

# Katherine R. Kaminski

## Curriculum Vitae

---

### EDUCATIONAL BACKGROUND

---

#### **Doctor of Education, 2018**

##### **Dissertation: Double Secret Probation, Bias, and Equity: A University Conduct Review**

Montana State University                      Bozeman, MT

*\*Related Study Abroad Experience*

Ecuador Higher Education Workshop, June 2018

#### **Certificate of College Teaching, 2013**

Montana State University                      Bozeman, MT

#### **Master of Arts, 2007**

Ball State University                      Muncie, IN

Counseling Psychology                      Emphasis- Mental Health

*\*Related Study Abroad Experience*

Trinidad Counseling Practicum, May 2005

#### **Bachelor of Arts, 2004**

University of Wisconsin-Oshkosh                      Oshkosh, WI

Major: French                      Minor: Music

*\*Related Study Abroad Experience*

Arts Tour of Europe, January 2001

Paris, Study at the Sorbonne, fall 2003

### PROFESSIONAL BACKGROUND

---

#### **Senior Assistant Dean and Director of Student Success, College of Education, Health and Human Development (EHHD), Montana State University, June 2016-present**

- ❖ Serve on college leadership team with dean, department heads, director of accreditation and associate dean for research
- ❖ Facilitate persistence and retention planning, implementation, and assessment for College of EHHD students
- ❖ Serve as EHHD Academic Diversity Partner (ADP)
  - Liaison between university and college DEI efforts
  - Oversee and maintain EHHD Diversity, Equity, and Inclusion Plan to align with university wide practices and the institutional strategic plan and diversity goals
  - Facilitate and manage EHHD DEI Task Force and sub-committees (assessment, plan maintenance and alignment, curriculum integration, book study)
  - Organize and facilitate ongoing programming and professional development opportunities and initiatives for faculty and staff
  - Complete ongoing assessment processes for the college to better understand student, faculty, and staff experiences and DEI understandings, implementation, and integration
  - Participate in campus Gender Equity Alliance
  - Contribute to college and university reports for annual DEI progress
  - Served as lead ADP for Office of Diversity and Inclusion fall 2021 during Senior Diversity and Inclusion Officer leave
    - Lead ADP weekly meetings and serve as liaison for other needs on campus related to DEI
    - Oversee DEI recruitment mini-grant process, proposals and selection committee

- ❖ Oversee student recruitment and orientation for the college during key recruitment events and activities, collaborate with office of admissions on these efforts
- ❖ Adjudicate student conduct issues such as behavioral concerns, probation, suspensions, and appeals
- ❖ Direct and facilitate early faculty career success program
- ❖ Guide student petitions for graduation and core requirement exceptions in campus-wide committees
- ❖ International Coordinator for College of EHHD
- ❖ Serve as primary contact and coordinator of basic needs (emergency scholarships, food security scholarship program, etc) for EHHD students
- ❖ Represent EHHD at various committees across campus (Assistant Dean's Council, Freshman Convocation Committee, Admissions Committee on Enrollment, Clery Compliance Committee, Student Success Collaborative, etc.)
- ❖ Oversee .2 assistant dean in student services position
- ❖ Oversee office operations for professional dean's office staff (accounting, human resources, administrative, IT, and communications)
- ❖ Manage transition from college-specific to shared service model for human resources, advising, fiscal services, and IT services
- ❖ Support and facilitate student success efforts for new faculty orientation and foster mentoring relationships with college faculty
- ❖ Serve as the building supervisor for Reid Hall
- ❖ Served as Executive Director for EHHD-led initiative pilot, The Compassion Project

**Director, Mental Health Support Certificate Program, College of EHHD, July 2021- present**

- ❖ Co-author of program, launched summer 2022
- ❖ Received Distributed Learning grant from MSU to build the curriculum of 2 courses and launch the program
- ❖ Advertise for the program and recruit students
- ❖ Complete program logistics (approvals of curriculum, website, application review, advising, etc.)
- ❖ Outreach and network with broader Montana community to invite program participation and share importance of mental health as well as forward thinking to solutions around increasing mental health concerns in our community
- ❖ Trained and practiced as a QPR (Question, Persuade, Refer Suicide Prevention Training) Trainer

**Principal Consultant, Ablaze Consulting, LLC, May 2023-present**

- ❖ Provide Executive Leadership Coaching for non-profit and other organizational leaders
- ❖ Facilitate staff/team retreats needed around team-building, supervision, strategic planning
- ❖ Provide training and assessment conversations around diversity, equity, and inclusion integration and work in organizations

**Executive Director, Founder, Compassion Project ([www.compassionproject.org](http://www.compassionproject.org)) January 2017-June 2019**

- ❖ Organized 6,000 participants in the schools and in the community to prepare for 6,000-piece art installation in spring of 2019
- ❖ Oversaw executive board and sub-committees (communications/marketing, partner projects, curriculum, financial/fundraising, logistics/installation)
- ❖ Wrote and applied for grants and external as well as internal funding, solicited donations (monetary and in-kind)

- ❖ Collaborated with and organized community partners including student organizations and the K-12 school system
- ❖ Facilitated community workshops at various businesses, organizations, and the university
- ❖ Raised and managed budget of over \$50,000 of donated and grant-earned funding
- ❖ Currently serve in a fundraising capacity and support of non-profit efforts

**Assistant Dean of Student Life, Semester at Sea, Spring 2016**

- ❖ Served as member of the core leadership administrative team aboard the MV World Odyssey
- ❖ Administered the student code of conduct
  - Interpreted shipboard policies and procedures for students, staff, faculty, and lifelong learners aboard the MV World Odyssey
  - Adjudicated all student violations of the student code of conduct that occur both on the ship and while in port countries
  - Responded to student behavioral problems as well as other student, staff, or faculty concerns in a fair and reasonable manner
  - Worked closely with psychologists to refer students for alcohol or mental health assessment services when necessary
- ❖ Served as member of the Student Life Team and assist Dean of Student Life with student life related concerns or projects
- ❖ Served in on-call duty dean rotation in port for situations that need attention and crisis management

**Course and Program Manager, Montana State University, June 2013- December 2015**

- ❖ Managed day-to-day operations of College of Letters and Science (CLS) Freshman Seminar, Liberal Studies, and Women's, Gender, and Sexuality Studies programs
- ❖ Oversaw and managed CLS Seminar, Liberal Studies and Women's, Gender, and Sexuality Studies budgets totaling over \$350,000
- ❖ Completed monthly and annual payroll and other human resources reports and tasks
- ❖ Completed various administrative duties for each department inclusive of but not limited to instructor appointments, various assessment projects, graduation paperwork, maintaining the faculty course management (D2L) site
- ❖ Utilized the Banner System to aid students and faculty, utilize various reports
- ❖ Collaborated with seminar director to make decisions regarding curriculum, teaching schedules and hiring, student fellow recruitment and advising
- ❖ Advised and supported student fellows on classroom management, leadership skills, working with instructors and classes
- ❖ Worked with Liberal Studies online program to manage faculty appointments and online teaching workshops
- ❖ Participated in and manage CLS Seminar Advisory Council
- ❖ Covered other department (History & Philosophy, Political Science) offices when gap in personnel- Spring 2015
- ❖ Attended International First-Year Experience Conference- June 2013

**Conduct Officer, Dean of Students Office, Montana State University August 2013-2015**

- ❖ Adjudicated administrative hearings for students who have violated the MSU Student Code of Conduct
- ❖ Determined appropriate sanctions and discuss options with students
- ❖ Facilitated intentional conversations with students regarding their choices and consequences
- ❖ Utilized Maxient Judicial System to maintain appropriate student discipline records
- ❖ Followed-up with students on incomplete sanctions

- ❖ Co-authored Conduct Officer Training Manual, spring 2015
- ❖ Attended Peter Lake Judicial Training, Montana State, August 2013
- ❖ Still serve as a Dean of Students Hearing Officer when needed (2019-present)

**Policy Analyst, Montana State University** June 2013- January 2014

- ❖ Worked with Montana State University's legal counsel to determine needed policy review and updates
- ❖ Collaborated with team of 2 other graduate students to streamline MSU's four campuses (Northern, Billings, Great Falls, and Bozeman) policy system
  - Reviewed and cataloged all 4 campus' policies and procedures
  - Determined policies that were needed for all campuses; make recommendations for new policies
  - Organized policies into accessible, durable, and usable system based on Montana University System Board of Regents Policies and Procedures
  - Created handbook for campuses to utilize throughout the project, assigned roles and responsibilities at each campus
- ❖ Attended and participated in weekly meetings and planning retreats as well as meetings to share progress reports with University Council and campus representatives

**Resident Director, Montana State University** July 2010-May 2013

**Executive Assistant and Intern, World Endeavors: Study, Intern, Volunteer Abroad-Minneapolis**

January- July 2010

**Peace Corps TEFL Volunteer- Zhangye, Gansu, China** June 2007- August 2009

**Ball State University Counseling Center (Graduate Internship)-** August 2006- May 2007  
**Hours: 900-hour internship**

**Assistant Residence Hall Director, Ball State University** July 2004- May 2007

## **TEACHING EXPERIENCE**

---

**Instructor, Global Health Minor, Montana State University,** August 2023-present

- ❖ Facilitate LS104- *Intro to Global Health* (hybrid format)

**Instructor, Mental Health Support Certificate, Montana State University,** May 2022-present

- ❖ Facilitate HDCO 540- *Mental Health, Identity Development, and Understanding* and HDCO542- *Communication and Helping Skills* (online format)

**Instructor, Addictions Counseling Certificate, Montana State University** 2019-2022

- ❖ Facilitate AC508- *Counseling Theories in the Addictions Setting*, AC506- *Group Counseling in an Addictions Setting I*, and AC507- *Group Counseling in an Addictions Setting II* (online format)

**Instructor, Leadership Fellows Program, Montana State University** Summer 2020

- ❖ Facilitate HLD121- *Leadership Foundations* (online, served as part of the inaugural MSU "Kickstart" program, and served as a pilot to creating an online option for the Leadership Fellows program.)

**Instructor, LS452, Montana State University** Fall 2014, 2015

- ❖ Develop and facilitate LS452, *This is Your Brain on Art and Music*, (online format)

**Co-Instructor/Graduate Teaching Assistant, Montana State:** 2014

- ❖ Collaborated with full-time faculty member to facilitate teaching EDLD 530: *College Teaching*, and EDLD 528: *College Students*, both are courses for master's students in Adult and Higher Education program as well as students completing the College Teaching Certificate (in-person format)

**Freshman Seminar Instructor, Montana State University** Fall 2011- 2015 (in-person format)

## **PROFESSIONAL ORGANIZATIONS AND ATTENDANCE**

**NADOHE (National Association of Diversity Officers in Higher Education)-** March 2022

**ASCA (Association for Student Conduct Administration)-** participant, 2021

**International Conference on Learning, Teaching, and Student Success**, planning committee for November 2016 conference in Bozeman, MT

**IASAS (International Association of Student Affairs and Services)-** member 2015- present

**ASCA (Association for Student Conduct Administration)-** member, 2015-2016, 2018-present

**ACPA (American College Personnel Association)-** participant and member, 2015-present

**ASHE (Association for the Study of Higher Education)-** participant, November 2014

**NRMERA (Northern Rocky Mountain Educational Research Association)-** participant, poster presenter, October 2013

**International First-Year Experience Conference-** participant, June 2013

**AIMHO (Association of InterMountain Housing Officers)-** Attendee, November 2010, 2011, Conference Presenter- 2011, 2012, AIMHO College Participant- November 2011, Programming Committee- 2010-2011, AIMHO College Planning Committee- 2011-2012

**APA (American Psychological Association)-** November 2006-2007-- Division 17 Student Member

**GLACUHO (Great Lakes Association of College and University Housing Officers)- 2005-2006**—served on the GEAR (Gender Education, Awareness, and Resources) Committee, attended conference 2006

**ISAA (Indiana Student Affairs Association)- 2004, 2006**-delegate, program presenter on Freshman Connections Program

**NASPA (National Association of Student Personnel Administrators) 2005. 2006**---attendee, student affiliate member

## **PRESENTATIONS/PANEL OPPORTUNITIES**

**Kaminski, K. & O'Callaghan, J.** *Online Teaching Roundtable and Workshop*. College of Education, Health and Human Development Retreat, Bozeman, MT (August 2020).

**Kaminski, K.** and other invited panelists, *Weaving Racial Justice into Your Course, Part I and Part II*. Montana State University Center for Faculty Excellence, Bozeman, MT (September 2020).

**Kaminski, K.** *Cultivating Compassion: How Can I Help the World?* SHE Talks, Women's History Month Event, Bozeman, MT (March 2019).

**Kaminski, K.,** *Bias, Equity, and Compassion: Forming Individual and Community Understanding and Awareness*. Montana Dietetics Internship Training, Bozeman, MT. (August 2018).

**Kaminski, K.** *Cultivating Compassion: Travel, Life, and The Compassion Project*. 406 Creatives Organization, Bozeman, MT (November 2017).

**Kaminski, K.** *Cross-Pond Perceptions and Understanding: Redefining Student Success in an Academic Setting*. The International Forum on Sinology and Teaching of Chinese for Cross-cultural Background, Chengdu, Sichuan, China (December 2016).

Bratton, V. & **Kaminski, K.** *Represent Yourself Right"- Resumes for Non-Academic Careers and Interviewing for Academic and Non-Academic Careers*. Montana State University Graduate Student Summit, Bozeman, MT (September 2016).

**Kaminski, K. & Tebay, A.** *Prioritizing and Organizing Your Workload*. Montana State University Professional Development Series, Bozeman, MT (February, April, May 2015).

**Kaminski, K. & Oliveri, C.** *Today's College Student*. Montana State University Professional Development Series, Bozeman MT (March 2015).

## **PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

**Safe Zone Trainer**, August 2011- December 2015, re-certified fall 2023  
**QPR (Question, Persuade, Refer) Suicide Prevention Facilitator Training and Certification**, completed March 2023  
**Brene Brown Dare to Lead Training**, participant, March 2023  
**Gracious Space Facilitator Training and Certification**, completed November 2021  
**MSU Diversity Development Certificate, Level II**, completed April 2021  
**How to be an Ally in Indian Country workshop**, participant, March 2021  
**MSU Diversity Development Certificate, Level I**, completed November 2020  
**Leadership Montana**, participant, Class of 2020  
**Mental Health First Aid Certification**, January 2020  
**MSU Presidential Delegation to Swansea University, Wales, UK**, participant, October 2018  
**Higher Education in Ecuador Study Tour and Workshop**, May/June 2018  
**Crucial Conversations Training**, September 2016  
**Certificate of Teaching Enhancement, Montana State University**, Earned April 2015  
**Peter Lake Law and Policy Training-** participant, August 2013  
**Montana University System Service Learning Summit**, participant, March 2013  
**Montana University System Clergy Training-** participant, July 2012

## **HONORS, RECOGNITION, and ADDITIONAL RELATED EXPERIENCE**

**Roots Family Collaborative-** board member, Vice President, 2023-present  
**Montana State University Diversity Legacy Award-** recipient, 2022  
**Montana State University Excellence in Online Teaching Award-** nominated 2022  
**Distributed Learning Online Program Development Award-** recipient, 2021  
**Montana State University, Provost's Excellence in Outreach Award-** recipient, 2019  
**President's Commission on the Status of University Women Award-** nominated 2019, 2021  
**Compassion Project, Non-profit, Founder and Board Member-** 2017-2020  
**American College Personnel Association (ACPA) Outstanding Research in Student Conduct and Legal Issues Award-** 2019  
**New Leaders Council-Montana**, participant, Class of 2019  
**Phi Kappa Phi, Love of Learning Award**, Spring 2018  
**Developing Excellence in Academic Leadership (DEAL) Program**, 2017-2018  
**Pecha Kucha Bozeman**, Board Member, October 2015-March 2020  
**Leadership Montana State University, Class of 2015**, August 2014- May 2015  
**Montana State US (University Seminar) Core Committee Chair**, April 2014- December 2015  
**Montana State Suicide Prevention Task Force**, July 2013-May 2015  
**Zhangye Medical College Excellence in Teaching Award, Zhangye, China**, 2009  
**Zhangye City Red Cross Ambassador Award, Zhangye, China**, December 2007

## **REFERENCES AVAILABLE UPON REQUEST**