



Ryan Paul Barone

Education

University of Denver (Denver, CO)
PhD, Higher Education, June 2014
Diversity and Higher Learning Specialization
Dissertation: *In Search of Social Justice Praxis:
A Critical Examination of Senior Student Affairs Officers' Leadership Practices*
Comprehensive Examination Passed with Honors, May, 2013

Colorado State University (Fort Collins, CO)
Master of Science, Student Affairs in Higher Education, May 2005
Graduate Women's Studies Certificate, May 2006

State University of New York College at Fredonia (Fredonia, NY)
Bachelor of Science, Communication Studies, May 2002
Political Science Minor

Employment

Assistant Vice President for Student Success

(July 2017-present)

Colorado State University (CSU, Fort Collins, CO)

- Lead academic cluster in student affairs consisting of student success projects staff, the Career Center, the Academic Advancement Center, the Colorado Challenge, and The Collaborative for Student Achievement; provide supervision and oversight for the 40+ full-time and 35+ student staff in the cluster
- Provide leadership in the development and implementation of the University's student success initiatives
- Oversee and manage the Student Success budget exceeding \$500,000 annually
- Provide planning support in start-up phases of new student success initiatives
- Collaborate with others on campus to submit and implement grants in support of CSU's student success initiatives
- Provide leadership for the Integrative Planning and Advising for Student Success (IPASS) Grant including EAB's SSC Campus, U.direct/U.achieve, Beacon, Canvas, Ellucian Mobile, and Learning Analytics
- Collaborate with cross-campus units in support of student success efforts at CSU
- Serve on University committees representing the Division of Student Affairs and those associated with student success interests
- Collect and analyze quantitative and qualitative institutional data from existing sources on issues relevant to promoting student academic success and persistence to graduation

Adjunct Faculty, Student Affairs in Higher Education

(Fall 2014-present)

Colorado State University College of Education

- Co-teach EDHE 661-Inclusive University (online)
- Serve as a committee member for Student Affairs in Higher Education Masters students

Executive Director, Student Leadership and Development
Director, Student Leadership and Development

(July 2016-June 2017)
(July 2015-June 2016)

Aims Community College (Aims, Greeley, CO)

- Led student affairs unit of 8 professional full-time, 2 professional part-time, and 12-15 student staff
- Coordinated partnerships with academic affairs via the Advancing Academic Achievement academic department co-managed by Student Leadership & Development
- Managed student fee and institutional budget exceeding \$1.8 million dollars annually
- Directed and supervised the implementation of departmental communication and marketing plans
- Led and disseminated department curricular and co-curricular student learning outcome data
- Designed and implemented comprehensive program for promoting first-year student engagement & persistence
- Managed student accident insurance policy
- Led the Associated Students of Aims Community College
- Functioned as campus ombuds
- Coordinated campus orientation and welcome programming
- Oversaw campus Mediation, Assistance, and Advocacy Program
- Functioned as campus mediator
- Provided leadership and supervision for 25+ clubs, 2 student organizations, and 2 student groups
- Developed and implemented procedures and guidelines for student programs and organizations
- Led campus Human2Human equity and social inclusion committee of faculty, staff, and students
- Represented the department within the Division of Student Services, across campus, and externally
- Led department through strategic planning and the creation of a mission, vision, and values

Assistant Director, Center for the First-Year Experience

(April 2014-June 2015)

Aims Community College (Greeley, CO)

- Developed, implemented, and maintained campus commitment to intentional, integrated, and successful first-year programs through coordinating the campus First-Year Experience (FYE)
- Led campus retention efforts through collaborative curricular and co-curricular strategies
- Supervised instructors providing curricular and pedagogical support
- Oversaw professional and student staff including hiring, programming, and budget development
- Directed new student orientation programs while serving as liaison to faculty, administrators, and other higher education institutions regarding retention matters
- Developed and oversaw an operating budget of \$300,000
- Coordinated and implemented a men of color retention and completion initiative

Graduate Assistant, Morgridge College of Education

University of Denver (DU, Denver, CO)

Office of Admissions

(September 2012-March 2014)

- Planned signature events such as the Student of Color Reception & interview day programs
- Created relevant admissions reports on outreach and service events
- Served as admissions ambassador recruiting and interfacing with potential new students

Office of the Dean

(September 2012-December 2013)

- Provided research support for Dean of the College of Education, including co-authorship
- Planned campus/community events for College of Education faculty and strategic community partners

Higher Education Program

(September 2011-June 2012)

- Assisted higher education faculty in research, syllabi development, and conference presentations
- Provided support for program advertising and recruitment and interfaced with constituents

Academic Advisor

(July 2012-June 2013)

Community College of Aurora (Aurora, CO)

- Provided individual academic advising, mentoring, and support
- Assisted in the development and implementation of advising outreach programming and training materials

Orientation Summer Intern, Division of Student Services (June 2012-August 2012)
Community College of Aurora (Aurora, CO)

- Assisted the Vice President for Student Affairs in the implementation and evaluation of new mandatory orientation

Program Coordinator for Men’s Programming and Violence Prevention, Women and Gender Advocacy Center (December 2011-June 2012)
Colorado State University (CSU, Fort Collins, CO)

- Assisted in developing comprehensive primary sexual assault prevention plan
- Researched and constructed curricula related to social justice and gender socialization
- Developed qualitative and quantitative program assessments for interventions

Residence Hall Director, Department of Residential Life (July 2007-June 2011)
University of Connecticut (UConn, Storrs, CT)

- Hired, trained, and evaluated 16 Resident Assistants and 21 desk/game room workers
- Supervised graduate Assistant Residence Hall Director from the Higher Education in Student Affairs program
- Coordinated two student success learning communities with faculty and academic teams
- Administered code of conduct and adjudicated cases including removal from housing
- Responded to and made referrals for students with issues such as suicidal behavior, depression, and disordered eating
- Advised hall programming body overseeing a budget of \$12,000 and a personal programming budget of \$6,000

Men’s Project Coordinator, Office of Women’s Programs and Studies (June 2005-June 2007)
Colorado State University (Fort Collins, CO)

- Recruited and trained 20 student leaders in an annual gendered violence and sexual assault prevention program for men
- Established 10-week, primary sexual assault prevention training utilizing national best practices
- Created survey instrument and administered to participants and control group pre and post prevention project
- Coordinated campus awareness-raising initiatives including social norming campaigns for gendered violence prevention

Graduate Hall Director, Department of Residence Life (Fall 2003-Spring 2005)
Colorado State University (Fort Collins, CO)

- Managed and directed co-educational standard and suite-style residence halls housing 450 students
- Adjudicated students at the residence hall level through education, counseling, sanctioning, and referral
- Oversaw \$2500 operational budget for residence hall programmatic efforts and day-to-day operations
- Planned and implemented new Global Village Living Learning Community for international and domestic students
- With student and academics affairs team provided operational support for the Key academic living learning community of 200 highly multicultural students
- Helped operate, assess, and taught in the Key Plus living learning community for 45 second-year students

Teaching Experience

- EDHE 661, Inclusive University, CSU** (Fall 2014-present)
- AAA090, Advancing Academic Achievement, Aims** (Fall 2014)
- INTD 1800, RA Leadership Class, UConn** (Fall 2008 & Fall 2010)
- WS 200, Introduction to Women’s Studies, CSU** (Fall 2006 & Spring 2007)
- Conflict Resolution and Student Conduct Services Life Skills, CSU** (Fall 2005-Spring 2006)
- WS 397, Student Alliance for Gender Education, CSU** (Spring 2006 & 2007)
- RA Selection Class, CSU** (Spring 2004-2007)
- IU 218, Key Plus Leadership Class, CSU** (Fall 2004)

Professional Development

- International Journal of Qualitative Studies in Education** (Spring 2016-present)
- Guest reviewer
- Mediation Training/40-hour Certification** (Fall 2015)
- Collaborative Decision Resources (CDR)
- FMLA Training for Supervisors** (Fall 2015)
- Mountain States
- Phi Theta Kappa Advisor Institute for Maximizing Student Success** (Summer 2015)
- Supervisor Training** (Spring 2015)
- Mountain States
- National Resource Center for the First-Year Experience** (Spring 2015)
- National conference attendee
- American College Personnel Association** (Spring 2013-Spring 2015)
- Equity and inclusion working group
 - Developed bias related protocol for association
- National Resource Center for the First-Year Experience** (Summer, 2014)
- Completed First-Year Experience best practice online course
- Center for Multicultural Excellence, DU** (Fall 2011-March 2014)
- Social justice education planning, coordination, and implementation committee
 - Think Tank for Equity: College Access & Success for Students of Color in Colorado-planning committee
- Catalyst Social Justice Retreat, University of Northern Colorado** (Spring 2014)
- Co-lead facilitator
 - Developed curriculum
- The Journal of Primary Prevention** (Fall 2008- Summer 2011)
- Guest reviewer
- Rainbow Center, UConn** (Fall 2009- Summer 2011)
- Husky Ally program committee founding member
 - Developed advanced ally training curriculum
- African American Cultural Center, UConn** (Fall 2010- Summer 2011)
- Rev. Martin Luther King Jr. Celebration-founding member
 - Advisory board member
- Women's Center Advisory Board, UConn** (Spring 2008-Fall 2010)
- Fundraising Committee
- UConn Connects Program** (Fall 2008-Spring 2009)
- Mentor students on academic probation
- National Association of Student Personnel Administrators (NASPA)** (Spring 2003-Spring 2009)
- National Men and Masculinities Knowledge Community (MMKC) Co-Chair
 - Region IV-W Chair of Men and Masculinities Knowledge Community
- Social Justice Leadership Retreat (SJTI)** (Fall 2008)
- Week long intensive retreat on race and racism

Publications

Refereed

Harris, J., **Barone**, R. P., & Finch, H. (in press). The Property Functions of Whiteness within Fraternity and Sorority Culture and its Impact on Campus. *New Directions for Student Services*.

Harris, J, **Barone**, R. P., & Patton, L. D. (2015). Who benefits?: A Critical Race analysis of the (d)evolving language of inclusion in higher education. *Thought & Action*, 21-38.

Barone, R. P. (2014). White clauses in two historically white fraternities: Documenting the past and exploring future implications. *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors* 8(1), 54-73.

Barone, R. P., Wolgemuth, J. R., & Linder, C. (2007). Preventing sexual assault through engaging college men. *Journal of College Student Development*, 48(5), 585-594. doi: 10.1353/csd.2007.0045

Barone, R. P. (2006). Beyond the gender gap: Exploring the male student experience in higher education. *Journal of Student Affairs, 15*, 32-40.

Book Chapters

*Anderson, G., M., **Barone, R. P.**, Sun, J. C., & Bowlby, N. (2015). The new stratification: Differentiating opportunity at community colleges by race and class in the U.S. In A. M. Martinez-Aleman, E. M. Bensimon, & B. Pusser (Eds.). *Critical approaches to the study of higher education*. Baltimore, MD: Johns Hopkins.

*Harris, F., III, & **Barone, R. P.** (2011). The situation of men, and situating men in higher education: A conversation about crisis, myth and reality about college students who are men. In Laker, J. A., & Davis, T. (Eds.), *Masculinities in higher education: Theoretical and practical considerations*. New York, NY: Routledge.

Other Publications

Rottini, F., Hanks, R. & **Barone, R. P.** (2016). I don't see race: Leveraging racial diversity to deepen learning. *Aims Signature Magazine*.

Barone, R. P. (2015). Racial microaggressions. *Aims Faculty Teaching & Learning Newsletter*.

Barone, R. P., & Saunders, S. A. (2010). Diversity's promise for higher education: Making it work (review). *Journal of College Student Development, 51*(5), 601-602. doi: 10.1353/csd.2010.0004

Barone, R. P. (2009, Winter). My work with college men. *Men and Masculinities Newsletter*. Retrieved from <http://www.naspa.org/kc/mmkc/winter09mmkc.pdf>

Barone, R. P. (2009, Spring). Men as perpetrators of violence: A critical reflection of patriarchy. National Association of Student Personnel Administrators (NASPA) *Men and Masculinities Newsletter*. Retrieved from http://www.naspa.org/kc/mmkc/SpEd_Aug_2009.pdf

Barone, R. P. (2008, Fall). Recruiting and retaining male RA's. *Housing Pros*. Retrieved from http://www.reslife.net/html/training_1008a.html

Barone, R. P. (2008, Spring). Reflections on school shootings. National Association of Student Personnel Administrators (NASPA) *Men and Masculinities Newsletter*. Retrieved from <http://www.naspa.org/files/Spring%202008%20Newsletter%20Final.pdf>

Barone, R. P. (2008, February). Intent versus impact: Examining our subtle racism and responses to accountability. *Essentials*. Journal of the Association of Fraternity/Sorority Advisors.

Linder, C., & **Barone, R. P.** (2007, June). Addressing gender: The Men's Project. *NetResults*. Journal of the National Association of Student Personnel Administrators (NASPA). Retrieved from <http://www.naspa.org/mem/pubs/nr/default.cfm?id=1583>

Barone, R. P. (2007, March). The privilege of apathy: Listening in on a conversation on race, class, gender and power. Association of College Personnel Administrators (ACPA): *Commission for Social Justice Educators Newsletter*. Retrieved from http://www.myacpa.org/comm/social/newsletter0307/newsletter_mar07.pdf

Barone, R. P. (2007, February). Women's issues and men's issues: Moving past the dichotomy. *Essentials*. Journal of the Association of Fraternity/Sorority Advisors.

Barone, R. P. (2006, February). Turning graffiti into opportunity: Addressing men's reactions to sexual assault media. *Report on Social Norms*. Retrieved from <http://www.mostofus.org/newsletter/article.php?newsletterID=4&articleID=17>

Conference Presentations

Refereed

Barone, R. P., & Orozco, J. A. (2017 March). *The status quo is not working: Facilitating an equity-focused paradigm shift using Growth Mindset and Validation Theory to predict community college student success.* Paper presentation at the annual meeting of the National Association of Student Personnel Administrators (NASPA), San Antonio, TX.

Harris, J. C., & **Barone, R. P.** (2017 March). *The property functions of whiteness within fraternity and sorority culture and its impact on campus.* Paper presentation at the annual meeting of the National Association of Student Personnel Administrators (NASPA), San Antonio, TX.

Barone, R. P., McCasland, S., Matijevic, P., & Bornstein, L. L. (2016 March). *Fostering a mindset of completion: From AAA to Catalyst.* Paper presentation at the annual meeting of the American Association of Community Colleges (AACC), Chicago, IL.

Barone, R. P., & Veretto, R. (2015, June). *Fostering a mindset of completion: From AAA to Catalyst.* Paper presented at the annual meeting of the League for Innovation in the Community College-The Summit, Phoenix, AZ.

Barone, R. P. (2015, February). *Pedagogy revisited: A critical exploration of faculty pedagogical practices.* Presentation for the Faculty Teaching and Learning Center, Greeley, CO.

Pearson, D., & **Barone, R. P.** (2015, February). *Bridging the gap: Guiding unprepared students to achieve success.* Presentation for the Faculty Teaching and Learning Center, Greeley, CO.

Barone, R. P. (2014, March). *A critical examination of senior student affairs officers' leadership practices.* Paper presented at the annual meeting of the American College Personnel Association (ACPA), Indianapolis, IN.

Garriott, P. O., Reiter, S., Brownfield, J., Fujii-Doe, W., & **Barone, R. P.** (2014, March). Developing White allies through brief multicultural education interventions. In P. O. Garriott & L. B. Spanierman (Co-chairs), *Race traitors: Empirical investigations of White allies.* Symposium submitted to the 2014 Counseling Psychology Conference, Atlanta, GA.

Barone, R. P. (2013, March). *White clauses in historically white fraternities: Critically exploring the past and imagining the future.* Paper presented at the annual meeting of the American College Personnel Association (ACPA), Las Vegas, NV.

Barone, R. P. & Jackson, D. (2013, March). *Looking inward: An examination of intersecting identities in our work.* Paper presented at the annual meeting of the American College Personnel Association (ACPA), Las Vegas, NV.

Harris, J. & **Barone, R. P.** (2013, March). *Meaning and values behind rhetoric: A critical examination of the language of inclusion.* Paper presented at the annual meeting of the American College Personnel Association (ACPA), Las Vegas, NV.

Barone, R. P., Tang, P. S., Lerma, Y., & Losier, A. (2012, May). *Affirmative action: Beyond race.* Paper presented at the University of Denver Diversity Summit on Inclusive Excellence, Denver, CO.

Stewart, A. L., & **Barone, R. P.** (2010, July). The Men's Project: Educating men to reduce sexual assault on college campuses. In A. L. Stewart & E. V. Pitpitan (Chairs), *A comprehensive examination of sexual aggression on college campuses: Men, women, and bystanders.* Symposium conducted at the annual meeting of the International Society for Research on Aggression, Storrs, CT.

Invited Presentations/Workshops

Garcia, R., & Barone, R. P. (2016, September). *Social Justice & Inclusion*. Convocation presentation for Aims Community College, Greeley, CO.

Barone, R. P. (2016, August). *Identity, Demographics, and the Politics of the Achievement Gap*. Presentation for Aims Community College New Faculty Orientation, Aims, CO.

Barone, R. P. (2016, May). *From Deficits to Assets: Paradigm-Shifting To Meet the Needs of Underserved Students*. Keynote speech for NACADA – The Global Community for Academic Advising, Santa Fe, NM.

Barone, R. P. & McClure, A. (2016, April). *Culturally responsive teaching: Unpacking the concept of white privilege*. Presentation through the Aims Teaching Circles series, Greeley, CO.

Barone, R. P. (2015, November). *Beyond the tough guise: Masculinities and violence*. Presentation for the Associated Students of Aims Community College, Greeley, CO.

Barone, R. P. (2015, October). *Microaggressions in everyday life*. Presentation through the iFocus programming series, Aims Community College, Greeley, CO.

Barone, R. P. (2015, February). *Priv-less: Creating a social justice change*. Presentation for the Associated Students of Aims Community College, Greeley, CO.

Barone, R. P. (2014, November). *Fraternity, masculinities, and privilege*. Presentation for the Theta Chi Fraternity of Colorado State University, Fort Collins, CO.

Barone, R. P. (2014, November). *Trans* for Student Services*. Presentation for the student services division of Aims Community College, Greeley, CO.

Barone, R. P. (2014, February). *Racial privilege and beyond*. Presentation for residential life small staff of Colorado State University, Fort Collins, CO.

Barone, R. P. (2013, August). *Lean in: Cultivating individuals and inclusive communities*. Presentation for the student and professional housing and residence education staff of the University of Denver, Denver, CO.

Barone, R. P. (2012, January). *Privilege, power, and oppression individually and in our interactions with alumni*. Presentation for the Colorado State University Presidential Ambassadors, Estes Park, CO.

Honors

Dedication to Leadership Development Award -National Society of Leadership & Success	(2017)
Presidential Member in the National Society of Leadership & Success	(2015)
Colorado Completes Best Retention & Completion Award Winner , Aims	(2014)
Morgridge College of Education Dissertation Grant , DU	(2014)
Inclusive Excellence Doctoral Fellowship , DU	(2011, 2012, & 2013)
Miller Travel Grant for Outstanding Research , DU	(2012 & 2013)
Greek Life Campus Partnership Award , CSU	(2012)
Morgridge College of Education Merit Scholarship , DU	(2011)
Outstanding Chapter Advisor , Delta Chi Fraternity, UConn	(2009 & 2010)
NRHH National Diversity Program of the Month (September)	(2010)
• “Immigration, Xenophobia, and Racism: Beyond Arizona SB1070”	
Division of Student Affairs Diversity Award , UConn	(2009)
Environmental Leadership Team Award , Eco Madness, UConn	(2009)
Fraternity and Sorority Life Outstanding Advisor , UConn	(2009)
Vagina Monologues/V-Day Vagina Warrior , UConn	(2009)
Blanche Hughes Distinguished Faculty/Staff Award from Black Student Services , CSU	(2007)

Order of Omega Greek Life Campus Partnership Award, CSU	(2006)
Greek Life Staff/Faculty Support Award, CSU	(2006)
Vagina Monologues/V-Day Vagina Warrior, CSU	(2006)
GLBT Student Services Ally Award, CSU	(2006)
Outstanding Men’s Program Award, ACPA Standing Committee for Men	(2006)
Residence Life Senior Staff Member of the Year, CSU	(2005)
Outstanding Service to International Education Award Winner, CSU	(2005)

Affiliations

- The National Society of Leadership & Success**
- American College Personnel Association**
- College Personnel Association of Colorado, Graduate student representative 2012-2013**
- Kappa Delta Pi, National Honor Society in Professional Education**
- Pi Sigma Alpha, National Honor Society in Political Science**
- National Residence Hall Honorary Inductee (NRHH)**
- The Delta Chi Fraternity**

Advising/Service

Delta Chi Fraternity, CSU	(Spring 2016-present)
The National Society of Leadership & Success, Aims	(Summer 2015-June 2017)
Phi Theta Kappa, Aims	(Summer 2015-June 2017)
Theta Chi Fraternity, CSU	(Winter 2014-Spring 2016)
Ink To Action, Aims	(Fall 2014-Fall 2015)
Doctoral Student Mentor, DU	(Spring 2012-Spring 2014)
Delta Chi Fraternity, UConn	(Spring 2008-Spring 2011)
West Indian Student Awareness Organization, UConn	(Fall 2009-Fall 2010)
Men Against Violence Against Women, UConn	(Fall 2007-Fall 2008)
End It!: Men Working to Prevent Violence, CSU	(Spring 2006-Fall 2007)