

JOSHUA T. ALVAREZ

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2026 CAMPUS DELIVERY
COLORADO STATE UNIVERSITY
FORT COLLINS, CO 80523-2026
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EDUCATION

DOCTOR OF PHILOSOPHY (HIGHER EDUCATION LEADERSHIP) PROJECTED GRADUATION: MAY 2021
COLORADO STATE UNIVERSITY – FORT COLLINS

MASTER OF ARTS (EDUCATIONAL LEADERSHIP AND POLICY STUDIES) MAY 2011
UNIVERSITY OF MARYLAND – COLLEGE PARK

BACHELOR OF ARTS (MAJOR: ANTHROPOLOGY, MINOR: SPANISH/INTERNATIONAL STUDIES) MAY 2009
UNIVERSITY OF NEBRASKA – LINCOLN

JOSÉ ORTEGA AND GASSET FOUNDATION - FUNDACIÓN JOSÉ ORTEGA Y GASSET SPRING 2008
TOLEDO, SPAIN

EXPERIENCE

STUDENT AFFAIRS IN HIGHER EDUCATION—COLORADO STATE UNIVERSITY
FORT COLLINS, COLORADO

EDHE675-CAMPUS CRISIS MANAGEMENT INSTRUCTOR, AUGUST 2014-PRESENT

- Work with Student Affairs in Higher Education Program Director and the Institute for Learning & Teaching to design online and certificate level course
- Develop and update course curriculum and learning outcomes
- Create supplemental videos to guide students through Canvas online format and course
- Teach online class around the topic of campus crisis management
- Provide individual feedback and grade weekly discussions and assignments
- Engage with the class through weekly updates and announcements
- Remain up-to-date on current trends and best practice as it relates to the topic of campus crisis management

STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT—NEW MEXICO STATE UNIVERSITY
LAS CRUCES, NEW MEXICO

UNIV 150-FRESHMAN YEAR EXPERIENCE PROGRAM INSTRUCTOR, AUGUST 2012-DECEMBER 2012

- Teach class of 25 first-year students on the college experience
- Create and design interactive class lectures; organize and grade student assignments and exams
- Collaborate with campus offices and departments in presenting their resources with the class
- Provide support and oversee three lectures taught by UNIV 150 Teaching Assistant

DEPARTMENT OF SUPPORT AND SAFETY ASSESSMENT—COLORADO STATE UNIVERSITY
FORT COLLINS, COLORADO

INTERIM DIRECTOR OF SUPPORT AND SAFETY ASSESSMENT, AUGUST 2017-JANUARY 2018

- Continue duties of Assistant Director of Support and Safety Assessment
- Oversee timelines, complaints, and consultation of Title IX investigations
- Conduct suitability assessment interviews as part of the Biosafety Clearance Program and Radiation Safety Program
- Consult as part of the University classified research – insider threat group
- Manage office leave and department budgetary expenses
- Directly oversee office budget
- Directly supervise staff of one Administrative Professional, two State Classified full-time employees, one part-time retiree, and one Non-Student Hourly employee; conduct mid-year reviews and annual evaluations; facilitate and lead office staff meetings
- Serve on the Vice President for Student Affairs Council, Department of Student Affairs Directors Meetings,

- Provide threat and risk lens to Back on Trac Staffing Team and Open To Change Staffing Team; additionally serve as the facilitator for Open Case Review for the Open To Change Program and the backup facilitator for Back on Trac
- Respond and consult for media requests

ASSISTANT DIRECTOR OF SUPPORT AND SAFETY ASSESSMENT, JULY, 2016-PRESENT

- Continue duties of Coordinator of Support and Safety Assessment
- Manage day-to-day office operations consisting of a staff of seven
- Organize and plan staff retreats providing professional development and creative team building opportunities for the office
- Respond as the lead in managing students who pose a risk to self or others; other complex student situations that impact a student's ability to successfully function in the University community; or students who create a disruption that requires significant behavioral changes to remain in or return to the University
- Work with complex faculty and staff situations that have impacted the workplace and require review and resolution
- Directly supervise one State Classified full-time employee and one Administrative Professional full-time employee
- Co-chair the Bias Response Team in managing bias related incidents
- Oversee the implementation and use of i-Sight case management system; track individual users of the system in areas of Bias, Student Consultation Team, Employee Consultation Team, Tell Someone, and Title IX
- Participate in budget oversight with the director of the office
- Evaluate daily office operations, policy review, and department strategic planning

COORDINATOR OF SUPPORT AND SAFETY ASSESSMENT, JANUARY 2013-JUNE 2016

- Track compliance of 200+ mandated students of concern and monitor utilization of CSU services
- Coordinate and communicate with students of concern to ensure compliance with mandated steps regarding progress towards a successful return to the campus community
- Directly supervise Graduate Assistant of Support and Safety Assessment
- Gather and collect information regarding students of concern
- Manage agenda items and take detailed notes for Student Consultation Team meetings
- Provide insight and feedback in creation of safety plans for Student Consultation Team and Employee Consultation Team meetings
- Consult regularly with various departments on campus regarding services, access, and care
- Maintain accurate and current student records
- Work closely with iTEAM and other mental health services on campus and within the community
- Provide threat and risk lens and serve as judge to Open-to-Change substance abuse program
- Perform annual and 5-year program evaluation and assessment
- Present and assist with training on Support and Safety Assessment programs, i.e. Title IX investigations, Tell Someone, Student Consultation Team, and Employee Consultation Team
- Answer Tell Someone program phone line and online forms for the reporting and referral of students, employees, and faculty of concern
- Increase awareness, identification, and utilization of resources for high risk students
- Collaborate and maintain relationships with a variety of departments and individuals which include CSU Health Network, Student Case Management, Conflict Resolution and Student Conduct Services, CSU Police Department, Women and Gender Advocacy Center, Residence Life, Apartment Life, University Ombuds and Employee Assistance Program, and General Counsel
- Serve as Title IX investigator; provide initial outreach and support services to victim, conduct investigation or mediate informal resolution agreement, write investigative report and submit to Conflict Resolution and Student Conduct Services
- Partner with Women and Gender Advocacy Center, Student Case Management, CSU Police Department and Conflict Resolution and Student Conduct Services in creating a safe and supportive environment around Title IX reports and response
- Create and manage Department of Support and Safety Assessment website:
<http://www.supportandsafety.colostate.edu/>
- Develop process and flowcharts for mental health hospitalizations and alcohol and other drug transports

DEPARTMENT OF HOUSING & RESIDENTIAL LIFE—NEW MEXICO STATE UNIVERSITY

LAS CRUCES, NEW MEXICO

RESIDENT DIRECTOR, JUNE 2011-JANUARY 2013

- Full-time, live-in position responsible for administration of two residence halls of 650+ residents
- Directly mentor, supervise, and provide staff development for 12 Community Assistants
- Advise and train two Hall Councils and executive officers for each
- Support Honors, Pre-Pharmacy, Engineering, and College Assistance Migrant Program Living Learning Communities with events and activities for student, faculty, and staff interaction
- Participate in on-call duty rotation responding to emergency situations through the calendar year for 4,000+ residents
- Serve as a student conduct officer, enforcing all university policies and case decisions
- Implement administrative processes and assist in the design and development of various administrative procedures
- Oversee and assist in implementation of in-service activities for training and development
- Planned, developed, and implemented spring Community Assistant training and facilitate crisis management role play scenario sessions
- Mediate conflict resolutions, assist with transition problems, and conduct other individual student counseling
- Respond to crisis situations and follow up with residents while on 24/7 duty rounds
- Oversee desk operations of checking out recreational equipment and supplies
- Assist in the interviewing and selection of applicants for Housing & Residential Life Staff
- Organize Community Assistant Campus Resource Fair for 60 Community Assistants; solicit table requests for 30 campus offices and departments
- Chair Community Assistant Class Committee
- Chair Campus Partners Committee
- Facilitate Resident Director Roundtables
- Work with Housing & Residential Life Facilities and housekeeping staffs to promote a safe and clean environment

DEPARTMENT OF RESIDENT LIFE—UNIVERSITY OF MARYLAND

COLLEGE PARK, MARYLAND

GRADUATE RESIDENT DIRECTOR, NOVEMBER 2010-MAY 2011

- Responsible for administration of high-rise residence housing of 550+ residents
- Directly supervised and provided staff development for 15 Resident Assistants and two Staff Assistants
- Advised and Trained Hall Council executive officers
- Planned, developed, and implemented spring Resident Assistant training
- Interviewed and selected Resident Assistants
- Lead student staff and students in the development and implementation of community and student development activities that served a diverse student population
- Managed community development event planning budget of \$2,800 and hall council budget of \$2,313
- Managed reservation process for in building spaces
- Supported Resident Life Administrative Operations staff in the operation of the service desks as needed
- Supported the Syn*Quest collaborative program with events and activities for student, faculty, and staff interaction

GRADUATE COORDINATOR FOR HUMAN RESOURCES, JULY 2009-NOVEMBER 2010

- Coordinated marketing for the Resident Assistant Selection Process of 300-400 candidates
- Participated directly with open professional job searches
- Trained student employees and professional staff in Sexual Harassment Prevention
- Advised and mentored Peer Resident Judicial Board
- Organized RA Resource Fair for 250 RAs; solicited table requests for 70 campus offices and departments
- Mentored RA Ambassadors with RA Selection Process marketing and promoting

- Created databases for Resident Assistant selection using Microsoft Access, Excel
- Conducted both individual and group process interviews for Resident Assistant selection
- Conducted daily office administration including supervision of six student Office Assistants
- Taught EDCP 470: Introduction to Student Personnel (RA Class); managed Blackboard website for class instructors
- Assisted with coordination of mid-year RA training and facilitation of crisis management role play scenario sessions
- Facilitated professional development seminars and brownbag luncheons for department graduate assistants
- Participated in Department of Resident Life initiatives; gave residence hall tours to prospective students and parents at Maryland Days and Spring Open House

HISPANIC COLLEGE FUND

WASHINGTON, DC

PASS PROGRAM INTERN, JUNE 2010-AUGUST 2010

- Consulted on Professional and Academic Support System (PASS) program initiatives and mission
- Researched and studied student development theories for PASS program website creation

RELATED EMPLOYMENT

JUDICIAL AFFAIRS—UNIVERSITY OF NEBRASKA-LINCOLN, LINCOLN, NEBRASKA

STUDENT WORKER, AUGUST 2008-AUGUST 2009

NEBRASKA HUMAN RESOURCES INSTITUTE—UNIVERSITY OF NEBRASKA-LINCOLN, LINCOLN, NEBRASKA

STAFF ADVISOR, AUGUST 2008-AUGUST 2009

CAREER SERVICES—UNIVERSITY OF NEBRASKA-LINCOLN, LINCOLN, NEBRASKA

CAREER INTERN, AUGUST 2006-AUGUST 2008

CAREER GUIDE, MARCH 2006-JUNE 2006

COMMITTEE INVOLVEMENT & PROFESSIONAL ORGANIZATIONS

PROFESSIONAL

NASPA Member	2009-present
NASPA Regional Membership Coordinator	2017-present
NASPA Critical Conversations Committee Member	2016-present
NASPA Region IV-West Conference Keynote Speaker Co-chair	2013-2014
NASPA New Mexico Membership Coordinator	2009-2013
NASPA 2013 National Conference Programs Committee Member	2012-2013
ACPA Member	2010-2011

COLORADO STATE UNIVERSITY

Incidents of Bias Team Member	2017-present
Student Death Response Team	2017-present
Public Safety Team	2017-present
Public Safety Communications Team	2017-present
International Travel Oversight Committee	2017-present
Campus Safety Advisory Committee	2017-present
Alcohol and Other Drugs Taskforce	2017-present
Campus Community Coalition	2014-present
Theta Chi Faculty/Staff Advisor	2014-present
Department Of Student Affairs Professional Development Committee Member	2013-2015
LeaderShape Cluster Facilitator	2014
Resident Assistant Class Instructor	2015
Campus Step Up: A Social Justice Retreat Facilitator	2015

NEW MEXICO STATE UNIVERSITY

Tough Enough To Wear Pink Week Committee Member	2011-2013
Chair for Community Assistant Class Committee	2011-2013

Chair for Campus Partner Committee	2012-2013
UNIVERSITY OF MARYLAND – COLLEGE PARK	
Co-Chair for Latino Graduate Student Association	2009-2011
Department of Resident Life Judicial Board Advisor	2009-2011
Global Learning Committee Member and Dominican Republic Global Experience Leader	2009-2011
Resident Director Roundtable	2010-2011
Resident Assistant Training	2010-2011
Residence Hall Association Advisor Roundtable	2010-2011
Resident Assistant Class Instructor	2009-2010
CAACURH 2010 Conference Transportation & Security Advisor	2010

PRESENTATIONS

NASPA 2018 REGIONAL CONFERENCE, WICHITA, KS	
<i>Reflections on the Trump Era: SA Pros, racial battle fatigue, and mental health</i>	October 2018
NASPA CRITICAL CONVERSATION	
<i>Panelist and facilitator for discussion on ‘Students in crisis’</i>	July 2017
NASPA 2016 REGIONAL CONFERENCE, ST. LOUIS, MO	
<i>In the heart of Mr. Nice Guy: A discussion on masculinity in student affairs</i>	November 2016
MARYLAND STUDENT AFFAIRS CONFERENCE CASE STUDY COMPETITION, UNIVERSITY OF MARYLAND, COLLEGE PARK	
<i>Weaving wellness into the fabric of the Navajo Nation: A grant proposal, 1st place</i>	February 2011
<i>Partners (UN)ited: Creating global partnerships in the fight against HIV/AIDS pandemic, 1st place</i>	April 2010
CALIFORNIA MCNAIR CONFERENCE, UNIVERSITY OF CALIFORNIA-BERKELEY	
<i>Comparing White and non-White students’ academic experiences: Impact on academic performance</i>	August 2008

HONORS & AWARDS

University of Wisconsin-Madison	
“Globalizing Higher Education and Research for the ‘Knowledge Economy’” MOOC	2014
University of Nebraska-Lincoln Honors Program	2005-2009
Nebraska Human Resources Institute	2006-2009
McNair Scholars Program	2007-2009
Undergraduate Creative and Research Experience (UCARE) Program	2008-2009
Latino Achievement Mentoring Program (LAMP)	2007

INTERNATIONAL EXPERIENCES

Dominican Republic – Service learning experience	2011
Spain – Study abroad	2008
Ireland – Study abroad excursion	2008
Switzerland – Study abroad excursion	2008
Italy – Study abroad excursion	2008
France – Study abroad excursion	2008
Portugal – Study abroad excursion	2008
Vatican City – Study abroad excursion	2008
Morocco – Study abroad excursion	2008
Costa Rica – Spanish language and culture experience	2004