

Kristin D. Kushmider, PhD

Health & Wellness Executive Leader

Summary

Passionate and compassionate Student Affairs leader and tenacious advocate for a holistic and well-being focused student experience. Proven track record in developing and supporting equitable mental health and well-being initiatives, education, prevention, training, awareness, and services. Experienced wellness leader, strategic thinker, and problem solver, skilled in crisis management and able to forge strong relationships with campus and community strategic partners. Committed to reducing barriers in education and creating a more inclusive and equitable university experience for all students. *Core competencies include:*

** strategic planning * critical thinking * relationship development * budgeting * crisis management * interpersonal communication skills * experience with diverse populations * emotional intelligence **

Selected Achievements

- Researched, collaboratively developed, implemented, and carried forward a data driven mental health strategic plan for the CU Denver campus, with several initiatives funded by donors and grant awards.
- Led CU Denver through the 4-Year JED Campus process to prevent student suicide, substance misuse and improve overall mental health services for CU Denver Students.
- Delivered Mental Health First Aid to CU Denver, increasing the number of campus instructors from 2 to 10, increasing the number of trainings from 1-2 per semester to 1-2 per month, and training over 200 campus constituents (to date).
- Established the Office of Case Management, the Dean of Students Office and the Health & Wellness area for the CU Denver campus.

Higher Education Professional Experience

Executive level leadership at the University of Colorado Denver, a dynamic, mid-sized, urban research university with a diverse student population currently in pursuit of Hispanic Serving Institution and an Asian American and Native Pacific Islander serving institution designations. CU Denver is a very unique institution, consolidated with the CU Anschutz Health Sciences campus and also sharing a location with three other Denver Metro institutions, MSU Denver and the Community College of Denver.

ASSISTANT VICE CHANCELLOR FOR HEALTH, WELLNESS, ADVOCACY & SUPPORT

University of Colorado Denver / August 2019-Present

Chief student wellness officer; providing visionary and strategic leadership for a holistic and equitable, multidisciplinary approach to student mental health and wellness. Responsible for oversight and management, planning, administration, evaluation, and continuous improvement of mental health and wellness related programs and services for CU Denver students from all backgrounds and identities, contributing to overall student retention efforts and graduation rates.

- Led a portfolio of departments and services including student success initiatives, related to psychological counseling, student safety and risk assessment, student conduct, victim advocacy, wellness & recreation, and the Dean of Students office.

- Led the university in creating a strong, active wellness culture on campus, enhancing student success and facilitating the development of lifelong wellness and mental health self-management skills.
- Oversaw a complex budget for the Health & Wellness area, which includes multiple grant awards, donor funds and a multi-million dollar auxiliary recreation facility.
- Facilitated data collection on campus, utilizing national surveys such as Healthy Minds, National College Health Assessment and the #RealCollege survey, to identify baseline health and mental health data used for the purposes of program and service development and to measure success outcomes related to campus wide awareness and prevention efforts.
- Managed national partnerships with the JED Foundation, the Steve Fund and managed contracts and services with Grit Digital Health for the You@College well-being platform and Nod app.

INTERIM SPECIAL ASSISTANT TO THE VICE CHANCELLOR OF STUDENT DEVELOPMENT

University of Colorado Denver / September 2018-July 2019 (temporary position)

Supported the Vice Chancellor for Student Affairs in efforts to improve division wide operations and promoted the Vice Chancellor's vision for a healthy campus community.

- Executed discovery analysis, needs assessment and program reviews using national standards, for the purpose of informing strategic direction and resource allocation.
- Initiated a collaborative campus-wide mental health strategic planning process.
- Acted as liaison with university leadership, campus constituents and community partners.
- Supervised, led, and developed senior staff members at the director level, in the following student support service areas: Veterans, Disability, Counseling, and New Student Orientation.

DEAN OF STUDENTS

University of Colorado Denver / August 2014- 2018

Established, developed, and advanced the Dean of Students Office at CU Denver, increasing the volume of students seeking support to over 200% in some areas. Worked with a diverse student body to reduce barriers to accessing services, supported student needs, and created fair and equitable practices on campus. Provided crucial leadership during critical events and crisis.

- Led a team of highly qualified student affairs directors in units that provide direct student support and advocacy including; counseling, case management, behavior intervention, student conduct and victim advocacy services.
- Increased personnel and budget resources for all areas reporting to the Dean of Students to improve student safety and well-being.
- Managed a budget of approximately \$ 1.5 million dollars and determined appropriate allocation of resources.
- Served as a member of the University of Colorado Denver's senior Student Affairs Leadership Team and other campus committees.
- Developed relationships with students, faculty, and staff to create a culture of reporting concerning student behavior.

DIRECTOR / OFFICE OF CASE MANAGEMENT

University of Colorado Denver | Anschutz / 2012-2014

Established and advanced the Office of Case Management and the Campus Assessment, Response, and Evaluation Teams for both the Denver and Anschutz (Health Sciences) campuses: including setting a vision, strategic planning, development of protocols and procedures, hiring of staff, building the website, data collection and storage, and generating marketing materials for CU Denver | Anschutz.

- Led the behavioral intervention teams for both the CU Denver | CU Anschutz campuses, requiring all members receive NaBITA certification and remain current on best practices, emerging research and strategies supportive of campus behavioral intervention teams and campus threat assessment.
- Developed, implemented, evaluated, and contributed to policies and regulations pertaining to student services; specifically, the Decedent Student Policy, Threatening Behavior Policy, Medical Withdrawal Policy, the CARE Team Policy, and Disruptive Student Policy.
- Gathered relevant information to conduct psychosocial needs and risk assessments, provided crisis intervention, case management, managed high-risk students when there was imminent risk of harm to self or others, provided support services, resources and referrals for all students in need.
- Developed relationships with students, faculty, and staff to create a culture of caring, identifying, and reporting concerning student behavior.

Career Note

Additional experience establishing a case management office (University of Colorado Boulder) and as a Case Manager and Student Conduct Graduate Assistant (University of Northern Colorado). Also teaching experience, both graduate and undergraduate, (University of Northern Colorado and Argosy University Denver). Additional details provided upon request.

Education

Doctor of Philosophy

Counselor Education and Supervision, Emphasis: Higher Education and Student Affairs Leadership, University of Northern Colorado, May 2012.

Master of Arts

Guidance and Counselor Education, Emphasis: School Counseling, University of South Florida.

Bachelor of Arts

Psychology, University of North Carolina at Chapel Hill.

CERTIFICATIONS

Advanced Training Institutes

- NASPA Assistant Vice President Institute (2017)
- NASPA Exchange Program, Northern England (2017)
- Choose People Leadership & Management Course (2015-2016)
- University of Colorado Excellence in Leadership Program (2014-2015)

Certifications and Licenses

- Certified Mental Health First Aid Instructor (2020-present)
- CU Denver Diversity Certification (2021)
- Licensed Professional Counselor, Colorado (2012-2020)
- ATIXA Title IX Coordinator and Administrator Training (2015)
- Higher Education Case Managers Association (2013-2015)
- NABITA Behavior Intervention Team Best Practices Certification (2013)
- American Red Cross Disaster Mental Health Certification (2012)
- Critical Incident and Stress Management Certification (2011)

Publications

- Schuster, S. K., Van Brunt, B., Murphy, A. L., Kushmider, K. D., Reinach Wolf, C., & Tejada, A.,(2015). Title IX meets BITs: handling gender-based complaints through campus collaboration. *The NCHERM Group, LLC*.
- Kushmider, K., Beebe, J., & Black, L. (2015). Rape myth acceptance: Implications for counselor education programs. *Journal for Counselor Preparation and Supervision*.
- Kushmider, K. (2012). A study exploring the relationship between personal trauma, gender and the experience of vicarious trauma among counseling professionals. Dissertation.

Conference Presentations

- Conner, D., Forry, J., Kushmider, K., & McCrae, B. (2018). Hard Days Night: Leadership Reflections from the NASPA United Kingdom Exchange Program. *NASPA National Conference*, Philadelphia, PA.
- Kushmider, K., Loften, L., & Puckett, C. (2016). Recovering, reflecting and rebuilding after a tragic event: Recounting the lessons learned after the Aurora theater shooting. *Colorado Association of Student Conduct Administrators Drive-in*, Denver, CO.
- Kushmider, K., Loften, L., & Puckett, C. (2015). Recovering, reflecting and rebuilding after a tragic event: Recounting the lessons learned after the Aurora theater shooting. *NaBITA Conference*, TX.
- Kushmider, K. & Rossler, K. (2014). Collaborating outside the box: Working together to serve students through unique campus partnerships. *Higher Education Case Management Round Table*, AZ.
- Kushmider, K., Buckley, T., & Beebe, J. (2012). Personal trauma, gender, and the experience of vicarious trauma among counseling professionals. *American Counseling Association*, CA.
- Kushmider, K., & Buckley, T. (2012). Personal trauma, gender, and the experience of Vicarious trauma among counseling professionals. *Colorado Counseling Association*, CO.
- Helm, H., Murdock, J., Rodriguez, K., & Kushmider, K. (2009) Understanding the transformative proces of the doctoral student post-dissertation experience. *Association for Counselor Education and Supervision*, CA.