

Kyle W. Oldham

EDUCATION

Ed. D in Social Justice Education, **University of Massachusetts-Amherst** Amherst, MA, May 2012

MS of Education in Student Affairs Higher Education (SAHE), **Colorado State University** Fort Collins, CO, May 2004

BA in Speech Communications, **Baldwin-Wallace University** Berea, OH, May 2002

WORK EXPERIENCE

Associate Director of Housing & Dining Services for Diversity, Inclusion & Assessment, Colorado State University, 2016 – present

- Supervise 2 Coordinators for Student Engagement & Diversity and Inclusion respectively within Residence Life
- Manage assessment planning and effectiveness tools for Housing & Dining Services (HDS) consisting of 9 diverse and complex work units.
- Provide leadership and direction related to growth and development of HDS based upon assessment data.
- Assess work environment for over 450 full-time staff to provide quality work spaces, positive climate and interactions.
- Serve as committee chair for HDS Assessment group
- Train, facilitate and coach staff on issues of diversity and inclusion within HDS.
- Participate in collaborative partnerships across campus and within HDS focuses on areas of diversity, inclusion and work effectiveness.

Assistant Director of Residence Life for Diversity, Inclusion & Student Leadership, Colorado State University, 2010 – present

- Serve as primary advisor to Residence Hall Association (RHA) and National Residence Hall Honorary (NRHH) and support with national affiliate organizations
- Created a week long training program based in multicultural competencies for various levels of staff to learn basics of engagement, community development and acceptance.
- Advise and support staff in their responsibilities to student leadership development within residence halls
- Provide supervision for 3 master's level, full-time, live-in residence directors and 1 Coordinator for Diversity and Inclusion
- Participate in the training, selection, supervision, mentoring and evaluation of full-time, graduate and paraprofessional staff.
- Coordinate student staff fall and winter training and on-going development sessions.
- Supervise 2 Student Affairs, graduate assistants.
- Manage budget planning and processes for the Leadership development and Resource Room areas within Residence Life.
- Participate in on-call duty rotation, assist with campus crisis management
- Collaborate with other university departments and community partners to meet mutual leadership development initiative needs.
- Serve as committee chair for Diversity and Inclusion Committee.
- Serve as Conference Advisor for IACURH 2015 Conference hosted at CSU

Student Affairs in Higher Education (SAHE) Faculty Advisor, 2010 – present

- Serve as advisor to SAHE student in the program
- Review applications for admission to SAHE program
- Facilitate faculty interviews for admission to SAHE program and assistantships
- Participate in meetings, orientation and evaluation of SAHE program events

Residence Director, University of Massachusetts Amherst, Amherst, MA, 2007 – 2010

Assistant Residence Director, University of Massachusetts Amherst, Amherst, MA, 2006 – 2007

- Supervise 12-18 Resident Assistants and 1 Graduate Assistant Residence Director in a 2 building cluster
- Advise Diversity Peer Educators group pilot program
- Participate in on-call duty rotation responsibilities for campus of 12,500 residents
- Planned Enter the Student Staff, Experiential Diversity Training exercise for 515 Housing and Residence Life Employees
- Oversee \$3,500 budget for programming and supplies
- Use analysis of EBI and RFYE research data to inform Living Learning Plans for student staff to implement programming in the cluster.
- Manage and oversee Student Office Manager, Front Desk staff, operations and mail sorters.
- Lead student staff training sessions on Social Justice and Diversity, Community Development and teambuilding activities

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- Work with a Residential First Year Experience (RFYE) program with a Health and Fitness theme containing 2 Residential Academic Programs (1) Health Sciences and (2) Psychology
- Conducted focus groups to assess residential social justice and diversity initiatives for student staff and residents
- Help maintain the physical, emotional, and mental well-being of approx. 330 residents of 2 co-ed residence halls
- Judicial hearing officer, for residence hall policy violations

Assistant to the Director of Multicultural Affairs, North Central College Naperville, IL, 2004 – 2006

- Advised Black Student Association (BSA), Gay-Straight Alliance (GSA), Big 12 Black Student Government Conference Delegation
- Planned Rev. Dr. Martin Luther King, Jr. Celebration March and writing contest for local high schools to raise awareness about the celebration of the national observance.
- Responsible for the planning and implementation of multicultural programs and opportunities through the Office of Multicultural Affairs for the North Central College Community, including Women's History Month and monthly newsletter.
- Created the GLBT Professional Network for staff, faculty and administration to discuss issues related to the community.
- Worked to create an inclusive environment for all students through social and educational program.

Area Hall Director, North Central College Naperville, IL, 2004 - 2006

- Supervised 7 Resident Assistants and managed the physical, emotional, and mental well-being of approx. 220 residents of 2 co-ed residence halls and 1 all female hall
- Advised Illinois State Resident Assistant Association NCC Chapter delegation to annual conference.
- Advised to North End Activities Board programming team for the North End residence halls
- Acted as Staff Advisor to First Year CREW program group of approx. 30 women
- Planned and Implemented a Chicago Area Small College Housing Association (CASCHA) day-long RA Conference
- Managed Summer Housing Facilities and community development for summer residents, Summer 2005

Hall Director, Colorado State University Fort Collins, CO, 2002 – 2004

- Supervised 12 Resident Assistants and 1 undergraduate Assistant Hall Director
- Advised USS Newsom Hall Council programming board and election process
- Co-Advised RHA and NRHH student organizations and conference delegations to IACURH and NACURH
- Tracked hall budget for programming and supplies
- Judicial hearing officer, for residence hall level policy violations
- Planned social and educational programs for residents

TEACHING EXPERIENCE

IU 470 & 471: Effective Leadership, President's Leadership Program (PLP), *Colorado State University*, Fall 2013 – present

- Co-teach 2 courses based around the philosophy of Effective Leadership and Success as a Leader that serves as a third year in the PLP experience. Coursework builds upon the tenants of the competitive program that believes all students have the potential to lead and it is the intent of the program to prepare leaders who are capable of navigating an increasingly diverse, global and technological world.

EDRM 698: Research-portfolio seminar, *Colorado State University*, Fall 2012 – present

- Co-teach portfolio course, each semester students go through this course as a cohort to complete their portfolio as requirement for the Student Affairs in Higher Education (SAHE) program. This course is taken each semester during their 1st year in the program.

AIMHO College Faculty, ACUHO-I, Fall 2011

- As a member of faculty I taught a course on social justice and diversity to 28 entry level professionals in the housing field. I also served as a panel member, and facilitator for hot topic conversations related to housing services on college campuses.

EDUC 258: Educating for Social Justice & Diversity through Peer Theater, *University of Massachusetts Amherst*, 2008 – present

- The course provides students with a framework for understanding the dynamics of diversity and oppression, an opportunity to expand their knowledge and awareness of a variety of cultural values, and reflective and critical experiences to explore how forms of oppression affect their personal lives. We focus primarily on sexism, heterosexism, classism, and racism during the semester. A related purpose of this course is to provide a structure for undergraduate students to explore theatre as an approach to peer education on diversity, multiculturalism, and oppression.

EDUC 291E: SHAHA: The Storytellers, *University of Massachusetts Amherst*, 2008 – 2010

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- This course is designed to provide students the opportunity to draft scripts based upon their understanding of the dynamics of diversity and oppression that will be presented to residential communities across campus through theatre performances by the troupe. The troupe is made up of students who have taken EDUC 258 or other social justice and diversity courses as a prerequisite.

(In)Visible Minority: Racism and Homophobia among LGBT People of Color, *ACPA Webinar*, Spring 2007

- This presentation examined the layers of oppression faced by LGBT people of color through presentation of student interviews, reviews of research and campus practices, and personal experiences of presenters and session attendees.

FACILITATION EXPERIENCE

Colorado State University Black Issues Forum, 2014 – *Present*

- Provide a keynote address that focused on Self-Awareness and identity development to 60+ African American High School, investigating their career paths with college, to qualify for a scholarship to CSU.

Colorado State University Vice President for Diversity Office, Training & Facilitation Team, 2013 – *Present*

- Serve as a member of a team of professional staff from around campus that lead diversity and inclusion seminars and trainings for the office of the VP of Diversity on multiple topics to constituents across campus.

Advisor Resource Training (ART), 2012 – *Present*

- Trained as an ART facilitator within NACURH, to present professional development sessions on advising to professional and grads from around the world about how to advise and work with Hall Councils, RHA and NRHH organizations.

GLBTQQARC Student Leadership Retreat, 2012 – *Present*

- Serve as a cluster facilitator for student leaders in the GLBTQQA community to learn about self and others in relation to leadership, self-awareness and larger systemic and societal issues.

IU 193: Perspectives – Sport and Higher Education (3 courses), Summer 2012 – *Present*

- Facilitate dialogues as a guest lecture and learning for student athletes to examine self-awareness in relation to being a successful college student while evaluating pertinent societal issues in relation to their overall success.

Office of Fraternity & Sorority Life - Inclusive Leadership, Fall 2013

- Offered opportunities for members of fraternity and sorority organizations to engage in discussion and dialogue about race, microaggressions and leadership related to their organizations and larger systemic issues facing their organizations today, as a guest lecture for 2-weeks in a leadership course.

Colorado State University High School Diversity Conference, Fall 2012

- As a keynote speaker for approximately 120+ high school students from Colorado, and engaged them about diversity and socialization in their lives and high school.

Colorado State University Campus Step Up, Winter 2012

- Served as small group cluster facilitator for students and staff, engaging in learning about social justice, diversity and inclusion.

Colorado State University LeaderShape, Inc., Spring 2011

- Served as cluster facilitator for week-long intensive leadership and inclusion program for students and staff to engage in learning about self in relation to leadership and defining values and vision for change.

Resident Assistant Leadership Class, *Colorado State University*, Spring 2010 – 2013

- This course taught leadership skills and knowledge to be a successful candidate for the Resident Assistant position. Students were offered the opportunity to participate in simulations and activities to complement the education taught in class.

Faculty and Staff Intergroup Dialogue Facilitator Training, *Five College Consortium, MA* 2009

- This training was designed to teach faculty and staff of the Five College System various dialogue techniques and activities that would enable them to facilitate a dialogue experience on race, gender or class for their colleagues at their respective campuses.

Intergroup Dialogue on Race & Sexuality, *University of Massachusetts Amherst*, Fall 2008

- Students in the course participate in a semi-structured face-to-face meeting with students from at least two different social identity groups and explore their own and the other groups' experiences in various social and institutional contexts.

Ins & Out of Diversity in Residence Life, Mitchell College, 2010

- Facilitated a conversation with RA staff of Mitchell College about inclusion and diversity within residence life, to create welcoming communities.

Fort Collins Multicultural Leadership Retreat, 2003, 2004 & 2015

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- Served as a small group facilitator for staff, administrators, community members and city officials to learn and engage about difference and inclusion, in multiple work venues and the power of storytelling in building cohesive inclusive communities.

PUBLICATION EXPERIENCE

Published: AIMHO The Angle - Motivating Students in the New Year, Issue 1, Jan-Mar 2013

Published: Beyond the Stereotype of Black Homophobia: Exploring the potential of Black Allies for Lesbian, Gay and Bisexual Students, Dissertation 2012.

Published: ACPA Developments – Educating the Whole Student: Furthering the Dialogue, Fall 2011

Published: AIMHO The Angle – Living, Learning and Reflecting with HEART, Issue 4, Oct-Dec 2011

Manuscript: A Call to Action: Honoring the Voices of LGBTQ Students of Color, 2007

RELATED EXPERIENCE

Travel Abroad, Ghana, Africa, Winter 2014

- Met with university officials and Presidents at 4 institutions of higher education to gain perspective on learning and educating in a different cultural context
- Explored cultural differences first hand, between Ghanaian college students and American college student experience
- Explored opportunities for partnership and learning of student affairs professionals in Ghanaian universities

Social Justice Education Department Campus Visit Committee, Co-Chair, University of Massachusetts Amherst, 2007-2010

- Secured facilities and up to 30 volunteers for two-day visit experience
- Delegated task to members of the committee
- Planned and provided leadership for the daily operations and possible hurdles during the visit experience
- Lead committee meetings
- Served as liaison to faculty of the department during faculty meetings to provide updates and progress of the campus visit

Gay, Lesbian, Bisexual, Transgender Student Services, Colorado State University, Fort Collins, CO, Fall 2003

- Developed an understanding/knowledge of policy and procedures of the Gay, Lesbian, Bisexual, Transgender Student Services (GLBTSS) Office
- Coordinated Grad/Non Traditional and Student of Color student groups by developing programs and social activities that allow for students to engage in conversation with one another.
- Created publications utilizing MS Publisher that were sent out of the office (brochure)
- Assisted in coordinating an alumni social event.

Career Center & Student Employment, University of Hawai'i at Hilo, Hilo, HI, Summer 2003

- Gained an introductory understanding of the function and services of a career center and Student Employment Services
- Learned about resources the Career Center utilizes to help students with career objectives
- Obtained knowledge about the issues the Career Center may be facing in a small college environment
- Created a monograph resource binder for Careers related to majors offered at UH Hilo

Student Organizations Office, Colorado State University, Fort Collins, CO, Spring 2003

- Learned budget and deposit procedures for student organizations
- Created an Advisor training session and pamphlet for Student Organizations Advisors
- Obtained transferable knowledge and skills from the professionals in all aspects of Student Activities through observation.

SELECTED PRESENTATION EXPERIENCE

- 10 years later . . . (In)Visible Minority: Racism and Homophobia, ACPA, March 2016
- Diversity in the Classroom as a Faculty/Staff/Administrator, INTO CSU, 2015
- Inclusion 101 & 102, Housing & Dining Services, Training Conference, 2015
- Defining Identity-Who you are at the Core, John Mosley Leadership Program, 2014
- Comic Books & Masculinity, Men in the Movement, 2013

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- Dreamgirls-Hairspray-Wicked, Oh my!, IACURH, 2013
- So You Think You Can Supervise?, AIMHO, 2013
- Jumping on the Already Moving Train: A conversation on work transition, AIMHO, 2013
- Which Superhero are you?, REAL Workshop, 2012 - 2014
- What's Your Story? How have you been socialized, 2012, 2013
- What's Your Story, Spring 2012
- Beyond Stereotypes: Civility of Black College Students toward LGB students, Spring 2012
- Are You Talking to Me: A Lesson in communication and socialization, 2011, 2013
- Engaging the HEART in Social Justice and Diversity Training, Fall 2011
- Leadership, Social Justice and Diversity, through X-men, Fall 2011
- Campus Activities Diversity Programming Training, Fall 2011
- Are you talking to Me, Spring 2011
- Student Development Theory in Residence Life, Hampshire College, 2010
- Courage to Act: Implementing Experiential Diversity Training, NASPA & ACPA, Spring 2009
- Facilitating Inclusive Communities/Diversity activities, ACPA Pre-conference, Spring 2009
- Enter the Student Staff, RA Training Diversity Simulation Fall 2008
- Creating Inclusive Communities, Fall 2008
- Planning a Program, *you know you wanna*, 2007
- Honoring Their Voices and Taking Action: Working with LGBTQ Students of Color, ACPA, April 2007
- (In)Visible Minority: Racism and Homophobia, ACPA, March 2006
- Diversity Pursuit, *Top Ten Program Winner*, ISRAA, January 2006
- The Down Low: A Discussion on Sexual Behavior, GLACHUO, November 2005
- Cardinals that Care Safe Space Program Training, RA Training, September 2005
- Homosex-u-what, a talk about sexuality, 2005
- American Dream Diversity Simulation, Fall 2003 & 2005
- DIVERS-ARDY, *Top Ten Program Winner*, ISRAA, February 2005
- The Modified Wall Diversity Simulation, Fall 2003
- Barnaga Diversity Simulation, Fall 2003
- Humor in Your Life Wellness Presentation, November 2003
- Others available upon request . . .

HONORS & AWARDS

- IACURH Valerie Averill Advisor of Year Award, February 2016
- Blanche Hughes Distinguished Faculty/Staff Award, Black African American Cultural Center, 2014-2015
- OTM Advisor of the Month, October 2011, March, Sept., Oct., Nov. 2013
- Administrative Professional Star Award, February 2013

COMMITTEES & MEMBERSHIPS

- Diversity & Inclusion Workgroup, Residence Life, Chair
- Student Staff Training & Development Committee, Residence Life, Chair
- Division of Student Affairs Vision Committee, 2013-2015
- Student Leadership, Involvement, Community Engagement (SLiCE), Assistant Director, Search Chair, 2015
- Residence Life Search Committee for Assignments Coordinator, Chair 2013
- Multicultural Undergraduate Research Arts Leadership Symposium (MURALS) Committee, 2012-present
- American College Personnel Association, ACPA, 2002 – present
- National Association of Student Personnel Administrators, NASPA, 2002 – present

REFERENCES

Kyle W. Oldham

Laura Giles, *Director of Residence Life*, Colorado State University, 120 Palmer Center, Fort Collins, CO 80521 (970)-491-4719, Laura.Giles@colostate.edu, *current supervisor*

Kathy Sisneros, *Assistant Vice President of Student Affairs*, Colorado State University, Administration Building, Fort Collins, CO 80521 (970) 491-5312, Kathy.Sisneros@colostate.edu

Bridgette Johnson, *Director of Black/African American Culture Center*, Colorado State University, Lory Student Center, Fort Collins, CO 80521 (970) 491-5781, Bridgette.Johnson@colostate.edu