

Education

University of the Cumberlands

Doctor of Philosophy

Leadership: Psychology Specialization

Dissertation: *Factors Impacting Full-time Faculty Retention in Mountain Western Community Colleges*

Portland State University

Master of Science in Education

Majors: Rehabilitation Counseling and Community Mental Health Counseling

East Tennessee State University

Bachelor of Science

Majors: Psychology and Sociology

University of Maryland University College, European Division

Associate of Arts

Major: General Curriculum

Professional Experience

University of Wyoming

2020-Current

Assistant Professor of Higher Education Administration

Taught graduate courses in Community College Leadership, Community College Issues, Leadership Development, Issues in Higher Education, Program Budgets and Instruction, Teaching Adults, Practicum in College Teaching, Directed Professional Study, and Educational Issues in Race, Class, and Gender. Advised students pursuing graduate degrees in Higher Education Administration. Chaired and served on doctoral committees.

Laramie County Community College

2019-2020

Interim Dean, School of Arts and Humanities

Managed the operations and personnel of the School of Arts and Humanities. Supervised 21 full-time faculty and staff and 25 adjunct faculty per academic year. Represented the School of Arts and Humanities in Academic Leadership Meetings. Advocated for the students, faculty, and staff of the School of Arts and Humanities in campus initiatives and to senior academic leadership. Worked to increase the presence of LCCC art, music, and theatre in the greater Cheyenne community and region. Managed the \$2.5 million budget of the School of Arts and Humanities. Provided input and direction throughout the \$15.5 million LCCC Fine Arts Renovation and Auditorium Construction Project. Co-led the creation of the Communication and Creative Arts Associate of Arts Degree, the Human

and Public Services Associate of Arts Degree, and the Spanish in the Workplace Credit Diploma.

Laramie County Community College

2016-2018

Faculty Chair, Albany County Campus

Recruited, hired, and supervised 45 adjunct faculty members per academic year in the areas of mathematics and sciences, arts and humanities, and business, agriculture, and technical studies. Compiled and performed initial review of student-centered schedules. Ensured that program competencies were effectively addressed within adjunct-taught courses. Promoted ACC programs and articulations and suggested course additions and deletions. Served as departmental liaison across the main and branch campuses. Managed and supervised mathematics, sciences, and social sciences concurrent and dual-enrollment courses at local high schools.

Laramie County Community College

2015-2016

Assistant Director, Center for Teaching & Learning

Co-mentored four cohorts of full-time faculty members from all academic areas of the college who were pursuing continuing contract (tenure) status at LCCC. Trained full-time faculty members in pedagogy, assessment, curriculum design, curriculum development, and best practices in classroom management. Assisted faculty members in the creation of their continuing contract portfolios toward the attainment of continuing contract status. Served as the chair of the student learning assessment subcommittee and co-served as the CTL representative on the academic standards committee. Assisted the director of the CTL in academic program review.

Laramie County Community College

2014-2015

Math and Sciences Chair, Albany County Campus

Supervised, mentored, and evaluated 26 adjunct faculty members in mathematics and sciences. Served as math and sciences departmental liaison across the main and branch campuses. Managed and supervised mathematics and sciences concurrent and dual-enrollment at local high schools.

Laramie County Community College

2010-2019

Psychology Instructor

Awarded Continuing Contract Status April, 2013

Taught General Psychology, Developmental Psychology, Abnormal Psychology, Research Methods, Drugs and Behavior, Psychobiology, Social Psychology, Psychology of Adjustment, Organizational Human Relations, and Introductory Statistics to undergraduate students pursuing two-year degrees and university transfer credits. Co-coordinated the psychology course offerings, schedules, and adjunct teaching assignments on the Cheyenne campus and the Albany County branch campus of LCCC.

National College of Business and Technology

2008-2010

Psychology Instructor

Taught Human Relations, Logic, Introduction to Psychology, Ethics, Critical Thinking, Organizational Psychology, and Developmental English to undergraduate students as part of their general education requirements.

Spencerian College

2006-2010

Adjunct Psychology and English Instructor

Taught Introduction to Psychology and online English Composition courses to undergraduate nursing and medical technology students.

University of Louisville

2004-2005

Research Associate

Analyzed data and prepared manuscripts concerning adolescent psychosocial and educational development for the Center for Safe Urban School Communities.

University of Phoenix

2003-2004

Curriculum Designer

Designed, wrote, and implemented a 120-page online course titled "Introduction to Family Systems Theory" for the University of Phoenix's CACREP-accredited graduate program in counseling.

Mount Hood Community College

2001-2003

Personal and Career Counselor

Performed as a personal and career counselor and academic advisor in the Career Planning and Counseling Center. Provided psychosocial rehabilitation services to students with disabilities through the Disability Services Department. Co-designed and implemented a new intake and triage process for the Career Planning and Counseling Center.

Portland State University Community Counseling Clinic

2001-2002

Counseling Supervisor

Provided supervision for graduate counseling students in Portland State University's Community Counseling Clinic.

Portland State University Community Counseling Clinic

2000-2001

Intern Counselor

Provided individual and group counseling and psychotherapy to adults, children, couples, and families.

Peer-Reviewed Publications

- Carrier, J. W., Perkins, M. A., & Scull, W. R. (Accepted). The role of external factors in rural serving community college faculty attrition. *Journal of Education Human Resources*.
- Carrier, J. W., Scull, W. R., Perkins, M. A., & Schaffer, J. (In Press). Understanding institutionally supported free college programs. *New Directions for Community Colleges*, 203(In Press), Pages.
- Perkins, M. A., Carrier, J. W., & Schaffer, J. (2023). Course placement for non-traditional community college students. *Community College Journal of Research and Practice*, ahead of print(ahead of print).
<https://doi.org/10.1080/10668926.2023.2216659>
- Scull, W. R., Carrier, J. W., & Simon, S. (2023). eSports programs in community colleges: A rural-serving community college example. *Community College Journal of Research and Practice*, ahead of print(ahead of print).
<https://doi.org/10.1080/10668926.2022.2043202>
- Perkins, M. A., & Carrier, J. W. (2023) Using R Shiny to develop a dashboard using IPEDS, U.S. Census, and bureau of labor statistics data. *PLoS ONE* 18(1), e0278573. <https://doi.org/10.1371/journal.pone.0278573>
- Carrier, J. W., Perkins, M. A., & DeDiego, A. C. (2022). Exploring relationships between full-time faculty and community college student success. *Community College Journal of Research and Practice*, ahead-of-print(ahead-of-print).
<https://doi.org/10.1080/10668926.2022.2156634>
- Han, K. T., Scull, W. R., & Carrier, J. (2022). Allyship from concept to the concrete: Building resources, engaging critical friends, and offering ideas for in-service training and course revision. *The Chronicle of Mentoring and Coaching*, 6(1), 269-273.
- Carrier, J. W., Perkins, M. A., Wilson, B. A., Smith, S., Maestas, S., & Schaffer, J. M. (2022). Community college course success rates by semester block: A report on an institutional research team's findings and recommendations. *Journal of Applied Research in the Community College*, 29(2), 89-104.
- Scull, W. R., Perkins, M. A., Carrier, J. W., & Barber, B. (2022). Community college institutional researchers' knowledge, experience, and perceptions of machine learning. *Community College Journal of Research and Practice*, 47(5), 354-368.
<https://doi.org/10.1080/10668926.2022.2043202>

Mahr, M. M., Maddox II, R. P., Carrier, J., Olson, T., & Peterson, S. (2022). Co-occurring posttraumatic stress disorder and substance use disorders in veterans: Recommendations for vocational rehabilitation. *Rehabilitation Professional*, 30(1), 11–24.

Carrier, J. W., McMennamin, L., Kessler, P., Swearingen, L, Quade, E., & Kjorstad, T. (2020). Interdisciplinary faculty observation: Results from a community college pilot. *The Chronicle of Mentoring and Coaching*, 4(1), 484-487.

Book Chapters and Book Reviews

Carrier, J. W. (2023). [Review of the book *The community's college: The pursuit of democracy, economic development, and success*, by R. L. Pura & T. L. Parker]. *Teachers College Record*. <https://journals.sagepub.com/pb-assets/cmscontent/TCZ/Book%20Reviews/2023%20Book%20Reviews/May%202023/The%20Community's%20College-1685467597.pdf>

Carrier, J. W., & Mahr, M. M. (2023). Family disease, family systems and substance abuse. In M. M. Mahr (Ed.), *A systemic approach to substance abuse and addiction: The power of society*. (pp. 37-48). Innovative Ink: Kendall Hunt.

Mahr, M. M., Maddox II, R. P., & Carrier, J. W. (2023). Wellness for empowerment: Substance abuse and addiction. In M. M. Mahr (Ed.), *A systemic approach to substance abuse and addiction: The power of society*. (pp. 10-24). Innovative Ink: Kendall Hunt.

Carrier, J. W., & Zavorka, S. (2019). Increasing critical thinking skills and course success through co-requisite courses: An introduction to statistics and research methods example. In H. Blythe, C. Sweet, & R. Carpenter (Eds.), *It Works for Me with Critical Thinking*. (pp. 21-23). New Forums Press.

Haley, M., & Carrier, J. W. (2019). The four types of groups: Task, psychoeducational, counseling, and psychotherapy groups. In D. Capuzzi, & M. Stauffer (Eds.), *Foundations of Group Counseling*. (pp. 147-168). Pearson.

Carrier, J. W., & Mitchell, N. G. (2017). Interdisciplinary peer observation groups. In H. Blythe, C. Sweet, & R. Carpenter (Eds.), *It Works for Me with SOTL*. (pp. 98-100). New Forums Press.

Mitchell, N. G., Morgan, R. K., & Carrier, J. W. (2017). Getting engaged in a SoTL community: Project syllabus. In H. Blythe, C. Sweet, & R. Carpenter (Eds.), *It Works for Me with SOTL*. (pp. 89-91). New Forums Press.

Carrier, J. W., & Mitchell, N. G. (2016). Transpersonal theory. In D. Capuzzi & M. Stauffer (Eds.), *Counseling and Psychotherapy: Theories and Interventions*, 6th ed. (pp. 391-416). American Counseling Association.

- Carrier, J. W., Mitchell, N. G., & Slone, N. C. (2015). Preparing your course before the semester begins: Lessons learned the hard way. (pp. 100-101). In K. Olivares (Ed.), *Quick Hits for Adjunct Faculty and Lecturers: Strategies of Award Winning Teachers*. Indiana University Press.
- Carrier, J. W., Mitchell, N. G., & Slone, N. C. (2015). Managing problematic classroom situations. (pp. 63-64). In K. Olivares (Ed.), *Quick Hits for Adjunct Faculty and Lecturers: Strategies of Award Winning Teachers*. Indiana University Press.
- Slone, N. C., Mitchell, N. G., Carrier, J. W., & Beauchamp, B. T. (2015). Getting real about mentorship. (pp. 92-93). In K. Olivares (Ed.), *Quick Hits for Adjunct Faculty and Lecturers: Strategies of Award Winning Teachers*. Indiana University Press.
- Mitchell, N. G., Fowkes, A., Slone, N. C., & Carrier J. W. (2015). Colleague observation/evaluation of teaching: Who? How? What? and What next? (pp. 87-88). In K. Olivares (Ed.), *Quick Hits for Adjunct Faculty and Lecturers: Strategies of Award Winning Teachers*. Indiana University Press.
- Mitchell, N. G., Fowkes, A., Slone, N. C., & Carrier J. W. (2015). Developing effective syllabi: Key points for new instructors. (pp. 97-98). In K. Olivares (Ed.), *Quick Hits for Adjunct Faculty and Lecturers: Strategies of Award Winning Teachers*. Indiana University Press.
- Carrier, J. W., & Mitchell, N. G. (2011). Transpersonal theory. In D. Capuzzi & D. R. Gross (Eds.), *Counseling and Psychotherapy: Theories and Interventions*, 5th ed. (pp. 335-353). Merrill/Prentice Hall.
- Mitchell, N. G., Carrier, J. W., & Wohlfarth, D. (2010). Writing book chapters for publication. In H. Blythe & C. Sweet (Eds.), *It Works for Me*. (pp. 42-44). New Forums Press.
- Haley, M., & Carrier, J. W. (2009). Psychotherapy groups. In D. Capuzzi, D. R. Gross, & M. Stauffer (Eds.), *Introduction to Group Work*, 5th ed. (pp. 295-320). Love Publishing Company.
- Carrier, J. W., & Mitchell, N. G. (2007). Transpersonal theory. In D. Capuzzi & D. R. Gross (Eds.), *Counseling and Psychotherapy: Theories and Interventions*, 4th ed. (pp. 390-406). Merrill/Prentice Hall.
- Carrier, J. W., & Haley, M. (2006). Psychotherapy groups. In D. Capuzzi, D. R. Gross, & M. Stauffer (Eds.), *Introduction to Group Work*, 4th ed. (pp. 295-320). Love Publishing Company.
- Carrier, J. W. (2004). Assessing suicidal risk. In D. Capuzzi (Ed.), *Suicide Across the Life Span* (pp. 139-162). American Counseling Association.

Carrier, J. W., & Ennis, K. (2004). Depression and suicide. In D. Capuzzi (Ed.), *Suicide Across the Life Span* (pp. 39-62). American Counseling Association.

Carrier, J. W. (2003). Systematic desensitization for specified phobias. In D. Capuzzi & D. R. Gross (Eds.), *Approaches to Group Work: A Handbook for Practitioners* (pp. 197-204). Merrill/Prentice Hall.

Haley, M., & Carrier, J. W. (2002). Psychotherapy groups. In D. Capuzzi & D. R. Gross (Eds.), *Introduction to Group Counseling, 3rd ed.* (pp. 291-317). Love Publishing Company.

Non-Refereed Publications

Scull, W. R., Carrier, J. W., & Ballard, R. (2022, November 16). *Learning from our students: Issues shaping administrative and professional thinking in higher education administration*. The evollution: A Modern Campus Illumination. https://evollution.com/managing-institution/operations_efficiency/learning-from-our-students-issues-shaping-administrative-and-professional-thinking-in-higher-education-administration/

Presentations

Don, D. B., Carrier, J. W., Han, K. T., & Scull, W. R. (Accepted). *The development of a program to support first-generation international students at a rural-serving university*. [Conference session]. University of New Mexico 16th Annual Mentoring Conference, Albuquerque, New Mexico.

Scull, W. R., Han, K. T., & Carrier, J. W. (Accepted). *Allyship: Interrogating concepts and programming ideas*. [Conference session]. University of New Mexico 16th Annual Mentoring Conference, Albuquerque, New Mexico.

Perkins, M. A., Carrier, J. W., & Schaffer, J. M. (2023, April 22). *Effects of high school GPA and non-traditional student status on community college GPA and math and English course success: A path analysis*. [Paper presentation]. CSCC 2023 Conference, Chicago, Illinois.

Scull, W. R., Dixon, F. D., Han, K. T., & Carrier, J. W. (2023, April 21). *A history of Chicago's black community college movement: Implications for community college research and practice today*. [Paper presentation]. CSCC 2023 Conference, Chicago, Illinois.

Scull, W. R., Theobald, N., Carrier, J. W., Tomisich, A., & McKim, J. (2023, March 31). *Learning from our students: Issues shaping administrative and professional thinking in higher education administration*. [Panel discussion]. The College of Education Research Summit, Laramie, WY.

- Mahr, M. M., Maddox II, R. P., & Carrier, J. W. (2023, February 7). *Ethical responsibility and decision-making: Wellness and self-care for addiction counselors*. [Conference session]. South Dakota State University' Strengthening the Heartland Addiction Conference. Virtual.
- Han, K. T., Carrier, J. W., & Scull, W. R. (2022, October 25). *Allyship: Concept to the concrete: Building resources, engaging critical friends/allies*. [Conference session]. University of New Mexico 15th Annual Mentoring Conference, Albuquerque, New Mexico.
- Scull, W. R., & Carrier, J. W., & Rush-Marlowe, R. (2022, September 15). *ACCT report: A practice brief approach*. [Conference session]. Rural Community College Alliance Annual Conference, Council Bluffs, IA.
- Scull, W. R., Carrier, J. W., Klement, E., & Cloud, R. (2022, September 15). *Panel discussion on "free" community college programs*. [Panel discussion]. Rural Community College Alliance Annual Conference, Council Bluffs, IA.
- Carrier, J. W., Wilson, B., & Perkins, M. A. (2022, April 1). *Community college course success rates by semester block: A report on an institutional research team's findings and recommendations*. [Paper presentation]. CSCC 2022 Conference, Tempe, Arizona.
- Scull, W. R., Carrier, J. W., & Simon, S. (2022, April 2). *eSports programs in community colleges: Issues, trends and the development of a research agenda*. [Round table discussion]. CSCC 2022 Conference, Tempe, Arizona.
- Mahr, M., Maddox, P., Temple, A., Carrier, J. W., & Olson, T. (2022, April 3). *A rehabilitation framework for concurrent treatment of veterans experiencing co-occurring PTSD and SUDs*. [Paper presentation]. NCRE Spring 2022 Conference, San Diego, California.
- Perkins, M. A., Carrier, J. W. (2022, June). *Development of an RShiny IPEDS dashboard linked to census and labor data*. Association of Institutional Research.
- Perkins, M. A., McDaniel, M., Vaske, C., Grooms, K., Reynolds, B., Carrier, J. W., & Scull, R. (2022, April). *Predicting community college institutional researchers' perceptions of machine learning: A mixed methods approach*. American Educational Research Association.
- Perkins, M. A., Scull, W. R., Carrier, J. W., & Barber, M. (2021, October 19). *Community college institutional researchers' knowledge, experience, and perceptions of machine learning*. [Conference session]. Rocky Mountain Association of Institutional Research. Virtual.

- Scull, W. R., Carrier, J. W., & Perkins, M. (2021, September 23). *Institutional research in community colleges: A view into the work of IRs, and implications for rural practice and further research*. [Invited presentation]. Rural Community College Alliance Annual Conference, Hickory, North Carolina.
- Scull, W. R., Perkins, M., Carrier, J. W., Barber, M. (2021, April 16). *Machine learning in community college institutional research: A report on stakeholder knowledge, experience, and perceptions*. [Paper presentation]. Council for the Study of Community College (CSCC) Conference. Virtual.
- Carrier, J. W., McMennamin, L., Kessler, P., Swearingen, L, Quade, E., & Kjorstad, T. (2020, October 22). *Interdisciplinary faculty observation: Results from a community college pilot* [Conference session]. University of New Mexico 13th Annual Mentoring Conference, Albuquerque, New Mexico.
- Carrier, J. W. (2019, June). *The program mapping process at LCCC*. Conference presentation for the Arizona Center for Student Success Spring Convening, Phoenix, AZ.
- Carrier, J. W., & Zavorka, S. W. (2019, May). *Rethinking prerequisites: Increasing critical thinking skills and course success through higher-level co-requisite courses*. Conference presentation for Eastern Kentucky University's Noel Studio for Academic Creativity 2019 Pedagogicon Conference, Richmond, KY.
- Carrier, J. W. (2018, August). *Providing fast and meaningful feedback with Speedgrader*. Faculty and staff training for Laramie County Community College's Fall 2018 in-service week, Cheyenne, WY.
- Carrier, J. W. (2018, June). *Your brain, stress relief, and mental fitness*. Conference presentation for the 2018 Laramie County Community College Staff Retreat, Cheyenne, WY.
- Carrier, J. W. (2017, October). *Mindfulness*. Conference presentation at the 2017 Wyoming Administrative Assistants' Annual Conference, Laramie, WY.
- Carrier, J. W. (2017, June). *Developing the PLOs and PC: Human society and the individual*. Webinar presentation for the WICHE Interstate Passport Project. https://www.youtube.com/watch?v=_jJD4VffZVo&t=262s
- Carrier, J. W. (2016, October). *Making connections through excellent customer service*. Conference presentation at the 2016 Wyoming Administrative Assistants' Annual Conference, Laramie, WY.

- Carrier, J. W., Swearingen, L., Kessler, P., McMennamin, L, Quade, E., & Kjorstad, T. (2016, January). *Interdisciplinary peer observation groups*. Faculty and staff training for Laramie County Community College's Spring 2016 in-service week, Cheyenne, WY.
- Carrier, J. W., & Courtney, N. (2015, May). *How to hold professional conversations*. Conference presentation at the 2015 Wyoming Administrative Assistant and Staff Annual Conference, Cheyenne, WY.
- Carrier, J. W., Courtney, N., & McNamee, C. (2015, April). *Creating successful learning environments for high needs students*. Workshop presented for Laramie County Community College's Center for Teaching and Learning, Laramie and Cheyenne, WY.
- Courtney, N., & Carrier, J. W. (2015, January). *How to hold professional conversations*. Faculty and staff training for Laramie County Community College's Spring 2015 in-service week, Cheyenne, WY.
- Mitchell, N. G., Slone, N. C., & Carrier, J. W. (2014, November). *Managing problematic classroom situations*. Workshop presented for Indiana University's 2014 FACET Conference, Indianapolis, IN.
- Carrier, J. W., & Courtney, N. (2014, October/November). *Strategies for having professional conversations*. Workshops presented for Laramie County Community College's Center for Teaching and Learning, Laramie and Cheyenne, WY.
- Carrier, J. W. (2014, September/November). *Teaching underprepared students*. Workshops presented for Laramie County Community College's Center for Teaching and Learning, Laramie and Cheyenne, WY.
- Carrier, J. W. (2014, April/May). *Course organization for face-to-face classes*. Workshops presented for Laramie County Community College's Center for Teaching and Learning, Laramie and Cheyenne, WY.
- Carrier, J. W. (2014, February/March). *Managing problematic classroom situations: The challenging in-class student*. Workshops presented for Laramie County Community College's Center for Teaching and Learning, Laramie and Cheyenne, WY.
- Carrier, J. W. (2013, November). *Course organization for face-to-face classes*. Workshops presented for Laramie County Community College's Center for Teaching and Learning, Laramie and Cheyenne, WY.
- Carrier, J. W. (2013, November). *Action research*. Workshop presented for Laramie County Community College's Center for Teaching and Learning, Laramie, WY.

- Carrier, J. W. (2013, October/November). *Managing problematic classroom situations: The challenging in-class student*. Workshops presented for Laramie County Community College's Center for Teaching and Learning, Laramie and Cheyenne, WY.
- Carrier, J. W., & Bird, M. D. (2011, September). *Self-awareness and self-care: How being aware of your occupational stress and coping styles equates to success in the workplace*. Conference presentation at the 2011 Wyoming Administrative Assistants' Annual Conference, Laramie, WY.
- Mitchell, N. G., Tretter, T. R., Saderholm, J. C., & Carrier, J. W. (2008, August). *Examining the critical thinking skills of expert teachers*. Paper presented at the 2008 American Psychological Association Annual Convention, Boston, MA.
- Mitchell, N. G., Wyrick, A. J., Nichols, A. J., Carrier, J. W., & Banister, A. B. (2008, August). *Social stigmatization of obesity in African American preschool children*. Poster presentation: Presented at the 2008 American Psychological Association Annual Convention, Boston, MA.
- Hardesty, P. H., Carrier, J. W., & Cunningham, N. J. (2007, August) *Effect of social factors on success at an alternative high school*. Research poster presented at the 2007 Convention of the American Psychological Association, San Francisco, CA.
- Mitchell, N. G., Morgan, R., & Carrier, J. W. (2006, August). *Training graduate clinicians: Linking critical thinking abilities and clinical skills*. Poster presentation: Presented at the 2006 American Psychological Association Annual Convention, New Orleans, LA.
- Mitchell, N.G., & Carrier, J. W. (2006, April). *Training graduate clinicians: Linking critical thinking abilities and clinical skills*. Paper presented at the 2006 Spring Research Conference for the Universities of Louisville, Cincinnati, and Kentucky, Louisville, KY.
- Hardesty, P. H., Carrier, J. W., & Mitchell, N. G. (2005, August). *Differences between workers and non-workers on family functioning*. Poster presentation: Presented at the 2005 American Psychological Association Annual Convention, Washington, D.C.

Grants

- College of Education Boost Grant, University of Wyoming (2022)
Allyship from Concept to the Concrete- Building Resources, Engaging Critical Friends, and Offering Ideas for In-Service Training and Course Revision
Co-Principle Investigator with Han, T. & Scull, W. R. \$1,000

Professional Service

University of Wyoming

- President's Faculty Sounding Board (2023-Current)
- College of Education Dissertation in Practice Working Group (2023)
- College of Education MECP Team (2022-Current)
- Science Education Faculty Search Committee (2022-2023)
- Curriculum and Instruction Taskforce (2022-Current)
- College of Education CPED Delegate (2022-Current)
- Carnegie Engagement Task Force (2022-2023)
- Educational Leadership Faculty Search Committee (2022)
- Committee on Committees (2021-Current)
- CLAD Scholarship Committee (2021-Current)
- College of Education LRCC Executive Director Search Committee (2021)
- College of Education Student Appeals Committee (2020-Current)

Laramie County Community College:

- Empathy and Integrity General Education Committee (2020)
- Academic Program Review Pathways Redesign Committee (2019-2020)
- English Instructor Hiring Committee Chair (2019)
- Director of Campus Counseling and Wellness Hiring Committee (2019)
- Academic Leadership Team (2019-2020)
- Academic Standards Committee (2019-2020)
- Interim Psychology Instructor Hiring Committee (2019)
- ACC Mathematics Instructor Hiring Committee (2019)
- Psychology Instructor Hiring Committee (2019)
- Arts and Humanities Program Review Specialist (2018-2019)
- Arts and Humanities Adjunct Support Specialist (2018-2019)
- Title IX Civil Rights Investigator (2018-2020)
- Institutional Research Director Hiring Committee (2018)
- Program Maps Co-Lead for Guided Pathways 2.0 Project (2018-2020)
- Academic Master Plan Steering Committee (2018-2019)
- ACC Science/Developmental Math Instructor Hiring Committee (2018)
- ACC Psychology Instructor Hiring Committee (2018)
- Human Services Instructor Hiring Committee (2018)
- Canvas Implementation Committee (2018)
- LCCC Canvas Faculty Vanguard (2017-2019)
- Albany County Campus Leadership Team (2017-2018)
- Director of Campus Counseling and Wellness Hiring Committee (2017)
- Administrative Assistant Hiring Committee (2017)
- ACC Faculty Librarian Hiring Committee (2017)
- Associate Vice President Hiring Committee (2017)
- ACC Strategic Plan Committee (2017-2018)
- Biochemistry Instructor Hiring Committee (2017)
- TIAA Advisory Committee (2017-2019)

- Adjunct Faculty Position Description Committee (2017)
- Interim Academic Leadership Team Member (2017)
- Faculty Competencies Committee (2017)
- Center for Learning Technologies Online Course Peer Reviewer (2016)
- ACC Academic Scheduling Committee (2015-2018)
- Compensation and Classification Study Committee (2016-2017)
- Chair of the Student Learning Assessment Committee (2015-2016)
- Academic Standards Committee (2015-2016)
- COLS 1000 Advisory Board (2015-2016)
- Strategic Plan Committee (2015-2016)
- Advisor Hiring Committee (2015-2016)
- Mathematics Instructor Hiring Committee (2015)
- Executive Director of Human Resources Hiring Committee (2015)
- Music Instructor and Instrumental Music Director Hiring Committee (2015)
- Facilitator of the ACC LCCC Faculty Peer Mentoring Project (2015)
- Subject Matter Expert in Psychology for Innovative Funds Grant (2014-2015)
- Human Services Instructor Hiring Committee (2014)
- Dean of Math and Sciences Hiring Committee (2014)
- Center for Teaching and Learning Instructional Consultant (2013-2015)
- Advisor Hiring Committee (2013-2014)
- Associate Vice President Hiring Committee (2013-2014)
- Director of Student Planning and Success Hiring Committee (2013)
- English Instructor Hiring Committee Co-Chair (2013)
- Psychology Department Meeting Chair (2013-2014)
- Learning Management System Pilot Member (2013-2014)
- Learning Management System Committee (2012-2013)
- Math Instructor Hiring Committee (2012-2013)
- Campus Safety Officer Hiring Committee (2011)
- Academic Freedom Statement Committee (2011)
- Adjunct Orientation Committee (2011)
- Student Learning Assessment Committee (2010-2013)
- ACC CARE Team Faculty Representative (2010-2018)

WICHE (Western Interstate Commission for Higher Education):

- Consultant for the WICHE Passport Initiative (2018)
- Human Society and the Individual WICHE Webinar Facilitator (2017)
- Consultant for the Kentucky WICHE Passport Initiative (2016)
- Chair of the Human Society and the Individual WICHE Interstate Passport Initiative (2015-Current)

McGraw-Hill Publishing Company:

- Textbook Reviewer (2009-2012)

University of Louisville:

- Doctoral Student Organization Program Chair (2005-2006)

Portland State University:

- Graduate Student Representative to the Counselor Education Faculty (1999-2002)

Journal Review

- Peer reviewer for The Chronicle of Mentoring and Coaching (2023)
- Peer reviewer for the Journal of Further and Higher Education (2023)
- Peer reviewer for The Journal of Education Human Resources (2022)
- Peer reviewer for The Chronicle of Mentoring and Coaching (2022)
- Peer reviewer for The Chronicle of Mentoring and Coaching (2020)

Conference Review

- Proposal peer reviewer for the UNM Mentoring Institute 16th Annual Conference (2023)
- Proposal peer reviewer for the UNM Mentoring Institute 15th Annual Conference (2022)
- Proposal peer reviewer for the Council for the Study of Community Colleges Annual Conference (2022)

Community Engagement

- Sports Announcer for LCCC Athletics (2019-2022)
- Arts Cheyenne Board of Directors (2019-2020)
- Educational Consultant for The Curious Incident of the Dog in the Night-Time LCCC Theatre production (2019)

Professional Development

- UW College of Education Academic Writing Fellows (2020-Current)
- UW College of Education Mentorship Program (2020-2022)
- SLEDS Conference, Virtual (2020)
- CPEDS Annual Convening, Virtual (2020)
- Pedagogicon Conference, Richmond, KY (2019)
- AACC Annual Conference, Orlando, FL (2019)
- ATIXA Title IX Civil Rights Investigator Level 1 Certification, Dallas, TX (2019)
- ATIXA Title IX Civil Rights Investigator Level 3 Certification, Cheyenne, WY (2018)
- ATIXA Title IX Civil Rights Investigator Training, Cheyenne, WY (2018-2020)
- Canvas InstructureCon, Keystone, CO (2018)
- AACC John E. Roueche Future Leaders Institute, Washington, DC (2018)
- Canvas Training, Casper WY (2018)
- Canvas Training (Webinars- 10 Hours) (2018)
- Canvas InstructureCon, Keystone, CO (2017)

- AACC Annual Conference, Chicago, IL (2016)
- Crucial Conversations Training, Cheyenne, WY (2015)
- LCCC Department Chair Leadership Institute (2014)
 - Workshops included: Leading Change, Human Resource Functions, My Personality Type at Work, Civility in the Workplace, Communicating for Leadership, Coaching for Peak Performance.

Professional Association Memberships

- Council for the Study of Community Colleges (2022-Current)
- Rural Community College Alliance (2021-Current)

Graduate Committee Service

<i>Chair</i>	<i>Degree</i>	<i>Graduation</i>
<ul style="list-style-type: none"> • Kristi Green 	Ed.D.	2023
<i>“Counterstories of Latinas in the Pipeline to Community College Leadership”</i>		
<ul style="list-style-type: none"> • Corey Peacock 	Ph.D.	2023
<i>“A Cornerstone of the Profession: An Arts-Based Phenomenological Study of Supervision Experiences in Student Affairs”</i>		
<ul style="list-style-type: none"> • Jeff McCarty 	Ed.D.	2023
<i>“Self-Reported Reasons for College Student Attrition”</i>		
<ul style="list-style-type: none"> • Eric Baker 	Ed.D.	In candidacy
<ul style="list-style-type: none"> • Maria Almendares 	Ed.D.	In candidacy
<ul style="list-style-type: none"> • Sarah Torbert 	Ed.D.	In candidacy
<ul style="list-style-type: none"> • Carl Mehta 	Ph.D.	In candidacy
<ul style="list-style-type: none"> • Bridger Feuz 	Ed.D.	In candidacy
<ul style="list-style-type: none"> • Michael Moline 	Ed.D.	In candidacy
<ul style="list-style-type: none"> • Al Reiser 	Ed.D.	In candidacy
<ul style="list-style-type: none"> • Michael McDaniel 	Ed.D.	In candidacy
<ul style="list-style-type: none"> • Cody Rodgers 	Ed.D.	In candidacy
<ul style="list-style-type: none"> • Bobby McCloud 	Ed.D.	In progress
<ul style="list-style-type: none"> • Christina Millemon 	Ed.D.	In progress
<ul style="list-style-type: none"> • Rehva Jones 	Ph.D.	In progress
<ul style="list-style-type: none"> • Katie Blunn 	Ed.D.	In progress
<ul style="list-style-type: none"> • Michael Lange 	Ed.D.	In progress
<ul style="list-style-type: none"> • Amy Galley 	Ed.D.	In progress
<ul style="list-style-type: none"> • Daing Nasir 	Ed.D.	In progress

- Shannon Henshaw Ed.D. In progress

<i>Co-Chair</i>	<i>Degree</i>	<i>Graduation</i>
• Ashli Rae Tomisich <i>“New Lawyers’ Perceptions of Learning the Rural Practice of Law”</i>	Ph.D.	2023
• Jamie McKim	Ed.D.	In candidacy
• Troy Archuleta	Ed.D.	In candidacy
• Renee Iannacchione	Ed.D.	In candidacy
• Sheila McGuire	Ed.D.	In candidacy

<i>Member</i>	<i>Degree</i>	<i>Graduation</i>
• Kelly Hawkinson <i>“Structural Equation Model for 7th Grade Mathematical Identity and Achievement”</i>	Ph.D.	2022
• Madison Crepeau <i>“The World Needs More Leaders: A Leadership Communication Course for the Department of Communication and Journalism at the University of Wyoming”</i>	M.A.	2021
• Doug Hazen	Ed.D.	In candidacy
• Linda Crawford	Ed.D.	In candidacy
• Julie Gonzalez-Rodriguez	Ed.D.	In candidacy
• Burt Reynolds	Ph.D.	In candidacy
• Kasey Damori	Ph.D.	In progress
• Tyler Olsen	Ph.D.	In progress
• Abby Markley	Ph.D.	In progress
• Aaron Nydam	Ed.D.	In progress
• Christopher Dresang	Ph.D.	In progress
• Jennifer Kellner	Ed.D.	In progress
• Cassie Lewis	M.A.	In progress

Honors and Awards

IARP Outstanding Article of the Year

2022

Received the International Association of Rehabilitation Professionals (IARP) outstanding article of the year award. The award was noted in the IARP’s 2022 The Rehabilitation Professional and Journal of Life Care Planning, A Year in Review Issue.

Mahr, M. M., Maddox, R. P., Carrier, J., Olson, T., Peterson, S. (2022). Co-occurring posttraumatic stress disorder and substance use disorders in veterans: Recommendations for vocational rehabilitation. *The Rehabilitation Professional and Journal of Life Care Planning: A Year in Review*, 2(1), 73-78.

Outstanding Contributions Award **2022**

Received the University of Wyoming College of Education Award for Outstanding Contributions Toward Improving the Climate of the College.

5-Star Faculty Award **2020**

Received the “5-Star Faculty Award” (Psychology Instructor) from the Alpha Omega Zeta Chapter of Phi Theta Kappa Honor Society of Laramie County Community College.

TRIO Honored Faculty **2019**

Honored by the TRIO program for providing outstanding student support at Laramie County Community College.

Student Government Association Teaching Excellence Award Nominee **2019**

Nominated for a Teaching Excellence Award by the Student Government Association of Laramie County Community College.

Student Government Association Teaching Excellence Award Nominee **2018**

Nominated for a Teaching Excellence Award by the Student Government Association of Laramie County Community College.

CARE Team Above and Beyond Award **2018**

Received the “CARE Team Above and Beyond Award” in recognition of eight years of service as the faculty representative to the Campus Assessment Response and Evaluation Team at the Albany County Campus of Laramie County Community College.

Laramie County Community College Instructor of the Year **2015**

Received “Instructor of the Year” award from Laramie County Community College in Cheyenne, Wyoming for excellence in teaching.

Laramie County Community College Instructor of the Year **2012**

Received “Instructor of the Year” award from the Albany County Campus of Laramie County Community College in Laramie, Wyoming for excellence in teaching.

National College Instructor of the Year **2010**

Received “Instructor of the Year” award from National College in Madison, Tennessee for excellence in teaching.

Doctoral Candidacy Exam **2006**

Awarded a “Passed with Honors” designation for doctoral comprehensive examinations for the Counseling Psychology Ph.D. program at the University of Louisville.

Scholar for the Rehabilitation Services Administration **1999-2001**

Fellowship for selected students pursuing graduate degrees in rehabilitation counseling.