

**ROB AARON**

Pronouns: He/Him/His

*Rob teaches the **Assessment in Higher Education** course online.*

Rob is Executive Director of Student Affairs Assessment and Planning at Northwestern University. In this position, he leads assessment, research, planning efforts, and decision support for over 25 administrative units that comprise the Division of Student Affairs. He came to Northwestern in 2016.

Rob has worked in a variety of capacities in higher education for more than 20 years. Prior to Northwestern, he served in assessment and research-related positions at The Ohio State University, Indiana University-Purdue University Indianapolis (IUPUI), and the National Survey of Student Engagement (NSSE). In addition, he worked in the division of student affairs at Virginia Commonwealth University. He also has extensive teaching experience as an adjunct instructor in higher education at New England College, Northwestern, Ohio State, and Indiana. An avid, yet frustrated, classical pianist, Rob earned his bachelor's degree in music from University of Rochester, his master's degree in higher education and student affairs from The Ohio State University, and his PhD in higher education from Indiana University Bloomington.

**LAURA BAYLESS**

Pronouns: She/Her/Hers

*Laura teaches the **Advising Helping** course online.*

Laura serves as the Vice President for Student Affairs at Fitchburg State University. She is passionate about the growth and development of both students and employees, creating environments in which all contribute to the community we create, and making a difference in the world. Emergency Management and Assessment are particular areas of interest. She previously served as the chief student affairs officer at the University of Wisconsin-Platteville, Caldwell University, St. Mary's College of Maryland, and as dean of students at Longwood University in Virginia. She started her career in Residential Life.

Teaching in online master's programs preparing higher education professionals since 2004, Laura has taught American Student Development Theory, Multiculturalism and Diversity in Higher Education, Administration and Leadership, Advising and Supporting Students, and Practicum.

Laura actively contributes to the field through engagement in professional associations. She has served on the Governing Board of ACPA: College Student Educators International. She has been honored as a Diamond Honoree by the ACPA Foundation, received the Outstanding Alumni Award from the Higher Education Program at Virginia Tech, and received the Award for Excellent Practice-Senior Level from ACPA's Commission for Administrative Leadership, in addition to being recognized by students on several campuses. She is a frequent presenter, consultant, and podcaster.

Laura earned her PhD in Educational Leadership and Policy Studies from Virginia Tech, MS in college student personnel services at Miami University of Ohio, and BA in speech communications/mass media from Denison University.



MIKE DEBOWES

*Mike teaches the **Leadership and Ethics** course online.*

Dr. Michael M. DeBowes is an experienced higher education administrator, author, and instructor. From 2007–2014, he served as the Director of Student Conduct and Academic Integrity at Old Dominion University (ODU), a large public metropolitan research university in southeastern Virginia. Previously, Dr. DeBowes served as Assistant Director of the Center for Student Ethics and Standards at the

University of Vermont.

Since 2014, Dr. DeBowes has served as the Director of Research and Strategic Initiatives for the National Association of Clery Compliance Officers and Professionals (NACCOP) and D. Stafford and Associates. He has been affiliated as an Associate with D. Stafford and Associates since 2012. In these roles, DeBowes provides a variety of consulting, training, and technical assistance services related to institutional compliance with the Clery Act and the Drug-Free Schools and Communities Act (DFSCA). Dr. DeBowes also conducts assessments of student conduct codes and processes and reviews student conduct records management systems, such as Maxient. Dr. DeBowes is also an adjunct faculty member in New England College's Master of Science in Campus Public Safety Administration program.

Dr. DeBowes graduated magna cum laude with a Bachelor of Arts degree in Psychology from Millersville University in 2004, a Master of Education degree in Higher Education and Student Affairs Administration

(HESA) from the University of Vermont in 2006, an Education Specialist degree in Educational Leadership from ODU in 2011, and a Doctor of Philosophy degree in Higher Education from ODU in 2014. His dissertation examined student conduct administrator knowledge of the statistical reporting obligations of the Clery Act and was recognized by the Association for Student Conduct Administration (ASCA) with the 2015 Dissertation of the Year Award.



MICHAEL GLAUBACH

*Michael teaches the **Campus Public Safety Considerations** course online.*

Michael currently serves as the Assistant Chief of Police for the George Washington University in Washington, DC. He received his BA and MEd from Gannon University in Erie, PA, where he also served as an adjunct faculty member as part of the Criminal Justice Department. Michael began his career with GWPD in 2000 and has worked as a police officer, patrol supervisor, and as the operations command for nine years prior to his current assignment. Michael has managed the patrol, investigations, communications, internal affairs, EMS, dignitary protection, and the training functions of the department. He currently serves as the operations lead and primary investigator for the University's Threat Assessment Team and is certified as an instructor through the state of Virginia. Michael led the project of building a new communication center, which included upgrades and integration to the physical security and dispatch functions for GWPD. Michael is the lead instructor for use of force, violence prevention, threat assessments, and active shooter and critical incident response.

Michael has worked as a consultant supporting the Department of Defense in the area of Emergency Management and CBRNE Defense. He is currently affiliated with D. Stafford and Associates supporting institutions of Higher Education; his focus is in the areas of emergency management, active shooter response, and use of force policy. Michael serves as a faculty member for the DSA national level conferences for legal issues for command staff, investigation of domestic violence, and active shooter response.

Michael has presented at national level conferences for law enforcement, EMS, emergency management, and behavioral intervention.



DENISE HENNING

Denise teaches the Contemporary Issues course online.

Denise has had many roles in her life: president, wife, published scholar, mother, researcher, grandmother, the list goes on. But no matter what role she finds herself in, she approaches it with passion, energy, and positivity.

Dr. Henning holds degrees in Urban Studies and Public Administration with an emphasis on qualitative research and minors in both Vocal Performance and Native American Studies from the University of Nebraska at Omaha (UNO) and a Doctoral Degree from New Mexico State University (NMSU) in Educational Administration, Higher Education.

In her roles as faculty and senior administrator, Denise has fostered an environment of shared leadership, with an Appreciative Inquiry framework at its core. Dr. Henning is an experienced and successful post-secondary leader. In addition to her role as president with MHC, she has held several important positions in post-secondary including;

- CEO, Kiona-Oxendine & Associates
- President and CEO Medicine Hat College
- President and CEO, Northwest Community College
- [President and Vice-Chancellor, University College of the North](#)
- [Executive Director, International Student Success, University of Regina](#)
- [Interdisciplinary Studies Indigenous Studies Doctoral, University of Regina](#)
- [Vice President of Academics and Research, First Nations University of Canada](#)
- [Executive Director, Intercultural Programs Office, Loras College](#)
- [Coordinator American Indian Studies, Department of Anthropology and Sociology, New Mexico State University](#)

Growing up a Cherokee/Choctaw in Creek County, Oklahoma, Dr. Henning also possesses a deep passion for equity and inclusion in higher education. This devotion extends to helping a diverse range of students, faculty, staff, and administrators appreciate the rich cultural diversity and heritage in our country and in our world. For more than 15 years, Dr. Henning has consulted with institutions of higher education throughout the United States in the areas of campus cultural climate assessment, increasing faculty diversity and representation, multicultural student retention, intercultural communication, and inclusive and equitable strategic and long-range planning.



GAVIN HENNING

Pronouns: He/Him/His

Gavin teaches the College Students in the US, Assessment in Higher Education, Practicum, and Capstone courses.

Gavin is a college student educator with a reputation as an organizer, collaborator, and catalyst for educational change. His professional mission is to generate applied scholarship, bridge theory to practice, create systems and processes, and teach higher education professionals to foster college student learning, development, and success.

He has advanced this mission during his 20+ years in higher education in positions including professor, assessment practitioner, and student affairs administrator. In his current position as Director of the Master of Higher Education Administration and Doctorate of Education Programs at New England College, Gavin helps prepare the next generation of professionals to improve educational organizations. As President of ACPA – College Student Educators International from 2015–2016, he led the premiere higher education association centered on fostering college student learning and development. As President of the Council for the Advancement of Standards in Higher Education and founder of Student Affairs Assessment Leaders, Gavin helps further a national agenda of accountability and continuous improvement of higher education programs and services.

In addition to his practitioner work, Gavin's scholarship includes two recent books on student affairs assessment. He is co-editor of *Coordinating Divisional Student Affairs Assessment: A Practical Guide* and co-author of *Student Affairs Assessment: Theory to Practice*.

Gavin holds a Doctor of Philosophy degree in Education Leadership and Policy Studies and a Master of Arts degree in Sociology, both from the University of New Hampshire as well as a Master of Arts degree in College and University Administration and a Bachelor of Science degree in Psychology and Sociology from Michigan State University.



ALEX J. HERZOG

Pronouns: He/Him/His

*Alex teaches **Higher Education Organization and Administration** course on campus.*

Alex J. Herzog is currently the Director of Career and Technical Education at Claremont School District. His career in Higher Education Administration spans 20 plus years and has served in numerous leadership roles throughout the United States.

As the Chief Student Affairs Officer, he led successful enrollment and retention efforts at several institutions. His experiences also include leading campus auxiliary units (housing, student center, bookstore, food service, and a One Card office) the Advancement office (Alumni Relations, Public Relations, Marketing, and Development), Athletics, and Campus Police, with oversight for over 100 full- and part-time employees. Alex has also taught classes at the undergraduate and graduate levels, such as Community College Administration Enrollment Management and Marketing. As a U.S. Army Veteran, Alex served as a building traits instructor for the US Army Engineer Corp eventually becoming a Drill Sergeant and later a commissioned officer.

Giving back to the profession is important to Alex. He has been active in many professional organizations while working in Higher Education. He has been involved with several Student affairs organizations (NASPA and ACPA) and served on the board and later as President of the National Association for Campus Auxiliary Services West Region. He is the recipient of numerous awards and honors for his work, including Advisor of the Year at Yavapai College, Alpha Delta Pi Professional of the Year, the CEU Sun Center Outstanding Campus Partner Award, and the Civically Engaged Staff Member Award from the Utah Campus Compact, among others. In the community, Alex is an active member in his community, having served on school boards and in leadership roles in civic organizations such as the Boy Scouts, Rotary Club, American Legion, Elks, and Kiwanis International.

Alex's efforts in Higher Education are informed through his own education, with an AA from Adirondack Community College, a BA in Labor Relations from SUNY College at Potsdam, an MS in College Student Personnel from Indiana State University, and a Doctorate of Education in Education Leadership from the University of Nevada, Las Vegas.



CORINNE P. KOWPAK

Corinne teaches Higher Education Organization and Administration course online.

Corinne served five higher education institutions as a senior administrator for 42 years. Her career began at the University of Vermont, where she worked for 17 years, most of which was as the Assistant or Associate Dean of Students. From 1990 until her retirement in 2015, Dr. Kowpak was the senior student affairs officer at four institutions: Springfield College in Massachusetts, York College/City University of New York, Keene State College in New Hampshire, and York County Community College in Maryland. Dr. Kowpak taught onsite in graduate programs in Higher Education and Student Affairs Administration at the University of Vermont and Springfield College. In addition, she teaches in higher education and student affairs online graduate programs for Nova Southeastern University in Florida and Caldwell University in New Jersey, as well as New England College. Her current courses include Student Affairs Administration, Current Issues in Higher Education, and Higher Education Organization and Administration.

Dr. Kowpak was a first-generation college student who earned her BA in physical education at Hunter College/City University of New York and completed a Master of Education in College Student Personnel Services and Doctor of Educational Leadership and Policy Studies at the University of Vermont. She collaborated with community college colleagues to write a chapter on college readiness and the open-door mission in the 2014 publication, *Working with Students in Community Colleges*. Dr. Kowpak has been actively involved in both ACPA and NASPA, serving on the Advisory Board for Region I (New England) for many years. For seven years, she served on the advisory board and presented annually at the University of Vermont Legal Issues Conference.



LEILANI KUPO (KANAKA MAOLI)

Pronouns: She/Her/Hers

Leilani teaches the College Students in the US course online.

Leilani serves as the Associate Dean of Students for Learning Support, Educational Access, and Transition Programs at the University of California Merced. She was raised away from her ancestral land of Maui, Hawaii, and learned cultural practices and teaches from her *‘ohana* (family) and *kumu* (teachers). Educational attainment has always been an important family value, and it was, and is, a great point of pride for her *‘ohana* that she received her PhD

from Bowling Green State University in Higher Education Administration. Leilani's research interests include educational access, identity intersectionality, gender equity, and indigenous knowledge, which she explores from national and international perspectives. Her dissertation topic, *What is Hawaiian?: Exploring Native Hawaiian College Women's Understandings and Conception of Identity* focused on issues of equity and inclusion, culturally relevant education, indigenous knowledge, bicultural/multicultural identity, and the impact the collegiate environment has on cultural and gender identity development.



SHAWNA PATTERSON-STEPHENS

Pronouns: She/Her/Hers

Shawna serves as the Associate Vice Chancellor for Student Affairs/Director of the Office for Inclusion and Intercultural Relations at the University of Illinois, Urbana-Champaign. Shawna previously held various positions at the University of Pennsylvania, Williams College, Michigan State University, Pennsylvania State University, and Florida State University, where she implemented intercultural programming, advised students, responded to critical incidents on campuses, facilitated diversity trainings, and collaborated with community stakeholders to co-sponsor discussions around social justice issues. She has been a lecturer and instructor at Florida State University, Michigan State University, and the University of Pennsylvania. She received a doctorate from Florida State University where her dissertation was titled *Love and hip hop: The meaning of urban reality television in the lives of Black college Women*.

Her research interests include Black and Latinx issues in higher education, media influences in the postsecondary sector, and critical theory in higher educational contexts. She also experiments with various modes of knowledge dissemination to ensure scholarship remains accessible, evidenced through projects like her podcast, *Scholar Tea*. Dr. Patterson-Stephens has published several works citing the experiences of Black women in higher education and has collaborated on various articles exploring the state of diversity and inclusion in higher education. She is currently a co-PI in a national project examining the experiences of Black doctoral women in higher education (Black Women Doctoral Students). She is also co-editor of the forthcoming volume, *Diversity, Equity, and Inclusion in Higher Education*. Shawna holds a BS from Central Michigan University, an MA from Michigan State University, and a PhD from Florida State University.



HEATHER SHEA

Pronouns: She/Her/Hers

*Heather teaches the **Contemporary Issues** course online.*

Heather currently works as the director of Women's Student Services at Michigan State University. Her career in student affairs spans over two decades and five different campuses and involved experiences in many different functional areas, including residence life, multicultural affairs, women, gender, and LGBTQA programs, student activities, leadership development, and commuter/non-traditional student services. She identifies as a student affairs generalist.

Heather is actively engaged on a national level in student affairs. In ACPA: College Student Educators International, Heather served as the Director of Membership on the governing board, the Program Chair for the 2014 Convention, and chaired a commission and network. She was honored as a Diamond Honoree by the ACPA Foundation. She is also the co-host of *Student Affairs Live* an online learning community for student affairs educators on higherredlive.com where she coordinates and hosts monthly panel discussions about current issues the field.

She is a transplant to the Midwest; Heather grew up in Colorado, completed her undergraduate degrees and master's degree at Colorado State University (MS in Student Affairs in Higher Education, and BS in Business Marketing and BFA in Graphic Design), and worked professionally in Arizona and Idaho until 2013, when she and her family moved to mid-Michigan. Heather completed her PhD at Michigan State University in higher, adult, and lifelong education.



DOLORES STAFFORD

*Dolores teaches the **Leadership and Ethics** course online.*

Dolores currently serves as President and CEO of D. Stafford and Associates, a professional services firm specializing in safety and security related issues on college campuses, including a specialization in Clery Act and Title IX compliance issues, through which she has provided consulting services since 1997. She also serves as the Executive Director of the National Association of Clery Compliance Officers and Professionals (NACCOP), a professional association for campus administrators who are responsible for managing Clery Act compliance.

Ms. Stafford served as the Chief of Police at The George Washington University in Washington, DC from 1992 to 2010. She has 26 years of experience in the law enforcement and the security industries. She spent a total of 23 years in Campus Law Enforcement at the George Washington University, Butler University, and Bucknell University. She has a bachelor's degree in Criminal Justice from Mansfield University and has a Master of Science Degree in Education from Bucknell University.

Ms. Stafford led the GW Police Department as it became an accredited law enforcement agency with the Commission of Law Enforcement Accreditation (CALEA) in March of 2006 and an International Association of Campus Law Enforcement Administrators (IACLEA) Accredited Agency as of 2007. She was an active member of the International Association of Campus Law Enforcement Administrators for 20 years, and she served on the Board of Directors from 2000–2005 and served as the first female President of IACLEA in 2003–2004. She served as the Chair of the IACLEA Accreditation Commission from 2005–2008.



KIM STAMBLER

*Kim teaches the **Emergency Management** course online.*

Kim has worked in the Emergency Management field for over 15 years, to include experience at the George Washington University. Throughout this time, she has worked on numerous aspects of emergency management and at various levels of government to include Federal, local, military, and IHEs. Dr. Stambler has developed federal-level policy and program manuals, as well as operational plans, tools, and templates for more tactical applications. Her educational background includes a masters and doctoral degree in Engineering Management concentrating in Crisis, Risk, and Disaster Management. She is also a Certified Emergency Manager through the International Association of Emergency Managers (IAEM), and a certified Associate in Business Continuity Management from the Disaster Recovery Institute International (DRII). Her research areas have focused on the history of ICS and, as a subset to that, Incident Action Planning. Dr. Stambler's dissertation research involved the development of a planning model for Intermediate and Long Range Planning for Complex and Extended Incidents.



MIKE TABERSKI

Pronouns: He/Him/His

*Mike teaches the **Title IX and Clery Compliance** course online and the **Advising and Helping College Students** hybrid course.*

Mike currently serves as the Vice President of Student Affairs at New England College. Through his 18-year career in higher education, Mike has worked closely with campus safety, student conduct, Title IX, Clery, and related legal issues. His research has examined the competencies, education, and experience needed to be an effective dean of students in American higher education. Mike has served as the New Hampshire State Director for NASPA and the President of MCPA, Maryland's ACPA state chapter. Prior to New England College, Mike was the Dean of Students at Mount St. Mary's University in Maryland. He has also worked in various student affairs roles at George Mason University, Oklahoma State University, and Loyola University Maryland. Mike holds a Bachelor of Science in Criminology from Niagara University and Master of Science in Educational Leadership—College Student Development from Oklahoma State University as well as a Doctorate of Education degree from New England College. Mike lives in New Hampshire with his wife and twins.



JOHN VINSON

*John teaches the **Stakeholder Relations** course online.*

Assistant Vice-President for Student Life/Chief of Police John Vinson has led the CALEA Accredited University of Washington Police Department (UWPD) as Chief of Police since February 2009. The UWPD provides comprehensive public safety and police services to a campus daytime population of 72,000. Under Chief Vinson's leadership, the UWPD has developed and implemented strategic initiatives in community policing, organizational efficiency, and proactive policing strategies.

With over 23 years of law enforcement experience, Chief Vinson holds a PhD in Public Administration from Western Michigan University and is a graduate of the FBI National Academy. Along with his extensive varied law enforcement experiences, Dr. Vinson is an adjunct faculty member teaching leadership and management courses in the Master of Public Administration Program for Central Michigan University. He is also currently an adjunct faculty at Seattle University and has instructed courses at Western Michigan University, Kirtland Community College, and Montcalm Community College. As a member of Seattle University adjunct faculty, Dr. Vinson was one of the co-investigators on a research project titled "Evaluation of the Washington State

Criminal Justice Training Commission's 'Warriors to Guardians' Cultural Shift and Crisis Intervention Team (CIT) Training." He and other members of the research team presented their initial findings at the International Academy of Law and Mental Health Conference in Vienna, Austria in July 2015 and additional findings in Prague, Czech Republic in July 2017.

Dr. Vinson has conducted numerous leadership and related law enforcement seminars and workshops for management, supervisory, support staff, and customer service employees. Other experience includes being directly responsible for and working with other public and private agencies in the areas of strategic planning, organizational analysis and efficiency studies, leadership development, team building, and change facilitation. He has also served as a consultant with D. Stafford & Associates since 2013.



ROGER WARD

*Roger teaches the **Legal Issues in Higher Education** course online.*

Roger Ward serves as the University of Maryland, Baltimore's (UMB) chief operating officer in the title of senior vice president for operations and institutional effectiveness. In this role, Dr. Ward directs a portfolio of departments and initiatives that promote institutional effectiveness and assure accountability including human resources, strategic planning, enterprise risk management, and institutional accreditation. In addition, he oversees areas that promote University compliance and transparency, including the offices of research integrity, conflict of interest, human research protections, and education and equal access. On the academic side, Dr. Ward serves as the vice dean of the Graduate School. As vice dean, Dr. Ward has responsibility for building an array of graduate programs that are self-sustaining and responsive to evolving needs of the health and human services workforce in the state.

Dr. Ward joined UMB in March 2009 as the associate vice president for academic and student affairs. He served as chief academic officer and interim dean of the Graduate School during the 2011–2012 academic year. In June 2012, Dr. Ward was named UMB's first chief accountability officer and was promoted to vice president for academic affairs in October 2013 and to vice president of operations and planning in June 2015. He served as interim chief human resources officer from October 2014 to November 2015.

Before joining UMB, Dr. Ward served as assistant vice president for student affairs at the New School in New York City and also held senior administrative positions in the City University of New York system.

Dr. Ward holds an associate degree in data processing/computer programming from Kingsborough Community College, a bachelor's degree in government and a master's in public administration, both from John Jay College of Criminal Justice. He holds two law degrees: a Doctor of Law degree from New York Law School, and a Master of Science in cybersecurity law from the Francis King Carey School of Law at the University of Maryland. Dr. Ward also holds a Doctor of Education degree in higher education management from the University of Pennsylvania.

Dr. Ward has been teaching onsite, online, and in a blended environment since 2004 and has taught graduate courses in ethics, the history of higher education, leadership and organizational behavior, legal issues in higher education policy, and cybersecurity policy, among others.

The Master of Science Higher Education Administration Program at New England College is led by a diverse and talented group of scholar-practitioners. Their work in liberal arts colleges, state universities, Ivy League institutions, and special-focus schools enables students to explore the broad spectrum of higher education in the United States and to understand the implications of contemporary administrative and student issues in varied contexts. With expertise and extensive experience in key functional areas of higher education administration, our faculty members help students apply what they learn in the classroom to the challenges of current practice in the field. The faculty also support students' professional development and networking across the country.