

## **Cia Verschelden**

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**Education:** Ed.D., 1984, Harvard University  
Cambridge, Massachusetts  
Emphasis: Human Development/Interpersonal Behavior

M.S.W., 1979, The University of Connecticut  
West Hartford, Connecticut  
Emphases: Social Policy/Aging

B.S., 1976, Kansas State University  
Manhattan, Kansas  
Major: Psychology  
Magna Cum Laude

### **Academic Positions:**

Vice President Academic and Student Affairs  
City Colleges of Chicago – Malcolm X College, 2019 to 2020

Executive Director Institutional Assessment  
University of Central Oklahoma, 2012 to 2019

Vice President for Academic Affairs  
Highland Community College, 2009 to 2012

Visiting Scholar and Senior Officer of OASIS  
(Office of Assessment Initiatives and Services)  
Higher Learning Commission, 2008 to 2009

Assessment Mentor  
Assessment Academy and Workshops  
Higher Learning Commission, 2004 to present

Director of Assessment  
Kansas State University, 2005 to 2009

Special Assistant to the Provost  
Assessment of Student Learning  
Kansas State University, Spring, 2005

Director of Women's Studies  
Kansas State University, 2003 to 2005

Associate Professor of Social Work  
Kansas State University, 1995 to 2003

American Ethnic Studies Faculty  
Kansas State University, 1998 to 2009

Assistant Professor of Social Work  
Kansas State University, 1989 to 1995

Social Work Program Coordinator  
Kansas State University, 1993 to 1996

Women's Studies Faculty  
Kansas State University, 1991 to 2009

Adjunct faculty  
Kansas State University, 1988-1989, 2015-2016

Instructor, College of Education  
Kansas State University, 1981-1982

Residence Hall Director  
Kansas State University, 1981-1984

Course Evaluator  
Harvard University Graduate School of Education, 1979-1980

**Mennonite Central Committee Service Assignment:**

Community Development Worker, Lubicon Cree Nation,  
Little Buffalo, Alberta, Canada, June, 1996 to July, 1998

**Professional Development:**

HERS – New England Management Institute for Women in Higher Education Administration,  
Wellesley College, Wellesley, Massachusetts, September, 2002 – April, 2003 (five 2-3-day sessions)

**Courses Taught:**

Kansas State University  
DAS455 Violence, Nonviolence, and Social Change, 2015-2016  
University of Central Oklahoma  
SOC4233/5233 Human Behavior and the Social Environment, 2013-2018

UNIV1012 Success Central, 2013-2015

Highland Community College

IDS110 Contemporary Issues in Sustainability, 2011-2012

COL106 Career/Life Planning, 2011

SOC104 Introduction to Social Work, 2010

Kansas State University

WOMST500/DAS450 Introduction to Nonviolence Studies, 2005-2010

WOMST105 Introduction to Women's Studies, 2003-2009

SOCWK/SOCIO511 Social Welfare, 1998-2003

SOCWK/SOCIO565 Social Policy, 1988-1991, 1998-2003

DAS100 Freshman Seminar, 1999-2000

SOCWK567 Human Behavior in the Social Environment, 1990-1996, 2002

SOCWK260 Introduction to Social Work, 1989-1991, 2010-2011

SOCWK310 Women and Peace (intersession), 1992-1993

### **Service to the College/University:**

University of Central Oklahoma

University Diversity Committee, 2016-2018

Faculty Senate, 2013-2017

Sustainability Committee, 2013-2018

Volunteer, Endeavor Games, 2013-2018

Highland Community College

HCC Gay Straight Alliance Advisor

HCC Green Team

Kansas State University

Faculty Lead, KSU Assessment of Student Learning, 2002-2005

Past-President, Faculty Senate, 2002-2003

Chair, Extraordinary Student Awards Committee, 2001-2007

Chair, Early Adopters Workgroup (assessment of student learning), 2002-2003

Chair, University Student Learning Outcomes Committee, 2002-2003

President, Faculty Senate, 2001-2002

Kansas Board of Regents Council of Faculty Senate Presidents, 2001-2002

American Ethnic Studies Program Governing Board, 2001-2006

Women's Studies Program Executive Committee, 2001-2002

KSU Performance Indicators/Improvement Plan Committee, 2000-2001

Freshman Interview Team, UGE Assessment, 2000-2001

President-elect, Faculty Senate, 2000-2001

Faculty Senate Executive and Leadership Committees, 1999-2003

Faculty Senate, Arts & Sciences Senator, 1991-1996, 1998-2003

Chair, University Calendar Committee, 2000-2003

University Committee on Governmental Issues, 2001-2002

Research Sponsor, Developing Scholars Program, 2000-2001

General Education Portfolio Assessment Subcommittee, Summer, 2000

Equity Issues Committee, Provost Office, 2000-2001

Faculty Mentor, Community Service Summer Team, Summer, 2000 & 2001

Chair, Faculty Senate Committee on University Planning, 1999-2000  
Adjudication panel for campus sexual violence cases, 1999-2000  
Faculty Senate Committee on University Planning, 1998-1999  
Faculty Advisory Committee for the General Education Program, 1994-1995  
Faculty Senate Executive Committee, 1994-1995  
Chair, Arts & Science Faculty Senate Caucus, 1994-1995  
Provost's Task Force on the Educational Experience, 1993-1994  
Academic Affairs Committee, Arts & Sciences Representative, 1993-1994  
Admissions and Enrollment Committee, Academic Affairs Representative, 1993-1994  
KSU United Way Coordinating Committee, Faculty Representative, 1990-1992  
Chair, KSU United Way Coordinating Committee, 1993  
Council on Traffic, Parking, and Police Operations, Faculty Senate Representative, 1992-1995  
Task Force on Bicycle Regulation and Safety, 1993-1994

### **Departmental Committees:**

#### Kansas State University

Colloquium Committee, 1990-1991, 2000-2003  
Faculty Evaluation Committee, 1991-1993, 1998-2000  
Chair, Curriculum Committee, 1995-1996  
Chair, General Education Committee, 1994-1995  
Department Head Search Subcommittee, 1993  
Social Work Search Committee, 1992-1993  
Scholarship Committee, 1992-1994  
Committee on Research Involving Human Subjects, 1990-1992  
Library Committee, 1991-1992

### **Grant Activities:**

President's Faculty Development Awards, Kansas State University - \$1,289.60 (+ \$200.00 departmental support) for travel to a National Institute of Mental Health conference in Los Angeles on the "Role of Families in Preventing and Adapting to HIV/AIDS," July 25-27, 2001.

Kellogg Civic Engagement Cluster Grant - \$75,000, grant from the Kellogg Foundation. Member of Kansas State University team with responsibility for grant assessment, 2000-2001.

"Kansas Initiative for Decision Support," Kansas Department of Social and Rehabilitation Services, \$11,331, subcontract with the Kansas University School of Social Welfare for consultation, specifically related to "best practice in adoption services."

"Kansas Rural Child Welfare Training Project," grant from Kansas Department of Social And Rehabilitation Services, \$320,586 for 1992, \$415,102 for 1993, \$583,939 for 1994, and \$1,140,025 for 1995. Five-year project to develop and implement an inservice and preservice training curriculum for child welfare workers. Total project budget: over \$5 million. Co-Director with Janice Denning and Linda Thurston.

“Men in Nontraditional Gender Roles,” grant from Bureau of General Research, \$1,000 for 1990-1992. Study of couples in which the female was the primary wage earner and the male was primarily responsible for house and child care. Co-investigator with John Robertson.

### **Refereed Publications:**

Verschelden, C. Stereotype threat: three interventions. (2015). Conference proceedings Lilly Conference on Evidence-Based Teaching and Learning, January 4-7, 2015, pp. 31-34.

Barthell, J., Pope, M., King, J, Verschelden, C., Hughes, C., & and Wilson, G. Using a transformative learning transcript to assess high-impact practices. A Collection of Papers on Self-Study and Institutional Improvement, 2014, Volume 3, 70-73. Chicago: The Higher Learning Commission.

Collins, O. & Verschelden, C. Fair trade week: From local food to global marketplace. A Collection of Papers on Self-Study and Institutional Improvement, 2007, Volume 2, 10-13. Chicago: The Higher Learning Commission.

Verschelden, C., Dyer, R., Nellis, M. D., & Marsh, P. (2005). Institutional culture change process: Assessment of student learning. A Collection of Papers on Self-Study and Institutional Improvement, 2005, Volume 3, 70-73. Chicago: The Higher Learning Commission.

Verschelden, C. (1996) “Shared ethnicity” in transracial adoption. Ethnic Studies Review, 19, 29-42.

Thurston, L., Verschelden, C., & Denning, J. (1996). Using interactive multimedia to address rural social work education needs. Modes of Social Work Education II: The Electronic Social Work Curriculum, 20, 28-39. New Orleans, LA: Tulane University.

Verschelden, C. (1993). Social work values and pacifism: Opposition to war as a professional responsibility. Social Work, 38, 765-769.

Robertson, J. & Verschelden, C. (1993). Voluntary male homemakers and female providers: Reported experiences and perceived social reactions. The Journal of Men’s Studies, 1, 383-402.

Denning, J. & Verschelden, C. (1993). Use of the focus group in training and needs assessment: Empowering child welfare workers. Child Welfare, 72, 565-579.

### **Nonrefereed Publications:**

Verschelden, C. (forthcoming September 2020). *Bandwidth Recovery for Schools: Helping Pre-K-12 Students Regain Cognitive Resources Lost to Poverty, Trauma, Racism and other "Differentisms?"* Sterling, VA: Stylus Publishing, LLC.

Verschelden, C. (2017). *Bandwidth recovery: Helping student reclaim cognitive resources lost to poverty, racism, and social marginalization.* Sterling, VA: Stylus Publishing, LLC.

Verschelden, C. (with Linda McMillin & Jerry Berberet). "Collaborative Governance at Kansas State University, Priorities (Association of Governing Boards), No. 18, Spring, 2002.

Verschelden, C. "Evidence-Based Best Practice in Adoption Services." Product of the subcontract with the Kansas University School of Social Welfare, "Kansas Initiative for Decision Support" for the Kansas Department of Social and Rehabilitation Services, May, 2001.

Smit, D., Fogg, R., Nofziger, S., Rutherford, T., Stokes, R., & Verschelden, C., "Assessing the Writing of Students in General Education at Kansas State University," the report of the General Education Portfolio Assessment Subcommittee, August, 2000.

Verschelden, C. "Child Abuse and Neglect." One of a series of interactive, computer-based videodisc training modules produced for the Rural Kansas Child Welfare Training project, funded by the Kansas Department of Social and Rehabilitation Services, Summer, 1996.

Verschelden, C. "Social Workers in Court." One of a series of interactive, computer-based videodisc training modules produced for the Rural Kansas Child Welfare Training project, funded by the Kansas Department of Social and Rehabilitation Services, Fall, 1995.

Verschelden, C. & Thurston, L. "Child Development." One of a series of interactive, computer-based videodisc training modules produced for the Rural Kansas Child Welfare Training project, funded by the Kansas Department of Social and Rehabilitation Services, Summer, 1994.

Verschelden, C. Action Science: Teaching and learning as research. Doctoral dissertation for Doctor of Education at Harvard University, 1984.

## **Presentations:**

### Webinars & Virtual Meetings

Monroe Community College, Rochester, New York, Bandwidth Depletion and Recovery in COVID-19," June 5, 2020. (virtual workshop)

Illinois Equity in Attainment Initiative, "COVID-19 – The Bandwidth Tax of Uncertainty," May 27, 2020 (webinar)

Great Lakes Regional Student Success Conference (epilogue Part 1), "Bandwidth Depletion and Recovery in COVID-19," May 20, 2020 (webinar)

North Carolina State University, "Bandwidth Depletion and Recovery in COVID-19 Remote Learning," April 28 & 29, 2020. (webinar)

Bandwidth Depletion and Recovery in the COVID-19 Transition to Remote Learning. Oklahoma Online Learning Summit. April 6, 2020 (webinar)

Safeguarding Quality, Equity, and Inclusion as Learning Moves Online. Association of American Colleges & Universities. (webinar panelist) March 27, 2020.

## Bandwidth Recovery workshops 2019-2020

Harper College, Palatine, Illinois  
Lawrence Technological University, Southfield, Michigan  
Great Lakes Regional Student Success Conference, Oakland University, Rochester, Michigan  
Columbus State University, Atlanta, Georgia  
Richard J. Daley College, City Colleges of Chicago, Chicago, Illinois  
Harry S. Truman College, City Colleges of Chicago, Chicago, Illinois  
Black Hawk College, Moline, Illinois  
Pikes Peak Community College, Colorado Springs, Colorado  
Indiana University Bloomington, Indiana  
Eastern Washington University, Spokane, Washington  
DePaul University Fall Forum, Chicago, Illinois  
Poverty Among College Students, Cuyahoga Community College, Parma, Ohio  
University of Central Oklahoma, Educators Leadership Academy, Edmond, Oklahoma  
Cultural Competence Institute, Grand Rapids Community College, Grand Rapids, Michigan  
Issaquah School District, Issaquah, Washington (virtual)  
Southwestern University, Georgetown, Texas  
Roosevelt University Faculty Conference, Chicago, Illinois  
Indiana Wesleyan University, Marion, Indiana  
Wayne County Community College District, Detroit, Michigan  
Middle College National Consortium, Jersey City, New Jersey  
James Madison University, Harrisonburg, Virginia  
Western Colorado University, Gunnison, Colorado  
Mott Community College, Flint, Michigan  
Fulton-Montgomery Community College, Johnstown, New York  
Fingerlakes Community College, Canandaigua, New York  
University of Akron, Akron, Pennsylvania  
Broward College, Ft. Lauderdale, Florida  
Midamerica Nazareen, Olathe, Kansas.

Bandwidth Recovery: How Cognitive Resources are Depleted by Poverty, Racism, and other “Differentisms” and How We Can Help Students Reclaim Them,” Harvard Graduate School of Education, Gutman Library, Cambridge, Massachusetts, November 7, 2018.

Bandwidth Recovery: How Cognitive Resources are Depleted by Poverty, Racism, and other “Differentisms” and How We Can Help Students Reclaim Them. Student Affairs Affinity Group/Pennsylvania Commission for Community Colleges, Butler, Pennsylvania, October 25, 2018

Bandwidth Recovery: How Cognitive Resources are Depleted by Poverty, Racism, and other “Differentisms” and How We Can Help Students Reclaim Them. Mohawk Valley Community College, Utica, New York, October 24, 2018

Bandwidth Recovery: How Cognitive Resources are Depleted by Poverty, Racism, and Other “Differentisms” and How We Can Help Students Reclaim Them. Butler County Community College, Butler, Pennsylvania, October 9-10, 2018.

Bandwidth Recovery: How Cognitive Resources are Depleted by Poverty, Racism, and Other “Differentisms” and How We Can Help Students Reclaim Them. Trinity College. Hartford, Connecticut, September 27, 2018.

Bandwidth Recovery: Helping Students Reclaim Cognitive Resources Lost to Poverty, Racism, and Social Marginalization. Central Connecticut State University, New Britain, Connecticut, September 26, 2018.

Bandwidth Recovery: How Cognitive Resources are Depleted by Poverty, Racism, and other “Differentisms” and How We Can Help Students Reclaim Them. Kent State University, Kent, Ohio, September 13-14, 2018.

Bandwidth Recovery: How Cognitive Resources are Depleted by Poverty, Racism, and other “Differentisms” and How We Can Help Students Reclaim Them. Lorain County Community College, Elyria, Ohio, September 13, 2018.

Bandwidth Recovery: Helping Students Regain Bandwidth Lost to Poverty, Racism, and other “Differentisms.” Simmons College STAR Scholars, Simmons College, Boston, Massachusetts, August 23, 2018.

Helping Students Recover Cognitive Resources Lost to Poverty, Racism, and other “Differentisms.” Muskegon Community College, Muskegon, Michigan, August 22, 2018.

Bandwidth Recovery: How Cognitive Resources are Depleted by Poverty, Racism, and other “Differentisms” and How We Can Help Students Reclaim Them. 2018 Teaching and Learning Academy, Northeast Lakeview College, San Antonio, Texas, August 18, 2018.

Recovering Bandwidth Lost to Poverty, Racism, and other “Differentisms.” Phi Theta Kappa Texas Honors Institute, July 27, 2018, Dallas, Texas, July 28, 2018.

Bandwidth Recovery: How Cognitive Resources are Depleted by Poverty, Racism, and other “Differentisms” and How We Can Help Students Reclaim Them. National Summer Institute on Learning Communities. Evergreen State College, Olympia, Washington, July 11, 2018.

“Helping Students Regain Bandwidth Lost to Poverty, Racism, and other “Differentisms”: How Can Honors Programs Respond?” National Collegiate Honors Council, Lincoln, Nebraska, June 21, 2018.

“Bandwidth and the Case for Equity.” Strategic Horizon Network,” San Diego, California, June 4, 2018.

“Bandwidth Recovery: Helping Students Reclaim Cognitive Resources Lost to Poverty, Racism, and Social Marginalization.” Westchester Community College, Hawthorne, New York, May 16, 2018.

“Pinderhughes Diversity Lecture.” Boston College School of Social Work, Boston, Massachusetts, April 20, 2018.

“Bandwidth Recovery: Working with Low-Income and Non-majority Students.” (faculty/staff seminar) Worcester Polytechnic Institute, Worcester, Massachusetts, April 19, 2018.



- “Creating Learning Environments to Recover Bandwidth Lost to Poverty, Racism, and Social Marginalization.” Multicultural Education Institute, University of Central Oklahoma, Edmond, Oklahoma, February 24, 2018.
- “Striving for Equity in Teaching and Learning.” (keynote) 2018 Dream: Achieving the Dream, Nashville, Tennessee, February 22, 2018.
- “Bandwidth Recovery: Helping Student Reclaim Cognitive Resources Lost to Poverty, Racism, and Social Marginalization.” Association of American Colleges and Universities Annual Meeting, Washington, DC, January 26, 2018.
- “How optional extra credit assignments (and other common pedagogical practices) perpetuate injustice,” with Tina Bhargava (Kent State University). National Conference on Race and Ethnicity, Ft. Worth, Texas, May 30-June 3, 2017.
- “Using a Student Transformative Learning Record (STLR) to increase success among low-income, first generation, and non-majority students,” with Brenton Wimmer. National Conference on Race and Ethnicity, Ft. Worth, Texas, May 30-June 3, 2017.
- “Helping Students Recover Cognitive Resources Lost to Poverty, Racism, and Social Marginalization.” University of Central Oklahoma Multicultural Education Institute, Edmond, Oklahoma, March 3-4, 2017.
- “Poverty and racism (& other ‘isms): Creating institutional environments in which all students can succeed,” with Tina Bhargava (Kent State University). Lilly Conference: Evidence-Based Teaching & Learning, Austin, Texas, January 5-7, 2017.
- “Limited bandwidth: How poverty and racism deplete the cognitive resources of our students and what we can do to help them recover.” Victoria University of Wellington, New Zealand, June, 2016.
- “Poverty & racism are robbing you of mental bandwidth: What you can do to get it back.” Social Justice Symposium, University of Central Oklahoma, April 7, 2016.
- “Creating a learning environment that maximizes cognitive resources,” with Tina Bhargava (Kent State University). Lilly Conference – Evidence-Based Teaching and Learning, Austin, Texas, January 7-9, 2016.
- “Scarcity: Overcoming the *Underminers* of TL Potential.” UCO Collegium. University of Central Oklahoma, August 12, 2015.
- “Psycho-sociological *underminers* that are threatening potential.” Tinker Air Force Base Diversity Day Keynote, Midwest City, Oklahoma, June 12, 2015.
- “UCO’s Student Transformative Learning Record (STLR) Tool and Process: Many Moving Pieces Fitting Together for Student Success,” with King, J. Association of American Colleges and Universities Institute on General Education Assessment, University of Central Oklahoma, June 3, 2015.

- “HLC student persistence and completion academy,” with Corwin, J., O’Quinn, R., Jackson, T., Canan, M., David, K., & Kingsley, M. Oklahoma State Regents for Higher Education Higher Education Completion Conference 2015, Oklahoma City Community College, March, 2015.
- “Stereotype threat and related social-psychological realities,” with Palmer, E., & Broiles, J. (UCO students). University of Central Oklahoma Black History Month, February, 2015.
- “Stereotype threat: Helping students overcome negative effects,” Cultural Competence in the Classroom: Theory to Practice, Exploration of Culturally Competent Teaching for Diverse Classrooms, University of Central Oklahoma, January, 2015
- “Stereotype threat: Helping students overcome its negative effects.” Lilly Conference on College and University Teaching and Learning, Austin, Texas, January 4 - 7, 2015
- Workshops on assessment of student learning, Bethany College (2006), Manhattan Christian College (2007), Washington State Community College (2007), Baker College (Michigan) (2008), University of Michigan – Flint (2008), North American Colleges and Teachers of Agriculture, Stillwater, Oklahoma (2009), Emporia State University (2010), University of Wisconsin-Superior (2011), Crowder College (2011), Carl Albert State College (2013), St. Luke’s College (2014), Cameron University (2015), University of Science and Arts of Oklahoma (2016).
- “Assessment of “general education” learning outcomes,” Higher Learning Commission Assessment Academy Roundtable, October, 2013, & November, 2014
- “Assessing and Documenting Learning in Student Research,” with Hughes, C., & Wilson, G. 5<sup>th</sup> Annual Promoting Undergraduate Research Conference, Oklahoma City, September, 2014.
- “Active learning using the quiz tool,” with Keesee, A. FUSION 2014 - Annual Desire2Learn Global Users Conference Nashville, Tennessee, July, 2014.
- “Workplace & life competency badges: Assessing and documenting essential student learning,” with Hynes, S., & Keesee, A. Association of Assessment of Learning in Higher Education, Albuquerque, New Mexico, June, 2014.
- “Gender Issues in Leadership.” Educators Leadership Gender Issues Academy, University of Central Oklahoma, February, 2014.
- “Transformative learning: From foundation to capstone,” with Christiansen, T., & Cowan, S., Association of American Colleges & Universities, General Education and Assessment: Disruptions, Innovations, and Opportunities Network for Academic Renewal Conference, Portland State University, Portland, Oregon, February, 2014
- “VALUE rubrics, capstone projects, and VSA reporting,” with Terry Rhodes (Association of American Colleges & Universities) and Teri Lyn Hinds (Voluntary System of Accountability), Higher Learning Commission Annual Conference, Chicago, April 14, 2014.

“Female and \_\_\_\_\_: Life at the intersection,” Oklahoma Women in Higher Education Fall Conference 2013, University of Central Oklahoma, November 15, 2013.

Strategic Planning Facilitation, Cimarron Alliance, Oklahoma City, November, 2013.

“Understanding organizational culture,” The Southern Regional Council on Educational Administration 54<sup>th</sup> Annual Conference, Oklahoma City, October, 2013.

“Assessment of student learning,” Education Leadership Academy Higher Education Chair Academy, University of Central Oklahoma, May, 2013.

“Institution-wide learning outcomes: Three applications,” with Mosher, C., Chrislip, D., & Schenck, G., Higher Learning Commission Annual Conference, Chicago, April, 2013.

“Understanding organizational culture,” Education Leadership Academy Higher Education Chair Academy, University of Central Oklahoma, May, 2013.

“Greening the profession: The role of institutional research professionals in campus-wide sustainability efforts,” with Jonathan Keiser, Association for Institutional Research - AIR Forum, New Orleans, June 4-6, 2012.

“Student learning: Continuous improvement & HLC accreditation,” Oglala Lakota College, Kyle, South Dakota, May, 2012.

Lieberman Teaching Excellence Award Celebration keynote, Johnson County Community College, Kansas City, Kansas, April, 2012.

“Student learning outcomes: How do you know they got it?” Metropolitan Community College, Kansas City, Missouri, October, 2011.

“Evidence-based decision making,” “Assessment in the context of accreditation,” “Student learning: Curriculum mapping & assessment,” University of Wisconsin Superior, August, 2011.

“Student learning, assessment, and accreditation,” Kansas Council of Instructional Administrators, Wichita, Kansas, June, 2011.

“Student learning, assessment, and accreditation,” Colorado School of Mines, Golden, Colorado, February, 2011.

“Fair trade week: From local food to global marketplace.” 112<sup>th</sup> Annual Meeting of The Higher Learning Commission, Chicago, April 20-24, 2007.

“Assessment of student learning,” North American Colleges and Teachers of Agriculture, Oklahoma State University, Stillwater, Oklahoma, June, 2009.

Outcomes assessment workshop for social service agencies in Riley County, 2006.

“Institutional culture change process: Assessment of student learning” with R. Dyer, M. D. Nellis, & P. Marsh. 110<sup>th</sup> Annual Meeting of The Higher Learning Commission, Chicago, April 10-12, 2005.

“Our Social Justice Roots: Relevant Issues of Social and Economic Justice in Field Instruction.” Advanced Field Instruction: Issues in Practicum, Newton, Kansas, May 3, 2002.

“Moral and Civic Learning at Kansas State University,” Institute on College Student Values, Tallahassee, Florida, February 7-9, 2002.

“Civic Engagement,” American Association of Higher Education Conference on Faculty Roles and Rewards, Phoenix, Arizona, January 7-10, 2002.

“Open Adoption: History and Practice,” Department Colloquium Series, October 3, 2001.

“Optimizing Learning in the Field,” Emerging Issues: Advanced Field Instruction, Wichita, Kansas, June 1, 2001.

“Timelines of the Historical Records of People of Color and Women in the U.S.,” National Association for Ethnic Studies Annual Conference, “Race, Ethnicity and Pedagogy in the 21<sup>st</sup> Century,” New Orleans, March 29-31, 2001.

“Open Adoption: Extending the Definition of Family,” 10<sup>th</sup> Annual Cultural Studies Symposium on Family, Kinship & Cultural Studies, Kansas State University, March 8-10, 2001.

Invited respondent for Assembly on Post-Tenure Review: “Post-Tenure Review: What Have We Learned? Where Are We Headed?,” American Association of Higher Education Conference on Faculty Roles and Rewards,” Tampa, Florida, February 1-4, 2001.

“Morals and Money: Can We Have Both in Higher Education?,” with Marion Gray, Breakfast Roundtable Discussion, American Association of Higher Education Conference on Faculty Roles and Rewards,” Tampa, Florida, February 1-4, 2001.

“Toward an Engaged Faculty: Case Examples From the Civic Engagement Cluster,” American Association of Higher Education Conference on Faculty Roles and Rewards,” presentation with members of the Kellogg Civic Engagement Cluster institutions, Liesa Stamm, Arthur Chickering, and Andrea Rutledge, Tampa, Florida, February 1-4, 2001.

“Cross-cultural work with Lubicon Cree,” Grain Science and Marketing, November 28, 2000.

“The Whole Person as Teacher,” Regents Tilford Conference on Diversity, Kansas University School of Medicine, October 27, 2000.

“Professional Social Work Education for Health Care,” Social Workers in Health Care, Salina, Kansas, October 16, 2000.

- “Gender Roles and Sexism,” Theodore Roosevelt School, Manhattan, Kansas, Grades 4-5-6, March 8, 2000.
- “Strength in Adversity: Learning among Native Women,” Women’s Seminar, Little Apple Pilot Club, Manhattan, Kansas, March, 1999.
- “Northern Alberta and the Lubicon Cree Nation,” Vernon Larson International Luncheon Series, Manhattan, Kansas, December, 1998.
- “Social Interaction Across Cultures,” Kansas Council on Social Work Education, Lawrence, Kansas, October, 1998.
- “Transracial Adoption: An Ethnic Studies Perspective,” National meeting of the National Association of Ethnic Studies: “Ethnicity: Family and Community,” Boulder, Colorado, March, 1995.
- “Teaching Peace Work as Social Work,” Association of Baccalaureate Social Work Program Directors National Conference, San Francisco, California, November, 1994.
- “Building Family Foundations: An Interactive Hypermediated Videodisc Training Series for Social Workers” with Linda Thurston, Janice Denning, and Nancy Knupfer, National Rural Families Conference, September, 1994, Manhattan, Kansas.
- “Hi-Tech Solutions for Rural Professional Development Needs,” National Association of Social Workers “Meeting of the Profession 1993,” November, 1993, Orlando, Florida.
- “Religion and Social Work Education,” Kansas Council on Social Work Education Fall retreat, October, 1993, Council Grove, Kansas.
- “High-Tech Solutions for Rural Child Welfare Training Needs,” with Janice Denning, Kansas Conference on Social Welfare, March, 1993, Wichita, Kansas. Follow-up presentation and exhibit at 1994 conference, April, 1994, Kansas City, Kansas.
- “Gender Roles and Sexism,” Young Women’s Conference, North Central Kansas Gender Equity Regional Resource Center, November, 1992, Salina, Kansas.
- “Benefits of Nonconformity: Female Wage Earners and Male Homemakers,” Mid-Atlantic Region of the National Women’s Studies Association Conference, October, 1991, Washington, D.C.
- “Men in Nontraditional Gender Roles: Self-Perceptions and Social Responses to Househusbanding,” with John Robertson, National Rural Families Conference, September, 1991, Manhattan, Kansas.
- “Gender Roles and Sexism,” Presidential Lecture Series, 4-6 lectures in high school and community groups each academic year, 1990-1992.

**Social Work Positions:**

Director, Riley County Retired Senior Volunteer Program  
Manhattan, Kansas, 1987-1989

Casework Coordinator, Manhattan Big Brothers & Big Sisters  
Manhattan, Kansas, 1985-1987

**Service to the Community:**

President, Board of Directors, Edmond Community Chorale, 2015-2016

Board of Directors, Edmond Community Chorale, 2014-2017

Youth Baseball Coach, City of Edmond, Fall, 2014

Brown County Healthy Foods Coalition, 2011-2012

Youth Baseball Coach, Manhattan, Kansas, Parks and Recreation, 2004-2007

Board President, Manhattan Day Care, Inc., 1995-1996

Board President, Flint Hills Breadbasket, 1992

Co-chairperson, Community Martin Luther King Day Coordinating Committee, 1992

Member, Steering Committee, Manhattan Alliance on Central America, 1984-1992

Board of Directors, Manhattan Friendship Cities Project, 1985-1992

Section Chairperson, American Red Cross Bloodmobile, 1986-1991

Board of Directors, Flint Hills Breadbasket, 1987-1991

Board of Directors, Home Owners Energy and Maintenance Program, 1987-1991