

Karen Gardenier, Ph.D.

SUMMARY OF QUALIFICATIONS

- Over 15 years experience in international education in higher education setting
- Demonstrated ability to lead and manage strong working teams in curricular and co-curricular projects
- Proven skills in project management, relationship management, program development and implementation, staff and student supervision, and sound fiscal management
- Strong written and verbal communication skills, especially in mentoring, presentations, group facilitation, and with diverse populations

RELATED EXPERIENCE

Assistant Director (2011 - Present)

International Education Coordinator (2005 - 2011)

Office of International Programs, Colorado State University, Fort Collins, CO

Manage International Education courses and International Development Studies graduate and undergraduate programs. Oversee Peace Corps recruitment team and contribute to the success of student and faculty Fulbright programs and other internationally focused activities with campus-wide impact. Extensive experience with faculty-led education abroad, risk management, and cross-cultural training.

Program and Academic Staff Management

Oversee International Education (IE) courses and International Development Studies (IDS) undergraduate interdisciplinary minor and graduate certificate.

- Represent IE courses and IDS programs to academic departments, diversity offices, and university administration.
- Recruit, negotiate contracts, and oversee three non-tenure track faculty for on-campus and distance IE courses. Consult with and provide feedback to tenured faculty from other departments with cross-listed IE courses.
- Oversee support staff in timely completion of student data management, required reporting, room assignments, book orders, and administration of course evaluations.
- Select, train, supervise, and evaluate as many as six graduate and undergraduate student staff and interns.
- Administer IDS travel grants to faculty and students for international development research, study, or volunteering. Support student volunteers before, during and after travel.
- Established dedicated position for student volunteer at Trees, Water, People a local international development NGO.
- Recruit for, convene, and manage IDS faculty advisory boards with representation from multiple department and colleges.
- Approve all curricular changes for IE courses and IDS programs, including up to 20 IE courses offered annually on Semester at Sea.
- Advise and provide support to approximately 100 students in IDS programs from enrollment through successful completion.
- Market IDS program to CSU students.
- Coordinate, produce, and market small and large-scale public lectures, symposia, and conferences.
- Monitor and administer multiple types of accounts, including internal and external revenue totaling approximately \$125,000.
- Submit annual fiscal and program reports.

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- Previously managed Latin American and Caribbean Studies, Asian Studies, and Russian, Eastern, Central European Studies, and Peace and Reconciliation Studies programs with similar duties.

Curriculum Internationalization

Develop and carry out strategies for campus-wide academic internationalization.

- Organized and developed campus-wide training on course internationalization in partnership with Semester at Sea Global Teaching Scholars. Provide guidance and feedback to faculty on training content. Utilize evaluations to adjust training program.
- Co-director for Undergraduate International Studies and Foreign Language grant administered by the U.S. Department of Education to develop Spanish language, International Development Studies programs and faculty development programs.
- Serve as campus resource to faculty interested in internationalizing their courses and coordinate with The Institute for Learning and Teaching and Vice Provost for Undergraduate Affairs to promote curriculum internationalization.
- Developed and implemented plan for curriculum internationalization with lectures, workshops, and discussions that involved 130 faculty in the first year.
- Convened and moderated campus wide committee to determine strategic goals for curriculum internationalization, 2015, 2016.
- Synthesized and reported recommendations to Vice Provost for International Affairs for internationalization strategic plan, 2017.

Intercultural Education and Education Abroad

Extensive experience with faculty-led programs, risk management, as well as work, intern, and volunteer abroad program development.

- Collaborated with faculty and student leaders in developing non-credit international travel, responded to emergencies overseas, and developed and presented health and safety trainings for multiple regions and disciplines.
- Led 14 students on a service learning program to Nicaragua to work with community development NGO in 2015. Provided volunteer support by developing and presenting pre-departure curriculum, in-country reflection and community engagement activities, and responding to urgent situations. Over 40% of participants were first generation college students. Program will run again in January 2018.
- Invited to develop and facilitate education abroad returnee conference, 2015-16.
- Developed and implemented CSU's first safety and security policy. Communicated and applied policies with multiple stakeholder groups. Reviewed and approved appeals for student travel to countries with a State Department travel warnings.
- Advised and created resources for students interested in work, intern, and volunteer abroad opportunities, 2005-2010. Supervised student workers in the creation of advising and publicity materials.
- Co-authored and managed State Department/World Learning Grant: *Young Iraqi Leaders Exchange Program for Undergraduate Students* in summer 2009. Duties included training and supervising student mentors, crisis management, and coordination with academic director on training content development.

Peace Corps Programs

Supervise Peace Corps recruitment efforts and support other Peace Corps programming

- Supervise Peace Corps recruitment efforts, including competitive RFP submission, budget oversight, hiring, and supervision of recruitment team.

- Mentor the development of Peace Corps representative's supervision, budget, volunteer support, and project management skills.
- Managed five CSU Peace Corps Master's International programs (until program was retired in 2016). Recruited, provided logistical, budgetary, and volunteer support. Served as primary contact for Peace Corps Headquarters.
- CSU was 6th among large undergraduate institutions in Peace Corps' list of top volunteer producing colleges and universities for 2016 and regularly ranks among top 10 recruiters in the history of Peace Corps.

Training Design and Management

Design, implement, and deliver training programs for students and staff on cross-cultural communication and curriculum internationalization.

- Trained over 250 student affairs and facilities management professionals in intercultural sensitivity as part of team in preparation for increased international student population.
- Developed and facilitated orientation programs for students and faculty traveling abroad on short-term, non-credit programs to multiple locations worldwide, including volunteer programs to developing communities.
- Developed and facilitated education abroad returnee conference.
- Present regularly on intercultural cultural communication and cultural adjustment across campus.

Fulbright Programs

Serve as campus contact for Faculty Fulbright program and provide leadership for U.S. Student Fulbright Program.

- Primary campus contact for Faculty Fulbright program. Make available resources and answer questions from interested faculty applicants. Review applications or connect applicants with Fulbright alum.
- Provide leadership to the Office of Nationally Competitive Scholarships and faculty in advising and evaluating U.S. Student Fulbright applications.
- Responsible for ensuring the organization of Fulbright related speakers, receptions and other events.

Representation and Other Professional Activities

Representation on office and campus-wide committees and experience hosting international delegations.

- Represent office and unit with institutional partners including international delegations.
- Contribute to search committees for Office of International Programs and other CSU positions.
- Participate extensively on campus-wide committees including: ethics colloquium advisory board, high impact practices committee, first generation research group, professional development committee, intercultural training committee, development of International Studies major, which now has over 300 students.

Assistant Professor, Joint Appointment (2014 - Present)

Student Affairs in Higher Education, School of Education, Colorado State University, Fort Collins, CO

Represent the Office of International Programs in the Student Affairs and Higher Education Program.

- Teach *Critical Issues in International Education* each year. Developed original curriculum, lecture, guide discussions, and assess learning.
- Advise master's students admitted to the on-campus, distance, and INTO Pathways programs by supporting academic progress and assessing reflective portfolio.
- Evaluate applications and conduct interviews for student admissions process.
- Teach, advise, and serve as committee member for international and domestic students.

Research Assistant, Supplemental Project (2016-2017)

Office of the Provost, Colorado State University, Fort Collins, CO

Conduct research for the Associate Vice-Provost for Student Success to support conference presentations, reports, and campus-wide trainings on ways to promote retention and completion among students of color, low income, and first generation to attend college.

- Search, read, summarize, and synthesize research and best practices for the promotion of student success among underrepresented groups.
- Research effective means to promote student success in the first 8 weeks of class, and in both general education and specific disciplines, as background for faculty development programs.
- Co-created annotated bibliography for *Plenary Session: The Multiple Intersections between Culture, Identity, Learning and Discovery in Research Universities* at Reinvention Center Conference, November 10, 2016.

PREVIOUS WORK EXPERIENCE**Peace Corps Volunteer: English Language Instructor/International Programs Administrator (2002-2004)**

International Partnership Department, Naryn State University, Naryn, Kyrgyzstan

Program Administrator (2001 - 2002)

Program in the Study of Imagination, Northwestern University, Evanston, IL

Administrative Assistant (2001 - 2002)

Les Enluminures (art gallery specializing in medieval manuscripts), Chicago, IL

Instructor, Art History (Fall 2002)

School of Professional Development (formally School of Continuing Education), Northwestern University, Evanston, IL

Graduate Teaching Assistant and Student Representative (1999 - 2002)

Department of Art History, Northwestern University, Northwestern University, Evanston, IL

Editor and Writer (1997 - 1998)

Houghton Mifflin Harcourt Publishing (formerly Harcourt Brace Jovanovich School Publishing), Orlando, FL

SELECT PRESENTATIONS

Developing Global Leaders? Short-term education abroad and global citizenship (Session Organizer) (with Bethany Galipeau-Konate and Susan Buck Sutton). Building a Better World: The academy as leader, Association of International Educators Annual Conference, Montreal, Canada, Feb., 2016.

Building a better SIO: Cultivating the practitioner scholar model (Session Organizer) (with Bethany Galipeau-Konate and Hilary Kahn). Building a Better World: The academy as Leader, Association of International Educators Annual Conference, Montreal, Canada, Feb., 2016.

Short-term Service Learning Group Programs: Ethical Considerations for Program Planning, (with Heilwig Jones and Sara Robinson). NAFSA: Associate of International Educators Region II Conference, St. George, UT, Oct., 2015.

- Is this good development?: Host community perceptions and impacts of CSU's partnership with Samburu, Kenya.* IE 479 International Development Theory and Practice, Colorado State University, Fort Collins, CO, April, 2013 (Repeated 2014, 2015, 2016, 2017).
- Students' Transformative Learning on an Alternative Break Program to Kenya.* Poster presented at the meeting of Association of International Education Administrators (AIEA), New Orleans, LA, Feb., 2013.
- What Matters Most? Unraveling the Complexities of Cultural Values* (with Jenn Christ). 10th Annual Diversity Conference: What the Recession Revealed, Colorado State University, Fort Collins, CO, Sept., 2010.
- Experience Difference!* (Session Organizer) (with Jenn Christ). REAL program series, Colorado State University, Fort Collins, CO, Sept., 2010.
- Short-term, faculty-led education abroad programs to non-tradition locations: A prospectus for program evaluation.* Paper presented at the meeting of Lifelong Learning, Inside and Outside Education. Roskilde University, Graduate School in Lifelong Learning, Roskilde, Denmark, Aug., 2010.
- Introduction to NAFSA's Statement of Principles* (with Ray Lagasse). Bridging Cultures: NAFSA: Association of International Educators Bi-Regional Conference, Regions II and IV, Omaha, NE, Nov., 2010.
- International Experiential Education—Trends and Opportunities.* Invited panelist for the Collegiate Career Services Association, Fort Collins, CO, Nov., 2007.
- Teaching, Learning and Scholarship Knowledge Community.* NAFSA: National Association of International Educators, Colorado State Conference, Fort Collins, CO, April, 2007.
- Teaching, Learning, and Scholarship Knowledge Community* (with Martha Denney). NAFSA: Association of International Educators, Region II Conference, Kansas City, MO, November, 2006.
- Empowering Women: A Brief History of Feminist Art in the United States.* Empowering Women: Coming Together to Move Forward, Colorado State University, Fort Collins, CO, Feb., 2006.
- Post Genghis Kahn, Post Lenin Lessons: Life in the Kyrgyz Republic.* International Connections, Colorado State University, Fort Collins, CO, Nov., 2005.

GRANTS

- Globalizing the Curriculum: Preparing Undergraduates for a Changing World.* Undergraduate International Studies and Foreign Language Program, U.S. Department of Education. (\$173,394). 2016 – 2018.
- Peace Corps Representative for Colorado State University. Peace Corps (\$140,000). 2015 – 2019.
- Peace Corps Representative for Colorado State University. Peace Corps (\$60,000). 2011 – 2015.
- Iraqi Young Leaders Exchange Program for Undergraduate Students. State Department/World Learning (\$138,000). Co-authored grant application and final reports, co-managed program, 2009.

PROFESSIONAL AFFILIATIONS AND INVOLVEMENT

Affiliations

- NAFSA: Association of International Educators, 2005 – present.
- AIEA: Association of International Education Administrators, 2013 – present.

Leadership

- NAFSA: Association of International Educators, 2006 – present.
 - Teaching, Learning and Scholarship Region II Representative, 2015 – present
 - Reviewer, National Conference Proposal Committee, Teaching, Learning and Scholarship, 2015, 2007, 2006.
 - Elected representative, National Ethics taskforce, wrote a code of ethics for the organization, 2008.
 - Participant, Internationalizing the Campus and Curriculum subcommittee, 2007 – 2009.
 - Elected member, Region II Nominations Committee, 2006 – 2007.
- U.S. Fulbright Scholars Campus Contact, Colorado State University, 2015 – present.
- U.S. Student Fulbright Advisor, Colorado State University, 2012 – 2014.
- Boren Fellowship Campus Advisor, Colorado State University, 2011 – present.
- Reader, Council of American Overseas Research Centers Critical Language Scholarships applications, 2007.

AWARDS AND HONORS

Recipient of Association of International Education Administration (AIEA) Harold Josephson Award for Professional Promise in International Education. One national award granted annually to a graduate student whose research and professional contributions demonstrate promise in the field of international education, 2013.

Colorado State University International Presidential Fellow. Selected by the Dean of the College of Applied Human Sciences for promising research on international issues, 2013.

Member, Gamma Beta Phi, National Honor Society, Colorado State University, 2012 – 2013.

PROFESSIONAL TRAININGS

Management Development Program, NAFSA: Association of International Educators, National Conference, Los Angeles, CA, 2017

Institute for Curriculum and Campus Internationalization, Center for the Study of Global Change, University of Indiana, Bloomington, IN, May 18 - 22, 2013.

Developing Intercultural Competence for International Education Faculty and Staff, NAFSA: Association of International Educators, National Conference, Houston, TX, May 28, 2012.

Internationalizing the Curriculum: Roles and Responsibilities on Your Campus, NAFSA: Association of International Educators, National Conference, Houston, TX, May 29, 2012

Teaching Intercultural Communication, Summer Institute of Intercultural Communication, Portland, OR, July 26-30, 2010.

Studio Abroad University, Kansas City, MO, May 22-28, 2007.

Service-Learning Scholars Program, Colorado State University, Fort Collins, CO, March - April 2007.

Global Service Learning: What?, Why? How?, NAFSA: Association of International Educators, National Conference, Montreal, Canada, May 21, 2006.

Internationalizing Undergraduate Education through Curriculum Integration and Faculty Development, NAFSA: Association of International Educators, National Conference, Montreal, Canada, May 22, 2006.

Peace Corps Master's International Conference, Washington, D.C., Summer, 2006.

SPECIAL SKILLS

- *Language*: Intermediate conversational ability in Russian. Intermediate reading ability in French
- *Computer*: Microsoft Office Suite, education research databases, SPSS, NVivo, Aries, CourseLeaf Catalog and Curriculum software

EDUCATION

Colorado State University, Fort Collins, CO

Ph.D. Higher Education (minor in International Development Studies), 2014

- *Dissertation*: "College Students' Transformative Learning: An Ethnographic Case Study of an Alternative Break Program to Kenya"

Northwestern University, Evanston, IL

M.A. Art History, 2000

Oberlin College, Oberlin, OH

B.A. Art History (minor History), 1997