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# GAVIN W. HENNING

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## Curriculum Vitae

### **EDUCATION**

**Doctor of Philosophy in Educational Leadership and Policy Studies**, December 2004

*University of New Hampshire, Durham, NH*

Dissertation topic: Predictors of Parental Notification Policies for Alcohol-Related Violations at Colleges and Universities

**Master of Arts in Sociology**, May 1999

*University of New Hampshire, Durham, NH*

**Master of Arts in College and University Administration**, August 1993

*Michigan State University, East Lansing, MI*

**Bachelor of Science with Honors in Psychology and Sociology**, June 1991

*Michigan State University, East Lansing, MI*

### **WORK EXPERIENCE SUMMARY** (Additional detail furnished upon request)

#### **New England College**

Professor of Higher Education, May 2017 – Present

*Department of Education, Graduate and Professional School*

- Develop, teach, and assess courses in the Master of Science in Higher Education Administration and Doctorate of Education Programs
- Chaired three dissertation committees
- Serve as reader on two dissertation committees

Director, Master of Science in Higher Education Administration and Doctorate of Education Programs

July 2012- Present

*Department of Education, Graduate and Professional School*

- Revamped curriculum for the master of higher education administration program to be aligned with CAS Standards and ACPA/NASPA Professional Competencies
- Coming into the EdD program in its 2<sup>nd</sup> year, developed the infrastructure to support the program
- Monitor and revise curriculum in both programs
- Select instructors to teach courses
- Evaluate instructors
- Coordinate dissertation committees
- Perform a comprehensive assessment of each program, annually.

Associate Professor of Higher Education, July 2012 – May 2017

*Department of Education, Graduate and Professional School*

- Develop, teach, and assess courses in the Master of Science in Higher Education Administration and Doctorate of Education Programs
- Chaired three dissertation committees
- Serve as reader on two dissertation committees

#### **Dartmouth College**

Senior Research Analyst, January 2012 – July 2012

*Office of Institutional Research*

Director of Administration, August 2010 – December 2011  
*Dean of the College Division*

Associate Director for Assessment, January 2009 – July 2010  
*Office of Institutional Research*

Director, August 2006 – January 2009  
*Student Affairs Planning, Evaluation, and Research*

### **University of New Hampshire**

Research Associate, July 2004 – August 2006  
*Office of Institutional Research and Assessment*

Director, September 2000 – July 2004  
*Student Affairs Research and Assessment Center*

Property Manager, June 1999 – September 2000  
*Department of Housing*

Residence Hall Director, August 1993 – June 1999  
*Department of Residential Life*

Summer Conference Manager, May – August 1997, May – August 1998  
*Summer Housing Office*

Service Coordinator, May – August 1995, May – August 1996  
*Summer Housing Office*

### **TEACHING EXPERIENCE**

**Research Methods and Analysis Seminar, HEA 8155**, Spring 2017 – Present  
*Doctorate of Education Program, New England College*  
Developed and co-taught course.

**Practicum in Higher Education HEA 6260**, Spring 2015 – Present  
*Higher Education Administration Master's Program, New England College*  
Developed and taught course.

**Quantitative Methods in Education, ED/HEA 8040**, Spring 2013 – Present  
*Doctorate of Education Program, New England College*  
Developed and co-taught course.

**Capstone Seminar, HEA 6970**, Fall 2012 – Present  
*Higher Education Administration Master's Program, New England College*  
Revised and taught the course.

**College Students in the United States, HEA 5130**, Fall 2012 – Present  
*Higher Education Administration Master's Program, New England College*  
Revised and taught the course.

**Dissertation Seminar III – HEA 8140**, Spring 2014 – Present  
*Doctorate of Education Program, New England College*  
Developed and co-taught the course.

**Comprehensive Project Seminar – HEA 8150**, Summer 2013 – Present  
*Doctorate of Education Program, New England College*  
Developed and taught the course.

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**Dissertation Seminar II – HEA 8060**, Fall 2012 - Present  
*Doctorate of Education Program, New England College*  
Developed and co-taught the course.

**Contemporary Issues in Higher Education – HEA 8020**, Summer 2012 - Present  
*Doctorate of Education Program, New England College*  
Revised and taught the course.

**Dissertation Seminar – HEA 8060**, Summer 2012 - Present  
*Doctorate of Education Program, New England College*  
Revised and taught the course.

**Assessment in Higher Education – HEA 6240**, Spring 2010 – Present  
*Higher Education Administration Master’s Program and Campus Public Safety Program, New England College*  
Developed and taught the course

**Educational Research and Design, ED 6508**, Spring 2014  
*Certificate of Advanced Graduate Studies Program, New England College*  
Developed and taught course.

**Qualitative Methods in Education, ED/HEA 8010**, Fall 2012  
*Doctorate of Education Program, New England College*  
Co-taught course.

**Assessment and Evaluation in Student Affairs – EDUC 861**, Summer 2009 – Summer 2012  
*Higher Education in Student Affairs Master’s Program, Salem State College*  
Revised and taught the course.

**Independent Study, Assessment and Evaluation**, September 2009 – July 2012  
*Higher Education in Student Affairs, Salem State College*

**Certificate in Housing Assessment: Assessment Design and Implementation Course**, November, 2009 – May 2010  
*Association of College and University Housing Officers International*  
Designed and implemented the certificate module

**Quantitative Inquiry - EDUC 981**, Summer 2003  
*Department of Education, University of New Hampshire*  
Designed and taught course that was a core course in the doctoral program

**Research Methods - EDUC 601**, Spring 2002  
*Department of Education, Notre Dame College (NH)*  
Designed and taught course for the master’s program

**Research Methods - Recreation Management and Policy 724**, Spring 2001  
*Department of Recreational Management and Policy, University of New Hampshire*  
Designed and taught required course for graduating seniors

**First Year Seminar**, Fall 1996  
*Thompson School for Applied Sciences, University of New Hampshire*

**Resident Assistant Class, Springs**, 1993 – 1999  
*Department of Residential Life, University of New Hampshire*

**Assessment in Residential Life**, October 2008  
*ACPA E-Learning Course*

**Assessment: A Primer**, October 2006  
*ACPA E-Learning Course*

**An Introduction to Survey Development**, May 2006  
*ACPA E-Learning Course*

**Assessment: A Primer**, October 2005  
*ACPA E-Learning Course*

**Assessment: A Primer**, February 2005  
*ACPA and NASPA E-Learning Course*

### **Dissertations Supported**

2018, New England College

Joshua Mendel (Chair)

*EXCEL: Exploration of Careers Through Experiential Learning*

Walter Huston (Committee Member)

*Implementing Education for Sustainability in Rural Elementary Schools: A Collective Case Study of How Leadership Impacts the Implementation of Education for Sustainability in Rural Elementary Schools in Northern New England*

Elizabeth Pogorzelski (Committee Member)

*The Components of the Culminating Field Experience Their Connection to Pre-Service Teacher Self-Efficacy*

Delores Sarfo-Darko (Chair)

*Perceptions of the Effects of Mentoring Programs on the Completion Rates of Low-Income, First-Generation Undergraduate College Students: A Grounded Theory, Comparative Study*

2018, University of San Diego

Margaret Leary (Committee Member)

*Tracing the Change Process: Fostering and Sustaining Student Affairs Cultures of Assessment*

2017, New England College

Erik Dey (Committee Member)

*An Examination of Educational Resources on Student Performance*

Sarah Edmunds (Committee Member)

*The Relationship Between Participation in Theatre Arts and Self-Efficacy in Adolescent Women*

Paula Randazza (Chair)

*The Association Between Undergraduate Engagement and Alumni Involvement*

David Sauerwein (Committee Member)

*A Sense of Place on Campus: Urban Students Finds the Stars at a Small Rural College*

Debby Scire (Chair)

*Have Philanthropic Foundations Influenced Higher Education as Viewed Through the College Completion Agenda?*

Heather Smith (Committee Member)

*The Relationship Between Growth Mindset, Body Breaks, and Perseverance as a Characteristic of Grit in First Grade Classrooms*

Jennifer Wegner (Chair)

*The Intersections and Impact of Professional Development for Women Chief Student Affairs Officers*

Matthew Wood (Chair)

*The Relationship Between Online Course Design and Student Success and Course Completion*

2016, Boston University

Kathleen Evans (Committee Member)

*Exploring Strategies That Enhance Assessment in Student Affairs*

2016, New England College

Anne Hopkins Gross (Chair)

*The Impact of Mindfulness Training and Practice on the Daily Work of Student Affairs Professionals*

Cheyenne Seymour (Chair)

*College Students and Facebook: Academic, Professional, and Personal Challenges*

Mike Lynch (Committee Member)

*Financial Literacy in College Undergraduates Following the 2008-2009 Recession*

Betty Mulrey (Committee Member)

*Increasing Social Problem-Solving Skills in Early Childhood*

2015, New England College

James Robertson, Ed.D. (Chair)

*Insights into Seminary Graduate Level Persistence*

Catherine Canney, Ed.D. (Chair)

*Elements That Affect Student Engagement in Online Graduate Courses*

LaKisha Grant-Washington (Committee Member)

*The Correlation of Social Capital and Semester-to-Semester Retention of First Generation Community College Students*

2014, New England College

William Cummings, Ed.D. (Chair)

*Non-Collaborative Social Activism and the Perceived Moral Development of College Student Activists*

Amy Lyon, Ed.D. (Chair)

*Teaching and Fostering Qualities Related to Grit*

Marie Ortaliz, Ed.D.(Chair)

*Impact of Preceptor Training on Effectiveness of Perceptions in Delivery of Knowledge and Skills to Nurses Orientees*

## **PUBLICATIONS**

### **Peer Reviewed Works**

**Henning, G. W.** (Summer, 2016). Scholarship of student affairs assessment reconsidered. *Journal of Student Affairs Inquiry* 1(2). <https://jsai.scholasticahq.com/article/735-the-scholarship-of-assessment-reconsidered>

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**Henning, G. W.**, Cilente, K., Kennedy, D., & Sloane, T. (2011). Professional development needs for new residential life professionals. *Journal of College and University Student Housing*, 37(2), 26-37.

**Henning, G. W.** (2007). Is in consortio cum parentibus the new in loco parentis? *NASPA Journal*, 44, 538-560.

***Books, Monographs, Chapters, and Other Scholarly Works***

**Henning, G. W.** (accepted). [Review of book *Real-time student assessment: Meeting the imperative for improved time to degree, closing the opportunity gap, and assuring student competencies for 21<sup>st</sup> century needs* by P. Maki].

**Henning, G. W.** (in press). Using deconstructed assessment to address issues of equity, civility, and safety on college campuses. In P. Magolda, M. Baxter-Magolda, and R. Carducci (Eds.) *Contested issues in student affairs: Diverse perspectives and respectful dialogue*. Sterling, VA: Stylus.

**Henning, G. W.** (in press). Student affairs research, assessment, and evaluation. In B. Schreiber (Ed.) *Student affairs and services in higher education: Global foundations, issues, and best practices* (2<sup>nd</sup> ed.). Paris, FR: United Nations Educational, Scientific, Organization (UNESCO)

**Henning, G. W.** (February 5, 2018). Organized Anarchies: 13 Steps to Building a "Learning Organization." *New England Journal of Higher Education*. Retrieved from <http://www.nebhe.org/thejournal/organized-anarchies-13-steps-to-building-a-learning-organization/>

**Henning, G. W.** (23 October 2017). Value of higher education [media interview]. Retrieved from: <https://wallethub.com/edu/best-worst-colleges-in-the-us-ranking/40748/#gavin-henning>

**Henning, G. W.** & Roberts, D. (2016). *Student affairs assessment: Theory to practice*. Sterling, VA: Stylus.

**Henning, G. W.** (2016). Foreword. In M. Bresciani Ludvik (Ed.), *The neuroscience of learning and development: Enhancing creativity, compassion, critical thinking, and peace in higher education*. Sterling, VA: Stylus.

Yousey-Elsener, K., Bentrin, E., & **Henning, G. W.**, (Eds.). (2015). *Coordinating student affairs divisional assessment: A practical guide*. Sterling, VA: Stylus.

**Henning, G. W.** (2015). Cultivating a culture of assessment. In K. Yousey-Elsener, E. Bentrin, & G. Henning (Eds.), *Coordinating student affairs divisional assessment: A practical guide*. Sterling, VA: Stylus.

Bentrin, E. & **Henning, G. W.** (2015). Roles of the assessment coordinator. In K. Yousey-Elsener, E. Bentrin, & G. Henning (Eds.), *Coordinating student affairs divisional assessment: A practical guide*. Sterling, VA: Stylus.

**Henning, G. W.** (2014). [Review of the book *Rethinking College Student Retention* by J. Braxton, W. Doyle, H. Harley, III, A. Hirschy, W. Jones, and M. McLendon]. *Journal of College Student Development*, 55(6), 635-637.

Allen, K., Bayless, L., Elkins, B., Gordon, T., & **Henning, G. W.** (2013). *Accreditation and the Role of the Student Affairs Practitioner*. ACPA: Washington, D.C.

**Henning, G. W.** (2013). Documenting learning and effectiveness. In Allen, K., Bayless, L., Elkins, B., Gordon, T., & Henning, G. (Eds.). *Accreditation and the Role of the Student Affairs Practitioner*. ACPA: Washington, D.C.

**Henning, G. W.** (2013). Synergistic assessment methods. *Assessment in Action*, 1(2). New Brunswick, NJ: Rutgers University.

**Henning, G. W.** (2012, September/October). Leveraging student engagement for student and institutional success. *About Campus*, 17(4), 15–18. doi: 10.1002/abc.21088

**Henning, G. W.** (2008). *College alcohol parental notification policies: Background and predictors*. Saarbrucken, Germany: VDM Publishing.

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**Henning, G. W.**, Mitchell, A., & Maki, P. (2008, September/October). Assessment skills and knowledge standards that promote student learning and development. *About Campus* 13(4) 11-17.

**American College Personnel Association.** (2007). *ASK Standards: Assessment skills and knowledge content standards for student affairs practitioners and scholars.* Contributing author. Washington, D. C.: Author.

**Henning, G. W.** (2007, July/August). What happens if others find out? Knowing how to help students with hidden disabilities. *About Campus*, 12(3), 26-29.

## **PRESENTATIONS**

### **Keynote Talks**

**Henning, G. W.** (June, 2018). *13 Tips for Everyday Assessment* (Keynote). North Carolina Independent Colleges and Universities Assessment Conference, High Point, NC.

**Henning, G. W.** (May, 2018). *13 Tips for Everyday Assessment* (Keynote). Bristol Community College Assessment Day, Fall River, MA.

**Henning, G. W.** (May, 2018). *13 Tips for Everyday Assessment* (Keynote). University of Connecticut Student Affairs Assessment Day, Storrs, CT.

**Henning, G. W.** (May, 2017). *Assessment Isn't Rocket Science* (Keynote). New England Assessment in Higher Education Conference. Henniker, NH.

**Henning, G. W.** (April, 2015). *Creating and Sustaining a Culture of Assessment* (Keynote). Cornell University Assessment Day. Ithaca, NY.

**Henning, G. W.** (January, 2015). *Building A Culture of Assessment. Capital District Student Affairs Symposium* (Keynote). Albany, NY.

**Henning, G. W.** (May, 2014). *Systematizing and Integrating a Culture of Assessment* (Keynote). University of New Hampshire Assessment Day. Durham, NH.

**Henning, G. W.** (June, 2013). *Assessment Isn't An Activity. It's A State of Mind* (Keynote). The 2<sup>nd</sup> Annual International Forum of Student Affairs. University of Monterrey, Mexico.

**Henning, G. W.** (October 2009). *Where Are We Going and How Do We Know When We Get There?* (Keynote). College Personnel Association of New York State Fall Meeting, Syracuse, NY.

**Henning, G. W.** (October 2009). *Where Are We Going and How Do We Know When We Get There?* (Keynote) ACPA Residential Curriculum Institute, Durham, NH.

**Henning, G. W.** (January 2008). *Surveys Aren't the Only Way: Alternative Data Collection Methods* (Keynote), ACPA Residential Curriculum Institute, Frazer, PA.

**Henning, G. W.** (January 2008). *Writing Assessable Learning Outcomes* (Keynote). ACPA Residential Curriculum Institute, Frazer, PA.

### **Peer-Reviewed Presentations**

**Henning, G. W.** & Lundquist, A. (November, 2018). *Socially Just Assessment: Implementing Assessment to Foster Equity and Inclusion.* New England Educational Assessment Network Fall Forum, Worcester, MA.

**Henning, G. W.** & Wells, J. (October, 2018). *Using CAS Standards for Evaluating Student Learning and Program Effectiveness.* Assessment Institute, Indianapolis, IN.

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Ryalls, K. & **Henning, G. W.** (October, 2018). *Improving Advising Outcomes Through Assessment and Feedback*. Assessment Institute, Indianapolis, IN.

**Henning, G. W.** (June, 2018). *Shifting the Assessment Paradigm*. CACUSS Annual Conference, Charlottetown, Prince Edward Island, Canada.

**Henning, G. W.** (June, 2018). *Assessing Cultures of Assessment*. CACUSS Annual Conference, Charlottetown, Prince Edward Island, Canada.

D'Souza, L., Smead, J., & **Henning, G. W.** (June, 2018). *What Design Thinking Approaches to Assessment Can Do for Equity*. CACUSS Annual Conference, Charlottetown, Prince Edward Island, Canada.

D'Souza, L., Henning, G. W., Doerr, D. (May, 2018). *Design Thinking Assessment*. 2<sup>nd</sup> Annual Assessment Conference at New England College, Henniker, NH.

**Henning, G. W.** (March, 2018). *Assessing Cultures of Assessment*. ACPA Annual Convention. Tampa, FL.

Lundquist, A. & **Henning, G. W.** (March, 2018). *Beyond Bias: Culturally Responsive Assessment*. ACPA Annual Convention, Houston, TX.

**Henning, G. W.**, Gordon, T., Drechsler-Sharp, M., Rice, A. (March, 2018). *Using CAS for Evaluating Program Effectiveness and Student Learning*. ACPA Annual Convention, Houston, TX.

**Henning, G. W.**, Gordon, T., Young, D., & Livingston, V. (March, 2018). *Using CAS Cross-Functional Frameworks and Multi-Function Area Review Processes*. ACPA Annual Convention, Houston, TX.

Glass, M., Gordon, T. & **Henning, G. W.** (March, 2018). *Do It Yourself CAS Assessment*. ACPA Annual Convention, Houston, TX.

**Henning, G. W.**, Glass, M., & Drechsler-Sharp, M., (March, 2018). *Using the CAS Standards for Program Review*. Pre-conference session at ACPA Annual Convention, Houston, TX.

**Henning, G. W.** (March, 2018). *Shifting the Assessment Paradigm: Building Learning Organizations*. NASPA Annual Convention, Philadelphia, PA.

**Henning, G. W.**, Hoffman, J., Drechsler-Sharp, M., Rice, A., & Bayless, L. (March, 2017). *Using CAS for Evaluating Program Effectiveness and Student Learning*. NASPA Annual Convention, Philadelphia, PA.

**Henning, G. W.** & Brown, S. (March, 2017). *It's Our Job: White Male Privilege, Positionality, and Social Justice*. ACPA Annual Convention, Columbus, OH.

**Henning, G. W.**, Gordon, T., Drechsler-Sharp, M., Rice, A., & Bayless, L. (March, 2017). *Using CAS for Evaluating Program Effectiveness and Student Learning*. ACPA Annual Convention, Columbus, OH.

**Henning, G. W.**, Young, D., & Livingston, V. (March, 2017). *Using CAS Cross-Functional Frameworks and Multi-Function Area Review Processes*. ACPA Annual Convention, Columbus, OH.

**Carducci, R.**, Henning, G. W., & Marine, S. (March, 2017). *Challenges and Solutions for Small Graduate Program Directors*. NASPA Annual Conference, San Antonio, TX.

**Henning, G. W.**, Keup, J. (2017). *Using CAS Cross-Functional Frameworks and Multi-Function Area Review Processes*. NASPA Annual Conference, San Antonio, TX.

**Henning, G. W.** & Brown, S. (2017). *It's Our Job: White Male Privilege, Positionality, and Social Justice*. NASPA Annual Conference, San Antonio, TX.

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**Carducci, R.**, Henning, G. W., & Marine, S. (March, 2016). *The Sum is Greater: Dialogue for Coordinators of Student Affairs Grad Prep Programs*. NASPA Annual Conference, Indianapolis, IN.

**Roberts, D.** & Henning, G. W. (March 2016). *Teaching Student Affairs Assessment: What Should New Professionals Know*. NASPA Annual Conference, Indianapolis, IN.

**Henning, G. W.** (March, 2016). *A 3x5 Plan for Systematizing Assessment*. NASPA Annual Conference, Indianapolis, IN.

**Henning, G. W.** & Bentrim, E. (March, 2016). *Coordinating Student Affairs Divisional Assessment*. NASPA Annual Conference, Indianapolis, IN.

**Henning, G. W.** (March, 2016). *A 3x5 Plan for Systematizing Assessment*. ACPA Annual Convention, Montréal, QC.

**Yousey-Elsener, K.** & Henning, G.W. (March, 2016). *Coordinating Student Affairs Divisional Assessment*. ACPA Annual Convention, Montréal, QC.

**Henning, G. W.** & Roberts, D. (March, 2015). *I'm The Assessment Person. Now What?* NASPA Annual Conference. New Orleans, LA.

**Henning, G. W.** (March, 2015). *Assessing Cultures of Assessment*. ACPA Annual Convention. Tampa, FL.

Yousey-Elsener, K., Allen, K. A., Bayless, L., Elkins, B., & **Henning, G. W.** (March, 2014). *Accreditation Therapy: Advice and Support for Student Affairs' Role in Accreditation*. ACPA Annual Convention, Indianapolis, IN.

Moore Gardner, M., Benjamin, M., Jessup-Anger, J., & **Henning, G. W.** (March, 2014). *Transitioning from Administrator to Faculty Member: Reorganizing Your Strengths to Reinvent Your Career*. ACPA Annual Convention, Indianapolis, IN.

**Henning, G. W.** (March, 2014). *A 3x5 Plan for Systematizing Assessment*. ACPA Annual Convention, Indianapolis, IN.

**Henning, G. W.**, Bureau, D., & Sullivan, S. (March, 2014). *Do It Yourself CAS Assessment*. ACPA Annual Convention, Indianapolis, IN.

**Henning, G. W.**, Dreschler Sharp, M., & Gordon, T. (March, 2014). *Using the CAS Standards for Program Development and Assessment*. ACPA Annual Convention, Indianapolis, IN.

**Henning, G. W.**, Dreschler Sharp, M., & Gordon, T. (March, 2014). *Using the CAS Standards Learning and Development Domains to Develop Learning Goals*. ACPA Annual Convention, Indianapolis, IN.

**Henning, G. W.**, Bonfiglio, R., Dean, L., Drechsler Sharp, M., & Garrett, D. (March 2014). *Using the CAS Standards for Co-Curricular Program Review* (Pre-Convention Colloquia). ACPA Annual Convention, Indianapolis, IN.

Drechsler Sharp, M., Gordon, S., Kavaliauskas Crain, & **Henning, G. W.** (March, 2014). *From Evaluate to Innovate: Using the CAS Standards for Program Assessment & Enhancement*. NASPA Annual Conference, Baltimore, MD.

**Henning, G. W.** (March, 2014). *A 3x5 Plan for Systematizing Assessment*. NASPA Annual Conference, Baltimore, MD.

**Henning, G. W.** (November, 2013). *Assessment Isn't An Activity. It Is A State of Mind*. NASPA Region I

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Conference, Rockland, ME.

**Henning, G. W.** (November, 2013). *Leveraging Student Engagement for Individual and Institutional Success*. NASPA Region I Conference, Rockland, ME.

**Henning, G. W.**, Bureau, D., & Sullivan, S. (March, 2013). *Do It Yourself CAS Assessment*. ACPA Annual Convention, Las Vegas, Nevada.

**Henning, G. W.**, Dreschler Sharp, M., & Gasser, H. (March, 2013). *Using the CAS Standards for Program Development and Assessment*. ACPA Annual Convention, Las Vegas, Nevada.

**Henning, G. W.** (March, 2013). *Using the CAS Standards Learning and Development Domains to Develop Learning Goals*. ACPA Annual Convention, Las Vegas, Nevada.

**Henning, G. W.** (June, 2011). *Using the CAS Standards Learning and Development Domains to Develop Learning Goals*. NASPA Assessment and Persistence Conference, Las Vegas, NV.

Daver, Z., **Henning, G. W.**, & Zelna, C. (June, 2011). *Moving the Higher Education Community Toward Gathering, Reporting On, and Using Evidence to Improve Student Learning*. NASPA Assessment and Persistence Conference. Las Vegas, NV.

**Henning, G. W.** (April, 2011). *Using the CAS Standards Learning and Development Domains to Develop Learning Goals*. ACPA Annual Convention, Baltimore, MD.

Komives, S., **Henning, G. W.**, Bayless, L., and Gasser, H. (April, 2011). *Using the CAS Standards for Program Development and Assessment*. ACPA Annual Convention, Baltimore, MD.

**Henning, G. W.** (April, 2011). *Using Classroom Assessment Techniques Outside the Classroom*. ACPA Annual Convention, Baltimore, MD.

**Henning, G. W.** (November, 2010). *Laying the Assessment Foundation: Basic of Assessment*. NASPA Region 1 Conference, Manchester, NH.

**Henning, G. W.** (November, 2010). *Using Classroom Assessment Techniques Outside the Classroom*. NASPA Region 1 Conference, Manchester, NH.

**Henning, G. W.** & Bayless, L. (March 2010). *Beyond Accreditation*. ACPA Annual Convention, Boston, MA.

**Henning, G. W.** & Suskie, L. (March 2010). *Documenting Student and Learning and Institutional Effectiveness for Accreditation*. ACPA Annual Convention, Boston, MA.

**Henning, G. W.** (March 2010). *Using Rubrics for Education and Evaluation*. ACPA Annual Convention, Boston, MA.

**Henning, G. W.** (March 2010). *Using Classroom Assessment Techniques Outside the Classroom*. ACPA Annual Convention, Boston, MA.

**Henning, G. W.** (March 2010). *Blooming Outcomes*. ACPA Annual Convention, Boston, MA.

**Henning, G. W.** (March 2010). *Get SMART: Creating Developmentally Appropriate Outcomes*. ACPA Annual Convention Pre-Convention Workshop, Boston, MA.

**Henning, G. W.** (April 2009). *Where Are We Going and How Do We Know When We Get There?* ACPA Annual Convention, Metro DC.

**Henning, G. W.**, Bayless, L., & Suskie, L. (April 2009). *The Opportunity for Accreditation*. ACPA Annual

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Convention, Metro DC.

**Henning, G. W.** (April 2009). *Using What You've ASKed About: Turning Assessment Into Action*. ACPA Annual Convention, Metro DC.

Leary, M. & **Henning, G. W.** (March 2009). *Developing Outcomes for a Residential Curriculum*. ACPA Annual Convention Pre-Convention Workshop, Metro DC.

Laker, J., **Henning, G. W.**, & Massey, J. (June 2008). *What We Do and How We Know: Accountability and Best Practices in Assessment and Evaluation*. Canadian Association of College and University Student Services (CACUSS), St. John's, New Foundland.

**Henning, G. W.** (June 2008). *Beyond the Magic Eight Ball: Replacing Guessing with Questions*. ACPA Student Affairs Assessment Conference, Indianapolis, IN.

**Henning, G. W.** (June 2008). *Making Your Case: Presenting Results and Writing Reports*. ACPA Student Affairs Assessment Conference, Indianapolis, IN.

Leary, M. & **Henning, G. W.** (June 2008). *Using Outcomes Assessment to Measure Program Effectiveness*. ACPA Student Affairs Assessment Conference. Indianapolis, IN.

**Henning, G. W.** (June 2008). *Learning Reconsidered and Assessment: Developing Objectives for Learning*. ACPA Student Affairs Assessment Conference. Indianapolis, IN.

Kennedy, L. & **Henning, G. W.** (June 2008). *Mapping Leadership Skills to Activities: Transforming Student Stories Into a Useful Tool*. NASPA International Assessment and Retention Conference, Scottsdale, AZ.

**Henning, G. W.** & Eling, T. (June 2008). *Student Affairs Assessment Professionals Survey: Results and Recommendations*. NASPA International Assessment and Retention Conference, Scottsdale, AZ.

**Henning, G. W.** (March 2008). *Assessment Skills and Knowledge (ASK) for Student Affairs Practitioners-Scholars*. ACPA Annual Convention, Boston, MA.

**Henning, G. W.** (March 2008). *Exploring ASK Standard 2: Skills to Develop Assessable Learning Outcomes*. ACPA Annual Convention, Boston, MA.

**Henning, G. W.** & Domingo, R. (March 2008). *Using What You've ASKed About: ASK Standard 11*. ACPA Annual Convention, Boston, MA.

**Henning, G. W.** (March 2008). *Assessment Skills and Knowledge (ASK) for Higher Education Professionals*. 2008 Ivy IR Meeting, Princeton, NJ.

**Henning, G. W.** (November 2007). *Assessment Skills and Knowledge (ASK) for Higher Education Professionals*. Association of American Colleges and Universities' Sharing Responsibility for Essential Learning Outcomes Conference, Savannah, GA.

**Henning, G. W.** (September 2007). *Getting Started with Sustainability*. Intergroup Dialogue Northeast Network Conference, Mt. Holyoke College, Amherst, MA.

**Henning, G. W.** & Mitchell, A. (June 2007). *Assessment Skills and Knowledge for Student Affairs Scholars and Practitioners*. ACPA Student Affairs Assessment Conference, Columbus, OH.

**Henning, G. W.** (June 2007). *Developing Assessable Outcomes*. ACPA Student Affairs Assessment Conference. Columbus, OH.

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Martin, S., Elkins-Nesheim, B., **Henning, G. W.**, & Yousey, K. (June 2007). *Start Spreadin' the News: Educating About Assessment*. ACPA Student Affairs Assessment Conference, Columbus, OH

**Henning, G. W.** & Mitchell, A. (April 2007). *Assessment Skills and Knowledge for Student Affairs Scholars and Practitioners*. ACPA/NASPA Joint Meeting, Orlando, FL.

**Henning, G. W.**, Cilente, K., Jackson, J., Kennedy, D., & Sloane, T. (April 2007). *How Do We Meet the Needs of New Professionals?* ACPA/NASPA Joint Meeting, Orlando, FL.

**Henning, G. W.** (April 2007). *Is In Consortio Cum Parentibus the New In Loco Parentis?* ACPA/NASPA Joint Meeting, Orlando, FL.

**Henning, G. W.** (April 2007). *An Introduction to Survey Development*. ACPA/NASPA Joint Meeting, Orlando, FL.

**Henning, G. W.** (November 2006). *Common Threads of the Web: Comparing and Contrasting Data from the Registrar, Financial Aid, and Institutional Research*. New England Association of Collegiate Registrars and Admissions Officers Annual Meeting, Newport, RI.

Pryor, J., Seanz, V., & **Henning, G. W.** (May 2006). *Tracking College Students Over Time: Using CIRP and CSS Data for Longitudinal Assessment*. Association for Institutional Research Annual Forum, Atlanta, GA.

**Henning, G. W.** (March 2006). *In Consortio Cum Parentibus: The New In Loco Parentis?* ACPA Annual Convention, Indianapolis, IN.

**Henning, G. W.** (March 2006). *An Introduction to Survey Development*. ACPA Annual Convention, Indianapolis, IN.

**Henning, G. W.** (March 2006). *The Quantitative Toolkit: A Primer*. ACPA Annual Convention, Indianapolis, IN.

**Henning, G. W.** (February 2006). *In Loco Parentis: The Relationship Between Colleges, Students, and Parents*. Association of Student Judicial Affairs National Convention, Clearwater, FL.

**Henning, G. W.** (October 2005). *Underage Alcohol Use Among New Hampshire College Students*. New Hampshire Statewide Epidemiology Workgroup, Concord, NH.

**Henning, G. W.** & Holt-Shannon, M. (October 2005). *Reflection as Assessment/Assessment as Reflection: The Co-curricular Experience*. New England Association of Schools and Colleges Assessment Forum, Durham, NH.

**Henning, G. W.** & Mitchell, A. (April 2005). *Articulating, Assessing, and Using Learning Outcomes in Student Affairs*. ACPA Annual Convention (Pre-conference workshop). Nashville, TN.

**Henning, G. W.** (April 2005). *Predictors of Parental Notification Policies for Alcohol-Related Violations*. ACPA Annual Convention.

**Henning, G. W.** (April 2005). *In Loco Parentis: The Relationship Between Colleges, Students, and Parents*. ACPA Annual Convention, Nashville, TN.

Kraus, J. & **Henning, G. W.** (November 2005). *Guidebook Goodness: Get the Information Advantage*. New England Association of Collegiate Registrars and Admissions Officers Annual Meeting, Newton, MA.

**Henning, G. W.** (April 2004). *Tobacco Prohibition Policies at New England Colleges*. ACPA Annual Convention. Philadelphia, PA.

**Henning, G. W.** (April 2004). *Developing a Social Norms Assessment Plan*. ACPA Annual Convention.  
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Philadelphia, PA.

**Henning, G. W.** (April 2003). *Developing a Social Norms Assessment Plan*. ACPA Annual Convention. Philadelphia, PA.

**Henning, G. W.** (November, 2002). *Social Norming 101*. National Association of Campus Activities Northeast Conference. Amherst, MA.

### **Invited Presentations**

Henning, G. W. (June, 2018). *Creating Learning Organizations*. [Pre-conference workshop]. CACUSS Annual Conference, Charlottetown, Prince Edward Island, Canada.

Henning, G. W. (June, 2018). *3x5 Model for Creating and Sustaining Cultures of Assessment*. [Pre-conference workshop]. CACUSS Annual Conference, Charlottetown, Prince Edward Island, Canada.

Heiser, C.J., Lundquist, A. & **Henning, G. W.** (May, 2018). *Beyond Culturally Responsive Assessment: Socially Just Assessment*. Campus Intelligence Webinar Series.

Lundquist, A. & **Henning, G. W.** (April, 2018). *Beyond Bias: Culturally Responsive Assessment*. Campus Intelligence Webinar Series.

**Henning, G. W.** (December, 2017). *Gearing Up for Program Review*. NASPA Faculty Council.

**Henning, G. W.** (April, 2017). *Setting Your Direction with Assessment*. Association of College and Research Libraries, New England Chapter Regional Conference. Worcester, MA.

Wells, J. & **Henning, G. W.** (December, 2016). *Using CAS for Program Review*. Alabama Student Affairs Assessment Leaders. Presented virtually.

**Henning, G. W.** (November, 2016). *Holistic Student Development Revisited*. Georgia College Personnel Association Annual Conference. Macon, Georgia.

**Henning, G. W.** (July, 2016). *Demonstrating Co-Curricular Support for Institutional Learning Goals*. Strategic Assessment Institute sponsored by the Higher Learning Commission. Chicago, IL.

**Henning, G. W.** (June, 2016). *A 3x5 Model to Systematize and Integrate a Culture of Assessment*. ACPA Student Affairs Assessment Institute. Baltimore, MD.

**Henning, G. W.** (June, 2016). *Assessment: A Tool for Organizational Change*. ACPA Student Affairs Assessment Institute. Baltimore, MD.

**Henning, G. W.** (May, 2016). *Assessment for Student Success*. Texas A&M Assessment Bootcamp. College Station, TX.

**Henning, G. W.** (May, 2016). *Assessment: A Tool for Organizational Change*. Texas A&M Assessment Bootcamp. College Station, TX.

**Henning, G. W.** (October, 2015). *Assessing Cultures of Assessment*. ACPA Webinar Series.

**Henning, G. W.** (July, 2015). *The Impact of Student Life Initiatives: Assessing Our Work*. European College University Association-MIT Symposium, Cambridge, MA.

**Henning, G. W.** (June, 2015). *Setting the Standard in Tertiary Education*. Caribbean Tertiary Level Personnel Association. Port of Spain, Trinidad.

**Henning, G. W.** (June, 2015). *The What, Who, How, and Why of ACPA*. Caribbean Tertiary Level Personnel  
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Association (Keynote). Port of Spain, Trinidad.

**Henning, G. W.** (March, 2015). *Leveraging Engagement for Individual and Institutional Success*. Striving for Student Success Symposium. Boston, MA.

**Henning, G. W.** (February, 2014). *Assessment Pre-Conference Workshop*. Academic Impressions Systematizing Assessment Conference, San Antonio, TX.

**Henning, G. W.** (February, 2014). *Systematizing Assessment Across Divisions of Student Affairs*. Academic Impressions Systematizing Assessment Conference, San Antonio, TX.

**Henning, G. W.** (November, 2013). *Systematizing and Integrating a Culture of Assessment*. ACUI Region I Conference. Middletown, CT.

**Henning, G. W.** (March, 2013). *Integrating and Systematizing Student Affairs Assessment*. NASPA Region I Assessment Conference. Bridgewater State College, MA.

**Henning, G. W.** (February, 2013). *Leveraging Student Engagement for Individual and Institutional Success*. Featured talk at the 2013 National Association for Campus Activities Annual Convention. Nashville, TN.

**Henning, G. W.** (February, 2013). *Assessment Pre-Conference Workshop*. Academic Impressions Systematizing Assessment Conference, Portland, OR.

**Henning, G. W.** (February, 2013). *Systematizing Assessment Across Divisions of Student Affairs*. Academic Impressions Systematizing Assessment Conference, Portland, OR.

**Henning, G. W.** (February, 2013). *Supporting Assessment Efforts*. Academic Impressions Systematizing Assessment Conference, Portland, OR.

**Henning, G. W.** (December, 2012). *Pedagogy for Professional Development*. ACPA Symposium on Professional Development, Baltimore, MD.

**Henning, G. W.** (December, 2012). *Outcomes Assessment for Professional Development*. ACPA Symposium on Professional Development, Baltimore, MD.

**Henning, G. W.** (November 2012). *Refining Learning Outcomes and Ensuring Alignment with Student Development Theory*. Academic Impressions Improving Student Affairs Assessment Institute, Atlanta, GA.

**Henning, G. W.** (November 2012). *Refining Scales and Rubrics*. Academic Impressions Improving Student Affairs Assessment Institute, Atlanta, GA.

**Henning, G. W.** (October, 2012). *Assessment Isn't An Activity. It's A State of Mind*. Raines Colloquium Series. College of Education, Michigan State University. East Lansing, MI.

**Henning, G. W.** (October, 2012). *The 3x5 Plan for Making Student Affairs Assessment Work*. Emory University Student Affairs Assessment Conference, Atlanta, GA.

**Henning, G. W.** (July, 2012). *Assessment for Busy Practitioners*. ACUHO-I Annual Conference, Anaheim, CA.

**Henning, G. W.**, Mason, T., Todd, D. (April 2012). *ACPA/NASPA Professional Competency Areas for Student Affairs Practitioners*. ACPA and NASPA Webinar.

**Henning, G. W.** (December, 2011). *Pedagogy for Professional Development*. ACPA Symposium on Professional Development, Baltimore, MD.

- Henning, G. W.** (December, 2011). *Outcomes Assessment for Professional Development*. ACPA Symposium on Professional Development, Baltimore, MD.
- Henning, G. W.** (October, 2011). *Refining Learning Outcomes and Ensuring Alignment with Student Development Theory*. Academic Impressions Improving Student Affairs Assessment Institute, San Antonio, TX.
- Henning, G. W.** (October, 2011). *Refining Scales and Rubrics*. Academic Impressions Improving Student Affairs Assessment Institute, San Antonio, TX.
- Komives, S., **Henning, G. W.**, and Bayless, L. (January, 2011). *Using the CAS Standards for Program Development and Assessment*. ACPA Webinar Series.
- Henning, G. W.** (October 2010). *Sharing Results with Constituents and Decision-Makers*. Academic Impressions Improving Student Affairs Assessment Institute,
- Henning, G. W.** (October 2010). *Refining Scales and Rubrics*. Academic Impressions Improving Student Affairs Assessment Institute, San Diego, CA.
- Henning, G. W.** (October 2010). *Refining Learning Outcomes and Ensuring Alignment with Student Development Theory*. Academic Impressions Improving Student Affairs Assessment Institute, San Diego, CA.
- Henning, G. W.** & Leary, M. (January 2010). *Assessing Your Program From Beginning to End and Everywhere in Between*. StudentVoice Webinar Series.
- Henning, G. W.** (November 2009). *Using Rubrics for Assessment and Education*. New Hampshire College Personnel Association Fall Drive-In, Henniker, NH
- Henning, G. W.** (November 2009). *Beyond Surveys and Focus Groups*. New Hampshire College Personnel Association Fall Drive-In, Henniker, NH
- Henning, G. W.** (November 2009). *Demystifying Data Decisions*. New Hampshire College Personnel Association Fall Drive-In, Henniker, NH
- Henning, G. W.** (October 2009). *Be Intentional: Assessment Planning and Design*. Association of College Unions International Regional Conference, Boston, MA.
- Henning, G. W.** (October 2009). *Turning Assessment Into Action*. College Personnel Association of New York State Fall Meeting, Syracuse, NY.
- Henning, G. W.** (October 2009). *Using the Assessment-Planning Cycle*. ACPA Residential Curriculum Institute, Durham, NH.
- Henning, G. W.** (September 2009). *Developing Outcomes for Assessment*. Association of College Unions International Webinar Series.
- Henning, G. W.** (June 2009). *Demystifying Data Decisions*. ACPA Student Affairs Assessment Institute, Austin, TX.
- Henning, G. W.** (June 2009). *Survey says...Building Survey Development Skills*. ACPA Student Affairs Assessment Institute, Austin, TX.
- Henning, G. W.** (May 2009). *Where Are We Going and How Do We Know When We Get There?* ACPA Webinar Series.
- Whaley, M., **Henning, G. W.**, Tidmar, K., and Weisler, S. (April 2009). *Assessment in Higher Education*. New England Deans Meeting, Harvard College.

**Henning, G. W.** (February 2009). *Laying the Assessment Foundation*. New Hampshire College Personnel Association Winter Drive-In Workshop, Durham, NH.

**Henning, G. W.** (February 2009). *Where Are We Going? What Road Do We Take? How Do We Know When We Get There?* New Hampshire College Personnel Association Winter Drive-In Workshop, Durham, NH.

**Henning, G. W.** (February 2009). *Turning Assessment Into Action*. New Hampshire College Personnel Association Winter Drive-In Workshop, Durham, NH.

Smith, P.D., Zocco, M., **Henning, G. W.** (October 2008). *Parents of College Students: Keys to a Successful Relationship*. New England College Health Association (NECHA), Newport, RI.

**Henning, G. W.** (November 2007). *Developing Assessable Outcomes* (Plenary speaker). Association of College Unions International (ACUI) Region I Conference, Boston, MA

**Henning, G. W.** (November 2007). *Planning for Success: Planning and Assessment Design*. Association of College Unions International (ACUI) Region I Conference, Boston, MA.

**Henning, G. W.** (November 2007). *Laying the Foundation: An Overview of the Whats, Whys, and Hows of Student Affairs Assessment*. Association of College Unions International (ACUI) Region I Conference, Boston, MA.

**Henning, G. W.** & Busby, K. (November 2007). Got Outcomes? Developing Assessable Outcomes. ACPA Webinar Series.

**Henning, G. W.** (May 2007). *Assessment Skills and Knowledge (ASK) Standards: Roadmap for Professional Development*. Student Affairs Research Symposium Keynote Address, Ann Arbor, MI.

**Henning, G. W.**, & Bagley, P. (March 2007). *Why, When, and How of Surveys*. Dartmouth-Hitchcock Medical Center Library Grand Rounds, Hanover, NH.

**Henning, G. W.** (February 2007). *Assessment Design*. University of Maryland Baltimore County Assessment Day, Baltimore, MD.

**Henning, G. W.** (February 2007). *Qualitative Methodology*. University of Maryland Baltimore County Assessment Day, Baltimore, MD.

**Henning, G. W.** (October 2005). *The State of Tobacco in New Hampshire: Prevalence Among College Students*. Keynote presentation for the American Cancer Society's New Hampshire Tobacco Summit, Concord, NH.

Dyer, N. & **Henning, G. W.** (March 2005). *Binge Drinking on New Hampshire College Campuses*. WKLX Radio, Concord, New Hampshire, Concord, NH.

**Henning, G. W.** (October 2004). *The New Hampshire Higher Education Alcohol, Tobacco, and Other Drug Survey and Results*. Northeast Epidemiology Conference, Meredith, NH.

**Henning, G. W.** (April 2004). *Quantitative Data Analysis – A Primer*. New England Cooperative Extension Evaluation Conference.

Hiller, M. & **Henning, G. W.** (November 2003). *State of Tobacco in New Hampshire: Prevalence and Policies at New Hampshire Colleges*. New Hampshire Higher Education Tobacco Summit, Meredith, NH.

**Henning, G. W.** (November 2003). *Assessment: A Learning Objectives Primer*. University of New England, Biddeford, ME.



Druchniak, C. & **Henning, G. W.** (October 2003). *Presenting the Positives of Data Results*. New Hampshire Department of Alcohol and Drug Abuse, Prevention and Recovery, Whitefield, NH.

**Henning, G. W.** (June 2003). *Strategic Planning as Assessment*. ACPA Student Affairs Assessment Seminar, University Park, PA.

### **Other Presentations**

**Henning, G. W.** (May 2007). *Quantitative Assessment and Survey Development*. Office of Learning and Professional Development, Dartmouth College, Hanover, NH.

**Henning, G. W.** (May 2007). *Outcome Development and Assessment Design*. Office of Learning and Professional Development, Dartmouth College, Hanover, NH.

**Henning, G. W.** (April 2007). *Qualitative Assessment and Focus Groups*. Office of Learning and Professional Development, Dartmouth College.

**Henning, G. W.** (January 2007). *Quantitative Assessment and Survey Development*. Office of Learning and Professional Development, Dartmouth College, Hanover, NH.

**Henning, G. W.** (January 2007). *Outcome Development and Assessment Design*. Office of Learning and Professional Development, Dartmouth College, Hanover, NH.

### **CONSULTATION**

**BrainTrust, LLC**, Hanover, NH, April 2017 – Present

- Serve as educational assessment consultant for the development of adaptive training tools for concussion identification and recovery for secondary and higher education institutions.

**Syracuse University**, Syracuse, NY, May 2018

- Trained institutional staff on building a culture of assessment, using assessment methods, turning assessment into action, and CAS Standards program review.

**Bennington College**, Bennington, VT, February 2017 – September 2017

- Assisted the university of develop a comprehensive campus climate study.

**University of New Hampshire**, *Department of Housing*, October 2015 – August 2017

- Assisted the department with the development and implementation of strategic and assessment plans.

**Stellenbosch University**, Stellenbosch, South Africa, June 2017

- Trained staff from 18 universities on assessment methods, building a culture of assessment, and using the CAS Standards.

**Tshwane University of Technology**, Pretoria, South Africa, June 2017

- Trained staff on assessment methods, building a culture of assessment, and using the CAS Standards.

**State University of New York Cobleskill**, Cobleskill, NY, May 2017

- Trained staff on assessment methods, building a culture of assessment, and using the CAS Standards.

**University of Wisconsin**, LaCrosse, LaCrosse, WI, April 2017

- Conducted external review team for the program evaluation.

**Sigma Phi Epsilon Fraternity**, October 2016

- Provided feedback on their comprehensive association assessment plan

**SUNY Buffalo State University**, Higher Education and Student Affairs Program, October 2016

- Led external review team for the program evaluation.

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**College of the Bahamas**, Student Affairs Division, June 2016

- Trained staff on assessment methods and building a culture of assessment.

**British Columbia Institute of Technology**, Student Affairs Division, March 2016

- Trained staff on assessment methods and building a culture of assessment.

**University of New Hampshire**, Business Affairs Division, January 2016

- Trained staff on assessment methods and increasing student engagement.

**Southern Connecticut State University**, Student Affairs Division, January 2016

- Trained staff on assessment methods and building a culture of assessment.

**Salem State University**, January 2013 – October 2015

- Assisting the student affairs division with developing systems, practices, and policies for performing assessment of co-curricular learning.

**Rensselaer Polytechnic Institute**, January 2015

- Provided expert advice for staff to assess their outside the classroom curriculum.

**Wesleyan University**, December 2014

- Assistant offices within the student affairs division develop outcomes from divisional learning goals and then assess those outcomes.

**Emerson College**, September 2014 – December 2014

- Part of team performing external review for Office of Housing and Residential Life.

**Southern Illinois University Edwardsville**, September 2014

- Assisted student affairs division in setting division-wide student learning goals.

**Connecticut College**, September 2014

- Assisted Dean of the College division with building capacity to develop and implement learning plans.

**Southern New Hampshire University, Office of Student Involvement**, August 2014

- Assisted office with developing process to assess programs and activities.

**Washington State University**, August 2014

- Assisted the student affairs division with building capacity for co-curricular assessment.

**University of California at Santa Barbara**, April 2014

- Assisted the student affairs division with building capacity for co-curricular assessment.

**University of Monterrey (Mexico)**, June 2013

- Assisted the academic affairs division with building capacity for co-curricular assessment.

**University of Dayton**, June 2013

- Facilitated a division-wide evaluation of their culture of assessment

**Simon Fraser University (Vancouver, BC)**, May 2013

- Assisted the student affairs division with building capacity for co-curricular assessment.

**Saint Louis University**, January 2013

- Assisted the student affairs division with building capacity for co-curricular assessment.

**Lebanon Valley College**, September 2012-March 2013

- Assisted the student affairs division with developing systems, practices, and policies for performing assessment of co-curricular learning.

**University of Texas Austin/Texas Higher Education Coordinating Board**, October 2012

- Subcontracted with the University of Texas Austin to serve as a content matter expert to develop five online modules to teach educators how to implement data-based decision-making for a grant from the Texas Higher Education Coordinating Board.

**Association of College and University Housing Officers International**, July 2012

- Served as Assessment Expert-in-Residence providing consultation services to conference participants.

**Gannon University**, March 2012

- Assisted institution with developing assessment plans and methods curricular and co-curricular assessment.

**John Jay College**, June 2011

- Assisted institution with developing assessment plans and building capacity for assessment.

**Gannon University**, March 2011

- Assisted institution with developing assessment plans and methods to assess the student experience.

**University of Massachusetts Amherst**, August 2010

- Assisted student affairs division in the development of a culture of assessment and building assessment skills and knowledge.

**University of Massachusetts Lowell**, August 2008 – December 2010

- Assisted student affairs division in the development and assessment of outcomes.

**Colgate University**, June 2008, December 2009 – May 2010

- Educated the department directors on assessment basics and outcome development.
- Assisting with the development of the Dean of the College Strategic Plan.

**Rollins College**, March 2010

- Assisted division of student affairs with increasing assessment and building a culture of evidence.

**Boston College**, August 2009

- Assisted division of student affairs with increasing assessment and building a culture of evidence.

**Skidmore College**, May 2009

- Assisted assessment committee with assessing college goals.

**Universidad de Monterrey (Mexico)**, September 2008

- Educated directors on outcome development, assessment design, and data collection methods.

**University of New Hampshire Health Services**, June 2008

- Analyzed data from the New Hampshire Higher Education Alcohol and Other Drug Survey to write reports on findings.

**University of New Hampshire Department of Residential Life**, May 2008

- Educated the residential life staff on outcome development and data collection methods

**Gettysburg College**, May 2008

- Trained the department directors on outcome development and data collection methods.

**University of New Hampshire Discovery Program**, September 2007 – March 2008

- Assisted the Discovery Program develop goals and outcomes for their general education program.

### **EXTERNAL PROGRAM REVIEWS**

#### **Massachusetts Board of Higher Education, July 2018 – August 2018**

- Provided an external review of a proposal for a Doctorate of Education in Higher Education Leadership and Organizational Studies program at Bay Path University

#### **University of Wisconsin LaCrosse, February 2017 – April 2017**

- Provided an external academic program review for the Student Affairs Administration Department

#### **Buffalo State College, September 2016 – December 2016**

- Lead a team that provided an external academic program review of the Higher Education and Student Affairs Administration program.

#### **Caldwell University, March 2015 – October 2015**

- Reviewed program proposal and provided guidance for a Master's of Arts in Organizational Leadership in Higher Education.

#### **Boston University, March 2014**

- Provide external review of the Educational Leadership and Policy Studies graduate programs in the School of Education

### **SERVICE**

#### **National Professional Associations**

#### **Council for the Advancement of Standards in Higher Education**

##### *President, September 2017 – Present*

- Set vision and strategic direction
- Provide thought leadership
- Monitor process on organizational goals
- Oversee resource allocations
- Facilitate council and governing board meetings
- Develop external partnerships when appropriate
- Charge standards and resource committees
- Supervise executive director

##### *President Elect, September 2016 – August 2017*

- Serve as advisor to the President
- Serve as a voting member on the Executive Committee
- Assist with final review of functional area standards

##### *Executive Committee Member/Member-at-Large for Outreach, September 2013 – September 2016*

- Develop, implement, and evaluate methods to advance the use of the CAS Standards in practice and the assessment of practice.
- Lead project teams that advance the use of the CAS Standards.
- In collaboration with other members of the CAS Executive Board, determine long range and short range projects to achieve strategic goals.

##### *ACPA Director to the Council for the Advancement of Standards Board, August 2012 – Present*

- Represent ACPA on the Council for the Advancement of Standards and promulgate the standards with members of the association.
- Participated on committee that revised the CAS General Standards.
- Chaired the committee that revised the Master's Level Preparation Standard and were approved in November 2012.

*ACPA Alternate Director to the Council for the Advancement of Standards Board, August 2010 – August 2012*

- Represented ACPA on the Council for the Advancement of Standards and promulgate the standards with members of the association.
- Participated on the committee that revised the CAS General Standards.
- Chaired the committee that revised the Master's Level Preparation Program Standard.

**American College Personnel Association (ACPA)**

*Past President, March 2016 – March 2017*

- Advise president
- Chair the Nominations and Election Committee
- Chair the Personnel Committee
- Chair the Audit and Finance Committee

*President, March 2015 – March 2016*

- Serve as spokesperson for the association.
- Guiding Governing Board in the stewardship of the association.
- Oversee implementation of the educational, legislative, operational, and management objectives of the Governing Board.
- Develop the agenda for board meetings.
- Assist with the Association's fundraising and provide guidance to ACPA Foundation's fundraising efforts.

*Vice President, March 2014 – March 2015*

- Support the president in leading the association.
- Chair the Assembly.
- Serve as the liaison with the State Divisions, International Divisions, Commissions, and Standing Committees.
- Assist with the implementation of the association's strategic plan.
- Support and foster the core values of the association.
- Chair the Bylaws Committee of the Governing Board.
- Serve on the Audit & Finance, Personnel, and Nominations and Elections Committee of the Governing Board.
- Facilitate process to select the 2016 Convention Chair.
- Appoint and serve on the 2016 Convention Planning Team.

*2014 Convention General Programs Chair, August 2012 – April 2014*

- Assisted in the development of curricular priorities and other program initiatives for the 2014 convention.
- Coordinated the program review process for 500 general programs and 125 promising practices programs.
- Assisted program team in selecting and slotting all convention programs.

*Past Director of Professional Development, March 2013 – July 2013*

- Assisted the Director of Professional Development with the oversight of the career and professional development of association members.
- Chaired the Professional Development Strategic Goal Implementation Team that is charged with implementing the professional and career development goals of the association's strategic plan.

*Director of Professional Development, April 2011 – March 2013*

- Coordinated the professional development opportunities, manage career development systems and processes, and implement professional competencies for an 8000-member professional association.
- Guided the association as one member of the 12-member Governing Board.
- Launched and oversee the development of the professional credential program.
- Began the process for developing an association professional development curriculum.
- Participated in the process to create a new strategic plan for the association.
- Oversaw the process to develop rubrics for the ACPA/NASPA Professional Competencies.
- Served on committees: Convention Chair Selection Committee, Leadership and Training Committee (chair),

Recruitment and Retention Committee, and Strategic Planning and Assessment Committee.

*Director-elect of Professional Development, January 2010 – April 2011*

- Coordinate the professional development opportunities, manage career development systems and processes, and implement professional competencies for an 8000-member professional association.

*Chair, Technology Advisory Committee, September 2009 – December 2010*

- Lead a 9-member advisory committee charged by the Executive Director of ACPA with developing the association's long term Information Technology strategic plan and evaluating and recommending technology initiatives aimed at furthering the association's strategic initiatives as well as evaluating large-scale IT project requests to determine their applicability to long- and short-term association goals and, when necessary, to priority rank IT initiatives.

*Past-Chair, Commission for Assessment and Evaluation, April 2009 – April 2010*

- Assisting the chair in the leadership of the 800-person commission with a directorate body of 25 people that develops, implements, and evaluates initiatives that promote assessment to improve planning and practice within the association as well as the field of student affairs and higher education.
- Serve on planning team for 2010 ACPA Student Affairs Assessment Institute.
- Serve on planning team for 2009 and 2010 ACPA Residential Curriculum Institute.

*Chair, Commission for Assessment and Evaluation, April 2007 – April 2009*

- Led an 800-person commission with a directorate body of 25 people that developed, implemented, and evaluated initiatives that promote assessment skills and knowledge to facilitate and support student learning, development, and effective student affairs practice. Commission projects of note included development of the Assessment Skills and Knowledge (ASK) Standards, ACPA Student Affairs Assessment Institute, Emerging Best Practice in Assessment Award, and co-sponsorship of the ACPA Residential Curriculum Institute with the ACPA Commission for Housing and Residential Life.
- Chaired 2007 and 2008 ACPA Student Affairs Assessment Conference planning committees.
- Planning team member for 2009 and 2010 Student Affairs Assessment Institute.
- Planning team member for 2009 Residential Curriculum Institute.

*Chair-elect, Commission for Assessment for Student Development, December 2005 – April 2007*

- Assisted the chair in the leadership of the 800-person commission with a directorate body of 25 people that develops, implements, and evaluates initiatives that promote assessment to improve planning and practice within the association as well as the field of student affairs and higher education.

*ACPA Student Affairs Assessment Institute Planning Team Member, July 2008 – July 2010*

*American College Personnel Association*

- Participating on the planning team for the 2009 and 2010 national ACPA Student Affairs Assessment Institutes.

*ACPA Residential Curriculum Institute Planning Committee, August 2008 – October 2009*

*American College Personnel Association*

- Participating on the planning team for the 2009 national ACPA Residential Curriculum Institute.

*ACPA Student Affairs Assessment Conference Planning Team Chair, October 2006 – June 2008*

*American College Personnel Association*

- Led the planning team for the 2007 and 2009 national ACPA Student Affairs Assessment Conferences (2007, 2008).

*Directorate member, Commission for Assessment for Student Development, March 2002 – December 2005*

- Served in the following capacities: strategic plan chair, elections coordinator, vice-chair for educational services, grants competition coordinator, sponsored programs coordinator, sponsored program reviewer, research grant proposal reviewer, and national convention program reviewer.

### **Student Affairs Assessment Leaders (SAAL)**

*Founder and Past-Chair, December 2012 – December 2013*

- Support the president in leading the organization
- Facilitate the nominations and election process

*Founder and Chair, December 2008 – 2012*

- Founded an organization focused on fostering communication and professional development for professionals that coordinate assessment for divisions of student affairs across the nation
- Lead a 10-person board of directors and a membership of 250 assessment professionals from across the United States and Canada.
- Developed an association infrastructure with the revision of the governance structure and creation of five operational committees

**Association for the Study of Higher Education, 2011 - Present**

**National Association of Student Personnel Administrators, 2007 – Present**

**Association for Institutional Research, 2006 – 2011**

**Association of American Colleges and Universities, 2007 – 2010**

**Association for Student Judicial Affairs, 2005 – 2008**

### **Regional/State Professional Associations**

**New England College Personnel Association, 2016 – Present**

**Granite State Student Affairs Association, 2010 - 2012**

- Advisory board member of organization joining New Hampshire College Personnel Association and NASPA New Hampshire

**New Hampshire College Personnel Association, 2008 – 2012**

- Served as “re-founding” member to re-charter the New Hampshire state branch of ACPA that had been dormant since 1985.
- Helped develop recruitment activities and professional development opportunities.
- Assessment Drive-In, February 2009: served on planning team and presenter
- Assessment Drive-In II, November 2009: served on planning team and presenter

**New England Association of Institutional Research, 2004 – 2005**

**Residence Life Association of the Granite State, 1993-1999**

### **New England College**

**Institutional Assessment Steering Committee Co-Chair, May 2016 – Present**

- Co-lead efforts to build a culture of assessment on campus

**Board of Trustees Enrollment and Student Engagement Committee, September 2016 – Present**

**Enrollment Management Committee, September 2016 – Present**

**Faculty Welfare Committee, September 2016 – August 2018**

- Addressed faculty concerns and grievances

**Associate Dean for Education Search Committee, May 2018 – July 2018**

- Co-chaired search committee

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**Student Retention Committee**, September 2016 – May 2018

- Identified and implemented strategies to increase undergraduate retention and graduation rates

**Vice President for Academic Affairs Search Committee**, September 2016 – January 2017

**Academic Program Review Team**, November 2016 – May 2017

- Review, revise, monitor, and manage the academic program review process

**Representative on the Budget Advisory Committee**, January 2015 – May 2016

- Provide faculty voice to the institutional budget process.

**New England Association of Schools and Colleges Reaccreditation Self-Study**, January 2013 – December 2014

- Chaired the sub-committee to provide report on Standard 6: Students

**Graduate Council**, August 2012 – Present

- Served as a member of the Graduate Council who share information and make decisions related to graduate programs at the college.

**ADDITIONAL SERVICE:**

**National**

**Certification Selection Committee**, July 2009 – June 2012

*New Leadership Alliance for Student Learning and Accountability*

- Review applications for the Excellent Practice in Student Learning Assessment Institutional Certification Program

**Regional/State**

**State Epidemiological Workgroup on Alcohol, Tobacco, and Other Drug Prevention**, August 2005 – July 2006

*New Hampshire Department of Health and Human Services*

- Collaborated with individuals from a variety of state agencies to collect and analyze data in order to provide recommendations to the governor's commission for addressing alcohol, tobacco, and other drug problems

**Other College/University Level**

**Council on Service and Engagement**, March 2009 – July 2012

*Dartmouth College*

- Assisting with the development of goals and outcomes for the Council on Service and Engagement which is charged with "sharing information and best practices, coordinating efforts, determining possible new emphases and issues to address, and advocating for "high-impact" learning and assessment practices locally, nationally, and internationally"
- Working to collaborate on service and engagement projects across the institution

**New England Association of Schools and Colleges Reaccreditation Self-Study**, July 2009 – November 2010

*Dartmouth College*

- Providing data support to all self-study committees
- Compiling and co-drafting the standard related to students

**Intergroup Dialogue Group Facilitator**, Falls 2004 and 2005

*University of New Hampshire*

- Co-facilitated an 8-week structured discussion with approximately 15 students regarding social identity as part of their required English composition course



**University-wide Awards Coordinator**, November 2000 – September 2004

*University of New Hampshire*

- Managed the nomination and selection process for approximately fourteen university-wide awards

**New England Association of Schools and Colleges Accreditation Self-Study Committee for the Undergraduate Experience**,

August 2002 – June 2003

*Provost's Office, University of New Hampshire*

- Assisted with the collection of data, analysis, and report writing for an accreditation self-study

**New England Association of Schools and Colleges Accreditation Self-Study Committee for Institutional Effectiveness**,

August 2002 – June 2003

*Provost's Office, University of New Hampshire*

- Assisted with the collection of data, analysis, and report writing for an accreditation self-study on institutional effectiveness

**Policy Intern**, January 2002 – May 2002

*Office of Research and Planning, University System of New Hampshire*

- Collected, analyzed, and reported on data used by the University System of New Hampshire to inform policy and decision-making

**Division-Level**

**Dean of the College Strategic Planning Steering Committee**, April 2009 – June 2012

*Dean of the College, Dartmouth College*

- Chairing the strategic planning process including mission revision, goal development, in addition to the strategic planning and assessment process

**Alcohol Planning Team**, August 2006 – present

*Dean of the College, Dartmouth College*

- Discussed alcohol related issues and ways to address them on campus

**Student and Academic Services Strategic Planning Steering Committee**, September 2004 – July 2006

*Division of Student and Academic Services, University of New Hampshire*

- Assisted in the development of a five-year strategic plan
- Developed strategies and action steps for the assessment goal within the strategic plan

**Campus Alcohol Planning Group**, June 2004 – July 2006

*University of New Hampshire*

- Assisted with the development of a comprehensive plan to address alcohol, tobacco, and other drugs within the campus community

**Student Outcomes Assessment Committee**, September 2001 – July 2006

*Division of Academic Affairs, University of New Hampshire*

- Collaborated with representatives from campus departments to assess student outcomes across campus

**Campus Judicial Hearing Officer**, September 2000 – July 2006

*Judicial and Mediation Programs Office, University of New Hampshire*

- Adjudicated cases and determine sanctions for approximately 100 cases per year

**Social Norming Team**, September 2000 – August 2004

*Division of Student Affairs, University of New Hampshire*

- Assisted in the development, implementation, and evaluation of a social norming campaign to address high-risk alcohol use on campus

**Assessment Team**, August 1997 – May 2004

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*Division of Student and Academic Services, University of New Hampshire*

- Assisted promoting a culture of assessment within the division by promoting, developing, and implementing assessment projects with various departments

**Admissions Research Team**, October 2003 – May 2004

*Office of Admissions, University of New Hampshire*

- Assisted with providing the admissions office with valid and reliable data that could be used to further its mission

**Technology Team**, August 2001 – May 2004

*Division of Student Affairs, University of New Hampshire*

- Assisted with the development of strategic technology report to optimize the use of technology within the division
- Served as a point person for technology issues and a trouble-shooter for technology problems within the Office of Student Life

**Judicial Team**, August 1998 – May 2003

*Judicial and Mediation Programs Office, University of New Hampshire*

- Assisted Judicial and Mediation Programs Office identify and address issues within the university judicial system

**Judicial Volunteer**, August 1995 – September 2000

*Judicial and Mediations Programs Office, University of New Hampshire*

- Served in a variety of roles, including judicial board member, appellate board member, and student advisor

**Fire Safety Policy Review Committee**, August 1998 – May 1999

*Department of Housing, University of New Hampshire*

- Assisted with the review of the current campus fire safety policy and made recommendations for improvements

**Graduate Student Caucus Chair**, August 1997 – May 1998

*Department of Sociology, University of New Hampshire*

- Assisted in the revision and development of policy as the graduate student representative to the sociology department

**Resident Assistant Selection Committee**, August 1993 – May 1998

*Department of Residential Life, University of New Hampshire*

- Assisted in the planning, implementation, and evaluation of the annual resident assistant selection process

**Technology Committee**, November 1996 – May 1997

*Department of Housing, University of New Hampshire*

- Assisted with the development of strategic technology report to optimize the use of technology within the department

**Resident Assistant Development Committee**, August 1995 – May 1996

*Department of Residential Life, University of New Hampshire*

- Assisted with the development, implementation, and evaluation of professional development opportunities for the student resident assistant staff

**Departmental Researcher**, August 1993 – May 1995

*Department of Residential Life, University of New Hampshire*

- Collected, analyzed, and reported on data used by the department for program development and policy-making

**Staff Development Committee**, August 1993 – May 1995, August 1997 – May 1998

*Department of Residential Life, University of New Hampshire*

- Assisted with the development, implementation, and evaluation of professional development opportunities

Updated 11-7-18

for the full-time professional residential life staff

## **AWARDS**

### **2018 Pillar of Mentorship Award**

New England College Personnel Association

Recognition of mentorship of graduate students and new professionals

### **2013 Diamond Honoree Award**

American College Personnel Association

Recognition for outstanding and sustained contributions to higher education and to student affairs.

### **2010 Annuity Coeptis Award**

American College Personnel Association

Award given for excellence in student affairs research, administration, and mentoring.

### **2008 Outstanding Research in Student Conduct and Legal Issues Award for *Is In Consortio Cum Parentibus* the New *In Loco Parentis*?**

ACPA Commission for Campus Judicial Affairs and Legal Issues