

Curriculum Vita

Kimberly A. Kline

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EDUCATION

Ph.D. Higher Education, Indiana University, Bloomington, Indiana, 2005.

Dissertation: *The Use of Action Theories, Social Justice Issues and Reflection in a Student Affairs Master's Course*

M.S. Student Personnel Administration, State University of New York College at Buffalo, Buffalo, New York, 1993.

B.A. Political Science, Slippery Rock University, Slippery Rock, Pennsylvania, 1989.

RESEARCH INTERESTS

Psychological and social well-being, social justice issues, student learning outcomes/assessment, graduate student socialization experiences, student development theory and professional development.

TEACHING INTERESTS

Social justice issues, student learning outcomes, assessment/evaluation, civic engagement and study abroad, professional preparation/development, social/philosophical foundations, multiculturalism, research methods and student development theory.

TEACHING / ADMINISTRATIVE EXPERIENCE

Professor, Higher Education Administration Department
SUNY College at Buffalo,
Buffalo, New York

September 2016 - present

Teach, mentor and learn from students, participate in service activities, grant writing, research and publishing activities, and program assessment. Serve as an advocate and recruiter for a graduate program serving approximately 70 students.

Chairperson, Higher Education Administration Department
and Coordinator, Higher Education and Student Affairs
Administration Program
SUNY College at Buffalo,
Buffalo, New York

January 2014 – August 2018

Served as a coordinator, chairperson and lead recruiter for a graduate program serving approximately 70 students. Oversaw curriculum, advisement, program development, learning outcomes assessment, course scheduling, faculty assignments, and personnel actions.

Interim Chairperson, Higher Education Administration September 2021 - January 2022
Department and Coordinator, Higher Education and Student Affairs
Administration Program

Served as a coordinator, chairperson and lead recruiter for a graduate program serving approximately 70 students. Oversaw curriculum, advisement, program development, learning outcomes assessment, course scheduling, faculty assignments, and personnel actions.

Associate Professor, Higher Education Administration Department August 2009 – August 2016
SUNY College at Buffalo,
Buffalo, New York

Taught, mentored and learned from students, participated in service activities, grant writing, research and publishing activities, and program assessment.

Assistant Professor, Higher Education Administration Department August 2007 – August 2009
SUNY College at Buffalo
Buffalo, New York

Taught, mentored and learned from students, participated in service activities, grant writing, research and publishing activities, and program assessment.

Fulbright Scholar, National University of Kyiv-Mohyla Academy November 2012 – May 2013
Національний університет Києво-Могилянська академія
Kyiv, Ukraine

Taught, mentored and learned from students, participated in service activities, research and publishing activities, and program assessment. Assisted students and faculty who are publishing in English, which is their second language, with the editing and proofing of text. Served as an advisor to the *Fulbright Program in Ukraine* regarding access, policy issues and educational reform in Ukrainian postsecondary education.

Director, Institutional Research and Planning October 2005 – August 2007
Associate Professor of Social Sciences
Hilbert College, Hamburg, New York

Taught and mentored students, participated in service activities, grant writing, research and publishing activities, and program assessment. Was responsible for a comprehensive program of institutional research that included: the assessment of student learning and other institutional outcomes; tracking institutional performance against strategic plan goals; benchmarking performance on numerous indicators against peer institutions; conducting regular and ad hoc studies (quantitative and qualitative); reporting to external agencies (government, accreditors, data-sharing consortia, college guides); data management and the production and appropriate dissemination of data and reports internally. Coordinated a comprehensive institutional program of educational outcomes assessment. Supported the design and implementation of new institutional surveys and the development of other outcomes assessment measures. In collaboration with instructional technology professionals, maintained a website for the Institutional Research and Planning office, including component sites for assessment; also, the co-development, co-design, and maintenance of a College "Fact Book," "Common Data Set," and "fact sheets" in both print and electronic format. **Participant, IUPUI Preparing Future Faculty Program, Indiana University-Purdue University Indianapolis, Indianapolis, Indiana, January,**

2001 – June, 2002

COURSES TAUGHT

SUNY Buffalo State

Instructor, *Civic Engagement and Study Abroad* (formerly *Trends in Student Services and the Refugee Crisis*)
Spring 2017; Spring 2019

In a course team-taught with the Director of Civic Engagement, students are exposed to different international opportunities and to promote the idea of intercultural competence in the field of higher education. Students visit countries to study current social issues that are being addressed by student-led reforms, such as betterment of life quality and the settlement of refugees as new citizens. The course encourages students to enhance their global understanding through personal, professional, and academic development, and exposes students to new cultures and international travel. Furthermore, it allows students to develop awareness of diverse cultures and their relation to the United States. This exposure will allow them to return to SUNY Buffalo State to help make it a first mover in helping Buffalo accommodate the largest New American population in New York State.

Instructor, *Research Methods in Higher Education*, Spring 2008 – Present

Students develop and hone data gathering techniques including questionnaire construction, sampling procedures, primary and secondary data analysis, and techniques of data processing using SPSS. Students design a quantitative research project and prepare a detailed literature review of their topical area. As instructor, I work individually with students on a weekly basis to help them develop writing skills and attitudes for academic success.

Instructor, *Assessment, Tests and Measurement*, Fall 2007- Present

Work with students to develop and hone data gathering techniques including questionnaire construction, sampling procedures, secondary data analysis, and focus groups. Students produce an original qualitative research project in small team settings and apply steps in an outcome assessment plan to various higher education settings.

Instructor, *The College Student Movement in the U.S., 1955-1975*, Fall 2013

Explore with students the value of American higher education as a setting for intellectual growth, the transfer of knowledge and a place where those whom are being trained as professionals in higher education and student affairs explore values and ethical concerns.

Instructor, *Professional Development and Communities of Practice in Higher Education* (formerly *Moral Reasoning in Higher Education*), Spring 2009; Spring 2011; Spring 2012; Summer 2016; Fall 2019

Collaborate with students as they practice oral and written critical discourse. Prepare graduate students to address social-critical challenges faced in professional practice. Students work to understand their responsibility for moral centering and action, and act on facilitating discourse on difficult and problematic issues in practice.

Instructor, *Counseling II Theory*, Fall 2007; Spring 2008; Fall 2008

Collaborated with students as they practiced applications of the major and evolving theories of counseling while focusing on cultural and life choice difference. Students developed a more in-depth knowledge and understanding of counseling and psychotherapy theory/theorists and demonstrated more advanced skills in applying a variety of techniques to the therapeutic relationship.

National University of Kyiv-Mohyla Academy
Національний університет Києво-Могилянська академія
Kyiv, Ukraine

Co-Instructor, *Research Methodologies in Journalism*, November/December 2012

Assisted students with an introduction to research methodologies in the social sciences, where they prepare a detailed literature review of their topical area.

Co-Instructor, *Research Seminar*, January 2013 – May 2013

Students designed a research project and prepared a detailed literature review of their topical area. As instructor, I worked individually with students on a weekly basis who choose to grow their English writing and presentation skills.

Co-Instructor, *Ethics in Media and Journalism*, January 2013 – May 2013

Co-taught a course that dealt with moral reasoning and adult identity development for journalists preparing to work with media and journalism in contemporary Ukraine. I worked individually with students on a weekly basis who choose to grow their English writing and presentation skills.

Hilbert College

Co-Instructor, *Applied Statistics with Project*, Spring 2007

Taught students to use specific statistical tests as an introduction to research methods and use SPSS as an analysis tool. Students produced an original research project in small team settings and presented their projects in a colloquium setting to the Hilbert College Community.

Instructor, *Research Methods in the Social Sciences*, Fall 2006

Taught students to develop and hone data gathering techniques including questionnaire construction, sampling procedures, secondary data analysis, and techniques of data processing. Students developed research proposals and prepared a detailed literature review of their topical area. Worked individually with undergraduate students on a weekly basis to help them develop writing skills and attitudes for academic success

Indiana University

Co-Instructor, *Professional Education and Development in Student Affairs*, Spring 2002

Taught graduate students via a critical approach to Argyris and Schön's *theories of action* (1974), along with the *Action science* text by Argyris, Putnam and Smith (1985) and *Moral consciousness and communicative action* by Habermas (1990). *Readings for diversity and social justice* by Adams et al (2000) was used to encourage and support open conversation while providing opportunities for students to co-construct meaning of social critical issues in professional practice.

Co-Instructor, *Professional Education and Development*, Fall 2000

Taught graduate students via a critical approach to Argyris and Schön's *theories of action* (1974), along with the *Action science* text by Argyris, Putnam and Smith (1985) and *Moral consciousness and communicative action* by Habermas (1990). Practical exercises such as professional dialogues and a professional praxis paper, combined with reflection, helped students to better link action theories to practice. Argyris and Schön's *theories of action* were utilized as a tool for communicating more openly with classmates on difficult social issues that students face as future educators.

Teaching Assistant, *Assessing the Effectiveness of Courses, Programs, and Institutions*, Summer, 2001
Was teaching assistant to Dr. Trudy Banta in a doctoral course that focused on assessment, program evaluation and student learning outcomes at the course, program and institutional levels. Students learned how to construct concise mission statements, program objectives, and to identify indicators of student performance. Also, students produced “reviews” of various commercial quantitative tests and surveys, and prepared assessment plans for a specific university program.

The College at Brockport

Instructor, *Leadership Development Honors Course*, Fall 1997; Spring 1998
Students learned about leadership styles through group settings, readings from a variety of pertinent leaders throughout history, and transformational approaches to leadership.

RESEARCH EXPERIENCE

**Fulbright Scholar, National University of Kyiv Mohyla Academy (NaUKMA). July – August 2015
Kyiv, Ukraine**

Conducted one-to-one qualitative interviews with citizens of Ukraine who are civil volunteers helping soldiers on the front lines in Eastern Ukraine. The interviews culminated in a documentary short that I co-produced with three Journalism Masters Students from NaUKMA titled *Peaceful Warriors: Higher Education, Heroes and Russia’s War on Ukraine*.

**Research Fellow, Center of Inquiry in the Liberal Arts July 2003 – October 2005
Wabash College. Crawfordsville, Indiana**

Designed and carried out research on liberal arts education and outcomes assessment in order to understand student gains in the undergraduate years. Provided information and support on a national level for higher education researchers, colleges and universities involved in liberal arts education. Coordinated the Institutional Context pilot portion of the National Study of Liberal Arts Education (Wabash Study), a longitudinal research project sponsored by the Center of Inquiry. Oversaw a research team consisting of 18 higher education researchers and liberal arts faculty from across the nation. Wrote, consolidated, and edited reports on Center of Inquiry initiatives and presented findings at national conferences. Collaborated with research team members, including faculty and student researchers, to develop and carry out research projects, focusing on mixed-method case study research on colleges and universities. Facilitated and lead conversations to share findings and improve understanding of these issues. Assisted in the preparation of grant proposals. Developed and publicized an online “assessment toolkit” designed specifically to help campuses assess the impact of liberal arts education. Worked directly with campuses to support their efforts to identify, pursue, and assess specific goals and outcomes of liberal arts education.

Dissertation Research, *The Use of Action Theories, Social Justice Issues and Reflection in a Student Affairs Master’s Course* 2001 - 2003

Designed a qualitative, multiple case study of student’s graduate experiences during one semester in a graduate course. Designed the research format and carried out data collection including 10 interviews, along with an

analysis of writing assignments over a one-year time period. Analyzed and themed over 300 pages of narrative data.

**Researcher, *Department of Higher Education and Student Affairs*
Indiana University, Bloomington, Indiana**

2000-2001

Developed and implemented an action research project under the advisement of Department Chair, Ed St. John. Research was designed and carried out with four other colleagues to assess the doctoral program in Higher Education and make recommendations for building on program strengths. Interviewed students and faculty and presented research results to HESA community. Research resulted in departmental programming changes, changes in doctoral orientation, as well as other areas related to student life.

**Research Associate, *Office of the Vice Chancellor
For Planning and Institutional Improvement*
Indiana University-Purdue University Indianapolis**

May 2000 – July 2001

Assisted the Vice Chancellor for Planning and Institutional Improvement (PAII) with day-to-day research responsibilities that included data collection, the editing and proofing of documents, and the development of text. Served as Editorial Assistant for *Assessment Update*, a bi-monthly periodical that is published by Jossey-Bass, Inc. Co-coordinated the planning of the *Assessment Institute*, a national conference that is sponsored annually by the PAII office.

DISSERTATION COMMITTEES

Member, Dissertation Committee, Kerry Isett Levett, Arizona State University. *Making meaning of students' integrated learning experiences*. December 2010.

GRANTS

Ways in Which German Universities Have Helped New Germans and Refugees Settle: Implications and Promising Practices for New Americans in Buffalo, NY. Faculty Student Association Founders Fund Grant, 2017. (1,000.00).

Higher Education Administration Professional Development Day: Celebrating Buffalo State Pride and Excellence. Faculty Student Association Founders Fund Grant, 2017. (1,614.00).

The 2016 College Student Summit: Crises, Opportunities, and Solutions. Faculty Student Association Founders Fund Grant, 2016. (4,205.00).

Infusing Happiness and Mindfulness in Undergraduate Courses - Scholarship of Teaching and Learning (SoTL) Faculty Fellow for 2014-2015 academic year (with Dr. Amy Wilson – 2000.00).

A Modern Day Student Movement in Higher Education: Stories of Student Activism from Ukraine. Grant Allocation Committee (GAC) – 3,900.00; Faculty Student Association Founders Fund – 1,200.00.

Fulbright Scholar, National University of Kyiv Mohyla Academy (NaUKMA). *Peaceful Warriors: Higher Education, Heroes and Russia's War on Ukraine*. 2014-2015 Grantee. (10,000.00).

Fulbright Scholar, National University of Kyiv Mohyla Academy (NaUKMA). *Student Learning and Developmental Outcomes Assessment in Ukraine: Exploring Grass Roots Efforts and Collaborative Dialogue*. 2012-2013 Grantee. (40,000.00).

Race and Gender Intergroup Dialogue: Examining the Pedagogical, Psychological and Communicative Processes That Influence Student Learning and Development. Faculty Student Association Founders Fund Grant, 2010. (1,950.00).

CDHS Foster Care Trainer Development within an Online Interactive Environment: Strategies for Pre-Assessing Foster Care Trainee Needs, Part II, 2009 (1,600.00).

Foster Care Trainer Development within an Online Interactive Environment: Strategies for Pre-Assessing Foster Care Trainee Needs in New York State. *Center for the Development of Human Services*, 2009 (2,000.00).

A Conversation on Assessment in Higher Education and Student Affairs at Buffalo State. Faculty Student Association Founders Fund Grant, 2009 (2,150.00)

The Impact of Using Reflection, Action Theories and Social Justice Issues in a Graduate Course: Five Years Later – Incentive Research Grant – Buffalo State Research Foundation, 2008 (6,500.00).

AWARDS

2020 Buffalo State President's Award for Excellence as a [Graduate Research Mentor](#)

2015 *Diamond Honoree*, Association of College Personnel Administrators

Buffalo State Faculty Appreciation Award, 2015

Recipient, 2013 *Distinguished Service to Higher Education Award*, College Student Personnel Association of New York State (CSPA-NYS).

Recipient, 2013 SUNY Buffalo State *Emerging Scholar Award*

United University Professions Professional Development Award *Reflection, action theories, and social justice issues in a student affairs master's course: Long-term effects of a case study intervention*. 2010 (700.00)

Buffalo State Provost's Incentive Award *Generation O Students: How an Undergraduate Student Culture Influences Student Learning Outcomes* 2010 (1,200.00)

Buffalo State Faculty Appreciation Award, 2010

LICENSES / CERTIFICATES / FELLOWSHIPS

Certificate, Emerging College Leaders Program, Leadership & Organizational Development, SUNY Buffalo State, December 2010 - Year-long program to maximize current leadership skills and reflect on skills in need of development, explore and understand the complexities of leadership in higher education, & enhance skills in problem solving.

Fellowship, Approved Applied Learning, Applied Learning Initiative, SUNY Buffalo State, Summer 2018-February 2020. The year-long fellowship helped in gaining structured materials and the necessary skills/knowledge to incorporate new applied learning experiences or enhance existing applied learning experiences into one of their courses.

Open SUNY Fellow: Experienced Online Practitioner, September 2015. Earners acknowledged as “Experienced Online Practitioners” have experience and expertise in a variety of roles including online teaching, online instructional design, administration or support of high-quality online education, faculty support, student services, and related online initiatives, courses, and programs.

EXPERT ADVISOR

Expert Advisor, *Digital Media University Ukraine Program Review*. Rinat Akmehtov Foundation for Development of Ukraine.

REFEREED PUBLICATIONS

Felder, P. St. John, E., Kline, K. & Harmening, D. (2020). Professional Learning in Higher Education Graduate Programs: Reframing the Challenge and Reflections of Pedagogical Strategies. *Innovations in Education and Teaching, International*

Fifolt, M. & Kline, K. Eds. (2012). Series on Assessment in Student Affairs: A focus on functional units. *Developments, 10 (2)*.

Herdlein, R., Kline, K., Boquard, B., & Haddad, V. (2011). A survey of faculty perceptions of learning outcomes in Master’s level programs in Higher Education and Student Affairs. *College Student Affairs Journal*. Volume 28, No. 2.

Kline, K., Internicola, J. and Flaherty, M. (2010). Reflection, action theories, and social justice issues in a student affairs master’s course: Long-term effects of a case study intervention. *National Association of Student Affairs Professionals Journal*. Spring.

Alfano, N., Towns, L., Kline, K. and Kelly, T. (2010). Green Learning: An Urban Graduate Program and a Community-Based Action Research Project. *Academic Exchange Quarterly*, Vol. 14, 2, Summer.

Kline, K., Moore Gardner, M. & Diaz, H. (2009). Respect in the graduate classroom. *Academic Exchange Quarterly*, Vol. 3, 2, Summer.

Kline, K. & Moore-Gardner, M. (2005). Envisioning new forms of praxis: Reflective practice and social justice

education in higher education graduate programs. *Advancing Women in Leadership Journal, Volume 19.*

Banta, T., Black, K., & Kline, K. (2001). Assessing the effectiveness of Problem-Based Learning. *Assessment update* Volume 13, 1. January/February. San Francisco, CA: Jossey-Bass.

Banta, T., Black, K., & Kline, K. (2001). The challenge to assess outcomes in student affairs. *Net Results, August 28, 2001.* NASPA on-line magazine.

BOOKS

Kline, K. (ed). (2014). *Reflection in action: A guidebook for faculty and student affairs professionals.* Sterling, VA: Stylus Publishing.

Moore Gardner, M., Kline, K. & Bresciani, M. (eds.) (2014). *Assessing student learning in the community and two-year college.* Sterling, VA: Stylus Publishing.

BOOK CHAPTERS

Kline, K.A., Connors, A. & St. John, E. P. Assessment and integrative pedagogies (2018). In Schoem, D., St. John, E.P. & Modey, C. (eds). *Integrative pedagogy: Teaching the whole student with heart, mind, and spirit.* Sterling, VA: Stylus Publishing.

Ossorio, S. & Kline, K.A. (2018) Are students learning more or less than in the past, in postsecondary education? In DeVitis J. and Sasso, P. (eds). *Colleges at the crossroads.* Sterling, VA: Stylus Publishing.

Livingston, V., Phillips, D. & Kline, K. Selecting a Method. (2014). In M. Moore Gardner, K. A. Kline, & M. Bresciani (Eds.), *Assessing Student Learning in Community College Student Support and Academic Services.* Sterling, VA: Stylus Publishing.

Kline, K. A., Battison, J. & Piper, B. T. (2014). Analyzing and Interpreting Results in Community College Assessment. In M. Moore Gardner, K. A. Kline, & M. Bresciani (Eds.), *Assessing Student Learning in Community College Student Support and Academic Services.* Sterling, VA: Stylus Publishing.

Black, K. & Kline, K. (2002). Program review: A spectrum of perspectives and practices. In T. W. Banta (Ed.), *The scholarship of assessment.* San Francisco, CA: Jossey-Bass.

St. John, E., Kline, K., & Asker, E. (2001). The call for public accountability: Rethinking the linkages to student outcomes. In D. Heller (Ed.), *The states and public higher education policy: Affordability, access, and accountability.* Baltimore: Johns-Hopkins Press.

BOOK REVIEWS

Kline, K. (2008). Book review of Diversity across the curriculum: A guide for faculty in higher education. *The Review of Higher Education.*

OTHER PUBLICATIONS

Kline, K. Developing Practical Experience in Student Affairs (2014). *Readings on Equal Education. Volume*

28: Supporting graduate students in the 21st Century: Implications for policy and practice. AMS Press, Inc.: New York.

Kline, K. (2007) Professional development in student affairs: From learning about diversity to building just communities. *Readings on Equal Education*. Volume 22: Confronting educational inequality: Reframing, building understanding, and making change. AMS Press, Inc.: New York.

Kline, K. and others (2006). How should journalists measure learning outcomes? A roundtable discussion. In G. Maeroff (ed.). Beyond the rankings: Measuring learning in higher education. The Hechinger Institute on Education and the Media, Teachers College, Columbia University.

Kline, K. & Blaich, C. (2004). A new tool for liberal arts assessment. *Liberal Arts Online_4* (8) September.

Banta, T., Black, K., & Kline, K. (2001). Evidence for and against Problem-Based Learning. *PBL Insight* Volume 3, 3. Birmingham, AL: Samford University.

Banta, T., Black, K., & Kline, K. (2001). The challenge to assess outcomes in student affairs. *Net Results*, August 28, 2001. NASPA on-line magazine.

MANUSCRIPTS IN PROGRESS

Felder, P., St. John, E. P., Moore, T. L., Kline, K. A., Gentry, D. Professional Learning in Graduate Programs: Implications for Teaching and Practice (in progress).

KEYNOTE PRESENTATIONS

Kline K. *Assessment Day 2016* – Triton College, March 2016.

Kline, K. *Assessing learning, development and happiness of the whole student in 2014*. Western New York Assessment Consortium, May 2014.

Kline, K. *Assessment and the First Year Student* - Rochester Institute of Technology Fall Faculty Training, August 2014.

INVITED PRESENTATIONS

Kline, K., Emo, A., Grinnell, J. & Hill-Rao, Laura. Institutional Learning Outcomes and Applied Learning. Applied Learning Training Program. SUNY Buffalo State. Summer, 2018.

Draeger, J. & Kline, K. Putting the Evidence in Evidence-Based Practices. FIIT Academy, SUNY Buffalo State. Summer 2018.

Kline, K. Reflecting-in-Action: Creating Caring Learning Spaces for Ourselves as Professionals. Professional Development Series, SUNY Buffalo State. February 2017.

Kline, K. and Wilson, A. *Infusing Mindfulness into First-Year Seminars*. Faculty Development Program, SUNY Buffalo State. February 2017.

Kline, K. and Wilson, A. *Mindfulness and First-Year Students*. Elementary Education First-Year Seminar,

SUNY Buffalo State. April 2017.

Kline, K., Vane, T., Murk, K., and Parker, J. *Assessment Rocks!!! Using Easy, Straightforward Strategies to Amplify Your Success*. National Association of Campus Activities Northeast Conference, Buffalo, NY, October 2016.

Kline, K., Vane, T., Murk, K., and Parker, J. *Assessment Rocks!!! Using Easy, Straightforward Strategies to Amplify Your Success*. National Association of Campus Activities Northeast Conference, Buffalo, NY, October 2015.

Kline, K. *The Value-Added Nature of Assessment in Our Work* - Northeast Association of College Housing Officers. Worcester Polytechnic Institute. June 2015.

Kline, K. *Assessment Rocks!!!* - SUNY Geneseo Residential Staff Training. January 2015.

Kline, K. *To Ph.D. or Not to Ph.D.?* SUNY Buffalo State, Graduate Association of Student Personnel Administrators No Frills Conference. May 2014.

Kline, K. *Reflecting on our actions: becoming a caring, inclusive professional*. Genesee Community College Leadership Speaker Series. May 2014.

Kline, K. *Next-Generation Undergraduate Student Pre-conference*. College Student Personnel Administrators – NYS Annual Conference, Rochester, NY. October 2013.

Kline, K. *Reflections of a Fulbrighter in Ukraine*. WNY/NWPA Chapter of the Fulbright Association Seminar at Buffalo State. Buffalo, NY. October 2013.

Kline, K. *The Fulbright Experience in Ukraine*. EUROPE Fulbright Pre-departure Orientation, Washington, D.C. July 2013.

Kline, K. *Applying for a Fulbright and the Fulbright experience in Ukraine*. Boy Scouts Troop 400, Hamburg, NY. May 2013.

Kline, K. *Trends in Student Learning Assessment in the United States*. 3rd International Conference: *Contemporary approaches to foreign language teaching: Reaching for school and university integration*. V.N. Karazin Kharkiv National University, Kharkiv, Ukraine. April 2013.

Kline, K. *Reflection in action: Tools and tips for graduate education*. 3rd International Conference: *Contemporary approaches to foreign language teaching: Reaching for school and university integration*. V.N. Karazin Kharkiv National University, Kharkiv, Ukraine. April 2013.

Kline, K. *Grant writing for international accreditation*. Invited presentation, Kyiv Mohyla Business School. Kyiv, Ukraine, April 2013.

Blanke, I. Evers, H., Kline, K., Lindsey, J., & Lyshevski, S. *Graduate school admissions: A panel discussion*. Introduction to EducationUSA Advising for new EducationUSA Advisers in Europe/Eurasia. Kyiv, Ukraine. March 2013.

Kline, K., Moore Gardner, M. & Wilson, A. *The writer's workshop*. Workshop for College Student Personnel

Administrators-New York State, Buffalo, NY, June 2012.

Kline, K. *Student learning outcomes made simple*. Invited presentation for the Canisius Student Personnel Graduate Association. November 2011.

Kline, K. & Wilson, A. *The writer's workshop*. Invited session for College Student Personnel Administrators-New York State Annual Conference, Corning, NY. October 2011.

Kline, K. and others. *Motivational Speakers Panel*. Invited session for Hilbert College, Hamburg, NY. October, 2011.

Kline, K. *Current trends in student affairs learning and development*. Finger Lakes Community College, Canandaigua, NY. April 2011.

Kline, K. *Program assessment: Using surveys or focus groups to determine what students are learning*. SUNY Geneseo, Office of Residence Life, January 2011.

Kline, K. *Inside the Student Affairs Profession*. Invited presentation for the Canisius Student Personnel Graduate Association. November 2010.

Kline, K. *Writing for Publication: Ways to turn your everyday professional practice into one publication per year*. Invited Session for College Student Personnel Administrators annual conference, New York State. October 2010.

Kline, K., Internicola, J. & MacDonald, J. *Cross-Generational Communication in the field of Student Personnel Administration and Generation O: Implications for Validating Student Learning Assessment Measures*. University Residence Halls & Apartments Department, Professional Staff Training and Development Committee, University at Buffalo. December 2009.

Kline, K. *Learning Competencies and Assessing Outcomes in Residence Life*. SUNY Geneseo Office of Residence Life. January 2010.

Kline, K. *The higher education and student affairs master's student: Becoming a kind professional who does great things*. Invited Session for College Student Personnel Administrators annual conference, New York State. October 2009.

Kline, K. *Student affairs as a calling: How to know if student affairs is right for you*. Invited Session for College Student Personnel Administrators annual conference, New York State. October 2009.

Kline, K. *Getting Published: One Painless Approach*. Western New York Association of College Career Centers Professional Development Workshop. April 2008.

Kline, K. *What is the impact of liberal arts education?* Southwest Minnesota State University/Liberal Arts Curriculum Campus-Wide Meeting. Marshall, Minnesota, February 2005.

Kline, K. *Liberal arts education: Tools for high school students and their families*. Durham High School Fall College Choice Meeting, Durham, North Carolina. September 2004.

Kline, K. *Social justice in student affairs – Theory to practice*. University of California Berkeley, Berkeley,

California. June 2003.

Kline, K. *Social justice practices in academic advising*. University of California Berkeley, Berkeley, California. June 2003.

PEER REVIEWED PRESENTATIONS

Hill Rao, L., Guarino, J., O'Brien, K., Kline, K., Emo, A. *Changing Lives in a HIP Manner Pre- and Post-COVID-19 With Implications for Students, Faculty, Institutions and Host Communities*. SUNY Student Success Summit, Virtual, April 2021.

Kline, K., James, K., Fayette, M., Saunders, R., Wright, J., Nielsen, F. *Civic Engagement and Study Abroad: Takeaways for our Daily Practice*. Association of College Personnel Administrators – New York State Annual Conference. Rochester, NY. October 2019.

Kline, K., Kettle, C., Rothschild, L., & Wagner, T. *Examining Higher Education Trends and New Germans: Lessons Learned from a Study-Abroad Trip to Dortmund, Germany*. Association of College Personnel Administrators – New York State Annual Conference. Corning, NY. October 2017.

Kline, K., Wilson, A. and Page, J. *Infusing Happiness and Mindfulness in First-Year Courses: Implications for Success Beyond the Classroom*. Association of College Personnel Administrators – New York State Annual Conference. Buffalo, NY. October 2016.

Kline, K. & Wilson, A. *Infusing Happiness and Mindfulness in First-Year Courses*. ACPA - College Student Educators International Convention, Montreal, CA, March 2016.

Kline, K., Wilson, A., Page, J. & Porter, D. *Infusing Happiness and Mindfulness in First-Year Seminars*. National Association of Student Personnel Administrators Annual Conference, Indianapolis, IN, March 2016.

Musoba, G., Kline, K., Jacob, S. & Harmening, D. *“You should publish that!”: Turning program assessment into research publications*. National Association of Student Personnel Administrators Annual Conference, Indianapolis, IN, March 2016.

Moore Gardner, M., Kline, K. & Bresciani, M. *Assessing Student Learning and Development in Community Colleges: Promising Practices*. National Association of Student Personnel Administrators Annual Conference, Baltimore, MD. March 2014.

Kline, K. *Reflection in Action: Social Justice, Social Agency and New Pathways for Professional Practice*. National Association of Student Personnel Administrators Annual Conference, Baltimore, MD. March 2014.

Kline, K. *Assessing Student Learning in Community Colleges: Reinventing Strategies and Tools for Success*. ACPA - College Student Educators International Convention Indianapolis, IN. April 2014.

Kline, K. *The Fulbright Experience: Tips and Advice for a Successful Application*. Best of the States - Selected as one of ten best state-level presentations. ACPA - College Student Educators International Convention Indianapolis, IN. April 2014.

Moore Gardner, M. Henning, G. Jessop-Anger, J., Kline, K. and DeSawal, D. *Transitioning from Administrator to Faculty Member: Reorganizing Your Strengths to Reinvent Your Career*. ACPA - College Student Educators

International Convention Indianapolis, IN. April 2014.

Moore Gardner, M., Kline, K. & Bresciani, M. *Assessing Student Learning in Community College Student Support and Academic Services: Tools and Strategies Straight from the Practitioners*. 2013 Assessment Institute, Indianapolis, IN. October 2013.

Kline, K. *The Fulbright Experience: Tips and Advice for a Successful Application*. College Student Personnel Administrators –NYS Annual Conference, Rochester, NY. October 2013.

Moore Gardner, M. Kline, K. & Bresciani, M. *Assessing Student Learning in Community and Two-Year Colleges: Reinventing Strategies and Tools for Success Program*. Association of College Personnel Administrators Annual Conference. Indianapolis, IN. March 2013.

St. John, E. P., Felder, P., Moore, T. L., & Kline, K. A. *Professional Learning in Higher Education Graduate Programs*. Association for the Study of Higher Education Annual Meeting, Las Vegas, Nevada. November 2012.

Kline, K., Taylor, G., Priester, T., Moore Gardner, M., Livingston, V. & Phillips, D. *Assessing Student Learning in Community Colleges: Strategies for Success*. College Student Personnel Administrators Annual Conference -New York State. Syracuse, NY. October 2012.

Bresciani, M., Moore Gardner, M. & Kline, K. *Using Outcomes-Based Assessment to Enhance Student Learning and Development: Strategies for Success in Student Affairs*. NASPA Region II Annual Conference, Buffalo, NY. June 2012.

Kline, K. *Sampling*. Association of College Personnel Administrators Annual Conference, Louisville, KY. March 2012.

Kline, K., Moore Gardner, M., Internicola, J., & MacDonald, J. *Communication is key: Utilizing the unique communication preferences of Generation O to enhance learning and development*. Association for the Study of Higher Education Annual Conference, Charlotte, NC. November 2011.

Jacob, S. & Kline, K. *Teaching 2.0: Using new approaches to invigorate teaching and learning in the multigenerational graduate college classroom*. Association for the Study of Higher Education Annual Conference, Charlotte, NC. November 2011.

Bresciani, M., Moore Gardner, M. & Kline, K. *Enhancing student learning and institutional effectiveness through outcomes-based assessment: Tools and tips for success*. The Research & Planning Group for California Community Colleges Strengthening Student Success Conference, San Francisco, CA. October 2011.

Bresciani, M., Moore Gardner, M. & Kline, K. *Establishing and Sustaining Meaningful Collaborations in Student Learning and Development*. NASPA Assessment & Persistence Conference. Las Vegas, NV. June 2011.

Kline, K. & MacDonald, J. *Using evidence to improve institute: The assessment Professionals' toolkit: Resources for assessment beginner to advanced*. Association of College Personnel Administrators Annual Conference, Baltimore, MD. March 2011.

Kline, K., Moore Gardner, M., Tredo, G., James, K. *Generation O: Implications for assessing student learning*

- and development*. Association of College Personnel Administrators Annual Conference, Baltimore, MD. March 2011.
- Bresciani, M., Moore Gardner, M. & Kline, K. *Overcoming barriers to assessment of student learning: Steps for success*. Association of College Personnel Administrators Annual Conference, Baltimore, MD. March 2011.
- Kline, K., Moore Gardner, M., Internicola, J., MacDonald, J. & Tennant-Koller, E. *Generation O as Undergraduates: New approaches for fostering meaningful learning, leadership, and communicative engagement*. Association for the Study of Higher Education Annual Conference, Indianapolis, IN, November 2010.
- St. John, E., Kline, K., Reynolds, P., Bowman, P. *Action inquiry, reflection, and social justice: Innovative tools for student affairs*. Association of College Personnel Administrators Annual Conference, Boston, MA. March 2010.
- Kline, K. & Internicola, J. *The impact of using reflection, action theories and social justice issues in a higher education graduate course: Six years later*. Association for the Study of Higher Education Annual Conference, Vancouver, B.C., November 2009.
- Kline, K., Towns, L. & Alfano, N. *An urban graduate program and a community-based action research project: Towards a green-inspired, socially just partnership*. College Student Personnel Administrators Annual Conference, New York State. October 2009.
- Kline, K., Internicola, J. & MacDonald, J. *Exploring connections between Generation O students and assessing student learning outcomes*. College Student Personnel Administrators Annual Conference, New York State. October 2009.
- Kline, K. *The impact of using reflection, action theories and social justice issues in a higher education graduate course: Five years later*. Association for the Study of Higher Education Annual Conference, Jacksonville, Florida. November 2008.
- Diaz, H., Kline, K. *Multiculturally competent graduate students?* Association for the Study of Higher Education Annual Conference, Jacksonville, Florida. November 2008.
- Davis, W., Munroe, K., Kline, K. *American Radicalism: The College Student Movement in Contemporary Thought*. 13th Annual Buffalo State Student Affairs Conference. Buffalo, New York. November 2008.
- Danielson, C., Kline K. *Building a culture of assessment: two approaches*. Northeast Association for Institutional Research, New Brunswick, New Jersey. November 2007
- Kline, K., Levett, K., Munroe, K. *Retention strategies for an undergraduate campus*. 11th Annual Buffalo State Student Affairs Conference. Buffalo, New York. November 2006.
- Kline, K. *Toward an outcome of well-being for our students*. 11th Annual Buffalo State Student Affairs Conference. Buffalo, New York, November 2006.
- Kline, K., Levett, K., Munroe, K., Sturm, J. *Campus-wide retention strategies*. Association of Franciscan Colleges and Universities Symposium, St. Bonaventure University, Olean, New York. June 2006.

Gentry, D., Blaich, C., Kline, K., Seifert, T., Baxter-Magolda, M., Lindsay, N. *Student development of moral reasoning, intercultural effectiveness, and leadership: Four institutional perspectives*. Symposium presented at the annual meeting of the American Educational Research Association, San Francisco, CA. April 2006.

Kline, K., Gentry, D., Boyle, K., Moore-Gardner, M. & Laskowski, J. *A pilot study on liberal arts outcomes: Initial impressions of five qualitative researchers*. Presented at the 11th annual Midwest Qualitative Research Conference, University of St. Thomas, Minneapolis, MN. June 2005.

Gentry, D., Kline, K., Boyle, K., Moore-Gardner, M. & Laskowski, J. *What part of this is mine? Experiences of researchers collaborating on a large, national qualitative study*. Presented at the 11th annual Midwest Qualitative Research Conference, University of St. Thomas, Minneapolis, MN. June 2005.

Kline, K., Moore-Gardner, M. *Action theories and social justice in student affairs*. Presented at the 11th Annual Midwest Qualitative Research Conference/University of St. Thomas. Minneapolis, Minnesota. June 2005.

Kline, K., Moore-Gardner, M., Noel, A. *The reviewers' workshop: A useful model for organizing assessment tools*. Presented at the Assessment Institute, Indiana University-Purdue University Indianapolis, Indianapolis, Indiana. November 2004.

Kline, K. *An overview of the institutional context study*. Campus Coordinators Meeting for the National Study of Liberal Arts Education, Wabash College, Crawfordsville, Indiana. September 2004.

Kline, K., Danielson, C. *What we would like to achieve: A dialogue with high school guidance counselors*. National Counselor Symposium, Wabash College, Crawfordsville, Indiana. September 2004.

Kline, K., Noel, A. *The reviewer's workshop: A useful model for organizing assessment tools within a student affairs division*. National Association of Student Personnel Administrators Assessment and Retention Conference, Scottsdale, Arizona. June 2004.

Kline, K. *What is a liberal arts education, anyway?* Southern Association of College Admissions Counselors Annual Conference, Savannah, Georgia. April 2004.

Kline, K., Moore-Gardner, M. *Action theories and social justice in a student affairs classroom: Lessons learned*. National Association of Student Personnel Administrators Annual Meeting, Denver, Colorado. March 2004.

Kline, K. *The use of action theories, social justice issues and reflection in a student affairs master's course*. American Educational Research Association Annual Meeting, Chicago, Illinois. April 2003.

Kline, K. *Actionable knowledge and social justice: Rethinking the pedagogy, research, and practice*. The Association for the Study of Higher Education Annual Conference, Sacramento, California. November 2002.

Kline, K. *Using action theories, social justice issues and reflection in a student affairs master's course*. The Buffalo State Student Personnel Conference, Buffalo, New York. November 2002.

Kline, K. *Reflection and the use of action theories in a higher education and student affairs master's course: Essential tools for professional effectiveness*. The Association for the Study of Higher Education Annual Conference, Richmond, Virginia. November 2001.

Kline, K. and others. *Teambuilding and group development workshop*. Leadership Buffalo. 1994, 1996, 1997, 1998.

Kline, K. *Community-building with student organizations*. SUNY Brockport Leadership Retreat, fall 1995, 1996, 1997 and 1998.

Kline, K. *Teambuilding, and the experiential learning cycle*. Association of College Unions International Region II Conference, November 1992.

EDITORIAL BOARDS

Research & Practice in Assessment, Editorial Board Member, February 2012 – present.

Research & Practice in Assessment, Assistant Editor, December 2012 – July 2013.

CSPA-NYS Journal, Editorial Board Member, July 2011 – present.

CAMPUS SERVICE

Buffalo State

Co-Chair, Steering Committee, Middle States Commission on Higher Education (MSCHE)
Buffalo State Self-Study.

Senator, Buffalo State Representative, State University of New York University Faculty Senate (SUNY UFS) - September 2021 – present.

Senator, School of *the* Professions Representative, College Senate, May 2015 – May 2021.

Chair, Instruction and Research Sub-Committee, College Senate, January 2020 – present.

Interim Chair, Higher Education Administration Department, September 2021 – January 2022.

Chair, Higher Education Administration Department, January 2014 – August 2018.

Member, President's Committee on Undergraduate Retention, September 2016 – present.

Chair, Academic Plan Sub-Committee, College Senate, September 2017 – August 2018.

Member, College Planning Council, September 2014 – December 2020.

Member, Institutional Planning Advisory Committee (formerly College Planning Council)
January 2021 – present.

Member, General Education Task Force, September 2016 – August 2018.

Ex-Officio Member, General Education Task Force, September 2021 – present.

Member, Academic Plan Sub-Committee, College Senate, September 2015 – present.

Member, Search Committee, Provost and Vice President, April 2019 – present.

Member, Search Committee, Special Advisor to the Provost for Student Retention and Success, April – August, 2019.

Member, Campus House Board, September 2018 – August 2021.

Member, New American Students Advisory Group, September 2017 – December 2019.

Member, SoTL Advisory Board, 2015 – present.

Chair, Search Committee for the Director of Major Grants, Institutional Advancement. January - May 2017.

Member, International Student Services Director Search Committee, November, 2016 – February, 2017.

Member, Search Committee, School of *the* Professions Dean, August 2013 – October, 2013

Member, Search Committee, School of *the* Professions Dean, August 2014 – May, 2015

Chair, Personnel Committee, Higher Education Administration, October 2014 – Present

Chair Pro Temp, Higher Education Administration, August 2013 – December, 2014

Liaison, Alumni Chapter, Higher Education Administration, Fall 2013 – present

Co-Facilitator, Middle States, Higher Education Administration, Fall 2013 – present

Member, By-Laws and Program Review, Higher Education Administration, Fall 2013 – December, 2014

Chair, *Search Committee*, Assistant Professor, Higher Education Administration, Spring 2012

Chair, *Assessment Committee*, Student Personnel Administration Department, Fall 2007 – Fall 2012

Chair, *Curriculum Committee*, Student Personnel Administration Department, Fall 2010 – Fall 2012

Member, *Search Committee*, Assistant Professor, Higher Education Administration, Spring 2013

Member, *Curriculum Committee*, Student Personnel Administration Department, Fall 2007 – Spring 2010

Member, *Curriculum Committee*, School of the Professions, Fall 2009 – Fall 2012

Member, *Strategic Plan Task Force* - Strategic Direction 1, Quality Learning Experiences, Section V, Providing a Supportive Campus Environment – Spring 2008

Member, *Search Committee*, Associate Director of Student Life, May 2008 – August 2008

Coordinator, *Bi-Annual Professional Development Student Affairs Conference*, Fall 2007- Fall 2011

INTERNATIONAL SERVICE

U.S. Fulbright Program, *U.S. Peer Review Committee, Ukraine/Bulgaria/Moldova/Belarus*, 2016 – 2018.

Fulbright Program in Ukraine, *Graduate Student to U.S. Award Review Committee*, 2014 - present.

NATIONAL SERVICE

Association of College Personnel Administrators, *Commission for Assessment and Evaluation Directorate Member*, Fall, 2009 – Spring, 2013.

Association of College Personnel Administrators, *Program Proposal Reviewer*, 2008 – present

Association for the Study of Higher Education, *Program Proposal Reviewer*, 2007; 2009 - present

REGIONAL SERVICE

Association of College Personnel Administrators, New York State, *Board Member, Faculty-In-Residence*, May 2011 – October 2012.

OTHER CAMPUSES

Chairperson, *Outcomes Assessment Committee*, Hilbert College, Fall 2006-Summer 2007

Coordinate the development and implementation of a college-wide student learning outcomes plan at the institutional and program level.

Member, *Outcomes Assessment Committee*, Hilbert College, Fall 2005 –Summer 2007

Participate in the development and implementation of a college-wide student learning outcomes plan at the institutional and program level.

Member, *Strategic Planning Committee*, Hilbert College, Fall, 2006 – present

Serve as a member to this committee in the facilitation of strategic planning activities such as town meetings, focus groups, and consensus-building.

Member, *Liberal Learning Committee*, Hilbert College, Fall, 2006 – present

Participate in the development and implementation of liberal learning outcomes at the institutional and program level.

Member, *Multicultural Affairs Committee*, Hilbert College, Fall, 2006 – present

Serve as a member to this group that initiates academic and co-curricular multicultural programs for the Hilbert community.

Member, *TRANSITIONS (Persistence to Graduation) Committee, Hilbert College, Fall, 2006 - present*
Co-facilitate a student retention and persistence plan from their first year through graduation.

Program Assessment, *Wabash College, Fall/Spring 2005-2006*
Implemented qualitative assessment of foreign language immersion experience in Berlin, Germany.
Responsible for analysis, write-up, and presentation of findings.

Workshop Presenter, *Wabash College, Spring 2005*
Designed and facilitated an inquiry workshop for freshmen students. Presented information on designing qualitative interview protocols in an interactive environment.

Conference Coordinator, *Center of Inquiry in the Liberal Arts, Spring 2005*

Coordinated the Assessment Advisory Group conference involving national leaders in the field of higher education assessment.

Conference coordinator, *Center of Inquiry in the Liberal Arts, Winter 2005*
Co-coordinated training conference for the Institutional Context study as part of the *National Study of Liberal Arts Education*. Designed and carried out three-day training initiative involving Wabash College faculty members and higher education researchers.

Planning committee, *Department of Higher Education and Student Affairs, Indiana University, Summer, 2001*
Worked with doctoral students and faculty to develop orientation programming and activities for incoming doctoral students. Responsible for coordinating monthly social gatherings, planning orientation activities for the beginning of the school year, and developing an orientation handbook for incoming students.

ADMINISTRATIVE EXPERIENCE

Academic Support Coordinator **July, 2001 – July, 2002**
Forest Academic Support Center
Residential Programs and Services, Indiana University, Bloomington, Indiana

Supervised math, science, writing tutors and receptionists in a residential hall setting that served undergraduates' learning needs outside of the classroom. Approximately 3,000 students per semester used Forest ASC tutoring services. Responsibilities also included on-going assessment of tutorial services and student learning needs, advising undergraduates, and data collection and database management for quantitative research on student retention issues. Acted as a liaison between the Academic Support Center and other support services on campus.

Assistant Coordinator, Forest Residence Center **July 1998 – May 2000**
Residential Programs and Services
Indiana University, Bloomington, Indiana

Directly trained, supervised and developed a team of seven resident assistants. Assumed on-call procedures in a co-ed residence center of 1000 students, including crisis response and student conduct. Responsible for staff training and development. Conducted weekly meetings and regular evaluation interviews with staff members regarding issues such as university policy, student development, programming, and personal development. Provided formal written evaluations for staff members. Assisted with division-wide staff-selection. Advised Student Government and Black Student Union during the 1998-1999 academic year.

Dean of Residence Life
Center for Talented Youth
Johns Hopkins University, Baltimore, Maryland

Summer 1999

Directed the Residential Program for *CTY Summer Experience* in Chestertown, Maryland. Trained, supervised and developed a team of 30 resident assistants and 3 senior resident assistants. Managed placement, supervision and safety of 350 children. Supervised the implementation of over 50 academic, social and recreational programs. Coordinated all conduct-related judicial cases. Acted as liaison between campus officials and program staff.

Assistant Director of Student Activities/Greek Advisor
Office of Student Activities
State University of New York College at Brockport, Brockport, New York

June 1994 – July 1998

Designed and implemented a campus leadership workshop series, weekend leadership retreats, outdoor adventure-based training programs and a leadership class. Advised Inter-Greek Council, National Panhellenic Council, National Pan-Hellenic Council and 15 National Fraternities and Sororities. Recruited, trained and supervised 50 Orientation Student Advisors. Co-coordinated "Peer Theater", a Peer Education Program. Supervised the Graduate Assistant for Leadership Development and Greek Life. Coordinated Who's Who Among American College Students Program and SUNY Brockport Student Leadership Award selection process. Participated in the planning of college-wide events such as the Opening of School, Orientation, Homecoming and Family Weekend and Commencement.

Manager-Student Union I
Office of University Unions and Student Activities
George Mason University, Fairfax, Virginia

June 1993 – July 1994

Directly supervised and developed a team of 50 student staff and 8 full-time maintenance personnel. Provided leadership opportunities through continuous staff training. Approved and oversaw university events in conjunction with Union staff members. Developed and maintained Union operating budget. Managed operations and revenue for the Information Desk, Building Management, Computer and Typing Center and Union Recreation Areas. Served as liaison to University Police, Auxiliary Services and all Student Service Offices. Coordinated Association of College Unions International College Bowl and Recreation Tournament competitions. Served as advisor to the Student Fee Funding Board and approved funding allocations for approximately 200 student organizations.

Graduate Assistant, Operations Manager/Program Advisor
Office of Student Activities/Student Union
State University of New York College at Buffalo, Buffalo, New York

July 1991 - July 1993

Managed evening and weekend operations within the Student Union. Directly supervised and developed a team of 12 Building Managers and maintenance personnel. Administrated all usage of Student Office Annex. Coordinated Association of College Unions International College Bowl competitions. Served as advisor to National Panhellenic Council, Inter-Greek Association and co-advised 12 national fraternities and sororities.

Facilitator

July 1991 – July 1998

Creativentures, Buffalo, New York

Facilitate adventure-based challenge courses for groups/organizations such as the United Way, Upward Bound; New York State Governors Office of Employee Relations; Leadership Buffalo; New York State Student Assembly; The Children's Museum Options School of Washington D.C.; B.O.C.E.S.; Genesee Community College; State University of New York Colleges at Buffalo and Brockport; Canisius College, etc.

Regional Manager

May 1989 – November 1990

Office of Appraisal Services

Lenders Service, Inc., Pittsburgh, Pennsylvania

Managed and controlled FNMA/FHLMC appraisal requests in West Virginia and the New York Metropolitan Area. Directly supervised 3 employees with accountability for approximately 70 real estate appraisers.

PROFESSIONAL SERVICE

Indiana University-Bloomington

Indiana Memorial Union/Residential Programs and Services

Program Planning Committee (co-founder)

Academic Support Services Committee

Indiana University Purdue University-Indianapolis

Program Review and Assessment Committee (PRAC)

SUNY College at Brockport

Bookstore Advisory Committee

Good Neighbor Committee

Greek Advisory Board - Chairperson

Homecoming/Family Weekend

Order of Omega Committee – Chairperson

Orientation Committee

Peer Theater Committee - Chairperson

Student Unwanted Sexual Experience Team

Student Leadership Award - Chairperson

Zero Tolerance of Violence Against Women

Adopt a Highway Program New York State

Habitat for Humanity

Order of Omega National Greek Honorary – honorary alumnus inductee

Alpha Phi Omega National Service Fraternity– honorary member, advisor

PROFESSIONAL ASSOCIATIONS

Association for the Study of Higher Education, Association of College Personnel Administrators
American Educational Research Association, Association for Institutional Research
Association of College Unions/International (ACUI) *Genesee District Coordinator ~ ACUI (1996-1998)*
National Association of Student Personnel Administrators, *National Conference Planning Committee – 2000*;
College Student Personnel Administrators-New York State (CSPA-NYS)

HOBBIES - I enjoy time with my family and friends, music, exercising, and stand-up paddle boarding.