

DANIEL NATHAN GLASSMANN

106 College Station Road ▪ Athens, Georgia 30605 ▪ danny@glassmann.org

STATEMENT OF PURPOSE

Edith Wharton is quoted as saying, "There are two ways of spreading light; to be the candle or the mirror that reflects it." My guiding purpose in student affairs is to both illuminate and reflect the multiple, human dimensions of students in order to help them grow from a place of darkness to light. In doing so, the full transformational potential of education to develop students holistically into lifelong learners who will better serve the world around them can be more wholly realized.

EDUCATION

The University of Georgia Athens, GA
Doctor of Philosophy, Counseling and Student Personnel Services May 2012

The University of Georgia Athens, GA
Graduate Certificate, Interdisciplinary Qualitative Studies May 2012

University of Central Arkansas Conway, AR
Master of Science, College Student Personnel Services and Administration May 2007

University of Central Arkansas Conway, AR
Bachelor of Science, Computer Science May 2005

PROFESSIONAL EXPERIENCE

The University of Georgia Athens, GA
Doctoral Intern of Staff Development and Student Conduct for University Housing July 2009-Present

- Serve as a hearing officer for students allegedly involved in Housing policy violations
- Recruit, select, train, and advise the Conduct Review Board
- Supervise and mentor a masters-level practicum student
- Assist in the development of web-based training modules for new undergraduate, graduate, and full-time staff
- Coordinate the ACUHO-I summer internship program
- Collaborate to plan and implement an annual housing conference
- Participate in undergraduate and graduate recruitment, selection, and training
- Provide support to residents and staff in responding to emergencies and student crises

Emory University Atlanta, GA
Administrative Internship, Office of LGBT Life May-August 2010

- Completed 165 hours of on-site, supervised experience in the areas of assessment, programming, development, and policy
- Analyzed and planned NASPA focus groups around different topical identity-based groups
- Redeveloped the Safe Space curriculum based on pilot assessment data
- Assisted with the development of a capital campaign for the twentieth anniversary of the office
- Audited transgender-related policies and procedures at various campuses across the nation
- Created recommendations of changes for transgender-related policies and procedures at Emory
- Developed a team of faculty, staff, and students to deal with transgender-related issues on Emory's campus

Elon University Elon, NC
Assistant Director of Residence Life and Multicultural Center June 2007-June 2009

Residence Life

- Administered a residential area of 154 students in a single room, hall style living environment
- Supported the development of seven residential Learning Communities
- Selected, trained, supervised, and evaluated seven Resident Assistants and one part-time Area Administrative Assistant
- Advised programming board responsible for area-wide programs
- Oversaw area community development budget of approximately \$5,000
- Coordinated student staff recruitment and training for mid-year, spring, fall, and continuing education (RECESS)
- Served as judicial hearing officer and supported the divisional protocol regarding student code of conduct
- Served as University Administrator-on-Call, the rotating crisis response team for the entire student population of 5,500 students

Multicultural Center

- Served as advisor to the Multicultural Student Council (MSC)
- Served as advisor to the Student Mentors Advising Rising Talent (SMART) Mentoring Program
- Supervised two student program coordinators of SMART and MSC and a Multicultural Undergraduate Intern
- Oversaw programming budgets totaling approximately \$9,000
- Assisted in creating and implementing a diversity educational tool called Deep Impact
- Developed and maintained the LGBT Allies program
- Designed and maintained center website
- Assisted with planning and executing center sponsored programs and events, such as the Martin Luther King, Jr. Commemorative Program, Black Excellence Awards, and Multicultural Faculty Reception
- Served as a resource for issues involving multicultural students and diversity for the university community

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University of Central Arkansas

Research and Recognition Coordinator

Conway, AR
July 2005-May 2007

- Responsible for the advertisement, application, hiring, database management, and training of 80 Hall/Complex Assistants
- Advised the Resident Assistant Council
- Administrated departmental recognition efforts on the local, state, regional, and national level
- Planned and implemented residence hall tours during Presidential Scholars and Bear Facts Days
- Assisted with research and evaluation of programs for the department
- Designed and maintained departmental website

University of California Riverside

Internship, Housing Services and LGBT Resource Center

Riverside, CA
Summer 2006

- Completed 250 hours of on-site, supervised experience
- Developed a Residence Life training module on sexual orientation, gender identity, and multiple identities for Resident Assistants
- Conducted an online survey and wrote a report on how Facebook is used by LGBT Centers and Offices nationally
- Created advertisements for Peer Connections Mentoring Program, Stonewall Hall, and General Neutral Housing
- Co-presented the activity Common Grounds and staffed an informational table during eight Bear Facts orientation sessions
- Facilitated Rap Group discussions on various LGBT-related topics
- Gained experience on aspects of directing an LGBT Resource Center and working with a large housing program

Hendrix College

Practicum, Dean of Students and Multicultural & International Student Affairs (MISA)

Conway, AR
January-May 2006

- Completed 200 hours of on-site, supervised experience
- Assisted in development of an Associated Colleges of the South Diversity Initiative Mini-Grant
- Assessed MISA Office through compiling data from questionnaires and focus groups with students
- Co-presented the College Connection: An Academic Enrichment Program with the Campus Cultural Connection Committee
- Aided with community forums, educational workshops, and motivational speakers for the Alzheimer All-Stars program
- Developed and submitted a Service to the World Odyssey Credit Proposal that was approved
- Facilitated a partnership between the offices of Student Affairs and Athletics through the NCAA CHAMPS/Life Skills Program
- Shadowed the judicial process

University of Central Arkansas

Residence Coordinator

Conway, AR
July 2004-June 2005

- Managed a co-ed, honors residence hall environment of 130 upperclassmen students
- Supervised six Resident Assistants and five Hall Assistants
- Counseled residents on personal, academic, and social matters
- Conducted weekly and individual staff meetings
- Advised Hall Council and Intramurals
- Adjudicated disciplinary hearings involving university and residence hall policy violations
- Recruited, hired, and trained Resident Assistants

TEACHING AND ACADEMIC ADVISING

The University of Georgia

Teaching Internship, Department of Counseling and Human Development Services

Athens, GA
January-May 2011

- Co-taught *ECHD 7770 Assessment and Program Evaluation*, a three-hour, master's-level course
- Course focused on program evaluation and outcomes assessment techniques for use by college student affairs divisions
- Received experience in university teaching under the supervision of a faculty member

Co-Instructor, Department of Counseling and Human Development Services

August-December 2010

- Co-taught *ECHD 3010 Paraprofessional Helping Strategies*, a two-hour, for-credit course that provided training for student staff

Elon University

Instructor and Academic Advisor

Elon, NC
August-December 2008

- Taught *Elon 101*, a one-hour transition course for first-year students, and supervised one Teaching Assistant
- Served as academic advisor to fifteen freshmen students utilizing a developmental model of advising

PUBLICATIONS

Manuscripts in Preparation

- Glassmann, D., Espino, M., & Dunn, M. (in preparation). Influence of alternative break program participation on college students' development of moral reasoning.
- Shutt, M., Cordon, M., Glassmann, D., Steele, D. (in preparation). Assessing the needs of queer students of color, queer students of faith, and transgender students in college.
- Dunn, M., Frisk, K., Glassmann, D., Jones, G., & Pierre, D. (in preparation). Faith development in college gay men.

PRESENTATIONS

Peer Reviewed National

- Shutt, M., Cordon, M., Glassmann, D., & Steele, D. (2011). *Assessing the needs of queer students on campus*. Presentation at the annual meeting of the National Association of Student Personnel Administrators, Philadelphia, MA.
- Glassmann, D., Shutt, M., & Steele, D. (2011). *Using focus groups to assess the needs of queer students of color, queer students of faith and trans students*. Presentation at the annual National Gay and Lesbian Task Force Creating Change Conference, Minneapolis, MN.
- Glassmann, D., & Keith, C. J. (2010). *Beyond buzzwords: Developing social justice education initiatives from revolutionary ideas*. Presentation at the annual meeting of the American College Personnel Association, Boston, MA.
- Glassmann, D., & Sherry, L. (2010). *Sweet tea: LGBTQ social identity and professional practice institute II*. Presentation at the annual meeting of the American College Personnel Association, Boston, MA.

Local and Regional

- Glassmann, D., & Polk, J. (2010). *Diversity and inclusion on campus*. Presentation at the South Atlantic Affiliate of College and University Residence Halls Conference, Athens, GA.
- Glassmann, D., & Javier, G. (2010). *LGBTQ student services in context*. Presentation at the Consortium of Higher Education LGBT Resource Professionals Drive-In Daylong Institute, Atlanta, GA.
- Glassmann, D., & Keith, C. J. (2010). *Building social justice education initiatives to transform lives*. Presentation at the annual meeting of the Georgia College Personnel Association, Atlanta, GA.
- Glassmann, D., & McQueen, R. (2009). *Sweet or unsweet? Gay or straight? Do you have to decide?* Presentation at the Unity Conference, Chapel Hill, NC.
- Glassmann, D., & Thomas, Z. (2009). *The first 90 days: Navigating your new professional experience*. Presentation at the North Carolina State University and North Carolina Housing Officers Graduate Professionalism Summit, Raleigh, NC.
- Glassmann, D., & Johnson, C. (2008). *Communication through an electronic medium*. Presentation at the Elon University Leadership Development Institute, Elon, NC.
- Glassmann, D., & Langdon, L. (2007). *Recruiting our future: Recognizing and mentoring potential colleagues*. Presentation at the North Carolina Housing Officers and North Carolina College Personnel Association Joint Conference, Greenville, NC.
- Glassmann, D. (2007). *Make your time management a knock out!* Presentation at the North Carolina Housing Officers Resident Assistant Drive-In, Winston Salem, NC.
- Doyle, A., Glassmann, D., & Price, M. (2006). *Facebook.com: Changing the way our students build community*. Presentation at the annual meeting of the Arkansas College Personnel Association, Little Rock, AR.
- Doyle, A., Glassmann, D., Price, M., & Wiemer, A. (2006). *Embracing the online lifestyle of your students*. Presentation at the Arkansas College Personnel Association Drive-In Workshop, Conway, AR.

PROFESSIONAL DEVELOPMENT

Conferences

- National Gay and Lesbian Task Force Creating Change Conference—2006, 2010, 2011
- National Association of Student Personnel Administrators (NASPA) Conference—2011
- American College Personnel Association (ACPA) Conference—2009, 2010
- Georgia College Personnel Association Conference—2010
- Unity Conference (University of North Carolina, Chapel Hill)—2008, 2009
- North Carolina Housing Officers (NCHO) Conference—2008
- NASPA/ACPA Joint Conference—2007
- NCHO/North Carolina College Personnel Association Joint Conference—2007
- North Carolina Equality Conference—2007
- Arkansas College Personnel Association Conference—2006
- GLBTQ Action for Social Progress (GASP) Conference (University of Arkansas, Fayetteville)—2006
- Southern Association for College Student Affairs Conference—2005

Continued Education & Trainings

- National Coalition Building Institute Train-the-Trainer Training (The University of Georgia, Athens)—2010
- LGBT Safe Space Program Training (The University of Georgia, Athens)—2009
- StudentAffairs.com Course, "Facilitating Student Diversity Education Experiences"—2008
- Substance Abuse Subtle Screening Inventory (SASSI) Certification Training—2007
- LGBT Allies & Trans/Intersex Allies Training (University of California, Riverside)—2006

Study Abroad

- Multicultural Student Affairs European Study Abroad Trip—2006
- Social Psychology European Study Abroad Trip—2004

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Webinars

- Webinar, Judicial Affairs: New Practices for Conduct & Conflict for a New Decade—2010
- ACPA Webinar, "(In)Visible Minority: Racism and Homophobia Among LGBT People of Color"—2007
- ACPA Webinar, "Beyond White Privilege"—2007

CAMPUS INVOLVEMENT

The University of Georgia

- National Coalition Building Institute (NCBI) Trainer—2010-Present
- Safe Space Program Facilitator—2010-Present
- University Council Committee on Sexual Harassment, Member—2010-Present
- UGA Student Personnel Association (UGASPA), Member—2009-Present
Doctoral Member-at-Large—2009-2010

Elon University

- Phi Mu Fraternity, Faculty Advisor—2007-2009
- Spectrum (Elon University's Gay-Straight Alliance), Advisor—2008-2009
- Student Affairs Diversity Committee and Multicultural Center Expansion Committee, Member—2007-2009
- Adventures in Leadership, Advisor—2008
- Bay Saint Louis Mississippi Katrina Relief Service Trip, Advisor—2008

University of Central Arkansas

- Graduate Association of Student Personnel, President—2006-2007
- Student Government Association, Primary Graduate Senator—2006-2007
- Admissions Ambassador—2006-2007
- Honors College Member—2002-2005
- Cheerleading Member and Tumbling Captain—2001-2005

AFFILIATIONS AND LEADERSHIP

- American College Personnel Association (ACPA)
- National Association of Student Personnel Administrators (NASPA)
- International Association of Student Affairs and Services (IASAS)
- Association of College and University Housing Officers—International (ACUHO-I)
- Consortium of Higher Education LGBT Resource Professionals
Membership, Structure, and Process Chair—2009-2011
- Georgia College Personnel Association (GCPA)
- Human Rights Campaign (HRC)
- North Carolina Housing Officers (NCHO) Past Member
Technology Coordinator—2009
Program Committee Member & Case Study Coordinator—2008

AWARDS

- NCHO Outstanding New Professional Award—2008
- Elon University's Dean Commendation Award—2008
- Elon University's Student Life Diversity Program of the Year for Spectrum's Pride Week—2008
- NCHO Case Study Competition Winner—2007
- UCA Residence Life Appreciation of Service Award—2007
- SWACUHO Outstanding Graduate Student Award—2007
- StudentAffairs.com Virtual Case Study Competition (3rd/52)—2006
- SACSA Case Study Competition (3rd/13)—2005
- Resident Assistant Hall of Fame—2004
- NCA Cheerleading National Champion—2002

COMPUTER SKILLS

Windows OS, C++, Java, Visual Basic, HTML, CSS, JavaScript, FTP, Paint Shop Pro, Adobe Photoshop, Dreamweaver, HomeSite, SPSS, PowerPoint, Excel, Access, Publisher, Word, Corel WordPerfect, Novell, Datatel, and OnTrack.