

Education

M. Ed. - College Student Personnel Administration, Colorado State University

B. S. - Interpersonal Communication and Psychology, University of Wisconsin - Stevens Point

Teaching Experience

School of Education - Instructor

Colorado State University

- Co-teach "EDHE 676: Organizational Behavior in Student Affairs" (Spring Semesters 2009 - Present)
- Co-teach on-line "EDHE 676: Organizational Behavior in Student Affairs" (Summer 2014 – Summer 2015)
- Co-taught "College Union Administration" graduate student workshop (Spring 2003, Fall 2004, Spring 2007)
- Taught "Communicating Across Cultures: Diversity Training for Peer Mentors", open to all CSU students; supervised graduate teaching assistants (Spring 1997, 1998, 1999)
- Taught "Working With Student Groups", Student Affairs in Higher Education graduate program (Fall 1995, 1996, 1997)
- Taught "Leaders Exploring and Developing," open to all CSU students, supervised graduate teaching assistants (Fall 1993, 1994; Spring 1996)
- Taught "Introduction to Student Leadership"; supervised graduate teaching assistants (Fall 1993, 1994, 1995)
- Taught "Leadership and Personal Development," open to all CSU students; supervised graduate teaching assistants (Fall 1992, Spring 1993)
- Taught "Programming and Leadership Development," developed for members of the Lory Student Center programming boards; supervised graduate teaching assistant (Fall 1991)
- Co-taught "Greek Leadership," (Spring 1991)
- Facilitated seven week "Housing Staff Selection Class" (Spring 1989)
- Co-taught "Developing Your Personal Leadership Potential," (Spring 1988, Fall 1988)

Professional Experience

Interim Executive Director, Housing & Dining Services (HDS)

Colorado State University

July 2017 - Present

- Serves as the senior administrative officer for HDS with direct responsibilities for all departments in HDS including: Residence Life, Dining Services, Conference & Event Services, RamCard Office, Apartment Life, Mountain Campus, Administration, Operations Management and Technology Services
- Sets standards of operation and performance for HDS facilities, programs, services, and personnel.
- Collaborates with multiple campus administrators, faculty, and staff colleagues in support of University-wide initiatives and events.
- Responsible for the overall operation of HDS ensuring the vision, mission and goals of the organization are successfully accomplished through high standards of operation and performance for all HDS facilities, programs, services & personnel
- Responsible for the administration of a complex, multi-unit auxiliary organization with an annual operating budget of \$90M
- Responsible for over 2.1 million sq. ft. of Housing & Dining Services facilities, administration of 9 departments, approximately 450 full-time employees, and over 1200 student and hourly employees

Associate Executive Director, Housing & Dining Services

Colorado State University

January 2008 – Present

- Direct supervision of:
 - Director of Residence Life
 - Director of the CSU Mountain Campus
 - Director of Conference Services
 - Director of Technology & Ram Card
 - Director of Communications
 - Coordinator for Safety & Staff Training
 - Human Resources Coordinator
 - Director of Operations Management (2008 – 2009)
- Facilitation of weekly HDS Directors Staff meetings
- Represent Housing & Dining Services on multiple university-wide committees
- Serves as the HDS liaison for strategic departmental relationships across campus
- Drives the continued development and implementation of the departmental strategic plan
- Provides leadership for departmental organizational development efforts

Interim Director of Operations Management, Housing & Dining Services

May 2016 – Present

Colorado State University

- Direct supervision of 1 Associate Director, 4 Assistant Directors, a Safety Coordinator and an Account Supervisor. Indirect supervisor for 200 full-time and 50 hourly and student staff members
- Overall responsibility for the functioning of all Housing & Dining facilities
- Collaborated with Residence Life, Dining Services, Conference & Event Services, and other key University departments to provide quality conference experiences for clients
- Management and oversight of departmental budget

Acting Director of Conference Services, Housing & Dining Services

December 2010 – May 2011

Colorado State University

- Direct supervision of 3 Conference Coordinators and 1 Assistant Director, indirect supervisor for 3 additional staff members
- Overall responsibility for the functioning of a comprehensive conference services program
- Collaborated with Operations Management, Dining Services, and other key University departments to provide quality conference experiences for clients
- Management and oversight of departmental budget

Acting Director of Residence Life, Housing & Dining Services

Colorado State University

June 2009 – July 2010

- Direct supervision of 4 Residence Life Assistant Directors and 3 Support Staff; responsible for over 30 full-time professional staff, 18 graduate assistants and over 200 student staff members
- Overall responsibility for the functioning of a comprehensive Residence Life program inclusive of academic support, community development, assignments and discipline
- Collaborate with Operations Management, Dining Services, Conflict Resolution and Student Conduct Services and other key University departments to provide quality facilities and services to residents.
- Management and oversight of departmental budget

Director, Student Involvement & Activities

Colorado State University

March 2002 – August 2007

- Responsible for budget development and management for all of Student Involvement & Activities operation
- Directly supervised 6 full-time employees and 1 graduate assistant; responsible for organizational staff (full-time, part-time, graduate and student) of over 50 employees that were responsible for campus programming, student organizations, art exhibitions, campus information and campus box office services
- Advised the Associated Students of Colorado State University
- Coordinated for-credit President's Leadership Program; provided leadership for expansion from a 1 year to a 3 year full academic year program
- Chair of University/Community MLK Jr. and Cesar Chavez Holiday Celebrations

Human Resources Management Support

Hewlett-Packard, Fort Collins, CO

November 2000 – March 2002

- Coached multiple managers on employee performance issues, organizational development strategies and effective management practices
- Advised managers and staff on compensation, benefits, education, diversity and staffing issues
- Drove report analysis and fiscal planning for corporate initiated programs
- Conducted investigations into misconduct issues and partnered with management on appropriate resolution
- Served as a strategic business partner by providing a human resources perspective on all business planning and change management efforts

Diversity Consultant

Hewlett-Packard

March 1999 – November 2000

- Coached managers at all levels, in various physical locations and in multiple businesses, regarding the creation of a more inclusive and respectful work environment for all employees; integral in development of business diversity goals and strategies
- Advised Fort Collins Site Diversity Action Council and various employee networking groups in program development, resources and event implementation
- Designed and presented more than 25 workshops to meet various organizational needs, such as: "Harassment Prevention", "Mentoring", "Myers-Briggs Type Indicator", "Interviewing for a Diverse Workforce", "Experiential Teambuilding", and "Homophobia in the Workplace"
- Co-created and designed 6-month long "Diversity Infusion Project" for HP Northern Colorado Human Resources Staff
- Designed and delivered more than 20 basic diversity classes to various intact and open-enrollment groups

Professional Organizations

Professional Memberships/Involvement

ACUHO-I
NASPA

Recent Professional Development

Women's Leadership Institute (2015)
Creating Inclusive, Socially Just Campus Environments (2015)
Qatar Study Tour (2015)
AIMHO Senior Housing Officer Institute (2010 Participant, 2011 & 2012 Faculty Member, 2013 & 2014 Committee Chair)
Disney Institute (2014)
NASPA Annual Conference (2010, 2015)
ACUHO-I Annual Conference (2009, 2011, 2013)
ACUHO-I Professional Standards Institute (2009)
NACAS West (2009)
ACCED-I (2009, 2012)