

Florence Guido-DiBrito

Associate Professor
Higher Education and Student Affairs Leadership
University of Northern Colorado
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EDUCATION:

DOCTOR OF PHILOSOPHY
Educational Administration
Higher Education emphasis
Texas A&M University, College Station, Texas – December 1990
Dissertation Title: Cases of Interpersonal Loyalty Between Chief Student Affairs Officers and their Superordinates and Subordinates.

MASTER OF SCIENCE
Student Personnel Administration in Higher Education
Ball State University, Muncie, Indiana – August, 1977

BACHELOR OF ARTS
Art History
Briarcliff College, Briarcliff Manor, New York – May, 1974

PROFESSIONAL EXPERIENCE:

Associate Professor and Coordinator:

Educational Leadership & Policy Studies, Higher Education and Student Affairs Leadership, College of Education, University of Northern Colorado, Greeley, Colorado, August, 1997- present; Coordinator, 2000-2001

- Sabbatical Proposal to conduct a longitudinal, photoethnographic, constructivist study to examine culture, community, and leadership in an emerging postsecondary institution.
- Conduct research on diversity and multicultural development in higher education utilizing administrative, policy, developmental and cultural studies lenses. Other scholarly interests include: social class, privilege, student development, ethnic identity, organizational climate, leadership and ethics, and constructivist epistemology and methodology.
- Disseminate research through national, regional and local publications (1 book, 5 journal articles, 4 book chapters, and 1 book review) and scholarly meetings (12 national & 11 regional presentations).
- Develop and instruct graduate in higher education and student affairs leadership
- Serve on program, department, college and university committees and task forces
- Advised over 20 doctoral students on graduate courses, dissertation research, and practica
- Obtained and supervised two graduate assistants for the HESAL Program
- Conduct recruitment, admissions, scheduling and other program procedures
- Redesign doctoral curriculum to reflect more integrated knowledge related to higher education and student affairs leadership

Assistant Professor:

Department of Educational Administration and Counseling, College of Education, University of Northern Iowa, Cedar Falls, Iowa, August, 1991- May, 1997

- Conduct research on diversity and multicultural development in higher education utilizing administrative, policy, developmental and cultural studies lenses
- Conduct research on leadership, administration & college student development
- Disseminate research through national, regional and local publication and scholarly meetings
- Direct all aspects of a masters program including curriculae, admissions, advising, instruction and dissertations
- Develop and instruct graduate courses in higher education & student affairs leadership
- Serve on university committees and task forces
- Advise masters students on graduate courses, research, and practica
- Coordinate activities to promote a scholarly graduate learning community
- Supervise graduate assistants and interns in research & program administration
- Conduct admissions, scheduling and other program procedures

Dean of Students

Incarinate Word College, San Antonio, Texas, July 1989- August 1991

- Served with the President, Provost, Academic Deans as a member of the central leadership team in the administration of a university mission for an urban liberal arts college in a richly diverse city
- Performed a leadership role in fostering the creation of a multicultural and diverse organization that addresses the needs and concerns of individual students and student communities
- Provided leadership in strategic planning, budgeting, content and delivery of varied programs & services
- Provided administrative oversight for a division overseeing a variety of service departments and numerous programs including residence life, dining services, student activities, discipline and campus police.
- Interacted and collaborated with community members, board of trustees, donors & prospective donors, parents and alumni on a wide variety of issues and needs
- Led collaborative initiatives on campus wide issues between faculty, staff and students

Director, Career Planning & Placement

Manchester College, North Manchester, Indiana, July 1977– August 1979

- Designed, implemented and directed the first comprehensive career planning & placement service for the college
- Supervised one administrative assistant and 12 students
- Oversight for first annual (and continuing) Career Fair, and interviews for students with prospective employers
- Worked with external constituencies such as corporate, government, educational and non-profit employers

Director, Placement

St. Francis College, Fort Wayne, Indiana, July 1976- June 1977

- Designed, implemented and directed a centralized placement service for students and alumni
- Oversight for Alumni Review, interviews for students with prospective employers, and city-wide publicity for Placement Service.
- Worked with external constituencies such as corporate, government, educational and non-profit employers

Residence Hall Director

University of Wisconsin - Stevens Point/ Stevens Point, Wisconsin, August 1979- May 1982

- Responsible for personal development of students, supervision of paraprofessional staff, crisis management, judicial review and facilities management for a residence hall housing 240 students

ADDITIONAL EXPERIENCE:

- 1988 - Reviewed policy statements for Texas State Higher Education Coordinating Board
- 1983 – Wrote speeches for Chancellor of Texas A&M University System

PUBLICATIONS:

Book

Evans, N. J., Forney, D. S., & Guido-DiBrito, F. (1998). *Student development in college: Theory, research, and practice*. San Francisco: Jossey-Bass.

Juried Articles

Guido-DiBrito, F., & Chávez, A. F. (in review). Spirit of place: Crafting a campus ecology in northern New Mexico rhythm. *The Campus Ecologist Journal*.

Guido-DiBrito, F., Chávez, A. F., & Lincoln, Y. S. (in revision) Student affairs scholarship in a new universe: Beyond Newton to a quantum age. *NASPA Journal*.

Chávez, A. F., Guido-DiBrito, F. & Mallory, S. (2003). Learning to value the “other”: An individual framework for diversity development. *Journal of College Student Development*, 44(4), 453-469.

Guido-DiBrito, F., & Chávez, A. F. (2003). Understanding the ethnic self: Learning and teaching in a multicultural world. *Journal of Student Affairs*, 12, 11-21.

Rodriguez, A. L., Guido-DiBrito, F., Torres, V., & Talbot, D. (2000). Latina college students: Issues and challenges for the 21st century. *National Association of Student Personnel Administrators Journal*, 37(3), 511-527.

Guido-DiBrito, F., Nathan, L. E., Noteboom, P. A., & Fenty, J. E. (1997). Traditional and new paradigm leadership: The gender link. *Initiatives (Journal of the National Association of Women in Education)*, 58 (1), 27-38.

Guido-DiBrito, F., Chavez, A., Wallace, J. A., & DiBrito, W. F. (1997). Loyalty between senior student affairs officers and their supervisors and staff members. *Journal of College Student Development*, 38(3), 244-253.

Guido-DiBrito, F. (1995). Student affairs leadership and loyalty: Organizational dynamics at play. *National Association of Student Personnel Administrators Journal*, 32(3), 223-231.

Arroyo, I. P., & Guido-DiBrito, F. (1993). Women’s moral development: Implications for student affairs practitioners. *Iowa Student Personnel Association Journal*, 8(1), 21-34.

Davis, E. J., & Guido-DiBrito, F. (1989). A case for effective communication in public higher education funding. *Journal of Higher Education Management*, 5(1), 19-25.

Carpenter, D. S., Guido-DiBrito, F., & Kelly, J. P. (1987). Transferability of student affairs skills and competencies: Light at the end of the bottleneck. *National Association of Student Personnel Administrators Journal*, 24, 7-14.

Borman, C. A., & Guido-DiBrito, F. (1986). Strategies for midlife career counseling. *Journal of the Texas Association of Counseling and Development*, 13, 5-11.

Borman, C. A., & Guido-DiBrito, F. (1986b). The career development of women: Helping Cinderella lose her complex. *The Journal of Career Development*, 12(3), 250-261.

Guido-DiBrito, F., Carpenter, D. S., & DiBrito, W. F. (1986). Women in management and leadership: Review of the literature, 1985 update. *National Association of Student Personnel Administrators Journal*, 23 (3), 22-31.

Juried Articles (in progress)

Borrego, S., & Guido-DiBrito, F. (in progress). A critical qualitative exploration of class culture at three institutions of higher education: Implications for student and academic affairs collaboration.

Book Chapters

Guido-DiBrito, F. (2002). Women students: An overview. In A. M. Martínez Alemán & K. A. Renn (Eds.), *Women in higher education: An encyclopedia* (pp. 249-262). Santa Barbara, CA: ABC-CLIO.

Guido-DiBrito, F. & Chávez, A. F. (2002). Student development theory. In J. K. Forest & K. Kinser (Eds.), *Higher education in the United States: An encyclopedia*, Vol. 2. (pp. 596-603). Santa Barbara, CA: ABC-CLIO.

Anderson, J. E., Schober Morrell, J., & Guido-DiBrito, F. (2000). Factors which influence satisfaction for student affairs administrators. In L. S. Hagedorn (Ed.), *Positive outcomes: Satisfaction of postsecondary faculty and staff* (pp. 99-110). New Directions in Institutional Research, no. 105. San Francisco: Jossey-Bass.

Guido-DiBrito, F. & Chavez, A. F. (1999). Race and ethnicity in development. In C. Clark & R. Caffarella (Eds.), *An update on adult development theory* (pp. 39-47). New Directions in Adult and Continuing Education, no. 84. San Francisco: Jossey-Bass.

Guido-DiBrito, F., & Batchelor, S. (1988). Developing the leadership potential of women through student activities and organizations. In M. Sagaria (Ed.), *Empowering women: leadership development strategies on campus* (pp. 51-62). New Directions for Student Services, no. 44. San Francisco: Jossey-Bass.

McNamara, J. E., Dickson, M. A., & Guido-DiBrito, F. (1988). Decision science perspectives for information systems and data administration. In J. Rabin and E. M. Jackowski (Eds.), *Handbook for information resource management* (pp. 107-173). New York: Marcel Dekker, Inc.

Book Review

Guido-DiBrito, F. (1998). [Review of the book Native American colleges: Progress and prospects]. *Journal of College Student Development*, 39, 408-411.

CURRENT SCHOLARLY PROJECTS:

Guido-DiBrito, F. *Journey of Creation: A Longitudinal Photoethnographic Look at Culture, Community, and Leadership in an Emerging Postsecondary Institution.*

The purpose of this study is to make meaning through co-exploration of the institutional cultural transformation from a young postsecondary educational center at Taos to a two-year branch campus of New Mexico's largest state institution. This 10 year study examines the evolution of culture, community and leadership at this rural, poverty dominant college during shifts in values and beliefs, institutional structures, and community relationships, and collectively determines organizational strategies for working with diverse institutional and town populations.

Year 1: *Spirit of Place* – Photographic data, observation, presentation to UNM-Taos community and journal article examine how place defines an institution of higher education.

Year 2: *The Heart of UNM-Taos* – Collection of interview, photographic and observational data from UNM-Taos faculty and students.

Evans, N. J., Forney, D., & Guido-DiBrito, F. (1998). Student development in college: Theory, research and practice. San Francisco: Jossey-Bass. (2nd edition in progress)

TEACHING:

University of Northern Colorado (Courses taught and developed):
Educational Leadership and Policy Studies (ELPS)(1997-2003)
College Student Personnel Administration Program (CSPA)(1997- 2000)
Higher Education and Student Affairs Leadership Program (HESA)(2000-2003)

HESA 651	Philosophical, Historical, and Cultural Foundations of Higher Education and Student Affairs
ELPS 751 (6hrs)	Doc Core I (epistemology, ethics & scholarly writing)
ELPS 752 (6hrs)	Doc Core II (leadership, politics, & collaborative research)
HESA 650	College Student Development: Theory and Research
HESA 655	Multiculturalism in Higher Education
ELPS 668	Higher Education in the U.S.
HESA 661	Practicum in College Teaching for Student Development
CSPA 758	Seminar in College Student Personnel Administration
CSPA 771	Administrative Leadership in Student Affairs
CSPA 513	Ninth Annual Student Affairs Seminar Tenth Annual Student Affairs Seminar
HESA 750	College Students: Culture, Characteristics and Campus Life
CSPA 753	Evaluative Strategies in Student Affairs
HESA 797	Dissertation Proposal Hours
ELPS 655	Learning in Adulthood

University of Northern Iowa, Postsecondary Education and Student Affairs (Courses taught and developed):

PESA 270 260	History and Philosophy of Higher Education
PESA 270 252	Current Issues in Higher Education
PESA 270 264	Student Services in Higher Education
PESA 270 270	College Students and Their Culture
PESA 270 271	College Student Development
PESA 270 286	Studies in Student Records
PESA 270 289	Capstone Seminar
PESA 270 290	Practicum in Student Affairs

PESA 270 285	Readings in Educational Administration
PESA 270 291	Internship in Student Affairs
PESA 270 299	Research

DOCTORAL RESEARCH SUPERVISION

Paul Smith (UNI)	A Meeting of Cultures: Faculty and Part-Time Doctoral Students in an Ed.D. Program	Member
Joel Rottler (UNI)	Women’s Superintendents of Iowa: A 1990s Perspective	Member
Janet Anderson	A Comparison of Female and Male Senior Student Affairs Officers’ Job Satisfaction, Life Satisfaction, and Inter-Role Conflict <i>(UNC’s Graduate Dean’s Citation for Excellence)</i>	Co-chair
Lisa Phelps	Gay, Lesbian, and Bisexual Students’ Perceptions Of Classroom Climate	Chair
Andrew Sheston	The Relationship Between Student Involvement in Campus Organizations and their Personal Wealth	Chair
Dawn Zoni	Students Perceptions of Diversity: Unity House 1999-2000	Member
Corrine Shearer	The Evolution of Organizational Culture In the Midst of Leadership Succession	Member
Tera Porterfield	Making Meaning of Student Spirituality Post Sojourn Abroad <i>(UNC’s Graduate Dean’s Citation for Excellence)</i>	Chair
Patricia Hunter	Development of an Instrument to Measure Self-Reported Perceptions of Academic Persistence of Nontraditional College Students In a Student Support Services Project <i>(UNC’s Graduate Dean’s Dissertation Excellence Award)</i>	Chair
Kimberly Poast	Inside of Hope: First Generation, White Working Class Women Students’ College Experience	Chair
Valarie Brown	Career Satisfaction and Life Choices of Black Women College Presidents at Traditionally Anglo Public Four-Year Higher Education Institutions <i>(UNC’s Graduate Dean’s Citation for Excellence)</i>	Chair
Jeffrey Powell	Undergraduate Political Science Majors Make Meaning of their Political Experiences	Chair

Katrina Rodriguez	Las Comadres- Cuentame su Historia : Latina College Women Make Meaning of the Body Politic (UNC's Graduate Dean's Citation for Excellence)	Chair
Samantha Ortiz	Making Meaning of the Latina/White Collegiate Experience Through Multiple Identity Lenses (UNC's Graduate Dean's Citation for Excellence)	Chair
Kathryn Skulley	Understanding First Generation Latina College Students' Experience	Chair
Kris Hoag	The Lesbian Experience in GLBT Organizations (nearing proposal defense)	Chair
Pamela Moreno	First-Generation Latina Nursing Students' Development (nearing proposal defense)	Chair
Jody Donovan	First Generation Latina Students Families (taking comps Spring 2005)	Chair
Dean Kennedy	Residence Life Professional Development and Knowledge Transfer (taking comps Spring 2005)	Chair
Patrick Clarke	preparing for comps	Chair
Pamela Graglia	preparing for comps	Chair
Rene Couture	preparing for comps	Chair
Scarlett Ponton de Dutton	finishing coursework	Chair

PROFESSIONAL PAPER PRESENTATIONS (juried):

National Presentations

Rodriguez, K., & Guido-DiBrito, F. (2005, March). *Chicana feminism: Methods for writing qualitative research on Latina communities*. National Association of Student Personnel Administrators National Conference, Tampa, FL.

Guido-DiBrito, F., Chávez, A. F., DiBrito, W. F., Donovan, J., Fried, J., Hartley, J. M., Romano, R., Tucker, G., & Wallace, J.A. (2003, March). *Integrated student affairs scholarship: Applications for scholars and practitioners*. National Association of Student Personnel Administrators National Conference, St. Louis, MO.

Guido-DiBrito, F., Chávez, A. F., Donovan, J., Fried, J., Wallace, J. A., Hartley, J. M., & DiBrito, W. F. (2002, April). *How do we know what we know? How do we know what to do?* National Association of Student Personnel Administration National Conference, Boston, MA.

Fried, J., Chávez, A. F., Guido-DiBrito, F., Rogers, J., & Roper, L. (2002, March). *Revolution in the ivory tower: Reconnecting mind, body, heart and soul*. National Association of Student Personnel Administrators National Conference, Boston, MA.

Roper, L., Guido-DiBrito, F., & Rodriguez, R. (2002, March). *Emerging scholarship in student affairs*. National Association of Student Personnel Administrators National Conference, Boston, MA.

- Caffarella, R., Clark, C., Guido-DiBrito, F., Merriam, S., Rossiter, M., Taylor, K., & Tisdell, E. J. (2000, June). *Adult development: Capturing new ways of thinking about the life course*. Adult Education Research Conference, Vancouver, Canada.
- Phelps, L., & Guido-DiBrito, F. (2000, March). *Classroom experiences of lesbian undergraduate students in higher education*. American College Personnel Association National Conference, Washington, D.C.
- Guido-DiBrito, F., Brown, V. E., Bakari, S., Hartman, T., Tucker, M., & Poast, K. (1999, March). *Inspiring the advancement of diverse student learning communities*. National Association of Student Personnel Administrators National Conference, New Orleans, LA.
- Chavez, A. F., Guido-DiBrito, F., Ross, T., & Sanlo, R. (1999, March). *Ripples to waves: Utilizing individual, cultural and institutional diversity development*. National Association of Student Personnel Administrators National Conference, New Orleans, LA.
- Flynn, T., Guido-DiBrito, F., Salvador, S., & Quatroche, T. (1999, March). *Graduate preparation for community college student development work*. American College Personnel Association National Conference, Atlanta, GA.
- Romano, R., DiBrito, W. F., Willenborg, S., & Guido-DiBrito, F. (1997, March). *Student perception of learning outside the classroom: Implications for student affairs practitioners*. American College Personnel Association/ National Association of Student Personnel Administrators Joint National Conference, Chicago, IL.
- Guido-DiBrito, F., Wallace, J. A., Talbot, D., & Love, P. (1996, March). *Focus on student affairs faculty issues: A professional development workshop*. American College Personnel Association National Conference, Baltimore, MD.
- Chavez, A. F., Guido-DiBrito, F., & Mallory, S. L. (1996, March). *Learning to value the 'other': A theory of diversity development*. National Association of Student Personnel Administrators National Conference, Atlanta, GA.
- Guido-DiBrito, F., Noteboom, P. A., & Nathan, L. E. (1995, March). *Dancing between paradigms: Making meaning of gender and leadership through stories and metaphors*. American College Personnel Association National Conference, Boston, MA.
- Guido-DiBrito, F. (1994, June). *Leading without a net: Affirmation of a tightrope*. National Association of Women Studies National Conference, Ames, IA.
- Guido-DiBrito, F., & Nathan, L. E. (1994, March). *Women's ways of leading: An intergenerational study of student leaders and higher education administrators*. American College Personnel Association National Conference, Indianapolis, IN.
- Guido-DiBrito, F., & Nathan, L. E. (1993, March). *Towards a new style of leadership: Women's ways of leading*. American College Personnel Association National Conference, Kansas City, MO.
- Guido-DiBrito, F., & Carpenter, D. S. (1991, March). *Leadership styles and outcomes: Loyalty between student affairs leaders*. American College Personnel Association National Conference, Atlanta, GA.
- Guido-DiBrito, F., Barr, M. J., Goodale, T., & Carpenter, D. S. (1987, March). *Women as leaders: Recent insight into gender, power, and productivity*. American College Personnel Association/National Association of Student Personnel Administrators Joint National Conference, Chicago, IL.
- Borman, C. A., & Guido-DiBrito, F. (1986, April). *The career development of women: Helping Cinderella lose her complex*. American Association for Counseling and Development National Conference, Los Angeles,

Guido-DiBrito, F., & Albrecht, D. (1985, April). *Skill building through student involvement: Diverse preparation for the future*. American College Personnel Association National Conference, Boston, MA.

Carpenter, D. S., Guido-DiBrito, F., & Hudson, J. (1984, April). *The transferability of student affairs skills and competencies: Light at the end of the bottleneck*. American College Personnel Association National Conference, New Orleans, LA.

NATIONAL PRESENTATIONS (invited):

Dannells, M., Guido-DiBrito, F., Ortiz, A., Pope, R., Williams, T., & Watson, L. (2001). *Faculty roundtable/ panel discussion*. ACPA Next Generation Conference, Boston, MA.

Guido-DiBrito, F., Cuyjet, M., & Creamer, D. (1999). *Faculty roundtable - Promotion and tenure: Process and strategy*. American College Personnel Association, Washington, D.C.

Chavez, A. F., Guido-DiBrito, F., Ross, A., & Sanlo, R. (1998, June). *Cultural climate assessment: Diversity development in student affairs*. National Association of Student Personnel Administrators National Workshop, Taos, NM.

REGIONAL AND STATE PAPER PRESENTATIONS (juried):

Guido-DiBrito, F., Chávez, A. F., & Barrett, C. (2003, November). *Journey of creation: A preliminary photoethnographic look at culture, community, and leadership in a diverse emerging postsecondary educational institution*. National Association of Student Personnel Administrators IV-West Conference, Santa Fe, NM.

Sorochty, R., Moore, J., Guido-DiBrito, F., & Chávez. (2003, November). *Inspiring and seasoned authors: Writing for the NASPA Journal*. National Association of Student Personnel Administrators IV-West, Santa Fe.

DiBrito, W. F., Guido-DiBrito, F., Tucker, G., Donovan, J., & Zumwalt, J. (2002, November). *Emerging patterns of academic undergraduate socialization: The hidden side of student development*. National Association of Student Personnel Administrators IV-West, Kansas City, KS.

Brown, V. E., Bakari, R. S., Guido-DiBrito, F., Hartman, T. E., Poast, K., & Tucker, M. (1998, October). *Psychosocial and identity development of college students: Implications for student affairs professional working with learning communities*. National Association of Student Personnel Administrators IV-West Conference, Wichita, KS.

Brown, V. E., Bakari, R. S., Guido-DiBrito, F., Hartman, T. E., & Tucker, M. S. (1998, January). *Understanding the developmental theory of college students: Applying theory in practice for an ethical campus*. Colorado Student Affairs Network Conference, Denver, CO.

Guido-DiBrito, F., Romano, R., & Noteboom, P. (1995, November). *Women at the center of leadership: Recent research on women leaders in higher education*. The Way-Up Conference, Des Moines, IA.

Guido-DiBrito, F., Noteboom, P. A., & Fenty, J. E. (1994, January). *Women's ways of leading: A new worldview*. National Association of Student Personnel Administrators Region IV East Conference, Milwaukee, WI.

Chávez, A. F., & Guido-DiBrito, F. (1993, October). *Diversity development: A theoretical model for individuals and communities*. Iowa Student Personnel Association Conference, Des Moines, IA.

Guido-DiBrito, F. (1991, October). *Loyalty between student affairs leaders: A naturalist's approach*. National Association of Student Personnel Administrators Region IV-East Conference, Fargo, ND.

McNamara, J. E., DiBrito, W. F., & Guido-DiBrito, F. (1987, January). *Technological forecasting in educational organizations*. Southwest Educational Research Association Conference, Dallas, TX

Guido-DiBrito, F., & Letts, J. (1986, November). *The leader as visionary: Tools and tableaux*. National Association of Student Personnel Administrators Region IV West Conference, Denver, CO.

Guido-DiBrito, F., & Duerst, G. (1981). *Student involvement transcript: An innovative approach to the developmental transcript*. Student Development Strategies for the 80's Workshop, University of Nebraska, Lincoln.

LOCAL, REGIONAL AND STATE PRESENTATIONS (invited):

Guido-DiBrito, F., & Chávez, A. F. (2004, September). Intellectual development in college students: Applications for the classroom. UNM-Taos Teaching Effectiveness Institute, Klauer Campus, Taos, NM.

Guido-DiBrito, F. (2004, April). *Journey of Creation: A Ten-Year Photoethnographic study of culture, community and leadership at the University of New Mexico-Taos-Year 1*. UNM- Taos Community Café, San Geronimo Lodge, Taos, NM.

Guido-DiBrito, F., & Lovell, C. (2001, December). *How to get published in student affairs*. College Personnel Association of Colorado, Denver, Co.

Guido-DiBrito, F. (1999, October). *Faculty in residence: The listening circle*. NASPA IV-West New Professionals Institute, Winter Park, CO.

Guido-DiBrito, F., & Evans, N. (1999, October). *Student development in college*. Iowa Student Personnel Association Annual Conference, Ames, IA.

Dannells, M., Grospitch, E., Guido-DiBrito, F., Patterson, T., Reesor, L., & Sanchez, C. (1998, October). *Preparation and practice: What should new professionals know and be able to do to advance student learning and learning communities?* National Association of Student Personnel Administrators IV West, Wichita, KS.

Schober Morrell, J., Anderson, J. E., & Guido-DiBrito, F. (1998, May). *Student affairs administrators' stress: Research and practice*. National Association of Student Personnel Administrators Mid-Level Institute for Student Affairs Professionals, Greeley, CO.

Guido-DiBrito, F. (1998, May). *Institute Faculty*. National Association of Student Personnel Administrators Mid-Level Institute for Student Affairs Professionals, Greeley, CO.

Guido-DiBrito, F., & Evans, N. (1998). *The development of college students: Implications for student affairs professionals*. Iowa Student Personnel Association Conference, Ames, IA.

Guido-DiBrito, F. (1993, October). *Women's ways of leading: A new worldview*. Indiana University's First Annual Women's Leadership Conference, Bloomington, IN.

Guido-DiBrito, F. (1995, May). *Career opportunities in higher education*. Iowa Association of Admissions Counselors, Cedar Rapids, IA.

Guido-DiBrito, F. (1994). *Multicultural issues focus group*. Iowa Student Personnel Association Conference, Ames, IA.

Guido-DiBrito, F. (1987, October). *Skill identification: Career preparation*. American College Unions International, Region 13 Conference, Las Cruces, NM.

Borman, C. A., Garcia, G., & Guido-DiBrito, F. (1984, March). *Midlife career change*. Conference on Current Issues: Inquiry in Education, Texas A&M University, College Station, TX.

INVITED KEYNOTE AND PLENARY SESSIONS:

Reconnecting Mind. Connecting the Past and Future in Student Affairs & Higher Education, with Alicia F. Chávez, Keynote for Michigan College Personnel Association, Western Michigan University, Kalamazoo, Michigan, October 2002

Student Development Theory in Practice, Minnesota College Personnel Association Conference, Cragun, Minnesota, November 1996

Gender and Leadership in Organizations. The Way-Up Conference (Iowa women administrators and faculty). Des Moines, IA, November, 1995

Gender and Leadership in Student Affairs. Midwest Meeting of Graduate Students in Student Personnel. Southern Illinois University, Carbondale, Illinois, October 1995.

Not for Women Only: Women's Issues Workshop. Gender reflections: Women, men and leadership symposium. College of St. Benedict/ St. John's University, St. Joseph, Minnesota, January 1995

Community Commencement. With T. McMahon, Iowa Student Personnel Association Conference, Des Moines, Iowa, October 1993

Leading Without a Net: Affirmation on a Tightrope. First Annual Women's Leadership Conference. Indiana University, Bloomington, Indiana, October 1993

PROFESSIONAL CONSULTATIONS:

A Qualitative Investigation of the Needs and Roles of UNM-Taos Adjunct Faculty, University of New Mexico-Taos, 2004

Creating Collaborative Relationships in Systemic Organizations, Illinois State University Student Affairs Division, 2004

Building Community through Collaboration in Systemic Organizations with Conversation, Illinois State University Student Affairs Division Directors and VP Staff, 2004.

Jack Beyerl Honorary Lecture, Ball State University Student Services Division- Muncie, IN, 2003

Transforming Higher Education, WISCAPE, University of Wisconsin – Madison , 2002

Shared Process for Effective Leadership in a Division of Student Affairs, Dean of Students Division, University of Wisconsin – Madison, 2001

Diversity Development Among Students and Student Affairs Staff, Grinnell College, Grinnell, Iowa, 1999

Gender Related Identity and Moral Development Theory in Student Affairs Practice, College of St. Thomas, St. Paul, Minnesota, 1996

Gender-Related Moral Development Theory, Grinnell College, Grinnell, Iowa, 1996

Student Development Theory, Monthly seminars for student affairs division staff. University of Northern Iowa,

Theatre Department Consultation, University of Northern Iowa, Cedar Falls, Iowa, 1993

Student Development Theory and Student Outcomes Assessment, Southeast Louisiana State University, 1993.

PROFESSIONAL ASSOCIATION MEMBERSHIPS:

since 1986	Association for the Study of Higher Education
1986-1999	American Educational Research Association
since 1997	American Association of Higher Education
since 1978	American College Personnel Association
since 1978	National Association of Student Personnel Administrators
1992-1997	Iowa Student Personnel Association
1985-1999	National Association of Women in Education
1997-2002	Colorado/Wyoming Association of Women in Education
since 1999	College Personnel Association of Colorado
since 2003	International Visual Sociology Association

PROFESSIONAL ASSOCIATION PARTICIPATION (Service):

2004-present	<i>The Campus Ecologist Journal</i>	<i>Editorial Board</i>
2003-2005	<i>ASHE Reader Series</i> (Student Development Theory)	<i>Invited Advisory Board Member</i>
2001	ACPA (nominated)	Chair, Generation and Dissemination of Knowledge
2001	NASPA IV West (nominated)	Faculty Rep to Board
2001-2004	<i>National Association of Student Personnel Administrators (NASPA) Journal</i> Involved in transformation of the Journal as it moved to a more flexible inclusive format and from paper copy to web only.	<i>Editorial Board</i>
2001	NASPA Conference Think Tank on Faculty and Student Affairs Collaboration	Invited Participant
1998-2000	National Association of Student Personnel Administrators	<i>Research Advisory Board</i>
1997-2000	<i>Journal of College Student Development</i> (ACPA)	<i>Editorial Board</i>
1997- 1999	ACPA, Quality Enhancement Committee	Member
1994-1997	<i>ACPA, Directorate Body</i> Commission XII- Student Affairs Graduate Preparation Programs Council	<i>National Election</i>
1996	ACPA, Program Selection Committee Commission XII	Member

1995	ACPA, Research Awards Committee Commission XII	Member
1991-1993	ACPA, Directorate Body Commission I- Administrative Leadership Council	National Election
1992-1993	ACPA, Nominations Committee Commission I	Chair
1992-1993	ACPA, Research Awards Selection Committee Commission I (Administrative Leadership)	Chair
1992	ACPA, Program Selection Committee Commission I	Member
1996	American Educational Research Association <i>AERA Journal</i>	Invited Reviewer
1996	American Educational Research Association	Program Selection Committee, Div J
1992	Association for the Study of Higher Education	National Conference Evaluator
1993	Iowa Student Personnel Association	Conference Planning Committee Member
1993	Iowa Student Personnel Association	Conference Program Committee Member

UNIVERSITY SERVICE:

University of New Mexico-Taos Visiting Professor	Fall 2003	Chair, Community Café Designed weekly 2-hour professional development activities for 100 UNM-Taos Faculty, Staff and Administrators.
	2003-2004	Donated over 500 photographs for UNM-Taos website, posters, cards and other UNM-Taos promotion and advertising.
	Spring 2004	Student Development Theory to Practice Monthly professional development with UNM-Taos student affairs staff
	Spring 2004	Journey of Creation Photography Exhibit, Klauer Campus
	Summer 2004	Donated photography montage used on cover of UNM-Taos Schedule of Classes
	Fall 2003	Lifelong Learning in a University Community, Community Café

University	Spring 2005	Student Support Services Program Review Team Member
	2000-2002	Qualitative Research Committee
	2001-2002	11 th Annual UNC/CSU Summer Institute in Student Affairs, Co-Chair
	1999-2000	10 th Annual UNC Summer Institute, Planning Committee
	Spring 2000	Presentation for the UNC James Michener Library Staff on <i>College Student Intellectual Development</i> (with Patricia Noteboom, HESAL doctoral student)
	1997-2000	Qualitative Research Symposium Task Force Member
College of Education	1999-present	Center for Collaborative Research in Education (CCORE) Governing Board Member CCORE Sponsored Co Presenter, Kathryn Cochran, EPSY <i>The Paradigm Wars Are Not Over: Consistency in Research Epistemology and Methodology</i>
	1999	CCORE Sponsored Facilitator, Roundtable Discussion <i>Women in Research: Issues and Assumptions</i>
	1999-2001	Diversity Task Force
	1998-1999	Dean Search Committee
	Division of Educational Leadership and Policy Studies	
	2000-2001	Co-Chair, Faculty Search Committee
	1999-2000	Co-Chair, Faculty Search Committee
	1998-2000	Program Reconfiguration Committee
	1998-2000	Curriculum Committee
	1998-2000	Staffing Committee
	1998-2000	Recruitment and Admissions Committee
College Student Personnel Administration Ph. D. Program		
Higher Education and Student Affairs Leadership Ph. D. Program		
	1/2001-2002	CSPA/HESAL, Program Coordinator Coordinated efforts for program name change. Major responsibilities for identifying HESAL faculty

candidates. Day-to-day administration of student program needs. Full teaching load. Only full-time faculty member. Recruit and admit students. Planned program review and revisions. 18 active doctoral advisees.

	1997-present	Curriculum Committee, Chair Worked in a collaborative way to redesign and rename CSPA degree and determine HESAL outcomes and curriculum. Redesigned curriculum.
	1997-present 1997-2001	Recruitment Committee Chair
	1997-present 2000-2001	Admissions Committee Chair
	1997-2001	Scholarship Committee
	1997-2002	CSPA Club Advisor

University of Northern Iowa

University Service

Women Studies Executive Board	1993-1996 1994-1996 1993 1993	Board Curriculum Committee Women of Color Teleconference Committee He Said/She Said Teleconference Facilitator
Leadership Studies Program	1991-1993	Research and Evaluation Committee
Center for Teaching Excellence	1995 1994	New Faculty Orientation Teaching for Effective Learning Presenter
Maucker Union / Student Activities Committee	1993-1994 1992-1993	Women's Leadership Conference Planning Undergraduate Mentor
University Service Award	1992	Selection Committee Member

University of Northern Iowa Invited Scholarly Presentations

1995	College Student's Intellectual Development	New Faculty Orientation
1994	The Impact of Gender-Related Moral and Intellectual Development on Cross-Generational Leadership	CROW Forum
1994	Educating Women for Leadership	Women's Studies
1993	Expanding Graduate Options for Women	Women's Studies
1993	Leadership and Loyalty: Personal and Organizational Dynamics	Leadership Scholars Forum

1992	Strategies for making Your Voice Heard In a Predominately Male Department	Women Mentoring Women Forum
1992	Leader as Servant	Academic Advising Office
1992	The Leadership Web	Student Leadership Conf.

College of Education Service

Commission on Women	1993-1995	Communication Committee
Scholarship Awards Committee	1992-1995	Chair and Member
Critical Issues in Education	1992-1994	Invited Speakers Series Committee

Department of Educational Administration and Counseling (EAC)

PESA Faculty Search	1996-1997	Committee Member
EAC Department Head Search	1995-1996 1992-1993	Committee Member
Parent's Weekend	1993	EAC Representative

Postsecondary Education: Student Affairs Program (PESA)

Student Outcomes Assessment	1994-1996	Committee Member
Admissions Committee	1992-1996	Committee Member
Curriculum Committee	1992-1996	Committee Member
Comprehensive Exam Committee	1992-1996	Committee Member
Program Review Committee	1994-1995	Committee Member
Kelso Scholarship Committee	1992-1996	Committee Member

HONORS:

2002	Recipient	<i>Women's Center</i>	<i>Certificate of Recognition</i>
2001	Nominated	UNC College of Education	Outstanding Scholar
2000	Recipient	<i>ACPA</i>	<i>Annuity Coeptis Award-</i> scholarly publications (senior)
2000	Nominated	UNC College of Education	Outstanding Scholar
1999	Recipient	<i>NASPA IV-West</i>	<i>Outstanding Faculty Member</i>
1998	Recipient	<i>UNC-CSPA Club</i>	<i>Faculty of the Year</i>
1998	Nominated	NASPA-IV West	Outstanding Faculty Member

Award	1995	Nominated	University Book & Supply Cedar Falls, IA	Outstanding Teaching
	1994	Nominated	NASPA- IV East	Outstanding Contribution to Student Affairs through Teaching
	1987	Recipient	<i>ACPA</i>	<i>Annuity Coeptis Award</i> scholarly publications (junior)
	1986	Recipient	Texas A&M University	Stinnett Fellowship for scholarly publications
	1986	Recipient	TACUSPA	Conference Scholarship
	1980	Recipient	University of Wisconsin/ Stevens Point	Advisor of the Year

PROFESSIONAL DEVELOPMENT ACTIVITIES (Selected):

Designed and attended weekly professional development activities for all UNM-Taos Faculty, Staff and Administrators	Fall 2004
Blackboard Workshops, UNC Professional Development Center	2004
Digital Camera Workshop, UNC Professional Development Center	2002
David Bauer Grant Writing Workshop, Greeley, CO	2002
Association for the Study of Higher Education	2000
Seven Directions Facilitators Workshop, Kaylynn TwoTrees, AZ	1999
NASPA IV-West Mid-Level Managers Institute, UNC	1998
Ninth Annual Student Affairs Institute, UNC	1998
Colorado/Wyoming Association of Women in Education Conference, Denver	1997
NASPA Symposium for Women Preparing to Become Senior Student Affairs Officers, Minneapolis, MN	1990
ACPA/NASPA Doctoral Student Seminar	1987
ASHE Doctoral Seminar on Higher Education Policy	1987