

Karen Gardenier, Ph.D.

520 N. Sherwood St., #27, Fort Collins, CO, 80521, (407) 922-4741, Karen.Gardenier@colostate.edu

SUMMARY OF QUALIFICATIONS

- Over 15 years experience in international education in higher education setting including progressive leadership responsibilities
- Deep understanding of comprehensive internationalization as well as theories and approaches to intercultural and experiential learning, including models developed within and outside of the U.S.
- Demonstrated ability to build collaborative relationships and bring together stakeholders of varying viewpoints
- Proven skills in strategic visioning, program development and implementation, managing diverse staff, and sound fiscal management of complex budgets
- Strong written and verbal communication skills, especially in mentoring, presentations, group facilitation, and with diverse populations
- Personal and professional commitment to diversity and inclusive excellence

EMPLOYMENT EXPERIENCE

Assistant Director, Global Academic Initiatives (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 intercultural trainings.

Program and Staff Management

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

- 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 three tenured faculty from departments with dual-listed IE courses. Convene IDS faculty board with representation from multiple colleges and departments.
- Developed and administer IDS travel grants to faculty and students for international development research, study, or volunteering, with 3-6 grantees each year.
- Established dedicated position for student volunteer at Trees, Water, People a local international development NGO.
- Approve all curricular changes for IE courses and IDS programs, including up to 20 IE courses offered annually with enrollment of approximately 2,000 students.
- Advise and provide support to approximately 100 students in IDS programs from enrollment through successful completion.

- Manage the development of marketing materials and messaging for the IE courses and IDS program.
- Coordinate, produce, and market public lectures, symposia, and conferences.
- 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.
- Monitor and administer multiple types of accounts, including internal and external revenue totaling approximately \$125,000.
- Submit annual fiscal and program reports.
- Previously coordinated 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 professional development programs 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-direct 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 (TILT) and Vice Provost for Undergraduate Affairs to promote curriculum internationalization.
- Convened and moderated campus wide committees to determine strategic goals for curriculum internationalization, 2015, 2016, 2017.
- Synthesized and reported recommendations to Vice Provost for International Affairs for internationalization strategic plan, 2017. Contributed to Association of Public and Land Grant Universities *Pervasive Internationalization: A Call for Renewed Leadership*, 2018.

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 group travelers.
- Developed and facilitate service learning program to Nicaragua with close to 50% of students identifying as first generation, Pell Grant recipient, or student of color.
- 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*, summer 2009. Trained and supervised student mentors, responded to urgent and crisis situations, and coordinated with academic director on training content development.

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 implemented conference for returned education abroad students using theories of cultural adjustment.
- 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 conference for returning education abroad students.
- Present regularly on intercultural cultural communication and cultural adjustment across campus.

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 Peace Corps representative in supervision, budgeting, volunteer support, and project management skills.
- Managed five CSU Peace Corps Master's International programs (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 2017 and regularly ranks among top 10 recruiters in the history of Peace Corps.

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. Provide resources and answer questions from interested faculty applicants. Review applications and connect applicants with Fulbright alum.
- Fulbright Program Advisor for U.S. Student Program 2011-2014. Currently 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:
Inclusive excellence in hiring and promotion within International Programs, Provost's advisory board on ethics colloquium, high impact practices committee, strategic planning for University and Office of International programs, first generation research group, professional development committee, intercultural training committee, development of International Studies major, which now has over 300 enrolled students.

Assistant Professor (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 master's 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 Representative to Graduate School (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, CN, 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, CN, 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. (Co-Principal Investigator; \$173,394). 2016 – 2018.

Peace Corps Representative for Colorado State University. Peace Corps (Principal Investigator; \$140,000). 2015 – 2019.

Peace Corps Representative for Colorado State University. Peace Corps (Principal Investigator; \$60,000). 2011 – 2015.

Iraqi Young Leaders Exchange Program for Undergraduate Students. State Department/World Learning (Coordinator; \$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.

National Leadership

- NAFSA: Association of International Educators, 2006 – present.
 - Teaching, Learning and Scholarship Region II Representative, 2015 – 2017
 - Reviewer, NAFSA Research Symposium, 2016, 2017.
 - Reviewer, National Conference Proposal Committee for Teaching, Learning and Scholarship, 2006, 2007, 2015.
 - Elected representative, National Ethics taskforce, wrote code of ethics adopted by NAFSA, 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.

International Presidential Fellow, Colorado State University. 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.

SELECTED PROFESSIONAL TRAININGS

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

Supervisor Development Program, Colorado State University, Fort Collins, CO, 2017 - 2018 (in progress).

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, 2012.

Internationalizing the Curriculum: Roles and Responsibilities on Your Campus, NAFSA: Association of International Educators, National Conference, Houston, TX, May, 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, CNf, May 21, 2006.

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

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

LANGUAGE PROFICIENCY

Intermediate conversational ability in Russian. Intermediate reading ability in French.

EDUCATION

Colorado State University, Fort Collins, CO

Ph.D. Education and Human Resource Studies, 2014

- Specialization: Interdisciplinary (Higher Education and Research Methods)
- Interdisciplinary Program in International Development Studies
- *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