
DANIEL NATHAN GLASSMANN

22 June 2018

Dear Search Committee,

With broad and progressive professional higher education and student affairs experience, I believe I am uniquely qualified to assume the position of Associate Vice President for Student Life and Dean of Students (AVPSL/DOS) at San Francisco State University (SFSU). After reviewing and researching more about the position and the institution, I have become called upon and compelled to apply for this leadership role because of how well the university's and division's educational missions, visions, and values reflect my own and how the focus of this position on "developing, delivering, evaluating and refining a cohesive and coordinated vision for student life on campus that supports student access, learning, and success" compliment my own personal passion for and commitment to student learning and success, engagement, and inclusive community. As you can see reflected in greater detail in my resume, I believe I have the skills and abilities you are looking for in your next AVPSL/DOS at SFSU and feel confident that I could work alongside and lead others in addressing the opportunities and challenges specific to the Division of Student Life and the larger campus community. I have a proven record of success in enhancing the student experience and engagement in various roles and institutions and would be humbled and honored to be a part of a campus that describes itself as "innovative," "challenging the status quo," "creativity," and "making waves." It appears to really be an exciting and energizing time to join SFSU under the leadership of President Leslie Wong and Vice President Luoluo Hong and it would be incredible to be a part of a Student Life team that helps students find and realize their passion through their engagement at SFSU!

My previous professional and educational experiences have prepared me well in many and varied areas of student affairs and higher education administration. Currently, I serve as the Associate Dean of Students at the University of Tennessee, Knoxville (UTK) where I am a senior member of the Assistant Vice Chancellor and Dean of Students (AVC/DOS) leadership team and am responsible for the vision, leadership, and direction in the creation of innovative campus-wide co-curricular programs and services that engage and support students in their growth and development as leaders in a global society. My main areas of oversight include the Center for Student Engagement, Center for Leadership and Service, Office of Sorority and Fraternity Life, Office of Student Media, and the LGBTQIA+ Pride Center. In addition, I foster and develop relationships and partnerships with internal and external community members, assist in the management of initiatives, scholarships, awards, and routine operations within the Office of the Dean of Students, and act as a resource and contact for students interested in student involvement and engagement and serve as a Student Ombudsperson to provide confidential consultation and support. In this position, I have enjoyed most the chance to work intentionally and collaboratively with campus and community partners to *advocate, challenge, connect, and support* the student experience at UTK in meaningful and impactful ways. I would bring the same level of intentionality and collaborative spirit to this role and when working with colleagues across the institution at SFSU.

Previously, as the Assistant Dean of Students and Director of Residence Life at Oglethorpe University, I was responsible for the full administration, operation, planning, assessment, and strategic management of programs and services for Residence Life, Student Conduct, Greek Affairs, Orientation, and Leadership on campus. To this end, some of my job duties involved directly supervising professional staff, coordinating professional and student staff training, overseeing assessment plans and processes, managing departmental budgets, serving as the chief conduct officer for the university, and advising two student conduct boards, the Residence Hall Association, and Student Government Association. This position required my involvement in a great deal of student crisis, mediation, and resolution while supporting students in their academic and personal growth and development. In my prior position as Doctoral Intern for Staff Development and Student Conduct for the Department of University Housing at The University of Georgia (UGA), my commitment to student learning and development was evidenced in the work I did with adjudicating student conduct cases and advising a student conduct board. Through my previous and current work with student conduct, I have been able to help shape campus and departmental policies and procedures and educate students about campus policies and regulations while encouraging them to consider what it means to be responsible members of a community and be accountable for their actions. In a previous position I held as Assistant Director of Residence Life and Multicultural Center at Elon University, my love for developing college students holistically and working with diverse students could be seen in my varied responsibilities—administrating a residential area of students that included seven living learning communities and a Faculty in Residence, supervising student and support staff, advising student and multicultural organizations, and coordinating multicultural programs and events. Outside of my job responsibilities, I was also able to advise a sorority, sit

DANIEL NATHAN GLASSMANN

on committees, including the Multicultural Expansion Committee and DEEP Impact Committee, teach and advise first-year students in an introductory class to the university, and serve as an advisor to many trips and service projects. During my doctoral program, I also had the privilege of interning at Emory in the Office of LGBT Life to further my interest and work for inclusion and social justice on college campuses.

During the proceeding five years, I worked for the Department of Housing and Residence Life at the University of Central Arkansas in different and progressive leadership roles that allowed me to gain the knowledge and skills of computer technology on campus, customer service, residence hall programming, staff selection, training and supervision, and recognition efforts. I also completed a practicum in the Dean of Students and Office of Multicultural and International Student Affairs at Hendrix College and an internship in Housing Services and the Lesbian Gay Bisexual Transgender Resource Center at the University of California, Riverside during my graduate studies. These experiences gave me tangible projects to increase my understanding of different student populations and the critical role student affairs plays in providing support services for these groups. My technical background in technology and web design has also been beneficial in all of my positions, including the creation of online training models for student staff and advisors, co-curricular transcripts, departmental websites, social media, and many other web and digital projects, and this expertise has helped me better connect and reach students and community partners in nontraditional and sometimes more accessible ways.

Most of my professional experience has been in the area of higher education and student affairs administration, but my teaching and research background has also primed me for this leadership position. Through my doctoral program at UGA, I conducted many higher education, student affairs, and research courses, was a part of several research teams, and conducted various research projects, as well as completed a qualitative dissertation and later received a Graduate Certificate in Interdisciplinary Qualitative Studies. I learned a great deal about assessment, evaluation, and research in my doctoral program through my own research on moral reasoning of college students, which was published in the *Georgia Journal of College Student Affairs*, and LGBTQ safe spaces, as well as collaborating with faculty, staff, and other graduate students on different research teams, including researching faith development of gay college men that I co-presented at a national student affairs conference and was also published in the *Journal of Student Affairs Research and Practice*. In addition, I had the ability to co-teach a master's-level course on program evaluation and outcomes assessment techniques alongside a faculty member and solely taught another master's-level course on student affairs at small colleges. During my time at UTK, I also have been invited to speak and teach in several undergraduate Leadership Studies Minor classes and in courses within the master's program in College Student Personnel, as well as serve on master students' capstone committees. I believe that my academic experiences as a student, researcher, and scholar have equipped me well to partner with academic affairs leaders to strengthen the student experience at SFSU.

All of these different positions and experiences have allowed me to gain and demonstrate a strong understanding of student affairs within in a variety of college and university settings and have readied me for the position of Associate Vice President for Student Life and Dean of Students at SFSU. I believe I am the high energy, collaborative, student-centered, accessible, and driven student affairs professional that you are seeking for this visible and pivotal position at San Francisco State University. I welcome the opportunity to answer any questions and further discuss my qualifications in greater detail. Feel free to contact me anytime at [REDACTED]. I appreciate your time and effort in considering my application materials for this great professional opportunity at SFSU.

I look forward to hearing from you soon!

Sincerely,



Danny Glassmann, Ph.D.

DANIEL NATHAN GLASSMANN

PROFESSIONAL PROFILE

- Over twelve years of broad and progressive professional higher education and student affairs experience
- Dynamic and student-centered practitioner passionate about *student learning, engagement, and inclusive community*
- Core skills include: open communication, collaboration, organization and program development, team supervision and motivation, crisis and emergency response, advocacy and social justice, and assessment and strategic planning

EDUCATION

The University of Georgia <i>Doctor of Philosophy, Counseling and Student Personnel Services</i> <i>Graduate Certificate in Interdisciplinary Qualitative Studies</i> Dissertation: <i>Queer(ing) Spaces: A Critical Analysis of Physical and Virtual Safe Spaces for Lesbian, Gay, and Bisexual College Students</i>	Athens, GA August 2012
University of Central Arkansas <i>Master of Science, College Student Personnel Services and Administration</i>	Conway, AR May 2007
University of Central Arkansas <i>Bachelor of Science in Computer Science, Minor in Honors Interdisciplinary Studies</i> Honors Thesis: <i>Sexual and Gender Polymorphism: Thinking Outside the Box of Binaries</i>	Conway, AR May 2005

PROFESSIONAL EXPERIENCE

The University of Tennessee Associate Dean of Students <i>The University of Tennessee, Knoxville is the state's flagship, public sun- and land-grant research university with an enrollment of 22,317 undergraduate and 6,004 graduate and professional students.</i>	Knoxville, TN June 2015-Present
<ul style="list-style-type: none">▪ Responsible for the vision, leadership, and strategic direction of innovative campus-wide co-curricular programs and services▪ Serve as a senior member of the Office of the Assistant Vice Chancellor and Dean of Students (AVC & DOS) leadership team▪ Oversee the offices of Student Engagement, Leadership and Service, Sorority and Fraternity Life, Student Media, and Pride Center▪ Directly supervise and cultivate the talent development of five departmental directors and one administrative assistant and indirectly support an additional eighteen professional staff and eleven graduate assistants▪ Ensure departmental budgets totaling \$1.8 million are managed and in compliance with all university fiscal policies and procedures▪ Assist in the management of AVC & DOS initiatives and programs that <i>advocate, challenge, connect, and support</i> students▪ Assist with the general day-to-day operations and management of the Office of the Dean of Students▪ Participate in and support Vol-on-Call, the Division of Student Life emergency management on-call protocol and process▪ Act as a resource and contact for students needing guidance and those interested in student involvement and engagement▪ Serve as a Student Ombudsperson to provide confidential consultation and support for students' issues and concerns▪ Foster and maintain relationships and partnerships with internal and external community members and constituents▪ Coordinate divisional scholarship and awards programs that recognize outstanding leadership, service, and academic achievement Significant Accomplishments <ul style="list-style-type: none">▪ Implemented Standards of Fraternal Excellence (SoFE), House Directors, and Conduct Transparency for sororities and fraternities▪ Established a campus-wide Hazing Prevention Team as an on-going team to proactively prevent and address hazing behaviors▪ Oversaw the creation of and served as the first Student Ombudsperson at the university to provide a confidential student resource▪ In partnership with Student Government Association, Office of Family Engagement, and Volunteer Dining, created the Big Orange Meal Share Program that allows students to donate unused guest meals and/or contribute funds to benefit students in need▪ Supported and assisted with the creation of the Leadership Studies Minor (LSM) and Co-Curricular Transcript (CCT)▪ Launched a "Don't Cancel Class" initiative to provide Division of Student Life workshops and presentations to academic classes▪ Through private funding, created a student leadership conference funding program to support undergraduate student travel▪ Successfully transitioned the student newspaper, the <i>Daily Beacon</i>, from a five to two-day a week print publication and a 27/4 online publication that reduced print cost and increased the digital footprint of the publication▪ Served as Administrative Liaison to the LGBTQIA+ Pride Center and helped steward and secure funding for permanent staffing, operations, and programming and a new office space for the center	

Oglethorpe University Assistant Dean of Students <i>Oglethorpe University is a small private, independent liberal arts and sciences university with an enrollment of 1,180 students.</i>	Atlanta, GA July 2013-May 2015
<ul style="list-style-type: none">▪ Focused on the areas of student living, facilities management, student conduct, assessment, and student retention and support▪ Responsible for five functional areas of Campus Life: Residence Life, Student Conduct, Orientation, Greek Affairs, and Leadership▪ Oversaw the planning and strategic assessment of programs and services for the entire Division of Campus Life▪ Directly supervised five professional staff members who oversaw both professional and paraprofessional staff members▪ Coordinated professional and undergraduate staff recruitment, selection, training, and evaluation▪ Managed the budgets of several functional areas and ensured funds were allocated and spent appropriately and effectively▪ Served as the chief conduct officer responsible for ensuring coordination of all aspects of the university's conduct system▪ Assisted with the annual review and update of all conduct policies, procedures, and publications▪ Recruited, trained, and advised the Student Conduct Board, Faculty-Staff Conduct Board, and Student Government Association▪ Oversaw the campus emergency and student crisis response and follow-up processes	

Director of Residence Life

July 2011-June 2013

- Responsible for the full administration and operation of five residence halls and six Greek houses with a total of 600 residents
- Oversaw the planning and strategic management of programs and services for the residence life programs, practices, and policies
- Directly supervised four professional staff members in Residence Life and Greek Affairs
- Indirectly supervised twenty Resident Assistants, two Peer Academic Leaders, and advised six Greek House Managers
- Oversaw a budget of approximately \$315,000
- Coordinated professional and undergraduate staff recruitment, selection, training, and evaluation
- Served as the university's chief conduct officer and advised both the Student Judicial Board and Faculty-Staff Judicial Board
- Responded to and coordinated response for campus emergencies and student crises

Significant Accomplishments

- In collaboration with the Academic Success Center, created the Peer Academic Leader (PAL) Program that provided peer-to-peer academic mentoring and coaching to at-risk, first-year residential students
- Served on the team that reimagined and revamped the First-Year Seminar (FYS) course of the Quality Enhancement Plan (QEP)
- In the span of four years, increased the number of fraternities and sororities from 5 to 9, including the first NPHC organization and one local sorority, and instituted policies and procedures for event registration, recruitment and intake, and risk management
- Managed the transition of closing and demolishing an old Campus Center and building and opening a new Campus Center on the same site, which included a year of operating all Campus Center offices and dining services out of other locations on-campus
- In partnership with Gables Residential Inc., built a mixed-use Gables Brookhaven apartment complex on the corner of campus to provide more housing options for upperclassmen students and seven additional classrooms, fitness center, and parking
- Renovated three previously unoccupied residence halls to increase housing capacity, occupancy, and price options on-campus
- Digitized forms and created an online housing selection process for new and returning students
- Instituted and streamlined communication of a 24/7 on-call process for professional and paraprofessional staff
- Reviewed and updated the *Sexual Violence and Misconduct Policy* to be in alignment with federal and state laws and guidelines
- Selected and implemented a conduct management system to provide more effective reporting, communication, and adjudication
- Created, trained, and facilitated the campus-wide LGBTQIA+ Safe Zone Program called *Safe Outlet*

The University of Georgia

Athens, GA

Doctoral Intern of Staff Development and Student Conduct for University Housing

July 2009-June 2011

The University of Georgia is the state's flagship, public land- and sea-grant research university with an enrollment of 28,848 undergraduate and 8,758 graduate and professional students.

- Served as a hearing officer for students allegedly involved in Housing policy violations
- Recruited, selected, trained, and advised the Conduct Review Board
- Supervised and mentored a masters-level practicum student
- Assisted in the development of web-based training modules for new undergraduate, graduate, and full-time staff
- Coordinated the ACUHO-I summer internship program
- Collaborated to plan and implement an annual housing conference
- Participated in undergraduate and graduate recruitment, selection, and training
- Provided support to residents and staff in responding to emergencies and student crises

Elon University

Elon, NC

Assistant Director of Residence Life and Multicultural Center

June 2007-June 2009

Elon University is a selective, mid-size private, independent liberal arts university with an enrollment of 6,045 undergraduate and 746 graduate and professional students.

Residence Life

- Administered a residential area of 154 students in a single room, hall style living environment
- Supported the development of seven residential Learning Communities
- Selected, trained, supervised, and evaluated seven Resident Assistants and one part-time Area Administrative Assistant
- Advised programming board responsible for area-wide programs
- Oversaw area community development budget of approximately \$5,000
- Coordinated student staff recruitment and training for mid-year, spring, fall, and continuing education (RECESS)
- Served as judicial hearing officer and supported the divisional protocol regarding student code of conduct
- Served as University Administrator-on-Call, the rotating crisis response team for the entire student population of 5,500 students

Multicultural Center

- Served as advisors to the Multicultural Student Council (MSC) and Student Mentors Advising Rising Talent (SMART) Program
- Supervised two student program coordinators of SMART and MSC and a Multicultural Undergraduate Intern
- Oversaw programming budgets totaling approximately \$9,000
- Assisted in creating and implementing a diversity educational tool called Deep Impact
- Developed and maintained the LGBT Allies program
- Designed and maintained center website
- Assisted with planning and executing center sponsored programs and events, such as the Martin Luther King, Jr. Commemorative Program, Black Excellence Awards, and Multicultural Faculty Reception
- Served as a resource for issues involving multicultural students and diversity for the university community

Significant Accomplishments

- Opened two new residential buildings and facilitated a sense of community, pride, and new traditions for residents and staff
- Laid the groundwork for the programs and services of the Gender and LGBTQIA Center that was later established in 2013

GRADUATE ASSISTANTSHIP AND INTERNSHIP EXPERIENCE

Emory University <i>Doctoral Administrative Internship, Office of LGBT Life</i>	Atlanta, GA May-August 2010
The University of Central Arkansas <i>Research and Recognition Coordinator for Housing and Residence Life</i>	Conway, AR July 2005-May 2007
The University of California Riverside <i>Graduate Internship, Housing Services and LGBT Resource Center</i>	Riverside, CA May-August 2006
Hendrix College <i>Graduate Practicum, Dean of Students and Multicultural & International Student Affairs (MISA)</i>	Conway, AR January-May 2006
The University of Central Arkansas <i>Residence Coordinator for Housing and Residence Life</i>	Conway, AR July 2004-June 2005

CAMPUS AND COMMITTEE INVOLVEMENT

The University of Tennessee

- Associate Dean of Students for Care and Support Search Committee, Chair—2018
- Associate Vice Chancellor of Communications and Marketing Search Committee, Member—2018
- Jimmy and Ileen Cheek Graduate Student Medal of Excellence Awards Committee, Member—2018
- Academic Calendar and Final Exams Working Group, Member—2017-2018
- Office of Sorority and Fraternity Life Strategic Planning Committee, Member—2017-2018
- Gender Identities and Inequalities Community Service Fall Break Trip to Charlotte, North Carolina, Learning Partner—2017
- Division of Student Life Strategic Planning Committee, Member & Sub-Committee Chair—2016-2017
- Campus Leadership and Service Scholarships Committee, Member—2016-Present
- Division of Student Life Diversity Committee, Member—2016-Present
- Chancellor's Commission for LGBT People, Member—2016-Present
- Council for Diversity and Interculturalism, Member—2016-Present
- UTK Circle of Omicron Delta Kappa (ODK) National Leadership Honors Society, Advisory Board Member—2016-Present
- Coordinated Community Response Team (CCRT) for Sexual Violence Education—2016-Present
- Center for Health, Education, and Wellness (CHEW) Wellness Champions, Representative—2016-Present
- Campus Events Collaborative Committee, Member—2016-Present
- Concerns, Awareness, Representation and Education (CARE) for Diversity Issues Advisory Committee, Member—2016-2017
- Student Media Advisory Board, Member—2016-2017
- The LeaderShape® Institute, Cluster Facilitator—2016
- Office of Disability Services Program Review, Program Review Coordinator—2016
- Chancellor's Citation Awards Committee, Chair—2015-Present
- Student Programming Allocation Committee (SPAC), Representative—2015-Present
- Strengths Quest Training Committee, Member and Trainer—2015-2017
- Student Life Experience Team, Committee Member—2015-2017
- Division of Student Life Large Event Policy Revision Committee, Member—2015-2016
- Safe Zone Training Committee, Member and Trainer—2015-2016
- International Risk Management Committee, Member—2015-2016
- Bias Incident Response Team (BIRT), Committee Member—2015-2016
- Courage to Climb Student Award Committee, Chair—2015-2016
- Technology Coordinator for Student Media Search Committee, Chair—2015
- Issues Facing the Refugee Community Service Fall Break Trip to Atlanta, Georgia, Learning Partner—2015
- Staff Annual Leave for Volunteering Committee, Member—2015

Oglethorpe University

- Student Government Association, Advisor—2014-2015
- Campus Emergency Response Team—2013-2015
- Campus Incident Review and Reporting Committee—2013-2015
- ADA Compliance Task Force – 2013-2015
- Sigma Alpha Pi (The National Society of Leadership and Success), Founding Chapter Advisor—2013-2015
- Outlet (Oglethorpe University's Gay-Straight Alliance), Advisor—2013-2015
- Cheerleading Team, Advisor—2013-2015
- Non-Academic Committee for Complaints, Appeals, Variances, and Waivers—2012-2015
- Residence Hall Association, Founding Advisor—2012-2013
- Student Center and Dining Construction Committee, Member—2012-2013
- Food Committee, Member—2012-2013
- Data Standards Committee, Member—2012-2013
- Students of Concern Committee, Member—2011-2015
- Alcohol and Other Drug Taskforce, Member—2011-2015
- Campus Assessment Committee, Member—2011-2015

- Staff Personnel Using Datatel Committee, Member—2011-2013
- Safe Outlet, Trainer and Facilitator—2011-2015
- Center for Civic Engagement Day of Services—2011-2015
- Course Bulletin Committee, Member—2011-2012
- Academic Calendar Planning Committee, Member—2011-2012

The University of Georgia

- Miller and Winston Research Award Selection Committee, Member—2017
- UGA Student Personnel Association (UGASPA), Member—2009-2011
Doctoral Member-at-Large—2009-2010
- National Coalition Building Institute (NCBI) Trainer—2010-2011
- Safe Space Program Facilitator—2010-2011
- University Council Committee on Sexual Harassment, Member—2010-2011

Elon University

- Phi Mu Fraternity, Faculty Advisor—2007-2009
- Spectrum (Elon University's Gay-Straight Alliance), Advisor—2008-2009
- Student Affairs Diversity Committee and Multicultural Center Expansion Committee, Member—2007-2009
- Adventures in Leadership, Advisor—2008
- Bay Saint Louis Mississippi Katrina Relief Service Trip, Advisor—2008

The University of Central Arkansas

- Graduate Association of Student Personnel, President—2006-2007
- Student Government Association, Primary Graduate Senator—2006-2007
- Admissions Ambassador—2006-2007
- Honors College Member—2002-2005
- Cheerleading Member and Tumbling Captain—2001-2005

TEACHING AND ACADEMIC ADVISING

The University of Tennessee

Knoxville, TN

Visiting Instructor, Department of Educational Leadership and Policy Studies

January-May 2016, 2017, & 2018

- Taught sections of *ELPS 595 Special Topics*, a three-hour, master's-level course focused on critical issues in student affairs

Oglethorpe University

Atlanta, GA

Instructor

August-December 2014

- Taught a First-Year Seminar, *The Role of a Liberal Arts College*, a one-hour, for-credit transition course for first-year students, and supervised two Teaching Mentors

Instructor

August-December 2013

- Taught a First-Year Seminar, *Lead 101: The Strength of Leadership*, a one-hour, for-credit transition course for first-year students, and supervised one Teaching Mentor

Instructor

August-December 2012

- Taught *Oglethorpe 101*, a one-hour, for-credit transition course for transfer students, and supervised one Teaching Mentor

The University of Georgia

Athens, GA

Adjunct Assistant Professor, Department of Counseling and Human Development Services

January-May 2015

- Taught *ECHD 7460 Issues in Student Affairs Administration*, a one-hour, master's-level course
- Course focused on student affairs practice in a small college environment

Teaching Internship, Department of Counseling and Human Development Services

January-May 2011

- Co-taught *ECHD 7770 Assessment and Program Evaluation*, a three-hour, master's-level course
- Course focused on program evaluation and outcomes assessment techniques for use by college student affairs divisions
- Received experience in university teaching under the supervision of a faculty member

Co-Instructor, Department of Counseling and Human Development Services

August-December 2010

- Co-taught *ECHD 3010 Paraprofessional Helping Strategies*, a two-hour, for-credit course that provided training for student staff

Elon University

Elon, NC

Instructor and Academic Advisor

August-December 2008

- Taught *Elon 101*, a one-hour transition course for first-year students, and supervised one Teaching Assistant
- Served as academic advisor to fifteen freshmen students utilizing a developmental model of advising

THESIS AND DISSERTATION COMMITTEES

- Stagner, B. (2018, UTK). *Free speech and civility new student training workshop*. Committee member of master's capstone project.
- Hall, N. (2018, UTK). *Navigating free speech for new student affairs pros*. Committee member of master's capstone project.
- Mims, S. (2018, UTK). *Extended outdoor orientation for transfer students*. Committee member for master's capstone project.
- Shapard, B. (2018, UTK). *Grad school series for underrepresented students*. Committee member of master's capstone project.
- Misak, M. K. (2017, UTK). *Investigating Panhellenic sorority retention*. Committee member of master's capstone project.

- Rhoden, L. (2017, UTK). *Social justice, activism, and positive change: Proposed undergraduate course*. Committee member of master's capstone project.
- Gibney, M. (2016, UTK). *Higher ed and mentoring: Proposed training program*. Committee member of master's capstone project.

PUBLICATIONS

Manuscripts in Publication

- Dunn, M., Glassmann, D., Garrett, J. M., Badaszewski, P., Jones, G., Pierre, D., Fresk, K., Young, D., & Correll-Hughes, L. (2015). Faith and sexual orientation identity development in gay college men. *Journal of Student Affairs Research and Practice*, 52(4), 374–386.
- Glassmann, D. (2015). Thinking outside the binary box: Queer(ing) research and practice. In J. T. Wynne & C. Gonzalez, *Who really speaks for justice: Raising our voices in the noise of hegemonic education* (pp. 259-267).
- Glassmann, D., Dunn, M., & Espino, M. (2013). Influence of alternative break program participation on college students' development of moral reasoning. *Georgia Journal of College Student Affairs*.
- Glassmann, D. (2013, Winter). Connecting the dots: Understanding how LGBTQ college students use Internet technology. *Journal of Technology in Student Affairs*.

Manuscripts in Preparation

- Dunn, M., Garrett, M., Glassmann, D., & Badasweski, P. (in preparation). Reconciling identities: A model to understand the interaction of outness and identity perception with faith development.

PRESENTATIONS

Peer Reviewed National

- Berris, B., Glassmann, D., & Mitchell, M. (2017). *Forget work-life balance, let's start with work day balance*. Presentation at the annual meeting of the Association of Fraternity/Sorority Advisors (AFA), Atlanta, GA.
- Berris, B., & Glassmann, D. (2017). *Are you leadership material? Ways to show you're ready*. Presentation at the annual meeting of the Association of Fraternity/Sorority Advisors (AFA), Atlanta, GA.
- Berris, B., & Glassmann, D. (2015). *Creating and assessing safe spaces within the collegiate environment*. Presentation at the annual meeting of the American College Personnel Association, Tampa, FL.
- Dunn, M., Garrett, M., & Glassmann, D. (2014). *Gay men and faith development*. Presentation at the annual meeting of the American College Personnel Association, Indianapolis, IN.
- Glassmann, D. (2013). *Queer(ing) safe spaces for lesbian, gay, and bisexual college students*. Presentation at the annual National Gay and Lesbian Task Force Creating Change Conference, Atlanta, GA.
- Shutt, M., Cordon, M., Glassmann, D., & Steele, D. (2011). *Assessing the needs of queer students on campus*. Presentation at the annual meeting of the National Association of Student Personnel Administrators, Philadelphia, MA.
- Glassmann, D., Shutt, M., & Steele, D. (2011). *Using focus groups to assess the needs of queer students of color, queer students of faith and trans students*. Presentation at the annual National Gay and Lesbian Task Force Creating Change Conference, Minneapolis, MN.
- Glassmann, D., & Keith, C. J. (2010). *Beyond buzzwords: Developing social justice education initiatives from revolutionary ideas*. Presentation at the annual meeting of the American College Personnel Association, Boston, MA.
- Glassmann, D., & Sherry, L. (2010). *Sweet tea: LGBTQ social identity and professional practice institute II*. Presentation at the annual meeting of the American College Personnel Association, Boston, MA.

Local and Regional

- Glassmann, D. (2018). *It takes a village: Working with and across different generations*. Presentation at the UTK Supervisor's Summit, Knoxville, TN.
- Glassmann, D. (2018). *BRAVING the wilderness of student leadership*. Presentation at the UTK Clifton M. Jones Student Leadership Conference, Knoxville, TN.
- Glassmann, D. (2018). *Supporting the opposition*. Presentation at the UTK Professional Development Series with University Housing, Knoxville, TN.
- Glassmann, D., Harris, B., Jackson, A., Nelson, C., & Williams, K. (2017). *Navigating the job search panel*. Presentation at the Southern Association for College Student Affairs Annual Conference, Chattanooga, TN.
- Glassmann, D. (2017). *Networking in student affairs*. Presentation at the UTK College Student Personnel Association Workshop, Knoxville, TN.
- Bryant, L., Glassmann, D., Ndiaye, D., McWhorter, T., Riley, K., & Sharp, B. (2017). *Panel on student affairs careers*. Presentation at the UTK Center for Career Development Career Conversations Series, Knoxville, TN.
- Glassmann, D. (2017). *It's a two-way street: Supervising synergistically*. Presentation at the UTK Supervisor's Summit, Knoxville, TN.
- Glassmann, D. (2017). *Using high-impact practices to engage and retain students*. Presentation at the UTK Haslam Scholars Parent Program, Knoxville, TN.
- Glassmann, D. (2017). *Do you wanna get "HIP?" Making the most of your collegiate experience*. Invited speaker at the UTK Chancellor's Honors Program Living & Learning Community Dinner, Knoxville, TN.
- Glassmann, D. (2017). *Social justice and inclusive practices for student leaders*. Presentation at the UTK Clifton M. Jones Student Leadership Conference, Knoxville, TN.
- Glassmann, D. (2016). *Keys to succeeding in student affairs as a new(er) professional*. Presentation at the UTK Center for Student Engagement Mid-Year Staff Training, Knoxville, TN.

- Corey, S., & Glassmann, D. (2016). *Building a culture of evidence: Parts I and II*. Presentation at the annual meeting of the Southern Association for College Student Affairs, Jacksonville, FL.
- Bates, T., Bretch, J., Ebelhar, M., Glassmann, D., Norris, S., Secoy, S., & Thomas, C. (2016). *Mid-managers institute takeaways and experience*. Presentation at the annual meeting of the Southern Association for College Student Affairs, Jacksonville, FL.
- Glassmann, D. (2016). *Pride Center updates and ways to help being an ally*. Presentation at the UTK Division of Student Life VOL Breakfast Series, Knoxville, TN.
- Glassmann, D. (2016). *Networking in student affairs*. Presentation at the UTK Professional Development Committee for University Housing In-Service, Knoxville, TN.
- Glassmann, D. (2016). *Know, own, and use "it." Being a volunteer starts with you!* Invited keynote speaker at the UTK Induction Ceremony for Phi Eta Sigma, Freshman National Honor Society, Knoxville, TN.
- Glassmann, D., & Smith, J. (2016). *Supervision and mentorship of new student affairs professionals*. Presentation at the UTK College Student Personnel Graduate Program Second Years' In-Service, Knoxville, TN.
- Glassmann, D. (2016). *Live the "big six." Engaging in life during and after college*. Invited keynote speaker at the UTK Living & Learning Communities Mid-Year Dinner, Knoxville, TN.
- Glassmann, D. (2016). *Faith and sexual identity development in gay college men*. Presentation at the UTK Division of Student Life VOL Breakfast Series, Knoxville, TN.
- Glassmann, D. (2016). *Coloring outside the lines: Leading and advocating for social justice*. Presentation at the UTK Clifton M. Jones Student Leadership Conference, Knoxville, TN.
- Dale, P., Glassmann, D. Gregory, C., Johnson, C., & Tolan, M. (2014). *Lunch with leaders*. Invited panelist at the UGA LGBT Resource Center and Career Services Luncheon, Athens, GA.
- Glassmann, D. (2014). *#Queer: Putting queer theory to practice*. Presentation at the UGA Diversity Conference, Atlanta, GA.
- Glassmann, D. (2013). *Garbage in, garbage out: Writing learning outcomes that matter*. Presentation at the Student Affairs Assessment Conference, Atlanta, GA.
- Glassmann, D. (2013). *Expanding your circle: Community building and social networking for LGBTQ youth*. Presentation at Georgia GSA Youth Summit, Agnes Scott College, Decatur, GA.
- Glassmann, D. (2013). *What's your theme? Putting the wow (back) into your work in residence life*. Invited keynote speaker at Community Advisor training at Georgia College and State University, Milledgeville, GA.
- Glassmann, D. (2012). *Assessment 101: The nuts and bolts of assessment*. Presentation at the Student Affairs Assessment Conference, Atlanta, GA.
- Glassmann, D. (2011). *The 3 M's: Crafting measurable, meaningful, and manageable learning outcomes*. Presentation at the Student Affairs Assessment Conference, Atlanta, GA.
- Ellett, T., & Glassmann, D. (2011). *Politics*. Presentation at the National Housing Training Institute, Athens, GA.
- Glassmann, D., & Polk, J. (2010). *Diversity and inclusion on campus*. Presentation at the South Atlantic Affiliate of College and University Residence Halls Conference, Athens, GA.
- Glassmann, D., & Javier, G. (2010). *LGBTQ student services in context*. Presentation at the Consortium of Higher Education LGBT Resource Professionals Drive-In Daylong Institute, Atlanta, GA.
- Glassmann, D., & Keith, C. J. (2010). *Building social justice education initiatives to transform lives*. Presentation at the annual meeting of the Georgia College Personnel Association, Atlanta, GA.
- Glassmann, D., & McQueen, R. (2009). *Sweet or unsweet? Gay or straight? Do you have to decide?* Presentation at the Unity Conference, Chapel Hill, NC.
- Glassmann, D., & Thomas, Z. (2009). *The first 90 days: Navigating your new professional experience*. Presentation at the North Carolina State University and North Carolina Housing Officers Graduate Professionalism Summit, Raleigh, NC.
- Glassmann, D., & Johnson, C. (2008). *Communication through an electronic medium*. Presentation at the Elon University Leadership Development Institute, Elon, NC.
- Glassmann, D., & Langdon, L. (2007). *Recruiting our future: Recognizing and mentoring potential colleagues*. Presentation at the North Carolina Housing Officers and North Carolina College Personnel Association Joint Conference, Greenville, NC.
- Glassmann, D. (2007). *Make your time management a knock out!* Presentation at the North Carolina Housing Officers Resident Assistant Drive-In, Winston Salem, NC.
- Doyle, A., Glassmann, D., & Price, M. (2006). *Facebook.com: Changing the way our students build community*. Presentation at the annual meeting of the Arkansas College Personnel Association, Little Rock, AR.
- Doyle, A., Glassmann, D., Price, M., & Wiemer, A. (2006). *Embracing the online lifestyle of your students*. Presentation at the Arkansas College Personnel Association Drive-In Workshop, Conway, AR.

Webinars

- Glassmann, D. (2013). *LGBTQ college students and their use of Internet technology*. Webinar for the Consortium of Higher Education LGBT Resource Professionals.

SELECTED PROFESSIONAL DEVELOPMENT

- Division of Student Life Assessment Symposium (The University of Tennessee, Knoxville)—2018
- NASPA Sexual Violence Prevention and Response Conference (Portland, Oregon)—2018
- American Heart Association (AHA) Heartsaver CPR AED Program (Florida CPR)—2017-2019
- Endeavor Leadership Summit (Knoxville, TN)—2017
- UT Diversity Matters Safe Zone Program and Disability Justice Trainings (The University of Tennessee, Knoxville)—2016
- NASPA Region III/SACSA Mid-Manager's Institute (The University of Tennessee, Knoxville)—2016
- Supervisory Foundations Certificate Program (The University of Tennessee, Knoxville)—2016

- Division of Student Life Assessment Workshop (The University of Tennessee, Knoxville)—2016
- ACPA Institute for Aspiring Senior Student Affairs Officers (Nashville, TN)—2015
- International Ombudsman Association (IOA) Foundations of Ombudsman Practice Training (Baltimore, MD)—2015
- Alcohol Skills Training Program (ASTP) Facilitator Certification Training (The University of Tennessee, Knoxville)—2015
- LGBTQ+ Safe Zone Program Training (The University of Tennessee, Knoxville)—2015
- Association for Student Conduct Administration Summer Drive-In Conference (Emory University, Atlanta, Georgia)—2014
- Title IX Investigator Training: An Integrated and Coordinated Approach to Title IX, Clery and the Violence Against Women Act (Georgia Independent College Association, Atlanta)—2014
- American Heart Association (AHA) Heartsaver CPR AED Program (Georgia CPR)—2014-2016
- Student Affairs Assessment Conference (Emory University, Atlanta, Georgia)—2011, 2012, 2013
- Green Dot Bystander Intervention Training (Oglethorpe University, Atlanta)—2013
- Mental Health First Aid Certification (Oglethorpe University, Atlanta)—2013
- National Coalition Building Institute Train-the-Trainer Training (The University of Georgia, Athens)—2010
- LGBT Safe Space Program Training (The University of Georgia, Athens)—2009
- StudentAffairs.com Course, "Facilitating Student Diversity Education Experiences"—2008
- Substance Abuse Subtle Screening Inventory (SASSI) Certification Training—2007
- LGBT Allies & Trans/Intersex Allies Training (University of California, Riverside)—2006

Study Abroad

- Multicultural Student Affairs European Study Abroad Trip—2006
- Social Psychology European Study Abroad Trip—2004

AFFILIATIONS AND LEADERSHIP

- American College Personnel Association (ACPA)
2019 Annual Conference Program Team, Next Gen Team Member—2018-Present
Commission for Assessment and Evaluation Directorate Board Member—2013-2016
- National Association of Student Personnel Administrators (NASPA)
NASPA Undergraduate Conference Planning Committee Member—2015-2016
- Association of Fraternity/Sorority Advisors (AFA)
- Southern Association for College Student Affairs (SACSA)
- International Association of Student Affairs and Services (IASAS)
- International Ombudsman Association (IOA)
- Consortium of Higher Education LGBT Resource Professionals
Membership, Structure, and Process Chair—2009-2011
- Omicron Delta Kappa (OΔK)
- Human Rights Campaign (HRC)
- Association of College and University Housing Officers—International (ACUHO-I) Past Member
- Georgia College Personnel Association (GCPA) Past Member
Georgia Journal of College Student Affairs Editorial Board Member—2014-2015
- Georgia Housing Officers (GHO) Past Member
- Atlanta Future Leaders in Higher Education (AFLHE) Past Member
Oglethorpe University Institutional Representative—2014-2015
- North Carolina Housing Officers (NCHO) Past Member
Technology Coordinator—2009
Program Committee Member & Case Study Coordinator—2008

HONORS AND AWARDS

- UTK Chapter of the National Society of Leadership and Success Distinguished Leader Award—2017
- Oglethorpe University Circle of Omicron Delta Kappa (OΔK) National Leadership Honors Society Staff Inductee—2014
- Oglethorpe University Staff Member Award for Professionalism—2014
- NCHO Outstanding New Professional Award—2008
- Elon University's Dean Commendation Award—2008
- Elon University's Student Life Diversity Program of the Year for Spectrum's Pride Week—2008
- UCA Residence Life Appreciation of Service Award—2007
- SWACUHO Outstanding Graduate Student Award—2007
- NCA Cheerleading National Champion—2002