

# CARMEN R. WILSON

## EDUCATION

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Ph.D. Counseling Psychology  
**Iowa State University**

M.S. Counseling Psychology  
**Iowa State University**

B.S. Psychology  
**Iowa State University**  
Graduated with Honors

## PROFESSIONAL DEVELOPMENT

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*Executive Leadership Academy, American Academic Leadership Institute, (2018-2019)*  
*Institute for Educational Management, Harvard University (2009)*  
*Considering the Presidency, Symposium at Edgewood College, Madison, WI (2006)*

## PROFESSIONAL HISTORY

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### Leadership and Administrative Experience

#### Dickinson State University

##### Provost/Vice President for Academic & Student Affairs\* (March 2016-present)

Founded in 1918, Dickinson State University is one of 11 institutions in the North Dakota University System. We employ over 300 individuals, 75% of them in Academic and Student Affairs, and we serve about 1400 students. As Provost/VPA&SA, I am privileged to work with the leaders in both divisions to ensure we are providing the best possible learning experience for our students. Academic Affairs includes the Stoxon Library, Theodore Roosevelt Honors Leadership Program, Technology Resource Education Center, Registrar, Accreditation, Grants coordination, nine academic departments, and one school. Student Affairs includes career development, disability services, ELL, testing services, TRiO Student Support Services, tutoring, financial aid, student life, international and multicultural programming, health and wellness, and housing and dining.

Since my arrival, I have supported the faculty and staff in our Departments of Nursing, Business, Music, and Education as they prepare for and complete the accreditation processes for their individual programs. In addition, in the summer of 2017, we receive HLC approval to offer a Masters of Arts in Teaching, our first Masters degree. We also are preparing for our next HLC comprehensive visit, which is scheduled for the spring of 2019.

I also have had the opportunity to create new revenue and outreach opportunities for DSU. Prior to my arrival, the University did not have a coordinator for our continuing education courses. While we were offering several educational experiences for the Dickinson community, it was clear that we were not realizing our full potential. Consequently, during the summer of 2017, I enhanced a position to include coordination of continuing education. Furthermore, just before I arrived, the Dickinson area

Small Business Development Center was closed and service to our region became sparse. The President and I collaborated with the North Dakota Small Business Development program to bring an SBDC to our campus. The Center's Regional Director holds a tenure track position and teaches in the DSU Business program, serving both our community and our students.

Since assuming oversight of Student Affairs, I have worked to better coordinate student and academic affairs. We have fully implemented an electronic early alert system and launched three living learning communities in our residence halls. I also converted our Director of International Programs to an Assistant Dean of International and Multicultural Programs. And we joined EAB's Student Success Collaborative so we can better support and communicate with our students based on real time data. As we began the 201-2019 academic year, we were pleased to find our retention rate of first-year students has improved by 17 percentage points in the past two years. Likewise, we have grown enrollment by nearly 6 percentage points.

\*(The Student Affairs division was integrated into my current position as of February 15, 2017.)

## **University of Wisconsin-Rock County**

### Campus Executive Officer and Dean (2011 to March 2016)

Founded in 1966, the University of Wisconsin-Rock County is one of the top two-year institutions in the University of Wisconsin System. As CEO/Dean of the campus I had the privilege of working with 120 faculty and staff to provide an outstanding learning experience to over 1,150 students. In particular, I worked closely with the UW Colleges' Chancellor and her senior staff to maximize the potentials of a \$7 million annual budget and approximately \$1 million in assets held by the UW-Rock County Foundation.

During my tenure at UW-Rock County, I collaborated actively with a wide range of internal and external stakeholders to continue advancing both the quality and reputation of the college. In particular, I cultivated several new donors who made major scholarship and unrestricted gifts to the institution. Likewise, I collaborated successfully with the Rock County Board of Supervisors to secure the land to be used for the construction of a much-needed new residence hall. I also recruited several new members of the campus administrative team and supervised the hiring of a substantial number of new faculty and staff. Under my leadership we worked together to modernize campus technology and update our strategic and operational plans. Our planning activities were all the more critical during a time in which the University of Wisconsin System experienced both a tuition freeze and significant reductions in the funding traditionally provided by the State of Wisconsin.

## **University of Wisconsin-La Crosse**

### Chancellor's Chief of Staff and Affirmative Action Officer\* (2008-2011)

As Chief of Staff, I had the privilege of serving as a member of the Chancellor's cabinet. One of my primary roles was policy advisor, and I often led efforts to plan and develop policies and procedures that best supported the work of our staff and faculty. For example, I worked with a wide variety of UW-La Crosse staff to update and develop personnel policies designed to serve the best interests of our employees and institution. Similarly, I collaborated with leaders of the classified staff to help them create a Classified Staff Advisory Group. I also was the UW-L liaison with the Higher Learning Commission of the North Central Association and led all accreditation efforts, including the University's comprehensive visit as well as several focused visits for change requests. Relatedly, I led all assessment activities in which the Chancellor's office was involved. In particular, with our Associate Dean of Campus Climate and Diversity, I coordinated the analysis and dissemination of our campus climate survey. Finally, I worked closely with the Chancellor and other members of his staff to monitor and make decisions about the university-wide budget. Additionally, in consultation with the Chancellor, I managed the specific budget of our office.

As Affirmative Action Officer, I implemented and monitored University Affirmative Action policies and programs, and provided leadership for campus administrative officers to assure compliance with applicable federal and state laws, regulations, guidelines, and University policies regarding equal opportunity and affirmative action. I also served as the ADA and Title IX coordinator. Upon assuming the position, I initiated and led a group comprised of the Equal Opportunity Specialist, Associate Dean for Campus Climate and Diversity, Director of Disability Resource Services, and representatives from the Human Resources Office to better coordinate services and trainings for the campus community. For example, we substantially redesigned the university diversity website, introduced an additional website to help people know where to go with concerns, created several face-to-face and online training modules, and wrote weekly columns for the campus newsletter. I also met with every search and screen committee on campus to provide training on recruiting and retaining diverse faculty and staff. Finally, I oversaw the Affirmative Action Budget.

\*The Affirmative Action Officer role was integrated into my current position as of January 1, 2009.

Faculty Senate Chair (2005-2006, 2006-2007, 2007-2008; .50 FTE)

As Faculty Senate Chair I was honored to be elected by the senate to represent the faculty and instructional academic staff to UW-La Crosse administration, System administration, the Wisconsin Board of Regents, and the La Crosse community. I communicated widely and often to assure the campus community remained apprised of Faculty Senate business, encouraged wide participation during senate meetings, and worked to assure all views were presented during discussions. Additionally, I served on various university committees as a faculty representative (e.g., a Steering Committee for a collaborative Associate of Sciences degree between Western Wisconsin Technical College and UW-La Crosse; a Steering Committee for a new Student Information System; and an Enrollment Management Committee). Finally, I oversaw the Faculty Senate budget.

Assessment Coordinator (2004-2008; .25 to .50 FTE)

As the Assessment Coordinator, I consulted with a variety of campus constituents about assessment efforts (e.g., General Education, Student Services, International Education, individual departments). Additionally, I coordinated the National Survey of Student Engagement (NSSE) for UW-La Crosse, conducted data analysis, dissemination, and consulted with appropriate parties about using the data to inform decisions. I also developed and initiated a plan to assess UW-La Crosse's study abroad and international student programs. Finally, I provided consultation for the campus climate assessment, and analyzed and disseminated the data.

Search and Screen Committee for the Chancellor Chair (April 2006-November 2006; .50 FTE)

I had the honor to serve as the leader for a complex search process involving an on-campus 17-member committee, a 5-member Board of Regents committee, and the President of UW System. I coordinated all aspects of the search (e.g., developing a position description based on UW System, campus, and community feedback; setting agendas for committee meetings; maintaining an aggressive search timeline; and coordinating off- and on-campus interview schedules). I also coordinated communication efforts about the search to campus, UW System and the La Crosse community.

North Central Association Accreditation Coordinator (December 2005-February 2007; .50 FTE Spring 2006)

I assumed responsibilities for coordination of UW-La Crosse's NCA self-study and accreditation visit when the previous coordinator left the university. In that position, I analyzed assessment data and integrated the data into the self-study document, prepared the final draft of the self-study document, scheduled all meetings associated with the team visit (approximately 75 meetings for 11 team members across two days), compiled all necessary documentation, and attended to team member's needs and requests. I also responded to the team recommendations and communicated with the Higher Learning Commission through final Board Validation of the team recommendations and

presented a final report to UW System Board of Regents.

Higher Learning Commission Consultant Evaluator, North Central Association (2006-2017)

### Teaching Experience

#### **Department of Psychology, University of Wisconsin - La Crosse**

2007 – 2011 Full Professor  
2002 – 2007 Associate Professor (Tenured 2004)  
1999 – 2002 Assistant Professor  
1996 – 1999 Academic Staff

### **PROFESSIONAL AND SERVICE ORGANIZATIONS**

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American Association of University Administrators (2018-present)  
Power of 100 Women, Dickinson Chapter (2016-present)  
Rotary International (2011-2016)  
Janesville Innovation Center Board (2012–2016)  
Janesville International Academy Board (2011-2014)  
Rock University High School Board (2014-2016)  
National Association of Diversity Officers in Higher Education (2009-2011)  
National Association of President Assistants in Higher Education (2008-2011)  
American Psychological Association, Associate Member (1995-2011)  
Midwestern Psychological Association, Member (1996-2011)  
American Psychological Society, Member (2004-2011)

### **AWARDS & HONORS**

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YWCA Tribute to Outstanding Women, Professional/Administration category (November 2007)  
National Residence Hall Advisor of the Month (July, 2007)  
University of Wisconsin-La Crosse Teaching Scholar (2006-2007)  
University of Wisconsin-La Crosse College of Liberal Studies Faculty Recognition of Excellence Award for Teaching (2002)  
Who's Who Among America's Teachers (2002)  
2005, 2004, 2000, 1998 Most Accessible Instructor Award, University of Wisconsin-La Crosse (nominee)  
1998 Academic Staff Excellence Award, University of Wisconsin-La Crosse (nominee)  
PACE Award, Premium for Academic Excellence Scholarship, Iowa State University, 1989-1991  
Phi Kappa Phi, Honor society recognizing top 10% of class, Iowa State University, 1989  
Psi Chi, National Honor Society in Psychology, Iowa State University, 1988  
Alvah Ray Lauer Honor Scholarship, Iowa State University, 1989  
Golden Key National Honor Society, Iowa State University, 1989

## SERVICE

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### **UW-La Crosse Service**

#### Chaired/Convened Committees

##### *General Education Assessment Task Force Convener (2007)*

- Coordinated work of the Task Force to develop a systematic and comprehensive plan of UW-L's general education program considering best practices as well as the current assessment culture at UW-L.
- Co-authored final report and, with other committee members, presented the report to various constituencies.
- Gathered feedback about the report, made revisions and submitted to the Faculty Senate for approval.

##### *Faculty Lecture Series Subcommittee, Inauguration Committee (2007)*

- Took primary responsibility for developing faculty lectures series to accompany the inauguration celebration of UW-La Crosse's 10<sup>th</sup> Chancellor.
- Developed a call for proposals, reviewed proposals, worked with committee members to select proposals.
- Coordinated the faculty lecture event.

##### *Faculty Senate Instructional Academic Staff Task Force Chair (2004-2005)*

- Coordinated work of the Task Force to evaluate needs and concerns of Instructional Academic Staff (IAS).
- Assessed current IAS working conditions and their preferences about governance.
- Analyzed the data and was the primary author of the final report.
- Presented the report to the Faculty Senate.
- As a result of the Task Force's work, all IAS are now governed by Faculty Senate and a standing faculty committee continues to monitor and address the needs and concerns of IAS.

##### *Committee on Faculty Committees Chair (2002-2003, 2003-2004)*

- The Committee on Faculty Committees is responsible for assigning faculty and staff to various standing faculty, joint, and student committees.
- Encouraged faculty and staff to volunteer for committees and tracked assignments to assure a wide representation of members on the committees and to balance the workload among faculty and staff to the extent possible.

##### *Data Team Chair, Subcommittee of the Campus Alcohol Task Force (2000-2003)*

- Coordinated annual assessment of student alcohol and drug use.
- Identified and randomly selected courses, contacted faculty requesting class time to administer surveys, and supervised the administration of the surveys.
- Collected data from 800 to 1000 students.
- Analyzed the data, wrote annual reports and provided data "sound bites" to be used in UW-La Crosse's social norming campaign.

##### *UW-La Crosse GLBT Equity Committee Chair (1998-1999)*

- Took primary responsibility for surveying the university community regarding the status of recommendations made in 1993 by the Chancellor appointed GLB Task force.
- Coordinated the development of new recommendations that were used by the University Affirmative Action and Diversity Council in a 10-year plan to address the diversity issues of gender, disability, and sexual orientation at UW-La Crosse.
- Lead the initiative to develop a Domestic Partnership policy at UW-La Crosse. The policy was approved by the committee and is currently in use at UW-La Crosse.
- Coordinated events for National Coming Out Day in 1998.

### Committee Member

Inclusive Excellence Steering Committee (2009-2011)  
Violence Prevention Advisory Council (2007-2011)  
Inauguration Committee (2007)  
Faculty Senate Member (2001-2004, 2005-2008)  
Advisory Board for the Statistical Consulting Center (2001-2008)  
NCUR Steering Committee & Poster Subcommittee Chair (2007-2010)  
Equity Score Card Evidence Team (Spring 2006-Fall 2007)  
Search and Screen Committee for the Special Assistant to the Chancellor (Spring 2006)  
Articles & By-Laws Committee (2004-2005)  
Undergraduate Research Committee (2002-2003)  
Committee on Committees (2001-2002, 2006-2007, 2007-2008)  
Faculty Research and Grants (2000, 2001)  
Social Marketing Subcommittee of the Campus Alcohol Task Force (Spring 2000-2003)  
Campus Alcohol Task Force (2000-2003)  
UW-La Crosse GLBT Equity Committee (1996-1997, 1997-1998, 1999-2000)  
UW-La Crosse Affirmative Action and Diversity 2008 Planning Committee (1998-1999)

### **College of Liberal Studies Service**

#### Committee Member

College of Liberal Studies Assessment Committee (2005-2006)  
College of Liberal Studies Public Relations Committee (2001-2005)

### **Department Service**

#### Committee Chair

*Department of Psychology Search and Screen Committee (Spring 2007)*

- Led the search process for a new cross-cultural psychologist.
- Communicated with psychology department members, the College of Liberal Studies Dean's Office, Human Resources, the Office of Affirmative Action and Diversity, as well as candidates.

*Department of Psychology Curriculum Committee (2000-2001, 2001-2002, 2002-2003, 2003-2004, 2004-2005)*

- Chaired the committee while the Psychology department substantially revised requirements for the undergraduate major based on an academic program review and external consultant recommendations.
- Coordinated and supervised significant updates to the undergraduate course catalogue.

*Department of Psychology Assessment Committee (2005-2006)*

- Led the departmental adoption of the American Psychological Association recommended student outcomes and instituted annual course-based assessment of student learning.

*Department of Psychology Faculty Development Committee (1998-1999)*

- Coordinated mid-semester evaluations of instructional academic staff and provided opportunities for faculty presentation of scholarship and creative endeavors.

### Other Departmental Service

*Department of Psychology Webmaster (1999-2008)*

- Revise and update the department web site as necessary and serve as the departmental contact.
- Receive and respond to frequent queries from prospective and current students as well as individuals advertising other academic programs, internships, or employment in psychology related areas.

*Advising Coordinator (Fall 2001)*

Committee Member

Department of Psychology Assessment Committee, (2004-2005, 2006-2007, 2007-2008)

Department of Psychology IRB (2000-2001, 2001-2002, 2002-2003)

Department of Psychology Curriculum Committee (1997-1998, 1999-2000)

Department of Psychology Search and Screen Committee (Spring 2000, Spring 2001)

School Psychology Graduate Program Selection Committee (1997, 1998, 2000, 2001)

Department of Psychology Materials, Equipment, and Space Committee (1998-1999)

Department of Psychology Faculty Development Committee (1996-1997)

**Community Service**

*Domestic Abuse Reduction Team (DART), Research Consultant (2000-2002)*

- Analyzed and disseminated data regarding a longitudinal evaluation to determine the effectiveness of the program and to suggest any possible modifications.

*La Crosse School District Reading Intervention Evaluation, Research Consultant (2000-2002)*

- Designed research to evaluate three different reading intervention programs.
- Analyzed and interpreted data.

*La Crosse Bridge Builders Fund, Needs Assessment Consultant (1999-2000)*

- Conducted a needs assessment of GLBT individuals and allies in La Crosse County.
- Used my expertise in measurement and statistics to develop surveys for individuals and businesses, and to analyze and report the data.
- Served as a member of the Board and participated in fund-raising efforts.

*GALAXY Programming Committee (1997-2000)*

*La Crosse County Economic Advocacy Project, Research Evaluator (1999)*

**GRANTS**

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2004 International Faculty/Academic Staff Development Fund (UW-La Crosse) "Evaluating the Study Abroad Experience." (Fully funded: \$3,000)

2004 Faculty Research Grant (UW-La Crosse) "Evaluating the Study Abroad Experience." (Partially funded: \$5,800)

1999 Program Evaluation Grant (Ruddie Memorial Youth Foundation). (Fully funded: \$13,500)

1999 Faculty Development Grant (UW-La Crosse). "Advanced Statistical Analysis Using SPSS." (Fully funded: \$2,020.50)

1998 Faculty Research Grant (UW-La Crosse) with K. Vogt "Gay, lesbian, bisexual, transgender, and straight youth behavior risk assessment in Wisconsin: A feasibility study."

**PUBLICATIONS**

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**Peer Reviewed Journal Publications**

**Wilson VanVoorhis, C. R., & Morgan, B. L. (2008).** Understanding power and rules of thumb for determining sample sizes. *Tutorials in Quantitative Methods for Psychology*.

**Wilson VanVoorhis, C. R.,** & Blumentritt, T. L. (2007). The Psychometric properties of the Beck Depression Inventory-II in a clinically-identified sample of Mexican American adolescents. *Journal of Child and Family Studies*.

Blumentritt, T. L., & **Wilson VanVoorhis, C. R.** (2004). The Millon Adolescent Clinical Inventory: Is it valid and reliable for Mexican American youth? *Journal of Personality Assessment*, 83, 64-74.

**Wilson VanVoorhis, C. R.,** & Vogt, K. A. (2003). A portrait of risk behavior among gay, lesbian, and bisexual youth in a GLB youth group in suburban/rural Wisconsin. *Journal of Sociological Imagination*, 39, 25-46.

**Wilson VanVoorhis, C. R.** (2002). Stat jingles: To sing or not to sing. *Teaching of Psychology*, 29, 249-250.

**Wilson VanVoorhis, C. R.,** & Morgan, B. L. (Winter, 2001). Statistical tips: Sample sizes. *Psi Chi Journal of Undergraduate Research*, 139-141.

### Books & Chapters

Peden, B. F., & **Wilson VanVoorhis, C. R.** (2008). Developing the habits of mind, hand and heart in psychology undergraduates. In R.A.R. Gurung, N. Chick, & A. Haynie (Eds.) *Practicing our signatures: Teaching disciplinary habits of mind*. Sterling, VA; Stylus.

**Wilson VanVoorhis, C. R.** (2004). Psychological responses to crises. In A. A. Nyatepe-Coo & D. Zeisler-Vralstead (Eds.) *Understanding Terrorism: Threats in an Uncertain World*. Upper Saddle River, New Jersey: Prentice Hall.

Nicolai, K. M., & **Wilson VanVoorhis, C. R.** (July, 2003). *Student Workbook to accompany Ronald J. Comer: Abnormal Psychology, 5<sup>th</sup> ed.* New York, NY: Worth Publishers.

**Wilson VanVoorhis, C. R.,** & Nicolai, K. M. (October, 2001; June 2004). *Student Workbook to accompany Ronald J. Comer: Fundamentals of Abnormal Psychology, 4<sup>th</sup> ed. and 5<sup>th</sup> ed.* New York, NY: Worth Publishers.

### SELECTED PEER REVIEWED PRESENTATIONS

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Chun, M. & **Wilson, C. R.** (2009, April). Connecting summative institutional assessment with formative classroom practice. Paper presented at the annual meeting of the North Central Association Higher Learning Commission, Chicago, IL.

Peden, B. F., & **Wilson VanVoorhis, C. R.** (2008, May). Developing the habits of mind, hand and heart in psychology undergraduates. Paper presented at the annual meeting of Council of Teachers of Undergraduate Psychology, Chicago, IL.

Blumentritt, T.L., & **VanVoorhis Wilson, C.** (2005, May). Social dominance orientation, right wing authoritarianism and prejudice in a Mexican American college sample. Poster presented at the Annual Convention of the American Psychological Society, Los Angeles, CA.

Blumentritt, T. L., & **Wilson VanVoorhis, C. R.** (2004, May). The Millon Adolescent Clinical Inventory: Is it valid and reliable for Mexican American youth? Paper presented at the annual meeting of the American Psychological Society, Chicago, IL.



**Wilson Vanvoorhis, C. R., & Blumentritt, T. L.** (2004, May). Psychometric properties of the BDI-II in a Mexican American population. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

### **SELECTED OTHER PRESENTATIONS (Complete list available on request)**

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**Wilson VanVoorhis, C. R. & Stewart, B.** (2009, November). The Ripple Effect – Be the Change: Inclusive Excellence. Presentation at the ME-PD Annual Conference, La Crosse, WI.

**Wilson VanVoorhis, C. R. & Peden, B. F.** (2008, May). Developing the habits of mind, hand and heart in psychology undergraduates. Presentation at the 8<sup>th</sup> Enhancing the Teaching of Psychology Conference, Oshkosh, WI.

Hare-Paynter, M. J., **Wilson VanVoorhis, C. R., & Lampe, G. P.** (2007, October). Equity Score Card. Panel presented at the Annual Wisconsin Association of Collegiate Registrars and Admission Officers Annual Conference, Egg Harbor, WI.

Hare-Paynter, M. J., **Wilson VanVoorhis, C. R., & Lampe, G. P.** (2007, March). Equity Score Card. Panel presented at the Annual University of Wisconsin System Office of Professional and Instructional Development Conference, Madison, WI.

**Wilson VanVoorhis, C. R.** (2007, March). Do they understand what we understand them to understand? Poster presented at the Annual University of Wisconsin System Office of Professional and Instructional Development Conference, Madison, WI.

**Wilson VanVoorhis, C.R., Cary, M., Dixon, R. J., & Cerbin, W.** (2004, May). Lesson study and psychology: Eastern elementary meets western post-secondary education. Presented at the Annual Enhancing the Teaching of Psychology and Human Development Conference, Green Bay, WI.

### **SELECTED SUPERVISED STUDENT PRESENTATIONS (Complete list available on request)**

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Sokol, J. (2008, May). Ongoing struggles versus resolved issues: Are either appropriate for a therapist to reveal? Paper presented at the Psi Chi division of the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Belcher, C., & Dorendorf, K. (2007, May). How Topic of Disclosure Influences Perceptions of Femininity. Paper presented at the Psi Chi division of the annual meeting of the Midwestern Psychological Association, Chicago, IL.

O'Brien, S. (2006, May). Tempest in a D Cup: Perceptions of large-breasted women. Paper presented at the Psi Chi division of the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Skinner, B. (2005, May). Perceptions of college students in long-distance relationships. Paper presented at the Psi Chi division of the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Bonnell, K. M., & Troxell, K. A. (2004, May). Factors affecting women's perceptions of intimacy as they mature. Paper presented at the Psi Chi division of the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Wood, K., & Meyer, K. (2004, May). Effects of a media intervention program on body image and eating attitudes among children. Paper presented at the Psi Chi division of the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Eiring, A., & Gallagher, A. (2002, May). Role of coach feedback on youth sport satisfaction and perceived physical competence. Paper presented at the Psi Chi division of the annual meeting of the Midwestern Psychological Association, Chicago, IL. (**Psi Chi Regional Research Award**)

## **REVIEWER**

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Psi Chi division of the annual meeting of the Midwestern Psychological Association (2000)  
Journal of Child and Family Studies  
Crisis, Illness and Loss