

GENTRY R. MCCREARY

3211 Fountain Park Blvd. | Knoxville, TN 37917 | (850) 377-2785 | gentry@nchem.org /
gentry@dyadstrategies.com | doctorgentry.blogspot.com

EDUCATION

Doctor of Philosophy, Higher Education Administration August 2012
Dissertation: The Impact of Moral Judgment and Moral Disengagement on Hazing Attitudes and Bystander Behavior in College Males*
University of Alabama – Tuscaloosa, AL

Master of Education, Higher Education and Student Affairs May 2004
University of South Carolina – Columbia, SC

Bachelor of Science in Agriculture (Food Science and Technology) May 2002
University of Tennessee – Knoxville, TN

**Dissertation of the Year, University of Alabama College of Education - 2012*

PROFESSIONAL EXPERIENCE

Chief Executive Officer, Managing Partner November 2014 – Present
Dyad Strategies LLC – Pensacola FL – www.dyadstrategies.com

- Serve as chief executive of research, assessment and strategic planning firm working with university/college campuses and fraternal organizations to measure and improve impact
- Manage all lead generation, develop proposals, execute contracts, develop and manage relationships with clients and potential clients, and manage finances of firm
- Assist in the creation of customized assessment instruments and oversee survey design, data collection and reporting for campus and organizational clients
- Develop and deliver educational curriculum for organizational and campus-based clients

Consultant January 2013 – Present
National Center for Higher Education Risk Management (The NCHERM Group, LLC)

- Provide consulting services to college campuses in the areas of hazing prevention, investigation and adjudication, Title IX and sexual violence prevention, risk management policies for fraternities and sororities and campus substance abuse prevention
- Conduct hazing and Title IX investigations for campus clients
- Provide educational programming to student groups related to hazing prevention, sexual assault prevention and general risk management

Associate Dean of Students, Deputy Title IX Coordinator September 2011 – May 2015
University of West Florida – Pensacola, FL

- Oversaw Office of Student Rights and Responsibilities and served as chief student conduct officer on a campus of over 13,000 students
- Developed and implemented OSRR strategic plan and managed departmental assessment efforts
- Partnered with Academic Affairs in managing the University's academic misconduct process
- Led campus committee in the development of new Title IX policy/procedures, and served as Deputy Title IX coordinator, overseeing university's educational compliance, providing training for University Title IX investigators, and serving as a Title IX investigator
- Served as member of Campus Care Team (Behavioral Intervention Team) and conducted threat assessments and implemented interventions with students of concern

- Oversaw and managed the admissions clearance process
- Compiled data for mandated campus reports, including Clery Report, and authored the 2012 and 2014 Drug Free Schools Biennial Report
- Oversaw and managed on-call dean program and critical incident response
- Conducted training for faculty related to academic misconduct, addressing students of concern, classroom management, and obligations under Title IX
- Chaired committees to review and revise university academic misconduct policy and the student code of conduct
- Chaired University Men's Engagement Initiative, producing white paper related to the positive engagement and healthy masculinity of men on campus
- Held adjunct faculty appointment in Department of Educational Research and Advanced Studies, teaching courses in College Student Affairs Administration graduate program

Director of Greek Affairs

August 2007 - September 2011

University of Alabama – Tuscaloosa, AL

- Oversaw all aspects of nation's largest fraternity and sorority community consisting of 56 organizations, four governing councils, and over 7,000 students
- Supervised staff of two professionals, two graduate assistants, one clerical staff and multiple student assistants and managed annual budget of \$215,000
- Implemented, facilitated and developed curriculum for leadership and character development programs and officer training programs and worked collaboratively with Director of Assessment and Planning to develop and assess student learning outcomes
- Chaired Greek Housing and Facilities standing committee, providing direction and oversight to \$80 million in construction and renovations projects between 2007 and 2011, including the construction of eight new fraternity/sorority houses
- Advised and trained IFC and Panhellenic judicial boards, and served as primary investigator for policy violations and served as liaison to Office of Student Judicial Affairs
- Coordinated all departmental communication, including quarterly newsletters for parents and over 30,000 fraternity/sorority alumni and provided programming and guidance to the IFC Alumni Advisory Board
- Developed, reviewed and implemented various university policies related to social event planning, risk management and membership education and developed programs and policies that addressed alcohol use, drug use, and hazing
- Coordinated and implemented training and professional development programming for approximately 30 Greek house directors
- Worked collaboratively with various constituents, including alumni, headquarters staff, faculty, staff and community leaders to address challenges in Greek community

Director of Greek Life

June 2005 – July 2007

Middle Tennessee State University – Murfreesboro, TN

- Oversaw all aspects of Greek community consisting of 28 Greek organizations
- Advised Interfraternity Council, Panhellenic Association, National Pan-Hellenic Council, and Greek Life Programming Board
- Managed annual operating budget of over \$15,000 and supervised one professional staff, one support staff, and multiple student staff members
- Oversaw all finances, maintenance, upkeep and day-to-day operations of Greek Row, a state-of-the-art living/learning community housing eight MTSU fraternities
- Created and co-chaired Greek Life Task Force and developed Greek Statement of Relationship and Greek Strategic Plan
- Developed comprehensive leadership development program incorporating training for Greek new members, emerging leaders, chapter and council officers, chapter presidents and graduating seniors

- Worked with governing councils and chapters to raise academic standards and develop academic improvement plans, resulting in significant increases in fraternity and sorority scholastic achievement
- Developed relationships with various university departments, faculty, staff alumni and national organization representatives

Press Secretary and Communications Director

May 2004 – November 2004

Tennessee Democratic Party – Nashville, TN

- Developed political strategy and message for Tennessee Democratic Party and 30 State House and Senate candidates statewide and coordinated statewide earned media strategy for DNC and Kerry/Edwards campaign
- Drafted and distributed press releases, speeches, talking points, and bi-weekly candidate newsletters
- Developed relationships with statewide media and other key political contacts
- Updated and maintained county, state and national press lists and a database of over 40,000 constituents and supporters
- Updated, maintained and created content for Tennessee Democratic Party website and 15 candidate websites

Residence Hall Director, McBryde Quad

July 2002 – May 2004

University of South Carolina – Columbia, SC

- Supervised and trained staff of 14 Resident Advisors and managed 300-bed residential facility
- Adjudicated University Housing policy violations
- Planned and implemented educational programming for a diverse undergraduate population
- Maintained facilities, managed building rosters, served in on-call rotation, and responded to critical incidents

Graduate Assistant, Office of Greek Affairs

July 2002 – May 2004

University of South Carolina – Columbia, SC

- Advised various student groups, including Fraternity Council, Dance Marathon Executive Committee, Greek Week Committee, and Carolina/Clemson Blood Drive Committee
- Trained, advised, and coordinated Fraternity Council Judicial Board
- Implemented and coordinated community service opportunities and compiled and maintained annual community service report
- Developed and facilitated leadership development programs

OTHER RELEVANT EXPERIENCE

Research Assistant

January 2009 – August 2011

Education Policy Center, University of Alabama – Tuscaloosa, AL

- Edited and assisted in the development of publications and reports, including “Funding and Access Issues in Community Colleges: Findings from the 2009 Survey of the National Council of State Directors of Community Colleges”
- Assisted in publicity and distribution of reports, developed and distributed media advisories and press releases, and arranged conference calls with national educational media outlets to discuss findings

Assistant Executive Director

February 2006 – February 2010

Southeastern Interfraternity Conference

- Served on executive board of SEIFC, assisting in daily operations of the association and in the planning of the annual leadership academy, attended by over 400 students each year
- Maintained and created content for SEIFC website
- Led transition from paper to completely electronic communication platform, saving the association approximately \$5,000 annually

- Built and maintained communications distribution list and oversaw the creation and distribution of all SEIFC newsletters and other communications
- Created, coordinated, assessed and developed curriculum for the Council Officer Roundtable and Education (CORE) program which is now the centerpiece of the leadership academy's officer training program
- Co-authored new mission, vision and strategic goals and authored and assisted in the implementation of five-year strategic plan

Education Policy Intern

May 2003 – July 2003

Office of U.S. Senator Zell Miller (D-GA) – Washington, D.C.

- Aided Legislative Assistant responsible for education and labor policy
- Attended all hearings and briefings relating to education policy, particularly reauthorization of Higher Education Act and Head Start
- Summarized legislative action to Senator in form of policy memos and issue briefs
- Assisted staff with constituent correspondence and conducted tours of U.S. Capitol

UNIVERSITY TEACHING EXPERIENCE

Graduate Level

AHE 601 – *Professional Seminar in Higher Education*, University of Alabama (Fall 2010)

AHE 530 – *Legal Issues in Higher Education*, University of Alabama (Spring 2011)

EDHE 5040 – *The American College Student – Trends and Issues*, University of West Florida (Fall 2012, Spring 2014)

EDHE 6991 – *Theories of College Student Development*, University of West Florida (Spring 2013, Fall 2013, Fall 2014)

Undergraduate Level

NEW 222 – *Greek Emerging Leaders*, University of Alabama (Spring 2010, Spring 2011)

University 1010 – *Freshman Year Seminar*, Middle Tennessee State University (Fall 2006)

PUBLICATIONS

McCreary, G. (2018). Assessment in Student Conduct (Editor). *Reflections: ASCA Educational Magazine*, 1 (1).

McCreary, G. & Schutts, J. (In Press). Why hazing? Measuring the motivational mechanisms of newcomer induction in college fraternities. *Journal of Cognition and Culture*.

Schutts, J., McCreary, G., & Cohen, S. (2018). Devising and testing a measure of fraternal sisterhood. *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors*, 12 (2), 26-43.

Cohen, S., McCreary, G., & Schutts, J. (2017). The conceptualization of sisterhood within the collegiate sorority: An exploration. *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors*, 12 (1), 32-48.

McCreary, G. (2017). Vulnerability: More than just a buzzword. *Essentials: The Monthly E-Newsletter of the Association of Fraternity/Sorority Advisors*.

McCreary, G., Bray, N., & Thoma, S. (2017). Bad apples or bad barrels? Moral disengagement, social influence, and the perpetuation of hazing in the college fraternity. *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors*, 11(1), 1-15.

McCreary, G. (2015). The drunk sex problem. *Perspectives: The Magazine of the Association of Fraternity/Sorority Advisors*. Ft. Collins, CO.

- McCreary, G. (2015). Are we moving the needle when it comes to hazing prevention? *Essentials: The Monthly E-Newsletter of the Association of Fraternity/Sorority Advisors*.
- McCreary, G. & Schutts, J. (2015). Toward a broader understanding of fraternity: Developing and validating a measure of fraternal brotherhood. *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors*, 10 (1), 31-50.
- Schutts, J. & McCreary, G. (2015). Measuring the impact of our work (or, everything I know about assessment and planning I learned from a tomato farmer). *Essentials: The Monthly E-Newsletter of the Association of Fraternity/Sorority Advisors*. Ft. Collins, CO.
- McCreary, G. (February 2014). The challenge of values congruence. *Essentials: The Monthly E-Newsletter of the Association of Fraternity/Sorority Advisors*. Ft. Collins, CO.
- McCreary, G. (2012). The case for moral development. *Perspectives: The Magazine of the Association of Fraternity/Sorority Advisors*. Indianapolis, IN.
- McCreary, G. (2011). UniLOA...Let's all take a deep breath. *Perspectives: The Magazine of the Association of Fraternity/Sorority Advisors*. Indianapolis, IN.
-

PRESENTATIONS, LECTURES & WORKSHOPS

Selected Juried Professional and Scholarly Presentations

- McCreary, G. (2017). *Start with why: A research-guided approach to sanctioning organizational hazing cases*. Presented at the ASCA Annual Meeting, Jacksonville, FL.
- McCreary, G. & Lewis, W.S. (2017). *Five tips for working with closed communities*. Presented at the ASCA Annual Meeting, Jacksonville, FL.
- Kalagher, S. & McCreary, G. (2017). *The other side of Title IX: Respondent rights in campus sexual misconduct proceedings*. Presented at the ASCA Annual Meeting, Jacksonville, FL.
- Borton, N. & McCreary, G. (2016). *Developing, implementing and assessing membership education*. Presented at the AFA Annual Meeting, Boston, MA.
- Cohen, S. & McCreary, G. (2016). *Exploring the intersection of sisterhood, social culture, and sexual assault in sororities*. Presented at the AFA Annual Meeting, Boston, MA.
- McCreary, G., & Cimino, A. (2016). *Why hazing? Navigating the intersection of hazing motivation, brotherhood, and social culture*. Presented at the AFA Annual Meeting, Boston, MA.
- McCreary, G., Schutts, J., & Cohen, S. (2016). *Sisterhood: What matters?* Presented at the AFA Annual Meeting, Boston, MA.
- McCreary, G. (2016) *Sexual assault risk factors in fraternities and sororities*. Presented at the ATIXA/SCOPE National Conference, Philadelphia, PA.
- McCreary, G. (2016) *When hazing and Title IX collide: Investigating and adjudicating sexualized hazing*. Presented at the ATIXA/SCOPE National Conference, Philadelphia PA.
- Boe, A., Mistler, B. & McCreary, G. (2016). *Crime and punishment: Developing educational sanctions for select Title IX violations*. Presented at the ASCA National Conference, St. Petersburg FL.

- Kalagher, S. & McCreary, G. (2016). *A different branch: Recent developments in organizational due process*. Presented at the ASCA National Conference, St. Petersburg FL.
- McCreary, G. & Sanders, J. (2016). *Investigating and adjudicating organizational hazing cases*. Full day pre-conference program presented at the ASCA National Conference, St. Petersburg FL.
- McCreary, G., Schutts, J. & Cohen, S. (2015). *Brotherhood and sisterhood: Understanding the differences*. Presented at the AFA Annual Meeting, Ft. Worth TX.
- McCreary, G. & Schutts, J. (2015). *Measuring values congruence*. Presented at the AFA Annual Meeting, Ft. Worth, TX.
- McCreary, G. & Boe, A. (2015). *Understanding risk factors in fraternities and sororities: Strategies for prevention and culture change*. Presented at the ATIXA/SCOPE Annual Conference, Philadelphia, PA.
- McCreary, G., Brennan, K. & Sanders, J. (2015). *When hazing and Title IX collide: Investigating and adjudicating sexualized hazing*. Presented at the ASCA Annual Conference, St. Petersburg, FL.
- McCreary, G. & Schutts, J. (2014). *Beyond assessment: Measuring your impact*. Presented at the AFA Annual Meeting, Nashville, TN.
- McCreary, G. & Schutts, J. (2014). *Brotherhood: A third year of research*. Presented at the AFA Annual Meeting, Nashville, TN.
- McCreary, G., Schutts, J. & Cohen, S. (2014). *Sisterhood defined*. Presented at the AFA Annual Meeting, Nashville, TN.
- McKenna, C., McCreary, G. & Boe, A. (2014). *Title IX & Campus SaVE Act: Implications & practical prevention for the fraternity/sorority advisor*. Presented at the AFA Annual Meeting, Nashville, TN.
- McCreary, G. & Shook, M. (2014). *Understanding the why: Using hazing rationale in conduct sanctioning*. Presented at the ASCA Annual Meeting, St. Petersburg, FL.
- McCreary, G. & Schutts, J. (2013). *Brotherhood: A primer*. Presented at the AFA Annual Meeting, Orlando, FL.
- McCreary, G. (2013). *Why hazing? Developing and testing a measure of hazing rationale*. Presented at the AFA Annual Meeting, Orlando, FL.
- McCreary, G., Boe, A., Woodcock, W., & Schutts, J. (2013). *The case for moral development – A discussion*. Presented at the AFA Annual Meeting, Orlando, FL.
- Bureau, D. & McCreary, G. (2013). *The value of the values movement*. Presented at the AFA Annual Meeting, Orlando, FL.
- McCreary, G. & Schutts, J. (2012). *Toward a broader understanding of brotherhood: Research using the Fraternal Brotherhood Questionnaire*. Presented at the AFA Annual Meeting, Indianapolis, IN.
- McCreary, G. (2012). *The impact of moral judgment and moral disengagement on hazing attitudes and bystander behavior in college males*. Paper presented at the International Conference of the Association for Moral Education, San Antonio, TX.

McCreary, G., Moring, E. and Kittle, P. (2011). *Drug testing works*. Presented at the AFA Annual Meeting, St. Louis, MO.

McCreary, G., Moring, E. and Kittle, P. (2011). *10 things we can do to stop hazing*. Presented at the AFA Annual Meeting, St. Louis, MO.

McCreary, G. (2010). *Why do good students do bad things? Using moral judgment and moral disengagement as a framework for hazing prevention*. Presented at the AFA Annual Meeting, Phoenix, AZ.

McCreary, G., Moring, E., and Kittle, P. (2009). *Drug testing in fraternal organizations: A theoretical, legal and scientific framework*. Presented at the AFA Annual Meeting, Jacksonville, FL.

Cramer, K. & McCreary, G. (2008). *Pathways to successful alumni advisory boards*. Presented at the AFA Annual Meeting, Denver, CO.

McCreary, G., Morris-Luther, H. & Shabaan-Magana, E (2008). *Strange bedfellows: A collaborative approach to addressing sexual assault on campus*. Presented at the AFA Annual Meeting, Denver, CO.

Invited Professional and Scholarly Presentations, Workshops and Keynotes

McCreary, G., Sanders, J., and Calovine, J. (2018). *Organizational conduct: Process, policy, community-building and culture change*. Full day pre-conference session presented at the ASCA Annual Conference, Jacksonville, FL.

McCreary, G. & Lewis, S. (2017). *Five tips for working with closed communities*. Keynote presented at the Texas Higher Education Law Conference, Denton, TX.

McCreary, G. & Boe, A. (2016). *Sexual violence risk factors in fraternities and sororities*. Advisor institute featured program, Northeastern Greek Leadership Association, Pittsburgh, PA.

McCreary, G. (2016). *Adjudicating and investigating organizational hazing*. Keynote presented at the Texas Higher Education Law Conference, Denton, TX.

McCreary, G. & Sanders, J. (2015). *Hazing and Title IX: Investigating and adjudicating sexualized hazing*. Full-day preconference session presented at the ATIXA/SCOPE Annual Conference, Philadelphia, PA.

McCreary, G., Sanders, J., Matthews, L. & McGee, K. (2015). *Reassessing and reshaping Greek organization conduct and hazing response*. Full-day Preconference Session Presented at the ASCA Annual Conference, St. Petersburg, FL.

McCreary, G. (2014) *Using your campus Title IX policy as a framework for hazing investigation and adjudication*. Presented at the Florida Board of Governors/Statue University System Anti-Hazing Conference, Fort Myers, FL.

McCreary, G. (2014) *The impact of moral judgment and moral disengagement on hazing attitudes and bystander behavior in college males*. Paper presented at the University of Southern Mississippi College of Education, Spring 2014 Emergent Scholar Lecture, Hattiesburg, MS.

McCreary, G. (2013) *The psychology of hazing*. Presented at the Florida Board of Governors/State University System Anti-Hazing Conference, Orlando, FL.

- McCreary, G. (2013) *Let's get serious about hazing prevention – Eight things we should be doing*. Pre-conference session at the School and College Organization for Prevention Educators (SCOPE) Annual Meeting, Orlando, FL.
- McCreary, G. (2012) *Hazing and bullying: An interdisciplinary approach*. Presented at the annual meeting of the International Bullying Prevention Association, Kansas City, MO.
- McCreary, G. (2012). *Campus culture matters: What university administrators can learn about hazing prevention from the anti-bullying movement*. Presented at the Florida Board of Governors State Hazing Prevention Conference, Gainesville, FL.
- McCreary, G. (2012). Hazing track lead facilitator. Annual meeting of the School and College Organization for Prevention Education, Orlando, FL.
- McCreary, G. & Moring, E. (2011). *Drug testing works*. Presented at the Willis/FRMT Risk Management College, Indianapolis, IN.
- McCreary, G. (2011). *Why do good students do bad things? Using moral judgment and moral disengagement as a framework for hazing prevention*. Presented at the Novak Institute for Hazing Prevention, Bethlehem, PA.
- McCreary, G, Malley-Schmidt, L., and Preston, C. (2010). *Gaining perspective on release figure methodology*. Webinar presented for the Virtual Seminar Series, Association of Fraternity/Sorority Advisors.
- McCreary, G. & Moring, E. (2010). *Using, abusing and drug testing in fraternal organizations*. Webinar presented for the Virtual Seminar Series, Association of Fraternity/Sorority Advisors.
- McCreary, G. & Hebson, T. (2010). *Fraternity man 2010: Trends, issues and new approaches*. Presented at Alpha Tau Omega Fraternity National Board of Directors and General Officers meeting, Tuscaloosa, AL.

SELECT EXTERNAL CONSULTATIONS, FACILITATED PROGRAMS & WORKSHOPS

- Hazing/Title IX Prevention/Investigation/Adjudication Consultations at Oklahoma State University, Texas Tech University, Widener University, Dartmouth University, Massachusetts Institute of Technology, Northeastern State University, University of West Georgia, SUNY Plattsburgh, Embry-Riddle Aeronautical University, Texas Christian University, East Tennessee State University, University of Connecticut, Northeastern University, SUNY-Binghamton, Tufts University, Catharsis Productions, Louisiana State University, Babson College, Clemson University, University of South Carolina, Carnegie-Mellon University, Furman University, Vanguard University, Nova Southeastern University, Rose-Hulman College, Texas State University, Connecticut College, Longwood College, College of William and Mary, Johns Hopkins University, Towson University, Florida Gulf Coast University, University of Arizona, North Carolina A&T University, Tufts University, Temple University, West Chester University, East Carolina University, University of Massachusetts-Amherst, University of Missouri, Tarleton State University, Ball State University, Ohio University, Stetson University, University of Central Florida
- External Program Reviews at Furman University, University of Redlands (2018); University of Missouri, Drexel University, Grand Valley State University, University of Southern California (2017), LaGrange College (2012), Jacksonville University (2012).
- ATIXA Regional Level 1 & Level 2 Investigator Trainings at University of Texas-Arlington (2015), Columbus State University (2016), Quinnipiac University (2016), Technical College System of Georgia (2016), Columbus, OH National Training, Cal Baptist University, University of Nebraska - Omaha (2018)

- Title IX Track of NGLA Institute, Lead Curriculum Developer and Facilitator Training, Northeastern Greek Leadership Association (2016)
- Faculty Member for Inaugural Title IX and Fraternal Conduct Institute, Association for Student Conduct Administration/Association of Fraternity Sorority Advisors (2015)
- Faculty Member, Gehring Academy for Student Conduct Administration, Association for Student Conduct Administration – Hazing Prevention Track Coordinator (2013, 2016); Title IX Track Faculty (2015); Foundations Track Faculty (2016); Director’s Track Faculty (2016); Advanced Skills in Student Conduct Faculty (2016); Director’s Track Faculty (2018); Student Conduct Track Faculty (2018)
- Phi Mu Summer Leadership Academy, 2015 (small group facilitator)
- Association of Fraternity/Sorority Advisors Professional Development Institute (curriculum development, program facilitator), Southeastern Interfraternity Conference (2013)
- Hazing Prevention Curriculum Development, Alpha Phi Sorority (2013)
- Beta Theta Pi Chapter President Leadership Academy, 2009 – 2012 (small group facilitator)
- SEIFC CORE President’s Track, 2010 (lead facilitator, curriculum development)
- Beta Theta Pi Keystone Regional Leadership Conference (president’s track facilitator, 2008, 2009; lead facilitator, 2012)
- Beta Theta Pi Wooden Institute for Men of Principle, 2006-2008, 2016 (small group facilitator)
- University of Mississippi Panhellenic Leadership Retreat, 2007 (lead facilitator, curriculum development)
- University of Tennessee Greek IMPACT, 2007 (small group facilitator)
- NIC Undergraduate Interfraternity Institute, 2007 (small group facilitator)
- Cal State Chico Greek Leaders Retreat, 2006 (small group facilitator)

PROFESSIONAL ASSOCIATION MEMBERSHIPS

- Association of Fraternity/Sorority Advisors (AFA)
- National Association of Student Personnel Administrators (NASPA)
- Association of Student Conduct Administrators (ASCA)
- School and College Organization for Prevention Education (SCOPE)
- Association of Title IX Administrators (ATIXA)

PROFESSIONAL, CAMPUS AND COMMUNITY INVOLVEMENT

Campus Involvement

- UWF Community Engagement/Service Learning Task Force, 2013-2015
- NASPA Undergraduate Fellows Program, Student Mentor, 2012-2014
- Chair, UWF Men’s Engagement Initiative, 2012-2013
- Campus Alcohol Coalition, University of West Florida, 2011 - 2015
- Student Affairs Assessment Team, University of West Florida, 2011 - 2013
- Greek Housing and Facilities Committee, Chairperson, University of Alabama, 2007 – 2011
- Alcohol and Other Drug Strategic Health Team, University of Alabama, 2008 – 2011
- Student and Campus Life Standing Committee, University of Alabama, 2009 – 2011
- Student Affairs Assessment and Planning Committee, University of Alabama, 2008 – 2010
- United Way Employee Giving Campaign Steering Committee, MTSU, 2006
- College Democrats Faculty Advisor, MTSU, 2005 – 2007

External Involvement and Leadership

- Research Chair, NASPA Fraternity/Sorority Knowledge Community, January 2014-2017
- Board of Directors, Association of Fraternity/Sorority Advisors, 2013-2015
- Board of Directors, Center for the Study of the College Fraternity, 2013 - 2015
- Research Committee Chair, Association for Student Conduct Administrators, 2013-2015

- Peer Review Board, *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors*, 2012 - Present
- Editor, HazingPrevention.Org Newsletter, 2011 - 2013
- Nominations and Elections Committee, Association of Fraternity/Sorority Advisors, 2010 – 2012
- Editorial Board, HazingPrevention.Org, 2010 – 2011
- First Timers Committee, Association of Fraternity/Sorority Advisors, 2008-2009
- Awards and Recognition Committee, HazingPrevention.Org, 2008

Community Involvement

- University of Tennessee Chancellor's Associates, 2018-Present
- Chapter Advisor, Alpha Kappa Chapter of Alpha Gamma Rho (University of Tennessee), 2017-Present
- Treasurer, Knox County (TN) Young Democrats, January 2017 - 2018
- Member, St. James Episcopal Church, Knoxville TN
- Member, East Hill Lodge #310 Free and Accepted Masons, Pensacola, FL, 2014-Present
- Member, Krewe of Andres de Pez, Pensacola, FL

SELECTED HONORS & AWARDS

- Dr. Charles Eberly Oracle Award (Outstanding Scholarly Publication), Association of Fraternity/Sorority Advisors, 2017.
- Sue Kraft Fussell Distinguished Service Award, Association of Fraternity/Sorority Advisors, 2016
- Dr. Charles Eberly Oracle Award (Outstanding Scholarly Publication), Association of Fraternity/Sorority Advisors, 2015
- M. Ray Loree Award for Outstanding Dissertation Research, University of Alabama College of Education, 2012
- Perspectives Award (Outstanding Publication), Association of Fraternity/Sorority Advisors - 2012
- AFA/COHEASAP Award for Outstanding Alcohol/Drug Prevention Program, 2011
- Greek Advisor of the Year, Beta Theta Pi 170th General Convention, 2009
- Campbell - Witten Fellow, University of South Carolina, 2003
- Order of the Crescent and Stars, Alpha Gamma Rho Fraternity, 2001
- Lidvall Brotherhood Award/Scholarship, Alpha Gamma Rho Fraternity, 1999
- Arch E. McClanahan Scholar, University of Tennessee
- Gordon Keyes Scholar, University of Tennessee, 1997