College and University Housing Officers, Columbus, OH.
- Blimling, G. S. (1976, September). Research on the influence of residence halls on the development of college students. A presentation given at the annual meeting of the Illinois Association of College and University Housing Officers, Alerton Park, IL.
- Blimling, G. S. (1976, April). The educational development group enrichment program: A comprehensive model for student development in residence halls. A paper presented at the joint meeting of the American Personnel and Guidance Association and the American College Personnel Association, Chicago, IL.

#### ***INVITED PRESENTATIONS AND KEYNOTE ADRESSES***

- Blimling, G.S. (May, 2007). Communities of practice in student affairs and the role of college health professionals. Keynote speaker, opening general session. Annual Meeting of the American College Health Association. San Antonio, TX.
- Blimling, G.S. (March, 2006). Student learning. Keynote speaker. New Jersey and Pennsylvania College Reading and Learning Association. Temple University, Philadelphia, PA.
- Blimling, G. S. (February, 2006). The future and student affairs. Keynote speaker. New York University conference on student affairs. Kimmel Center for University Life, New York University, New York, NY.
- Blimling, G. S. (February, 2006). Student learning through engagement. Keynote speaker. 30<sup>th</sup> annual mid-winter conference of the South Dakota College Personnel Association. Mitchell, SD.

- Blimling, G. S. (October, 2005). Student learning through engagement and involvement. Keynote speaker. Annual conference of the Missouri College Personnel Association, Lake of the Ozarks, MO.
- Blimling G.S. (October, 2005). Glimpsing at the future of student affairs. Closing address. Annual conference of the Missouri College Personnel Association, Lake of the Ozarks, MO.
- Blimling, G.S. (August, 2005). Student learning in college. Annual meeting of the New Jersey Committee of Residence Life Educators, Camden, NJ.
- Blimling, G. S., (June, 2005). What students learn in college and how they learn it. Featured speaker. Annual meeting of the Caribbean Tertiary Level Personnel Association, Bridgetown, Barbados.
- Blimling, G. S., (June, 2005). Student learning through engagement and involvement. Featured speaker. Annual meeting of the Caribbean Tertiary Level Personnel Association, Bridgetown, Barbados.
- Blimling, G. S. and others (May, 2005). Strategic planning (panel). Invited panelist. Annual meeting of the American College Health Association, San Diego, CA.
- Blimling, G. S. (April, 2005). President-elect address. Featured speaker. Annual meeting of the American College Personnel Association, Nashville, TN.
- Blimling, G. S., (October, 2004). Student learning through engagement and involvement. Keynote speaker: Annual meeting of the College Student Personnel Association of New York State, Kerhonkson, NY.
- Blimling, G. S., (October, 2004). Student learning through engagement and involvement. Keynote speaker: Annual meeting of the North Carolina Housing Officers and the North Carolina College Personnel Association, Wilmington, NC.
- Blimling, G. S., (October, 2004). Glimpsing at the future of student affairs. Featured speaker, Annual meeting of the North Carolina Housing Officers and the North Carolina College Personnel Association, Wilmington, NC.
- Blimling, G. S. and others (February, 2004). Pathways to publication (panel). Invited speaker. The 21<sup>st</sup> Annual Teachers College Winter Roundtable on Cultural Psychology and Education: Strategies for Building Cultural Competence in Psychology and Education, New York, NY.
- Blimling, G. S. (November, 2003). Myths and realities of residence halls. Invited speaker. Annual meeting of the Southeastern College and University Residence Hall Association, Boone, NC.
- Blimling, G. S. (February, 2003). Good practice in student affairs. Invited speaker. Annual meeting of the National Association for Campus Activities National Convention, Nashville, TN.
- Blimling, G. S. & others (February, 2003). Pathways to publication (panel). Invited speaker. The 20<sup>th</sup> Annual Teachers College Winter Roundtable on Cultural Psychology and Education: Identity in cultural Psychology and Education, New York, NY.
- Blimling, G. S. & others (February, 2002). Pathways to publication (panel). Presentation and panel discussion given at the 19<sup>th</sup> Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY.

- Blimling, G. S. (November, 2000). Collaborative partnerships for student success. Distinguished Scholar address given at the annual meeting of the North Carolina College Personnel Association, Winston-Salem, NC.
- Blimling, G. S. (October, 2000). Predictions about the future of student affairs. Keynote address given at the annual meeting of the North Carolina Housing Officers Association, Boone, NC.
- Blimling, G. S. (June, 2000). Student learning practice: What works, what doesn't, and why. Invited speaker, Student Learning Institute, James Madison University, Harrisonburg, VA.
- Blimling, G. S. (June, 2000). Powerful partnerships: Collaborating for student success. Invited speaker, Student Learning Institute, James Madison University, Harrisonburg, VA.
- Blimling, G. S. (June, 2000). Implementing the principles of good practice for student affairs. Invited speaker, Senior Staff In-Service Professional Development, James Madison University, Harrisonburg, VA.
- Blimling, G. S. (February, 2000). Publishing in the Journal of College Student Development. Presentation given at the Winter Roundtable Conference on Cross-Cultural Psychology and Education, New York, NY.
- Blimling, G. S. (August, 1999). What influences student learning in college. Keynote address, given as the inaugural lecture for the newly created Master's in Education Program in Student Affairs Administration at the Center for the Scientific Investigation of Teaching Education at the National University of Costa Rica, Heredia, Costa Rica.
- Blimling, G. S. (August, 1999). History and philosophy of student affairs in the USA. Keynote address, faculty colloquium, Center for the Scientific Investigation of Teaching Education at the National University of Costa Rica, Heredia, Costa Rica.
- Blimling, G. S. (August, 1999). The psychosocial and cognitive development of college students. Public lecture, Center for the Scientific Investigation of Teaching Education at the National University of Costa Rica, Heredia, Costa Rica.
- Blimling, G. S. (December, 1998). Management and leadership strategies. Keynote address given at the Southern Association of Student Financial Aid Administrators Management Institute, Washington, D.C.
- Blimling, G. S. (November, 1998). Redesigning student affairs for the 21<sup>st</sup> century. Keynote address given at the annual meeting of the North Carolina College Student Personnel Association, Greensboro, NC.
- Blimling, G. S. (November, 1998). Creating a generous future for student affairs in the 21<sup>st</sup> century. Keynote address given at the Minnesota College Student Personnel Association meeting, Minneapolis, MN.
- Smith, K. H., Blimling, G. S., and Gallagher, K. (October, 1998). Building collaboration: Constructing a new living/learning center. Presentation given at the Sixth National Conference on Residential Colleges and Living/Learning Programs, Burlington, VT.
- Blimling, G. S. (September, 1998). The integration of research and publishing into administrative life. Feature presentation given at the Ohio State University SPA 50<sup>th</sup> Anniversary Celebration and Symposium, Columbus, OH.



- Blimling, G. S. (August, 1997). What students can learn from residential colleges. Presentation given at the fall faculty retreat of James Madison College of Michigan State University. Traverse City, MI.
- Blimling, G. S. (July, 1997). The benefits and limitations of residential colleges: A meta-analysis of the research. Paper presented at the Oxford Round Table on Educational Policy, Oxford University. Oxford, England.
- Blimling, G. S. (April, 1997). Principles of good practice in student affairs. Invited presentation given at the joint meeting of the senior student affairs officers from North Carolina's colleges and universities, Duke University, Durham, NC.
- Blimling, G. S. (1995, February). Psychological manipulation and totalist (cult) groups on college campuses. Humanities Social Forum Series, Appalachian State University, Boone, NC..
- Blimling, G. S. (1994, August). What influences student learning in college? Keynote speaker and one-day workshop for all faculty, Christopher Newport University, Newport News, VA.
- Blimling, G. S. (1994, April). Integrating student affairs theory and practice to promote student learning. Invited speaker, University of Missouri, Columbia, MO.
- Blimling, G. S. (1994, April). RA training. Invited speaker, Christopher Newport University, Newport News, VA.
- Blimling, G. S. and Smith, K.H. (1994, January). Learning communities. Invited speaker, Faculty Development Conference on Teaching Freshmen: Theory, Research, Practice and Possibility, Boone, NC.
- Blimling, G. S. (1993, June). Challenges, issues and goals for student housing and residence life. Featured speaker, Institute for Student Development (sponsored by NASPA Region III, Southeastern Association of Housing Officers, and others), Boone, NC.
- Blimling, G. S. (1992, October). How residence halls influence college students. Keynote address, Kentucky State Housing Officers Association, the University of Kentucky, Lexington, KY.
- Blimling, G. S. (1991, March). Youth and the occult. Featured speaker, the annual meeting of the Council on Social Work Education, New Orleans, LA.
- Blimling, G. S. (1990, October). The influence of residence halls on college students. Keynote address, the annual meeting of the North Carolina Housing Officers' Association, Hickory, North Carolina.
- Blimling, G. S. (1990, September). Leadership enemies. Keynote address, the annual meeting of the Western North Carolina Leadership Conference, Boone, NC.
- Blimling, G. S. (1990, January). The roles of the resident assistant in the education of students. Invited speaker, State University of New York Agricultural and Technical College at Delhi, Delhi, NY.
- Blimling, G. S. (1988, February). Character development in college students. Invited speaker, The Invited Teaching Series in Psychotherapy, Baton Rouge, LA.
- Blimling, G. S. (1987, March). Student leadership development. Invited speaker, Loyola University of New Orleans, New Orleans, LA.

- Blimling, G. S. (1987, June). Policy issues and administrative considerations in working with extremist religious groups on campus. Featured speaker, the annual meeting of the Texas Association of Community College Chief Student Affairs Administrators, Houston, TX.
- Blimling, G. S. (1985, February). Current issues for residence life and the training of resident assistants. Invited speaker, Bowling Green State University, Bowling Green, OH.
- Blimling, G. S. (1982, November). Developmental issues confronting college students. Invited speaker, The Invited Teaching Series in Psychotherapy, Baton Rouge, LA.
- Blimling, G. S. (1982, November). Determining your personality profile using the Myers-Briggs personality type indicator. Invited speaker, the annual meeting of the Southern Regional Conference of the American College Unions International, Baton Rouge, LA.
- Blimling, G. S. (1978, November). Alcohol use and misuse among college students. Invited speaker, Vanderbilt University (professional staff development), Nashville, TN.
- Blimling, G. S. (1978, November). The challenge to administrators: Program development. Keynote address, the annual meeting of the Tennessee Student Personnel Association, Nashville, TN.

### **PROFESSIONAL ASSOCIATIONS AND SERVICE**

- American College Personnel Association (ACPA)
  - Chairperson, ACPA Task Force on National Certification in Student Affairs 2004 - 2005
  - Past President 2006-2007; President, 2005- 2006; President (Elect) 2004 - 2005
  - Executive Council, 1994-1995; 2004- current
  - Member, Core Council for the Generation and Dissemination of Knowledge, 1995-2000
  - Senior Scholar, 1997- 2002
  - Member, ACPA / NASPA Blue Ribbon Task Force on consolidating the two national student affairs associations, 2002–2003
  - Consulting Editor, *Journal of College Development*, 2004-current
  - Editor, *Journal of College Student Development*, 1995-2003
- Co-chairperson, ACPA / NASPA Principles of Good Practice for Student Affairs National Study Group, 1996-98
- American Association of Higher Education
- Association for the Study of Higher Education
- National Association of Student Personnel Administrators (NASPA)
  - State Editor, Region III Newsletter, 1979-1980
- Southern Association of College Student Affairs
  - Chair, Research Committee, 1991-1992
- Manuscript Reviewer, Journal of Higher Education, 1990- 2003

### **COLLEGE AND UNIVERSITY WORKSHOPS AND CONSULTING**

University of Connecticut, Storrs, Connecticut, October, 2006.

New York University, New York City, July, 2005.

Winona State University, Winona, Minnesota, March, 2004.

University of Memphis, Memphis, Tennessee, October, 2003.

University of North Carolina, Chapel Hill, North Carolina, April, 2003.

St. Edwards University, Austin, Texas, January, 2002.

Methodist College, Fayetteville, North Carolina, June, 2001.

James Madison University, Harrisonburg, Virginia, June, 2000.

National University of Costa Rica, Heredia and San Jose, Costa Rica, August, 1999.

James Madison College of Michigan State University, East Lansing, Michigan, August, 1997.

Christopher Newport University, Newport News, Virginia, April, 1994; August, 1994.

SUNY Agricultural and Technical College at Delhi, Delhi, New York, January, 1990.

The University of Tulsa, Tulsa, Oklahoma, November, 1988; February, 1989.

Loyola University of New Orleans, New Orleans, Louisiana, March, 1987.

Bowling Green State University, Bowling Green, Ohio, February, 1985.

#### **SERVICE ACTIVITIES**

Boone Area Chamber of Commerce, University Relations Committee, 1996- 2000.

Chairperson, District Service Team Commission Istrouma Area Council, Boy Scout Exploring Program, 1989-1990.

Member, Boy Scout Istrouma Area Council Committee for the Disabled 1989-1990.

Charter Member, Sunrise Rotary Club of Baton Rouge, 1988-1990.

Scoutmaster, Troop 9, Louisiana State School for the Blind, 1982-1984.

Faculty Advisor, Louisiana State University Service Council, 1982-1987.

Steering Committee, Louisiana State University United Way Campaign, 1979-1981.

Coordinator for Student Volunteers, International Special Olympics, 1983.

## **Diane Bonanno**

Recreation and Community Development, Rutgers University  
656 Bartholomew Road • Piscataway, NJ 08854 • 732-445-0462

1825 Amwell Road • Somerset, NJ 08873 • 732-873-5205  
dbonanno@rci.rutgers.edu

### **EDUCATION**

**Rutgers University** - ABD  
Sociology and Higher Education

**Springfield College** - 1976  
M.Ed. in Community Recreation

**Montclair State University** - 1968  
B.A. in Physical Education and Health

### **CERTIFICATIONS LICENSES SPECIAL TRAINING**

**License to Teach Physical Education and Health, Grades K-12**  
New Jersey State Board of Education  
1968

**Certified Recreation Professional**  
New Jersey Recreation and Park Association according to the  
standards of the National Certification Board.  
November 18, 1982

**National Institute for Golf Management**  
1995

**Adventure Program Management Course**  
Project Adventure  
1995

**Certificate of Facility Management** - School of Ice Arena  
Management - University of Michigan  
1998

**Certified Pool Operator**  
2000, 2003

**True Colors**  
• Certified to conduct workshops that help people identify different  
personality styles and how to use this information to improve their  
communication with others  
2001

### **Crucial Conversations**

- Certified to teach “Crucial Conversations”, a course that helps people learn to deal with situations where there are high stakes, strong emotions and varying opinions.

2003

### **Insight Learning**

- Certified to teach the “Insight Learning” program, a program that helps people discover their values and the environment in which they function best as well as effective ways to communicate in writing and orally with others

2004

## **PROFESSIONAL EXPERIENCE**

### **Physical Education Teacher - 1968-1971, 1972-1973**

Highland Park Middle School, NJ

- Taught physical education grades 6 through 8
- Conducted intramurals
- Coached basketball and gymnastics

### **Physical Education Instructor - 1973-1974**

Slippery Rock College, Slippery Rock PA

- Taught physical activity courses
- Advised Intramural Board

### **Director of Recreation - 1974-1976**

North Brunswick, NJ

- Designed and delivered multi-faceted community recreation program
- Marketed all seasonal programs
- Recruited staff
- Managed \$500,000 budget
- Evaluated program
- Advised Recreation Committee

### **Physical Education Specialist (equivalent to Ass't Prof.)- 1976- 1981**

Division of Recreational Sports / Dept. of Human Kinetics

Rutgers College, Rutgers University

- Taught activity classes
- Taught teaching methods classes and supervised Junior Practicum

### **Physical Education Specialist III (equivalent to Professor) - 1981-1983**

Dept. of Sport and Leisure Sciences

Rutgers University

- Developed curriculum
- Taught classes
- Advised students

**Acting Chair, Dept. of Recreation and Leisure Studies - 1983-1988**

Rutgers University

- Developed curriculum
- Taught upper level courses
- Advised students
- Supervised interns
- Chaired external review

**Director, Camp New Horizons - 1983-1993**

Rutgers University

- Created day camp for 240 children between the ages of 5 and 14
- Designed overall philosophy and weekly programs including trips, special events, aquatics, sports, cooking, arts and crafts, and camping
- Recruited, hired, trained and evaluated staff of 35 certified public school teachers and 30 college students

**Associate Dean, Recreation & Comm. Dev. - 1988-2006**

Rutgers College, Rutgers University

- Established direction and set programming goals for University recreation program for 20,000 students, faculty and staff that includes: 32 intramural sports, 38 sport clubs, 300 instructional classes per semester, personal training, nutrition counseling, health screening, scuba diving lessons, 2 aquatic training schools, outdoor recreation activities, a team building and leadership program, special events, open recreation, trips, children's lessons in swimming, tennis, and outdoor recreation
- Manage \$3.2 million budget annually. Set financial goals. Approve all recreation fees. Establish financial policies in accordance with University policies and good business practice.
- Oversee the operation of 5 indoor facilities (350,000 sq. ft) including two recreation centers, two free standing fitness centers, a tennis center, a golf driving range and a climbing wall and 4 outdoor facilities (15 acres) including two parks, a competition venue and a challenge ropes course
- Set all policies and procedures for 26 full-time professional staff, 70 part-time professional staff, and 350 student staff. Determine raises and bonuses for staff members. Evaluate senior managers.
- Serve as the principal risk management officer

**Acting Executive Director, Recreation – 2006 – Present**

Rutgers University

- Managed the merger of 3 separate recreation departments at the University
- Established direction and set programming goals for University recreation program for 36,000 students, faculty and staff that includes: 40 intramural sports, 46 sport clubs, 400 instructional classes per semester, personal training, nutrition counseling, health screening, scuba diving lessons, 2 aquatic training schools, an aquatics summit, outdoor recreation activities, a team building

- and leadership program, special events, open recreation, trips, children's lessons in swimming, tennis, and outdoor recreation
- Manage \$4.5 million budget annually. Set financial goals. Approve all recreation fees. Establish financial policies in accordance with University policies and good business practice.
  - Oversee the operation of 7 indoor facilities (350,000 sq. ft) including four recreation centers, two free standing fitness centers, a tennis center, a golf driving range and a climbing wall and 6 outdoor facilities (30 acres) including five parks, a competition venue and a challenge ropes course
  - Set all policies and procedures for 35 full-time professional staff, 70 part-time professional staff, and 600 student staff. Determine raises and bonuses for staff members. Evaluate senior managers.
  - Serve as the principal risk management officer

**RELEVANT  
PROFESSIONAL  
EXPERIENCES**

**Chair, Facility Design Committee, Werblin Recreation Center:**

a 162,000 square foot recreation facility with a fitness center, an Olympic size pool, an instructional pool, a multi-purpose room, racquetball and squash courts, an indoor golf driving range, and a multi-sports gym. A \$17.2 million project that serves between 1,500 and 2,000 people per day.

1989-1991

**Chair, Facility Design Committee, Rutgers Fitness Center:** a 7,500 sq. ft. free standing fitness center located off campus with a free weight and aerobic area, a testing room, office, mezzanine and locker rooms that serves between 500 and 800 people per day.

1994-1995

**Chair, Facility Design Committee, University Park:** a 7 acre park with three open fields, a softball field, a field house, a running track and sports lighting. A \$1.2 million project that serves approximately 250 to 350 students per day in the Fall and Spring semesters. The facility is used during the summer as well and can serve between 500 and 1,000 people per day

1993

**Chair, Facility Design Committee, Indoor Climbing Wall:** an 80 X 27 ft. wall with 7 faces and 17 top ropes. A \$50,000.00 project

1994

**Chair, Facility Design Committee, Scarlet Knights Sport Club**

**Field:** an international soccer field with sports lighting that serves the rugby, lacrosse, soccer, ultimate frisbee, and field hockey sport clubs for games and practice. A \$500,000 project that serves at least 4 sport club teams per evening and weekends. The Division of Intercollegiate Athletics and non-profit sports groups use the facility when the students have not reserved the space.

2001

**Chair, Facility Design Committee, Class of '56 Softball field:** facility built at University Park through a donation from the Class of '56  
2002

**Chair, Recreation Masterplan Committee** with Hastings, Chivetta Architects  
2003 -2004

**Chair, Facility Design Committee, Scarlet Knights Field Fieldhouse:** A 1600 ft. facility that includes: restrooms, storage area, and concession stand. A \$200,000.00 project.  
2005

**Chair, Facility Design Committee, Artificial Grass Field, Scarlet Knights Sport Club Field:** a facility that makes it possible for 10 sport club teams to practice in the Spring and Fall semesters without damaging the field from overuse or making it unsafe for play on rainy days A \$500,000.00 project.  
2005

**Chair, Facility Design Committee, Rutgers Tech Gym and Spa:** a 4,000 sq. ft. free standing fitness facility located off campus. Includes free weights, cardio equipment, 2 massage rooms, locker rooms, and a studio. A \$650,000.00 project  
2005

**Chair Facility Design Committee, Sport Club Pavilion:** A covered structure for social events. A \$204,000.00 project  
2005-2006. \$600,000.00 project

**Chair Facility Design Committee, Artificial Turf Field, University Park**  
2006

**Chair Facility Design Committee, Rutgers University Boathouse**  
2006 (in progress)

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**Chair, College Facility Committee, Renovation of the Bishop Quad:** a \$1.1 million project to renovate the landscape in a residential area of the campus  
2001

**Chair, College Facility Committee, Renovation of Bishop House:** a \$500,000 project to renovate the exterior of an historic building on campus  
2001



**Chair, College Facility Committee, Renovation of The Darien Plaza:**  
a \$900,000 project to renovate the landscape in a residential area of  
the campus  
2003

**Chair, College Facility Committee,** Renovation of the Brett Hall  
Honors Seminar Room and Lounge  
2004-2005

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**Board of Trustees,** New Jersey Wheelchair Athletic Association  
1981 - 1984

**Member** – Middlesex County Governor's Council on Physical Fitness  
1982

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**Consultant** – Johnson and Johnson Live for Life Fitness Program  
1980

**Consultant,** New Jersey City University  
Assisted with the design of a 72,000 sq. ft. recreation center that  
includes: a basketball arena, indoor track, fitness center, pool,  
racquetball courts, multi-purpose room, training rooms and conference  
rooms. A \$12 million project  
1993

**Consultant** – Stevens Institute of Technology, Risk Management Audit  
2006

**RELEVANT  
UNIVERSITY  
EXPERIENCES**

**Member of the University Standards Committee**

**Member of the Van Policy Committee**

**Member Selection Committee for RUPD Police Chief**

**Member Selection Committee for Director of Maintenance**

**Member Selection Committee for Director of Design**

**Member Selection Committee for University Relations**

**Chair Student Life Committee, Rutgers College**

**Assisted Admissions with University Open House and acted as  
Chair for College Open House program for 6 years**

**Assisted with Academic Challenge Program**

## **SPECIAL PROJECTS**

**VAN DRIVERS TRAINING** - In response to the present danger of rollovers associated with 15 passenger vans helped to organize a University wide task force. Developed policies and procedures for improving the driver training provided to student van/bus drivers and arranged for behind the wheel training which is now offered to all sport club officers.  
2002-ongoing

**AED** - Established first AED program at the University and was one of the first recreation departments in the country to do so as well. Developed policies and created training and testing programs.  
2001- ongoing

**EMS COVERAGE** - Developed and implemented policy to provide EMS coverage for all intramural activities and sport club practices and games.

**LIGHTNING PREDICTION** - Developed lightning policies and procedures for all activities. Conducted research and developed implementation program. Was one of the first University department's in the country to do so.  
2001-ongoing

**EMERGENCY ACTION PLANS** - Developed first set of emergency action plans for all aspects of recreation at the University.

**RECREATION DEPARTMENT** - Established the first full service recreation department at Rutgers College.  
1988-1991

**ONLINE INSPECTION PROGRAM** – Created an online inspection program for each of the facilities operated by Rutgers Recreation. Inspections are performed each morning in each facility and the results are sent to Facility Maintenance and Custodial Services for immediate action

## **PUBLICATIONS TEXTS**

**Principles of Safety in Physical Education and Sport**, third edition, AAHPERD Publications, Reston Virginia, 2002, 1993, 1987. Contributing author

**Physical Education and Sport for Secondary Students**, second edition, AAHPERD Publications, Reston Virginia, 1993. 1983. Contributing author

**Contemporary Approaches to the Teaching of Physical Education**, second edition, with Neil Dougherty, Gorsuch Scarisbrick Publishers, Scottsdale Arizona, 1987, 1979

**Sports Management Training for Managers of Sports Programs for the Disabled** with Neil Dougherty and David A. Feigley. New Jersey Special Olympics 1986

**Management Principles in Sport and Leisure Services** with Neil Dougherty, Burgess Publishing Company, Minneapolis, Minnesota. 1985

**Understanding and Assessing Human Movement**, with Neil Dougherty, Burgess Publishing Company, Minneapolis, Minnesota. 1980

"Tumbling" Chapter with Kathy Feigley - Physical Education and Sports for Secondary Students, American Alliance for Health, Physical Education, Recreation and Dance, Reston, Virginia 1993.

"Softball" Chapter with Sonia M. Regalado - Physical Education and Sports for Secondary Students, American Alliance for Health, Physical Education, Recreation and Dance, Reston, Virginia 1993.

"Tumbling" Chapter with Kathy Feigley - Principles of Safety in Physical Education and Sports, American Alliance for Health, Physical Education, Recreation and Dance, Reston, Virginia 1993.

**International Boccie Rules**, International Special Olympics, Washington, D.C., 1990.

Contemporary Approaches to the Teaching of Physical Education, Second Edition, with Neil J. Dougherty, Gorsuch-Scarbrick Publishers, Scottsdale, Arizona, 1987.

"Softball" Chapter 16 with Sonia M. Regalado and Patricia Peters, Principles of Safety in Physical Education and Sports, American Alliance for Health, Physical Education, Recreation and Dance, Reston, Virginia, 1987.

"Tumbling" Chapter 19 - **Principles of Safety in Physical Education and Sports**, American Alliance for Health, Physical Education, Recreation and Dance, Reston, Virginia, 1987.

"Tumbling" Chapter 12 with Kathleen Feigley - Physical Education and Sports for Secondary Students, AAHPERD, Washington, D.C., Spring 1983.

## **PUBLICATIONS ARTICLES**

"Special Events: Creating A Sense of Belonging" with Faye Burchard - Journal of Physical Education, Recreation and Dance, February 1987, pp. 60-61

"Avoid Boredom in Children's Fitness Programming: Try the Mini Fitness Decathlon," The Reporter, Winter Issue 1984.

"The 100-Mile Relay - An Excellent Group Activity" Leisure Times, official magazine of the New Jersey Recreation and Parks Association, August 1983.

"Activities for Elementary School Children" - A continuing column in The Reporter - official magazine of the New Jersey Association for Health, Physical Education, Recreation and Dance, October 1981 to October 1982.

"Field Placement Options for Pre-student Teachers," with Neil J. Dougherty and David Feigley, Journal of Physical Education and Recreation, May 1978, 49:5.

"Competency by Contract: An Alternative to Traditional Competency Techniques," with Neil J. Dougherty and David Feigley, JOPHER 49:9, November-December 1978, pp. 49-51.

## EDITORIAL POSITIONS

**Co-Editor**, Safety Notebook, School and Community Safety Society of America, AAHPERD.  
1996-present

**Editor**, Leisure Times Focus, Journal of the New Jersey Recreation and Park Association  
1984-1988

**Editor**, The Reporter, Journal of the New Jersey Association for Health, Physical Education, Recreation and Dance  
1977-1981

**Feature Editor**: "Intramurals and Recreational Sports: Perspectives Beyond the Competition," Journal of Physical Education, Recreation and Dance, February 1987, pp. 49-61.

**Editor**: Intramurals and Club Sports: A Handbook, American Alliance for Health, Physical Education, Recreation and Dance, 1986.

**Editor**: Special Feature on Intramurals, Journal of Physical Education, Recreation and Dance, August 1985.

**Editor**: Leisure Times Focus, Official Magazine of the New Jersey Recreation and Parks Association June 1984 - June 1990.

**Chair**: Publications Committee of the National Intramural Sports Council, 1984 to 1990.

**Review Board**: National Association of Girls' and Women's Sport, an organization of AAHPERD, appointed October 1984

**Editorial Board:** Physical Education and Sport for Secondary School Students, AAHPERD, Washington, D.C., Spring 1983.

**Review Board:** Journal of Physical Education, Recreation and Dance - official publication of AAHPERD, 1981 to 1985

**Editor:** The Reporter - official magazine of the New Jersey Association for Health, Physical Education, Recreation and Dance, August 1976-1981.

## PRESENTATIONS

More than 70 presentations made to School Districts and at National, State and Regional Associations in Physical Education and Recreation. Selected titles include:

- Maximizing Participation in Physical Education
- Activities for Small Spaces and Small Budgets
- Programming for Camps
- Fifty Ideas for Special Events
- Modifying Games
- Cooperative Games for the Elementary School
- New Games
- Safety and Liability Issues: Ask the Experts
- Getting Your Employee to Manage Risk
- Managing Risk with Part-time Employees
- Safety First
- Liability's Little Instruction Book
- Liability and Safety Problems You Probably Haven't Thought About...Yet
- Developing Emergency Action Plans
- Design In Your Risk Management
- Issues in Risk Management: AED's, Lightning, 15 Passenger Vans, Security

## PROFESSIONAL LEADERSHIP ROLES

**President**, School and Community Safety Society of America, American Association for Health, Physical Education, Recreation and Dance  
2001

**Chair**, National Intramural Sports Council  
American Association for Health, Physical Education, Recreation and Dance  
1991

**Chair**, Bob Artz Programming Forum, Mid-Atlantic Region of the National Recreation and Parks Association  
1989

**Chair**, Annual State Conference Committee  
New Jersey Recreation and Park Association

March, 1987

**Member**, Planning Committee, National Intramural Recreational Sports  
Eastern Regional Conference

November, 1984

**Member**, Planning Committee, National Physical Education  
Conference on Basic Instruction in Higher Education

October, 1984

**Chair**, Annual State Conference Committee

New Jersey Association for Health, Physical Education, Recreation and  
Dance

March, 1979

## **AWARDS**

**Outstanding Teacher of the Year Award – 1978**

New Jersey Association of Health, Physical Education and Recreation

**Distinguished Alumni Award - 1979**

Panzer School, Montclair State University

**EDA Merit Award for Recreation – 1980**

Eastern District, American Association for Health, Physical Education,  
Recreation and Dance

**Outstanding Volunteer - 1982**

New Jersey Special Olympics

**WVNJ/People Express Citizen of the Day - November 1982**

WVNJ

**President's Award – 1988**

New Jersey Recreation and Park Association

**Honor Award**

New Jersey Recreation and Parks Association

1988

**Distinguished Scholar Award - 1999**

The School and Community Safety Society of America.

Recognizes professional and scientific accomplishments through  
research in the improvement of safety and risk management

**C.P. Yost Distinguished Service Award - 2000**

The School and Community Safety Society of America.

Recognizes individuals and organizations outside the safety education  
profession making an outstanding and significant contribution to safety  
education

**Charles P. Yost Professional Service Award - 2003**

The School and Community Safety Society of America.  
Recognizes contributions to the profession and/or the Society by members/professionals.

**Good Neighbor Award – 2005**

American Red Cross  
For outstanding commitment to ensuring both the school and the community are safe by training the greatest number of individuals in lifesaving skills.

**The Alex Baker Memorial Award – 2005**

Knights of Columbus, Council #257  
In recognition for service to the New Brunswick Community

**GRANTS**

**"A Day Camp Manual for Army Personnel"** - United States Army, awarded February 1988.

**"School Vacation Program for Children of Army Personnel"** - United States Army, awarded February 1988.

**"Design and Implementation of a Sports Management Program for Administrative Volunteers in a Sports Organization"** - New Jersey Special Olympics, awarded September 1985.

**"Applications of Computer Assisted Instruction and Guided Design to Develop Problem Solving Skills for Students in the Human Services Professions"** - CID Grant awarded July 1, 1982.

**REFERENCES**

**Carl Kirschner**  
Dean  
Rutgers College  
732-932-7025

**Neil J Dougherty**  
Professor  
Exer. Science & Sport Stud.  
732-932-9525

**James Breeding**  
Dir. Risk Management and Insurance  
Dept of Risk Management  
732-932-7300 ext. 3205

**Antonio M. Calcado**  
Asst. Vice President,  
University Facilities  
732-445-2155 ext 529

**Jay Kohl**  
Executive Dir. Public Safety  
Public Safety  
732-932-4716

**Nancy Pullen**  
Director of Admissions  
Undergraduate Admissions  
732-445-6439

# MARCIA WILSON BROWN

B.A. Degree, Communications  
Michigan State University (1972)

Juris Doctorate Degree  
Rutgers University – Newark (1994)

## COURTS OF PRACTICE

U.S. District Court of New Jersey  
State of New Jersey  
State of Pennsylvania

## EMPLOYMENT

*Vice Provost, Student and Community Affairs*  
Rutgers University – Newark

*Associate Dean, Academic Foundations Center*  
Faculty of Arts and Science  
Rutgers University—Newark

*Associate Dean, Minority Student Program*  
Rutgers University Law School

*Senior Program Analyst*  
Lucent Technologies Foundation

*Associate*  
Smith and Mullen Law Firm

*Program Manager*  
U.S. Department of Housing and Urban Development

## AWARDS AND HONORS (partial)

International Academy of Trial Lawyers  
Judge J. Skelly Wright Award for Civil and Human Rights Activities  
Rutgers Alumni Senior Award  
Shirley Chisholm Award – State of NJ Legislature

## COMMUNITY SERVICE

University Heights Neighborhood Dev Corp  
Education Law Center  
Pre College Consortium of Greater Newark  
Project GRAD (Graduation Really Achieves Dreams)  
Parent Showcase Cable TV  
Project Justice Cable TV  
Neighborhood Junior Crime Fighters  
Harriet Tubman Girls Club



# Joan Carbone

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## **Professional Experience at Rutgers**

**Executive Director of Residence Life – Rutgers University, New Brunswick 2006 – Present**  
Reporting to the Vice President for Student Affairs, provides 14,000 undergraduate students, residing in 60 residence halls and apartment areas on five campuses, with a safe, educational, supportive and high quality living experience. This includes community and program development, 24-hour crisis intervention and problem solving, and the development and oversight of high quality services and support. Supervise, train, evaluate and develop approximately 30 professional, 50 graduate and 300 undergraduate staff. Manage a budget of about \$6 Million.

### **Associate Dean for Student Services – Rutgers College 2000 – 2006**

- Reporting to the Dean of the College, managed all programs and services of Rutgers College Residence Life, Counseling Services, Off Campus Student Services, Judicial Affairs, Services for Students with Disabilities and general student support which averages 2000 walk-in students per year.
- Supervised a staff of 21 full time professional, 25 graduate and 160 undergraduate employees
- Managed a \$3 million budget.
- Provided 24 hour response to all student problems and crises for 12,500 RC students and affiliates. Integrate all problem solving services for students.
- Represented Rutgers College and its students at New Brunswick-wide and University-wide activities, committees and to University departments.

### **Associate Dean for Residence Life and Judicial Affairs – Rutgers College 1990 – 2000**

Reporting to the Dean of the College, managed all staff, programs and services for Residence Life, Judicial Affairs, and Services for Student with Disabilities, including a \$1.8 Million budget.

### **Associate Dean of Students – Rutgers College 1985 – 1990**

Reporting to the Dean of Students, supervised all staff and programs for Residence Life and Judicial Affairs. 1987-88 managed Greek Affairs and Minority Affairs prior to a reorganization.

### **Assistant Dean for Residence Life – Rutgers College 1980 – 1985**

Reporting to the Associate Dean of Students, managed all staff and programs for the Office of Residence Life.

## **Other Professional Experience**

Associate Director of Housing – Rider University, Lawrenceville, NJ	1979 – 1980
Residence Complex Director – College of New Jersey, Ewing, NJ	1977 – 1979
Residence Director – University of Nebraska, Lincoln, NB	1976 – 1977

## **Teaching and Training Expertise**

Conflict Resolution	Crisis Intervention	Discipline/ Due Process
Building Communities in Residence	Sexual Harassment	Sexual Assault
Peer Counseling	Free Speech	Suicide Prevention
Bias prevention and intervention	Parental Notification	Alcohol Abuse

## **Education**

**Syracuse University, Syracuse, NY**

Master of Science, Counseling 1976

Bachelor of Arts, Social Studies 1974



# Marilyn M. Chickey, CPA

[mchickey@rci.rutgers.edu](mailto:mchickey@rci.rutgers.edu)

## QUALIFICATIONS

- Over fifteen years of progressive experience in accounting, management, and team building.
- Extensive experience in the development, implementation, and evaluation of internal controls.
- University experience includes working with the Controller's Office, University Human Resources, Purchasing, and Budget and Resource Management.
- Excellent written and verbal communication skills.

## PROFESSIONAL EXPERIENCE

2004 - Present     **Rutgers, the State University of New Jersey**, New Brunswick, NJ  
Internal Audit Department

### Senior Auditor

- Perform internal control assessments.
- Review University draft policies and procedures.
- Provide advisory services to deans, directors, faculty, and business administrators in diverse areas including School of Engineering, Office of Business Services, University Controller's Office, and University Human Resources.
- Recruit, train, and supervise student interns from Rutgers Business School.
- Provide direct assistance to KPMG for annual examination of financial statements.
- Present educational workshops for Business/Accounting and IT certificate programs.
- Assist Director in preparation of annual Director's Report issued to Audit Committee of the Board of Governors.
- Triage and investigate hotline complaints.
- Review departmental budget for propriety.

1997 - 2004     **Central Parking Systems Inc.**, New York, NY

A professional transportation management company engaged in the leasing, management, and ownership of commercial parking facilities located throughout 32 states, as well as the United Kingdom, Mexico, Puerto Rico, and Germany.

### Contracts Administrator

- Provided business oversight for 30 parking facilities located in the tri-state area, with a portfolio value of \$2 million under management contract. Portfolio included the Metropolitan Museum of Art, the Westchester Mall, and the city of Norwalk, CT.
- Served as executive business liaison between the company and the management client to ensure business objectives were achieved.
- Prepared budgets, monitored financial performance, and ensured compliance with management contracts.
- Provided consultative and advisory services to existing and prospective management clients, including capital expenditure strategies, revenue and expense projections, customer service enhancements, and marketing plans.
- Negotiated management contracts.
- Prepared sales proposals for new business development.

1981 - 1997     **Edison Properties, LLC**, Newark, NJ

A real estate company with a subsidiary business, comprising over 130 parking garages and lots, 8 self-storage facilities totaling 20,000 rooms, and a class-A commercial office building.

**Director of Internal Audit**

(1992 – 1997)

- Managed operational and financial audit activities with a 16 member staff.
- Developed internal controls and audit programs for back-office operations including Accounts Payable, Payroll, Purchasing, and Cash Management.
- Evaluated resources and identified areas to improve efficiencies of workflow and procedures.
- Conducted investigations of accounting irregularities.
- Assisted external auditors to plan and perform certified year-end audits.
- Performed third party audits of competitor parking operations.
- Implemented and provided training of PC-based sales reporting software.

**Manager of Internal Audit**

(1987 – 1992)

- Supervised 14 employees, including operational field audit staff.
- Revised back-office sales audit procedures.
- Developed internal controls and audit programs for self-storage facilities.
- Coordinated “shopper program”.
- Tested proprietary parking revenue control software before implementation in field.
- Assisted in the development of New York State parking sales tax regulations and training of state sales tax auditors.

**Sales Audit Manager**

(1983 – 1987)

- Supervised 8 sales auditors.
- Assisted in the development of computerized sales reporting by field locations.
- Designed and implemented database exception reporting.
- Reviewed and followed-up on exception reporting.

**Sales Auditor**

(1981 – 1983)

- Performed daily sales audit of 20 parking facilities.
- Performed operational field audits as assigned.

**EDUCATION AND QUALIFICATIONS**

**BA, Business Administration, Rutgers University, New Brunswick, NJ**

**Certified Public Accountant**, licensed in the State of New Jersey

**Computer Skills:** Microsoft Office applications including Word, Excel, Access, and PowerPoint.  
Knowledge of RIAS, OFIS, and Discoverer.

**Supervisory Committee**, Rutgers University Federal Credit Union, Member

**Planning Committee**, Rutgers University Chapter, ACE-NET, Member

**Board of Directors**, North Meadow Condominium Association, Treasurer

## CHERYL CLARKE

Rutgers University  
3 Bartlett Street  
New Brunswick, N.J. 08901  
732-932-1711

543 Bramhall Avenue  
Jersey City, N.J. 07304  
201-521-919

c.v.

### Administration:

#### *Current Position:*

**1992 to the present**, Director of the Office Social Justice Education and LGBT Communities (formerly the Office of Diverse Community Affairs & Lesbian-Gay Concerns), Office of the Vice President for Student Affairs, Rutgers, the State University of New Jersey, New Brunswick, N.J.

Chief advocate and campus-wide ombudsperson in New Brunswick/Piscataway for lesbian, gay, bisexual, transgender, (queer and questioning) students, including the initiation, provision, and coordination of: services, programs, advisement, and co-curricular activities by/about/for lesbian, gay, bisexual, transgender, queer people. Accomplishments include:

- Acting as a resource to a universitywide network of “Liaisons,” who act as advisers to LGBT students seeking support or assistance.
- Creating the first annual programs for LGBT students, staff, faculty and allies, e.g. Annual Fall Reception for LGBT Communities and Our Friends, Rainbow Graduation;
- Producing the first student handbook on LGBT issues and resources, Beyond Polarities, a Handbook on Queer Issues for All and the first staff manual, A Guidebook on LGBT Issues for Rutgers Staff in 1994.
- Hosting the first Lesbian and Gay Alumni/ae Reunion in May of 1996;
- Sponsoring a year-long celebration of the “30th Anniversary of LGBT Pride and Activism, ”with thirty-six other campus entities, 1999-2000; and a celebration of the 35<sup>th</sup> Anniversary of LGBT Pride and Activism, 1969-2004.
- Chairing the Taskforce on LGBT Communities, which acts as a social and educational resource for students, staff, and faculty on LGBT issues; Establishing the Lionel Cuffie Award for Activism and Excellence, given to a graduating senior who demonstrates leadership and scholarship.
- Establishing the Rainbow Graduation which honors annually in May all LGBT graduating seniors, graduate students, and allies; rainbow tassels are presented to each prospective graduate;
- Serving on a committee with faculty to develop a “Critical Sexualities Studies” minor to be housed in the department of Women’s and Gender Studies.

**1992 to the present**, Chairperson of the Campus-wide Bias Prevention Education Committee, comprised of campus-wide staff representation in New Brunswick/Piscataway, monitoring campus climate for bias incidents. Accomplishments include:

- Establishing campus-wide protocols for the reporting of bias incidents to members of the Steering Committee;
- Compiling reported incidents and insuring follow-up;
- Production of the annual Bias Prevention Postcard and distribution to upwards of 7,000 first year students;

- Creation and implementation of approximately 100 diversity workshops to University groups since 1992;
- Serving on the Diversity Advisory Board of Association of American Colleges and Universities;
- Sponsoring yearly staff development programs on issues of bias and diversity for student life/student affairs staffs;
- Creation of web-based bias prevention tools, especially Intervening in a Bias Incident: Guidelines for Student Leaders, at [www.rci.rutgers.edu/~divcoaff/BiasPrevention/biasprevent.html](http://www.rci.rutgers.edu/~divcoaff/BiasPrevention/biasprevent.html).

**1992-2003:** New Brunswick Campus Coordinator of Services for Students with Disabilities, which included:

- Provision of diverse accommodations for upwards of twenty-five per cent (100) of students with documented disabilities;
- Managed a team of 35-40 graduate and undergraduate students trained to provide note-taking, reading, scribing, and proctoring services to students with disabilities;
- Administered and chaired committees for the review of documentation of students with learning and attentional disabilities and those with psychiatric disabilities;
- Contracted services of and assigned sign-language interpreters and real-time captioning specialists to deaf and hearing-impaired students;
- Developed and communicated procedures for assisting students with mobility impairments during inclement weather;
- Chaired the New Brunswick Committee on the Concerns of Students with Disabilities, made up of 13 disabilities coordinators in degree granting programs in New Brunswick/Piscataway.

**Spring, 1999:** Received the Human Dignity Award for my work from the University Committee to Advance Our Common Purposes.

**1989 to 1992:** Assistant Dean of Students for Special Populations, Rutgers College, New Brunswick.

- College-wide coordination of The Lionel Cuffie Lecture Series, a monthly program of speakers on lesbian, gay, bisexual issues;
- Development of the first bias prevention system in the College residence halls
- Development and implementation of a group training program on diversity for over 2,000 new students

**1983-1989:** Assistant Coordinator of Student Activities, Rutgers College.

- Initiation of culturally representative programming on part of campus center boards, student organizations, and governing associations;
- Establishment of the first summer series of small jazz concerts;
- Presentation of important political and cultural figures on campus, e.g., James Baldwin, Shirley Chisholm, Geraldine Ferraro, etc.
- Design and implementation of leadership development activities for students.

## Teaching:

- **2004, March 20 to May 5**  
Cave Canem/New Jersey: Workshop for African for African-American Poets  
“Rooting Discontent: Poetry as Political Practice”  
Bloomfield University, Bloomfield, N.J.
- **2003, March 5 to May 15**  
Faculty  
Cave Canem: Workshop for African for African-American Poets  
“Rooting Discontent: Poetry as Political Practice”  
Poet’s House, New York City.

(Cave Canem is a national organization that develops emerging black poets through its annual summer retreat and its annual 8-10 week winter workshops.)

### At Rutgers University, New Brunswick

- **2002 to the present**, Fall Semester  
Faculty  
Department of Women and Gender Studies, Graduate Program  
Course: “Feminism: Theory and Practice”
- 2002, Spring  
Part-time lecturer  
English Department  
Course: “Black Women Writers, 1960 to the Present: Critical Interventions”
- 1996 Spring  
Instructor  
Women’s and Gender Studies Department (formerly Women’s Studies Program)  
Course: “Women, Culture, and Society”
- 1983 Spring  
Instructor  
Africana Studies Department,  
Courses: “Afro-American Folklore,” “20<sup>th</sup> Century Black Fiction.”

## Education:

- Ph.D., Program of Literatures in English, Rutgers, the State University of New Jersey.  
Dissertation, ‘After Mecca’: The Impact of Black Women on Black Poetry Since 1968 .  
Committee members: Cheryl Wall, chairperson, Wesley Brown, Harriet Davidson, Cora Kaplan.
- MSW, Rutgers.
- MA, English, Rutgers.
- BA, English, Howard University, Washington, D.C.

### Affiliations:

- Graduate Faculty of the Department of Women and Gender Studies, Rutgers, the State University of New Jersey.
- The Modern Language Association.
- Fellow in “Femininities, Masculinities, and the Politics of Sexual Difference,” a year-long seminar of the Institute for Research on Women. Rutgers University, 2003-2004. Presented paper, “Pomo Afro-Homo Vexing of Black Macho in the Age of AIDS.”

### Community Service includes

#### *Board service:*

- **1996 to 2003: Astraea: Lesbian Action Foundation, Chair of the Board of Directors** (New York City). Founded in 1978, Astraea is the largest lesbian grantmaking organization in the world, raising money and giving it away to more than 175 grassroots lesbians’ and women’s organizations nationally and internationally. Managed Board development, carried a portfolio of wealthy donors, and evaluated the Executive Director.
- **1988-1991: New Jersey Women and AIDS Network:** (New Brunswick, N.J.) founding member and fundraising chairperson. First AIDS organization in New Jersey committed to women. Does critical education and advocacy for women with HIV/AIDS in the state. Raised organization’s first \$50,000.
- **1988-1991: Co-Chair of the Board, Center for Lesbian and Gay Studies (CLAGS)** (CUNY Graduate Center, N.Y.C.) Founded in 1988, CLAGS presents some of the most significant questions in the field of sexuality/queer studies through public programs, conferences, and fellowship programs from at the Graduate Center. Worked closely with the founding executive director and development assistant to plan major fundraising programs, cultivate prospective wealthy donors, and manage board development.
- **1985-1988: Co-Chair of the Board, New York Women against Rape (NYWAR).** NYWAR Founded circa 1973 and was New York City’s first and last nonprofit rape crisis organization. Worked with the Board, staff, and volunteers to develop systems, as the organization grew from a grassroots to a professional non-profit. NYWAR closed in 1989.
- **1981-1990: Editorial Collective of Conditions Magazine,** editor (Brooklyn, N.Y.). Conditions was founded in 1976 in Brooklyn, N.Y as an annual journal of writing by women “with an emphasis on writing by lesbians,” and was one of the earliest lesbian literary journals. Shaped nine issues of this distinguished publication. Involved in all aspects of publication: editing manuscripts, copy-editing, proof-reading, grant-writing, and fundraising.



*Conferences Planning Committees*

- **1998 – 1999, Member of Advisory and Planning Board.**  
**Black Women in the Academy II: Leadership and Service**, Howard University, Washington, D.C. An international conference exploring black women’s application of scholarship to leadership, activism, and service. Sponsored by the Ford Foundation, National Science Foundation, MIT, Howard University. Plenary sessions, panels, roundtables, exhibits, and poster presentations. Over 800 people attended.
- **1994-1995, Member of Advisory and Planning Board.**  
**Black Nation/Queer Nation?:** A conference about and for Lesbian, Gay, Bisexual, Transgender People in the African Diaspora, CUNY Graduate Center, New York City. An international three-day conference addressing issues of sexuality and sexual identity in black communities globally. Approximately eighty-three activities, panels, exhibits, performances, and films were presented at this groundbreaking conference. approximately 1,800 people attended. Sponsored by the Center for Lesbian and Gay Studies, Ford Foundation, and CUNY Graduate Center.
- **1993-1994:, Member of Advisory and Planning Board.**  
**Black Women in the Academy : “Defending Our Name” 1894-1994**, Massachusetts Institute of Technology, Cambridge, Mass. A three-day conference which brought together black women scholars, leaders, and activists to consider the status of black women in the academy. Over 2,000 people attended. More than one hundred panels, workshops, and keynote lectures were presented.

## ADDENDUM

### Publications:

#### *Books*

Corridors of Nostalgia (poetry), forthcoming from Suspect Thoughts Press, 2007.

The Days of Good Looks: Prose and Poetry, 1980-2005, Carroll & Graf/Avalon Group, 2006.

'After Mecca': Women Poets and the Black Arts Movement, Rutgers University Press, 2005

Experimental Love (poetry). Firebrand Books, 1993.

Humid Pitch: Narrative Poetry. Firebrand Books, 1989.

Living as a Lesbian (poetry). Firebrand Books, 1986.

Narratives: poems in the tradition of black women. Kitchen Table: Women of Color Press, Latham, NY, 1983, 1985—*out of print*.

#### *Poems*

"haiku for the million (black) women march, philly, 1995," "working my way back," Rising: Other Countries III (Celebrating 20 Years of Black lesbian, Gay, Bisexual, Transgender Writing), ed. G. Winston James. Washington, D.C. Redbone Press, 2007.

"Brooklyn," Home Planet News, No. 52, 2005.

"The Days of Good Looks," "Bald Woman," Bloom: A Journal of Lesbian and Gay Writing, No. 1, 2004.

"A Sister's Lament," Long Shot: Beat Bush Issue, 2004.

"Women in Uniform," "Living as a Lesbian at 45," "Movement". Callaloo: A Journal of African American and African Arts and Letters, Special Issue: Queer Studies, April, 2000.

"Palm Leaf of Mary Magdalene," "Stuck," "Passing," "Make-Up," "Vicki and Daphne," "A Poet's Death". Eds. Michael Lassell and Elena Georgiou. The World In Us: Lesbian and Gay Poetry of the Next Wave. New York: St. Martin's Press, 2000.

"Reprise (for Ginsburg)" in Lesbian Review of Books. Fall, 1999

"nothing." Ed. Emma Donoghue. Poems Between Women: Four Centuries of Love, Romantic Friendship, and Desire. New York: Columbia University Press, 1997.

"Candy Calls Star to Her." Ed. Beatrix Gates. The Wild Good: Lesbian Photographs and Writings on Love. New York: Anchor Books/Doubleday, 1996.

"Untitled," "prayer," "what goes around comes around or the proof is in the pudding." Ed. Clare Coss. The Arc of Love: An Anthology of Lesbian Love Poems. Scribner: New York: 1996.

“Rondeau,” “What Goes Around Comes Around Or the Proof is in the Pudding,” “Tortoise and Badger”. Ed., Annie Finch, A Formal Feeling Comes, 1994.

“hair: a narrative,” “wearing my cap backwards” in Florence Howe, ed. No More Masks. N.Y.: Harper Collins, 1993.

“Hurricane Season,” “Make-Up,” “Berdache,” “Heartache,” “On Your 41st Birthday,” in The World: Publication of St. Mark’s Poetry Project, 1992.

“Rondeau,” “The Turnstile,” “Greta Garbo,” in Feminist Studies, Vol. 18, #3, Fall, 1992.

“Rondeau,” in Hellas: A Journal of Poetry and the Humanities, Vol. 3, #2, Fall, 1992.

“Of Althea and Flaxie,” “jazz poem for Morristown, N.J.,” “Bulletin,” “The lay-off”. in Joel Lewis, ed. Bluestones and Salt Hay: An Anthology of Contemporary New Jersey Poets. Rutgers University Press, New Brunswick, N.J., 1990.

“Living as a Lesbian Underground: Futuristic Fantasy II,” “Nothing,” “Great Expectations,” “Cucumber,” “Vicki and Daphne,” “Livings as a Lesbian Rambling,” “Sexual Preference.” Serious Pleasure: Lesbian Erotic Stories and Poetry. in Sheba Collective, eds. London: Sheba Feminist Publishers, , 1989.

“Of Althea and Flaxie.” in Marie Harris and Kathleen Aguero, eds. An Ear To The Ground. The University of Georgia Press, Athens and London, 1989.

“Of Althea and Flaxie,” “palm leaf of Mary Magdalene,” “The Older American”. in Morse and Larkin, eds. Gay and Lesbian Poetry in Our Time. New York City : St. Martin’s Press, 1988.

“Bulletin” (poem). The Black Scholar, Vol. 19, #4, 1988.

“gothic tourism”. Top Stories: Tourist Attractions, #25-26, 1987.

“If you black get back”. in Illona Linthwaite, ed. Ain’t I A Woman. London: Virago Press, 1987.

“Indira” (poem). The American Voice, Summer, 1986.

“an exile i have loved,” Ikon: Art Against Apartheid Issue, 1986.

“A Mother’s Story,” (poem). Feminist Studies (Fall), 1983.

“Palm Reading” and “Freedom Flesh” in Bulkin and Larkin, eds. Lesbian Poetry. Persephone Press, Watertown, MA, 1981.

### *Fiction*

“Women of Summer” (short story). Barbara Smith, ed. Home Girls: A Black Feminist Anthology, 1983. Reprinted in Donald Wiese, et. al., eds. Black Like Us: A Century of African-American Lesbian, Gay Bisexual Fiction. Cleis Press, 2002.

“Leavings” (short story). 13<sup>th</sup> Moon (Narrative Issue), 1984.

### *Performance*

Watermelon Woman, feature length film directed by Cheryl Dunye.

“Hell Diving Women,” narrative poem written for Tiny and Ruby: Hell Diving Women, a video documentary of legendary black woman jazz trumpeter, Tiny Davis, and her forty-year lesbian relationship with partner, Ruby Lucas. Produced and Directed by Greta Schiller and Andrea Weiss, Jezebel Productions, New York City, 1988.

“Epic of Song,” a long poem produced as a staged reading for The Medicine Show Theater Ensemble’s Carnival of the Spoken Word, New York City. April 3, 4, 5, 1987.

Narratives: A Dramatic Event, stage adaptation of the book of poetry, Narratives: poems in the tradition of black women. Directed by Breena Clarke. First performed on June 2, 1982, on 133 W. 14th Street in New York City. Subsequent productions include The National Women’s Theater Festival, Santa Cruz, Ca., 1983 and the San Francisco Opera House, San Francisco, Ca., 1984.

### *Book Reviews and Review Essays*

“Ella Baker and the Black Freedom Movement: A Radical Democratic Vision by Barbara Ransby. Forthcoming in Signs, Fall Issue, 2006.

“Fighting Words by Patricia Hill Collins,” (review essay) African-American Review, Fall Issue, 2000.

“Diaspora Legacy.” A review of Audre Lorde’s Marvelous Arithmetics of Distance”. Women’s Review of Books, Vol. XI, No. 12, 1994. 13-15.

“Making Face, Making Soul/Haciendo Caras: Creative and Critical Perspectives by Women of Color by Gloria Anzaldúa, Ed.” (review essay). Bridges: A Journal for Jewish Feminists and Our Friends, Spring, 1991.

“Ann Petry and the Isolation of Being Other.” A review of The Miss Muriel Stories. Belles Lettres, Fall, 1989.

“Two Rich and Rounding Experiences” (review essay) of Gwendolyn Brooks: Poetry and the Heroic Voice and A Life Distilled: Gwendolyn Brooks, Her Poetry and Fiction). Callaloo, Vol. 11, No. 2, 1988.

“Mythic Black Fiction: The Transformation of History by Jane Campbell” (review essay). The Black Scholar, Vol. 18, #4 & #5, July/August-September/October, 1987.

“Black, Brave, and Woman, Too: A Review Essay.” A review of All The Women Are White, All The Blacks Are Men, But Some Of Us Are Brave, Smith, Hull, Scott eds.) Sinister Wisdom: 20, 1982.

*Essays and Criticism*

"Ecstatic Fallacies," Philips and Wharton, eds. Sodom and Me: Queers on Fundamentalism (forthcoming, 2008) Suspect Thoughts Press, San Francisco, Ca.

"Pomo Afro Homo Vexing of Black Macho in the Age of AIDS," Corpus: An HIV Prevention Publication, Vol. 4 guest ed. Alexandra Juhasz. Spring, 2006.

"The Prong of Permanency: A Rant," Philips and Wharton, eds. I Do/I Don't: Queers on Marriage, Suspect Thoughts Press, San Francisco, Ca., 2004.

"Lesbianism 2000." Gloria Anzaldua and A. Keating, eds. This Bridge We Call Home: Radical Visions for Transformation (anthology). New York: Routledge, 2002.

"Transferences and Confluences: Black Arts, Black Poetries, and Black Lesbian-Feminism". Eric Brandt, ed. Dangerous Liaisons: Blacks and Gays Fighting for Equality, (anthology), NYC: The New Press, 1999.

"Father as Scarce as Hens' Teeth." Gloria Wade-Gayles, ed. Father Songs: Testimonies by African-American Sons and Daughters. Boston: Beacon Press, 1997.

"The Loss of Lyric Space in Gwendolyn Brooks' 'In The Mecca'": Kenyon Review, Winter, 1995.

"Lesbianism: An Act of Resistance". Beverly Guy-Sheftall, ed. Words of Fire: An Anthology of African-American Feminist Thought. New York: The New Press, 1995.

"Race, Homosocial Desire, and 'Mammon' in Autobiography of an Ex-Colored Man". Bonnie Zimmer and George Haggerty, eds. Professions of Desire. N.Y: PMLA, 1995.

"Living The Texts Out". Stanlie James, ed. Theorizing Black Feminisms. Routledge. 1993.

"...she still wrote out the word Kotex on a torn piece of paper wrapped up in a dollar bill...". James McCorkle, ed. Conversant Essays: Contemporary Poets on Poetry. Wayne State University Press, Detroit, MI, 1990.

"Silence and Invisibility: Costly Metaphors." Gay Community News, February 19-25 (Black History Month Issue), 1989.

"1988: Some Thoughts From 15 Artists," by Gary Indiana. The Village Voice, Vol. XXXIII, #3, January 19, 1988.

"The Space in Me Where Baldwin Lives." Gay Community News (special issue on James Baldwin). December 20-26, Vol. 15 No. 23, 1987.

"Black Women On Black Women Writers: Conversations and Questions" (a five-woman discussion with Jewelle L. Gomez, Evelyn M. Hammonds, B. Johnson, Linda Powell, and

Cheryl Clarke), edited by Cheryl Clarke, Conditions: Nine, 1983. (Conditions ended publishing in 1990. Copies of this documentary discussion available from editor.)

“The Failure to Transform: Homophobia in the Black Community”; “Women of Summer” (short story). B. Smith, ed. Home Girls: A Black Feminist Anthology. Kitchen Table: Women of Color Press, Latham, NY, 1983.

“Lesbianism: An Act of Resistance.” Cherry Moraga and Gloria Anzaldua, eds. This Bridge Called My Back: Writings by Radical Women of Color. Persephone Press, 1981; reprinted by Kitchen Table: Women of Color Press, Latham, N.Y. 1984. (Included in all reprints, including the most recent edition from Third World Press, 2001.)

### **Presentations include:**

“Writing Like a *Black* Woman” on the panel, “Writing Like a Woman,” at a Conference on the Work of Alicia Suskin Ostriker,” Rutgers University/New Brunswick/Piscataway, April 28, 2006.

“Toni Cade Bambara: ‘an uptown griot’s’ legacy at the crossroads of race and gender,” keynote address at the annual Toni Cade Bambara Conference, Spelman College, March 19, 2005.

“Black Women’s Poetry As A Tool of Activism,” Montclair State University, March 8, 2005; University of Southern Maine, October 20, 2005.

“Practicing Theory/Theorizing Practice: Queer Activism and Scholarship in Dialogue, University of California/San Diego, April 30, 2004.

“Women’s Political Leadership: Actualizing Power at the Local Level,” National Hip Hop Political convention: Voices, Unit, Power, Essex County College, June 18, 2004.

“Gay and Lesbian Voices from the World of Independent Literary Publishing,” Council of Literary Magazines and Presses, LGBT Community Services Center, New York City, 2003.

“Black Queer Political Writing,” a panelist with Robert Reid-Pharr (CUNY Graduate Center, New York), Keith Boykin (Washington, D.C.) at “Fire and Ink: the Conference of Black Lesbian, Gay, Bisexual, Transgender Writers,” University of Illinois, Chicago, Sept. 19 to 23<sup>rd</sup>, 2002.

“Interrogating Sexuality and Space,” moderator, Closing Plenary at Sexuality and Space, Center for Lesbian and Gay Studies, City University New York Graduate Center, New York, N.Y., Feb. 27, 2001.

“The Role of Black Lesbians in the Academy,” panelist at Black Women in the Academy II: Service and Leadership, a national conference, Howard University, June 24-27, 1999.

“Vito Russo Memorial Lecture,” (public address) National Gay and Lesbian Taskforce Conference, Washington, D.C. November 15, 1996

“Feminist Perspectives on Racism,” Feminist Taskforce Feminist Authors Breakfast/American Library Association, July 7, 1996

“Crossing Boundaries: An Interdisciplinary Series With Lesbian Artists” (April 15-19).  
Montclair State University, April 18, 1996.

April 18 “Lesbian Genders,” (with Judith Halberstam, Jennifer Miller, Cherry Smyth, etc.)  
Whitney Museum, May 1, 1996

“The Legacy of Audre Lorde’s Poetry,” (public address) Outwrite ‘96: The Lesbian and Gay  
Writers Conference, Boston, Ma. Feb. 24, 1996

“Maroons, Masks, and Modernism,” a paper delivered as part of a panel on the Harlem  
Renaissance, Outwrite ‘96: The Lesbian and Gay Writers Conference, Feb. 24, 1996

“Looking Backward, Moving Forward: Celebrating Stonewall 25;” a panel with Martin  
Duberman, Joan Nestle, Jim Kepner, Sonia Vasquez, June 21, 1994.

“The Destination of Desire;” B-GLAD Celebration, Iowa State University, March 21, 1994

“Women Poets Twenty Years Later,” reading from “The Everyday Life of Black Lesbian  
Sexuality,” Poet’s House, New York City, March 10, 1994

“Lesbians and Gays in the African Diaspora,” Black History Month Celebration, Trenton State  
College, Feb. 21, 1994

“Queer Theory: Everybody’s Doing It,” Graduate Center at the City University of New York,  
October 17, 1992.

“Locating Black Lesbian Feminism,” Ontario Institute for Studies in Education, University of  
Toronto, May 8, 1992.

“Censorship of the Lesbian Body,” National Association of Artist Organizations. Washington,  
D.C., May 14, 1991.

“Heterosexism in the Community of Women.” A panel with Elizabeth Walber Charlotte Bunch  
(moderator) Women’s Studies Conference sponsored by the Institute for Research on Women,  
Douglass College, Rutgers University, May, 1990.

“Used to be Invisible: Identifying the Struggle of the Lesbian Woman of Color Writer.” Panel  
with Luzma Umpierre, Becky Birtha. Modern Language Association Convention, Washington,  
D.C., December 28, 1989.

“Voices of Black Women Under Slavery: Fiction and Memory.” Panel with Mae G. Henderson,  
Jacqueline Jones, sponsored by the Women’s Studies Program and the Department of English at  
Hunter College, New York City, November 16, 1989.

“The Erotic in Black Women’s Poetry.” Lecture for the Lesbian Studies Collective, Concordia  
University, Montreal, CA., October, 1989.

“Black? Afro-American? African-American?: What’s in a Name.” Panel with Trey Ellis  
(moderator) as part of the series “Reinterpreting the Black Experience at the Center for American  
Culture Studies, Columbia University, September 20, 1989.

“African-American Women and the Black Diaspora.” Panel with Audre Lorde (moderator) at the National Women’s Studies Association Conference, University of Minnesota, Minneapolis, June 24, 1988.

“Feminist Publishing in the 1980’s.” Panel with Nancy K. Bereano, Linda Gardner, Marilyn Hacker (moderator) as part of the Writers-In-Residence Series at the Center for American Culture Studies, Columbia University, New York City, September 28, 1988.

“Rebels of the African-American Literary Tradition.” Lecture as part of Black Solidarity Day Celebration, “Liberation Through Cultural Expression,” Cornell University, Ithaca, N.Y., November 2, 1987.

“Women of Color in Literature from a Black Feminist Perspective.” Keynote Address at Confest Weekend, a conference and cultural event sponsored by Literary Exchange, Chicago, October 3, 1987.

“The Politics of Romance and Sexuality in Twentieth Century Literature by Black Women.” Panel with Barbara Smith (moderator) at the Black Women Writers In Diaspora Conference, Michigan State University, East Lansing, October 27, 1985.

**Poetry Readings include:**

With Adrienne Rich, Ed Pavlič, Joy Harjo in a Retrospective of the Work of Adrienne Rich, Smith College Poetry Center, Northhampton, Mass., April 20, 2006.

University of Southern Maine, Women Studies Program, October 19, 2005.

“Yari Yari Pamberi: International Conference on Literature by Women of African Ancestry. New York University, New York City, Oct. 12, 2004.

Iandor Gallery, Newark, N.J., April 15, 2004.

“The Days of Good Looks,” a reading for the annual Mary g. Edwards Memorial Lecture, SUNY, Purchase, Purchase, N.Y., March 27, 2003.

Women’s History Month, Rutgers University, Newark, New Jersey. March 3, 2003.

Ethnic Writers of New York City, with Luzma Umpierre, Sandra Maria Esteves and Fred Ho. Modern Language Association Convention, Dec. 29, 2002.

“Remembering This Bridge Called My Back: Writings by Radical Women of Color/Welcoming This Bridge We Call Home: Radical Visions for Transformation: An Evening of Poetry, Music, Reflections,” October 26, 2002.

Trailblazers Reading with Samuel Delany and Rev. Shirlene Holmes. Fire and Ink: A Writers Festival for People of African Descent, September 20-22, 2002.

“The Power of the Erotic,” 9<sup>th</sup> Annual Astraea Lesbian Writers Fund Awards Gala, Alliance Française, New York City, 2001.



ALANA (African –American, Latina, Asian, Native American) Women’s Conference.  
Middlesex County College, Edison, N.J., 2001.

The Geraldine R. Dodge Poetry Festival. (Gwendolyn Brooks, Sekou Sundiata, Alicia Ostriker,  
Mark Doty, Yusef Koumanyaka, etc.) Waterloo Village, N.J. September 21, 22, 23, 24, 2000.

The Speaker of the New York City Council Celebrate the 30<sup>th</sup> Anniversary of Stonewall. (with  
Martin Duberman, Lisa Kron, George C. Wolfe). New York City Hall, June, 9, 1999.

Just Buffalo Literary Center, Inc. (with Yusef Komanyaka). Buffalo, N.Y., Nov. 22, 1998

“Poetry as Ethnography” (with Abigail Child, Amitava Kumar, Laurie Weeks, Patricia Williams,  
and others). Department of Anthology, Columbia University, April 10, 1998.

Poetry Center at San Francisco State University, San Francisco, Ca., April 3, 1997.

The Brooklyn Muse Celebrates Pride. (with Minnie Bruce Pratt), Lafayette Ave. Presbyterian  
Church, Brooklyn, June 23, 1997.

“Beyond the Classroom: Poetry, Pedagogy and Community Activism.” (Reading was part of an  
all-day event of the same name, with June Jordan), Rutgers, New Brunswick, N.J. Feb. 26, 1998.

“Poetry, the Public Sphere and the African Diaspora: An Event in Four Voices.” (with Abena  
Busia, Brent Edwards, and Ed Roberson), Rutgers University, New Brunswick, N.J. March 31,  
1997.

Seminars on “Lesbian and Gay Literature” and “Topics in American Literature.” Amherst  
College, November 12-13, 1996.

“Women Poets Twenty Years Later: No More Masks,” sponsored by Poet’s House, New York  
City, reading with Cynthia Macdonald, Linda McCarriston, Molly Peacock, Ruth Stone. March  
11, 1994.

“Outwrite”: Lesbian and Gay Writers Conference, Boston, Oct. 8-11, 1993.

“Whitman’s Latchkey Children: An Evening of Poets From New Jersey.” St. Mark’s Poetry  
Project, New York City, April 23, 1993.

“An Evening of Lesbian Readings.” With Dorothy Allison, Paula Gunn Allen, Sapphire, etc.  
Victoria Theatre, San Francisco, CA, February 28, 1991.

“Celebration of Black Women Poets.” With Carolyn Beard Whitlow, Marilyn Waniack Nelson,  
Karen Mitchell, Kenyon College, Gambier, Ohio, February 2, 1991.

The Audre Lorde Women’s Poetry Center, Hunter College, New York City, February 24, 1989.

Women’s History Month. With Pat Parker at California State University, Los Angeles, March 30,  
1989.

“Writing Women/Fighting Women: A Multicultural Reading Series. With Jacqueline Woodson. Co-sponsored by Belles Lettres: A Review of Books By Women and the Montgomery County Council on the Humanities, Bethesda, MD, September 15, 1990.

“Writers on Writing.” Mid-Manhattan Library, New York City, June 5, 1990.

Grinnell College, Grinnell, Iowa and University of Iowa, Iowa City. March 2 and 3, 1990.

Bisexual, Lesbian, Gay Alliance of Yale University for Lesbian-Gay Pride Festival, April 11, 1989.

The Audre Lorde Women’s Poetry Center, Hunter College, New York City, February 24, 1989.

Women’s History Month. With Pat Parker at California State University, Los Angeles, March 30, 1989.

“Writers and AIDS: A Benefit Reading for The AIDS Resource Center.” With Laurie Colwin, Martin Duberman, Fran Lebowitz, Manuel Ramos Otero, etc., co-sponsored by the Manhattan Theatre Club and the Writer’s Voice of the West Side YMCA, New York City, April 14, 1988.

“Writing Our Own Words.” With Michelle Parkerson. The National Women’s Studies Association Conference, Minneapolis, Mn., June 24, 1988.

“Diverse Tapestry, Common Threads: A Tapestry of Black Women’s Writings.” With Toni Cade Bambara and Rita Dove, Sweetbriar, Va. at Sweetbriar College, February 24 to 25, 1988.

The Geraldine Dodge Poetry Festival. With Robert Bly, Gerald Stearn, Toi Derricotte, Lucille Clifton, etc. Waterloo Village, NJ, October 7, 1988.

“Eve of the Ides: Erotic Readings in Celebration of Women’s Sexuality.” With Dorothy Allison, Pat Califia, Enid Dame, Joan Nestle, Sapphire, etc. The Lesbian and Gay Community Services Center, New York City, March 14, 1987.

“Tourist Attractions: Readings at Artists’ Space.” With Douglas Blau, Gary Indiana, Constance De Jong. New York City, June 25, 1987.

“Changing Our Own Words: A Symposium of African-American Women’s Literature.” New Brunswick, Douglass College, Rutgers University, October 23, 1987.

“Women Writers at Bank Street.” With Carol Ascher, Hilma Wolitzer at the Bank Street College of Education, April 19, 1986.

Fall Authors, Series I. With Dorothy Allison at Giovanni’s Room, Philadelphia, November 16, 1986.

Women’s Visions and Books Series. With Jewelle Gomez at Old Wives Tales Bookstore, San Francisco, October 10, 1985.

The Spoken Arts Series. Painted Bride Art Center, Philadelphia, February 19, 1985.

Ithaca Community Poets Series. Ithaca, N.Y., March 9, 1985.

“Fierce Women.” With Judy Grahn and Valerie Miner at the Basement Workshop, New York City, September 1, 1984.

“Lesbian Poets.” With Elly Bulkin, Jewelle Gomez, Dorothy Allison for the Gay Caucus at the Modern Language Association Convention, New York city, December, 1981.

“Black Women Writers.” With Toi Derricotte and Thulani Davis at the Woman’s Salon, New York City, March 22, 1980.

### **References**

Professor Mary E. Hawkesworth  
Department of Women and Gender Studies  
Rutgers the State University of New Jersey  
New Brunswick, N.J.  
732-932-9384

Professor Cheryl Wall,  
Department of Literatures in English  
Rutgers, the State University of New Jersey  
New Brunswick, N.J.  
732-932-7571

Professor Evelyn M. Hammonds  
Department of African and African American Studies  
Harvard University  
Barker Center  
12 Quincy St.  
Cambridge, MA 02138  
617-496-6624

# MARY BETH DAISEY

100 West Phil Ellena Street Philadelphia, PA 19119 (215) 844-1229 e-mail: daisey@alumni.rutgers.edu

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## SUMMARY

Over twenty years of progressively responsible experience in Higher Education  
Have created, developed, initiated, and completed several large scale projects requiring programming, technical, communication, budgetary, interpersonal, and organizational skills  
Experience in all aspects of student affairs, including academic advising, counseling, career services, campus center, alumni relations, judicial affairs, residence life and student activities.  
Ability to learn quickly and perform multiple tasks simultaneously  
Proven technological, analytical and communication skills

## EXPERIENCE

### **RUTGERS UNIVERSITY - CAMDEN, Camden, NJ**

#### Associate Provost for Student Affairs

March 2003 - Present

Directly supervise and oversee all Student Affairs Units. Set long and short term strategic goals, oversee and approve budget and budget approval process, address concerns and issues that arise with the units. Conduct division wide strategic planning and team development meetings twice a year.

Units include:

- Campus Center and Reservations
- Dining and Catering
- Campus Involvement - Student Activities
- Housing and Residence Life
- Career Center
- Health Services
- Athletics and Recreation
- Dean of Students and Judicial Affairs
- Campus Liaison to the University District Bookstore

Oversee and work with unit directors on major projects, including organization and physical plan projects. Chair and coordinate campus wide committees, including orientation, campus crisis, student leadership council, campus retention, campus safety and enrollment. Dean of Students and Ombudsperson for students for the Camden Campus. Ensure students have an opportunity to share concerns on campus. Address student emergent concerns including health, personal and medical crises and incidents. Resource for students who have issues to address and do not know where to turn.

Oversee special student services including disabled and international student services. Act as Campus Judicial Officer, including advising unit judicial officers, students and faculty, maintaining records, communicating with central judicial office, and adjudicating all non-academic judicial cases on campus. Represent Division of Student Affairs and the Camden campus on several university wide committees affecting students and the campus, including: social security conversion, emergency communications, degree audit and human resources student affairs job evaluation.

### **RUTGERS UNIVERSITY SCHOOL OF LAW - CAMDEN, Camden, NJ**

#### Assistant Dean, External Affairs and Career Services

September 2001 - March 2003

#### Acting Assistant Dean of Students

November 2000 - January 2001

#### Director, Career Services

February 1997- August 2001

#### Assistant Director, Career Services

August 1993 - January 1997

Managed entire Career Services and Alumni Relations/Special Events offices. Oversaw on campus recruiting, regional alumni gatherings, reunions, workshops, career panels, and coordinated outreach efforts to alumni, students and employers. Handled student concerns, finals accommodations as well as student activities during Assistant Dean of Students' leave. Advised law students and law school alumni in all aspects of career counseling, including placement, career options, alternative careers, job search techniques, personal concerns, and personality assessment ( MBTI©). Conducted workshops, wrote newsletters, developed and maintain web pages, and trained staff in online resources.

Implemented two computerized and web based recruiting systems. Updated, created reports and reported statistics on placement and alumni relations. Revised a student career planning manual and several brochures and publicity. Initiated an alumni mentoring program. Co-developed a first year law student career planning program. Increased outreach efforts to evening students, alumni, student

organizations and legal employers. Acted as a hearing officer for University Judicial Affairs. Founding board member of the Philadelphia Area Minority Job Fair. Law School liaison to New Brunswick Alumni Relations Office. Managed budgets for two offices.

**OFFICE OF UNDERGRADUATE STUDIES, FLORIDA ATLANTIC UNIVERSITY, Boca Raton, FL**  
Coordinator, First Year Student Advisement August 1991 - August 1993

Assisted with the creation of a first year student academic advisement program which combined professional and faculty advisors, including advising students, developing curriculum guides by major, creating a comprehensive computer tracking system, developing manuals and hiring advisors. Developed and conducted training sessions, participated in a university task force to revamp academic advising, conducted orientation sessions and coordinated a student warning program. Created programs and counseled students concerning majors and careers. Liaison with university personnel at all levels including academic affairs, faculty, admissions, and student affairs. Conducted extensive research regarding academic advising and retention.

**CAREER SERVICES, RUTGERS UNIVERSITY, New Brunswick, NJ**

Acting Associate Director (eliminated due to budget cuts) December 1990 - July 1991

Assistant Director October 1987 - August 1991

Career Counselor and Graduate Intern January 1986 - September 1987

Progressively responsible positions for a comprehensive career services office providing counseling, assessment, placement, career fairs, workshops, resources and special programs. Supervised staff, coordinated all aspects of regional office placement program, managed office, counseled students, and conducted workshops. Developed, managed, and implemented several university wide projects.

**OFFICE OF RESIDENCE LIFE, RUTGERS COLLEGE, New Brunswick, New Jersey**

Residence Counselor August 1985 - May 1987

Coordinated a faculty mentor program for an academic liberal arts hall, supervised resident assistants and students in residence, counseled students, managed budget, and held disciplinary hearings.

**COUNSELING AND CAREER CENTER, ATLANTIC COMMUNITY COLLEGE, Mays Landing, NJ**

Counseling Intern Summer 1986

Member of a comprehensive academic, career, and personal advising office.

**SANDS HOTEL AND CASINO, Atlantic City, New Jersey**

Day Tours Supervisor, Tour Greeter June 1984 - May 1985

**EDUCATION RUTGERS UNIVERSITY, GRADUATE SCHOOL OF EDUCATION, New Brunswick, NJ**

Master of Education Degree in Counseling and Guidance May 1987

G.P.A. 3.8

**UNIVERSITY OF PENNSYLVANIA, COLLEGE OF ARTS AND SCIENCES, Philadelphia, PA**

Bachelor of Arts Degree in Psychology and English May 1984

**PROFESSIONAL AFFILIATIONS**

NJ and Delaware Valley Chief Student Affairs Officer Association, March 2003 - present  
Association of Psychological Type (MBTI), 1994-present  
National Association of Student Personnel Administrators and American College Personnel Association, 2003 - present  
National Association of Law Placement, 1993-2003  
National Academic Advising Association, 1991-1992, 1995-1999, 2003 - Present  
Member and Conference Presenter (Florida Regional Meeting) 1992  
Middle Atlantic Placement Association, 1987-1991, 1995-2003  
Kappa Delta Pi - Education Honor Society, 1987-present

**MICHAEL C. IMPERIALE**

29 High Street  
Morganville, N.J. 07751

Home: (732) 526-7289  
Work: (732) 932-1002

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**BUSINESS EXPERIENCE**

**Executive Director of University  
Housing and Conference Services**  
2007- Present

Rutgers, The State University  
University Housing

**Director of University Housing  
and Conferences Services**  
1991 - 2007

Rutgers, The State University  
University Housing

The Director of Housing is responsible for the smooth, efficient, economical operation of all Housing at Rutgers University. Working with the assistance of three Associate Directors and middle management, the Director assures over 4.5 million square feet of property is in good repair; is sanitary and clean; is safe and secure; and is useable by over 14,000 residents for educational and living purposes. The Director has input and final authority over all policies and procedures developed to operate University Housing. The Director oversees the development of all new construction projects in Housing, prepares reports and proposals for use of all Housing property and assures maximum utilization of all Housing property at the University. The Director is also responsible for overseeing the development and operation of University Conference Services at Rutgers University. Meets with Executive Director of Residence Life to coordinate residential programs and housing policies. Provides creative leadership in the development of constantly changing programs in the Division of Housing. Serves on University committees as appointed by the President and Vice President for Student Affairs.

**Associate Director – Financial Services**  
1982 – 1991

Rutgers, The State University  
University Housing

Responsible for the administration of the financial and business services system for University Housing and University Conference Services. Supervised division-wide budgeting, payroll, purchasing and accounting functions. Develop and supervise the University Conference Services operation. Responsible for the development of the division's financial services system policies, practices and internal controls. Supervises the monthly preparation of financial statements, cost studies and development of the annual budgets, budget performance monitoring and analysis. Advises director on all financial aspects of the division and recommends policies and procedures. Maintain liaison and communication with appropriate departments that have active interest in financial affairs of the division. Hire, train and supervise financial services support personnel. Pursue financial studies and duties as requested by Director.

**Business Manager**  
1978-1982

Rutgers, The State University  
University Housing

As chief financial officer, responsible for establishing and maintaining the computerized accounting systems for University Housing and Conference Services. Provide education and support to all to all managers in the accounting and business systems of the Division. Directly supervises the central staff responsible for division-wide accounting, payroll and purchasing. Responsible for all central accounting functions including preparation of annual budgets, quarterly and yearly financial statements, reconciliation's to University accounting records, research and preparation of reports for bond issues and specialized cost accounting reports. Oversees accounts receivable and accounts payable process, maintains tight controls over any cash operation in the Division. Establishes and maintains accounting and business systems for the University Conference Services. Supervises financial service support personnel.

**Senior Accountant**  
1976 – 1978

Rutgers, The State University  
Division of University Accounting

Performs a wide range of accounting functions in support of the general Accounting Department. Administers a university accounts receivable including travel advances, petty cash, N.J. Vocational Rehabilitation and Veterans Administration, Medical School and student scholarships. Reviews aging of all receivables, develops and implements collection follow-up procedures, recommends solutions to collection problems. Supervises preparation of monthly financial statements and all assigned asset and liability accounts, analyses the statements and reports for problems and recommends solutions. Controls the accounts of several auxiliary enterprises. Reviews income and expenses at year-end. Aid in search, review, and identification of all University liabilities at year-end. Aide's manager in coordinating management/report statements for all University fund groups. Coordinates special projects, advises university staff of current accounting procedures, regulations and policies. Supervises small support staff.

**Accountant**  
1975-1976

Rutgers, The State University  
Division of University Accounting

Responsible for the preparation and analysis of financial statements and the daily maintenance and accuracy of computerized accounting records pertaining to income and expense accounts, and the University's balance sheet accounts. Also responsible for monitoring budgets of 30 university-wide programs to determine correctness of appropriations, account transfers, disbursements and balances; preparing reconciliation, computing the New Jersey sales tax liability, process the payment, filing the accompanying monthly and quarterly reports.

**OTHER EXPERIENCE:**

Chairperson – Budget & Finance Committee for the Association of  
College and University Housing offices – International, 1984.

Business Manager – Strauss Beer Concession, N.J. Nets,  
Rutgers Athletic Center – 1977-1981.

**PROFESSIONAL ASSOCIATIONS:**

Eastern Association of College and University Business Officers.

Association of Conference and Events Directors.

Association of College and University Housing Officers.

Association of Physical Plant Administrators.

**EDUCATION:**

B.S. 1974, Clemson University, South Carolina  
Major: Administration Management  
College Business Management Institute, Lexington, Kentucky.



**MELODEE S. LASKY, MD**

23 Andreann Drive  
Annandale, NJ 08801  
732-932-7402 (W), 908-713-0729 (H), cell: 908-625-8905  
mlasky@rci.rutgers.edu

## **SUMMARY**

A Board certified family physician experienced in administration, clinical practice, college health and medical education and with a proven ability to motivate personnel, creatively solve problems and develop new programs. Fosters team atmosphere promoting a shared vision and collaboration. Exceptional organizational, clinical and didactic teaching skills, embracing technology, evidence based medicine and innovative approaches to practice while providing high quality, compassionate direct patient care.

## **PROFESSIONAL EXPERIENCE**

*Rutgers University Health Services  
New Brunswick, NJ*

**EXECUTIVE DIRECTOR**

*2004-present*

**ACTING EXECUTIVE DIRECTOR**

*2003-2004*

**DIRECTOR, HURTADO HEALTH CENTER**

*2002-2003*

*Somerset Family Practice Residency  
Somerville, NJ*

*1986 –2002*

**DIRECTOR**

*1986 - 1994*

- Initiated improvements in the clinical care provided in the family practice office.
  - Computerized the office with use of an electronic medical record for appointment scheduling, messaging, orders, patient education handouts, physician notes, prescriptions, etc.
  - Increased office visits by approximately 7,000 annual visits. Eliminated a 200 patient wait list with new patients seen in less than 2 weeks.
  - Aggressively addressed billing issues and changed from hospital based billing to outside billing services to enhance revenues.
  - Increased preventive care outcomes by 15% through an office based prevention program
  - Expanded home visit program utilizing Nurse Practitioners coordinating and providing care in conjunction with residents and attending physicians.
  - Collaborated with architects to design a new family practice center and orchestrated move to facility.
- Practiced high quality family medicine, including office visits, inpatient rounds, home visits and office procedures (such as flexible sigmoidoscopy, repair of lacerations and skin procedures, colposcopy, etc.
- Developed New Clinical Programs
  - Geriatric Assessment Program: Designed, presented and obtained approval for program which uses a collaborative community model.
  - Hospitalist Program: developed and implemented use of hospitalist physicians to care for patients without a primary physician on staff.
  - Ryan White Grant and Clinic: collaborating with a community agency secured funds and implemented HIV clinic.
- Led program through 2 accreditation reviews with no citations and secured full approval.
- Created and implemented innovative medical education methods and curricula.
  - Won sound resident approval for improvements made to the residency's academic quality, clinical training, involvement of residents in changes, and concern shown for resident well-being.
  - Designed "Performance-based Curriculum" using the adult learner model and competencies to revitalize the educational process.
  - Pioneered the use of Objective Structured Clinical Examinations in residency education at the community hospital level.
  - Designed and utilized "Year Manager" educational management system.
  - Enhanced academic quality of program by redesigning basic Conference Curriculum and Conference Committee.

- Implemented a faculty development program including required courses on education principles, involvement with the Society of Teachers of Family Medicine, monthly meetings with each faculty member, 360° faculty evaluation system and annual faculty retreats.

**ASSISTANT DIRECTOR**

1986-1994

- Redesigned resident evaluation system.
- Developed and negotiated rotation curricula (e.g. Cardiology, ICU/CCU, Surgery).
- Secured grant funding for Family-centered Maternity Care.
- Coordinated and developed medical student clerkships.
- Responsible for resident recruitment, graduation and medical aspects of new resident orientation.

*Williamsport Family Practice Residency*  
*Williamsport, PA*

**ASSISTANT DIRECTOR FOR  
RESIDENT EDUCATION**

1983-1986

- Created and implemented resident evaluation system.
- Coordinated resident conferences and presented lectures.
- Revitalized and negotiated clinical rotations and curriculum.
- Taught residents in both outpatient and inpatient settings.
- Maintained clinical practice of family medicine.

**EDUCATION**

*Temple University School of Medicine*  
*Philadelphia, PA*

**MEDICAL DOCTOR**

1976-1980

*Lycoming College*  
*Williamsport, PA*

**BACHELOR OF ARTS  
BIOLOGY**

1972-1976

**POST GRADUATE TRAINING**

*National Institute for Program*  
*Director Development*  
*Kansas City, MO*

**PROGRAM DIRECTOR'S  
FELLOWSHIP**

1995

*Geisinger Medical Center*  
*Danville, PA*

**INTERNSHIP & RESIDENCY  
FAMILY MEDICINE**

1980-1983

**BOARD CERTIFICATION****RE-CERTIFIED – FAMILY PRACTICE  
FAMILY PRACTICE**

1989, 1996, 2003 (95<sup>th</sup> percentile)  
1983

**MEDICAL LICENSE**

NEW JERSEY – MAO47991

**PROFESSIONAL SOCIETIES**

American College Health Association

Somerset County Medical Society

Academy of Family Physicians

New Jersey Medical Society

New Jersey Academy of Family Practice (2002 delegate)

Society of Teachers of Family Medicine

**Presentations/Awards**

Utilizing Strategic Planning to Incorporate Health Campus 2010  
Melodee Lasky, MD and Dorothy Kozlowski, APN  
ACHA Annual Meeting  
San Diego, CA

2005

## Characters, Checklists and Competencies:

- Using OSCE's to Assess Communication Skills 2002  
Laura Micek-Galinat, MD, MPH; Melodee Lasky, MD; Barbara Franzblau, LCSW  
Theme Day Presentation: Society of Teachers of Family Medicine Annual Meeting  
San Francisco, CA
- “The Performance-based Residency Curriculum: What Makes It Work” 1998  
Melodee Lasky, MD and David Mingle, MD  
Faculty Development Program  
Northeast Ohio Universities College of Medicine
- “The Performance-based Residency Curriculum: What Makes It Work” 1998  
Melodee Lasky, MD and David Mingle, MD  
STFM Annual Meeting  
Boston, MA
- Volunteer Faculty Award 1995  
UMDNJ-RWJ Medical School  
Piscataway, NJ
- “Teaching Multicultural Residents” 1993  
Melodee Lasky, MD and Barbara Franzblau, LCSW  
Annual STFM Meeting  
San Diego, CA
- “Teaching Multicultural Residents” 1992  
Dealing with Diversity: Cultural Issues in Family Medicine Training Conference  
UMDNJ Network of FP Residencies  
Lawrenceville, NJ
- “Effective and Functional Resident Evaluation” 1990  
Annual STFM Meeting  
Philadelphia, PA
- Honorable Mention Presentation Award 1989  
Northeast Regional STFM Meeting  
Hershey, PA
- “A Workable Process of Resident Evaluation” 1989  
Northeast Regional STFM Meeting  
Hershey, PA

**PERSONAL**

Married, 2 children. Interests include boxer dogs, cooking, golf, movies, sports, family walks.

**REFERENCES**

Available upon request

# Elizabeth O'Connell-Ganges

eocg@rci.rutgers.edu

## SUMMARY

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- 23 years of diverse administrative experiences in higher education
- Direct supervisory and administrative experiences in Student Centers, Student Involvement and Programming, Orientation, Housing, Residence Life, Academic Programs, Judicial Affairs, Counseling, Diverse Community Programs and Admissions.
- Liaison with Admissions, Athletics, Computing Services, Dining, Facilities, Financial Aid, Health Services, Parking and Transportation, Public Safety, the Registrar, and University Relations
- Commitment to delivering quality services for students to enhance their educational experiences
- Demonstrated abilities in creating new, innovative programs and services
- Excellent analytical and problem-solving skills with attention to detail
- Skilled at integrating institutional resources for effective program development
- Strong student support, crisis intervention, and advocacy skills

## EMPLOYMENT HISTORY

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Feb. 2007 – Present	Acting Executive Director, Student Centers and Programs	Rutgers University
Fall 2006	Interim Dean of Students – Mason Gross School of the Arts	Rutgers University
2005 – 2007	Associate Director for Student Services - Housing	Rutgers University
2004 – 2005	Assistant Dean for Residence Life and Judicial Affairs	Douglass College
2000 – 2004	Assistant Dean for Community Development	Douglass College
1996 – 2000	Assistant Dean of Students – Residence Life	Douglass College
1991 – 1996	Director, Undergraduate Programs, Douglass Project for Women in Math, Science, and Engineering	Douglass College
1990 – 1991	Program Assistant – Women in the Sciences	Iowa State University
1998 – 1990	Assistant Director – Admissions	Butler University
1987 – 1988	Assistant Area Director	Boston University
1986 – 1987	Hall Director	Boston University
1984 – 1986	Residence Director	Emmanuel College

## ACCOMPLISHMENTS

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### MAJOR ADMINISTRATIVE INITIATIVES:

- Created a new university department as part of major institutional reorganization centralizing student life and academic affairs units of four liberal arts colleges – Rutgers College, Douglass College, Livingston College and University College.
- Developed organizational model for new department involving 45 staff members with operational and programmatic responsibilities for 6 facilities; a budget of \$ 5 million; over 400 clubs and organizations; 5 programming boards; 600 orientation leaders; and 400 student workers serving the needs of 50,000 undergraduate and graduate students.
- Directed all components of a 15-year Housing Master Plan: RFP development; proposal review; firm interviews and selection; focus groups; survey development; document review; and final presentations and report.
- Developed new systems to improve student services for 14,500 on-campus undergraduate and graduate students living in 144 buildings on four campuses.
- Directed residential participation in construction management projects including sprinkler installations, fire-alarm system upgrades, a computer and video-networking project, and renovations.
- Assisted with a major college reorganization creating a new department of Community Development including offices of Residence Life; New Student and Diverse Community Programs; Counseling; and Judicial Affairs
- Created a new Residence Life Program for Douglass College: developed professional, graduate, and undergraduate positions; created staff offices in all residences and developed policies and procedures for students and staff.
- Developed the first regional admissions recruitment initiative in the Northeast for Butler University.
- Directed the coordination of programs and services for undergraduate women in math, science, and engineering at Rutgers University.

## **ACCOMPLISHMENTS**, continued

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### **PROJECT / PROGRAM DEVELOPMENT:**

- Direct staff coordination of University Presidents' Inaugural New Student Convocation for 7600 students and invited faculty; administrators; staff; Board of Governors and Board of Trustees
- Developed a series of Parents Orientations providing an overview of essential University resources for over 3000 parents
- Coordinate special projects for the Vice President of Student Affairs: developed a retreat for 300 professional staff; researched feasibility of the installation of light pole banners on five campuses; created organizational models for new division of Student Affairs
- Partnered with Emergency Services and a local mental health agency to develop a University-wide protocol to serve four residential colleges with after-hours evaluations for psychological emergencies
- Developed procedures for Residence Life responses to fire code violations in all university residences.
- Developed a college-based on-call system for campus emergencies
- Developed new Housing Room Selection processes
- Created a special interest house for single women with children
- Developed an outreach program involving undergraduates in science education reform efforts in an urban elementary school.
- Partnered with Career Services and the Minority Undergraduate Science Program in developing a semi-annual Career Conference
- Developed and administered a year-long academic enrichment series for first-year women in math, science, and engineering including a summer orientation, mentoring programs, and research-oriented internships as part of a \$461,000.00 grant

### **SUPERVISION AND TRAINING:**

- Supervised professional, graduate and undergraduate student staffs.
- Directed the development of a strategic plan for the Office of Residence Life promoting Living Learning Communities
- Coordinated training for all Deans-on-Duty responsible for after-hours crisis responses
- Coordinated staff development initiatives
- Presented workshops for teaching assistants and students on academic integrity
- Presented workshops for staff, parents, students, and faculty. Topics include: community development; student development; mentoring; staff development; supervision; diversity; the on-campus experience; and the admissions process

### **STUDENT SUPPORT AND ACADEMIC SERVICES:**

- Assisted students with academic, personal, and psychological concerns and facilitated access to support services.
- Provided on-site support and crisis intervention
- Evaluated and review student files pertaining to academic dismissal, reinstatement, and readmission decisions.
- Served as an Academic Advisor
- Served as the Coordinator for students with disabilities – facilitating academic support for learning disabilities
- Created a Faculty Mentoring Programs to support undergraduate women in math, science, and engineering

### **MARKETING AND COMMUNICATION:**

- Direct the development of new department and office websites
- Create print materials including: student handbooks; staff training manuals; policies and procedures manuals; room selection materials; job descriptions, and application packets
- Partner with Admissions regarding the development and revisions of print and web-based materials
- Draft correspondence on behalf of senior university administrators
- Partner with University Relations in the development of university communication strategies regarding events and issues
- Obtain student feedback utilizing nationally-based and in-house evaluation instruments
- Developed web-site content and procedures for Travel Assistance Funds to support students to attend the Insight Bowl
- Developed grant proposals and reports

## UNIVERSITY COMMITTEES

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- ADA - Housing Concerns
- Alcohol Policy Implementation
- Bias Prevention
- Emergency Operations
- Housing, Residence Life and Counseling Implementation Sub Committee – Transforming Undergraduate Education, Chair
- Information Development Sub Committee – Transforming Undergraduate Education
- Lesbian, Gay, Bi-Sexual and Transgender
- Mental Health Services
- Our Common Purposes
- Parking and Transportation
- Public Safety Advisory
- Residence Life Coordinating
- Transforming Undergraduate Education - Implementation Steering Committee

## HONORS AND AWARDS

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- President's Recognition Bridge Award Nominee, Immunization Working Group (2004)
- President's Award for Excellence in Administration (1994)
- Outstanding New Professional, NASPA Region 1 (1987)
- Outstanding New Professional, Honorable Mention, Boston Area College Housing Association (1986)

## GRANTS

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- Co-Project Director, Project SUPER (Stepping Up in the Physical sciences, Engineering, and Research)  
Alfred P. Sloan Foundation, awarded three-year grant for \$461,000.00 (1993)
- Project Director, Outreach Program: Student Partners for Science  
Merck Institute for Science Education, awarded initial grant for \$21,000.00 (1993)
- Reviewer, Iowa Science Foundation (1995)
- Reviewer, Alfred P. Sloan Foundation (1994)
- Participant, The Grantsmanship Center Training Program – one-week intensive workshop focusing on program planning, proposal writing, and funding sources (1996)

## PROFESSIONAL AFFILIATIONS

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- National Association of Student Personnel Administrators (NASPA)
  - National Chair, New Professionals Task Force (1988-1989)
  - Regional Coordinator, New Professionals Task Force (1986-1988)
- Association of College and University Housing Officers (ACUHO)
- Association for Student Judicial Officers (AJSA)
- Women in Engineering Program Advocates Network (WEPAN)
- Boston Area College Housing Association (BACHA)
  - President, membership of 47 area colleges and universities (1987 – 1988)
  - Co-Chair, Professional Development Committee (1985 – 1986)
- New England Student Affairs Placement Conference (NESAPC)
  - Co-founder (1986)
  - Coordinator (1986, 1987)

## EDUCATION

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M.S. Higher Education, Iowa State University (1994)  
 B.A. Political Science, Certificate Legal Studies, Butler University (1984)

Delia C. Pitts  
10 Berkshire Drive  
East Windsor, NJ 08520  
Tel: 609-371-3529  
Email: [dpitts@oldqueens.rutgers.edu](mailto:dpitts@oldqueens.rutgers.edu)

**Employment:**

2005- Present **Rutgers University**

*Assistant Vice President for Student Affairs*

2004 – 2005 **Rutgers University**

*Dean of Student Support Services  
University College – New Brunswick*

Supervisory responsibility for advising office which delivers student services to adult and non-traditional students. These services include academic advising, personal counseling, judicial affairs services, new student orientation, and liaison with student organizations.

2002 – 2004 **Rutgers University**

*Assistant Dean for Academic Affairs  
University College – New Brunswick*

Supervisory responsibility for academic affairs unit which oversees scholastic standing for 3,500 adult students, prepares transfer credit and curriculum evaluations, administers academic programs and advising, and adjudicates waivers to academic policy.

2001 - 2002 **Princeton University**

*Assistant Dean for External Affairs, Woodrow  
Wilson School for Public and International Affairs*

Supervisory responsibility for publications, web pages, public affairs programming, media relations, alumni affairs, development, and community outreach.

1994 - 2001 **Texas Christian University**

*Director of International Education*

Oversight for academic exchange programs including study abroad, international student recruitment and advising, Intensive English Program, university linkages, international summer study programs.

1983 - 1994 **United States Information Agency (USIA)**

*Foreign Service Officer*

In U.S. Embassies in Nigeria, Mauritania, and Mexico, serving as a cultural and information officer, managed large international education exchange programs including Fulbright, Humphrey, and Eisenhower Fellowships.

1981-1983 **The World Bank**

Joining the World Bank through the prestigious Young Professionals Program, served as an education economist on Bank missions for educational development projects in several West African nations.

**Education:**

Ph.D. The University of Chicago, 1978; History Department

M.A. The University of Chicago, 1974; History Department

B.A. Oberlin College, 1972

**Fellowships:**

American Association of University Women Dissertation Grant, 1977-78

Fulbright-Hays Doctoral Dissertation Research Grant, 1976-77

Thomas J. Watson Foundation Fellowship for international research, 1972-73

**Languages:**

French and Spanish (speaking and reading fluency in both)

**Community Service:**

Member, Oberlin College Board of Trustees, 1973 - 2002

Member, Princeton Friends School Board of Trustees, 2002 - present



69 SPEAR STREET  
METUCHEN, NJ 08840

PHONE (732) 932-7312 X17 (W)  
(732) 549-5670 (H)  
FAX (732) 932-9690 (W)  
(732) 549-2513 (H)  
E-MAIL BROSE@RCI.RUTGERS.EDU

# Brian T. Rose

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## Education

**Georgetown University Law Center**  
*Juris Doctor (Cum Laude)*

Washington, DC  
May, 1988

**University of Pennsylvania**  
*Bachelor of Arts (Magna Cum Laude)*

Philadelphia, PA  
May, 1985

## Professional Experience

**Rutgers, The State University of New Jersey**  
***Associate Vice President for Student Affairs***

New Brunswick, NJ  
Sept 2004 to present

### *Administration*

- Supervise the Business Manager for Division of Student Affairs
- Supervise the Offices of Compliance, Student Policy and Judicial Affairs and Disability Services
- Responsible for personnel and budgetary policies and procedures for Division of Student Affairs (Housing, Dining, University Health Services, Judicial Affairs, Career Services, Fraternity / Sorority Affairs, Diverse Community Affairs, Cultural Centers, Disability Services, Learning Centers)
- Administer performance appraisal process for Division of Student Affairs
- Review and monitor unit budgets and recommend adjustments as appropriate
- Lead Division of Student Affairs in absence of Vice President

### *Major Projects*

- Chairing committee overseeing replacement of SSN as default student ID
- Managing University review / revision of Policy on Academic Integrity
- Facilitated roll-out of lawful Peer-to-Peer file sharing service
- Developed process to provide criminal history background checks for students in health-related clinical placements in satisfaction of articulation agreements
- Supervised establishment of a central Office for Student Disability Services
- IT Strategic Planning (divisional representative to University-wide group)
- Drafting Involuntary Medical Withdrawal Procedure / Suicidal Behavior Response Policy
- Chair Information Protection Evaluation Team (manages University notification responsibilities under NJ Identity Theft legislation)
- Chaired committee that reviewed faculty-initiated proposal for special admission of high-achieving students gaining release from correctional facility

### *Operational Duties*

- Student Rights Compliance Officer – all campuses (FERPA, ADA / 504, HIPAA, University Nondiscrimination Policy)
- Review and approve modifications to University-level student policies
- Divisional Liaison to Office of General Counsel, Office of Risk Management and Insurance, Office of Internal Audit

**Rutgers, The State University of New Jersey**  
**Director of Compliance, Student Policy and**  
**Judicial Affairs**

New Brunswick, NJ  
July 2002 to Aug 2004

- Administer University Code of Student Conduct (all campuses)
- Supervise Office of Student Judicial Affairs
- Chair, Committee on Student Conduct
- Maintained all duties listed below under Director of Compliance and Student Policy Concerns

**Rutgers, The State University of New Jersey**  
**Director of Compliance and Student Policy Concerns**

New Brunswick, NJ  
May 1995 to July 2002

*Student Policy Development*

- Monitor new legislation, case law and regulatory rulemaking relating to or affecting student life and services and advise the Vice President for Student Affairs as appropriate
- Staff or chair miscellaneous ad hoc and standing student policy committees (e.g., Alcohol Policy Committee, Student Code of Conduct Review Committee, Student ID Committee, Student Convenience Card Committee, ROTC Committee)
- Administrative oversight of referenda for funding of special student organizations (NJPIRG / Daily Targum)

*ADA / 504 Compliance Officer*

- Respond to federal and state government investigations of student complaints, negotiate settlements and design remedies
- Review construction drawings for all new construction and renovations to ensure compliance with ADA Accessibility Guidelines (ADAAG)
- Advise and consult with all University units regarding accessibility of events, activities and programs open to the public (e.g., athletic events, cultural events, extension programs, distance education, University Inn and Conference Center)

*FERPA Compliance*

- Coordinate University compliance with the Family Educational Rights and Privacy Act
- Receive, review and determine appropriate University action with respect to all subpoenas and court orders seeking student information
- Advise and consult with all University units regarding privacy of student information

*Coordinate Campus Ministries*

**Rutgers, The State University of New Jersey**  
**Assistant Dean of Students II**

New Brunswick, NJ  
8/91 to 5/95

*Fraternity / Sorority Affairs*

- Coordinated and implemented all educational programming for 45 Greek-letter organizations
- Administered Fraternity Loan Program and related building inspections of chapter houses
- Administered annual evaluation program which reviewed recognition status of all Greek-letter organizations

*Judicial Affairs Hearing Officer*

**Stradley, Ronon, Stevens & Young**  
**Attorney**

Philadelphia, PA  
6/88 to 2/91

Associate, Real Estate and Banking Department

## Teaching Experience

**Rutgers, The State University of New Jersey**  
**Graduate School of Education Summer Session**  
Education Law Instructor

New Brunswick, NJ  
2002-present

## Selected Conference / Program Presentations

*"Politics, Religion and Culture on Campus: Legal Issues at the Crossroads"*, NACUA One Day Conference (co-presenter, Richard Weitzner), anticipated, April 7, 2006.

*"Accommodating Students with Disabilities Without Sacrificing Academic Integrity"*, Thompson Interactive Audio Conference (co-presenter, Jane Jarrow), February 2006.

*"It Takes Two (Laws) to Tango"*, presented at AHEAD Conference, Miami Beach, FL, half-day legal symposium co-presented with Michael Masinter, Scott Lissner, Jane Jarrow, Paul Grossman, JoAnne Simon), July 2004.

*"Student Activities and the First Amendment: How Can the University Allow That?"*, (co-presenter Beckman Rich), presented at Rutgers University Student Life and Student Services Conference, November 2003

*"Disability Documentation Policies: Matching Philosophies and Practice"*, Thompson Interactive Audio Conference (co-presenter, Jane Jarrow), October 2003.

*"Deciphering and Applying FERPA"*, presented at NAFSA Region X Conference 2002, Morristown, New Jersey, co-presenter (Peter McDonough, Esq., John Perry), November 2002.

*"FERPA and Students with Disabilities Plus Other Legal Issues"*, presented to NJ Association on Higher Education and Disability, Middlesex County College, Edison, NJ, November 2002.

*"Confidentiality: In Statute, In Policy, In Practice"*, presented at AHEAD Conference 2002, Crystal City, VA, co-presenter (Jane Jarrow, Michael Masinter), July 2002.

*"Privacy in Cyberspace: New Challenges for Higher Education"*, presented at Rutgers University, Friends of the Rutgers University Libraries, March 2002.

*"From Davis to Sutton: Ten Cases That Have Shaped Disability Services in Higher Education"* co-presenter (Jane Jarrow), presented at AHEAD 2001 Conference, Portland, Oregon, July 2001.

*"Web Accessibility and the Law: What to Quote; What to Know; What to Do"*, co-presenter (Tim Spofford, David Sweeney), presented at AHEAD 2001 Conference, Portland, Oregon, July 2001.

*"Student Records and the Regulatory Environment"*, presented at Rutgers University, Information Technology Forum, June 2001.

*"Emerging Issues for Disability Services in Higher Education"*, presented at the New Jersey Commission on Higher Education and New Jersey AHEAD Conference, Rider College, May 2001.

*"Transition to Postsecondary Education for Students with Disabilities"*, presented for New Jersey Department of Education at "Project Connections", Middlesex County College, October 2000.

*"Changing Student Concerns, Continuing Academic Responsibilities: A Faculty Dialogue on Personal Responsibility in the Classroom"*, co-presenter (Deirdre Kramer, Patricia Grove,

Clarence Shive), presented at New Brunswick Faculty Council Conference on Undergraduate Teaching, Rutgers, The State University Of New Jersey, October 2000.

*“Over-accommodation: Helping with the Solution or Part of the Problem”*, co-presenter (Jane Jarrow, Sam Goodin, L. Scott Lissner), presented at AHEAD 2000 Conference, Kansas City, MO, July 2000.

*“Reasonable Accommodation: Thinking Like a Lawyer”*, (co-presenter Trey Duffy), presented at AHEAD 1999 Conference, Atlanta, GA, July, 1999.

*“Extended Time: When? How Much?”*, co-presenter (Ruth Fink, Scott Lissner), presented at AHEAD 1999 Conference, Atlanta, GA, July, 1999.

*“Issues and Questions in Disability Rights”*, co-presenter (Jane Jarrow, Lou Henson, Sheila Lachs, Michael Masinter), presented at AHEAD 1999 Conference, Atlanta, GA, July, 1999.

*“Legal Update: Higher Education and Disability”*, presented to NJAHEAD, Brookdale Community College, February 1999.

*“Amending the Amendments and Rehabilitating the Act: The Latest on the Rehabilitation Act for Higher Education and Students with Disabilities”*, co-presenter (Jane Jarrow, Leigh Alice Petty, JoAnn Simon, Esq.), presented at AHEAD 1998, Las Vegas, NV, July 1998.

*“Longing for Utopia: Multiculturalism as Conflict”*, co-presenter (Suzan Armstrong-West, Susan Boyd, Cheryl Clarke, Francine Corley), presented at regional student life conference “Student Life – Student Services: Sharing Knowledge, Strengthening Networks”, Rutgers University, November 1997.

*“Reconcilable Differences: One University’s Approach to Mainstreaming Students with Disabilities”*, co-presenter (Cheryl Clarke, Patricia Grove, Ian Hodos, Clarence Shive), presented at Middle States Regional Meeting of the College Board, Philadelphia, PA, February 1997.

*“Beyond Affirmative Action and Toward a Multicultural Democracy”*, co-presenter (Suzan Armstrong-West, Alfred Blumrosen, Margaret Klawunn), presented at Affirmative Action Teach-In, Rutgers University, New Brunswick, NJ, April 1996.

*“Formulation of Peer Judicial Boards”*, presented at Northeast Interfraternity Conference, Danvers, MA, February, 1994.

*“Fraternity / Sorority Expansion and University Recognition”*, co-presenter (Gregory McElroy), presented at Northeast Interfraternity Conference, Danvers, MA, February, 1994.

## HONORS AND AWARDS

President’s Recognition Program – Bridge Award Recipient (GLBA Compliance Team), November 2005

Cook College Dean’s Recognition Program – Outstanding Service to Students Award (multiple recipients) – May 2005

Merit Award Recipient, Rutgers, The State University of New Jersey, 1993-1998 inclusive (program discontinued after 1998)

Outstanding Advisor Award, Northeast Interfraternity Conference, February 1994

## PROFESSIONAL MEMBERSHIPS

ACPA, College Student Educators International  
Association of Higher Education and Disability (AHEAD)  
EDUCAUSE  
National Association of Student Personnel Administrators (NASPA)

## UNIVERSITY SERVICE

Academic Integrity Committee (2004-present)  
Access Committee (1995 to present)  
Alcohol Policy Review Committee (1999-2000)  
Alcohol Policy Implementation Committee (2001-2005)  
Bias Prevention Steering Committee (1995 – 2005)  
Bicycle and Pedestrian Advisory Committee (2004-present)  
Campus Ministries Advisory Committee (1996-2002)  
College Avenue Design Competition Advisory Committee (2005-present)  
Committee to Advance Our Common Purposes (1996-1998)  
Committee for the Concerns of Students with Disabilities (1995-2004)  
Committee on Student Conduct (2002-2004)  
Copyright Policy Committee (1997-2003)  
Counseling Services Review Committee (2001-2002)  
Credit Card Policy Committee (2001-2002)  
Emergency Operations Executive Committee (1999-present)  
GLBA Compliance Team (2003-2005)  
HIPAA Compliance Team  
Homecoming Committee (1991-1997) (chair 1994-1997)  
IT Strategic Planning Committee (2005-2006)  
Information Protection Evaluation Team (2006 - )  
Knight Express Committee (2000-2001)  
Nondiscrimination Policy Committee (1996-97 review of transgendered status; 2005 review re: Solomon Amendment)  
Public Safety Advisory Committee (2002-2005)  
Records Retention Policy Committee (2004-2006)  
ROTC Policy Committee (1998-1999)  
Route 18 Widening Committee (2004-2005)  
RUID Implementation Committee (Chair) (2005-present)  
Student ID Committee (2001-2002)  
Suicide Policy Steering Committee (2005-present)  
Textbook Pricing Committee (2005)  
University Parking and Transportation Committee (1997-present)

## COMMUNITY INVOLVEMENT

Borough of Metuchen Zoning Board of Adjustment, Member (2/98 to present) (Vice-Chairman)  
National Council on Alcohol and Drug Dependence of Middlesex, Inc., Board of Trustees (2005 to present)  
Metuchen Area Chamber of Commerce, Member (8/97 to present)  
Metuchen Centennial Commission (1/99 to 11/99)

## MARK S. SCHUSTER

115 College Avenue, Suite 109  
(732) 932-2300 (W)

(732) 213-7623 (H)

New Brunswick, NJ 08901  
seniordean@echo.rutgers.edu

### EDUCATION

- Ph.D. Coursework** 90 credits in Higher Education Administration College of Education  
Division of Educational and Leadership Studies The University of Iowa  
*Comprehensive Exams Completed: June 1997* *Dissertation: Gender equity in college athletics, not defended.*
- M.S.** Sports Psychology and Cultural Studies of Sport Sports, Health, Leisure and Physical Studies  
The University of Iowa May 1997
- M.B.A.** Marketing and Management Whitmore School of Business and Economics  
University of New Hampshire May 1980
- B.A.** English and Communication Arts State University of New York at Plattsburgh, New York May 1978  
*Two years as exchange student* McGill University Montreal, Canada (1976-1977)

### PROFESSIONAL EXPERIENCE

**June 2007 to Present** *RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY* New Brunswick-Piscataway, N.J.

**Senior Dean of Students** (June 2000 to Present). Supervise five Dean of Students on five campuses for 37,000 undergraduates and the Student Judicial Affairs Office for 55,000 students for the New Brunswick, Camden and Newark campuses. Member of the Vice President of Student Affairs' cabinet and executive decision-making team. Works closely with academic Campus Deans and Vice President of Undergraduate Education to engage faculty and academic programming. Oversight of building campus community and student conduct on each New Brunswick-Piscataway campus through each Dean of Students and their professional and student leader advisory boards. Coordinates advisement of student governance of the five Campus Councils. Senior administrator that coordinates moderate cases of students with special needs, referring the most complicated students with multiple medical, psychological and family issues to the Director of Counseling and Psychological Services, Medical Health Services, and Psychiatry.

**January 2000 to May 2007** *RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY, Rutgers College*

**Assistant Dean for Student Services** (June 2000 to Present). Supervised Student Services Walk-Ins (formerly Student Support and Referral program) for Rutgers College: five Student Service deans and several directors as afternoon reference deans. Originally twenty director level professionals supported this drop-in, problem-solving service for a student body of 13,500. Provided letters to faculty, referrals to Academic Service deans, advisors, and other offices to enhance student academic success and persistence. Chair of Case Review Committee that assigned deans to track and support students in crisis with the most complicated personal, psychological, family, and medical issues. Worked closely with student affairs deans of five professional schools and affiliates. Oversight and point person for Rutgers College and affiliates for Housing and Residence Life fall and spring dismissed and non registered students.

- Administered Rutgers College Parent Office, including the website and newsletter for 3,000 first-year parents.
- Supervised the Director of Commuter Services and graduate staff that provides programming and services to 6,000 off campus and commuting students. Supervise advisor of the Off-Campus Students' Association (OCSA).
- Co-designed computer database to track and document student crisis and visits for Student Services' daily walk-ins.
- Member of the Rutgers College Committee on Scholastic Standing, primarily faculty persistence committee.
- Member of the Rutgers College Academic Probation Committee for six years. Assigned case load per semester.
- Affiliate faculty, Psychology and Women and Gender Studies. Steering committee for Critical Sexualities minor.
- Taught (for seven years) three credit course *Psych 421: Advanced Topics in Social Psychology: Intersections of Sport and Sexuality*. Now also cross-listed for Critical Sexualities minor in Women and Gender Studies.
- Department faculty liaison and coordinator of living-learning courses in residence halls: 3 credit Africana Studies course on Paul Robeson and two 1.5 credit courses and community programming for German and French.
- Department consultant for diversity issues and training, including eight years as member of Our Committee to Advance Our Common Purposes (university diversity committee for five campuses).
- Coordinated thirty students and five professional staff, from seven campuses, to attend the National Conferences on Race and Ethnicity
- Created the inaugural student-run, university-wide Social Justice Committee who eventually launched Rutgers' first university-wide, student-centered, diversity conference *Affirm This* in 2004. Won (Rutgers University) President's Excellence Award in 2004.
- Current Co-Chair of Rutgers University LGBT (professional staff and faculty) Task Force: advisory committee to the Rutgers University Social Justice Education and LGBT Communities Office. Created professional brown bag series.
- University point person for 2002 four-day regional student leadership conference: the Central Atlantic Affiliates of College and University Residence Halls (CAACURH). 500 participants and 50 colleges and universities.
- University Implementation Committee on non-traditional students.
- Executive Advisory Board member, International Gay and Lesbian Athletics Foundation (GLAF), including first international conference (2003) on sport and sexuality at Harvard and Massachusetts Institute of Technology.

**Assistant Dean for Residence Life, Programming & Development** (January 1999 to June 2001)

Office of Residence Life senior staff responsible for all department-wide academic, educational and programming for 7,500 students in over thirty residence halls on three campuses. Created and developed the academic program plan for eight first-year halls and a multicultural plan for each campus. Advised the Residence Hall Association, supervised the First Year Residential Learning Program for eight first year halls, and helped to support a variety of special interest living communities and courses advised by faculty in the residence halls. Department faculty liaison and Chair of the Residence Life Faculty Advisory Board.

1994 to 1999 Ph.D. /M.A. coursework. *THE UNIVERSITY OF IOWA* *Iowa City, Iowa*

See also **Teaching Experience** (page three)

1992 to 1994 *JEMTECH SOLUTIONS* *New York, N.Y.*

**Management Consultant.** Various clients, computer related project management and technical writing.

1991 to 1992 *RUTGERS UNIVERSITY-NEWARK* *Newark, N.J. Campus*

**Assistant Director of Residence Life**

Responsible for the community development of 800 predominantly multicultural students in two residential complexes (one graduate and one undergraduate). Member of Student Life team that coordinated all student services on the Newark campus. Advisor to residential governing boards for graduates and undergraduates and campus-wide Gay and Lesbian Alliance (GALA). Coordinator of campus multicultural *World Week* with NJIT. Created the first talent show co-sponsored by GALA and the TKE fraternity as one of the first "straight-gay" alliances on campus (audience of 500).

1987 to 1991 *IMAGE BUSINESS SYSTEMS (IBS)* *New York, N.Y.*

**Vice President/Group Director of Operations**

Department head of an image processing computer software company and IBM business partner. Managed four directors, ten managers and 35 employees: Quality Assurance, System Testing and Documentation; LAN, Software and Hardware Installations; User and System Training; Technical Support, Customer Service; Purchasing, Procurement, Inventory, Packaging and Distribution. Oversight of \$ 5 million projects to overall budgets up to \$25 million. Project managed with architects, from design to execution, the relocation of two Manhattan offices to one new \$5 million, high-tech 40,000 square foot office space.

**Manager of Customer Training** *IBS* *New York, NY*

Designed three-day IBM train-the-trainer customer curriculum. Full-time customer education trainer.

**Assistant to the Vice President of Software Development** *IBS* *New York, N.Y.*

Extensive client, senior management and vendor contact [which included Steven Jobs, Michael Dell and Scott McNealy (Sun Microsystems)] during critical start-up phase of company (expanded from seven employees to 150). Managed all initial personnel, administrative and facility support and services.

1985 to 1987 *THE NEW SCHOOL UNIVERSITY and PARSONS SCHOOL OF DESIGN*

**Director of Residence Life and Assistant Director of University Housing** *New York, N.Y.*

Community Development of on-campus residents for the 5,000 students of Parsons School of Design, Eugene Lang College, and the Graduate Divisions of the New School. Created formal mental and medical health support and services. Transformed "hotel management" housing program into a Residence Life, student development unit. Renovated a hotel into a residence hall and co-designed the interior of a new, 17-story residence hall in Manhattan. Offered off-campus listings service for Manhattan apartments.

1983 to 1985 *STATE UNIVERSITY OF NEW YORK AT STONY BROOK* *Stony Brook, N.Y.*

**Quad Director**

Principal administrator for community development and operations of 1,200 students housed in five residential facilities and a programming building. Supervised six full-time professionals and managed over 100 staff. Committee Chair: Training Development for 40 professionals and 350 student staff; Living Learning; Residence Life Orientation; and Facilities Development for 30 buildings housing 7,500 students.

1982 to 1984 *UNDER ATTACK LTD.* *New York, N.Y.*

**Owner/Manager/Buyer/Bookkeeper** (two partners) *Novelty cards, grossed \$3 million in sales.*

1980 to 1982 *NEW YORK UNIVERSITY* *New York, N.Y.*

**Residence Manager for Student Life** **Weinstein Center for Student Living**

Community development for 950 residents housed in a living center comparable to most student unions.

1978 to 1980 *UNIVERSITY OF NEW HAMPSHIRE* *Durham, N.H.*

**Residence Hall Director**

Full-time administrator for community of 150 *all male* residents and staff.

**TEACHING EXPERIENCE**

Spring 2002, 2004, 2005, 2006; Fall 2001 and 2003

Affiliate Faculty *Psychology Department Rutgers University New Brunswick, NJ Campus*  
**830: 421 Advanced Topics in Social Psychology: *Private Heroines, Private Shame: Intersections of***

***Sport and Sexuality***

Designed seminar topics course exploring issues of gender, heterosexism, power and violence in sport.

Also one-credit CASE community service option, working with Pride Centers and NJ/NYGay Games.

Affiliate Faculty *Women and Gender Studies Rutgers University New Brunswick, NJ Campus*

**Critical Sexualities.** Member of committee that created and passed the first minor and certificate at Rutgers.

Above course is cross-listed in Women and Gender Studies as part of Critical Sexualities core requirement.

1996 to 1999

**Adjunct Faculty** *Sexuality Studies, College of Liberal Arts The University of Iowa*

**154:069 Private Heroines, Private Shame: Intersections of Sport and Sexuality**

Developed new topics course on the intersectionality of sport, gender, and sexuality.

**000:110 Introduction to Lesbian, Gay and Bisexual Studies**

Created course examining works and voices of the LGBT community in writing, drama and film.

**000:120 Diversity of Lesbian, Gay and Bisexual Experiences**

Co-designed and taught course exploring the standpoint epistemology and diversity of the multiple and layered communities within the lesbian, gay, bisexual and transgender experience.

*Department of Rhetoric, College of Liberal Arts*

*The University of Iowa*

**10:006 Rhetoric: Speaking and Reading**

Multiple sections of course primarily focusing on the art of public speaking, argumentation and reasoning.

**8P:450 Teaching Rhetoric**

Co-taught course aimed at perfecting performance and teaching skills of twelve graduate rhetoric instructors.

**10:001, 10:002 and 10:003 Rhetoric I, II and III (Accelerated Rhetoric)**

Taught various sections of three courses required for all incoming students to improve their basic skills in writing, speaking and reading through rhetorical and critical pedagogical theories and practices.

1994 to 1997 and Summers of 1997 and 1998

*Planning, Policy and Leadership Studies, College of Education*

*The University of Iowa*

**7P: 180 Human Relations for the Classroom Teacher**

State required course for K-12 and Higher Education teacher certification in Iowa. Theoretical, practical and pedagogical focus on issues of diversity, equity and discrimination. Course objective was to heighten awareness and respect for people of different cultures, groups, ideologies and lifestyles. Also presented the large lecture each semester to all sections (500 students) on preventing homophobia in the classroom.

*College of Business*

*The University of Iowa*

**Staff Development Teaching Consultant (1994)**

Videotaped all (55) Ph.D. Teaching Assistants that taught undergraduate business courses, including some faculty (*all departments, including Introduction to Law courses*). Reviewed tapes and gave each instructor feedback on presentation skills. Summary reports went to Associate Dean of the College of Business.

1991 to 1992

**Adjunct Faculty** *Psychology Department Rutgers University Newark, NJ Campus*

**Psych 454 Issues in Developmental Psychology: *The Development of College Students in a Community Environment***

Integration of theories and practices of student, moral and community development, health education, Psychology, Sociology and Wellness. Open course, but required for all student staff in the residence halls.

1985 to 1990

**Adjunct Faculty** *Liberal Studies Department of Parsons School of Design New York, N.Y.*

**Psychological Androgyny With A Creativity Dimension**

Designed this interdisciplinary approach to the positive aspects of masculine, feminine and artistic thinking.

1983 to 1985

**Adjunct Faculty** *Sociology Department State University of New York at Stony Brook, N.Y.*

**Soc. 390: Concepts of Student Development**

**Soc. 391: Theories and Practices of Group Leadership and Soc. 488: Practicum in Group Leadership.**