

# Dena R. Kniess, Ph.D.

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## EDUCATION

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- Ph.D.** in Educational Leadership 2013  
*Concentration: Higher Education*  
*Cognate: Statistics*  
Clemson University, Clemson, SC  
*Dissertation: Underrepresented Students' Perceptions of their Second-Year in College: A Phenomenological Study*
- M.A.** in College Student Personnel 2002  
Slippery Rock University of Pennsylvania, Slippery Rock, PA
- B.S.** in English Writing 1998  
*Minor: Communication*  
Slippery Rock University of Pennsylvania, Slippery Rock, PA

## PROFESSIONAL EXPERIENCE

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### FACULTY EXPERIENCE

#### DEPARTMENT OF COMMUNICATION SCIENCES AND PROFESSIONAL COUNSELING, UNIVERSITY OF WEST GEORGIA, CARROLLTON, GA

**Assistant Professor** 2017 – present  
**Program Coordinator, M.Ed. in College Student Affairs** 2018 – present

- Responsible for teaching in the College Student Affairs (CSA) master's program
- Advise 20 students in the CSA program
- Recruit and select students for admission to the CSA program
- Serve on departmental and university committees

#### DEPARTMENT OF COUNSELING AND STUDENT DEVELOPMENT, EASTERN ILLINOIS UNIVERSITY, CHARLESTON, IL

**Assistant Professor** 2013 – 2017

- Responsible for teaching in the College Student Affairs (CSA) master's program
- Advised 6 students on individual theses per semester
- Recruit and select students for admission to the CSA program

- Serve on departmental and university committees

## **STUDENT AFFAIRS EXPERIENCE**

### **NEW STUDENT AND FAMILY PROGRAMS, CLEMSON UNIVERSITY, CLEMSON, SC**

#### **Associate Director**

2008 – 2013

- Created an electronic newsletter distributed quarterly to parents and family members
- Coordinated retention initiatives through a team of 5 graduate students
- Facilitated Out-of-State Connections receptions for entering students
- Developed and implemented a comprehensive sophomore year experience, in collaboration with various campus partners, based on sophomore research literature and best practices
- Served as the primary assessor and program evaluator of the Sophomore Year Experience while assisting the Director of the office in assessing student learning and curricula related to educational programs coordinated by New Student and Sophomore Programs
- Coordinated the recruitment, selection, and training for 200 Welcome Leaders for extended Orientation program, Clemson Connect
- Assisted the team-oriented office staff and campus partners in successful implementation of Summer Orientation, Extended Orientation, and other major initiatives as appropriate

### **OFFICE OF RESIDENCE LIFE, UNIVERSITY OF DELAWARE, NEWARK, DE**

#### **Complex Coordinator, Christiana Towers**

2005 – 2008

- Trained, supervised, and evaluated one professional service coordinator and 24 paraprofessional staff members, including four graduate hall directors
- Recruited and participated in selection decisions for departmental staff including Resident Assistants, Hall Directors, and professional and salaried staff members. Developed training materials and lead training presentations for all levels of departmental staff
- Promoted student leadership opportunities and provide leadership training. Directed the Hall Directors in their advisement of Complex Community Councils to further develop student leadership skills
- Served as liaison to various University offices in order to provide a high level of service to students in special living learning options including freshmen and upper division and English Language Institute (ELI) housing
- Oversaw a \$47,500 budget which includes complex initiatives and desk operations
- Provided on-call crisis management for an area of 7,200 students on a rotational basis
- Served as a Judicial Hearing Officer for the University judicial system and rendered educational and corrective sanctions (including suspension from the University) for violations of University policies
- Represented the Office of Residence Life at campus-wide functions by leading presentations for programs such as Blue and Gold Saturdays, Delaworld, Parents and Family Weekends, Decision Days, and Discovery Days

### **OFFICE OF HOUSING AND RESIDENCE LIFE, BALL STATE UNIVERSITY, MUNCIE, IN**

#### **Complex Director, Beeman, DeMotte, and Tichenor Halls**

2004 – 2005

#### **Residence Hall Director, Beeman and DeMotte Halls**

2002 – 2004

- Performed and oversaw all administrative functions for three coeducational residence halls housing 450 students.
- Supervised and monitored the development of a graduate residence hall director and undergraduate

hall assistant

- Trained, supervised, and evaluated 12 resident assistants, 2 administrative assistants, and 2 freshmen connections assistants
- Advised student leaders working with the SURF (Students United to Remain Substance Free) community
- Collaborated with faculty members in order to create meaningful activities for first-year students as a Learning Team Captain
- Advised a 15-member hall council board with planning, budgeting, and implementing student activities
- Managed the budgets of the desk and night staff (\$35,000), hall council (\$4,000), and desk supplies (\$1,500)
- Adjudicated and sanctioned students violating residence hall policies
- Responded to emergency situations for an area of 1,200 students on a rotational basis
- Monitored the condition of facilities and recommend repairs or improvements as needed
- Performed administrative duties to maintain an efficient, functioning residence hall such as assigning rooms, controlling keys, maintaining records and preparing necessary requisitions and reports for other University departments
- Coordinated summer conferences and completed summer assignments as directed

**PHI SIGMA PI NATIONAL HONOR FRATERNITY, LANCASTER, PA**

**Vice President of Chapter Development**

2002 – 2004

- Collaborated with 6 non-profit board members to create vision for a national organization consisting of approximately 4,100 undergraduate members and 26,000 alumni members
- Reviewed annual budget with board members, consisting of \$860,000
- Chaired the Chapter Development Committee consisting of 13 members
- Developed regional committee program to serve 95 chapters in 13 regions across the United States
- Designed a chapter curriculum assessment tool for undergraduate chapters
- Implemented a National Philanthropy for our undergraduate chapters
- Represented the National Organization at annual events, such as National Convention and Grand Chapter

**RESEARCH AND SCHOLARSHIP**

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**PUBLICATIONS**

- Underlined names reflect graduate student collaborations

**Articles**

Boettcher, M., Kniess, D., & Benjamin, M. (2019). From collaborative to collegiate culture: Transitioning from student affairs practitioner to faculty communities. *Georgia Journal of College Student Affairs*, 35(1), 5-22.

Kniess, D., Buschlen, E., Chang, T-F. (under review). Men of color and college persistence: The important outcomes of an antecedent life-skills program for inner-city youth. *Journal of At-Risk*

## Issues.

- Buschlen, E., Chang, T.-F., **Kniess, D.** (2018). Mentoring fatherless, inner-city adolescent boys through an outcome-based leadership education program. *Journal of Leadership Education*, 17(3), 1 – 25.
- Kniess, D.R.**, Benjamin, M. & Boettcher, M. (2017). Negotiating faculty identity in the transition from student affairs practitioner to tenure-track faculty. *College Student Affairs Journal*, 35(1), 13 – 24.
- Kniess, D.R.**, Havice, P.A., & Cawthon, T.W. (2015). Creating networks that facilitate successful transitions to the second-year for African American students at a PWI: Implications for residence life. *Journal of College and University Student Housing*, 41(2), 144 – 159.
- Maday, B. & **Kniess, D.** (Summer 2014). More follow-up needed: Housing staffs' perceptions of managing mental health needs. *GLACUHO Trends*, 43 – 44.
- Kniess, D.R.**, Havice, P.A., Cawthon, T.W., & Stewart-Tillman, K.D. (2014). Transitioning in and moving through the second year for African American students at a predominantly White institution (PWI): A case study. *Journal of College Orientation and Transition*, 21(2), 5 – 16.
- Brandt, K., **Kniess, D.R.**, & Stone, J.E. (Winter 2014). Occupational stress and burnout in paraprofessionals. *GLACUHO Trends*, 27 – 29.
- Farber, S.E., Engblom, R.B., Royer, R.A., Vander Sanden, A.L., & **Kniess, D.R.** (2003). *Outcomes to objectives: Learning about quality assessment. ACUHO-I Talking Stick*, 20 (6) 14, 16.

## Blog Posts

- Kniess, D.** (2017). Administrator-to-faculty transitions. *National Association for Student Personnel Administrators (NASPA) Faculty Blog*. Retrieved from <https://www.naspa.org/constituent-groups/posts/administrator-to-faculty-transitions>.

## Book/Monograph Chapters

- Kniess, D.** & Foste, Z.H. (2019). Understanding multicultural competency and professional identity in student affairs practice. In N. Zhang & M. Howard-Hamilton (Eds.), *Multicultural and diversity issues in student affairs practice: A professional competency-based approach* (pp. 3-21). Springfield, IL: Charles Thomas Publisher.
- Lee, E., **Kniess, D.**, & Cawthon, T. (2019). Shifting identities after a cancer diagnosis. In J.C. Garvey, J.C. Harris, D.R. Means, R.J. Perez, and C.J. Porter (Eds.) *Case Studies for Student Development Theories: Advancing Social Justice & Inclusion in Higher Education* (pp.98-99). London, UK: Routledge.
- Dunn, M. & **Kniess, D.R.** (2019). To pursue or not to pursue a terminal degree. In D. Kniess, K. Walker-Donnelly & T. Cawthon (Eds.), *New Directions for Student Services*, 166 (pp.41-50). Walden, MA: Wiley Periodicals.

- Kniess, D.R.** (2019). Moving into a faculty role from student affairs administration. In D. Kniess, K. Walker-Donnelly & T. Cawthon (Eds.), *New Directions for Student Services*, 166 (pp.51-61). Walden, MA: Wiley Periodicals.
- Robbins, C.K., Johnson, N.J., Pete, K., Porcaro, G., Accapadi, M.M., & **Kniess, D.** (2019). Complexities of social identity and professional role transitions. In D. Kniess, K. Walker-Donnelly & T. Cawthon (Eds.), *New Directions for Student Services*, 166 (pp.83-94). Walden, MA: Wiley Periodicals.
- Balsler, T., Grabau, A., **Kniess, D.**, & Page, L. (2018). Collaboration and communication in student affairs assessment. In H.K. Ro. & C.E. Harper. (Eds.). *New Directions for Institutional Research*, 175 (pp. 65 – 79). Malden, MA: Wiley Periodicals.
- Balsler, T. & **Kniess, D.** (2018). Challenges and barriers in student affairs assessment. In H.K. Ro. & C.E. Harper (Eds.). *New Directions for Institutional Research*, 175 (pp. 81 – 88). Malden, MA: Wiley Periodicals.
- Ro, H.K., Menard, T., **Kniess, D.**, & Nickelsen, A. (2018). New(er) assessment tools in student affairs. In H.K. Ro & C.E. Harper (Eds.). *New Directions for Institutional Research*, 175 (pp. 49 – 63). Malden, MA: Wiley Periodicals.
- Kniess, D.R.**, Cawthon, T.W., & Walker, K. (2016). Lesbian, gay, bisexual, and transgender college students. In M.H. Hamilton, M. Cuyjet, & D. Cooper (Eds.). *Multiculturalism on Campus*, 2<sup>nd</sup> ed. (pp.278-308) Sterling, VA: Stylus.

### **Book Reviews**

- Kniess, D.** (2019). A book review of ‘Race on Campus: Debunking Myths with Data.’ *Journal of College Student Development*, 60(4), 508 – 510.
- Kniess, D.** (2018). A book review of ‘Unequal Colleges in the Age of Disparity.’ *Teacher’s College Record*, Date Published: May 10, 2018, <http://www.tcrecord.org>.
- Kniess, D.R.** (2016). A book review of ‘Coordinating Student Affairs Divisional Assessment.’ *Journal of College Student Development*, 57(7), 902 – 904.

### **Manuscripts in Progress**

- French, A. & **Kniess, D.** (Forthcoming). The advocate’s quagmire. In S.P. Gold (Ed.) *Instructional Scenarios for Multiple Identities in Higher Education*. Washington, DC: NASPA.
- Kniess, D.**, McCluskey-Titus, P., & Cawthon, T. (Forthcoming). Graduate student staff as campus activists. In S.P. Gold (Ed.) *Instructional Scenarios for Multiple Identities in Higher Education*. Washington, DC: NASPA.

## TECHNICAL AND ASSESSMENT REPORTS

**Kniess, D.**, Richardson, A., & Bridges, W.B. (2011, March). Campus climate survey analysis. (Division of Student Affairs, Clemson University).

**Kniess, D.** & Boyd, K. (2010, September). 2010 NSSE strategic analysis: 5 years in review. (Division of Student Affairs, Clemson University).

## PRESENTATIONS

### International/National Refereed Presentations

**Kniess, D.R.**, Iverson, S.V., McKenzie, B., LePeau, L.A., Nilsson, D., & Beatty, C. (2019, March). Engaging in difficult dialogues about race. *American College Personnel Association – International Conference*, Boston, MA.

Benjamin, M., Marine, S., **Kniess, D.R.**, & Boettcher, M.L. (2018, March). So you have a terminal degree – now what? Part 2: Faculty options. *National Association of Student Personnel Administrators Conference*, Philadelphia, PA.

Benjamin, M., Marine, S., **Kniess, D.R.**, & Boettcher, M.L. (2018, March). So you have a terminal degree – now what? Part 1: Administrator options. *National Association of Student Personnel Administrators Conference*, Philadelphia, PA.

Boettcher, M., Bourke, B., **Kniess, D.**, & Varga, M.A. (2018, March). Taking your research in a new direction: The process of change from dissertation to manuscript. *National Association of Student Personnel Administrators Conference*, Philadelphia, PA.

Howard, J. & **Kniess, D.** (2017, November). Through the FIRE: A dialogic inquiry of social justice persistence through conservative resistance. *Association for the Study of Higher Education Conference*, Houston, TX.

Benjamin, M., **Kniess, D.**, Boettcher, M. (2017, March). It's a complete career change: Shifting from full-time administrator to full-time faculty member. *National Association of Student Personnel Administrators Conference*, San Antonio, TX.

Sponsler, L., **Kniess, D.**, Waugaman, C., Dashti-Gibson, J., Funk, M., Nguyen, T-H., Salinas, Jr., C., & Wright, E.K. (2017, March). Launching your faculty career: Support, advice, and resources from NASPA's Emerging Faculty Leader Academy inaugural cohort. *National Association of Student Personnel Administrators Conference*, San Antonio, TX.

Buschlen, E. L., Chang, T., & **Kniess, D.** (2016, November). My brother's keeper: Developing lifelong leadership skills in the absence of a father. *International Leadership Association (ILA) International Conference*, Atlanta, GA.

**Kniess, D.**, Benjamin, M., & Boettcher, M. (2016, March). Administrator-faculty transitions: Same path,

different goals. *National Association of Student Personnel Administrators Conference*, Indianapolis, IN.

Royer, D.W, Mulvihill, T.M., Latz, A.O., **Kniess, D.** (2016, March). Are student affairs graduate programs meeting the needs of community colleges? *National Association of Student Personnel Administrators Conference*, Indianapolis, IN.

Benjamin, M., Boettcher, M., & **Kniess, D.** (2015, March). Making the leap from administrator to faculty member: Stories of transition. *American College Personnel Association Conference - International*, Tampa, FL.

Deters, J. & **Kniess, D.** (2015, March). Research paper session #13: Comparing persistence of upward transfer and native students. *American College Personnel Association – International Conference*, Tampa, FL.

Kalahar, T. & **Kniess, D.** (2015, March). The art of voluntelling: Research on community service motivation. *American College Personnel Association Conference – International*, Tampa, FL.

**Kniess, D.** & Cawthon, T. (2014, March). Cultivating community: Underrepresented students' perceptions of their second-year in college. *American College Personnel Association Conference*, Indianapolis, IN.

**Kniess, D.** (2013, October). Underrepresented students' perceptions of their second-year in college. *Students in Transition Conference*, Atlanta, GA.

**Kniess, D.** & Havice, P.A. (2013, March). The second-year experience for underrepresented college students. *National Association of Student Personnel Administrators Conference*, Orlando, FL.

**Kniess, D.** & Ferguson, M. (2012, March). Connecting your strategic plan to your assessment plan. *National Association of Student Personnel Administrators Conference*, Phoenix, AZ.

**Kniess, D.** & Brown, J. (2011, March). Clemson Connect: A collaboration promoting new student success. *American College Personnel Association Conference*, Baltimore, MD.

**Kniess, D.** (2008, October). Designing a sophomore year experience. *American College Personnel Association Online Course*, Washington, DC.

Tweedy, J., Ziegelbauer, I. & **Kniess, D.** (2007, January). Understanding your context: The profession, your institution, and your department. *American College Personnel Association Curriculum Institute*, Newark, DE.

### **Regional Refereed Presentations**

Boettcher, M., & **Kniess, D.** (2019, November). From data collection/dissertation to publication: Tips from the CSAJ editors. *Southern Association of College Student Affairs Conference*, Raleigh, NC.

- Kniess, D., & **Boettcher, M.** (2019, November). Moving into a faculty role: Advice from former student affairs administrators. *Southern Association of College Student Affairs Conference*, Raleigh, NC.
- Cawthon, T., Walker, K., **Kniess, D.**, Danyi, M., & Smith, T. (2019, November). The book program: Resources connecting theory to practice. *Southern Association of College Student Affairs Conference*, Raleigh, NC.
- Cawthon, T., **Kniess, D.**, & Boettcher, M. (2018, November). Considering becoming a faculty member: Learning from our journey. *Southern Association of College Student Affairs Conference*, Myrtle Beach, SC.
- Cawthon, T., Walker, K., McKee, J., **Kniess, D.**, & Danyi, M. (2018, November). Using resources to “heighten” our potential and “advocate” for students. *Southern Association of College Student Affairs Conference*, Myrtle Beach, SC.
- Kniess, D.**, Jones, S., & Varga, M. (2018, November). Teaching strategies that cultivate student learning: Advice and strategies for practitioners in the classroom. *Southern Association of College Student Affairs Conference*, Myrtle Beach, SC.
- Boettcher, M., Bourke, B., **Kniess, D.**, & Varga, M.A. (2017, October). Taking your research in a new direction: The process of change from dissertation to manuscript. *Southern Association of College Student Affairs Conference*, Chattanooga, TN.
- King, M. & **Kniess, D.R.** (2015, November). What guys do: The impact of masculinity on college men's perceptions of bullying and help-seeking. *Great Lakes Association for College and University Housing Officers*, Flint, MI.
- Havice, P.A., **Kniess, D.R.**, Jenkins, T., & Walker, K. (2014, November). Should your triple crown include a doctorate? *Southern Association for College Student Affairs*, Louisville, KY.
- Means, D.R. & **Kniess, D.R.** (2014, November). Supporting underrepresented college students: Lessons learned from research. *Southern Association for College Student Affairs*, Louisville, KY.
- Brocks, V., **Kniess, D.**, & Parker, S. (2012, November). Research-in-progress panel discussion. *Southern Association for College Student Affairs Conference*, Memphis, TN.
- Appel-Silbaugh, C. & **Kniess, D.** (2012, November). Women in student affairs: Perspectives from the field (NASPA Region III Program). *Southern Association for College Student Affairs Conference*, Memphis, TN.
- Kniess, D.** & Havice, P.A. (2012, November). Minority college students and the second-year experience: Results from a pilot study. *Southern Association for College Student Affairs Conference*, Memphis, TN.
- Cawthon, T., **Kniess, D.**, Jamison, L., & Guthrie, V. (2012, November). The most recent innovative resources for building campus collaborations. *Southern Association for College Student Affairs*



*Conference*, Memphis, TN.

Cawthon, T., Jameison, L., Crews, E., & **Kniess, D.** (2011, November). Empowering ourselves: Connect with professional development resources. *Southern Association for College Student Affairs Conference*, Atlanta, GA.

### **State Refereed Presentations**

McCluskey-Titus, P. & **Kniess, D.** (2016, October). Let's talk about it: Current issues and challenges in student affairs. *Student Affairs 101 Conference*, Moline, IL.

Davidson, E.S., **Kniess, D.**, & Timm, D. (2014, April). The impact of student engagement on suicidal ideation. *Poster Presentation at Illinois Statewide Suicide Prevention Conference*, Springfield, IL.

Cawthon, T. W., Jameison, L., **Kniess, D.** & Stuart, B. (2012, October). The most innovative resources for building campus collaborations. *South Carolina College Personnel Association Conference*, Charleston, SC.

**Kniess, D.** & Graham, B. (2010, October). Cultivating the potential of college sophomores. *South Carolina College Personnel Association Conference*, Greenville, SC.

### **Invited Presentations and Programs**

**Kniess, D.** (2019, August). EFLA workshop: Incorporating practical, applied skills into your teaching. *NASPA Emerging Faculty Leader Academy Webinar*.

**Kniess, D.** (2019, July). Environmental theory. *Office of Residence Life, University of West Georgia*, Carrollton, GA.

Cawthon, T. & **Kniess, D.R.** (2017, October). Inside the academic classroom as a master's student in student affairs. *SACSA Undergraduate Symposium*, Chattanooga, TN.

McCluskey-Titus, P. & **Kniess, D.** (2017, April). EFLA workshop #1: Incorporating practical, applied skills into your teaching. *NASPA Emerging Faculty Leader Academy Webinar*.

**Kniess, D.R.** (2017, June). Qualitative data analysis. *ACPA - International Student Affairs Assessment Institute*, Costa Mesa, CA.

**Kniess, D.R.** (2017, June). Beyond the checkbox. *ACPA - International Student Affairs Assessment Institute*, Costa Mesa, CA.

Glass, M. & **Kniess, D.R.** (2017, June). Choosing a method. *ACPA - International Student Affairs Assessment Institute*, Costa Mesa, CA.

Nguyen, D. H.K. & **Kniess, D.R.** (2017, February). International students and the campus environment: Fostering inclusion and success. *NASPA Faculty Council Webinar*.

- Kniess, D.R.** (2016, June). Qualitative data analysis. *ACPA - International Student Affairs Assessment Institute*, Baltimore, MD.
- Kniess, D.R.** (2016, June). Focus groups and interviews. *ACPA - International Student Affairs Assessment Institute*, Baltimore, MD.
- Wehr, N. & **Kniess, D.** (2016, February). Being bromo in a heterosexual dominated culture: A Qualitative Approach. *EIUnity Conference*, Eastern Illinois University.
- Kniess, D.** (2015, February). Supporting underrepresented students in their second-year of college. *EIUnity Conference*, Eastern Illinois University.
- Kniess, D.** (2014, August). Environments and diversity. *Housing and Residence Life Training*, Eastern Illinois University.
- Kniess, D.** & Ferguson, M. (2011, July). Strategic planning and assessment cycle. *Divisional Directors' Presentation*, Clemson University.
- Kniess, D.** (2008, March). Successful transition to the sophomore year. *First-Year Colloquium*, Clemson University.
- Kaliher, L. & **Kniess, D.** (2006, August). Conflict and mediation. *Hall Director Training*, University of Delaware.
- Winslow, J. & **Kniess, D.** (2006, August). Assessment made easy. *Hall Director Training*, University of Delaware.
- Kniess, D.** & Bacon, R. (2004, November). Leading with the heart. *Great Lakes Association of College and University Residence Halls Conference*, Ball State University.
- Kniess, D.** (2004, August). Cardinal living/learning communities model. *Housing and Residence Life Student Staff Training*, Ball State University.
- Kniess, D.** (2004, July). Freshmen connections initiatives. *Housing and Residence Life Cardinal Training*, Ball State University.
- Kniess, D.** (2004, July). Supervising and being an effective supervisor. *Housing and Residence Life Cardinal Training*, Ball State University.
- Kniess, D.** (2003, July). The discipline process. *Housing and Residence Life Cardinal Training*, Ball State University.
- Kniess, D.** (2003, July). Supervising: What does it mean? *Housing and Residence Life Cardinal Training*, Ball State University.

## GRANT ACTIVITY

- Kniess, D.** & French, A. (2019). *A comparative case analysis of graduate program curricular outcomes and competency development*. Submitted \$1000 grant proposals to the National Association of Student Personnel Administrators, Region III. Funded.
- Kniess, D.** (2018). *Graduate students in higher education and student affairs (HESA) conceptualizations of social justice at master's comprehensive universities: A multiple case study*. Submitted \$2840 research project proposal to the American College Personnel Association (ACPA) Emerging Scholars Program. Not selected and not funded.
- Foste, Z.H. & **Kniess, D.** (2017). *A comparative case analysis of residence life professionals' sense-making of diversity, inclusion, and social justice education in the residence halls*. Submitted \$2850 grant proposal to the Association for College and University Housing Professionals – International (ACUHO-I). Not funded. Co-principle investigator.
- Foste, Z.H. & **Kniess, D.** (2017). *A comparative case analysis of residence life professionals' sense-making of diversity, inclusion, and social justice education in the residence halls*. Submitted \$1120 Southern Association for College Student Affairs (SACSA) Research Grant. Not funded. Co-principle investigator.
- Buschlen, E., Chang, T., **Kniess, D.** (2016). Central Michigan University (CMU) Faculty Research & Creative Endeavors (FRCE) Grant. *An Examination of a Cross-Cultural, Youth Leadership Development Program for Fatherless Children: Creating an Intergenerational Legacy*. Project funded for \$3,163.
- Kniess, D.**, Cawthon, T.W., & McCluskey-Titus, P. (2015). Submitted a \$7,000 grant proposal to the Association of College and University Housing Officers International, *Impact of Resident Assistant Position Post-Graduation*. Not funded.
- Kniess, D.**, Timm, D., Brandt, K., Coit, J., Gunn, S., Maday, R., Stehlik, L., Wehr, N. (2013). CEPS Research Grant. *Fraternity and Sorority Advisors: A Study of Preparation, Training, and Support*. Project funded for \$493.28. *Co-principle Investigator*.
- Kniess, D.R.** & Havice, P.A. (2012-2013). NASPA Region III Research Grant. *Minority Students' Perceptions of their Second-Year in College*. Project funded for \$500.00. *Principle Investigator*.

## TEACHING AND ADVISING

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### UNIVERSITY OF WEST GEORGIA

- CEPD 6160 Group Counseling [Fall 2017]  
CEPD 6172 Theories of College Student Development [Fall 2017]  
CEPD 6174 Higher Education Administration [Fall 2017, Fall 2018, Fall 2019]  
CEPD 6175 Practicum: College Student Affairs [Summer 2018]

- CEPD 6176 Campus Crisis, Ethical, and Legal Issues [Spring 2018]  
 CEPD 6177 Theory and Assessment of Educational Environments [Spring 2019]  
 CEPD 6179 Capstone Seminar in Student Affairs [Spring 2019]  
 CEPD 7145 Advocacy and Leadership [Summer 2018, Summer 2019]  
 CEPD 7152 Research and Program Evaluation [Spring 2018, Summer 2018]  
 CEPD 9211 Organizational Theory [Fall 2018]  
 CEPD 9219 Governance in Higher Education [Fall 2019]

## **EASTERN ILLINOIS UNIVERSITY**

- CSD 5760 Legal and Ethical Issues in Student Affairs [Fall 2013, Fall 2014, Fall 2015, Fall 2016]  
 CSD 5735 Multicultural Competence in Student Affairs [Spring 2014, Spring 2017]  
 CSD 5741 Collegiate Environments [Spring 2014, Spring 2015, Spring 2017]  
 CSD 5400B Community College [Summer 2014, Summer 2015, Summer 2017]  
 CSD 5400B Special Topics [Spring 2016]  
 CSD 5775 Fundraising and Development in Higher Education [Summer 2016]  
 CSD 5880 Internship [Summer 2014, Summer 2015, Summer 2016, Summer 2017]  
 CSD 5950 Thesis and Research [Fall 2013, Spring 2014, Fall 2014, Spring 2015, Fall 2015, Spring 2016, Fall 2016, Spring 2017]

## **CLEMSON UNIVERSITY**

Teaching Assistant for the following courses:

- EDC 811 Multicultural Counseling [Summer 2013]  
 EDC 819 Contemporary College Student [Spring 2013]  
 EDL 855 Research and Evaluation in Higher Education [Fall 2012]  
 EDL 765 Assessment in Higher Education [Spring 2012]  
 EDC 803 Student Development Services in Higher Education [Fall 2012]  
 EDC 804 Theories of Student Development in Higher Education [Summer 2012, Fall 2012]

## **UNIVERSITY OF DELAWARE**

- UNIV 320 Contemporary Issues for Resident Assistants

## **BALL STATE UNIVERSITY**

- EDHI 200 Resident Assistant Class

## **GRADUATE STUDENT ADVISING**

College Student Affairs (CSA) Thesis Committees, Chair (graduated):

- Laura Trombley, 2017, *The Impact of Bystander Intervention Education on Greek-Life Affiliated Students' Self-Efficacy in Addressing Sexual Violence on Campus*
- Katie Sikora, 2017, *Pivotal Moments in Undergraduate Education: Retention and Student Connection to Campus*
- Stacy Rowan, 2017, *Perceptions of Transgender Students in Social Fraternities and Sororities*

- Cayla Maurer, 2017, *Resiliency and Thriving in Homeless College Students*
- Kelsi Grubisich, 2017, *The Relationship between Participation in Community Service and Students' Academic Success*
- Jazmine Thompson, 2016, *Transfer Students' Perceptions of their Academic Preparedness from Urban Community Colleges to Four-Year Institutions*
- Allison Moran, 2016, *An Examination of Self-Esteem's Impact on the Leadership Behaviors of Female Undergraduate Student Leaders*
- Jorge El-Azar, 2016, *The Recruitment of Sexual Minority Students in Higher Education*
- Andrew Doto, 2016, *University Affinity and Initial Impressions Toward the Institution*
- Kellie Keck, 2016, *Factors Influencing Student Major Selection at a Community College*
- Rachel Chlebanowski, 2016, *Examining College Faculty and Staff's Levels of Confidence and Preparedness in Recognizing and Responding to Distressed Students*
- Nathan Wehr, 2015, *Being Bromo in Heterosexual Dominated Culture: A Qualitative Approach*
- Jennifer Monkman, 2015, *Financial Literacy: Past, Present and Future Impact on College Freshmen*
- Tyler Kalahar, 2015, *The Art of Voluntelling: Research on Community Service Motivations*
- Rocken A. Roll, 2015, *The Balancing Act Between Student Involvement and Academic Performance*
- Jacob W. Deters, 2015, *Comparing Persistence of Upward Transfer and Native Students Pursuing a Bachelor's Degree*
- Emily Walters, 2014, *The Effectiveness of Student Success Courses on Students Enrolled in a Remedial Reading Course*
- Kelsey J. Brandt, 2014, *Phenomenological Investigation of the Resident Assistant Position and Occupational Stress and Burnout*
- Rebecca L. Maday, 2014, *Phenomenological Analysis of the Perceptions of Housing Staff's Current Practices and Aspirational Desires of Managing Mental Health Needs on a College Campus*
- Danielle K. Steffa, 2014, *The Prevalence, Reasons, and Effects of Hazing on Female Student Athletes*
- Michael W. King, 2014, *Impact of Masculinity on Undergraduate Men's Perceptions of Bullying and Help-Seeking*
- Victor J. Jones, 2014, *Black Males' Perceptions of Parental Involvement, Influence, and their Educational Outcomes*

College Student Affairs (CSA) Thesis Committees, Member (graduated):

- Molly Murphy, 2018, *An Analysis of the Meaning, Barriers, and Value of Developmental Education for First-Generation Minority Students at a Community College*
- Stephen Roach, 2017, *A Summer Bridge Program's Impact: Social Engagement and the Building of Self-Efficacy*
- Michelle Lisack, 2016, *An Intersectional Analysis of Male Student-Athletes' Meaning-Making About Masculinity*
- Amber Byrley, 2016, *A Quantitative Study of the Source of Stress for First Generation Freshmen Female College Students*
- Sean Sheptoski, 2016, *A Photographic Study on College Student Sense of Belonging*
- Aaron Hollis, 2015, *Understanding the Development of Sophomore Resident Assistants*
- Caitlyn Buchanan, 2015, *Same-Sex Peer Influence on Undergraduate Female Body Image Perception*
- Abby Ford, 2014, *An Examination of Areas of Involvement that Foster Student Persistence*

## HONORS AND AWARDS

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- Best of the West, University of West Georgia, 2018
- Joe Buck Service Award, Southern Association for College Student Affairs, 2018
- Borah Faculty Development Award, Eastern Illinois University, 2017
- Achievement and Contribution Award for Service, Eastern Illinois University, 2016
- Emerging Faculty Leader Academy National Association of Student Personnel Administrators (NASPA), 2016 – 2017
- Early Career Faculty Workshop, Association for the Study of Higher Education (ASHE), 2016
- Great Lakes Association of College and University Housing Officers (GLACUHO), Top 10 Program Award with Michael King, 2015
- Great Lakes Association of College and University Housing Officers (GLACUHO), “Trends” Article of the Year Award with Kelsey J. Brandt and Jody E. Stone, 2014
- College of Health, Education and Human Development (HEHD), Graduate Student Award of Excellence, Clemson University, 2013
- Chi Sigma Alpha – Edward A. Grandpre Chapter Outstanding Professional Award, Clemson University, 2012

## PROFESSIONAL SERVICE

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### Service to the Profession

Editorial Board Member, <i>Journal of College and University Student Housing</i> (JCUSH)	2017 - present
Editorial Board Member, <i>Journal of the First-Year Experience and Students in Transition</i>	2015 - present
Editorial Board Member, <i>Journal of Student Affairs Research and Practice</i> (NASPA)	2015 - present
Editorial Board Member, <i>College Student Affairs Journal</i> (SACSA)	2014 - present
Co-Editor, <i>College Student Affairs Journal</i> (SACSA)	2019 - present
Associate Editor, <i>College Student Affairs Journal</i> (SACSA)	2016 - 2018
Editorial Board Member, <i>Journal of College and Character</i> (NASPA)	2014 - present
Editorial Board Member, <i>Mid-Western Educational Research Association</i> (MWERA)	2013 - present
AERA Emerging Faculty Panel	2015
American College Personnel Association (ACPA)	2000 - present
<i>Directorate Body Member, Commission for Professional Preparation</i>	2018 - present
<i>Directorate Body Member, Commission for Assessment and Evaluation</i>	2014 – 2017
<i>Directorate Body Member, Commission for Housing and Residence Life</i>	2008 – 2011
<i>Faculty Grant Proposal Reviewer, Commission for Professional Preparation</i>	2013 - present
<i>Faculty, Student Affairs Assessment Institute</i>	2016 - 2017
<i>Proposal Reviewer, Annual Conference</i>	2013 - present
National Association of Student Personnel Administrators (NASPA)	2008 – present
<i>Faculty Council Representative, Region III</i>	2018 – present
<i>Proposal Reviewer, Annual Conference</i>	2016 - present
<i>Women in Student Affairs Knowledge Community Representative, Region III</i>	2012 - 2013
South Carolina College Personnel Association (SCCPA)	2008 - 2013
<i>Treasurer</i>	2011 - 2013
Great Lakes Association of College and University Housing Officers (GLACUHO)	
<i>Conference Program Committee</i>	2003 - 2004
<i>Awards and Recognition Committee</i>	2002 - 2003

**Service to the College of Education**

College Student Affairs (CIA) Assessment Liaison 2017 - 2019  
Faculty Development, Mentoring, and Retention Committee 2018 - present

**Service to the Department of Communication Sciences and Professional Counseling**

Graduate Student Affairs Professionals (GSAP), Advisor 2017 – 2019

**Service to the University**

**University of West Georgia**

Standards of Excellence Judge, Fraternity and Sorority Life 2018  
Teaching, Learning, and Assessment Committee 2018 – present

**Eastern Illinois University**

President’s Advisory Council on Diversity 2017  
CSA Days Committee 2013 – 2017  
EIU Reads Committee 2015 - 2016  
EIU Reads Facilitator 2014 - 2016  
Assistant Director, Housing and Residence Life Search Committee 2016  
Student Affairs 101 (SA 101), Faculty Advisor 2015  
Assistant Director, Health Education Resource Center Search Committee 2014  
JumpStart 2 GIVE Volunteer 2013 - 2016  
Faculty Fellow Captain, Lawson Hall 2016 - 2017  
Faculty Fellow, Lawson Hall 2013 - 2016  
Academic Technology Advisory Committee 2013 – 2017  
Social Committee, College of Education and Professional Studies, Chair 2013 – 2016  
Student Technology Fee Subcommittee 2013 – 2017  
Orientation Committee, Chair 2014 – 2017  
Sexual Violence Prevention Task Force 2015 - 2017

**Clemson University**

Graduate Assistant Recruitment and Selection Committee 2011 - 2013  
Clemson Connect Committee 2009 - 2013  
Professional Development Committee 2009 - 2013  
Beta Kappa Chapter of Phi Sigma Pi National Honor Fraternity, Advisor 2009 - 2013  
Transfer Council, Co-Advisor 2008 - 2013  
University Assessment Committee 2010 - 2012  
Student Affairs Assessment Committee, Chair 2011 - 2012  
*Co-Chair* 2009 - 2011  
Sophomore Year Task Force, Chair 2008 - 2011  
GOODTalk Facilitator 2011  
LeaderShape Facilitator 2011

**University of Delaware**

Research Team 2006 - 2008  
National Residence Hall Honorary (NRHH), Advisor 2006 - 2008

Whole New World, University of Delaware Freshmen Diversity Training	2007
Multicultural Leadership Retreat, Facilitator	2006
Oshkosh Placement Exchange Recruitment Team	2006

**Ball State University**

National Residence Hall Honorary (NRHH), Advisor	2004 - 2005
Selection Committee, Co-Chair	2004 - 2005
Assistant Director of Housing and Residence Life Search Committee, Chair	2004
Student Staff Orientation Committee, Chair	2004
Training Committee, Chair	2003 - 2004
Residence Hall Conduct Board, Advisor	2003 - 2004
Student Staff Orientation Committee	2003, 2005
Assessment Committee	2002 - 2003
Multicultural Committee	2002 - 2003
Freshmen Connections Reader Committee	2002 - 2003

**Other Service**

Carrollton Junior Women's Club (CJWC)	2017 – 2018
Charleston United Methodist Church, Church and Society Committee, Charleston, IL	2016 - 2017
Charleston United Methodist Church, Helping Hands Ministry, Charleston, IL	2016 - 2017
Slippery Rock University Alumni Association, Board Member, Slippery Rock, PA	2013 - 2016
Mu Chapter of Phi Sigma Pi National Honor Fraternity, Advisor, Slippery Rock University	2000 - 2002
Phi Sigma Pi National Honor Fraternity, Chapter Consultant, Lancaster, PA	1999 - 2000