Staff Professional Involvement Report
Academic year 2015-2016
Introduction

In 2016, the university was preparing for re-accreditation which provided an opportunity to highlight and celebrate the commitment, energy and drive of Student Affairs staff while simultaneously gathering information to help inform professional development planning for the Division of Student Affairs. This report includes a wealth of information and serves as an excellent resource for those who are interested in furthering their professional development and community engagement goals.

New initiatives can be challenging and require adjustments after the initial implementation. We are deeply grateful for the support of the Student Affairs Executive Team, the insight provided by the Professional Development Council, and especially to Aaron Baker, Ali Martin Scoufield, Jöhanna Smith, Justin Lonis, Matthew Knickman, Owen McConnell, and William Olcham for their help in analyzing the de-identified results. We are also thankful to staff for their commitment to the project and their belief that great things will come from this endeavor.

As you will see, Student Affairs staff are leading CWRU students by example. They are accomplished, hold a variety of expertise and interests, are engaged in lifelong learning, give back to their professions, and volunteer with organizations far and wide. It is our deepest pleasure to share the results of the 2015-16 Staff Professional Involvement study with you.

Sincerely,

Amanda Thomas  Carol Tysh
Director of Student Affairs Assessment  Assistant Director of Administration/HR
Executive Summary

- Overall, 93% of staff members hold one or more college degrees and 70% hold a Master’s degree or higher. The most common areas of the most recent degrees were business administration/management, college student personnel, counseling, education, higher education, nursing, medicine, psychology, recreation and social work/administration.

- Areas of staff expertise varied widely from arts, creativity, and speaking to event planning and programming, leadership, wellness, career development and diversity and inclusion.

- The staff and the division received several grants, scholarships and awards. Some of these included the Gold Award from NASPA for Violence Education Prevention, the Dedicated Service Award from the National Conference on Race and Ethnicity in American Higher Education, the Campus Suicide Prevention Grant from the Substance Abuse and Mental Health Services Administration, and the Changing Campus Culture Grant from the State of Ohio.

- The Division of Student Affairs holds 46 institutional memberships and 150 Student Affairs staff hold individual memberships in 94 professional organizations.

- Student Affairs staff completed 9 publications and over 55 presentations, poster sessions, and speaking engagements for audiences outside of CWRU during academic year 2015-16.

- Student Affairs staff also served on 132 advisory groups, of which 48 were external to CWRU.

- In addition to volunteering on campus, staff provided service to 89 external organizations. Of those, human services, education and community development were the activities listed most frequently.

- Student Affairs staff participated in professional development activities more than 560 times during the academic year. The most common were provided through webinars/online modules, training/presentations/workshops, and conferences/institutes. The most popular topics included health and wellness, diversity and inclusion, operations and community engagement.

- When asked about professional development goals, the most popular responses were training (33%), increased collaboration and involvement on campus (17%), and leadership, promotion/increased responsibilities (13%). The areas of training listed the most often were operations and planning (26%), technology (20%), diversity and inclusion (18%), and health and wellness (14%).

- Next steps include reviewing the form and process and exploring ways to use this information to celebrate staff accomplishments and strengthen our division and field as a whole.
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Process
In May 2016, staff in the Division of Student Affairs were given a professional involvement form to complete. Supervisors were asked to approve all of the forms by the end of the month and were given the option to include the information in their annual reviews for staff.

Recommendations
Throughout this process several questions were posed. It is recommended that the following questions be explored by the Executive Team and Leadership Council:

1. How do we define professional development? Is it gaining knowledge, skills, and abilities to do a job? To advance personal careers? Does it include giving back to the profession?

2. What types of activities are considered professional development (e.g., reading/listening to books, podcasts, attending conferences, webinars, publishing presenting, and serving in an advisory role)?

3. Should professional development be encouraged or required?

4. Who should be encouraged/expected to participate in professional development? (e.g., exempt vs. non-exempt, directors, associate/assistant directors, coordinators, graduate assistants/residence assistants, undergraduate student employees, full-time vs. part-time staff, seasonal staff, and temporary staff)

It is also recommended that the Professional Development Council, the Assessment Advisory Group, and the Operations Team work together to explore the following questions:

1. Are we providing enough professional development opportunities for our division to reach our vision of becoming a top Student Affairs division in both the AAU and the University Athletic Association and to provide cutting edge programs and models?

2. What does professional development support look like at our peer institutions? How do we compare?

3. What are best practices in the field of professional development?

4. What barriers do staff experience related to professional development? How can we remove or minimize those barriers?

5. Should we encourage staff to share information gained from professional development activities with others? If yes, how so?
Education
One hundred twenty-nine staff members provided information about their education. Overall, 93% of staff hold at least one college degree and 70% hold a Master’s degree or higher. More specifically:

- 9% (n=12) of staff have earned a doctorate
- 4% (n=5), a medical degree
- 1% (n=1), an Education Specialist degree
- 56% (n=79), a Master’s degree
- 19% (n=26), a Bachelor’s degree
- 5% (n=7), an Associate’s degree
- 7% (n=10), a High School diploma or G.E.D.

Degrees varied widely (Appendix A). The most common areas were business administration/management, college student personnel, counseling, education, higher education, nursing, medicine, psychology, recreation and social work/administration.

Staff held 152 certifications during academic year 2016 (Appendix B). The most common included:

- Athletic Trainer (11)
- Cardiopulmonary Resuscitation (8)
- Myers-Briggs Type Indicator (8)
- Social Emotional Competence (6)
- First Aid (6)
- Gallup StrengthsQuest (6)
- Title IX (5)
- American Red Cross (4)

Areas of Expertise
Staff were asked about their expertise in other areas (Appendix C). Their responses were related to the following topics:

- Arts, creativity, and speaking
- Assessment and planning
- Career development and human resources
- Caregiving
- Diversity and inclusion
- Education
- Events and programming
- Finance and fundraising
- Leadership and management
- Marketing
- Technology
- Wellness
Awards

Staff received grants and scholarships for the following activities:

- Changing Campus Culture Grant, State of Ohio
- Professional Development Scholarship to attend Forensic Experiential Trauma Interview
- Substance Abuse and Mental Health Services Administration Campus Suicide Prevention Grant: ConnectCWRU: A Comprehensive Approach to Suicide Prevention.
- Case Children’s Access Now Award from the Ohio Department of Medicaid for the Improving Contraceptive Care for Adolescents: The Establishment of a Contraception Access Clinic proposal.

In terms of awards, staff were recognized for their accomplishments by eight external organizations:

- 2016 NASPA Excellence Award for Violence Education and Prevention, Gold Honoree
- Dedicated Service Award, National Conference on Race and Ethnicity in American Higher Education
- Team GPA #5, National Collegiate Athletic Association
- National Residence Hall Honorary, Bronze Pin
- Suburban Umpire Association Hall of Fame Induction
- High school Hall of Fame Induction
- Akron Half Marathon, finisher medal
- New York City Marathon, finisher medal

Additionally, awards received from within CWRU included the following:

- Flora Stone Mather Spotlight Award
- 2016 Department/Office Unit Diversity Achievement Award from the Office of Inclusion, Diversity and Equal Opportunities
- Diversity and Inclusion Award for Diversity Programming
- Impact Award from the Division of Student Affairs

Awards received from the Division of Student Affairs included the following:

- 2016 Diversity and Inclusion Award
- 2016 Department or Program Collaboration with a Positive Impact on Students Award
- 2015-16 Outstanding Support Staff Member
- Staff Member of the Year
- Professional Staff Member of the Year
- 15 year service award
Institutional Memberships

The Division of Student Affairs holds 46 institutional memberships, many of which are related to athletics. The university and other areas within the university hold at least six additional institutional memberships, two of which are also related to athletics.

**Physical Education and Athletics**
- Alliance of Women's Coaches
- American Baseball Coaches Association
- American Football Coaches Association
- American Swim Coaches Association
- American Volleyball Coaches Association
- Association of the United States Army
- College Sports Information Directors of America
- College Swim Coaches Association of America
- Great Lakes Athletic Trainers Association
- Intercollegiate Tennis Association
- National Association of Basketball Coaches
- National Athletic Trainers Association
- National Fastpitch Coaches Association
- National Football Foundation
- National Intramural Recreational Sports Association
- National Soccer Coaches Association of America
- National Strength and Conditioning Association
- National Wrestling Coaches Association
- NIRSA: Leaders in Collegiate Recreation
- Ohio Association of Track & Cross Country Coaches
- Ohio Athletic Trainers Association
- Ohio Basketball Coaches Association
- Ohio Collegiate Soccer Association
- Ohio Recreational Sports Association
- President’s Athletic Conference
- US Track & Field & Cross Country Coaches Association
- USA Weightlifting
- USA Wrestling
- Women’s Basketball Coaches Association
- Women Leaders in College Sports
- Wrestlers in Business Network

**Greek Life**
- National Interfraternity Congress
- National Panhellenic Conference

**Housing**
- Association of College and University Housing Officers International

**Inclusion, Diversity and Equal Opportunity**
- National Association of Diversity Offices in Higher Education

**Institutional Research**
- Association of American Universities Data Exchange

**Lesbian, Gay, Bisexual, Transgender Center**
- Consortium of Higher Education LGBT Resource Professionals

**Residence Life**
- Northeast Ohio Housing Officers
- Great Lakes Association of College and University Housing Officers

**Student Affairs**
- American College Personnel Association
- NASPA – Student Affairs Administrators in Higher Education
- Student Affairs.com

**Student Activities and Leadership**
- Association of College Unions International
- National Clearinghouse of Leadership Programs

**Title IX Office**
- Association of Title IX Administrators

**TRIO**
- Council for Opportunity in Education

**University Health and Counseling Services**
- American College Health Association

**Case Western Reserve University**
- Association of American Universities
- National Collegiate Athletic Association
- University Athletic Association

**Career Center**
- National Association of Colleges and Employers

**Educational Services for Students**
- Association of Higher Education and Disability Coalition for Disability Access in Health and Medical Education
### Student Affairs Staff Memberships

Additionally, 150 Student Affairs staff hold individual memberships in 94 professional organizations (Appendix D). The organizations for which staff held more than one membership include:

- American College Personnel Association (9)
- American Swim Coaches Association (2)
- Association for Fraternity & Sorority Advisors (2)
- Association of Title IX Administrators (2)
- Coalition for Disability Access in Health Science and Medical Education (3)
- College Swim Coaches Association of America (2)
- Great Lakes Association of College and University Housing Officers (3)
- National Association of Colleges and Employers (8)
- National Association of Social Workers (3)
- National Association of Student Personnel Administrators (8)
- National Athletic Trainer's Association (3)
- National Career Development Association (5)
- National Intramural-Recreational Sports Association (3)
- National Strength & Conditioning Association (2)
- Ohio Academy of Family Physicians (2)
- Ohio Career Development Association (4)
- Ohio College Personnel Association (5)
- Ohio Consortium for Multicultural Centers in Higher Education (2)
- Ohio Recreational Sports Association (3)
- Teachers of English to Speakers of Other Languages International Association (3)
- Women's Basketball Coaches Association (3)

### Contributions to the Field

During academic year 2015-16, the Division of Student Affairs hosted the Consortium of International Teaching Assistant Programs and the Ohio Consortium of Multicultural Centers Conference. Staff also contributed to their professional fields through more than 60 publications, presentations, speaking engagements, panels, posters, and roundtables.

<table>
<thead>
<tr>
<th>Contributions to the Field</th>
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<tbody>
<tr>
<td>4 Staff Completed 9 Publications</td>
</tr>
<tr>
<td>5 Staff Contributed to 5 Panels</td>
</tr>
</tbody>
</table>
Publications


Presentations, Speaking Engagements and More

Ali Martin Scoufield, Title IX
A BA in History Now What? How a Degree in History Informs Work in Title IX and Social Justice (guest lecture)
Cleveland State University

Amanda Thomas, Student Affairs Operations
Student Affairs Assessment (guest lecture)
Kent State University

Student Affairs Assessment (panel)
Baldwin Wallace University

Caroline Kessler, Physical Education & Athletics
The Power of an Internship: What it did for us. What it could do for you. (presentation)
Lead-On Conference

Courtney Holzheimer, Health and Counseling
Working to the top of your license: Modernizing nursing protocols with evidence-based practice (presentation)
American College Health Association

Darnell Parker, Student Affairs Office and Title IX
Lessons Learned: Significant Takeaways and Reflections from the 2015 Institute for Aspiring VPSAs (presentation)
NASPA – Student Affairs Administrators in Higher Education

Drew Poppleton, Career Center
Becoming a Leader in a Volunteer Organization (presentation)
National Association of Colleges and Employers, Leadership Advancement Program

U.S. Higher Education and Industry/Private Sector Linkages (presentation)
Education USA Leadership Institute

Elise Geither, Educational Services for Students
Beyond Orientation: Resources to Support International Students (presentation)
Teachers of English to Speakers of Other Languages International Association

Diverse Learners: English Language Learners and Students on the Autism Spectrum (presentation)
Baldwin Wallace University, Teaching Together Conference

Reviewing Research on the Assessment of International Teaching Assistants (presentation)
Teachers of English to Speakers of Other Languages International Association

Spoken English Programs in Higher Education (presentation)
Teachers of English to Speakers of Other Languages International Association

Supporting International Students in Higher Education (panel)
Teachers of English to Speakers of Other Languages International Association

Tutoring Students with Autism Spectrum Disorder at University Writing Centers (presentation)
Northeast Ohio Writing Centers Association

Eleanor Davidson, Health and Counseling
ConnectCWRU (presentation)
College Mental Health Conference

ConnectCWRU: A Public Health Approach to Suicide Prevention (presentation)
SAMHSA Garret Lee Smith Campus Suicide Prevention Grantee Showcase
Grand Rounds: Intoxications and Poisonings (presentation)
American College Health Association, Annual Meeting

Erin Nunn, Career Center
Creating an Intentional Graduate Experience (presentation)
Ohio College Personnel Association, Careers in Student Affairs Conference

G. Dean Patterson, Jr., Office of Student Affairs
Building Bridges (presentation)
Robert Wood Johnson Summer Institute
Diversity and Inclusion: Building Relationships with Rockwell Automation (panel)
Rockwell Automation
How to Survive Medical School (presentation)
Robert Wood Johnson School of Medicine

George O’Connell, Student Conduct and Community Standards
Becoming a Director of Student Conduct: Tips for New and Mid-Level Professionals (presentation)
Association for Student Conduct Administration
Association for Student Conduct Administration

Grace Clifford, Educational Services for Students
Access in Dental School and Technical Standards (roundtable discussion)
Coalition for Disability in Health Science and Medical Education Symposium

James Eller, Educational Services for Students
Moving In, Through, and Out of the SI Leader Experience (presentation)
International Conference on Supplemental Instruction

Janice Eatman-Williams, FOCUS
Collaboration and the Power of Partnership (presentation)
Kenneth W Clement Boys Leadership Academy

Janice Gerda, Office of Student Affairs
40 Years of OCPA (speech)
Ohio College Personnel Association
Paulsen Lecture (speech)
Bowling Green State University

Jennifer Kidd, University Health and Counseling Services
Successes and Challenges of Bloodborne Pathogen Exposure Care Program at a Research University (presentation)
American College Health Association

John Killings, Multicultural Affairs
Learning How to Respectfully Navigate a Multicultural Environment (presentation)
Bowling Green State University Conference
Transforming the Underrepresented Minority Graduate Student Experience (presentation)
Ohio Consortium for Multicultural Centers in Higher Education

Josephine Henry, Physical Education & Athletics
Recruiting Seminar (guest lecture)
Headfirst Honor Roll Camp
Showcase Recruiting Seminar (guest lecture)
Kent State University
Kathleen Lanese, Physical Education and Athletics
Female Coaches (roundtable)
US Track & Field and Cross Country Coaches Association, National Convention

Soul for the Sole: Psychological Tools to Enhance Running Performance (speech)
Ohio High School Team Camp

Soul for the Sole: Psychological Tools to Enhance Running Performance (roundtable)
US Track & Field and Cross Country Coaches Association, National Convention

Lisa Grisez-Shullick, University Career Center
Meeting Career Development Needs of International Students through Partnerships and Programming (roundtable)
National Career Development Association, The Global Development Conference

Lou Stark, Division of Student Affairs
Lessons Learned: Significant Takeaways and Reflections from the 2015 Institute for Aspiring VPSAs (presentation)
NASPA – Student Affairs Administrators in Higher Education

Naomi Sigg, Multicultural Affairs
Creating Inclusive Campus Environments (presentation)
Bowling Green State University, Multicultural Conference

Diversity and Inclusion: Building Relationships with Rockwell Automation (panel)
Rockwell Automation

Microaggressions: Strategies to Improve Your Campus Climate and Community (presentation)
PaperClip Communications

Leading through Gratitude (speech)
National Residence Hall Honorary

Northern Ohio Alliance - Alliances for Graduate Education and the Professoriate Grant (presentation)
Ohio Consortium of Multicultural Centers

Pat Kennedy, Physical Education & Athletics
Sports Officiating (guest lecture)
Suburban Umpire Association, Rookie Umpire Class

Robert Sopko, Career Center
Tools and Techniques (guest lecture)
Higher Education Collaboration Council

think[box] Makes, Launchnet Sells (keynote speech)
Akron Arch Angels

Robin Hedges, Career Center
Meeting Career Development Needs of International Students through Partnerships and Programming (presentation)
National Career Development Association

The Value of Higher Education (panel)
First Unitarian Church of Cleveland

Sara Lee, Health and Counseling Services
ConnectCWRU (presentation)
College Mental Health Conference

Grand Rounds: Intoxications and Poisonings (presentation)
American College Health Association, Annual Meeting

Predicting Parental Vaccine Acceptance: A Logistic Regression Model Using Pre-Visit Decisions (poster)
Ohio Practice-Based Research Festival
The Role of Reproductive Autonomy (poster)
Ohio Practice-Based Research Festival

Working to the top of your license:
Modernizing nursing protocols with evidence-based practice (presentation)
American College Health Association, Annual Meeting

Sarah Dellinger, Educational Services for Students

Reviewing Research on the Assessment of International Teaching Assistants (presentation)
Ohio Teachers of English to Speakers of Other Languages International Association

Todd Wojtkowski, Physical Education & Athletics
The College Process, Being Recruited (speech)
US Tennis Association Midwest Section Showcase Expo

Having a Purpose and Building a Program (speech)
OTC/OHSAA High School Tennis Convention
Additional Contributions
As part of their work, Student Affairs staff provided numerous educational opportunities for the CWRU community in the areas of academic engagement, career development, community engagement, diversity and inclusion, health and wellness, involvement and leadership, and pride and traditions.

Additionally, Student Affairs staff provided educational opportunities for individuals and groups outside of the university in the form of courses, webinars, workshops and learning modules. Some of the external activities are listed below. Appendix E provides a complete list of the educational opportunities.

- Accessible Admissions Practices Learning Module (University of California San Francisco Faculty Training Series)
- Adolescent Medicine Rotation: Pediatric Residents (Rainbow Babies and Children’s Hospital)
- College Health Elective for Pediatric Residents (Rainbow Babies and Children’s Hospital)
- Design for America Workshop (Northwestern University, Hangzhou China)
- New York State Higher Education Immunization Collaborative Planning Meeting (New York University)
- Students and the College Environment Graduate Course (Kent State University)
- Where in the World Have Our Young People Gone? (Glenbeigh Professional Development Series, Affiliate of the Cleveland Clinic)

Advisory Board Service
Student Affairs staff served on 132 advisory groups, of which 48 were for organizations and initiatives external to CWRU (Appendix F). These included:

- Local communities such as Beachwood, Cleveland, Glenville, Fairfax and the larger Northeast Ohio region.
- Education, health and service organizations such as John Carroll University, Rainbow Babies Hospital, EdVentures Internacional, and Bethany Christian Church.
- An American College Health Association accreditation site visit.
- Professional organizations such as the American College Health Association, American College Personnel Association, Association of Counseling Center Training Agencies, College Swim Coaches Association, Great Lakes Association of College and University Housing Officers, National Collegiate Athletics Association, National Fastpitch Coaches Association, Ohio College Personnel Association, and Teachers of English to Speakers of Other Languages

A total of 50 advisory groups were within the Division of Student Affairs and 41 additional groups were within the university but outside the division. These included committees and advisory groups for the following CWRU offices and groups:

- Alumni Relations
- Faculty Senate
- Inclusion, Diversity and Equal Opportunity
- Lesbian, Gay, Bisexual, Transgender Center


Volunteer Activities

Community engagement aligns with our divisional values as well as the overarching goals of higher education. In filling out the professional involvement form, staff were given the option to disclose their personal volunteer activities (Appendix G). In addition to volunteering on campus, staff also engaged in service with 89 external organizations. The most frequently listed activities were related to human services, education, and community development.

Summary of Staff Volunteer Activities

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Service</td>
<td>40</td>
</tr>
<tr>
<td>Education</td>
<td>28</td>
</tr>
<tr>
<td>Community Development</td>
<td>26</td>
</tr>
<tr>
<td>Health</td>
<td>13</td>
</tr>
<tr>
<td>Arts and Culture</td>
<td>9</td>
</tr>
<tr>
<td>Social</td>
<td>8</td>
</tr>
<tr>
<td>Professional</td>
<td>7</td>
</tr>
<tr>
<td>Religious and Spiritual Life</td>
<td>6</td>
</tr>
<tr>
<td>Environment</td>
<td>4</td>
</tr>
<tr>
<td>International</td>
<td>2</td>
</tr>
<tr>
<td>Animals</td>
<td>2</td>
</tr>
<tr>
<td>Civics and Politics</td>
<td>1</td>
</tr>
</tbody>
</table>

Professional Development

2015-16 Activities

Professional development opportunities are offered by groups within and outside of the university. In some cases, participation is initiated by the individual and in other cases it is recommended and/or required by the supervisor. Professional development includes both formal and informal activities that enhance staff knowledge, skills, and abilities related to their current position and personal career goals.
Examples of formal professional development activities include academic courses, certifications, conferences, coursework, and professional organization memberships. Informal professional development activities include coaching, mentoring, consultation, workshops, forums, lectures, lunch series, conference calls, podcasts, readings, etc.

Staff participated in professional development activities more than 560 times during the academic year.\(^1\) Activities offered by the Student Affairs Professional Development Committee were listed approximately 40 times. The most common activities were provided through webinars/online modules (176), training/presentations/workshops (131), and conferences/institutes (91). The topics listed most often were health and wellness, diversity and inclusion, operations and community engagement.

### Number of Times Staff Attended Professional Development Related to:

<table>
<thead>
<tr>
<th>Area</th>
<th>Number of Times</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and Wellness</td>
<td>128</td>
</tr>
<tr>
<td>Diversity and Inclusion</td>
<td>122</td>
</tr>
<tr>
<td>Operations</td>
<td>75</td>
</tr>
<tr>
<td>Community Engagement</td>
<td>60</td>
</tr>
<tr>
<td>Career Exploration</td>
<td>39</td>
</tr>
<tr>
<td>Involvement and Leadership</td>
<td>35</td>
</tr>
<tr>
<td>Academic Engagement</td>
<td>30</td>
</tr>
<tr>
<td>Athletics</td>
<td>29</td>
</tr>
<tr>
<td>Higher Education</td>
<td>25</td>
</tr>
<tr>
<td>Other</td>
<td>16</td>
</tr>
</tbody>
</table>

**Future Professional Development Plans**

Staff were also asked about their professional development plans. A total of 284 professional development goals were provided. Eighty-three percent of staff had at least one goal, 16% percent had at least two goals, and 1% listed three goals. Common areas of interest included training, becoming more involved and collaborating more on campus, and pursuing leadership opportunities, promotions and additional responsibilities. Staff submitted 109 goals for future training. The most cited areas were operations and planning, technology, diversity and inclusion, and health and wellness.

\(^1\) Some staff attended the same activities. Activities are counted once per staff member.
Appendix A: Degrees

Accounting (4)
Actuarial Science
Administration and Supervision
Adult Learning & Development (2)
Applied Business in Accounting
Applied Business in Office Administration
Athletic Training (2)
Broadcasting
Business Administration (4)
Business Management (3)
Campus and Commercial Recreation
Chemistry
Clinical Psychology
College Student Personnel (7)
College Student Personnel Administration (3)
Combined Clinical, Counseling, and School Psychology
Communication Technology
Communications (3)
Counseling (3)
Counseling / Student Personnel Services
Counseling Psychology (2)
Counselor Education & Supervision
Counselor Education / Counseling
Cross-Cultural and International Education
Curriculum & Instruction
Curriculum and Instruction - College Student Affairs
Education (9)
Education in Community Health
Education in Counseling
Education Leadership
Educational Psychology
English Literature
Environmental Science
Finance & Law
Fine Art/New Media
Health and Human Kinetics
Health Science Education
Higher Education Administration (3)
Higher Education Administration and Student Personnel
Higher Education and College Student Personnel
Higher Education and Student Affairs
Higher Education and Student Personnel (2)
Higher Education Leadership
History
Human and Consumer Science
Human Development
Human Rights & Social Justice
Law
Leadership in Higher Education
Management
Medical Assisting
Medical Records
Medicine (4)
Mental Health Research
Nonprofit Organizations
Nursing (6)
Nursing Practice
Physical Education
Psychology (5)
Public Administration
Public Relations and Marketing Communications
Reading
Recreation Administration
Recreation and Sport Management
Recreation Programming
Recreational Administration
Religious Studies
Secretarial Technology
Social Administration (4)
Social Work (3)
Sociology (2)
Sport Management (2)
Student Affairs Administration
Student College Personnel
Urban Studies
Youth Development
Appendix B: Certifications

American Board of Family Medicine  Medical College Admission Test
American Board of Internal Medicine  Microsoft Office (2)
American Board of Pediatrics (2)  MYCom Community Mental Health
American Council of Exercise  Myers-Briggs Type Indicator (8)
American Heart Association  National Association of Black Accountants
American Red Cross (4)  National Certified Counselor
American Swim Coach Association  National Federation of High School Sports (2)
Athletic Trainer Certificate (11)  National Intramural-Recreational Sports Association
Automated External Defibrillator (3)  Non-Profit Organizations (2)
Bloodborne Pathogens  Notary
Cardiopulmonary Resuscitation (8)  Nurse Practitioner
Civil Rights (2)  Nursing Home Administration
Clinical Psychologist  Ohio Department of Education Planning and Administering the Summer Food Service Program
Coding and Billing (2)  Ohio Department of Jobs and Family Services
Conflict Resolution (3)  Ohio High School Athletic Association (3)
Continuing Research Education Credit (2)  Ohio Medical License
Crucial Conversations  Ohio State Bar Association
Curriculum Design  Performance Enhancement Specialist
DDI Targeted Selection  Prescribe
Diversity (3)  Professional Counselor (2)
Drug Enforcement Agency  Prometric
Emotional, Social, Intelligence (6)  Registered Nurse (3)
Employee Misconduct  Registered Orthopedic Technologist
Family Nurse Practitioner  Registered Health Information Technician
Finance & Accounting  Safe Zone (2)
First Aid (6)  Strategy and Innovation
Fitness Nutrition  Strong Interest Inventory
Gallup StrengthsQuest (5)  Suicide Intervention (2)
Gottman Institute  Teaching English to Learners of Other Languages (TESOL) Certification (3)
Green Dot (3)  Team Dimensions Assessment
Hubspot Inbound  The Case Western University Administrative Professional Series (CAPS)
Human Resource Bootcamp  The Ohio State University Safe Food Training
IMPACT/Safe Sport  Therapeutic Crisis Intervention
<table>
<thead>
<tr>
<th>Title</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Social Worker</td>
<td>(3)</td>
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<tr>
<td>Institutional Review Board</td>
<td></td>
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<tr>
<td>Licensed Ohio Business Owner</td>
<td></td>
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<tr>
<td>Licensed Psychologist</td>
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<tr>
<td>Licensed Social Worker</td>
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<tr>
<td>Lifeguard</td>
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<tr>
<td>Title IX</td>
<td>(5)</td>
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<tr>
<td>Train the Champion Graduate</td>
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<tr>
<td>Training for Intervention Procedures (TIPs)</td>
<td>(2)</td>
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<tr>
<td>US Federal Bird Banding</td>
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<tr>
<td>Weatherhead School of Management Executive Coaching</td>
<td></td>
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<tr>
<td>Weatherhead School of Management Master Facilitator</td>
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Appendix C: Areas of Expertise

*Arts, Creativity and Speaking*
Brainstorming, creativity, drawing, facilitation, fine art illustration, guitar, music composition, music performance, music theory, photography, and speaking.

*Assessment and Planning*
Accreditation, assessment, business strategy, envisioning, evaluation, stakeholder analysis, and strategic planning.

*Career Development and Human Resources*
Career development, conducting interviews, employee concerns, high stakes testing supervisor, human resources, LinkedIn, Master Career Counselor, networking and Strong Inventory Interpreter.

*Caregiving*
Grief, languages of love and apology, motherhood, parent engagement, and parenting.

*Community Engagement*
Bullying awareness and response, bystander intervention, civic engagement, community outreach and organizing, conduct, criminal justice reform, direct service, graduate student engagement, judicial affairs, language and dialogue, professional sports in the U.S., service learning and sustainability.

*Diversity and Inclusion*
Bias incident reporting, cultural immersion, diversity, diversity training, gender equity in athletics, inclusion, LGBTQ education, military and veteran affiliation, multicultural education, prejudice multicultural competence in healthcare, social justice education and unique student populations.

*Education*
Advising, college physical education, college sports and recreation, curriculum development, education teacher training, English as a second language, Family Educational Rights and Privacy Act, high school education, history of CWRU, history of higher education, history of Student Affairs, middle school education, Praxis test, pre K-8 teaching, sexual misconduct education, tutoring and youth development.
**Events and Programming**
Athletic building management, contract negotiations, event management, events, facilities, marketing, operations, program development and reservations.

**Finance and Fundraising**
1099 statements, 403 B and employee contributions, account reconciliations, accounting, ad hoc reporting, budgetary support, development, finance, fundraising, grant writing, grant management, grant reporting, journal entries, Medicare and Medicaid processing, monthly investment statements, and payroll process.

**Leadership and Management**
Case management, crisis management, customer service, disability management, inventory control, law, leadership development, mentoring, motivation in leadership, navigating CWRU, non-profit management, office management, project management, risk management, student organization management, and supervision.

**Marketing and Technology**
Adobe Suite, customer relationship software, entrepreneurship, graphic design, general report writing, Great Plains software, information technology, Microsoft Suite, PeopleSoft, public relations, Salesforce, social media, technical troubleshooting, web editing/design, and writing/editing.

**Wellness**
Allergy clinic, allergy registry, American Disabilities Act law, anxiety disorders and treatment, assistive/adaptive accessibility, athletics, behavioral management, behavioral medicine, biofeedback, chemical dependency, college health, continuing education in college health, counseling, cytology reports, depression screening, dermatology surgery, disability assessment, disability management, ethics in college health insurance, general clinic, health psychology, immunizations, imposter syndrome, individual and group therapies, mental health, mindfulness, neuropsychological testing, nursing, nutrition, occupational health, post-traumatic stress disorder treatment, public health, recreation, referrals, relief employee screening, sport development, stress reduction, task prioritization in college health, therapeutic crisis intervention, trauma informed care, universal design, vaccines, and women’s health.
Appendix D: Memberships in Professional Organizations

100 Black Men of Greater Cleveland
A Women of Color Collaborative
Administrative Professionals Network
Alliance of Women Coaches
Alpha Kappa Alpha Sorority
American Academy of Family Physicians
American Academy of Pediatrics
American College Counseling Association
American College Health Association
American College of Physicians
American College Personnel Association (9)
American Counseling Association
American Fraternities Advisor Association
American Institute of Graphic Arts
American Marketing Association
American Medical Association
American Psychological Association
American Society of Orthopedic Professionals
American Swim Coaches Association (2)
American Volleyball Coaches Association
Association for Contextual Behavioral Science
Association for Fraternity & Sorority Advisors (2)
Association for Supervision and Curriculum Development
Association for the Study of Higher Education
Association for University College Counseling Center Directors
Association of College and University Housing Officers
Association of College and University Housing Officers - International
Association of Executive and Administrative Professionals
Association of Recovery in Higher Education
Association of Student Conduct Administration
Association of Title IX Administrators (2)
Basketball Officials Association
Cleveland Golden Key International Honor Society
Cleveland Society of Human Resource Management
Coalition for Disability Access in Health Science and Medical Education (3)
Coalition for Women's Identities
College Diabetes Network
Higher Education Case Managers Association
Hispanic Association for Colleges and Universities
Human Rights Campaign
Medical Management Association
National Academic Advising Association
National Association for the Advancement of Colored People
National Association of Basketball Coaches
National Association of Black Accountants
National Association of Colleges and Employers (8)
National Association of Collegiate Women Athletic Administrators
National Association of Diversity Officers in Higher Education
National Association of Professional Women
National Association of Social Workers (3)
National Association of Student Personnel Administrators (8)
National Athletic Trainer’s Association (3)
National Board of Certified Counselors
National Career Benchmarking Group
National Career Development Association (5)
National Coalition Institute
National Fastpitch Coaches Association
National Intramural-Recreational Sports Association (3)
National Soccer Coaches Association of America
National Strength & Conditioning Association (2)
Neighbor Up
Ohio Academy of Family Physicians (2)
Ohio Alliance to End Sexual Violence
Ohio Association of Advanced Practice Nurses
Ohio Athletic Trainers Association
Ohio Board of Nursing
Ohio Career Development Association (4)
Ohio College Personnel Association (5)
Ohio Consortium for Multicultural Centers in Higher Education (2)
Ohio Department of Mental Health and Addiction Services
Ohio Recreational Sports Association (3)
Ohio TRIO
Professional Foundations Committee
Society for Adolescent Health and Medicine
College Sports Information Directors of America
College Student Educators International
College Swim Coaches Association of America (2)
Collegiate Baseball Umpire Alliance
Collegiate Events and Facilities Management Association
Dress for Success
Educational Opportunity Association
Environmental Education Council of Ohio
Golden Key International Honor Society
Great Lakes Association of College and University Housing Officers (3)
Great Lakes Athletic Trainers Association
Society for the Advancement of Psychotherapy
Society of Human Resource Management
Staff of Color Alliance
Suburban Umpires Association
Teachers of English to Speakers of Other Languages International Association (3)
Toastmaster International
US Track & Field and Cross Country Coaches Association
Women in Sports and Events
Women's Basketball Coaches Association (3)
Appendix E: Additional Contributions

40+ Years of Title IX - Where have all the women gone?
Accessible Admissions Practices Learning Module (University of California San Francisco Faculty Training Series)
Adolescent Medicine Clinical Rotation
Adolescent Medicine Rotation: Pediatric Residents (Rainbow Babies and Children’s Hospital)
Advanced StrengthsQuest Session
Automated External Defibrillator
Ambiguous Loss
American Civil Rights
Badminton
Basketball
Basketball Officiating
Beginning/Intermediate Swimming
Behind Closed Doors
Best Practices for Working with Students with Chronic Illnesses and on the Autism Spectrum Disorder
Best Practices when Working with Students with Disabilities in Online Courses
Break out of the Bubble and Connect with Cleveland: the Center for Civic Engagement & Learning
Cardio Fitness
Cardio Games
Career Center Overview
Career Center Sessions
Career Center Usage Stats & Follow-up
Career Workshops
Catalyst Training on Substances and Motivational Interviewing
Cohesive Work Teams: Building Trust and Repairing Relationships
College Health Elective, Pediatric Residents (Rainbow Babies and Children’s Hospital)
Community Service and Career Connections
Conflict Management
Cardiopulmonary Resuscitation
Creating a LinkedIn Profile
Creating an Inclusive Orientation Experience
Crisis Management Process
CWRU History and Traditions
CWRU New Student Code of Conduct
Delta Tau Ignite
Depression and Suicide Prevention
Design for American Workshop (Northwestern University, Hangzhou China)
Developing an Intentional Diversity & Inclusion Action Plan for Student Engagement
Direct Practice Methods Foundation Skills
Diversity & Inclusion Panel
Diversity 360
Diversity and Inclusion (Parent Orientation)
Diversity and Inclusion Efforts at CWRU (University Admissions)
Diversity Panel Discussion
Documenting and Accommodating Disabilities in Higher Education
Documenting Disabilities in Higher Education
Effective Communication
Electronic Accessibility Best Practices
Electronic Accessibility Best Practices and Documenting and Accommodating Disabilities in Higher Education
English as a Second Language
Essential Academic Strategies
Ethical Behavior
Faculty for New York State Higher Ed Immunization Collaborative Planning Meeting (New York University)
First Aid
Focus on Fluency
From Community Involvement to Community Leadership: How Finding the Right Mentor and Staying Engaged Can Shape Your Career
Early On (Flora Stone Mather Center for Women) (panel)
Future Faculty Preparation 5 6-week seminars
Get Involved Sessions for International Students
Graduate Student Orientation
Group Treatment for Anxiety
Hard Questions to Ask about Alcohol and Other Drugs
Hard Questions to Ask About Suicide
How to Network and Make Connections
Humanities at Case
I Can Create Change: A Bystander Intervention Workshop (Social Justice Teach-In)
Identifying Community Service Opportunities
Idioms, Phrasal Verbs, and Slang (International Student Services Success Series)
Idioms/Vocabulary for Conversation
Inclusion Classrooms
Indoor Cycling
Influence & Negotiation (Human Resources LEAD Certificate Program for Supervisors)
Intensive Spoken English Seminar
International Teaching Assistant Training Trainer
Introduction to Supplemental Instruction
Iron Deficiency
Leadership in Diversity and Inclusion
Leadership Presence (Women's Staff Leadership Development Institute)
Leading with Authenticity
LinkedIn: Building Your Professional Brand
Marketing
Masters of Engineering and Management Orientation
Mood Altering Substances
Movers and Shakers: Exploring What Drives Leaders and People Who Make a Difference
Navigating Presentation Skills
Parents, Families and Friends of LGBT Workshop
Personal Fitness
Personal Safety Awareness
Power Volleyball
Presentation Skills
Problem Solving Strategies Across Cultures
Pronoun Workshop
Question Persuade Refer Suicide Prevention Training: International Students and Study Aboard
Racquetball
RA's and Resumes
Reading in a Second Language: Strategies to make Reading in English Easier
Recruiting Underrepresented Students In Service, Culture of Care
Risk Management Training
SafeZone
SAMHSA Suicide Prevention Grant
Say My Name Video and Workshop (Global Talk Series)
Seminar in Accuracy for Presentation
Seminar in Communication and Conversation
Speaking in Class: Presentations and Group Discussions in a Second Language
Spoken English Communication for International Teaching Assistants
Spoken English Courses
Stereotype Threat and Whistling Vivaldi
Stereotype Threat and Whistling Vivaldi
Strategic Plan Review & Update
StrengthsQuest 101
StrengthsQuest Team Session
Stress Management and Mindfulness
Student Affairs Strategic Plan
Students and the College Environment (HIED 76654/66654, Kent State University)
Supervising/Advising Students Collaboratory
Support Muslim Students on Campus Webinar
Sustained Dialogue as a Component for Wellness
Sustained Dialogue as a Component for Wellness (Poster)
Sustained Dialogue Facilitation
Teaching Assistant Orientation
The Journey First Begins from Within (Power of Diversity Lecture Series)
Things That Matter: A Bystander Intervention Workshop (Dr. Martin Luther King, Jr. Celebration Week)
Through Their Eyes: Students With Physical Disabilities and The Environment of CWRU
Time Management
Tips for Pronunciation and Fluency
Title IX & Sexual Misconduct
Trauma Informed Approach
Trauma Informed Care
Traveling in America: Tips and Suggestions
Tuberculosis
Tutor Training
Undergraduate Interfraternity Institute Facilitation
Undergraduate Student Government Financial Workshops
Vocabulary for Charts and Graphs
Weatherhead Orientation
When Someone Reports: Supporting Students as a Responsible Reporting Party
Where in the world have our young people gone? (Glenbeigh Professional Development Series, Affiliate of Cleveland Clinic Foundation)
Women and Men in Organizations
Women's Leadership Symposium
Appendix F: Advisory Board Service

Outside of Case Western Reserve University

All-American Committee-Central Region, National Fastpitch Coaches Association
All-American Committee, Chair of the Great Lakes Region
Amigos de las Americas Board
Association of Counseling Center Training Agencies Steering Committee on Diversity
Beachwood Boosters Officer
Boys and Girls Club of Cleveland Bridge Board Member
City of Cleveland Youth Violence Task Force
Cleveland Steering Committee of Human Rights Campaign
Cleveland World Festival Steering Committee
ClevelandMedicalHackathon.com Planning Committee
Coalition for Disability Access in Health Science and Medical Education Board
College Swim Coaches Association of American Top 25 Committee
Commission for Assessment and Evaluation Directorate Board, American College Personnel Association
Continuing Education Committee, American College Health Association
Cuyahoga Valley Photographic Society Steering Committee
EdVentures Internacional, A.C. Board of Directors
Entrepreneurship Education Consortium
Environmental Education Council of Ohio
Fairfax Renaissance Development Corporation
Gender Equity Task Force, National Collegiate Athletic Association
Glennville Emerging Leaders Steering Committee
Great Lakes Association of Colleges and University Housing Officers Professional Foundations Committee
Great Lakes Region Top 25 Voting Committee
Head Coaches Council, National Collegiate Athletic Association Division III
Human Rights Campaign Steering Committee
Internal Review Committee, Northern Ohio Alliances Graduate Education for the Professorate
John Carroll University Blue Gold Club
Launchtown.com Leadership Committee
Lutheran Metropolitan Ministry Board
Michael R White Elementary School Academic Planning Committee
NCAA Division III Men’s Soccer Committee
NCAA Division III Soccer Championship Committee
Northeast Ohio Public Health Meetup
Northeast Ohio Student Venture Fund
Northern Ohio Returned Volunteer Association Board
Ohio College Personnel Association President and Executive Board
Ohio Recreational Sports Association Professional Development Committee
PFLAG Advisory Board, ex-officio member
Prison Creative Arts Project Advisory Board Member
Professional Foundations Committee, Great Lakes Association of College and University Housing Officers
Quality Assurance Committee, Rainbow Babies and Children’s Hospital
Reach Out and Touch Initiative Advisory Board, Bethany Christian Church (2)
Resident Education Committee – Adolescent Medicine Core Faculty, Rainbow Babies and Children’s Hospital
Secretary Interest Section (ITA), Teachers of English to Speakers of Other Languages
Seventh Day Spanish Adventist Church Board
Startupbus.org Northeast Ohio Planning Committee
Urban Community School Board
Who’s Who Selection Committee (2)

**Within Case Western Reserve University**

African American Campus Community Resource Group (3)
Alianza Latina/Latino Alliance Employee Resource Group
Alumni Board of Case Western Reserve University
Alumni Board of Case Western Reserve University Mandel School of Applied Social Sciences
Asian Women Faculty Planning Group
Case for Community Day
Community Board, LGBT Center
Community Outreach Peace Game Committee
Diversity Leadership Council
Faculty Committee on Women
Faculty Senate
Faculty Senate Committee on Undergraduate Education (2)
Faculty Senate Honorary Degree Committee
First Year Experience Advisory Council (2)
Flora Stone Mather Center for Women Director Search Committee (2)
Graduate/Professional Students of Concern Committee
Innovation Summit Planning Committee
Institutional Animal Care and Use Committee
International Friendship Program Committee
Lesbian, Gay, Bisexual, Transgender & Allies (LGBTA) Provost’s Committee
LGBT Committee
LGBT Faculty and Staff Committee
Orientation Committee (2)
Post-Program Committee for Staff Mentoring Circles
President’s Advisory Council on Minorities
Privacy Ambassador’s Network
Provost Commission on Undergraduate Education
Safe Zone Revamp Committee (3)
School of Medicine Alumni Board
School of Medicine Commission for the Advancement of Academic Medicine
Staff Advisory Council (5)
Staff of Color Alliance (4)
Threat Assessment and Behavioral Intervention Team (TABIT) (2)
Transgender Task Force
Undergraduate and Integrated Studies Committee, Weatherhead School of Management
Undergraduate Retention Task Force
Undergraduate Students of Concern Committee
University Dr. Martin Luther King Jr. Committee
University Food Committee
Women of Color Series, Flora Stone Mather Center for Women
Women's Staff Leadership Development Initiative (2)

**Within the Division of Student Affairs**
Educational Services for Students Advisory Board (2)
Assessment Advisory Group (5)
Athletic Department Coaches Committee
Attention Deficit Hyperactivity Disorder Team
Bias Reporting System Team
Business Manager Meetings
Campus of American Disabilities Act Committee (2)
Career Center Student Experience Committee
Case Community Service Group
Collaborative Care Committee (3)
Department Open Forum Meet the Faculty & Staff Candidates
Diversity 360 Committee (3)
DOSA Spirit and Pride Committee
Eating Disorders Care Team
Emerging Leaders Program
Football Coach Search Committee
Gender inclusive Housing Committee
Graduate Student Experience Committee
Greek Life Pytte Cup Advisor (2)
Green Dot Task Force (4)
Group Counselor Search Committee
Health Advisory Committee
Mission/Vision Committee for Residence Life
Physical Education and Athletic Department Committee Membership
Physical Education and Athletic Department Strategic Planning Committee
Planning Committee for "What Can I Be With a PhD?"
Professional Development Committee (PDC) (7)
Resident Assistant Selection Committee Member
Resident Assistant Training Committee Member (2)
Risk Management Committee
Second-Year Experience Advisory Board Member (3)
Sexual Misconduct Hearing Board Member (3)
Spartan Open
Standards of Care Committee
Stephanie Tubbs-Jones 5K Scholarship Run Committee
StrengthsQuest Action Team Member
Student Executive Committee, Co-Adviser
Student Executive Council Advisors Board
Student Leadership Awards Selection Committee
Substance Abuse Counselor Search Committee
Suicide Prevention Task Force
Sustained Dialogue Core Team (2)
Thwing Advisory Board (2)
Thwing Study Over
Title IX Investigator Search Committee
Unity Banquet Planning Committee
University Health and Counseling Service Implementation Committee
University Homecoming Committee (2)
Website Focus Group
Wrestling Head Coach Hiring Committee
Appendix G: Volunteer Activities

**Animals (2)**
*External Organization:* Freedom Greyhound Rescue of Aurora (n=1)

*CWRU:* Squire Valleeveue and Valley Ridge Farms Bluebird Trail Monitor/Bird Bander.

**Arts, Culture and Humanities (9)**
*External Organizations:* Brite Winter Music and Arts Festival; Cleveland Asian Festival (2); Cleveland World Festival; Conservancy for Cuyahoga Valley National Park Photography Workshop; Elementary School Spring Dramatic Play Producer; Plano Children’s Theater Short Play Playwright; Ukrainian Female Vocal Ensemble; and Western Reserve Historical Society - Ohio History Day Judge.

**Civics and Politics (1)**
*External Organization:* Ohio Democratic Party.

**Community Development (26)**
*External Organizations:* Hands-On Northeast Ohio; Prince Avenue Street Club Founder and Vice President; and Toward Employment Certification of Qualification for Employment Clinic.

*CWRU:* Alternative Break (2); Case for Community Day (18); Community Emergency Response Team; Giving Tree; and Relief Drive for Flint.

**Education (28)**
*External Organizations:* Bowdoin College; Cleveland Metropolitan School District; Cleveland State University Alumni Association; Destination Imagination at Aurora Public Schools; East Cleveland School District; Gilmour Men’s Club; Many Villages Math Tutor; Mary M Bethune Elementary School Tutor; Seeds of Literacy; Summer on the Cuyahoga; and Wilcox Primary Parent Teacher Association.

*CWRU:* AccessAbility advisor; Bolton School Middle School College Experience Day (2); Emerging Leaders Program Mentor; Emerging Scholars Program; Executive Coach (2); Faculty Senate Committee for Information and Communication Technology; Homecoming Royalty Application Reviewer; Information Technology Strategic Plan Review Committee; Late Night Breakfast (3); Literacy Workshop at the Bolton School; Orientation Leader Interviews; Pytte Cup Citizenship Advisor; and Student Employee of the Year Reviewer.

**Environment (4)**
*External Organizations:* Cumberland Gardening Team; Green Sanctuary; Organic Community Garden; and Shaker Lakes Nature Center.
Health (13)
External Organizations: Alzheimer’s Association The Longest Day; American Red Cross blood donation; ALS Association Walk to Defeat ALS (2), Cleveland Hearing and Speech Center Big Wheel Relay (2); Crossroads Hospice; Leukemia Cup; MetroHealth Pediatric Wellness Center; Relay for Life (2); University Hospital MacDonald Women’s Hospital Patient Family Advisory Council.

CWRU: ‘You Are Not Alone” Staff Advisor and Dental School.

Human Services (40)
External Organizations: 100 Black Men of Greater Cleveland; Baby Wearing International; Believe in Ohio Judge; Blue Gold Club of John Carroll University; Cleveland Advocates for Transgender Equality; Cleveland Food Bank; Cleveland Parent Support Network & Neighborhood Leadership Institute; ESSENCE Festival Day of Service; Feeding South Florida; First Robotics Competition Buckeye Regional Judge; Food Bank; Gesu Girls’ Basketball; Girl Scouts of Northeast Ohio (2); Good Neighbor Project; Greater Cleveland Sports Commission; Homeless Stand Down; Inner City Tennis Clinics; Jack & Jill of America, Inc. (2); Lake County Job and Family Services Community Santa Program; McKinley Community Outreach Center; Mentor Basketball Association; National Down Syndrome Society Buddy Walk; Oberlin High School Athletic Boosters Club President; Parent Caring Organization of Campus International School President; PFLAG of Cleveland; Shaker Heights High School Parent Teacher Organization; TEAM Impact (2); US First for Inspiration and Recognition of Science and Technology Judge; Veale Business Plan Competition; Vineyard Community Church Christmas for Kids Photographer; Wilson Collegiate Tennis Campus; Youth Opportunities Unlimited Student Competition.

CWRU: Diversity 360 Facilitator; Multicultural Roundtable Leaders Staff Advisor; Provost Scholars East Cleveland Public School Mentor; and Social Justice Training Institute (2).

International (2)
External Organizations: Tibetan Innovation Challenge Judge.

CWRU: International Friendship Program.

Professional (7)
External Organizations: Intercollegiate Tennis Association; NCAA Student-Athlete Leadership Forum; Ohio College Personnel Association Mock Interviews; Tennisrecruiting.net Men’s Mid-Major National Recruiting Class Rankings Committee; and United State Tennis Association.

CWRU: Staff Mentoring Circles (2).

Religious and Spiritual (6)
External Organizations: 4th Grade Public School Religion Class Teacher; Care Minister; Church of the Saviour; Holy Martyrs Catholic Church; Seventh-Day Spanish Adventist Church; St. Gabriel Parish.
Social (8)

*External Organizations:* Delta Tau Delta Fraternity Division President; Lakewood Women’s Club 5K; Omega Psi Phi Fraternity; Phi Mu Fraternity Leadership Institute Facilitator; Phi Mu Fraternity Regional Officer; Pi Beta Fraternity Critical Conversations Facilitator; Rocky River Women’s Club; and Tau Kappa Epsilon Fraternity Cleveland State Chapter Advisor.