

Suzanne C. Griffith, Professor

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Educational Background

Doctorate of Philosophy: University of Wisconsin - Madison, Graduate School of Education, Department of Educational Psychology, 1993. Major: School Psychology; Minor: Learning; Dissertation title: *The Relationship of Daily College Hassles, Negative Life Events, and Social Supports to Suicidal Ideation Among Male and Female College Freshmen.*

Master of Arts in Teaching, Harvard University, Graduate School of Education; in Secondary School Social Studies, 1973. Emphases included curriculum and program development.

Bachelor of Arts, Boston University, College of Liberal Arts. Major: Soviet and Eastern European Studies, 1971.

Specialized Training: Summer Institute for Women in Higher Education, Bryn Mawr College, 1996

Positions and Achievements at University of Wisconsin – Superior:

Chair, Department of Educational Leadership (July 2014 to present; 50%): representative for the department in the formal administrative structure of the University. Responsible as the facilitator of departmental goals; for giving formal input to the administration received through consultation with the departmental peers; for working with other department chairs to insure connection and a systematic approach to reaching the mission, goals, and strategic objectives of the University; and for carrying out duties as presented in the Department Personnel Policies.

Associate Dean for Academic Affairs (January, 2015 to present; 50%): reporting to the Dean of Faculties and responsive to any duties requested. Responsibilities include coordinating Articulation agreements between UW Superior and other post-secondary institutions; assisting with grants (internal and external); coordinating programs such as Credit for Prior Learning. January 2013 to September 2015 the position also included coordinating the six Liberal Arts High Impact Programs (HIPs): Academic Service-Learning, First Year Experience (including First Year Seminars); Global Awareness; Senior Year Experience; Undergraduate Research, Scholarship, and Creative Activities; Writing Across the Curriculum and presenting to internal and external audiences on the activities, assessments, and outcomes of UW-S HIPs. Campus Representative on NSF/CUR Grants to Systems for both COPLAC and UW System UR developments.

First Year Seminar Coordinator (May 2009 to July 2014; 50%): organizing and developing the FYS Program and activities, such as the bi-annual EXPO; preparing FYS for integration into the General

Education Requirements by working through the governance process; working with academic units on development of seminars and support for the Program and their involvement; facilitating the equipping of instructors and their understanding of the Learning Goals and purpose of the FYS through annual workshops in May and Thursday noon FYS pedagogy sessions; collaborating with FYE Coordinator and Advisory; assessing the outcomes of FYS and researching its impact on retentions and engagement; received an Inclusive Excellence Grant for a training for FYS Instructors summer 2011 and a UW System Conference Grant for FYS Programs. Serving as an ex-officio member CETL Advisory Committee and the First year Experience Advisory.

Educational Leadership faculty (2009 to present): teaching courses in the department's graduate programs; serving on/representing program, department, and university committees and councils (2009-12); and continuing professional scholarship and services. Teaching and advising primarily MSE-I students, supervising Theses and Independent Studies, and teaching Research, various MSE-I courses, and a FYS. Serve as an IHE PDP for graduates of the Programs.

Faculty in Counseling and Psychological Professions (2002-2009) and School Counseling Program Coordinator (2005-2009): Teaching in Counseling: as School Counseling Program Coordinator I: developed active outreach and coordination with regional district administrators and counselors; revised all contracts, forms, and evaluations; created Advisory Council; adopted and implemented new counseling leadership model (ASCA) and redesigned programs to meet DPI and CACREP criteria; communicated with other WI School Counseling programs; worked with UW-Superior TED and EDAD programs to prepare for 2007 DPI site visit. Appointed Interim-Chair of Counseling Professions, August 2008. Appointed (2006) to editorial board for *The Prevention Researcher*, a quarterly journal that focuses on "at risk" youths and the editorial board (2007) of *The Wisconsin Counseling Journal* and elected to the WSCA Board representing Graduate Programs. Served as the OPID Faculty representative and on the CETL Advisory Committee on campus to support Excellence in Teaching and Learning. Chosen by DPI to serve on Praxis Statewide Counseling Criteria and Standards Panel, March 2007. Two OPID Grants received summer 2007. Post-Tenure Review spring 2009.

School Psychology Program Coordinator and faculty (1998 – 2002): Assessed and redesigned the UW-Superior School Psychology Program to successfully meet national accreditation standards (NASP, 2000) and UW System Educational Specialist criteria (2000). Strengthened outreach and coordination with districts, CESA, DPI, and other WI School Psychology programs. Successfully carried out the hiring and supervision of adjunct faculty and coordination of practicum and intern supervision in the schools. Led Status of Women study at UW-S (parallel to System efforts) and chaired search for campus coordinator on Status of Women. Served as co-chair and chair of the Executive Committee of UW System Women's Studies Consortium. First UW Superior Teaching Scholar. Reviewer for *Women and Therapy*, a professional quarterly journal. Advance to Full Professor, 2003.

Interim Assistant Vice Chancellor for Academic Affairs and Student Support Services and faculty: two year interim position 1996-98 during transition from interim Chancellor Womack to Chancellor Erlenbach and from Vice Chancellor Bertilson to Vice Chancellor Schelin. Oversaw the move of Student Support Services from Administration and Finance to Provost's office; advocated for a Multi-Cultural Affairs Coordinator and the need for a Multi-Cultural Center; leadership for *Finding Common Ground* the 1996 Fall UW System Women's Studies Conference at UW Superior highlighting Wisconsin's First Nation Tribes. Addressed enrollment management, recruitment, and retention issues, and projects and policies as assigned. UW-S Administrative Representative for UW System's Office of Professional and Instructional Development (OPID) and on its Executive Committee as Chair of the Personnel Committee. Involved with AAHE's Teaching, Learning, & Technology Roundtable.

Faculty in Counselor Education: 1991-1998. Taught, advised, and served in several capacities. Completed dissertation on freshmen adjustment issues in 1993; develop new courses on Multi-Cultural Counseling, Counseling Children, and Counseling Specific Population. Chair of UW Superior's Women's Studies and on UW System's Women's Studies Consortium and NSF Women and Science grant; Secretary for Faculty Academic Affairs, Chair General Education Revision Sub-Committee and successfully presented major overhaul of Gen. Ed.; Collaborated with five faculty to write and publish articles for *Race, Gender, Class* journal and assisted the editor with production of journal while located at UW Superior. Advanced to Associate Professor and received tenure, 1996. Chosen to attend Faculty Colleges and HERs Summer Institute.

Previous Employment and Position Achievements

Teaching Academic Staff: Department of Psychology and School Psychology, UW La Crosse 1989-91. Taught undergraduate and graduate courses. Member UW-L University Task Force on Equity Compensation and Climate. Collected dissertation data on 730 students on college adjustment issues and shared it with the campus to support efforts on adjustment.

District School Psychologist and Multi-Disciplinary Team Coordinator: 1985-89 for Mineral Point Schools. Successfully coordinated all facets of the Exceptional Educational Needs process and programs and DPI File Review; set up At Risk programs and Student Assistant Teams; provided counseling at the high school level and mental health consultation k-12; oversaw and evaluated the Kindergarten Screening process and retention practices; supervised Special Education staff and training on legal aspects of IDEA and 504; coordinated services with community and county agencies.

Counselor, Lutheran Social Services – Home and Community Services Program in WI's Iowa and Lafayette Counties, 1984-85. Provided in-home counseling to teen and parents to prevent foster placements. Coordinate services with county agencies.

Curriculum Developer, Waisman Center, UW-Madison, 1982-83: wrote and successfully carried out a collaborative grant between Waisman Center, the Association for Retarded Citizens -WI, and the WI Vocational Technical Schools on a curriculum for an Associate Degree in Community Developmental Disabilities.

Adult Services Specialist, Association for Retarded Citizens –WI, 1979-85: initially half-time on grant involving de-institutionalization 1979-81; 1981-85: carried out directives of the board and executive director statewide. Coordinated services with other non-profit agencies and the state of WI. Wrote grants and provided advocacy services. Represented the ARC-W at local, state, and national meetings.

Director of Developmental Disabilities, 1978-79: Coordinator of a Residential and Training Program, Orchard Manor Nursing Home, Lancaster, Wisconsin. Designed, implemented, and coordinated an in-house program for adults with developmental disabilities. Hired, trained, and supervised staff. Worked with counties and state agencies in the development of community based programs.

Developmental Disabilities Specialist, Unified Board of Grant and Iowa Counties, Lancaster, Wisconsin, 1977-78. Case Manager for developmentally disabled adults in a two county area; successfully oversaw de-institutionalization by working with families and state and local agencies.

Coordinator of Hill Country School and teacher, a private family-cooperative school, Dodgeville, WI 1975-77. Successfully oversaw the running of this 4th -12th grades private school and the meeting of state requirements. Taught and counseled students in academics, career, and social-emotional areas.

Social Studies Teacher and Counselor at Collins Brook School, Freeport, ME, a residential 4th-12th grade private Summer-Hill School, 1973-74. Provided teaching and counseling services.

Selected Publications and Reviews

The publications reflect the changes in my roles while in academia as well as the constancy of several interests across the 25 years.

Published

Free, R., Griffith, S., & Spellman, W. (2015). Faculty issues connected to undergraduate research: Workload, tenure, and promotion. In Malachowski, Osborn, Karukstis & Ambos (Eds.) *Enhancing and expanding undergraduate research: A systems approach*. (Jossey-Bass).

Griffith, S. C. (2011). Book Review: The Blackwell Handbook of Mentoring: A Multiple Perspective Approach, edited by Allen & Eby (2007). *The Prevention Researcher* 18(4) 16-18

Griffith, S. C. & Doyle, R. (2009). School-based counseling interventions for children and youth with medical conditions. In Nancy B. Webb (Ed.) *Helping youth and families cope with acute and chronic health conditions: A collaborative strength-based guide to practice*. NY: Guilford Press

Griffith, S. C. (2007). School-based play therapy and solution-oriented brief counseling for children in crisis. In Nancy B. Webb (Ed.) *Play therapy with children in crisis (3rd ed.)* (pp: 322-342). NY: Guilford Press.

Griffith, S. C. (2004) contributing author to Sommers-Flanagan & Sommers-Flanagan, *Counseling and psychotherapy theories in context and practice: Skills, strategies, and techniques*. New York: Wiley

Griffith, S. C. (2003) Using Women's Studies to change the university for all women: Report from the University of Wisconsin Superior. *Women's Studies Quarterly*, 30 (3& 4) 90-98.

Griffith, S. C. (2001). Is brain-based teaching just another fad? [Review of the book "Teaching with the Brain in Mind" by Jensen]. *School Psychology Minnesota*, Fall, p 10.

Griffith, S. C. (2001). Review of the book *Student Generated Sexual Harassment in Secondary Schools* (2000). American Orthopsychiatric Association's *Readings*. June. p. 26

Griffith, S. & Bertilson, H. (1998). Where is the voice of women in poverty in the psychology classroom? In Rhoades, K.A. & Statham, A. (Ed.S). *Twenty-third Annual Women's Studies Conference: Speaking Out: Women Poverty and Public Policy*, October 29-31, 1998.

Griffith, S. C. (1998). "Creating lesbian identities: A review of three new books." *Feminist Collections: A Quarterly of Women's Studies Resources*, 19(3) p. 10-12. Women's Studies Librarian: University of Wisconsin System.

Griffith, S. C. (1995). "Reclaiming our sexuality: A review of five new books." *Feminist Collections: A Quarterly of Women's Studies Resources*, 17(2) p. 4-7. Women's Studies Librarian: University of Wisconsin System.

Belkhir, J., Griffith, S., Beam, R., Carroll, D., Garsombke, D., and Pulford, M. (1994). Multidisciplinary reviews of race, sex, and class. *Race, Sex, Class*, 2(1). Superior, WI: Center for Research on Race, Gender, and Class.

Belkhir, J., Griffith, S., Sleeter, C., and Allsup, C. (1994). Race, sex, class, and multicultural education: Women's angle of vision. *Race, Sex, Class* 1(2). Superior, WI: Center for Research on Race, Sex, and Class.

Presentations

Since 1991 I have made over 60 presentations (including on-campus presentations). Rather than list them all, they are listed topically with a sampling of titles. A full list is available on my full C.V. along with a list of attendance and professional development at other conference

Pedagogy and Inclusivity

April 12, 2014: HLC Annual Conference, Chicago, IL; *Building a Culture of Liberal Education through Collaborative Professional Development*, co presented with Maria Cuzzo & Eri Fujieda

May 30, 2013: UW System LEAP 2.0 Conference, Madison, WI; *Building a Culture of LEAP: Superior's Multi-Faceted Approach to Liberal Arts Education*, co-presented with Eri-Fujieda.

April 18, 2013: OPID Spring Conference in Madison, WI. Led panel presentation: *Student Learning and Retention with UW Superior's High Impact Practices* (with Best Austin, Beth Grbavcich, and Yvonne Rutford).

August 29, 2012 CETL Fall Enhancement Day break-out session: *Fostering Engagement and Building Connections: Ideas You Can Start Using Next Week*.

August 27, 2012; UW Stevens Point invited full-day workshop on *Engaging Students in First Year Seminar; Finding the Right Mix*.

August 21, 2012 UW Superior CETL Teaching and Learning Intensive Workshop; a half-day session on *Student Engagement: What is it? Why is it important? Why should I be interested?*

American Counseling Association Annual Conference and Convention, March 30, 2008 in Hawaii: "Using Developmental and Attachment Theories to Improve College Freshman Retention". Lead presenter with Dr. Fabian and Ms. Kienzle as co-presenters.

UW-Superior January Orientation, 2008: “NSSE, Other Data, and First Year Student Perspectives: Discussion and a Case Study”. Presented to UW-S faculty and staff with Jim Miller and Lisa Larson, January 18, 2008.

UW System Critical Connections 2004 Conference, Madison: Planned and led panel presentations with faculty from Parkside and Superior entitled: “Engaging Students in Issues of Race, Class, Gender, and Sexual Orientations”.

Midwest Psychological Association Annual Conference in Chicago, May 2002: Co-presenter with Dr. Hal Bertilson; “Effects of Poverty on Women: Teaching in the Undergraduate Classroom”.

23rd Annual Women’s Studies Annual Conference, Eau Claire, WI, 1998. Co-presented with Dr. Hal Bertilson: “Where is the Voice of Women in Poverty in the Psychology Classroom?”

Minnesota’s Technical Schools and Community Colleges Equity Conference, 1995: “Male and Female Miscommunication Patterns and Difficulties in the Classroom”.

Center for Research on Race, Sex, and Class, Memphis State University, 1994: “Intentional Self-Questioning: One Method for Encouraging the Instructor’s Integration of Race, Sex, and Class”.

Learning and Technology

January 14, 2015 UW Superior Spring Enhancement Day: *HIPs Integration: Mapping to Strategic Plan Initiatives* – with Jenice Meyer, Deborah Schlacks, Julie O’Leary, Ephraim Nikoi, and Jen Bird

August 28, 2013 UW Superior Fall Enhancement Day: *Bringing Undergraduate Research into the Curriculum* – with Shon Schooler & Kristin Riker-Coleman; *Putting Global Awareness into Focus*, with Cherie Sawinski and Ephraim Nikoi; *How UW-Superior’s High Impact Practices Deliver on the Liberal Arts*.

March 2, 2012: Co-presented with Dr Joel Sipress at UW Stevens Point at an invited session: *Constructing Successful First Year Seminars at UW Superior*.

January 2011 UW Superior Enhancement Day: *Assessing the Liberal Arts Initiatives* – with Rhoda Robinson, Cheri Sawinski, Deborah Schlacks, Jenice Meyer, and Lisa Larson

August 2010 UW Superior Enhancement Day: *Implementation and Assessment of High Impact Practices* – with Rhoda Robinson, Deborah Schlacks, Jennifer Bird, and Cheri Sawinski and *First Year Experience and First Year Seminar: Who, What, How, and the Future* -with Jennifer Bird.

April 2010: UW System Presidents’ Summit – Madison, WI - *UW Superior Implementation and Assessment of High Impact Practices* – with R Rhoda Robinson, Deborah Schlacks, Judy Dwyer, and Jenice Meyer

January 2010 UW-Superior Enhancement Day: *Best Practices for Engaging Millennials* with Dr. Tara Kachgal, Dr. Maria Cuzzo, Ms. Beth Grbavcich, Ms. Jenice Kienzle, Dr. Shaun Lynch, and Dr. Monica Roth Day

UW-Superior January Enhancement Day Workshop, 2008: Brain, Memory, and Learning: Re/Designing Lessons that Work. Co-presented with Lisa Larson, January 16th, 2008. OPID Grant funded.

AAHE 1998 Annual Conference, Washington, D.C. Co-presenter with Steve Gilbert and colleagues on “Why Teaching, Learning, and Technology Roundtables are Needed in Higher Education”.

AAHE Teaching, Learning, and Technology Roundtable. 1997 Summer Institute, Phoenix, AZ. Invited by Steve Gilbert to be a facilitator and trainer on “Leading a TLT Roundtable”.

Youth Development and Schools

2010 Wisconsin School Counseling Association Annual Conference, February 24 & 25; “School Counseling Ethics in the Digital Age” – Intensive Double Sectional – with Dr. Barb Flom, UW-Stout and “Post Secondary Professional Development Issues” – with Dr. Barb Flom and Judith Kuse, DPI Liaison for School Counseling

2009 Wisconsin School Counselor Association Annual Conference, February 19, 2009: “Ethics in the Context of Schools” co-presented with Dr. Mark Gillen; 90 minutes sectional.

2008 ASCA Conference, Atlanta Georgia, Breakout Session: School Counselor Role Conceptualization by School Administrators. Lead presenter with three student co-presenters. June 28-July 1.

Wisconsin School Counselor Association Annual Conference, February 21, 2008: “Counseling Ethics in the Context of Schools: 2 hour intensive sectional”. WSCA Annual Conference, February 22, 2008 co-presenting along with three students: “How Does Your School Administrator View Your Role”

Third Annual School Psychology Symposium, Superior, WI (2001): Impact of Violence in the Home on Child Development and Learning. Paper: “Effects of Psychological Violence”.

Second Annual School Psychology Symposium, Superior, WI (2000): Attention Deficits/Hyper-activity. Paper: “School Psychology Perspective”.

Poster Presentation at the 27th Annual Conference of the American Association of Suicidology, (1994): “College Daily Hassles, Suicidal Ideation, and Freshman Year Adjustment”.

Women’s Studies and Women’s Issues

29th Annual Women’s Studies Conference, InterACTIONS, Madison, 2005. Co-presenter with Adrienne G. Olmstead. Paper: “Revisiting Women’s Ways of Knowing: Generational Perspectives”.

University of New Mexico, Albuquerque, Women’s Studies 2002 Conference: *Water in the Dessert*, Co-presented with Dianna Hunter: Paper: “When Women’s Studies Carries the Water”.

National Women’s Studies Association 22nd Annual Conference (2001), Paper “Reshaping the University for All Women: A Role for Women’s Studies in the 21st Century”; and Panel participant: “Adding Strength to Strength: The Women’s Studies Consortium of the UW System” organized by UW Women’s Studies Consortium Director, Helen Klebesadel.

Committees

Campus committees are divided by focus area. These are followed by UW System Committees and WI Department of Public Instruction Committees. Departmental committees are not listed as the department is small and mostly functions as a committee of the whole. Search and Screen Committees for campus positions are also not enumerated due to the number of them served on over my 17 years.

UW-S Campus

UW Superior Faculty Governance:

- Undergraduate Academic Affairs Council:
 - 1993-1996 Counseling Department's Representative;
 - 1994-1996 Secretary of Academic Affairs;
 - 1995-96 Chair, General Education Review Subcommittee, charged with suggesting revisions to the General Education Program. Adopted by Faculty Senate, 1996.
 - 2010-12 Educational Leadership's Representative
 - 2011-12 Chair of UAAC & on Faculty Senate Executive
- Graduate Faculty Council: 1992-2012, except 1996-1998; 2009-10; 2014-2017
 - Chair, 2002-03 & on Faculty Senate Executive Committee;
 - Secretary of Graduate Council, 2006 - 2007.
- Faculty Senate's Planning & Budgetary Council, 2010 to 2013
- Faculty Senate's Planning, Budget, and Program Review Council, 1995-1996.
- Senate Subcommittee Chair (1999-2001) charged with Review of Faculty Senate Charter and suggesting updates. Changes approved 2001.
- Senate Charter Review Committee member, 2004-05.
- Senate, 2007-2009; 2012 to 2013

UW Superior Campus Committees:

- Affirmative Action Committee, 1994-1996 and 2000-2002.
- Enrollment Management and Retention Committee, 1995-98.
- Strategic Planning Committee, 1996-98.
- Chair, UW-S Women's Studies sub-committee on the Status of Women, 1999-2000.
- Chair, Committee on Women's and Gender Issues, 2000-2005.
- Athletic Committee (and Faculty Athletic Representative) 2003-05;
 - WIAC Gender Equity/Minority Task Force member.
- Day Care Center Committee 2004 - 2008
- Promotion and Tenure Review Committee, 2005 – 2008.
- Sexual Assault Prevention Committee, 2006 – 2008.
- Mosaic: Diversity Task Force, 2006 – 2007.
- Center for Excellence in Teaching and Learning Advisory Committee, 2007-14 (ex-officio).
- International Peace Student Association, 2007 – 2009
- First Year Experience Advisory Committee, 2009 – 14 (ex-officio)
- Student Retention and Enrollment Committee, 2010 – 14
 - Access to Success and various subcommittees

UW Superior Academic Programs and Special Interest Committees and Task Forces

- Women Studies Committee member: 1992-2011;

Chair and or Co-Chair: 1993-1999.

- Continuing Education Committee, 1993-95.
- Chancellor's Task Force on Lesbian, Gay, and Bisexual Issues, 1993-95.
- Chancellor's Task Force on Child Care, Chair, 2002-2004.
- UW-Superior NCA-related Task Forces on 1) Advising Undergraduates, 2) Senior Experience, 3) Freshman Year Seminar.
- Center for Excellence in Teaching and Learning Center; planning team member, 2006 – 2007
- Academic Chairs, 2008 to 2009
- Summer Session Task Force, 2008 to 2009

UW System

- UW Women's Studies Consortium member, 1993 – 2000;
Executive Committee Member. Co-Chair 1997-98 and Chair 1998-99.
- UW Women's Studies NSF Women and Science Advisory Board Member, 1995-97.
- UW Women's Studies Women and Science Campus Advisory Board Representative, 1997-2000.
- UW System OPID, Administrative Representative;
Member of the OPID Executive Committee, 1997-99;
Chair, OPID Personnel Committee, 1997-99.
Faculty Representative, 2006 – 2012
- Women's Studies Outreach Advisory Board member, 1997-1999.
- UW System Best Practices in Advising Task Force, 1997-1998.
- UW System Leadership Training Task Force, 1999-2000.
- UW System NSF/CUR grant for Developing Undergraduate Research (WiSCUR) 2013-15

WI Department of Public Instruction Committees

- WI DPI Standards Review Committee for School Psychology, 1993-1994.
- WI DPI Item Functional Review Task Force, reviewed test items for potential bias for NCLB testing for grades 3-8, 2004.
- WI DPI Committee of School Counseling Programs Coordinators, 2005 to 2010.
- Counseling K-12 Statewide Standard Setting Praxis Study, March 2007
- PDP Training and Higher Education Representative for Initial Educators, March 2007
 - Active on PDP list and as HE representative up to July 2016

Membership and Service

Current Membership:

- Association of Supervision and Curriculum Development
- Wisconsin Association of Colleges for Teacher Education
 - WACTE Communication Committee
- Lake Superior Literacy Council
- UW System Education Deans & Directors

Past Membership:

- American Counseling Association
- American Psychological Association
- American School Counseling Association
- Association of Counselor Education and Supervision
- American Association of University Women
- American Association for Higher Education
- Minnesota School Counseling Association
- Minnesota School Psychologist Association
- National Association of School Psychologists
- Wisconsin School Counseling Association
 - Board Member 2008-2010
- Wisconsin School Psychologist Association
 - Executive Board, WSPA: 1993-96 and 1998-2003

Professional License

- Wisconsin Department of Public Instruction, License No.62, School Psychologist, 1985-2001
- Wisconsin Private Practice of School Psychology License, 1988-2002