

# Bernard E. Anderson, Ph.D.

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## SUMMARY OF QUALIFICATIONS

*StrengthsQuest™ Signature Themes: Input, Intellection, Learner, Focus, Maximizer*

Seasoned and accomplished higher education leader with an earned doctorate and 20 years of multifaceted professional experience, including equal employment opportunity/affirmative action/diversity compliance, international student and scholar services, study abroad administration, first-year and transition studies, university ombuds services, and dean of students office. Extensive background in managerial affairs, including staff development, mediation, conflict resolution, training and instructional design, strategic planning, assessment, and EEO/AA/Title IX compliance. Teaching experience at the undergraduate, master's, and doctoral levels.

## PROFESSIONAL EXPERIENCE

**University of Washington Tacoma**

**Tacoma, WA**

**August 2019 – present**

*UW Tacoma, one of three campuses that comprise the University of Washington, is a public, selective university enrolling over 4,500 undergraduate and 728 graduate students. UW Tacoma has an urban-serving mission that seeks to expand access to higher education in an environment where every student has the opportunity to succeed.*

*Senior Associate Vice Chancellor for Student Life*

December 2023 - present

*Associate Vice Chancellor for Student Life*

August 2019 – December 2023

As chief deputy and second-in-charge to the Vice Chancellor for Student Affairs, support and advance the strategic vision of the Vice Chancellor for Student Affairs as she leads a robust division of 75 professional staff and over 120 student staff comprised of four major areas: Career and Social Mobility, Enrollment Services, Student Life, Student Planning and Administration. Fiscal management of approximately \$1.7 million dollar operating budget and \$2.4 million in housing/residence life auxiliary budgets. Lead a dynamic and talented team of six direct reports, 18 overall professional staff and over 70 student paraprofessional staff focused on enhancing the student experience at UW Tacoma, with a portfolio of responsibility that includes Basic Needs Support (Food Pantry, Emergency Housing), CARE Team, Center for Student Involvement (ASUWT Student Government, Husky Volunteers, Student Publications, Student Activities Board, and Registered Student Organizations), Childcare Assistance Program, Psychological and Wellness Services, Disability Resources for Students, Housing and Residence Life, Student Advocacy and Support, Student Center, Student Conduct. Additionally, provide broad advisory oversight and support to the two major student funding committees: the Services and Activities Fee Committee (SAFC), with a budget of approximately \$2.6 million, and the Student Technology Fee Committee (STFC), with a budget of approximately \$950,000 per year.

***Key Accomplishments/Results:***

### **Administration and Leadership**

- Serve as chief strategy officer in leading the development of the Division of Student Affairs inaugural five-year strategic plan for 2022-27. Co-chair the Student Affairs Action Team charged with implementing Goal 3: Professional Development of the strategic plan.
- Co-lead the planning and development of UW Tacoma's strategic housing expansion plan, including two inaugural Living-Learning Communities (LLC), which were implemented in Fall 2022.
- Facilitated a strategic reorganization plan for the Student Life team, including realigning positions and securing funds for newly-created positions and position reclassifications/promotions for selected staff.
- Envisioned and led the creation of a health promotion specialist/health educator to build a comprehensive health promotion and educational outreach program, and designated this position to serve as confidential Title IX victim advocate.

- Instituted free legal services to assist UW Tacoma students with a broad range of issues and concerns.
- Advocated for and secured a new space for the Office of Disability Resources for Students, resulting in increased access and visibility for DRS student community.
- Co-led with Director of Emergency Preparedness and Campus Safety a working group of faculty and staff charged to develop a comprehensive set of emergency response protocols.

#### **CARE Team/Students of Concern**

- Revamped CARE team protocols and operating procedures, resulting in enhanced meeting efficiency, record-keeping, and coordination of follow up care for students.
- Envisioned and sponsored the acquisition of Symplicity Advocate to maintain confidential CARE team files.
- Developed and presented faculty development sessions on addressing disruptive behaviors in the classroom.
- Developed and presented sessions on the CARE team and ways in which faculty can help identify and support students of concern.

#### **COVID-19 Response Coordination**

- Designated as the university's COVID response coordinator for students, including receiving and triaging reports; initiating contact tracing and follow up support for students who tested positive.
- Earned a COVID-19 contact tracing certificate from Johns Hopkins University Bloomberg School of Public Health.
- Participate and contribute in weekly tri-campus meetings of the Advisory Committee on Communicable Diseases (ACCD), a major committee that is advisory to the UW President and senior leadership on managing and mitigating the COVID-19 pandemic on UW campuses.
- In partnership with Director of Emergency Preparedness and Campus Safety, secured an arrangement with Tacoma-Pierce County Emergency Management to host free mobile COVID testing options on the UW Tacoma campus for students, faculty, staff, and community members.

#### **Diversity, Equity, Inclusion, Antiracism**

- Tri-campus steering committee member to implement WA Senate Bill 5227, which requires each institution of higher education to provide anti-racism and DEI&B training and assessment for faculty, staff, and students.
- Contributed to the development and implementation of the Leading for Equity, Antiracism and Diversity (LEAD) Institute, an 8-week cohort-based leadership experience for mid-level faculty and staff administrators, which is sponsored by the Vice Chancellor for Equity and Inclusion.
- Partner with the Vice Chancellor for Equity and Inclusion in co-facilitating a series of student-centered DEI workshops entitled "Students Building Beloved Community Through Mindful Communication."
- Serve as advisor to the Black Student Union and co-advisor to the Black and Brown Men Group.

#### ***UW Tacoma Committees and Service:***

- Emergency Preparedness Manager Search Committee
- Black Opportunity Fund Committee
- Campus Community Safety Advisory Committee
- Director of Cross Cultural Engagement Search Committee
- UW Tacoma Strategic Planning Coordinating Committee
- Chair, Division of Student Affairs Strategic Planning Steering Committee
- Executive Vice Chancellor for Academic Affairs Search Committee
- Inaugural Dean, School of Social Work and Criminal Justice Search Committee
- Co-Chair, Emergency Response Protocol Work Group
- Co-Chair, Consultation Assessment Response Education (CARE) Team
- Husky Post Prison Pathways Committee

#### ***UW Tri-Campus Committees and Service:***

- Anti-Racism and DEI&B Training Steering Committee
- Title IX Policy Working Committee
- Advisory Committee on Communicable Diseases
- Advisory Committee on Student Conduct

*UC San Diego, a member of the University of California System, is a public, highly selective residential university enrolling over 36,000 undergraduate and graduate students situated in a suburban environment. Thurgood Marshall College, which enrolls 5,000 undergraduate students, is one of six undergraduate colleges focused on developing scholars and citizens with emphasis on social justice, diversity and inclusion, and civic engagement.*

**Dean of Student Affairs, Thurgood Marshall College**

June 2016-July 2019

Senior Student Affairs Officer (SSAO) reporting directly to the College Provost, with a dotted line relationship to the Vice Chancellor for Student Affairs. Fiscal management of approximately \$1.3 million student affairs, residential life, and student council budget. Provided leadership and direction to an overall team of nine professional staff, with direct reports including the Associate Dean of Student Affairs & Director of Residential Life, the Assistant Dean of Student Affairs, and an Executive Assistant to the Dean; paraprofessional staff includes 12 dean's interns and 27 resident assistants. Managerial oversight of a variety of functional areas, including residential life, student organizations and leadership development, case management services, student conduct and academic integrity, Marshall College student government, and the students of concern team.

**Chair, Council of Deans of Student Affairs**

July 2018-July 2019

The Council of Deans of Student Affairs is comprised of the Senior Student Affairs Officers from the six undergraduate colleges: Roger Revelle College, John Muir College, Thurgood Marshall College, Earl Warren College, Eleanor Roosevelt College, and Sixth College. As Chair, coordinated and facilitated weekly council meetings. Provided dotted line supervision of the Director of Student Affairs Case Management Services, who in turn directs a team of three Student Affairs Case Managers and one Basic Needs Coordinator. Synthesized and reported the positions and opinions of the six college Deans of Student Affairs on a variety of policy and procedural matters. Served as point of contact for communications from various campus colleagues, such as the Council of Provosts Chair, the Vice Chancellor for Student Affairs, and other key campus partners. Served as a member of the Vice Chancellor for Student Affairs leadership team. Participated in conference calls and quarterly meetings of the University of California AVC/DOS group.

**Case Management Services/Students of Concern**

- Chaired the College's Students of Concern team, which meets weekly to identify, discuss, and assist students who may be at-risk to themselves or to others.
- Provided case management and support services, in concert with Student Affairs Case Manager, for students facing various threats to their success, including but not limited to: academic performance, psychological health, physical health, relationship issues, family crises, life trauma, social adjustment, and interpersonal conflict.
- Principal administrator in addressing crisis management situations, including timely and coordinated response to after-hours emergency situations, parent concerns, student hospitalizations, and student death. Served rotational 24-hour duty on the Triton Concern Line.

**Residential Life**

- Oversaw a robust residential life program under the direction of the Associate Dean of Student Affairs & Director of Residential Life, which includes nine residence halls and 12 apartment buildings that house 1,200 residents.

**Student Government**

- Advisor to the Marshall College Student Government/Student Council, which is comprised of 40 student leaders.
- Verified and reported grade eligibility of all cabinet-level candidates for Marshall Student Council.

**Student Involvement and Leadership**

- Oversaw a vibrant student life program under the direction of the Assistant Dean of Student Affairs, which includes 15 Marshall College clubs, organizations, and leadership development opportunities.

- Sponsored a Dean’s Intern program directed by the Coordinator of Student Activities, which engages 12 student volunteers who provide office administrative support as well as critical programming and event planning for our Marshall College community.

**Student Conduct/Academic Integrity/Title IX**

- Chief Conduct and Academic Integrity Officer within Marshall College of approximately 80-100 conduct cases and 100-120 academic misconduct cases annually involving over 500 students.
- Presiding Officer for cases that appear for a hearing from the Academic Integrity Review Board.
- As a Council of Deans member, reviewed Title IX reports of investigation from the Office for the Prevention of Harassment and Discrimination, and, for cases that are substantiated, approved administrative sanctions (typically two-year suspensions or dismissals) recommended by the Director of Student Conduct.

***Key Accomplishments/Results:***

- Launched and implemented the *Vision 2020* strategic planning process to shape and guide the work of Marshall College Student Affairs for 2017-2020, which included student, faculty, and staff feedback and engagement.
- Instituted a “Dine with the Dean” program in which I host and engage groups of up to five students per month.
- Implemented “Advancing Our Team” monthly sessions as a way to engage in regular in-service professional development for the Student Affairs team.
- Reconfigured the budget to annually allocate \$2,000 in professional development funds to each Student Affairs staff for conference attendance, workshops, and continuing education opportunities.
- Collaboratively led efforts to re-establish the dormant UCSD campus-based NASPA Undergraduate Fellows Program (NUFP) initiative, a program designed to attract and mentor future student affairs professionals from underrepresented and diverse backgrounds. Served as the 2017-18 UC San Diego NUFP campus coordinator.
- Nominated by the Marshall College Provost and accepted as a 2017-18 LEAD (Leaders for Equity Advancement and Diversity) Fellow by the Vice Chancellor for Equity, Diversity, and Inclusion to fulfill a three-fold charge: provide leadership to advance education and build capacity for a more inclusive university; ensure diversity and excellence throughout spheres of influence; and facilitate dialogue in multiple settings around equity and multicultural competence.

***UC San Diego Committees and Service:***

**University-wide**

- Behavioral Threat Assessment Team
- Campus Emergency Response Team
- Council of Deans of Student Affairs, Chair: 2018-2019
- Co-Chair, Campus Life Coalition, 2018-2019
- Vice Chancellor of Student Affairs Leadership Team
- Academic Integrity Advisory Council
- Event Management Team
- Sensitive Issues Response Team
- Sixth College Provost Search Committee
- Enrollment Management Business Officer Search Committee

**Marshall College**

- Provost Senior Leadership Team/Unit Heads
- Chair, Marshall College Students of Concern Team

*Cal Poly, a member of the California State University System, is a public, highly selective university enrolling over 20,000 undergraduate and graduate students situated in a suburban environment.*

**Interim Director, Office of Student Rights & Responsibilities**

March 2016-May 2016

Directed the operations of the Office of Student Rights & Responsibilities, including leadership and supervision of an Associate Director, Administrative Assistant, and two Graduate Assistants. Managed the budgetary affairs of the office. In accordance with California State University Executive Order 1098, perform case intake, investigate alleged student misconduct, evaluate the sufficiency of evidence to sustain charges in accordance with California Code of Regulations, Title 5, Article 2, section 41301, negotiated settlements to resolve disciplinary cases on behalf of the University, and interpreted CSU and university policy and regulations governing the disciplinary process. Worked closely with the campus Title IX Coordinator and Deputy Coordinator, University Counsel, and University Police on implementing and applying Title IX guidelines, reviewing and adjudicating Title IX cases, and made recommendations to the Title IX Coordinator to ensure the continued safety of the campus. Advised academic and administrative departments on a variety of student conduct issues and participated in faculty/staff training programs addressing student conduct.

**Assistant Dean of Students for Student Support, Success and Retention**

January 2015-May 2016

The Dean of Students Office is comprised of multiple collaborative functional areas including: Leadership and Service (*Fraternity & Sorority Life, Service in Action, and Leadership*); Clubs and Organizations; Cross-Cultural Centers (*Gender Equity Center, Multicultural Center, Pride Center*); Office of Student Rights and Responsibilities; Student Community Success Services; SAFER (*Sexual Assault-Free Environment Resource*); Student Support, Success, and Retention, Title IX Outreach, Support, and Investigations, and Veterans Success Center.

**Departmental and Divisional Leadership**

- Served as a key member of the Dean of Students leadership team and the Division of Student Affairs leadership team.
- Functioned as a second-in-command as delegated by the Dean of Students; represented the Dean of Students at events such as Open House, SOAR, Week of Welcome, New Faculty Orientation, and other such activities.
- Actively engaged with the strategic planning and implementation processes of the Dean of Students Office.

**Student Support Services**

- Provided case management and support services for students facing various threats to their success, including but not limited to: academic performance, psychological health, physical health, relationship issues, family crises, life trauma, social adjustment, and interpersonal conflict.
- Assisted and supported students with various administrative processes, such as term withdrawals and medical leaves of absence.
- Provided students with emergency notification services to inform their professors of personal illnesses, family deaths, and other related emergency situations.

**Faculty Support Services**

- Guided and supported faculty in addressing struggling students, students with academic and emotional concerns, and students who display disruptive and threatening behaviors.
- Enhanced the academic affairs/student affairs partnership by developing relationships with faculty, academic deans, and academic advisors within the academic colleges.

**Crisis Management/Critical Incident Support**

- Engaged in *Dean-on-Call* duty for timely and coordinated response to after-hours emergency and crisis situations, and parent concerns, including student hospitalizations and student death.
- Participated as a member of the CARE team, which meets bi-weekly to identify, discuss, and assist students who may be at-risk to themselves or to others. Chair meetings as delegated by the Dean.
- Participated as a member of the Bias Incident Response Team (BIRT), a group that convened as necessary to review and respond to incidences of bias on campus.

**Student Conduct/Title IX Support**

- Partnered with the Assistant Dean/Director of Student Rights and Responsibilities and the Assistant Dean of Title IX Investigations by serving as a mediator (and occasional investigator) and respondent advisor for students

going through the student conduct and Title IX processes, respectively. Served as a Conduct Hearing Officer as assigned.

### **Student Government**

- Represented the Dean of Students Office on the Associated Students, Inc. (Student Government) Board of Directors Recruitment and Development Committee; served on the Discipline Committee for violations of election rules and procedures; verified and reported grade eligibility for ASI President and Board of Directors candidates; served as the appeal officer for candidates who contested their election disqualification.

### ***Key Accomplishments/Results:***

- Co-project manager in collaboratively establishing a framework, selection criteria, and application process for the distribution of \$1,000,000 in Cal Poly Cares funding, a donor-sponsored program that assists students struggling with homelessness, food insecurity and other related emergency situations. Co-administered program funds in partnership with other Assistant Dean of Students, Director of Financial Aid, and Director of Advancement.
- In collaboration with the other Assistant Dean for Student Support, Success, and Retention, co-conceived and co-created marketing and outreach materials and website enhancements that highlight student support, student success, and retention services within the Dean of Students Office.
- As a member of the Division of Student Affairs Professional Development Committee, played a leadership role in executing the Division's 2014-17 strategic plan goal 3: Drive continuous improvement through staff development and ongoing performance support.

### ***Cal Poly Committees and Service:***

- CARE Team (Campus Awareness, Response, & Evaluation)
- BIRT Team (Bias Incident Response Team)
- International Student Retention & Success Taskforce
- Inclusive Excellence Council Member
- Student Affairs Assessment and Research Committee
- Student Community Liaison Committee
- Black Faculty and Staff Association
- Division of Student Affairs Professional Development Committee
- Collaborative Advising for Student Success Taskforce
- Assistant Vice President and Dean of Students Search Committee
- Associate Dean of Students, Student Rights & Responsibilities Search Committee
- Coordinator of Cross-Cultural Centers/Pride Center Search Committee (Chair)
- Coordinator of Cross-Cultural Centers/American Indian & Indigenous Search Committee (Chair)
- Orfalea College of Business Academic Advisor Search Committee
- Program Director, Diversity and Inclusivity Search Committee

## **Kennesaw State University**

**Kennesaw, GA**

**November 2006-November 2014**

*Kennesaw State University, the third-largest institution in the University System of Georgia, is a public 4-year selective university with an enrollment of 24,000 + undergraduate, graduate, and doctoral students situated in a suburban environment.*

### **Director and University Ombuds, Ombuds Office**

July 2013-November 2014

### **Associate Director, Ombuds Office**

January 2008-July 2013

Senior-level dispute resolution administrator, reporting to the Office of the President, responsible for providing confidential, impartial conflict resolution services to campus community of 24,000 students and 4,600 staff, faculty, and administrators. Consultant to senior administrators in development of fair and equitable policies. Interpret and guide individuals through a variety of university policies and procedures, including faculty tenure and promotion, student grade appeals, student code of conduct, and faculty and staff grievance processes. Conduct mediations, facilitated discussions, training, conflict coaching, executive coaching, and investigations into complaints and concerns brought by students, faculty, staff and administrators. Interface and collaborate with Human Resources, EEO, Diversity and

Inclusion, Center for Conflict Management, Student Conduct and Academic Integrity, and Legal Affairs. Design and conduct training workshops on conflict resolution, negotiation skills, workplace civility, communication skills, sexual harassment prevention, and related topics. Manage the office's \$195,000 operating budget. Supervise and evaluate an Administrative Associate and student assistants. Chair meetings of the Advisory Committee on Dispute Resolution.

***Key Accomplishments/Results:***

- Recipient of the 2012 Staff Distinguished Service Award; finalist for 2014 Staff Distinguished Service Award.
- Initiated and proposed a comprehensive anti-bullying policy to safeguard faculty, staff, and students, in partnership with the Presidential Commission on Gender and Work-Life Issues.
- Developed an annual report that serves as a mechanism to provide recommendations and upward feedback to the President and Executive Cabinet regarding various campus conflict trends and issues.
- Guest lecturer in the Kennesaw State University Master of Science in Conflict Management course *Conflict Management Systems Design* on the role of the organizational ombudsman.
- Named as a Facilitator of the Quarter by the Center for University Learning in 2009.
- Awarded the Certified Organizational Ombudsman Practitioner (CO-OP) designation by the Board of Certification of the International Ombudsman Association (Certification years: 2010-2014).

***Kennesaw Committees and Service:***

- Diversity Forum Advisory Committee
  - Presidential Commission on Gender & Work-Life Issues
  - Campus Climate Assessment Team
- Alternative Dispute Resolution Campus Liaison to the USG Board of Regents
- Advisory Committee on Dispute Resolution
- Faculty Ombudsperson Search Committee
- Registrar Search Committee
- Associate Director of Diversity and Inclusion Search Committee
- Strategic Planning Committee Member, Center for Conflict Management

**Study Abroad Advisor, International Services and Programs**

November 2006-July 2009

***\*\*Note: I served in dual capacity roles as Study Abroad Advisor and Associate Ombuds Director from January 2008 to July 2009.***

Administered a portfolio of 15-36 faculty-led study abroad programs and advised 400+ students. In partnership with the Registrar, Bursar, and Financial Aid, coordinated enrollment and student services for study abroad programs, including student recruitment, program admission and registration, student and faculty orientation programs, financial aid and scholarships, programming and outreach, program development and assessment. Prepared enrollment data reports for Open Doors submission to the Institute of International Education (IIE) and the University System of Georgia's Office of International Education. Coordinated academic course equivalencies and academic course credit approvals with deans and department chairs. Administered Kennesaw's highest-profile program in Montepulciano, Italy, which consisted of two separate summer sessions with 100+ students annually. Prepared and submitted study abroad faculty compensation requests to the Office of Academic Affairs. Managed \$500,000 in program budgets and administered \$20,000 in scholarship funding. Hired, trained, and supervised a graduate assistant, a team of six student peer advisors, and an administrative assistant/accountant.

***Key Accomplishments/Results:***

- Developed a recruitment plan that contributed to increasing the overall participation rate by 67% over three academic years.
- Developed and wrote a *Study Abroad Handbook* for students; a *Program Director Procedure Manual* for faculty; and internal *Policies and Procedures Manual* for study abroad staff.
- Revitalized and coordinated the activities of the Campus Internationalization Mentors, a volunteer team of 15 study abroad returnees and international students who assisted with study abroad promotion and advocacy.
- Revamped the study abroad program assessment process vis-à-vis Survey Monkey.
- Frequent conference speaker at the local and state levels.

- Elected as co-chair of the Georgia International Leadership Conference (GILC) in 2009.
- Served as a strategic planning committee member for the European Council of the University System of Georgia.

***Kennesaw Committees and Service:***

- Staff Senate
- Study Abroad Advisor Search Committee (Chair)
- International Admissions Advisor Search Committee

**Georgia Institute of Technology                      Atlanta, GA                      May 2006-November 2006**

*Georgia Tech is a public 4-year highly selective research university with an enrollment of 20,000 + undergraduate, graduate, and doctoral students situated in an urban environment.*

**Administrative Assistant, International Student and Scholar Services                      May 2006-November 2006**

Provided administrative support to the Director of International Student and Scholar Services. Served as Designated School Official (DSO) and Alternate Responsible Officer (ARO) for F-1 international students and J-1 international students and scholars. Coordinated the issuance of I-20 immigration documents for F-1 students and DS-2019 immigration documents for J-1 students and scholars through SEVIS. Managed the international student and scholar health insurance process. Served as departmental records coordinator in organizing and managing the transfer of records to the Records Center. Managed and monitored the \$25,000 procurement budget. Hired, trained and supervised two student assistants.

***Key Accomplishments/Results:***

Assisted with the coordination of large scale meetings and events such as New International Student Orientation and the Exchange Student Reception.

**University of New Orleans                      New Orleans, LA                      September 2003-October 2005**

*University of New Orleans is a public 4-year selective research university with an enrollment of 10,000 + undergraduate, graduate, and doctoral students situated in an urban environment.*

**Assistant to the Director of Equal Opportunity                      September 2003 to October 2005**

Provided high-level executive support to the cabinet-level Assistant to the Chancellor/Director of Equal Opportunity. Managed the office in the Director's absence. Served as budget officer in managing \$119,000 operating budget. Developed the annual campus Affirmative Action Plan, which provided statistical data on workforce analysis, availability estimates, and utilization analysis. Served as initial intake coordinator for Title VII complaints and assisted the Director with the investigation of sexual harassment, discrimination, and other related student and employee grievances. Coordinated recruitment and training of Equity Advisors in each academic and administrative division. Researched and conducted salary equity and compensation analysis for various administrative, managerial, and professional staff positions. Reviewed and approved all advertisements for position vacancies, authorizations to hire, and personnel action forms for the entire university.

***Key Accomplishments/Results:***

Composed major correspondence and reports for the review and signature of the Assistant to the Chancellor, and exercised signature authority on behalf of the Assistant to the Chancellor, thus freeing her to devote time to strategic initiatives.

***University of New Orleans Committees and Service:***

- Diversity Cabinet

**TEACHING AND INSTRUCTION EXPERIENCE**

**University of Washington Tacoma                      Tacoma, WA                      Summer 2020-present**

**Affiliate Faculty, Doctoral Program in Educational Leadership**

Instructor of TEDLD 576: Education Law and Governance                      Summer 2021



Focuses on persistent legal issues in education. Examines laws, regulations, policies and court cases that affect educational systems and practices.

**University of Washington Tacoma**                      **Tacoma, WA**                      **2023**  
**Dissertation Committee Member**

Darius Mensah, "Building and Sustaining High-Quality Educational Environments for Black Children," Ed.D.

**Plymouth State University**                      **Plymouth, NH**                      **2022**  
**Dissertation Committee Member**

Cory Davis, "What Surveys Alone Cannot Tell: Responses of Asian American University Students to Campus Climate Findings," Ed.D.

**Mercer University**                      **Atlanta, GA**                      **Fall 2013**  
**Adjunct Professor, Educational Leadership Program**

Instructor of a three-credit hour graduate course (EDEL 602) in College Student Development Theory.

**Kennesaw State University**                      **Kennesaw, GA**                      **Fall 2010-Spring 2014**  
**Instructor, First-Year & Transition Studies**

Instructor of a three-credit hour KSU 1101 first-year seminar course designed to foster the acclimation and success of first-year students.

**Guest Lecturer, Master of Science in Conflict Management Program**                      **Summer 2010 & Fall 2010**

Guest Lecturer, *The role of the organizational ombudsman in the workplace*, Conflict Management Systems Design course (MSCM 7500).

**Instructor/Trainer, Center for University Learning**

Instructor of a series of professional staff and faculty development courses:

- PeopleStyles at Work: Using Your Personality to Succeed, Spring 2012
- Difficult Conversations: How to Discuss What Matters Most, Spring 2012
- Civility and Conflict Management, co-facilitated with Program Manager, Center for Conflict Management, Fall 2011
- The ADA Remix, co-facilitated with Chief Diversity Officer, Spring 2010
- Straight Talk about Sexual Orientation Rights in the Workplace, co-facilitated with Chief Diversity Officer, Spring 2010
- Civility in the Workplace, Fall 2010, Spring 2010, Fall 2009
- Communication Strategies for Positive Conflict Resolution, Fall 2008
- Sexual Harassment Prevention, co-facilitated with Chief Diversity Officer and Chief Legal Counsel, Fall 2008

## REFEREED PRESENTATIONS

**Anderson, B.** (2017). *Establishing your executive presence like a boss!* NASPA Mid-Level Administrators Conference, Denver, CO.

**Anderson, B. & Dennie, D.** (2012). *Understanding your cultural patterns across conflict styles.* International Ombudsman Association (IOA) Annual Conference, Houston, TX.

**Anderson, B. & Graham, D.** (2011). *Exploring the cultural context of conflict.* International Ombudsman Association (IOA) Annual Conference, Portland, OR.

**Alexander, K., Anderson, B., Graham, D., & Taylor-Hamrick, T.** (2010). *Perspectives from the field: A panel discussion with*

senior, mid-level, and entry-level ombudspersons. International Ombudsman Association (IOA) Annual Conference, New Orleans, LA.

**Anderson, B. & Strickler, W.** (2009). *Maintaining success in study abroad despite economy*. Annual Winter Conference of the Georgia Association of International Educators (GAIE), Savannah, GA.

**Anderson, B.** (2008). *Developing a study abroad recruitment plan*. Annual Winter Conference of the Georgia Association of International Educators (GAIE), Jekyll Island, GA.

#### NON-REFEREED AND INVITED PRESENTATIONS

**Anderson, B. & Ashlee, A.** (2021). *Preparing for the graduate school search*. 2021 NASPA Dungey Leadership Institute.

**Anderson, B. & Asselin, M.** (2021). *Student affairs as a profession*. 2021 NASPA Dungey Leadership Institute.

**Anderson, B. & Duran, A.** (2020). *Life after NUFP*. 2020 NASPA Dungey Leadership Institute.

**Anderson, B.** (2020). *Leadership lessons learned from my mentors*. UW Tacoma First Generation Lunch & Learn.

**Anderson, B.** (2019). Keynote Speaker, UW Tacoma First Generation College Celebration, Tacoma, WA.

**Anderson, B.** (2016). *Together we can make a difference*. Keynote Speaker, City of Paso Robles Martin Luther King, Jr. Commemoration, Paso Robles, CA.

**Anderson, B. & Rohrbacher, D.** (2015). *Doctoral degree or no doctoral degree: That is the question*. Cal Poly Division of Student Affairs Winter Recharge Conference, San Luis Obispo, CA.

**Anderson, B.** (2015). *Your success is not an accident*, Keynote Speaker, Cal Poly Student Support Services Recognition Banquet, San Luis Obispo, CA.

**Anderson, B.** (2015). Panelist for Parent Panel Discussion, Cal Poly Polycultural Weekend, San Luis Obispo, CA.

**Anderson, B.** (2015). *Dean of Students Office: A Resource for Faculty*, Cal Poly Center for Teaching, Learning & Technology, New Faculty Orientation, San Luis Obispo, CA.

**Anderson, B.** (2014). *Ouch! That stereotype hurts*, Kennesaw State University Fraternity & Sorority Life's Multicultural Greek Council Café con Leche Educational Tour, Kennesaw, GA.

**Anderson, B.** (2014). *The art of difficult conversations*, Kennesaw State University Department of Sports and Recreation Lunch & Learn for Club Sports Officers and Athletes, Kennesaw, GA.

**Anderson, B.** (2014). *True colors for student leaders*. Annual Kennesaw State University Student Organization Leadership Conference, Kennesaw, GA.

**Anderson, B.** (2013). *PeopleStyles at work*, Kennesaw State University Division of Enrollment Services, Kennesaw, GA.

**Anderson, B.** (2013). *Overview of ombuds services*, Kennesaw State University Mid-Level Management Development Program, Division of Enrollment Services, Kennesaw, GA.

**Anderson, B.** (2013). *Overview of ombuds services*, Kennesaw State University Mid-Level Management Development Division of Library Services, Kennesaw, GA.

- Anderson, B. & Dennie, D.** (2012). *Let's talk about sex*, Kennesaw State University Fraternity & Sorority Life's Multicultural Greek Council Café con Leche Educational Tour, Kennesaw, GA.
- Anderson, B.** (2012). *True Colors*, Kennesaw State University Information Technology Services Outreach Team, Kennesaw, GA.
- Anderson, B.** (2012). *Maximize your leadership effectiveness with True Colors*. Annual KSU Registered Student Organization Leadership Conference, Kennesaw, GA.
- Anderson, B. & Dennie, D.** (2011). *Student conduct on a global campus: Intent vs. Impact*. Kennesaw State University Ph.D. Program in International Conflict Management Workshop, Kennesaw, GA.
- Anderson, B.** (2010). *Conflict management*. Kennesaw State University School of Nursing Annual Faculty and Staff Retreat, Dahlonega, GA.
- Anderson, B.** (2010). *Two worlds divided: Negotiating pathways from one generation to the next*. Keynote Address, Kennesaw State University Annual Volunteer Fair, Kennesaw, GA.
- Anderson, B.** (2010). *Fostering a culture of civility in the workplace*. Southeast Ombuds Group Fall Meeting, Atlanta, GA.
- Anderson, B.** (2010). *The seven habits of highly effective fraternity and sorority leaders*. Annual Kennesaw State University Greek Retreat, Kennesaw, GA.
- Anderson, B. & Odera, C.** (2008). *Attracting a new generation: Career exploration in international education*. Annual Georgia International Leadership Conference (GILC), Eatonton, GA.
- Anderson, B.** (2007). *Leadership through public speaking*. Annual Georgia International Leadership Conference (GILC), Eatonton, GA.

## PROFESSIONAL CONSULTING ACTIVITIES

**Valdosta State University**, provided consultation to the Director of Human Resources regarding the fundamentals of creating an ombuds function, June 3, 2014.

**Savannah State University**, invited by the University Ombudsman to consult on office structure, reporting, and standards of practice, August 6-7, 2012.

**University of West Georgia**, invited by the American Association of University Professors (AAUP) Executive Committee to serve on a four-member panel of experts to discuss the establishment of a University Ombudsman position with the University President and other members of the campus community, April 11, 2008.

## SPECIALIZED TRAININGS & CERTIFICATES

- Advanced Threat Assessment and Threat Management, Specialized Training Services, November 2022
- Pathways to a Vice President for Student Affairs Institute, The Legacy Group, June 2021
- COVID-19 Contact Tracing Certificate, Johns Hopkins University, June 2020
- Assessing Workplace and Campus Violence Risk with the WAVR-21, UC San Diego, July 2018
- Mental Health First Aid Training, San Diego, CA, August 2017
- Campus Restorative Justice Training Across Student Affairs, San Diego, CA, June 2017

- NASPA Institute for Aspiring Vice Presidents for Student Affairs, Tampa, FL, January 2017
- NASPA Western Regional Conference, Dean of Students/AVP Institute, Seattle, WA, November 2016
- Campus Emergency Response Training, UC San Diego, September 2016
- Equity-Minded Education Facilitator Training, UC San Diego, August 2016
- Assessing Workplace and Campus Violence Risk with the WAVR-21, UC San Diego, July 2016
- Conducting Title IX Investigations, Hirschfeld Kramer LLP, San Luis Obispo, CA, February 2016
- FBI Threat Assessment Training, Ventura, CA, July 2015
- NASPA Mid-Level Administrators Institute, Kansas City, MO, June 2015

## PUBLICATIONS, RESEARCH & GRANT ACTIVITIES

**Lewis, C. & Anderson, B.** (2016). *Growing as scholar and citizen: Understanding your roots*. University of California, San Diego Office of Equity, Diversity & Inclusion Fall Climate Enhancement Grant. **Awarded: \$1,500.**

**Anderson, B.** (2013). *Factors that influence job satisfaction of college and university ombudsmen: A phenomenological exploration* (Doctoral Dissertation). Available from ProQuest Dissertations and Theses database.

**Anderson, B.** (2013). *Student affairs organizational structure benchmarking report for Kennesaw State University*. Unpublished manuscript. Doctoral internship project presented to the Dean of Students.

## EDUCATION

### **MERCER UNIVERSITY — Atlanta, GA**

Doctor of Philosophy (Ph.D.) in Higher Education Leadership

### **CAPELLA UNIVERSITY — Minneapolis, MN**

Master of Science (M.S.) in Higher Education Enrollment Management

Professional Certification in Enrollment Management, Noel-Levitz

### **UNIVERSITY OF NEW ORLEANS — New Orleans, LA**

Bachelor of Interdisciplinary Studies, Concentration: Business and Urban Society

## PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

- NASPA: Student Affairs Administrators in Higher Education, 2015 – present
  - AVP Steering Committee, 2023-present
    - Coordinator, AVP Cohort Connections, 2023-2024
    - AVP Symposium Planning Committee, 2023-2024
  - Region V Advisory Board, NUFP Coordinator, 2023-present
  - NUFP Advisory Board, Region V NUFP Representative, 2023-present
  - Senior-Level Coach, Early Career Development Institute, 2022-2023
  - Dungey Leadership Institute Faculty, 2020, 2021
  - NASPA Undergraduate Fellows Program (NUFP) Campus Coordinator, UC San Diego, 2017- 2018
  - NUFP Mentor, 2018-2019
  - New Professional Mentor, African American Knowledge Community, 2018-2020
  - Presenter, Mid-Level Administrators Conference, 2017
  - Program Reviewer, 2015 Mid-level Administrator Conference

- American Association of Blacks in Higher Education (AABHE), 2012 - 2013
- Kappa Delta Pi International Honor Society in Education, 2012 – present
- International Ombudsman Association (IOA), 2008 - 2014
  - CO-OP Board of Certification Eligibility Committee Member, 2012 - 2014
  - Membership Committee Member, 2012 – 2014
  - New Professional Mentor, 2011 – 2014
  - Annual Conference Presenter, 2010, 2011, 2012
- NAFFSA: Association of International Educators, 2006-2009
  - Trainer Corps Member, 2009
  - New Professional Mentor, 2008 – 2009
- Georgia Association of International Educators (GAIE), 2006-2009
  - Annual Conference Presenter, 2008 – 2009
- Georgia International Leadership Conference, 2007-2009
  - Conference Co-Chair, 2009
  - Conference Session Coordinator, 2008
  - Conference Speaker, 2007, 2008
- Phi Beta Sigma Fraternity, Inc., 2001 – present
- Phi Beta Delta International Honor Society, 2008 - present