

*Curriculum Vitae of*  
**Richard T. (Rick) Olshak**  
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**HIGHER EDUCATION PROFESSIONAL EXPERIENCE**

***Associate Dean of Students, Dean of Students Office, Illinois State University, Normal, IL, June 2004 to present***

Serve as member of DoS leadership team at a public national research university of more than 20,000 students, founded in 1857

Primary responsibilities:

- Participate in the development and maintenance of all DoS strategic planning, assessment, and budgeting (operational budget in excess of \$3 million)
- Directly supervise the operations and personnel of DoS units, including Community Rights and Responsibilities (student conduct and conflict resolution), Greek Affairs, and Students' Attorney
- Serve as the advisor to the Student Government Association (approximately one-third of time allocation as a part of the institution's shared governance process)
- Serve as a "Dean on Duty" for students, faculty, staff, families, and community members in situations requiring intervention, referrals, coordination and/or advocacy
- Serve as a member of the *Critical Incident Response Team (CIRT)*, a group providing secondary response services for student and campus crisis situations
- Serve in the Dean's absence as a member of the *Student Behavioral Intervention Team (SBIT)*
- Coordinate DoS cultural competence initiatives for staff development and training
- Serve as administrative appeals officer for administrative conduct decisions
- Coordinate DoS investigations process for incidents involving registered student organizations
- Serve as unit representative on technology issues and needs
- Serve in other areas and on committees as assigned by the Dean of Students (direct report)

Major accomplishments to date:

- Served as one of four people responsible for the development and implementation of a Dean of Students Office at Illinois State University; included development of organizational vision and mission, creation of staffing plan, development of physical unit environments, development of operational budget, implementation of transitional website, and conducting hiring processes and opening of Dean of Students Office in July 2005 (planning included three separate task forces over a two year period while I continued to serve as a unit director)
- Supervised other DoS units, including Community Rights & Responsibilities (2005-2010); Student Government Advisement (2005-2007); Off-Campus, Nontraditional and Parents Services (2005-2010); Student Transitions (orientation and commencement, 2005-2008), and; Dean of Students Marketing (2010-2011)
- Guided Student Government Association through significant revisions to Constitution and Bylaws, as well as re-conceptualizing the student elections process
- Served as administrative readmissions officer for disciplinary readmit requests from 2010 to 2011
- Served as Dean's representative for town/gown initiatives from 2005 to 2010
- Chaired six DoS search committees to fill DoS professional staff vacancies
- Coordinated CIRT and organized staff development on crisis management from 2007 to 2008

***Director, Student Dispute Resolution Services, Illinois State University, Normal, IL, January 1996 to June 2005***

Served as student conduct and conflict resolution officer at a public national research university of more than 20,000 students, founded in 1857

Primary responsibilities:

- Directed state appropriated unit, supplemented by bond revenue and agency funding, totaling \$250,000

- Directed all facets of student disciplinary (academic and non-academic), conflict resolution, and appellate processes for all students, faculty and staff
- Directed student grievance process for student complaints against faculty and staff
- Supervised two assistant directors, two graduate assistants, clerical staff, and numerous graduate and undergraduate support staff
- Conducted annual review of the Code of Student Conduct
- Conducted disciplinary conferences and served as advisor to the University Hearing Panel
- Served as University representative in the disciplinary appeals process
- Coordinated and supervised educational outreach programs, staff recruitment and training programs, and served as a resource to the ISU and local community on student conduct and conflict management
- Served on committees and in other functions as assigned by the Vice President for Student Affairs (direct report)

Major accomplishments:

- Served as primary author of the Code of Student Conduct, implementing conflict resolution programs and services, establishing best practices in due process procedures, and establishing disciplinary fining and parental notification procedures, all with the consent and support of the Student Government Association and the Academic Senate
- Developed and implemented a University-wide mediation program for students, faculty, staff, and members of the local community
- Implemented and completed two comprehensive assessment projects for SDRS
- Developed and implemented comprehensive training programs for student disciplinary, grievance, and conflict resolution processes
- Developed, implemented, and instructed an educational sanctioning programming on the effects of marijuana use
- Implemented new disciplinary database and file management systems
- Developed and implemented unit website and newsletter
- Identified supplemental funding sources and developed collaborative relationships for unit and division initiatives

***President, Association for Student Judicial Affairs, College Station, TX, February 2001 to February 2002***

Served as chief executive officer and official spokesperson for a professional association of 1,300 student conduct professionals established in 1986; now known as the Association for Student Conduct Administration (ASCA)

Primary responsibilities and major accomplishments:

- Coordinated and supervised all meetings of the ASJA Board of Directors
- Developed and executed Association budget
- Appointed Association leadership, including committee chairs and circuit representatives
- Revamped nominations and elections processes for the Association to enhance diversity
- Entered into contractual obligations on behalf of the Association
- Assisted in the development of a student affairs consortium on government relations in collaboration with NASPA, ACPA, ACUI, and ACUHO-I
- Presided over 14th Annual International Conference in Clearwater Beach, FL and the Donald D. Gehring Judicial Affairs Training Institute in College Station, TX
- Developed and presented Annual Report to the Association Membership
- Served as President-Elect during 2000-2001

***Assistant Director of Residential Life for Judicial Programs, State University of New York College at Cortland, Cortland, NY, January 1993 to December 1995***

Served as conduct (non-academic) and conflict resolution officer at a public college of approximately 7,000 students founded in 1868

Primary responsibilities and major accomplishments:

- Conducted disciplinary conferences and served as administrative hearing officer
- Investigated alleged acts of student misconduct and presented findings to conduct boards
- Served as conduct board advisor
- Developed and implemented a peer mediation program
- Directed a comprehensive review of the Code of Student Conduct and authored the first re-write of the document in twenty-four years
- Designed and implemented comprehensive recruitment, selection and training materials for all members of the Judicial Review Board, the Residence Hall Judicial Board, and the Greek Standards Board
- Convened and supervised meetings of the College Appeals Committee
- Supervised one clerical staff member, four residence hall directors assigned to judicial programs, and numerous undergraduate support staff
- Served as college and community resource on all student conduct matters
- Trained all residence hall staff on student conduct procedures and facilitated the “Behind Closed Doors” training program for resident assistants
- Served as summer conference coordinator for residential life
- Served on committees and in other functions as assigned by the Vice President for Student Affairs (direct report)

***Coordinator of Student Judicial Services, Office of Student Conduct, Georgetown University, Washington, DC, June 1990 to December 1992***

Served as conduct board advisor and liaison to students in student conduct process at a Jesuit university of over fifteen thousand students located in the nation’s capital; Georgetown is the nation’s oldest Catholic university, founded in 1789

Primary responsibilities and major accomplishments:

- Convened and supervised all conduct hearings and deliberations
- Informed students of conduct board decisions and provided disciplinary counseling
- Coordinated and supervised the University appeals process
- Ensured student compliance with disciplinary sanctions
- Recruited, selected, trained, and supervised all members of the University Judicial Board
- Served as liaison to alcohol and drug abuse clinic
- Served on committees and in other functions as assigned by the Director of Student Conduct (direct report)

**FORMAL EDUCATION**

***Doctorate of Education (Ed.D.), Educational Administration and Foundations, Illinois State University, Normal, IL, anticipated completion date May 2013***

Have completed coursework and dissertation is currently under development (topic area: conflict resolution in higher education)

***Master of Science (M.S.), College Student Personnel, Western Illinois University, Macomb, IL, May 1992***

Major paper: *The identification of common personality traits among disciplinary offenders*

***Bachelor of Arts (B.A.), Public Communication, The College of Saint Rose, Albany, NY, May 1988***

International history minor

### **ADDITIONAL EDUCATION**

***Management Certification, American Management Association, Normal, IL, May 2009***

Completed 15 hour training program on "Successfully Managing People" (1.2 CEU credits)

***Mediation Certification, Advanced Mediation Training, CDR Associates, Inc., Boulder, CO, August 1998***

Completed 24 hour advanced curriculum for mediators with internationally recognized conflict resolution agency

***Alcohol Education Certification, On Campus Talking About Alcohol (OCTAA), Prevention Research Institute, Lexington, KY, November 1996***

Completed 20 hour alcohol risk reduction training certification program in Athens, GA

***Mediation Certification, Community Mediation Training, New Justice Conflict Resolution Services, Inc., Syracuse, NY, September 1993***

Completed 35 hour basic mediation training program with state certified agency; served as volunteer mediator for court referred and self-referred cases from 1993 to 1996 in Cortland County, New York

***Mediation Certification, Johnson & Henderson Associates, Washington, DC, September 1992***

Completed 30 hour basic mediation training program as a part of the Georgetown University Mediation Program

### **TEACHING EXPERIENCE**

***Learning in Communities (LinC) Freshman Seminar, University College, Illinois State University, Normal, IL, Fall 2010 and Fall 2011***

Served as instructor for eight week course focusing on personal development, career exploration, and civic engagement

***On Campus Talking About Alcohol and Alcohol Education Program, Illinois State University, Normal, IL, Fall 1996 to Fall 2004***

Served as instructor for Student Health Services, providing alcohol risk reduction education to students with disciplinary referrals and for youth from the local community

***Introduction to Conflict Resolution (IDS 389.01), Interdisciplinary Studies, Illinois State University, Normal, IL, Spring 1999***

Served as volunteer instructor for experimental conflict resolution course during a three year trial period

### **PUBLICATIONS**

Olshak, Richard T. (2009). "Utilizing needs assessment and deliberative planning to enhance conflict systems development." In N. Giacomini & J. Meyer Schrage (eds.), *Reframing Campus Conflict: Student Conduct Practice Through a Social Justice Lens* (pp. 197-207), Sterling, VA: Stylus.

Olshak, Richard T. (2009). "Sustaining a worthy investment: Assessing conflict resolution programs." In N. Giacomini & J. Meyer Schrage (eds.), *Reframing Campus Conflict: Student Conduct Practice Through a Social Justice Lens* (pp. 208-218), Sterling, VA: Stylus.

Olshak, Richard T. (2006). Review Essay [Review of the book *Restorative Justice on the College Campus*]. *ACResolution* 4(1): 6.

Olshak, Richard T. (2004). A RA/CA's guide to conflict styles, resolution strategies, and knowing when to serve as a referral agent, developed as a part of the "Lovin' the Learnin'" resident assistant training series on reslife.net (online educational program).

Olshak, Richard T. (Producer, Narrator) and Timothy Thomas (Director). (2003). *An introduction to managing conflict* [educational video]. Illinois State University. (Available for free at [www.olshak.com](http://www.olshak.com)).

Olshak, Richard T. (2001). *Mastering mediation: A guide to training mediators in a college and university setting*. Horsham, PA: LRP Publications; royalties donated to the Association for Student Conduct Administration.

Olshak, Richard T. (2000). Dealing with issues of academic integrity at ISU. *The Catalyst* (newsletter from the Center for the Advancement of Teaching). Normal, IL: Illinois State University.

Olshak, Richard T. and Susan P. Trageser. ASJA mediation component gaining strength. *Conflict Management in Higher Education Report*, Vol. 1 No. 2, March/April 2000 (online journal published by William C. Warters, Ph. D. and Wayne State University).

Olshak, Richard T. (1999). *A guide for effective sanctioning: From theory to practice*, independently written and published manual for student conduct professionals distributed via the Association for Student Conduct Administration as a member service, 101 pp. This guide is currently maintained and updated by Community Rights & Responsibilities, Dean of Students Office, Illinois State University.

Videto, Donna M., Ph.D., Bonnie C. Hodges, Ph.D., Raymond Franco, Ph.D., Richard T. Olshak and Antoinette Price. "Development of a college alcohol intervention program," *The Healthy Educator, Journal of Eta Sigma Gamma*, Fall 1997.

### **PROFESSIONAL CONSULTING**

***Chair, The National Center for Higher Education Risk Management – Conflict Resolution (NCHERM-CR), Malvern, PA, February 2012 to present***

Serve as coordinator of autonomous conflict resolution branch of NCHERM, offering program development, assessment and training services on mediation, restorative justice, conflict coaching, and other conflict resolution pathways; NCHERM founded in 2000 and NCHERM-CR founded in 2012

***Advisory Board Member, Association of Title IX Administrators (ATIXA), Malvern, PA, October 2011 to present***

Serve as advisory board member for professional association for Title IX coordinators and school administrators

***The College of Wooster, Wooster, OH, Fall 1997, 1999, 2000, 2001, 2002, 2003, 2005, 2006, 2008, 2009, 2010, and 2011***

Conducted twelve nine hour conduct board training programs and professional development seminars for students, faculty, and staff; developed training manual in the areas of questioning, listening, weighing information, conducting deliberations, creating a finding of fact, and sanctioning

***Michigan Technological University, Houghton, MI, March 2009***

Conducted external review of Michigan Tech's student conduct process and dispute resolution systems; included site visit, documentation review, and final written report (with Mary Beth Mackin)

***University of Southern Indiana, Evansville, IN, September 2008***

Conducted 20 hour mediation certification training program for residence hall professional staff members and students

***Association for Student Judicial Affairs, 2008 Donald D. Gehring Academy for Student Conduct Administration, Salt Lake City, UT, June 2008***

Served as faculty member for newly established "conflict resolution track"; instructed participants in the use of needs assessment and gap analysis in designing and implementing effective conflict resolution systems on college campuses

***Board of Advisors, Student Affairs Today, LRP Publications, Inc., Palm Beach Gardens, FL, February 2001 to January 2008***

Served as volunteer advisor and referral source for the development of story ideas for national monthly publication

***Association for Student Judicial Affairs, 2007 Donald D. Gehring Academy for Student Conduct Administration, Salt Lake City, UT, June 2007***

Conducted 30 hour mediation certification training program for student affairs professionals (with William Fischer, Daniel Kast, Sean McGuirk, Jennifer Schrage and Susan Trageser); served as coordinating faculty member for mediation training

***Association for Student Judicial Affairs, 2006 Donald D. Gehring Campus Judicial Affairs Training Institute, Salt Lake City, UT, June 2006***

Conducted 30 hour mediation certification training program for student affairs professionals (with William Fischer, Daniel Kast, and Jeff Stefancic); served as coordinating faculty member for mediation training

***DePauw University, Greencastle, IN, July 2005***

Conducted one day workshop to assist Division of Student Affairs in determining its readiness to develop and implement conflict resolution and mediation services

***Louisiana State University, Baton Rouge, LA, July 2004***

Conducted 20 hour mediation certification training program for residence hall professional staff members (with Susan Trageser)

***Association for Student Judicial Affairs, 2004 Donald D. Gehring Campus Judicial Affairs Training Institute, Salt Lake City, UT, June 2004***

Conducted 30 hour mediation certification training program for student affairs professionals (with Nancy Giacomini, Susan Trageser, and Jeff Stefancic); developed and implemented first advanced mediation training program for ASJA

***Association for Student Judicial Affairs, 2003 Donald D. Gehring Campus Judicial Affairs Training Institute, Salt Lake City, UT, June 2003***

Conducted 30 hour mediation certification training program for student affairs professionals (with Candace Stayton and Nancy Giacomini)

***East Carolina University, Greenville, NC, September 2002***

Conducted 20 hour mediation certification training program for student mediators and student affairs professionals (with Susan Trageser)

***Illinois State University Mediation Training Institute, Normal, IL, August 2002***

Conducted 30 hour mediation training certification program for higher education professionals (with Daniel Kast, Anne Newman, and Julie Jenson)

***Association for Student Judicial Affairs, 2002 Donald D. Gehring Campus Judicial Affairs Training Institute, Salt Lake City, UT, June 2002***

Conducted 30 hour mediation certification training program for student affairs professionals (with Candace Stayton and William Fischer)

***University of Notre Dame, South Bend, IN, March 2002***

Conducted 20 hour mediation certification training program for human resources and academic affairs professionals (with Daniel Kast)

***University of Tampa, Tampa, FL, September 2001***

Conducted 20 hour mediation certification training program for student mediators (with Susan Trageser)

***Bowling Green State University, Bowling Green, OH, August 2001***

Conducted 20 hour mediation certification training program for student affairs and academic affairs professionals (with Nancy Giacomini)

***Association for Student Judicial Affairs, 2001 Donald D. Gehring Campus Judicial Affairs Training Institute, College Station, TX, June 2001***

Conducted 30 hour mediation certification training program for student affairs professionals (with William Fischer and Kimberly Novak)

***Illinois State University Mediation Training Institute, Normal, IL, July 2000***

Conducted 30 hour mediation training certification program for higher education professionals (with A. Gigi Fansler and Daniel Kast)

***Association for Student Judicial Affairs, 2001 Donald D. Gehring Campus Judicial Affairs Training Institute, Bristol, RI, June 2000***

Conducted 30 hour mediation certification training program for student affairs professionals (with William Fischer, Michele Goldfarb, and Nancy Giacomini)

***Metropolitan State College of Denver, Denver, CO, May 2000***

Conducted 24 hour mediation training certification program for student affairs and academic affairs professionals

***College Administration Publications, Inc. Basic Mediation Training Institute, Myrtle Beach, SC, April 2000***

Conducted 24 hour mediation training certification program for higher education professionals (with William Fischer)

***Emory University, Decatur, GA, February 2000***

Conducted 20 hour mediation certification training program for student affairs professionals (with Susan Trageser)

***University of Chicago, Chicago, IL, January 2000***

Conducted 24 hour mediation certification training program for student mediators (with A. Gigi Fansler)

***Rutgers University, New Brunswick, NJ, November 1998 and November 1999***

Conducted 20 hour mediation training certification program for student affairs and academic affairs professionals (with Michele Goldfarb)

***Association for Student Judicial Affairs, Circuit IV Mediation Training Institute, Canaan Valley, WV, July 1999***

Conducted 20 hour mediation certification training program for student affairs professionals (with Mary Lou Antieau); proceeds donated to ASJA

***Central Illinois Dispute Resolution Services Mediation Training, Bloomington, IL, May 1999***

Conducted 30 hour mediation certification training program for community mediators responsible for small claims and victim-offender reconciliation cases; pro-bono

***Penn State University, University Park, PA, November 1998***

Conducted 20 hour mediation certification training program for student affairs professionals

***Association for Student Judicial Affairs, 1998 Donald D. Gehring Campus Judicial Affairs Training Institute, Notre Dame, IN, June 1998***

Conducted 25 hour mediation certification training program for student affairs professionals (with William Fischer and Nancy Giacomini)

***Concordia University – Wisconsin, Mequon, WI, May 1998***

Conducted 20 hour mediation certification training program for student mediators (with William Fischer)

***Middle Tennessee State University, Murfreesboro, TN, February 1998***

Conducted 20 hour mediation certification training program for student affairs professionals (with William Fischer)

***Tufts University, Medford, MA, September 1997***

Conducted 20 hour mediation certification training program for student mediators and student affairs professionals (with William Fischer)

**University of Arkansas, Fayetteville, AR, August 1997**

Conducted 20 hour mediation certification training program for student affairs professionals (with William Fischer)

**Association for Student Judicial Affairs, Circuit VII Mediation Training Institute, Chicago, IL, June 1997**

Conducted 20 hour mediation certification training program for student affairs professionals (with William Fischer); pro-bono

**Ithaca College, Ithaca, NY, September 1995 and October 1994**

Conducted two two-hour workshops for student conduct board members

**University of Scranton, Scranton, PA, October 1994**

Conducted 8 hour workshop for student and faculty conduct board members (with Frank J. Tortorello, Jr.)

**MAJOR PRESENTATIONS AND SPEECHES**

Olshak, Richard T. *"Crafting our legacy through conflict resolution systems,"* NASPA pre-conference workshop (3 hrs.), NASPA 92nd Annual Conference, Chicago, IL, March, 2010.

Anthony, Christy, Nancy Giacomini, Ph.D., Richard T. Olshak and Simone Himbeault Taylor, Ph.D. *"Reframing campus conflict,"* NASPA pre-conference workshop (3 hrs.), NASPA 92nd Annual Conference, Chicago, IL, March, 2010.

Olshak, Richard T. *"Transformation by design: Utilizing needs assessment to develop effective conflict systems,"* Association for Student Judicial Affairs pre-conference workshop (3 ½ hrs.), ASJA 21st Annual Conference, Clearwater Beach, FL, February, 2009.

Greenfield, David, Anne Newman and Richard T. Olshak. *"Transforming our practice: Getting our campus and yours from illegal P2P file sharing to good digital citizenship,"* Association for Student Judicial Affairs conference workshop (90 min.), ASJA 21st Annual Conference, Clearwater Beach, FL., February, 2009.

Olshak, Richard T., and Jennifer Meyer Schrage. *"Reframing the dialogue: Understanding conflict, conflict styles and mediation as they relate to managing student misconduct,"* Association for Student Judicial Affairs pre-conference workshop (7 hrs.), ASJA 20th Annual Conference, Clearwater Beach, FL, February, 2008.

Olshak, Richard T. *"Reframing the dialogue: Understanding conflict, conflict styles and mediation as they relate to managing student misconduct,"* Association for Student Judicial Affairs pre-conference workshop (7 hrs.), ASJA 19th Annual Conference, Clearwater Beach, FL, February, 2007.

Olshak, Richard T. *"Reframing the dialogue: Understanding conflict, conflict styles and mediation as they relate to managing student misconduct,"* Association for Student Judicial Affairs pre-conference workshop (7 hrs.), ASJA 18th Annual Conference, Clearwater Beach, FL, February, 2006.

Olshak, Richard T. (Moderator) *"Building a frame for dialogue: Developing and implementing a mediation program on your campus,"* (Panelists: Kelly Imbert Eifert, Jean L. Griffin, Chris Loschavio, Patti MacKown and Cathy Santos), Association for Student Judicial Affairs conference workshop (90 min.), ASJA 18th Annual Conference, Clearwater Beach, FL, February, 2006.

Olshak, Richard T. *"Conflict resolution and student discipline: Complements or competing interests?"* Association for Student Judicial Affairs (ASJA) Circuit 7 Drive-in Conference closing keynote session (75 min.), Chicago, IL, June, 2005.

Berry, Jodi, Thomas Caulfield, Keith K. Kohanzo, and Richard T. Olshak. *"Panel discussion – Marijuana case study,"* Illinois Higher Education Center (IHEC) for alcohol, other drug & violence prevention conference on Campus Substance Abuse Policies and Sanctioning: A Review of Current Practices, Springfield, IL, March, 2005.

- Gregory, Dennis C., Ed.D., Dr. Steven Janosik, and Richard T. Olshak. *"Examining our role: Can/should ASJA be a legislative force?"* Association for Student Judicial Affairs conference workshop (90 min.), ASJA 17th Annual Conference, Clearwater Beach, FL, February, 2005.
- Olshak, Richard T. *"Responding to substance use on campus: Balancing challenge and support,"* Association for Student Judicial Affairs conference workshop (90 min.), ASJA 16th Annual Conference, Clearwater Beach, FL, February, 2004.
- Giacomini, Nancy, Ph.D., Richard T. Olshak, Catherine Santos, and Wendy Smith. *"An introduction to mediation,"* Association for Student Judicial Affairs conference workshop (90 min.), ASJA 16th Annual Conference, Clearwater Beach, FL, February, 2004.
- Olshak, Richard T., Candace Stayton, and Susan Trageser. *"Developing a college or university mediation program,"* Association for Student Judicial Affairs pre-conference workshop (3½ hrs.), ASJA 16th Annual Conference, Clearwater Beach, FL, February, 2004.
- Olshak, Richard T., David Parrott, Ph.D., Brent Paterson, Ph.D., and Gene Zdziarski, Ph.D. *"Finding our voice through parental notification,"* NASPA conference workshop (75 min.), NASPA 85th Annual Conference, St. Louis, MO, March, 2003.
- Olshak, Richard T., Candace M. Stayton, and Susan P. Trageser. *"Advanced mediation training,"* Association for Student Judicial Affairs pre-conference workshop (8 hrs.), ASJA 15th Annual International Conference, Clearwater Beach FL, February, 2003.
- Grier, Melinda W., and Richard T. Olshak. *"Evaluating your campus mediation program: Reconceptualizing student dispute resolution within appropriate legal parameters,"* Stetson Law and Higher Education conference workshop (90 min.), Stetson College of Law 23rd Annual National Conference on Law and Higher Education, Clearwater Beach FL, February, 2002.
- Gehrand, Capt. Keith, and Richard T. Olshak. *"Developing relationships in a changing climate: Incorporating university police into student development,"* Association for Student Judicial Affairs conference workshop (90 min.), ASJA 14th Annual International Conference, Clearwater Beach FL, February, 2002.
- Fansler, A. Gigi, Ph.D. and Richard T. Olshak. *"Designing a campus mediation program,"* American Association for Affirmative Action (AAAA) conference workshop (75 min.), AAAA 37th Annual Conference, Las Vegas NV, March, 2001.
- Olshak, Richard T. *"Mediation on college campuses,"* Association for Student Judicial Affairs Circuit Six Conference workshop (75 min.), Dayton OH, July, 2001.
- Gehring, Donald D., Ph.D., Nancy Giacomini, and Richard T. Olshak. *"Assessing student judicial affairs,"* Association for Student Judicial Affairs audio conference (2 hrs.), April, 2000.
- Davis, Lyn, William Fischer, Kimberly Novak, and Richard T. Olshak. *"The future is now: Incorporating mediation into a judicial program,"* Association for Student Judicial Affairs post-conference workshop (3 hrs.), ASJA 12th Annual International Conference, Clearwater Beach FL, February, 2000.
- Baldizan, Liz, Karen Boyd, Richard T. Olshak, and Linda M. Rowe. *"Shaping our future: ASJA leadership,"* Association for Student Judicial Affairs conference workshop (90 min.), ASJA 12th Annual International Conference, Clearwater Beach FL, February, 2000.
- Fischer, William M., Nancy Giacomini, and Richard T. Olshak. *"Shaping the things to come: A mediation 'train the trainers' workshop,"* Association for Student Judicial Affairs pre-conference workshop (8 hrs.), ASJA 12th Annual International Conference, Clearwater Beach FL, February, 2000.
- Olshak, Richard T. *"Conflict and resolution: An introduction,"* Bloomington/Normal Human Resources Council keynote address (45 min.), Bloomington IL, April, 1999.

- Olshak, Richard T. *"Conflict and resolution: An introduction,"* Illinois Association of Student Financial Aid Administrators conference workshop (90 min.), Bloomington IL, February, 1999.
- Fischer, William M., Nancy Giacomini, and Richard T. Olshak. *"An opportunity for role plays (mediation training),"* Association for Student Judicial Affairs conference workshop (90 min.), ASJA 11th Annual International Conference, Clearwater Beach FL, February, 1999.
- Fischer, William M. and Richard T. Olshak. *"Advanced mediation training,"* Association for Student Judicial Affairs pre-conference workshop (8 hrs.), ASJA 11th Annual International Conference, Clearwater Beach FL, February, 1999.
- Olshak, Richard T. *"Mediation in the college and university setting: A seductive dilemma,"* Mediation Conference for New York State Colleges and Universities keynote address (60 min.), Buffalo NY, April, 1998.
- Olshak, Richard T. *"Integrating campus and community: Implications for campus mediation,"* Mediation Conference for New York State Colleges and Universities conference workshop (75 min.), Buffalo NY, April, 1998.
- Fischer, William M. and Richard T. Olshak. *"Advanced mediation training,"* Association for Student Judicial Affairs pre-conference workshop (8 hrs.), ASJA 10th Annual International Conference, Clearwater Beach FL, February, 1998.
- Olshak, Richard T. *"Designing and implementing a mediation program in a college or university setting,"* National Institute for Dispute Resolution conference workshop (90 min.), NIDR 12th Annual Conference, Irving TX, July, 1997.
- Gregory, Dennis C., Ed.D. and Richard T. Olshak. *"Hazing on campus and in the Greek community,"* Association for Student Judicial Affairs conference workshop (90 min.), ASJA 9th Annual International Conference, Clearwater Beach FL, February, 1997.
- Casebere, Jennifer and Richard T. Olshak. *"Judicial sanctions and developmental steps: A model training program,"* Association for Student Judicial Affairs pre-conference workshop (3 hrs. 30 min.), ASJA 9th Annual International Conference, Clearwater Beach FL, February, 1997.
- Olshak, Richard T. and Christine S. Strong, Ph.D., *"Judicial sanctions and developmental steps: A model training program,"* Association for Student Judicial Affairs pre-conference workshop (3 hrs. 30 min.), ASJA 8th Annual International Conference, Clearwater Beach FL, February, 1996.
- Olshak, Richard T. *"The benefits and responsibilities of fraternity: Effecting positive change,"* State University of New York Special Meeting on Greek Issues workshop (45 min.), Saratoga NY, July, 1995.
- Olshak, Richard T. *"Hazing at SUNY-Cortland: A case study,"* State University of New York Judicial Administrators conference workshop (45 min.), Utica NY, June, 1995.
- Olshak, Richard T. and Frank J. Tortorello, Jr. *"The art of sanctioning,"* Association for Student Judicial Affairs conference workshop (90 min.), ASJA 7th Annual International Conference, Clearwater Beach FL, February, 1995.
- Olshak, Richard T. and Frank J. Tortorello, Jr. *"Training judicial boards,"* Association for Student Judicial Affairs pre-conference workshop (3 hrs. 30 min.), ASJA 7th Annual International Conference, Clearwater Beach FL, February, 1995.
- Olshak, Richard T. *"A model for effective sanctioning,"* Association for Student Judicial Affairs Circuit I Judicial Board Conference workshop (75 min.), Franklin MA, September, 1993.
- Minor, Laura C. and Richard T. Olshak. *"Developing a code of conduct,"* Association for Student Judicial Affairs conference workshop (75 min.), ASJA 4th Annual International Conference, Clearwater Beach FL, February, 1992.

## **FUNDED GRANTS**

Novinska, Andy and Richard T. Olshak. *"Evidence based Practices for Alcohol and Other Drug Prevention on College Campuses,"* funded by Illinois Health Education Consortium, Spring, 2004. Co-authored successful \$7,500 grant request to implement supplemental on-line and in-person assessment of student violators.

Benenson, Wayne, Ph.D. and Olshak, Richard T. *"Increasing the Peace: Training Peer Mediators,"* funded by Illinois State University as a part of the Consider the Children Campaign for 1999-2000. Co-authored successful grant request which secured \$1,000 for training local high school students in mediation.

Flynn, Cyndra T., Olshak, Richard T., and Stofer, Lisa, MSW. *"Illinois State University Alcohol/Other Drug Use and Violence Prevention Program,"* funded by the U.S. Department of Education Funds for the Improvement of Post-Secondary Education, grant period 1996-98. Co-authored grant request which secured approximately \$65,000 for Illinois State University to assist in the development of new programs and services. Served as fiscal agent for the grant.

Olshak, Richard T. *"Parent's Services Grant,"* Illinois State University, 1996. Authored successful grant request of \$1,700 to assist in the development and implementation of the University Mediation Program.

Olshak, Richard T. *"Auxiliary Services Corporation Grant,"* SUNY-Cortland, 1994. Authored successful grant request which secured \$2,500 to assist in the establishment of the Peer Mediation Program.

## **COMMITTEES AND OTHER SPECIAL ASSIGNMENTS**

### ***At Illinois State University:***

#### Task Forces and Special Assignments

- **Admissions Review Administrator**, 2011 to present; serve as reviewer of admissions applications for students suspended or dismissed from other institutions
- **Critical Incident Response Team (CIRT)**, 2002 to present; serve as member of on-call incident response team for student and campus emergencies (coordinated CIRT 2006-2007)
- **Student Health Services (SHS) Comprehensive Program Review (CPR) Site Review Team**, Spring 2006; served as Division of Student Affairs representative on a consulting team to interview Student Health Services staff, review the unit's Self Study Report, and issue a report evaluating SHS and offering programmatic recommendations; chaired by external consultants
- **Administrative/Professional Council**, 2005 to 2007; served as an elected representative for all A/P staff members at Illinois State University
- **Dean of Students Leadership & Transition Teams**, 2003 to 2005; served on three separate groups exploring, proposing, and implementing a Dean of Students model at Illinois State University
- **Implementing Internal Improvement (I3)**, Division of Business and Finance, 2003-2004; served as one of 12 members of the University community invited to serve on a special volunteer group of "internal consultants," tasked to review internal University processes and recommend improvements
- **Co-Chair, UHECC Committee on Campus Safety and Violence Prevention**, 1998-2003
- **Chair, University Mediation Program Advisory Committee**, 1996-2003
- **Chair, Code of Student Conduct Revision Task Force**, 1999-2002
- **Fiscal Agent, U.S. Department of Education FIPSE Grant for AOD and Violence Prevention**, 1997-1999

#### General Committees

- **Bloomington-Normal Campus Community Committee (BNCCC)**, Fall 2011 to present; member of subcommittee to establish and promote adherence to community standards regarding alcohol use and related behavior

- **Chair, DoS Cultural Competence Committee**, July 2010 to present; chair committee designed to promote social justice within DoS programs and services through the development of the cultural competence of all DoS staff members
- **Quality of Student Life Endowment Fund Allocations Committee**, 2005 to present
- **Safe Zone (GLBT Advocacy)**, 2001 to present
- **Digital Citizenship Enforcement Committee**, 2006-2010
- **Division of Student Affairs Standing Committee on Alcohol and Other Drugs**, 2004-2008
- **Appropriate Use Review Committee** (for computer use policies), 1997-2006
- **University Health Education Coordinating Council (UHECC)**, 1998-2005
- **Peace Studies Minor Advisory Committee**, 1997-2004
- **Passages (Orientation) Planning Committee and Sub-Committee on Education**, 1999-2004
- **Educating Illinois Implementation Committee, "Best Practices in Advisement,"** 2002-2003
- **Division of Student Affairs Newsletter Committee**, 2001-2003
- **Division of Student Affairs Graduate Student Recruitment Committee**, 1999-2003
- **Alcohol Policy Task Force**, 2000-2002
- **Presidential Commission for a Pluralistic University and Incident Task Force**, 1996-2000
- **Neil R. Gamsky Award Selection Committee**, 1996 and 1999
- **Division of Student Affairs Sexual Assault Task Force**, 1997
- **Safety Awareness Week Planning Committee**, 1997
- **Student Affairs Red Dog Chili Supper Show**, 1996-1997
- **Substance Abuse and Violence Prevention Committee**, 1996

Search Committees

- Chair, Coordinator of Community Rights & Responsibilities, Dean of Students Office, 2010
- Chair, Dean of Students Business Manager, 2009
- Member, Student Counseling Services Alcohol Intervention Specialist, 2009
- Chair, Unit Coordinator Positions (3), Dean of Students Office, 2005
- Member, Coordinator of Affirmative Action, 2002
- Member, Student Health Services Sexual Assault Survivor Services Coordinator, 1999

**At SUNY-Cortland:**

General Committees

- **Chair and Community Liaison, Project AWARE Advisory Board, Town-Gown Relations Subcommittee** (liaison to local community regarding substance abuse and education, off campus student conduct, and off campus housing conditions; project funded by U.S. Department of Education FIPSE Grant), 1993-1995
- **Substance Education Program Development Team**, 1993-1995
- **New Justice Conflict Resolution Services, Inc., Cortland County Advisory Board**, 1995
- **Student Affairs Division-wide Assessment Committee**, 1994-1995
- **Chair, Assistant Director of Residential Services Search Committee**, 1993

**At Georgetown University:**

General Committees

- **Alcohol Abuse Prevention Advisory Committee**, 1991-1993
- **Alcohol Awareness Week Planning Committee**, 1991

**PROFESSIONAL AFFILIATIONS AND INVOLVEMENT** (ALPHABETICAL ORDER)

**ACPA – College Student Educators International**

- Past Member
- Member, Commission XV (Judicial Affairs and Legal Issues), 1989-1990, 1997-1999
- Member, Commission XV Directorate Body, 1998-1999
- Member, Commission XV Awards Committee, 1990-1993

**ASCA – Association for Student Conduct Administration** (formerly Association for Student Judicial Affairs)

- Member, 1989 to present
- Faculty Member, Donald D. Gehring Institute/Academy, 1998, 2000, 2001, 2002, 2003, 2004, 2006, 2007, 2008
- Presenter of 10 national pre-conference workshops, 10 national conference workshops, 1 post-conference workshop, 3 regional workshops, and 1 national audio conference
- Member, Coordinating Team, Donald D. Gehring Academy for Judicial Affairs Administrators, 2006-2007
- List Owner and Moderator, ASJA Yahoo! Discussion Group, 2001-2008
- President, 2001-2002
- President-Elect, 2000-2001
- Writer/Judge, Graduate Student Case Study Competition, 1999-2000, 2005-2007
- Conference Roommate Coordinator, 1997-2000
- Conference Program Committee, 1998
- Co-Founder, On-Campus Conflict Resolution Committee, 1996-1997
- Greek Issues Task Force, 1996-1997
- Chair, Resolutions Committee, 1995-1997
- Awards Committee, 1993-1997

**ATIXA – Association of Title IX Administrators**

- Charter Member, Advisory Board, 2011 to present

**DCCPA – District of Columbia College Personnel Association**

- Past Member
- Secretary/Treasurer, 1992-1993

**ICS – Institute for Collaborative Solutions (McLean County, IL)**

- Member, Board of Directors, 1999-2000

**McLean County (IL) Dispute Resolution Task Force**

- Member, 1997-1998

**NASPA – Student Affairs Professionals in Higher Education**

- Member, 1997 to present

**NCHERM-CR – National Center for Higher Education Risk Management – Conflict Resolution**

- Chair, 2012 to present

**New Justice Conflict Resolution Services, Inc. (Syracuse, NY)**

- Member, Cortland County Advisory Board, 1995
- Volunteer Court/Community Mediator, 1993-1995

**SUNY-JA – State University of New York Judicial Administrators**

- Charter Member, 1995-1996
- President-Elect, 1995-1996

**HONORS AND RECOGNITION**

Illinois State University Division of Student Affairs STAR Award for Promotion of Diversity, 2011  
Illinois State University Student Affairs STAR Award for Exemplary Teamwork, 2001  
Illinois State University Red Tassel Chapter of Mortar Board Faculty Appreciation, 1999  
Illinois State University Student Affairs STAR Award for Development of a New Program, 1997  
Illinois State University Student Affairs STAR Award for Exemplary Teamwork, 1997  
Illinois State University Team Excellence Award, 1996