

James “Michael” Mardis

Student Activities Center, W301
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Professional Experience

Chief Student Affairs Officer, Vice Provost for Student Affairs, and Dean of Students – University of Louisville (UofL), July 2015 – present

- Provide leadership and supervision for the planning, organizing, and coordinating of the student affairs departments while achieving institutional goals and objectives. Establish and implement short- and long-range organizational goals, objectives, strategic plans, policies, and operating procedures. Monitor and evaluate programmatic and operational effectiveness, and effect changes required for improvement.
- Provide oversight of the following Student Affairs units: Campus Housing; University Counseling Center; Career Development Center; Student Government Association; International Service Learning; Dean of Students Office; Student Involvement & Student Activities Center; Fraternities & Sororities; Clubs & Organizations; Student Programming Board; Student Conduct; Civic Engagement, Leadership & Service Learning; Disability Resource Center; Student Grievance Officer; Student Advocate; Parent Programs, Assessment & Development; Intramural and Recreational Sports; Student Recreation Center; and TRIO Student Support Services. These departments employ approximately 100 staff and faculty, plus 375 student workers, with a budget of \$22,000,000.
- Develop, implement, and coordinate campus and community-based programs that meet the varying needs of a diverse student population on a metropolitan 24-hour residential campus. Promote a welcoming, accessible, and vibrant campus culture that includes 6,000 residents and over 450 clubs and organizations. Work directly with students and student groups to provide support, advocacy, and resources.
- Actively promote student responsibility by encouraging student involvement and growth through active involvement on campus.
- Design, implement, and maintain an organizational structure and staffing to effectively accomplish the organization's goals and objectives. Oversee recruitment, training, supervision, professional development, and evaluation of division staff.
- Provide oversight of University Title IX and ADA Coordinator.
- Maintain a visible profile both on campus and with external constituencies and engage with the faculty, student, alumni, and staff communities.
- Develop and promote positive experiences for graduate students, including opportunities for practicums and internships that supplement their classroom work.

- Anticipate and remain aware of current and emerging student development and legal issues in higher education and research new ideas and methods. Promote strong professional development for the region and staff, and remain professionally active in the student development profession.
- Oversee development and submission of internal and external reports, assessment and evaluation of programs, and initiate improvements. Ensure that the operations of the units help fulfill the academic mission of the university.
- Develop and manage Student Affairs resources, budgets, and student fees, including over 20 buildings, residence halls, and Greek Houses. Ensure compliance with federal/state regulations and university policies.
- Assist with campus-wide crisis/emergency response and provide support to students and families in emergencies.
- Work closely with the Provost and Vice Provosts, as well as other university departments, to develop and support programs designed to welcome and orient students to campus and ensure a successful path to graduation.
- Act as the President's liaison to the Student Senate and Student Government Association and act for the President, as appropriate, in the day-to-day management of operations and communications with the Student Senate and Student Government Association.
- Act as the President's liaison at national, statewide, and local meetings on student matters and (1) act for the President and Provost on all ordinary or routine matters, (2) request and inform the President or Provost of policy guidance, as appropriate, and (3) refer matters to the Provost and communicate information when significant university-wide policy issues are at stake or the consequences of a decision appear to be unusually important to the entire institution.
- Develop campus publications and social media resources that promote student success, spirit, and traditions.

Title IX Coordinator (while continuing to serve as Chief Student Affairs Officer and Dean of Students) – University of Louisville, May 2015 – June 2016

- Served as the lead Title IX Coordinator, which has ultimate oversight responsibility for compliance.
- Provided an annual update to university leadership about Title IX compliance in responding to complaints of harassment, sexual violence, and discrimination.
- Guided the deputy Title IX coordinators to provide timely and accurate information and guidance to members of the campus community when responding to alleged incidents of harassment, sexual violence, or discrimination.
- Provided leadership and direction for Title IX compliance, including consulting with relevant policy-making bodies and senior personnel for advising, training, clarifying and identifying necessary action to ensure that access to facilities, opportunities, and resources were gender equitable throughout the campus.
- Chaired the university-wide Title IX Committee.
- Coordinated compliance with Title IX, including procedures for resolving Title IX complaints.

- Coordinated the recipient's responses to all complaints involving possible sex discrimination, including monitoring outcomes, identifying and addressing any patterns, and assessing effects on the campus climate.
- Oversaw policies and procedures on sex discrimination and drafted any necessary revisions to help ensure compliance with the requirements of Title IX.
- Coordinated the collection and analysis of information from an annual climate survey.

Interim Vice President for Student Affairs and Dean of Students – University of Louisville, July 2014 – June 2015

- Maintained duties of the Dean of Students and Associate Vice President for Student Affairs while serving as the Interim Vice President for Student Affairs.
- The duties of Interim Vice President for Student Affairs were primarily the same as the duties previously listed under the Chief Student Affairs Officer position.

Associate Vice President for Student Affairs and Dean of Students – University of Louisville, July 2007 – June 2015

- Maintained visibility and approachability to all students.
- Responsible for creating a campus environment conducive to student participation and growth, academic enrichment, and positive interaction between faculty, staff, and students. Specifically, the position sought to provide opportunities for students' personal, spiritual, social, civic, and physical growth consistent with the academic mission of the university.
- Served as the responsible administrator for the Division of Student Affairs in the absence of the Vice President for Student Affairs.
- Served as adviser to the Student Government Association and oversaw activities of the Student Government Association.
- Maintained general oversight for campus life functions, including Student Activities; Student Activities Center; Intramurals and Recreational Sports; Leadership; Greek Life; Service Learning; Student Rights and Responsibilities; Student Organizations; Student Grievance; Commuter Student Services; and Disability Services.
- Oversaw the annual capital planning process for Student Affairs.
- Revised and maintained the student handbook and other student-related publications; coordinated various student awards and recognition processes; and worked with other university departments to increase student involvement and retention.
- Established and maintained a positive campus environment, serving as a resource and general advocate for students.
- Actively promoted student responsibility by encouraging student involvement and growth through active involvement on campus.

- Promoted, listened to, and addressed concerns of the university community relative to student development programs both on and off campus.
- Served as the Associate Title IX Administrator, specifically for complaints against students.
- Served as a liaison to campus food service (Sodexo) and the bookstore (Barnes & Noble).
- Served as a member of the division's and university's management team by serving on or creating campus-wide committees; preparing staff evaluations and institutional effectiveness reports; completing university planning and assessments; and preparing campus-wide correspondence and reporting.
- Developed and managed the Office of Student Conduct. Worked to educate residents of all published policies and regulations and to confront situations and students who impose upon community standards and violate published policies and regulations. Worked with appropriate parties to investigate, adjudicate, or administer conduct cases. Ensured departmental compliance with university and division policies and procedures.
- Coordinated or assisted with student affairs responsibilities, such as mentoring students and student leaders, by facilitating workshops and campus-wide activities.
- Facilitated practicum experiences for graduate students interested in careers in student affairs.
- Worked directly with the Office of Student Enrollment Services and other university departments in developing and coordinating the Parent's Orientation program and integrating a university-wide retention program including establishing a first-year experience and successful path to graduation.
- Developed relationships and joint programs with other university departments.
- Worked to enhance the community service outreach program. Ensured that staff planned, coordinated, and implemented regular educational, social, recreational, cultural, and community service programs and projects. Completed program assessments. Established and maintained professional associations with community leaders through active involvement in local, governmental, and civic organizations. Maintained a positive and developmental presence throughout campus and the local community.
- Remained abreast of current student development and legal issues in higher education across the United States and researched new ideas or methods. Submitted appropriate department updates and articles to professional newsletters and journals for publication. Assisted with the on-going department research into topics relating to student development, residence life, student activities, student retention, student unions, and student involvement. Assisted with the representation of UofL - locally, regionally, and nationally - through participation in committees, presentations and professional associations. Maintained network with professionals in the field throughout the country.
- Provided effective departmental operations and remained flexible to work evenings and weekends. Participated in university and departmental committee work and projects. Responded appropriately to campus crises, developing and coordinating the division's crisis management plan.

Associate Vice President for Student Affairs and Dean of Students – Radford University (RU), June 2005 – July 2007

- Oversaw the following campus life functions: Housing and Residential Life, Student Activities, Student Activities Center, Intramurals and Campus Recreation, Leadership, Greek Life, Judicial Affairs, Academic Integrity, Student Organizations (160), Off-Campus Student Services, Disability Resource Office, Multicultural and International Student Services, Student Support Services (federally funded TRIO program), Substance Abuse and Sexual Assault Education, Student Media, Preston Auditorium, Student Advocacy, Absence Notification, Parent and Family Services, and Residential Life.
- Served as the responsible administrator for the Division of Student Affairs in the absence of the Vice President for Student Affairs.
- Managed the budgets in areas of responsibility which exceed \$5,000,000.
- Supervised a staff of 51 professionals, 39 graduate assistants, and approximately 500 student workers.
- Oversaw a housing program with a 3,265-bed occupancy capacity.
- Retained all responsibilities of the Dean of Students position listed below.

Dean of Students – Radford University, April 2002 – July 2007

- Served as general adviser to the Student Government Association including Senate, Student Finance Committee, Executive Officers, Cabinet, Staff and Council Chairs.
- Oversaw the following campus life functions: Student Activities; Student Activities Center; Intramurals and Campus Recreation; Leadership; Greek Life; Judicial Affairs; Academic Integrity; Student Organizations; Off-Campus Student Services; Student Media; Preston Auditorium; Student Advocacy; Absence Notification; Parent and Family Services; and Residential Life.
- Recruited, hired, trained, supervised and evaluated staff in areas of responsibility.
- Oversaw communication with students, faculty, staff, parents, city officials, college deans, Counseling Center, Intercollegiate Athletics, Women's Resource Center, University Police, City Police, Commonwealth's Attorney, landlords, community members, attorneys, media and others regarding student matters.
- Coordinated crisis management efforts; and responded to and supported students and parents during a time of emergency.
- Managed contracts for student health insurance, ring provider and university telephone directory.
- Worked with Chartwells and Barnes and Noble (current RU food service and bookstore service providers).
- Served as the university's liaison to Radford University Campus Ministers' Association (RUCMA); members included 14 campus ministers.

- Envisioned and planned strategically for all areas of responsibility, developing ideas to improve services, student satisfaction, and student learning.
- Implemented and directed program assessment for areas of responsibility.
- Oversaw development of goals and annual reports as part of continual evaluation process.
- Continually evaluated policies and procedures to make appropriate improvements based on institutional culture, student needs, and current legal standards in higher education.
- Reviewed and acted on student requests for appeal of campus conduct cases.
- Authorized recommendations of disciplinary suspension and dismissal.
- Oversaw student records retention and recommendations for transfer of college, graduate/professional admission, study abroad and employment.
- Provided positive and effective leadership, role modeling, and mentoring.
- Coordinated the annual revision, publication and distribution of various student resources: *University Planner*, *University Telephone Directory*, *Conduct Manual*, *Standards of Student Conduct*.
- Conducted presentations and provided assistance with student orientation, admissions open houses, and fall opening.
- Served as the Student Affairs representative for renovation and new construction projects: new student center, student service building renovation, Main Street relocation, and residence hall renovations.

Associate Dean of Students – Radford University, July 2001 – March 2002

Directed University Student Judicial System

- Authorized the issuance of campus level judicial charges.
- Oversaw the scheduling and coordination of campus level pre-hearing conferences, judicial settlements, academic dishonesty cases, administrative hearings, Judicial Board hearings and judicial appeals.
- Trained appropriate personnel to: conduct pre-hearing conferences; serve as settlement officers; conduct honor code seminars; serve as academic integrity case coordinators; and follow up on the completion of educational tasks.
- Recruited, trained, and monitored the performance of judicial advocates and members of the Campus Judicial Board and Student Judicial Appeals Board.
- Conducted Residential Life training on judicial policies and procedures.
- Coordinated the preparation of statistical reports about judicial matters.
- Provided training opportunities for faculty with regard to academic integrity policies and procedures.
- Coordinated the annual revision, publication and distribution of the *Judicial Affairs Manual* and *Finding the Answers*.
- Coordinated with the Office of Substance Abuse and Sexual Assault Education in the training of judicial board members on issues related to sexual harassment, sexual misconduct, and sexual assault.

Directed Services for Off-Campus Students

- Provided leadership in the coordination of services for off-campus students.
- Served as the advisor to the Off-Campus Student Council.
- Coordinated the annual revision, publication and distribution of the *Off-Campus Student Guide to the City of Radford*.
- Coordinated meetings with city representatives, area landlords and the Off-Campus Student Council.

Other Responsibilities

- Coordinated the annual revision, publication, and distribution of the *Student Handbook*.
- Provided information and assistance to students, faculty, staff, parents, and others as needed on a variety of matters.
- Coordinated the promotion and reaffirmation of the Honor Code.

Judicial Affairs Officer – University of Louisville, September 1998 – June 2001

- Adjudicated student discipline cases.
- Served as hearing officer for discipline hearings.
- Prepared related judicial correspondence and maintained records.
- Served as a resource regarding campus judicial issues.
- Assisted in coordinating other aspects of campus judicial system.

Acting Associate Director of Student Life (served in this capacity while the Associate Director was on maternity leave) – University of Louisville, May 1999 – August 1999

- Directed aspects of the university's judicial system.
- Supervised Student Life interns.
- Coordinated Student Life component of freshman orientation.

Coordinator of Intramural Sports – University of Louisville, July 1996 – June 2001

- Directed all aspects of comprehensive Intramural Sports program.
- Monitored budget, payroll and purchasing for program areas.
- Recruited, trained and supervised over 100 employees per year.
- Supervised facility managers and facility operations on a seasonal basis.
- Facilitated staff emergency and crisis management training.
- Directed program assessment efforts.
- Supervised the planning of over 50 events, leagues, and tournaments.

Team Course Leader (Low Ropes) - October 1998 – October 2000

As a private contractor, conducted trust activities for various universities, companies and organizations. The activities were structured by “challenge by choice” and were designed to enhance individual and organizational relationships.

Education

Ph.D. in Educational Leadership & Organizational Development: Specialty in Postsecondary Administration
University of Louisville, 2007

Master’s of Education – Higher Education:
Concentration Sport Administration
University of Louisville, 1996

Bachelor’s of Science – Sport Administration
University of Louisville, 1994

University Service (selected)

- University Budget Development Committee Workgroup, UofL, 2017.
- Search Committee for the Chief Operations Officer, UofL, 2017.
- Search Committee for the Chief Financial Officer, UofL, 2017.
- Search Committee for the VP Enterprise Risk Management Audit and Compliance, UofL 2017.
- Search Committee for Chief of University Police, UofL, 2017.
- SACS Reaffirmation Leadership Team, UofL, 2015-2017.
- Co-Chair SACS Student Affairs and Services Subcommittee, UofL, 2014-2017.
- New Academic Building (\$80,000,000; 161,000 sq ft) Steering Committee and Leadership Team, UofL, 2017.
- Chair Athletics and Student Affairs Group, UofL, 2012 -2017.
- Tuition and Fees Advisory Committee, UofL, 2008-2017.
- Co-Chair, University Fee Review Committee, UofL, 2016-2017.
- Legislative Advisory Committee, UofL, 2014 – 2017.
- Student Life Development Group, Joint Business Affairs and Student Affairs Committee, UofL, 2008-2016, Co-Chair 2014-2017.
- Chair, Search Committee for the Assistant Vice President for Alumni Relations and Annual Giving, UofL, 2017.
- SGA Advisor, RU and UofL, 2002 – 2017.
- Council of Academic Officers, UofL, 2014-2017.
- Strategic Technology Executive Committee, UofL, 2014-2016.
- Student Housing Master-Lease RFP Committee, UofL, 2016-2017.

- Chair, University Committee for Responsible Business Practices, UofL, 2015-2016.
- Tuition and Fees Subcommittee for Graduate Student Tuition, UofL, 2016.
- University Media Spokesperson on a variety of university matters, including: Speed Museum and university partnership, fall 2016 opening (WLKY, WFPL, UofL Today Radio show, and ESPN Radio); student crises; student protests; student success; meal plans and dining service changes; housing growth and public private partnerships; student initiative to carry weapons on campus; student safety initiatives; student service projects; establishment of the Petrino Family Foundation; freshman move-in; growth in vibrancy of campus life; Student Recreation Center planning and opening; mold in campus housing; Chris Jones' arrest; CUAS protest and Occupy Movement; and impact on campus of Bowl selection; UofL 2008 – 2016.
- Strategic Enrollment Management Steering Committee, UofL, 2015-2016.
- Search Committee Vice Provost for Strategic Enrollment Management and Student Success, UofL, 2016.
- Search Committee Title IX and ADA Coordinator, UofL, 2016.
- Search Committee Associate or Full Professor in College Student Personnel, UofL, 2015-2016.
- Work Group for developing RFP, pro-forma costs, and expectations for International Student Recruitment, UofL, 2015-2016.
- Campus Dining RFP Selection Committee, UofL, 2015-2016.
- Campus Dining Negotiation Committee, UofL, 2015-2016.
- Admissions Appeal Committee, UofL, 2015-2016.
- Search Committee for the Assistant Vice President for Business Services, UofL, 2015.
- University Sponsorship Committee, UofL, 2014-2016.
- University Emergency Operations Team, UofL, 2015.
- Chair, Search Committees for directors of Career Center, Counseling Center and ISLP, UofL, 2014.
- Business Services Subcommittee of the 21st Century Financial Health Committee, UofL, 2013-2014.
- Chair, Student Care Team, UofL, 2007-2015.
- Persistence to Graduation Core Committee (PtoG), UofL, 2008-2015.
- Associate Title IX Administrator for Complaints Against Students, UofL, 2012-2016.
- Search Committee for Associate Professor of Higher Education Administration & Program Coordinator, UofL, 2014.
- Co-Chair, Persistence to Graduation At-Risk Student Subcommittee, UofL, 2014.
- Student Health Committee, UofL, 2014-2015.
- Chair, Task Force on Tuition and Fees Subcommittee for Undergraduate Tuition, UofL, 2013-2016.
- Student Financial Aid Committee, UofL, 2014-2016.
- Sponsorship Committee, UofL, 2014-2015.

- Liaison to negotiate contract between Interfaith Center Coordinating Committee, Baptist Campus Ministry, and UofL, 2015-2016.
- International Service Learning Program Advisory Group, UofL, 2007-2016.
- 21st Century University Initiative Financial Health Committee, UofL, 2012-2016.
- 21st Century University Initiative Student Committee, UofL, 2013-2016.
- Feedback Panel for Task Force Freshmen presenting semester projects on suggested initiatives to be implemented at the University, UofL, 2014-2016.
- Undergraduate Academic Council, UofL, 2007-2014.
- Strategic Enrollment Management Plan Project Team, UofL, 2012-13.
- Carnegie Foundation for Advancement of Teaching for Community Engagement, Institutional Commitment Subcommittee, UofL, 2013.
- Title IX Compliance Review Committee, UofL, 2012-2016.
- Search Committee for AVP for Alumni Relations, UofL, 2012, 2014.
- Search Committee for Director of the Cultural Center, UofL, 2013.
- Tuition and Fees Subcommittee on residential and non-residential tuition differential, UofL, 2013.
- University Alumni Council, UofL, 2009-2012.
- Administrative Efficiencies Work Group, UofL, 2012.
- University of Louisville Magazine Advisory Board, UofL, 2011-2012.
- NCAA Accreditation Steering Committee, UofL, 2010-2011.
- Chair, Student Wellbeing Subcommittee for NCAA Accreditation, UofL, 2010-2011.
- Student Affairs Think Tank, UofL, 2007-2011.
- Chair, New Student Recreation Center (\$37,500,000 & 128,000 sq ft) Finance and Scope Committee, UofL, 2010.
- Emerging Disease Planning Work Group, UofL 2009-2010.
- H1N1 Planning and Response Work Group, UofL, 2009-2010.
- Sustainability Council, UofL, 2008-2010.
- Co-Chair, Enriching Educational Experience NSSE/PtoG Committee, UofL 2009-2010.
- Dining Services Communication Committee, UofL, 2008-2010.
- Chair, Persistence to Graduation Subcommittee on Student Relationships, UofL, 2008-2009.
- Coalition to Reduce High Risk Drinking, UofL, 2008-2010.
- QEP Ideas to Action Task Force, UofL, 2007-2009.
- Club Programming Committee, UofL, 2008-2009.
- University Master Plan Working Committee, UofL, 2008-2009.
- International Service Learning Program Advisory Group, UofL, 2008-2010.
- Chair, Club Programming Committee, UofL, 2007-2008.
- Cultural Center Advisory Committee, UofL, 2008.
- NSSE Implementation Committee, UofL, 2007-2008.
- Chair, NSSE Subcommittee on Student Relationships, UofL, 2007-2008.
- QEP Ideas to Action Instructional Grants Subcommittee, UofL, 2007-2008.

- Search Committee for the I₂A Culminating Experience Specialist, UofL, 2007-2008.
- Advisory Committee – Office of Minority Academic Enrichment Programs, UofL, 2007-2008.
- Vice Chair, University Planning and Budget Advisory Committee, RU, 2005-2007.
- Student Affairs Program Review Committee, RU, 2006-2007.
- Student Affairs Executive Council, RU, 2002-2007.
- Association of American Colleges and Universities Core Commitments Proposal Committee: Educating Students for Personal and Social responsibility, RU, 2006-2007.
- Campus Signage Contract Proposal Committee, RU, 2007.
- Provost Search Committee, RU, 2006.
- New University President Transition Advisory Committee, RU, 2005-2006.
- Student Health Program Review Committee, RU, 2005.
- University Internal Governance Task Force, RU, 2004-2005.
- Student Affairs Visioning and Mission Development Committee, RU, 2004-2005.
- Enrolment Management Committee, RU, 2003-2005.
- Registrar's Office Program Review Committee, RU, 2004.
- University Planning and Budget Advisory Committee (UP&BAC) RU, 2003-2005.
- UP&BAC Subcommittee for Strategic Plan, RU, 2004-2005.
- Chair, Student Athlete Appeals Committee, RU, 2002-2005.
- Bookstore Contract Proposal Committee (selected Barnes & Noble), RU, 2004.
- Telephone Directory Contract Proposal Committee, RU, 2004.
- UP&BAC Subcommittee for Fund Allocation Prioritization and Tuition Recommendation, RU, 2003-2005.
- Chair Student Conduct Program Review Committee, RU, 2003.
- Committee for Main Street Safety Improvements, RU, 2003.
- Student Health Insurance Contract Proposal Committee, RU, 2002.
- Sexual Misconduct Education Protocol Taskforce, RU, 2001-2002.
- Chair Off-Campus Taskforce, RU, 2001-2002.
- Judicial Policies Committee, RU, 2001-2002.
- Student Activity Budget Committee, RU, 2001-2002.
- Athletic Appeals Committee, RU, 2001-2002.
- Parking and Traffic Committee, RU, 2001-2002.
- Student Activity/Services Fee Advisory Committee, UofL, 2000–2001.
- Training Committee for UofL's Women's Center - focusing on violence against women, sexual assault and intimate partner abuse, UofL 2000–2001.
- Student Life Awards Committee, UofL, 1999-2001.
- School of Education Alumni Council, UofL, 1999–2000.
- Staff Senate, UofL, 1999–2000.
- Staff Grievance Committee, UofL, 1999–2000.

- UofL alumni representative for SACS reaccreditation, 1999.
- Chaired and served on numerous search committees, UofL & RU, 1996-2017.

Professional Activities (selected)

- Member of National Association of Student Personnel Administrators (NASPA).
- Member of Southern Association for College Student Affairs (SACSA).
- Member of Association for Student Conduct Administration (ASCA).
- Member of Association of College Unions International (ACUI).
- Member of American College Personnel Association (ACPA).
- Member of College Personnel Association of Kentucky (CPAK).
- ASCA National Coordinator for Community of Practice on Threat Assessment and Behavioral Intervention Teams, 2013-2015.
- OCR Title IX Training: Substantive and procedural requirements of postsecondary institutions, how to handle and investigate complaints of sexual assault & violence on college campuses, November 2014.
- Served as Institutional Host for 2014 SACSA Conference held in Louisville.
- NASPA Excellence Award Chair for Violence Education and Prevention, Crisis Management, and Campus Security, 2011-2013.
- Gehring Academy for Student Conduct Administration Faculty Member, 2011-2013.
- FBI Community Relations Executive Seminar Training (CREST): Active shooter threat-and pre-indicators, cyber-crimes, human trafficking, counterterrorism (homegrown violent extremism and domestic terrorism), gangs and drugs, August 2013.
- Public Policy Division Representative NASPA Region III, 2012.
- ATIXA Title IX Investigator Training, June 2012.
- NASPA Kentucky State Director, 2009-2012.
- NASPA Region III Advisory Board, 2009-2012.
- College Personnel Association of Kentucky Executive Council, 2009-2012.
- Program reviewer for the 2008, 2009, 2010, 2011 NASPA Annual Conference.
- Completed requirements to earn six continuing education credits by attending “Using the Triage Assessment System for Students in Learning Environments (TASSLE), 2009.
- National AHEAD National Conference Volunteer, July 2009.
- QPR Suicide Prevention Gatekeeper Instructor Certification, December 2008.
- Program reviewer for the 2007 ACPA/NASPA joint conference.
- Site Coordinator for the 2006 and 2007 NASPA/SACSA New Professionals Institute (NPI).
- SACSA/NASPA New Professionals Institute Faculty Member, June 2007.
- Attended NASPA Stevens Institute, for Senior-Level Student Affairs Administrators, 2003.
- ASJA council member for alternative dispute resolution, 2001.
- NPI Host Committee, NASPA/SACSA program, 2000–2001.

- NPI Institute Assistant, 2000–2001 Hosted by the University of Louisville.
- Attended Donald Gehring Campus Judicial Affairs Training Institute, 1999.
- SACSA Conference Host Committee, 1999.
- Attended NASPA/SACSA New Professionals Institute, 1998.
- National Intramural and Recreational Sports Conference Host Committee, 1997.

Teaching Experience

- Department of Education Leadership, Evaluation, & Organizational Development
Affiliated Faculty Member, UofL, May 2017 - present.
- Instructor (UofL) ELFH 680, Legal Issues in Higher Education.
- Team Leader (UofL) International Service Learning Program (Belize) in
multidisciplinary approach, with the following academic programs: Dental, Law,
Nursing, Justice Administration, Education and Communications.
- Instructor (RU) COED 662, Student Affairs Administration.
- Instructor (RU) UNIV 100, first semester course for new students.
- Instructor (UofL) SPAD 381, Principals of Sport Administration.
- Instructor UofL SPAD 384, Current Trends in Sport Administration.
- Instructor (UofL) PED 251, Officiating.
- Instructor for various activity courses (Tennis, Racquetball, Volleyball).
- Tutor for Athletic Academic Services (UofL).

Doctoral Dissertation Committees

- Ulmer, Laura E. “A University’s Student Care Team: 5 Year Case Summary”
University of Louisville, 2016-2017.

Publications and Grants

- Principal Investigator, Department of Health and Human Services Substance
Abuse and Mental Health Services Administration Campus Suicide Prevention
Grant totaling \$297,000. The application and administration of the grant was a
joint initiative among the Dean of Students Office, Campus Health, and
Counseling Center, among others, 2015-2018.
- Sullivan, D., Karam, E., Mardis, J., Cappicic, A., & Gamm, C. (2014) Student
Care Teams in Higher Education: A Role for Social Work Faculty. The
International Journal of Continuing Social Work Education, 21 (1), 5-14.
- Mardis, J., Sullivan, D., Gamm, C. (2013) Behavioral-Intervention and Threat-
Assessment Teams in Higher Education. Journal of the Association of Student
Conduct Administrators, 5, 1-38.
- *Student Affairs Today* May 2008 article entitled, “Expand conduct code to address
off-campus incidents” (pp. 6-7). The editor requested that he be able to use the

content from the NASPA presentation “Opportunities and Challenges of Implementing Comprehensive Off-Campus Conduct Jurisdiction” as material for this article.

- Gifford, D., Pregliasco, B., & Mardis, J. (2002) Student event policies: A review of institutional responses. College Student Affairs Journal, 21 (2), 9-16.

National and Regional Presentations

- Southern Association for College Student Affairs Conference, “Fair Labor Standards Act Impact on Campus”, co-presented with Alicia Caudill, Helen Grace Ryan and Bobby Woodard, November 2016.
- Southern Association for College Student Affairs Conference, “Lessons Learned While Waiting in the Wings: Being an Interim and Internal Candidate”, co-presented with Helen Grace Ryan, and Brian Kuster, November 2016.
- Dialogue on Diversity Conference: The Cross Section of Free, Oppressive and, Inclusive Speech”, co-presented with Tierney Bates, April 2016.
- CPAK Conference, Cultural Competency: The Cross Section of Free, Oppressive and, Inclusive Speech”, co-presented with Tierney Bates, January 2016.
- CPAK Conference, Moderator and participant in the Senior Student Affairs Officer Panel, January 2016.
- NASPA Region III Summer Symposium, “Higher Education Case Management: Coordinating Continuity of Care for Students in Distress”, co-presented with JJ Larson, Andy Marsch, and Angela Newland, June 2014.
- CPAK Conference, “Innovative Case Management in Higher Education”, co-presented with Geri Morgan, Dana Walton, and Therese Yeiser, November 2013.
- Southern Association for College Student Affairs Conference, “The Roles of University Case Managers in Student Success”, co-presented with Lisa Moscaritolo, Rosa Ament, Andy Marsh, and Carolyn Livingston, November 2013.
- Southern Association for College Student Affairs Conference, “The Challenges and Successes of Threat Assessment Teams, Behavioral Intervention Teams and Student Care Teams”, co-presented with Howard Baily, Dave Parrott, Helen-Grace Ryan, and Doug Searcy, November 2013.
- Gulf South Conference on Service-Learning and Civic Engagement, “Student Engagement in International Service Learning: Preparation for Continued Leadership and Involvement”, co-presented with Tom Jackson, Joy Hart, and Kandi Walker, February 2013.
- Invited Speaker, NASPA-KY Drive-In Workshop, “Student Care Team Approach to Working with Students of Concern”, co-presented with Geri Morgan, February 2013.
- NASPA-KY Drive-In Workshop, “Approach to Student Conduct Featuring Chairs of CARE Teams”, Panel Member, February 2013.
- CPAK Conference, “Innovative Case Management in Higher Education,” co-presented with Dana Walton-McCauley and Therese Smith of University of Kentucky, January 2013.

- CPAK Conference, “Exploring your Career in Higher Education”, panel member with Victor Hazard and Gale Rhodes, November 2012.
- NACUBO Annual Meeting, “Changing the Campus Culture: Business Affairs and Student Affairs Working Together”, co-presented with Larry Owsley, Tom Jackson and Shannon Staten, July 2012.
- Gehring Academy for Student Conduct Administration, “Governance and Relationship Building”, July 2012.
- Invited Speaker, ASCA Kentucky Drive-In Workshop, “Behavioral Intervention Teams”, May 2012.
- ACPA Annual Convention, “Changing Campus Culture: Business Affairs and Student Affairs Working Together” co-presented with Larry Owsley, Tom Jackson and Michelle Massey, March 2012.
- Council on Social Work Education Annual Program Meeting, Paper Presentation “Assessing Students at Risk in Higher Education: A Role for Social Work”, co-presented with Amy Cappiccie, Eli Karam, and Dana Sullivan, October 2011.
- Gehring Academy for Student Conduct Administration, “Governance and Relationship Building”, July 2011.
- NASPA Region III Summer Symposium, “Charting Your Course to Develop a Successful International Service Learning Program”, June 2011.
- NASPA Region III Summer Symposium, moderator for “Round Table Discussion about Behavioral Intervention Teams”, June 2011.
- ACPA Annual Convention, “Behavioral Intervention Teams & Threat Assessment Teams: Exploring the Reasonable Professional Response”, co-presented with Christian Gamm, March 2011.
- National Institute for the Study of Transfer Students Annual Conference, Pre-Conference Workshop, “Linking Transfer Students to International Education: A partnership between academic and student services”, co-presented with Tom Jackson, Joy Hart, and Cheryl Utz, January 2011.
- Southern Association for College Student Affairs Conference, “Exploring the Prevalence of Behavioral Intervention and Threat Assessment Teams at Institutions of Higher Education”, co-presented with Dana Sullivan, November 2010.
- NASPA Region III Summer Symposium, “Reflecting about the Recent Rise of Behavioral Intervention and Threat Assessment Teams”, June 2010.
- NASPA Webinar, “Lessons Learned and Preparation for the Next Pandemic”, co-presented with Donna Barry, Anita Baker, and Dennis Sullivan, April 2010.
- NASPA Conference, Pre-Conference Session “What More Can We Do? Building the New Legacy of Campus Safety”, panel speaker for Role of Incident Command System and NIMS on Campus, March 2010.
- CPAK Conference, “Exploring a Common Voice”, co-presented with Angela Taylor, March 2010.
- CPAK Conference, “Discovering Best Practices for Threat Assessment Programs: What is a Reasonable Professional Response”, co-presented with Christian Gamm, March 2009.

- CPAK Conference, “Reaching our Potential Through International Service Learning”, co-presented with Tom Jackson, and Cheryl Utz, March 2009.
- NASPA Webcast, “It’s OK to Leave at 5 O’clock: What Every New Professional Should Consider”, co-presented with Amanda McCarthy, Leslie Hahn, Michelle Hahn, Brandon Hernandez, and Donjanea Fletcher, April 2009.
- North American Victim Assistance Conference, “Victim Advocacy on a College Campus: A coordinated response”, co-presented with Sharon LaRue, and John Tarter, August 2008.
- NASPA Conference, “Opportunities and Challenges of Implementing Comprehensive Off-Campus Conduct Jurisdiction”, co-presented with Katherine Lavinder and Jeff Orzolek, March 2008.
- NASPA Conference, “It’s OK to Leave at 5 O’clock: What Every New (Or Soon-to-Be New) Professional Should Consider”, co-presented with Amanda McCarthy, Leslie Hahn, Michelle Hahn, Brandon Hernandez, Donjanea Fletcher, and Andrew Smith, March 2008.
- ACUI Region 5 Drive-In Workshop, “Helping Student Organizations Develop Strategic Initiatives to Achieve Measurable Outcomes and Desired Learning Objectives”, co-presented with Sammy Hill, June 2007.
- Southern Association for College Student Affairs Conference, “Opportunities and Challenges of Implementing Comprehensive Off-Campus Conduct Jurisdiction”, co-presented with Katherine Whitfield, November 2006.
- Blue Ridge Leadership Summit, closing session, “Becoming a Superhero Leader”, September 2006.
- VACURH conference opening speaker, “Developing a Personal Leadership Style that Respects Others”, February 2006.
- NASPA Conference, “Imagining and Exploring a New Paradigm in Student Affairs: Student Engagement”, co-presented with Norleen Pomerantz and Ken Lott, March 2005.
- Virginia Alcoholic Beverage Control College Conference, “Changing Perceptions Through the Power of Partnerships” co-presented with Joe Berney, RUPD; and Gary Harmon, Radford City Police Chief, October 2003.
- KACURH, “Creativity: How to Develop Collaboration Between University Departments”, February 1999.

Campus Presentations (selected)

University of Louisville

- MLK Day of Service “Finding Commonalities and Learning From Others” 2017.
- Parent Orientation “Connecting You and Your Student to UofL”, 2008 -2017.
- Student Orientation University Leadership Welcome to UofL, 2008 – 2017.
- Union County High School Student Campus Visit Program “Pathways to College Success: Optimizing the Louisville Opportunity” 2012-2017.
- SGA Senate Retreat “Student Government Leadership” 2010-2017.

- Town Hall Forum Threlkeld Hall “Social Justice, Freedom of Expression, Difficult Conversations and Hostile Environment”, co-facilitated with Tierney Bates and Brian Buford, 2016.
- Graduate Teaching Assistant Orientation “Responding to Challenging Student Situations, 2012-2016.
- New Faculty Orientation “Responding to Students in Distress and Challenging Student Behavior”, 2011-2016.
- Guest lecturer in ECPY, “Helping Skills for Student Affairs Professionals”, 2013-2016.
- RA Training “The Leader You Want to Be in Life” August 2015.
- ECPY 660 Intro to CSP: The topic “Institutional Mission, Governance and Organizational Structure” on panel with Jason Meriwether and Fred Rhodes, 2015.
- RA Training “Being a Hero Leader” August 2014.
- Guest speaker in Student Affairs Class on topic of student care response, 2013-2016.
- Guest lecturer in Introduction to Student Affairs Legal Issues class, 2013-2016.
- Guest lecturer in Introduction to College Student Personnel to share information with new CSP students, September 2012.
- Member of Panel on Professional Involvement in Introduction to Student Affairs Legal Issues class, 2013-2014.
- New Faculty Orientation “Managing Challenging Student Behavior”, 2013-2016.
- Guest speaker to Air Force and Army ROTC on topic of sexual misconduct protocols, providing lockers for student use and SOUL events, 2013.
- Emergency Planning Committee: “Review of the Student Care Team and the Current Best Practices for Working Across the Campus to Respond to Students that are in Distress”, February 2013.
- A&S advisor Brown Bag Series: “Professional Development Planning for the Future”, April 2013.
- Guest speaker for Focus Louisville, “Focus on Economic Drivers: The University of Louisville”, February 2013.
- Guest speaker in Student Affairs and Sub-cultures class, “Religious Life and Spirituality on Campus”, 2013.
- Directors of Graduate Studies Programs in the School of Interdisciplinary and Graduate Studies, “Review of Institutional Resources when responding to Difficult Student Situations”, September 2012.
- Academic Advisors Training “Effectively Responding to Difficult Student Situations and Students in Distress”, co-presented with Megan Larkin, Laura Ulmer, and Kathy Pendleton, March 2012.
- College of Business Faculty Training, “Effectively Responding to Difficult Student Situations and Students in Distress”, co-presented with Wayne Hall, Eli Karam, Kathy Pendleton, and Kari Zahorik, December 2011.
- Faculty, Delphi Dine and Discover Presentation, “Effectively Responding to Difficult Student Situations and Students in Distress”, co-presented with Ken Brown, Eli Karam, and Kari Zahorik, November 2011.

- Staff Senate, “Creating a Vibrant Campus Life”, September 2011.
- Academic Department Chairs “University Student Care Team Function and Purpose”, February 2011.
- University Police Advisory Board “Student Care Team Function and Purpose”, December 2010.
- Guest speaker in Internship class, “Religious Life and Spirituality on Campus”, 2010-2012.
- “Behavioral Intervention & Threat Assessment Teams: Exploring the Reasonable Professional Response”, Divisional staff meeting, October 27, 2010.
- Leadership Learning Community “Leaders Utilizing their Strengths”, November 2010.
- Alumni Leadership Meeting “Developing a Vibrant Campus Life”, September 2010.
- Summer Academy, “Staff Motivation”, July 2010.
- Student Orientation Training “Ethical Decision Making: Is This a Narcissistic Generation?” February 2010.
- Colloquium on Diversity Series panel member “Expanding the Term of Diversity: A discussion of Religion and College Achievement”, January 2010.
- CPAK Careers in Student Affairs Day, “Panel of Senior Level Student Affairs Professionals”, November 2009.
- Professional Development Series “International Service Learning: Students’ International Learning Experience”, October 2009.
- Student Orientation Training, “Engaging Students: What Every Orientation Officer Should Know”, May 2009.

Radford University

- Faculty Development Session, “Student in Crisis: What You Want to Know, What You Need to Know, What You May Not Want to Know”, co-presented with Wendy Bolt, August 2006.
- New Faculty Orientation, “Service Opportunities in the RU Community”, co-presented with Joe King, August 2006.
- Student Orientation presentation “The Highlander Way: Your Journey Your Choice Your Destination”, 15 sessions, co-presented with Katherine Whitfield, June 2006.
- Presentation to potential students and parents about the opportunities at RU “A Fit For You”, co-presented with Mike Dunn, 2002-2006.
- Open forum with Greek Life students “Risk Management for Greek Organizations”, co-presented with Katherine Whitfield, September 2005.
- Faculty Development Session, “Academic Integrity and Classroom Civility”, August 2005.
- Student Orientation Staff Training “Honor at RU”, June 2005.
- IFC executive officers and chapter presidents “Integrity and the Expectations of Greek Men”, April 2005.
- Highlander Day main speaker (admitted student yield event), “Radford University Investing in Lifetimes”, April 2005.

- SGA Leadership Retreat “Leadership and Overcoming Adversity”, co-presented with Brandon Dotson, August 2004.
- New Student/Parent Orientation session “Helping Your Student Find Success”, co-presented with Ken Lott, 2003-2005.
- RD training presentation “Building Rapport and Developing Respect”, August 2004.
- RA training presentation “Developing Confidence and Maintaining Integrity”, August 2004.
- Guest speaker at Radford University Police Awards and Recognition Ceremony, April 2004.
- Women’s Resource Center of the New River Valley Workshop, “Evaluating the Legal and Administrative Process for Institutions of Higher Education when Responding to Sexual Assaults”, January 2004.
- UNIV 100 Common Time Program “Decision Making”, October 2003.
- SGA Forum “Student Conduct Jurisdiction Off-Campus”, September 2003.
- SGA Leadership Retreat “Opportunity and the Responsibility of Leadership”, August 2003.
- Guest speaker for Radford/Fairlawn Ministerial Association, March 2003.
- New Faculty Orientation, “Academic Integrity Creating an Honor Code Culture”, August 2002 and August 2003.
- Keynote speaker for Omicron Delta Kappa initiation, “Advanced Leadership”, March 2002.
- Student athlete presentation for all student athletes “Effective Decision Making”, September 2002.
- Athletic Department coaching staff training program “What Every Coach Should Know about Judicial Policies and Procedures”, August 2002.

Civic Service (selected)

- University Community Partnership Advisory Board, 2014-2017.
- Group Leader MLK Service Day at Americana Community Center, 2017.
- Highland Youth Recreation Soccer Coach, 2010, 2011, 2013, 2014.
- Highland Youth Recreation Softball Coach, 2013.
- YMCA Basketball Coach, 2012 and 2013.
- Simmons College and UofL Work Group, 2010-2013.
- SOUL group team leader for students working at The Kentucky School for the Blind, 2012.
- SOUL group team leader for students working at The Scholar House, 2011.
- Metroversity UofL student affairs representative for Higher Education Consortium in Louisville, 2011.
- Radford City and Radford University Joint Commission, 2002-2007.
- City of Radford Town Board, 2005.
- Radford City Council Rental Inspection Committee, 2004-2005.
- Streetball Showdown Supervisor of Court Monitors 1996-2001.

- Streetball Showdown Chair of Signage Committee, 1995.
- Streetball Showdown Awards Committee 1993–1994.

Consultant Activities

- Black Hills State University, Student Conduct and Sexual Misconduct Policy Review, 2015.
- Alverno College, professional mentor for newly appointed Chief Student Affairs Officer, 2014.
- Alverno College, search consultation for Chief Student Affairs Officer, 2014.
- Walla Walla University, Campus Security Assessment, 2013.
- Impact 360, Emergency Planning Review, 2013.
- Wesley College, Student Affairs and Campus Culture Assessment, 2012.

Awards (selected)

- CPAK Outstanding College Professional in Kentucky, 2018.
- UofL TRIO Student Support Services Supporter of the Year, 2015.
- UofL SGA President’s Award, 2014.
- UofL Community Engagement Award for International Service Learning Program Faculty Team, 2013.
- UofL Student Affairs “Son Award” for going above and beyond, 2012.
- UofL SGA “Michael Mardis Award for Excellence”. The students graciously gave me this award and named the award in my honor for subsequent years.
- UofL Student Affairs “Son Award” for outstanding relationship builder, 2011.
- UofL Intramural Sports “Solid Performance Award”, 2010.
- NASPA International Education Knowledge Community Award for Best Practice in the Area of Student Philanthropy, (member ISL program advisory committee), 2009.
- Appreciation Award recognizing contributions, presented by Association of Black Students, Black Faculty Staff Association, and the Commission on Diversity and Racial Relations 2009.
- UofL Student Affairs “Son Award” for outstanding supporter of traditions, 2008.
- Letter of commendation presented for professionalism displayed while assisting the police in responding to a multiple victim shooting on October 23, 2004.
- The National Society of Collegiate Scholars Distinguished member recognition for commitment to the ideals of scholarship, leadership and service, September 2004. (NSCS RU Chapter Student leadership selected the recognition for outstanding contributions to the classroom, the campus and the community.)
- Inducted as an honorary member of The National Residence Hall for having made outstanding contributions to the Residence Hall system at RU, 2004.

- RU New Alcohol Initiative cited as an example of the Higher Education Center's Environmental Management Approach to Alcohol and Other Drug Prevention, 2003.
- Inducted as a member of Omicron Delta Kappa, 2002.
- RU SGA Faculty/Staff Member of the Year, 2001-2002.
- RU IFC Excellence Without Exception Award, 2001-2002.
- Harold Adams Award for enhancing the quality of student life at the University of Louisville, 2001.
- UofL Intramural Sports Mendy Award, 2001.