

Annemarie Vaccaro, Ph.D.

Assistant Professor

University of Rhode Island

Department of Human Development and Family Studies

College Student Personnel Program

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Doctor of Philosophy: Higher Education Administration

August 2005

University of Denver: Denver, Colorado

Dissertation: Self-Investment and Engagement of Older Women Students: Uncovering Connections to Racial Identity, Gender, Support, and Motivation

Master of Arts: Sociology

August 2005

University of Denver: Denver, Colorado

Thesis: Women's Advocacy Groups on Campus: Feminism and Activism Are Not Dead

Master of Arts: Student Affairs in Higher Education

May 1996

Indiana University of Pennsylvania: Indiana, Pennsylvania

Bachelor of Arts: Social Sciences and History

May 1994

Castleton State College: Castleton, Vermont

Honors: Summa Cum Laude

PROFESSIONAL EXPERIENCE

Assistant Professor, Department of Human Development & Family Studies, College Student Personnel Program

University of Rhode Island, College of Human Science & Services (2008-Present)

Responsibilities: Teach college student personnel courses; Advise MS students; Oversee interns; Communicate with internship site supervisors at higher education institutions in Rhode Island and Connecticut; Advise MA students working on capstone projects; Serve on departmental and university committees.

Clinical Assistant Professor, Higher Education Program

University of Denver, Morgridge College of Education (2006-2008)

Responsibilities: Taught a full load of student affairs courses; Served as the MA Student Coordinator; Advised MA students; Oversaw recruitment and orientation processes for the Higher Education program; Directed thesis, capstone projects, and dissertations; Served as the liaison to the Division of Student Life and various other constituents.

Assistant Coordinator of the MA Program, Student Development Specialization

University of Denver, College of Education (2003-2006)

Responsibilities: Oversaw the theory to practice portion of the MA program in Student Development; Crafted and taught the student affairs practicum and internship classes; Maintained communication with internship supervisors at post-secondary institutions in Colorado.

Faculty Director, Living & Learning Communities, University of Denver, Learning Communities (2005-2006)

Director, International Living & Learning Community, University of Denver, Learning Communities (2002-2003 & 2004-2006)

Lecturer & Adjunct Instructor, University of Denver, Department of Sociology & Criminology (2001-2006)

Director of Housing/Interim General Manager, George Mason University: Campus Living Services (April 1998-July 1998 End of Contract)

Associate Director of Housing/Director of Sales and Marketing, George Mason University: Campus Living Services (1997-1998)

Complex Coordinator, University of Vermont: Department of Residential Life (1996-1997)

Graduate Residence Director, Indiana University of Pennsylvania: Office of Housing and Residence Life (1994-1996)

COURSES TAUGHT

Graduate Courses

Cultural Competence
Diversity in Higher Education
Organizational Development
Professional Seminar
College Student Development & Adult Learners
Organization and Governance in Higher Education
Gender and Sexual Orientation in Higher Education
Ethics in Higher Education
Student Affairs Practicum
Student Affairs Internship
Social Justice in Higher Education

Undergraduate Courses

Social Science Research Methods
Social Justice: Exploring Oppression
Service Learning & the Challenges of a Multicultural Democracy
Urban Poverty
Women's Lives: Multicultural Perspectives
The International Experience: Global Social Problems
Masculinities & Femininities
Men & Women in Society
Education as a Social Problem
Understanding Social Life/ Introductory Sociology
Social Problems
American Communities
Human Development in the Residence Halls

PUBLICATIONS

Peer Reviewed Journals:

Vaccaro, A. (Accepted). Campus microclimates for LGBT faculty, staff, and students: An exploration of the intersections of social identity and campus roles. *Journal of Student Affairs Research and Practice*.

Vaccaro, A., & Mena, J. (2011). It's not burnout, *it's more*: Queer college activists of color and mental health. *The Journal of Gay and Lesbian Mental Health*, 15 (4), 1-29.

Vaccaro, A. (2011). The road to gender equality in higher education: Women's standpoints, successes, and continued marginalization. *Wagadu: Journal of Transnational Women's and Gender Studies*, 9, 25-53.

Vaccaro, A. (2011). The divisions among us: Women staff, faculty and administrators speak about hierarchy, privilege, and sisterhood. *Journal about Women in Higher Education*. 4 (1), 26-49.

Vaccaro, A. (2010). Toward inclusivity in family narratives: Counter-stories from queer multi-parent families. *Journal of GLBT Family Studies*, 6 (4), 1-22.

Vaccaro, A. (2010). What lies beneath seemingly positive campus climate results: Institutional sexism, symbolic racism, and male hostility toward equity initiatives. *Journal of Equity and Excellence in Education*, 43 (2), 202-215.

Vaccaro, A. & Lovell, C. D. (2010). Inspiration from home: Understanding family as key to non-traditional women's undergraduate engagement. *Adult Education Quarterly*, 60 (2), 161-176.

Vaccaro, A. (2009). Third wave feminist undergraduates: Avoiding ivory tower bureaucracy by fighting for social justice off campus. *Journal about Women in Higher Education*, 2, 1-25.

Vaccaro, A. (2009). Intergenerational perceptions, similarities and differences: A comparative analysis of lesbian, gay, and bisexual millennial youth with generation X and baby boomers. *Journal of LGBT Youth: Special Edition on Millennial Teens*, 6 (2-3), 113-134.

Books:

Vaccaro, A., Kennedy, M. S., & August, G. (2012). *Safe spaces: Making schools and communities welcoming to LGBT youth*. Santa Barbara, CA: Praeger.

Champagne, D., Vaccaro, A., Siegel, M., & McCoy, B. (Under Contract). *Decisions Matter: Using a Decision Making Framework with Contemporary Student Affairs Case Studies*. Washington, D.C.: NASPA.

Peer Reviewed Book Chapters:

Vaccaro, A. (Accepted). Building a framework for social justice education: One educator's journey. In L. Landreman & L. Mrozek (Eds.), *ACPA monograph on social justice education facilitation*. Sterling VA: Stylus.

Vaccaro, A. (2011). Challenging privileged paradigms through service-learning: Exposing dominant ideology, unlearning deficit thinking, and debunking the myth of meritocracy. In N. Webster, & T. Stevens, (Eds.), *Exploring cultural dynamics and tensions within service-learning* (pp. 45-62). Charlotte, NC: Information Age Publishers.

Vaccaro, A. (2011). Using feminist and critical race lenses to analyze the motivation, empowerment, and self-investment of adult women learners. In P. Pasque, & S. E. Nicholson (Eds.), *Empowering women in higher education and student affairs: Theory, research, narratives, and practice from feminist perspectives* (pp. 104-120). Sterling, VA: Stylus.

Vaccaro, A (2010). Effective service learning reflection: Harnessing the power of Bloom's Taxonomy. In M. A. Cooksey & K. T. Olivares (Eds.), *Quick Hits for Service-learning: Successful Strategies by Award-winning Teachers* (pp. 154-156). Bloomington, IN: Indiana University Press.

Vaccaro, A., Wilson, N., & Harper, R. (2010). Microaggressions on campus: Experiences of non-traditional age women of color. In R. Harper & N. L. Wilson (Eds.), *More than listening: A casebook for using counseling skills in student affairs work* (pp. 227-252). Washington, D.C.: NASPA.

Vaccaro, A. (2009). Racial identity and the ethics of service learning as pedagogy. In S. Evans, C. Taylor, M. Dunlap & D. Miller (Eds.), *African Americans and community engagement in higher education* (pp. 119-134). Albany, NY: SUNY Press.

Vaccaro, A. & Summers Thompson, S. (2009). Qualitative and quantitative methods as complementary assessment tools. In C. Schreiner (Ed.), *Handbook of research on assessment technologies, methods, and applications in higher education* (pp. 121-134). Hershey, PA: IGI Global Publishing.

Invited Book Chapters:

Vaccaro, A. (2006). Gay, lesbian, bisexual, and transgender students: Special issues and developmental concerns. In L. A. Gohn, & G. A. Albin (Eds.), *Understanding college student subpopulations: A guide for student affairs professionals*. Washington, DC: NASPA.

Additional Publications:

Vaccaro, A. (2010). Still Chilly in 2010: The Climate Experiences of Women from Diverse Backgrounds. *On Campus with Women*. Washington, D.C.: American Association of Colleges and Universities.

Research & Other Reports:

Vaccaro, A. (2009). *Experiences of students of color: A research summary for the dean of the women's college*. University of Denver, Denver, Colorado.

Lubutti, D. & Vaccaro, A. (2009). Students and student life section. In *The blue ribbon commission on the future of the university: Final report*. University of Rhode Island, Kingston, Rhode Island.

Vaccaro, A. (2008). *NASPA IV west membership interests, needs, and concerns: Results from four focus groups*. Presented to the NASPA IV West Vice President and Board. Boston, Massachusetts.

Treviño, J., Summers Thompson, S., Martinez, L., Vaccaro, A., Trouth, C. M., & Pappas-Lucero, D. A. (2007). *Campus climate survey: Final report*. University of Denver, Denver, Colorado.

Newsletters:

Vaccaro, A. (2008, Summer). Mentoring new professionals and graduate students: Results from a membership study. *NASPA IV West Newsletter*, 4-5.

Vaccaro, A. (2007, Fall). Regional assessment and research. *NASPA IV West Newsletter*, 10.

NATIONAL CONFERENCE PAPERS & PRESENTATIONS

Vaccaro, A. (2011, November). *Understanding LGBTQ Campus Climate: A Microclimate Analysis*. NASPA Multicultural Institute. Atlanta, GA.

Vaccaro, A. (2011, November). *My Story Isn't Good Enough: Silence in a Diverse Classroom*. NASPA Multicultural Institute. Atlanta, GA.

Vaccaro, A. (2011, October). *Harnessing the Power of Diversity in Continuing Education Classrooms*. ACHE National Conference. Orlando, FL.

Vaccaro, A. (2011, August). *Shades of Privilege Among the Marginalized: How Positional Privilege Divides Faculty and Staff in Higher Education Institutions*. Pedagogy of Privilege Conference. Denver, Colorado.

Vaccaro, A., Tedesco, A., & Newman, B. (2011, March). *You Want Me to Find a Life of Purpose? I Just Want to Have Fun!* NASPA National Annual Convention. Philadelphia, PA.

Mena, J. & Vaccaro, A. (2010, June). *What Can We Learn from the Stories of Queer Students of Color in College about Social Support, Self Care, Drive to Help Others and Mental Health?* American Psychological Association. Division 45 Conference (Ethnic and Minority Issues). Ann Arbor, Michigan.

Vaccaro, A. (2010, March). *When Campus Partners are Racist: Challenges in Creating Authentic Partnerships*. ACPA Annual Convention. Boston, Massachusetts.

Vaccaro, A. (2009, October). *Sisterhood is Overrated: Women Administrators and Faculty on the Realities of Surviving a Chilly Climate*. Succeeding as Women in Higher Education Conference. SUNY Cortland, Cortland, New York.

Vaccaro, A. (2009, March). *Ending Aversive Racism and Microaggressions in Higher Education: An Essential Element of Social Sustainability*. NASPA National Annual Convention. Seattle, Washington.

Vaccaro, A. & Austin, C. (2008, March). *Using the Power of Community Based Research to Meet Higher Education Needs: A Working Session*. NASPA National Annual Convention: Pre-Conference Workshop. Boston, Massachusetts.

Vaccaro, A. (2008, February). *Queer Campus Groups: Students, Staff and Faculty*. College Student Educators International (ACPA) Multiple Identities Conference. St. Louis, Missouri.

Vaccaro, A. (2008, February). *Understand Engagement Through Intersections of Gender, Racial Identity and Age*. College Student Educators International (ACPA) Multiple Identities Conference. St. Louis, Missouri.

Vaccaro, A. (2007, October) *The Ethics of Service Learning: Racial Identity and the Implications of Sending White Students into Communities of Color*. AAC&U Civic Learning at the Intersections Conference. Denver, Colorado.

Vaccaro, A. (2007, March). *When Non-Traditional Women Invest in Themselves: Results from a Qualitative Study*. NASPA & ACPA Joint National Convention. Orlando, Florida.

Vaccaro, A. (2006, October). *Living & Learning Communities: The Whole is Greater than the Sum of Its Parts*. AAC&U National Learning Communities Conference. Syracuse, New York.

Vaccaro, A. & Wright, S. P. (2005, October). *The Whole is Greater than the Sum of the Its Parts*. AAC&U National Conference on Integrated Learning. Denver, Colorado.

Vaccaro, A. (2004, March). *Feminism and Activism Are Not Dead*. NASPA National Annual Meeting. Denver, Colorado.

Vaccaro, A. (2003, April). *Living the Examined Life: Residential Learning Communities*. AAC&U National Conference, Learning Communities: Research Informing Practice. Phoenix, Arizona.

Vaccaro, A. (2000, October). *Teaching about Oppression*. AAC&U National Diversity and Learning Conference. Pittsburgh, Pennsylvania.

Vaccaro, A. (2000, May). *Effective Conflict Management Skills*. National Association of College and University Residence Hall Associations (NACHUR) National Meeting. Boulder, Colorado.

REGIONAL PAPERS & PRESENTATIONS

Vaccaro, A. & Camba, M. J. (2011, November). *Student Hopes and Fears in a Diverse Classroom*. NASPA Region 1 Annual Conference. Sturbridge, MA.

Vaccaro, A. (2010, November). *Engaging Faculty and Staff in Inclusive Practice*. ACPA On the Road Conference. New London, CT.

Vaccaro, A., Tedesco, A., & Newman, B. (2010, November). *First-Year Student's Sense of Belonging: The Importance of Having Fun*. NASPA Region 1 Annual Conference. Manchester, NH.

Vaccaro, A. (2010, March). *Writing for Diversity and Social Justice*. Rhode Island Writing Project Annual Spring Conference. Providence, RI.

Vaccaro, A. (2009, November). *Women of Color on Racism & Change: One White Person at a Time*. NASPA Region 1 Annual Conference. Newport, RI.

Vaccaro, A. (2009, November). *The Impact of Racism on Learning: Stories from Undergraduate Women of Color*. Promising Practices Annual Conference. Rhode Island College, Providence, RI.

Vaccaro, A. (2008, November). *Making a Difference in the Lives of Queer Students of Color*. NASPA Region 1 Annual Conference. Cape Cod, Massachusetts.

Vaccaro, A. (2008, February). *Creating Inclusive Environments for GLBT Students, Faculty and Staff: Results from a Qualitative Study*. College Personnel Association of Colorado (CPAC) State Conference. Denver, Colorado.

Vaccaro, A. (2007, January). *NSSE Differences between LLC & Non-LLC Students*. College Personnel Association of Colorado (CPAC) State Conference. Boulder, Colorado.

Vaccaro, A. (2007, January). *Sustainability and Professional Development*. CPAC State Conference. Boulder, Colorado.

Vaccaro, A. (2005, January). *White Identity Development: Anger, Guilt, Shame & Hostility*. CPAC State Conference. Denver, Colorado.

Vaccaro, A. (2004, February). *Women's Groups on Campus*. CPAC State Conference. Denver, Colorado.

Vaccaro, A. (2001, May). *What is All the Fuss about Gender?* Annual Diversity Summit. Denver, Colorado.

Vaccaro, A. (1996, Spring) *Conflict Management*. Regional Student Leadership Conference. Slippery Rock University, Pennsylvania.

Vaccaro, A. (1995). *Effective Programming*. Regional Student Leadership Conference. University of Pittsburgh at Bradford, Bradford, Pennsylvania.

Vaccaro, A. (1993). *Coordinator & Presenter, Multiculturalism Workshop*. National Education Association (NEA), Regional Meeting. Castleton, Vermont.

LOCAL PRESENTATIONS

Mena, J. & Vaccaro, A. (2011, March). *Tell Me you Love Me No Matter What: Relationships and Self-Esteem Among LGBT Young Adults*. 17th Annual GLBT Symposium, Kingston, RI.

Mena, J. & Vaccaro, A. (2010, October). *Queer Activists of Color and Mental Health: Social support, coping, burnout, and compassion fatigue*. URI Diversity Week, Kingston, RI.

Vaccaro, A. (2010, October). *LGBT Baby Boomers, Gen Xers, and Millennials: How Different Are They?* URI Diversity Week, Kingston, RI.

Vaccaro, A. (2009, October). *Racism on the Contemporary College Campus: Stories from Women of Color of Bias Without Intention*. URI Diversity Week, Kingston, RI.

INVITED ENGAGEMENTS-STATE AND NATIONAL

Invited Keynote Presenter (2012). *Navigating Campus Culture, Climate and Politics as a New Professional*. NASPA Region 1 New Professionals Institute. West Hartford, Connecticut.

Invited Keynote Presenter (2011). *Campus Culture, Climate and Politics*. NASPA Region 1 New Professionals Institute. Worcester, Massachusetts.

Invited Keynote Presenter (2010). *Understanding and Appreciation of Campus Climate*. NASPA Region 1 New Professionals Institute. Babson Park, Massachusetts.

Invited Discussion Leader (2009, December). *NASPA Multicultural Institute*. Dallas, Texas.

Invited Presenter (2009, March). *Cultural Difference, Multiple Identities, and Leadership*. Student Leadership Training Series. Rhode Island College. Providence, Rhode Island.

Invited Presenter (2009, February). *Making a Difference in the Lives of Ethnically Diverse GLBT Students*. Department of Counseling. Roger Williams University. Bristol, Rhode Island.

Invited Presenter (2009, February). *Dialogues with Students of Color*. Sponsored by the Intercultural Center. Roger Williams University. Bristol, Rhode Island.

Invited Presenter (2007, June). *Collaboration Between Academic and Student Affairs and Creating Effective Learning Communities*. Whitman College, Walla Walla, Washington.

Group Leader and Facilitator (2007, March). *The Future of Higher Education in Colorado. A Working Forum for Legislators and Higher Education Leaders in Colorado*. Denver, Colorado.

Keynote Presenter (2003, Spring). *CPAC State Social Justice Workshop*. Denver, Colorado.

INVITED ENGAGEMENTS-CAMPUS AND COMMUNITY

Invited Presenter. (2011, November). Enhancing our Cultural Competence as Educators. Presentation to the Council for Exceptional Children. Kingston, Rhode Island.

Invited Presenter. (2011, October). *LGBT Terms and Campus Issues*. Presentation to URI College of Nursing Faculty. Kingston, Rhode Island.

Invited Presenter. (2010, November). *Facilitated and supported a student presentation of the URI It Gets Better Video*. Rhode Island College. Promising Practices Conference. Providence, Rhode Island.

Invited Panelist (2009, July). *Career Paths and Advice to the New Ph.D. Cohort in Education*. University of Rhode Island, Kingston, Rhode Island.

Invited Presenter (2009, April). *Using Critical Race and Feminist Theories to Understand Engagement of Women Students*. Dana Sugher Colloquium. University of Rhode Island, Kingston, Rhode Island.

Invited Presenter (2008, November). *What Graduate Students Should Know as They Navigate the Faculty Job Search Process*. Sponsored by the University of Rhode Island Graduate Student Association, Kingston, Rhode Island.

Invited Presenter (2008, October). *Research on Living & Learning Communities*. Presentation to the HSS URI 101 Faculty. Kingston, Rhode Island.

Invited Presenter (2008, April). *Issues Facing Queer Students, Faculty and Staff: Findings of a Qualitative Research Study*. Presented to the Office of Multicultural Excellence. Denver, Colorado.

Invited Workshop Co-Facilitator (2007, May). *Challenging Conversations: How to Facilitate Discussions about Diversity in the Classroom*. University of Denver Diversity Summit. Denver, Colorado.

Invited Workshop Presenter (2007, October). *Working with Students Outside the Classroom*. Gender and Women's Studies Workshop. Denver, Colorado

Invited Presenter (2007, October). *Social Identity Development and Crafting an Ally Plan*. Lamont Sellers Diversity and Unity Retreat, Winter Park, Colorado.

Guest Lecturer (2003, Spring). *Social Identity over the Life Course*. Women's College, Denver, Colorado.

SERVICE

Profession of Student Affairs and Higher Education

NASPA Hardee Dissertation of the Year Awards Committee (2011-2013)

Coordinator of the Graduate Student Preconference Session, NASPA Region 1 Conference (2010, 2011)

Program Reviewer, NASPA Multicultural Institute (2009, 2011)

Guest Reviewer, *Adult Education Quarterly* (2010)

Ad-Hoc Reviewer, *Journal about Women in Higher Education* (2009)

University of Rhode Island

HSS Faculty Fellows for LGBT Inclusion, Co-Developer and Co-Facilitator (2011-12)

Equity Council & LGBTQ Subcommittee (2010-Present)

President's Commission on the Status of Women (2010-Present)

Co-Advisor, Women's LBTQ Group (2010-Present)

URI Persistence Work Group (2009)

Coordinator Human Science & Services (HSS) LLC (2009-2010)

HSS Diversity Committee (2009-2010)

Diversity Week Planning Committee, Multicultural Affairs (2009-2010)

LGBT Symposium Planning Committee (2009-2010)

Provost Academic Planning Summit Facilitator (2009)

President's Blue Ribbon Commission on the Future of the University (2009)

Diversity Awards Selection Committee, Multicultural Affairs (2009)

University of Denver

College of Education, Research and Scholarship Committee (2007-2008)

Faculty Search Committees (2007) Library Information Science & Higher Education Program

DU Queer and Ally Commission (2006-2008)

Advisor, Higher Education Student Association (2007-2008)

Advisor, DU Queer Straight Alliance (2005-2007)

Community Scholars Fellowship Committee, Chair (2005-2006)

Academic Curriculum Committee, International Living & Learning Community, DU (1999-2006)

International Service and Research Fellowship Selection Committee (2001-2003)

Women's Studies Faculty Committee, DU (2001-2008)

Women's College Faculty Committee, DU (2004-2008)

Women's Coalition- Faculty Representative (2007-2008)
Women's Faculty Association (2007-2008)
Queer Faculty Committee (2007-2008)
Selection Committee for DU Student of the Year Award (2000, 2002, 2005)
University of Denver Persistence Committee (2000-2001)

FUNDING, GRANTS & SCHOLARSHIPS

Funded

Research Grant (2011). Human Science and Services Interdisciplinary Collaboration Grant. \$5000.00
Research Grant (2011). Feinstein College of Continuing Education. \$1500.00
Research Grant (2011). ACPA Commission for The First-Year Experience (AOFYE). \$500.00
Research Grant (2010). Association of Continuing Higher Education (ACHE). \$1500.00
Research Grant (2010). Feinstein College of Continuing Education. \$3000.00
Mini Grant (2010). University of Rhode Island, Human Sciences & Services. \$500.00
Research Support Grant (2009). University of Denver, Women's College. \$600.00
Faculty Research Award (2007). University of Denver. \$1875.50.
International Small Grant Award (2007). Office of Internationalization, University of Denver. \$650.00.

Unfunded

Paul Fidler Research Grant. National Resource Center for The First-Year Experience and Students in Transition. \$5000.00
Faculty Research Grant (2010). University of Rhode Island, Human Sciences & Services.

DISSERTATION & THESIS ADVISING

Sara Murphy, (2012, expected) Dissertation Committee, English, University of Rhode Island
Maggie Gorraiz (2011) Thesis Committee, Psychology, University of Rhode Island
Jamie Sodano, (2010) Thesis Outside Chair, Nutrition and Food Science, University of Rhode Island
Melissa Holmes (2010) Thesis Outside Chair, Nutrition and Food Science, University of Rhode Island
Kimberly Perry (2010) Outside Dissertation Chair, School Psychology, University of Rhode Island
Elsa Larson (2011) Thesis Committee Member, Psychology, University of Rhode Island
Rachel Casteel (2010) Thesis Committee Member, Communications, University of Rhode Island
Megan Kennedy (2009) Dissertation Committee, Higher Education Program, University of Denver
Beth Bean (2008) Dissertation Committee, Higher Education Program, University of Denver
Amanda Stone Norton (2008) Dissertation Committee, Higher Education Program, University of Denver

Janna Oakes (2008) Dissertation Co-Advisor, Higher Education Program, University of Denver

RESEARCH & ACADEMIC HONORS

2011 Finalist- Ruth Strang Research Award (1 of 2 Nationally), National Association of Student Personnel Administrators

2010 Alex Charter's Research Award, Association of Continuing Higher Education

Allan Phinister Award (Dissertation Award), University of Denver, Higher Education Program

Doctoral Service Award, University of Denver, Higher Education Program

William Key Award for Applied Sociology, University of Denver, Department of Sociology

Outstanding Student in Student Affairs and Higher Education Program, Indiana University of PA

Presidential Scholarship for Most Promising Future Teacher, Castleton State College

Kappa Delta Pi International Education Honor Society

OTHER HONORS AND AWARDS

Leadership Educator Award. (2011) Omicron Delta Kappa Society, URI Chapter

Making a Difference in an LGBT World. (2008) Queer GALA Committee, University of Denver

Extraordinary Collaborator Award. (2006) Partners in Learning, University of Denver

Support of DU Women. (February, 2004, 05, 07) Undergraduate Women's Council, University of Denver

Outstanding Ally Award. (2003) Center for Multicultural Excellence, University of Denver

Outstanding Staff Member. (2003) Center for Multicultural Excellence, University of Denver

Ally Award. (2001) Latino Student Association, University of Denver

Women's Leadership Award. (1995) Indiana University of Pennsylvania

College Service Award. (1993) Castleton State College

Community Service Award. (1994) Castleton State College

CERTIFICATION PROGRAMS AND LEADERSHIP WORKSHOPS

Academic Management Institute for Women Leaders in Higher Education (2001-02)

Faculty Institute for Including Diversity in the Curriculum, Santa Fe, New Mexico NCORE (2000)

National Social Justice Training Institute, Springfield, Massachusetts (1999)

Social Justice Training Institute, Memphis, Tennessee, NCORE (1999)

National Coalition Building Institute, Train the Trainers Program. Fairfax, Virginia (1997)

PROFESSIONAL ASSOCIATIONS

Student Affairs Administrators in Higher Education (NASPA)

Program Reviewer: NASPA Multicultural Institute (2011, 2009)

Hardee Dissertation of the Year Award Committee Appointment (2011-2013)

Invited Keynote Presenter - NASPA New Professionals Institute (2010, 2011, 2012)

Program Reviewer: NASPA National Conference (2008)

Leadership: Coordinator of Research - NASPA IV West Region (2007-2008)

ACPA - College Student Educators International

ASHE - Association for the Study of Higher Education

AAC&U - American Association of Colleges and Universities

ACHE - Association of Continuing Higher Education

RESEARCH SUMMARY

LGBT Campus Advisor Experiences (2011-Present)

Data Collection Stage

This study examined the experiences of faculty and staff who advise LGBTQ students on college campuses and/or administer LGBTQ campus programs. Advisor challenges, successes and professional development needs were documented.

Exploring Student Engagement at an Urban Commuter Campus (2010-Present)

Data Analysis Stage

Internal URI Research Support Grants \$3000, \$1500

ACHE Research Grant \$1500

This study explored the engagement/ self-investment experiences of diverse learners at the URI downtown campus. The intersections of social identities and engagement were analyzed. The urban mission and vision of the institution were also as a point of analysis for student experiences.

Student Learning in a Class about Women of Color (2010-Present)

Data Collection and Analysis Stage

This longitudinal qualitative study documents the experiences of white students and students of color in the Rose Butler Brown (RBB) Women of Color Mentoring course. Key themes that have emerged from two years of data collection include student fears and corresponding self-censorship in discussions about race and how students navigate the intersections of race, class and gender in a class focused on the experiences of women of color.

Sense of Belonging on Campus (2009-Present)

Data Collection, Data Analysis and Writing Stage

ACPA Research Grant \$500

Internal HSS Research Support Grant \$5000

This is an on-going qualitative study of first year students' sense of belonging during the first few weeks of school. In Phase 1, twenty one students participated in a single interview about their initial experiences with belonging. The study was modified in Phase 2 to include two interviews and to focus more directly on the ways students from marginalized groups (e.g., students with disabilities, students of color, LGBT students, first-generation students, international students) obtain belonging over the course of the academic year.

Modern Racism, Covert Racism, and Microaggressions: The Experiences of Non-Traditional Age Women of Color (2008)

Research Support Grant \$600.00

Writing Stage

Through a series of five focus groups, non-traditional age women shared their experiences with microaggressions and aversive racism inside and outside the classroom. They also shared their coping and support strategies.

GLBT Groups on Campus: Intersections of LGBTQ and Ally Identity with Group Membership (2007-08)

Faculty Research Grant \$1875.50

Writing Stage

This was a qualitative study of the experiences of members of six Queer groups at one, private mid-sized university. Through individual interviews with 49 LGBTQA students, faculty, and staff, themes related to

identity development, activism, status on campus, generation, mental health, and family emerged.

NASPA IV West- Membership Study (2007-2008)

Complete

In my former role as the Coordinator of Research for the NASPA IV West Region, I completed a membership study to determine the needs and interests of regional members. The research was comprised of a series of focus groups at the 2007 regional conference.

Race, Gender, and Engagement of Older Students at a Night and Weekend College (2004-2005)

Writing Stage

This qualitative dissertation study generated a theory of engagement for non-traditional age white students and students of color at a night and weekend college for women. Research uncovered intersections of gender identity, racial identity, racism, family, and engagement.

Women's Groups on Campus (2001-2003)

Complete

A mixed method study which sought to: 1) Determine what motivated women to participate in women's groups; 2) Compare and contrast similarities and differences found within and between women's groups on campus; and 3) Explore the connection between feminism and the functions of women's groups.