

PAIGE J. GARDNER, Ph.D.

Education

Doctor of Philosophy in Higher Education May 2020

Loyola University Chicago, Chicago, IL

Specialization: Gender Equity & Leadership

Dissertation Title: “Lifting As We Climb”: Black feminist action research with Women of Color student affairs administrators

Dissertation Chair: Dra. Aurora Chang

Master of Education in Student Development Administration June 2011
Seattle University, Seattle, WA

Bachelor of Arts, Child Development May 2009
Mills College, Oakland, CA

Course Instruction & Publication

Seattle University Graduate Course Instruction

- ❖ SDAD 5850: Higher Education Finance Summer 2021
- ❖ SDAD 5910: Diversity & Inclusion Spring 2021

Loyola University Chicago Graduate Course Instruction

- ❖ ELPS 430: Curriculum & Pedagogy in Higher Education Spring 2021
- ❖ ELPS 432: Multiculturalism & Social Justice in Higher Education Fall 2020

Loyola University Chicago Undergraduate Course Instruction

- ❖ ELPS 125: Introduction to Leadership and Social Justice Fall 2014/2015
- ❖ SDMA UNIV 101: First Year Seminar Fall 2013/2014
- ❖ UNIV 102: Seminar on the School-to-Prison Pipeline Spring 2013/2014

Publication

- ❖ Kelly, B. T., **Gardner, P. J.**, Stone, J., Hixson, A., & Dissassa, D.-T. (2019). Hidden in plain sight: Uncovering the emotional labor of Black women students at historically White colleges and universities. *Journal of Diversity in Higher Education*. <https://doi.org/10.1037/dhe0000161>

Professional Experience

Assistant Dean of Students and CARE Case Manager *September 2018 – Present*
Office of the Dean of Students, Loyola University Chicago

Management

- ❖ Coordinates support for students in crisis as it relates to economic hardship, academic and mental health concerns that inhibit academic success through individualized case management
- ❖ Manages all CARE referrals on Maxient software and assigns cases to deputy CARE Case Managers at other Loyola campuses
- ❖ Develops and facilitates training for faculty and staff regarding crisis management and mandated reporting expectations as articulated by Loyola University policy
- ❖ Utilizes LOCUS software to track academic alerts, advisor notes, and financial aid documentation when providing holistic student support
- ❖ Oversees the Dean of Students Hardship Funding requests and designed the request form as a way to track student need and funding allocations
- ❖ Responds to Title IX reports as assigned by Title IX Deputy Coordinator and connects students of concerns to on-campus support services and resources off-campus
- ❖ Develops preventative program initiatives for undergraduate and graduate students through website management, and collaborative programs that address food & housing insecurity
- ❖ Serve as “Dean-on-Call” for monthly rotation, by responding to individual student emergencies and crisis along with campus-wide incidents

University Partnerships and Divisional Committee Work

- ❖ Serve as Co-Chair for Co-Curricular Committee on the Council for Students Success and created university-wide assessment on co-curricular services that facilitate student success
- ❖ Serve as Co-Chair for Loyola's Equity Plan for Student Success in partnership with Illinois Equity Attainment non-profit organization which works to close the graduating gap for African American/Black, Latinx and Pell Grant Eligible students
- ❖ Serve as a Co-lead for Anti-Racist Initiative on implementing evidence-based mentoring practices that support students, staff, and faculty
- ❖ Serve as a member of the search committee for the Chair of Anti-Racist Initiative
- ❖ Serve as Project Manager for "The Kettle" Student Success website, which is a virtual resource hub for undergraduate and graduate students
- ❖ Serve on the Division of Student Development (DSD) Assessment committee and assisted in piloting the "Assessment & Research Poster Session" that features the work of DSD administrators as it relates to research and assessment projects
- ❖ Serve as an Appellate board member for allegations of gender-based (Title IX) or other bias-motivated misconduct matters
- ❖ Conducts Office of the Dean of Students orientation presentations for incoming undergraduate and graduate students

Interim Director,*November 2019 – August 2020**Student Diversity & Multicultural Affairs (SDMA), Loyola University Chicago*

Management

- ❖ Supervised four full-time employees and oversees a programming budget of \$200,000 for the SDMA mentorship programs and general program initiatives for undergraduate and graduate students
- ❖ Oversaw the Unity in Diversity Fund of \$25,000 and allocates awards to students, staff and faculty who facilitate social justice oriented programming for the Loyola community
- ❖ Renewed the Siragusa Family Grant of \$20,000 for the SDMA mentorship programs, which directly funds scholarships for 16 peer mentors
- ❖ Advocated, mentored, and supported 200 mentees and 40 student leaders enrolled in the SDMA Mentorship Programs and Initiatives
- ❖ Authored annual end of year report, which identifies student retention in mentorship programs, grade point averages by class standing, and academic interventions that cultivate help-seeking behavior

University Partnerships and Divisional Committee Work

- ❖ Served on the Dreamers Committee as an advocate for undocumented and daca-mented undergraduate and graduate students
- ❖ Served on Recruitment and Retention working group to develop strategies for academic success during a global pandemic
- ❖ Served as SDMA representative for Student Recruitment Activities as part of Undergraduate Admissions
- ❖ Conducted orientation presentations for incoming freshmen/transfer students and participates in orientation fairs

Coordination/Advising

- ❖ Oversaw the implementation of Legacy Celebration, for 120 undergraduate and graduate students of color, first generation college students, and LGBTQIA community
- ❖ Directly supervised two undergraduate interns for Undocumented Student Programs and facilitate Share the Dream trainings for students, faculty, and staff
- ❖ Facilitated diversity, equity, and inclusion trainings for faculty, staff, resident assistants, orientation leaders, peer advisors, and Greek leaders

Assistant Director,*October 2015 – September 2018**Student Diversity & Multicultural Affairs, Loyola University Chicago*

Management

- ❖ Restructured the SDMA Mentorship Experience, a suite of 3 mentorship programs, to help bolster the mentee experience by developing a new marketing strategy and implementing an orientation for 140+ incoming first year and transfer students
- ❖ Directly oversaw "Students Together Are Reaching Success" (STARS), a peer-mentorship program for 80 incoming first-generation college students and/or students of color, and 16 STARS mentors and 2 STARS interns
- ❖ Designed and implemented annual assessment to measure learning outcomes that increase retention and persistence of

students of color and first-generation college students for 3 mentorship programs

- ❖ Maintained the SDMA webpages and social media platforms such as Facebook and Mailchimp for the SDMA Mentorship Experience
- ❖ Recruited, hired and supervised 2 full-time Coordinators, 2 Graduate Assistants and 38 student employees
- ❖ Manage a programming budget of \$40,000 which includes the management of a \$20,000 grant from Siragusa Family Foundation

Campus Partnerships and Divisional Committee Work

- ❖ Created curriculum for 8 sections of UNIV 101 in collaboration with First and Second Year Advising, which are directly tied to SDMA's 3 mentorship programs: STARS, LUCES, and Brothers for Excellence
- ❖ Collaborated with Undergraduate Admissions in hosting the inaugural Umoja Celebration, a welcoming orientation for 120+ visiting perspective Black students and their families
- ❖ Facilitate campus-wide Cultural Competence Trainings for Loyola staff, faculty and students utilizing the Model of Multiple Dimensions of Identity, Allyship, and Community Cultural Wealth on: Awareness of cultural differences, privilege and social identities
- ❖ Serve on the Division of Student Development Assessment committee which requires implementing a new assessment plan for the division
- ❖ Chaired the Student Life Engagement Retreat committee for 20+ full-time employees

Coordination/Advising

- ❖ Facilitate and organize the Annual STARS Retreat for 50+ undergraduate first-generation college students and students of color, with the support of a student-led committee
- ❖ Facilitate and organize the Annual Social Justice Symposium which solicits 20+ presentation proposals and hosts 80+ undergraduate and graduate students along with staff and faculty participants
- ❖ Executed the inaugural SDMA Leader Training Retreat for 38 student employees in which students learn about their job responsibilities and receive training on social justice topics

Program Coordinator for Women's Initiatives & Community Outreach, *Student Diversity & Multicultural Affairs, Loyola University Chicago*

July 2013-September 2015

Management

- ❖ Directly supervise and evaluate 1 Graduate Assistant, 3 Graduate Interns, and 10 student leaders
- ❖ Manage a programming budget of \$24,000 for 3 major programs: LUCES (Loyola University Chicago Empowering Sisterhood), Empowerment Pipeline High School Outreach, and Ramblers Analyzing Whiteness
- ❖ Oversee the SDMA Leader Recruitment and Selection process for 35 student leaders, including the creation of a common SDMA Leader application for 4 different student leader positions
- ❖ Co-Instructor for UNIV 102: Interrupting the School-to-Prison Pipeline, a 1 credit course for students of color who also participate in an Alternative Break Immersion

Campus Partnerships and Divisional Committee Work

- ❖ Lead and organize an Alternative Break Immersion to St. Louis, Missouri for 6 women of color
- ❖ Facilitate a series of monthly co-curricular trainings as Advisor to the Multicultural Learning Community
- ❖ Creator of Empowerment Pipeline Overnight Experience, a college preparedness program, which now serves as the service learning component to the Multicultural Learning Community
- ❖ Develop and oversee the LUCES Mentorship Program (LMP) for incoming first years and transfer students in which I recruit, select, and train 20 Staff and Faculty Mentors
- ❖ Co-facilitated a collaborative initiative with the Office of Student Conduct and Conflict Resolution in hosting a Peace Conflict Resolution Conference for 60+ students and Chicago community members
- ❖ Sub-Committee Chair for the Programming Committee for the Division of Student Development (DSD) where strategies are developed to enhance collaborative efforts, financial resources, website development and programmatic support
- ❖ Participate in the Common Leadership Training Committee that trains approximately 300 newly hired student leaders within the Division of Student Development

Coordination/Advising

- ❖ Facilitate and organize the Annual Women of Color Retreat and Leadership Summit for 50 undergraduate and graduate Women of Color, with the support of 2 student-led committees.
- ❖ Creator of the Women of Color Journal Publication, *Kaleidoscope: A Journal for Women of Color by Women of Color*, where over 50 undergraduate, graduate, alumni, faculty and staff submit scholarly work each year

- ❖ Oversee the recruitment and retention of incoming first years and transfer Women of Color enrolled in the LUCES Mentorship Program through assessment, grade checks, and personal and academic interventions
- ❖ Lead a college preparedness program for *Empowerment Pipeline High School Outreach* which serves over 200 high school students
- ❖ Oversee the development of *Ramblers Analyzing Whiteness*, a closed space for White-identified students, providing a series of workshops for small cohorts of scholars

Residence Life Experience

Resident Director of Santa Rosa Residence Hall,

August 2011-2013

Office of Residential & Community Life, *University of California, Santa Barbara*

Management

- ❖ Served as primary Conduct Officer for all housing policy violations and participated in on-call rotations for campus-wide emergencies
- ❖ Served as a campus-wide Restorative Justice Facilitator for cases as assigned by the Office of Judicial Affairs
- ❖ Worked with Counseling & Psychological Services and Student Health Center to provide holistic support to students of concern
- ❖ Utilized resolution-based conflict management for paraprofessional staff and residents
- ❖ Planned and facilitated summer and quarterly in-services for Residents Assistants professional development
- ❖ Supervised 1 full-time Assistant Resident Director and 8 Resident Assistants
- ❖ Oversaw a building of approximately 500 residents

Campus Partnerships and Committee Work

- ❖ Served on the Staff & Faculty Board for the Student Initiated Outreach Programs (SIOP), where \$60,000 of funding was awarded to student organizations to host outreach programs for high school students of underrepresented, low income populations
- ❖ Served as a facilitator for the Emerging Leadership Institute: a retreat for LGBTQIA students to explore the intersections of sexual identity and leadership identity
- ❖ Organized and collaborated with the Multicultural Center and Leadership Development to create the Black student leadership conference, “50 Shades of Black: Celebrating the Diversity of UCSB Black Students”

Coordination/Advising

- ❖ Served as Advisor to Akanke (Black Women’s Organization) and provided leadership training to 10 executive officers and hosted community service projects in the form of high school outreach programming
- ❖ Advised Black Quare (Black LGBT Organization) and provided leadership development around activism and intersectionality theory based on sexual orientation, gender and race

Assistant Residence Hall Director,

August 2009-2011

Housing and Residence Life, *Seattle University*

Management

- ❖ Supervised 6 Residential Assistants and oversee a building of 200 residents
- ❖ Assisted in budgeting 5 Learning Communities with a total amount of 11,000
- ❖ Planned and facilitate summer and winter training for Residential Assistants professional development
- ❖ Participated in cross divisional committees such as: Orientation and Professional Development committee

Coordination/Advising

- ❖ Co-Advisor to the Black Student Union and provided leadership development and training to 5 executive board members on time management and identity development
- ❖ Graduate Intern for the Office of Multicultural Affairs at Seattle University – Evaluated the Costco Scholar program for underrepresented students who have received a full scholarship to attend Seattle University and assessed learning outcomes and goals used to further develop the Costco Scholar experience
- ❖ Graduate Intern for Diversity and Social Justice Resource Center at Mills College – Designed a peer mentorship program for first generation students enrolled in the Summer Academic Workshop, as well as developed learning outcomes to enhance the residential experience

Presentations, Keynotes, and Consultant Trainings

Presentations at National and Regional Conferences

- ❖ **Gardner, P.J.**, & Bhangal, N. (November, 2019). *Women of Color Explore Solidarity as Praxis for Building Capacity*. Association for Contemplative Mind in Higher Education Conference.
- ❖ **Gardner, P.J.** (November, 2019). *Black Feminist Action Research for Women of Color Student Affairs Administrators*. Poster Session at Association for Contemplative Mind in Higher Education Conference. Amherst, MA.
- ❖ Williams, C., **Gardner, P.J.**, & Surla-Aldridge, K. (November 2018). *All about love: Queer students of color navigating geographies of affirmation and belonging*. Association for the Study of Higher Education Conference. Tampa, FL.
- ❖ Kelly-Turner, B. & **Gardner, P.J.** (November, 2017). *Cost of emotional labor: Black alumnae reflect on identity performance and navigating intersectional oppression at historical white colleges and universities*. Association for the Study of Higher Education Conference. Houston, TX.
- ❖ Bhangal, N., **Gardner, P. J.**, Greene, R., Saucedo, J., and Williams, S. (May, 2017). *Reaching Student Success through Cross-Cultural Mentorship*. Bringing Theory to Practice National Conference, Chicago, IL.
- ❖ **Gardner, P.J.** (January, 2017). *A seat at the table: Women of color administrators reflect on self-preservation and advocacy in higher education*. American College Personnel Association Commission for Social Justice Educators Drive-in Conference, DePaul University, Chicago, IL.
- ❖ **Gardner, P.J.** & Sulaiman-Hara, S. (May, 2016). *Empowering women of color leaders at predominantly white institutions*. National Conference on Race Ethnicity. San Francisco, CA.
- ❖ **Gardner, P.J.** & Cohen, M. (May, 2016). *Ramblers analyzing whiteness: White students engaging in self-exploration at Loyola University Chicago*. National Conference on Race Ethnicity. San Francisco, CA.
- ❖ **Gardner, P.J.** & Garcia, T. (November, 2015). *Cultivating sistership-scholarship-leadership: Why programming for women of color is important at predominantly white institutions*. National Association of Student Personnel Administration Regional IV Conference. Schaumburg, IL.
- ❖ **Gardner, P.J.** (April, 2012). *Redefining mentorship programs*. Western Association of College and University Housing Officers Regional Conference

Consultant Trainings

- ❖ **Gardner, P.J.**, (September, 2020). *6 Strategies for Uniting Student Activists and Campus Administrators*. Academic Impressions Online Webinar.
- ❖ **Gardner, P.J.**, (September, 2020). *Manage emotional labor in the workplace*. Academic Impressions Online Webinar.
- ❖ **Gardner, P.J.**, (October, 2019). *Responding to hate speech with confidence*. Academic Impressions Online Webinar.
- ❖ **Gardner, P.J.**, (February, 2019). *Recruiting and retaining staff and faculty mentors for minority students: Strategies and best practices*. Academic Impressions Online Webinar.
- ❖ Saucedo, J. & **Gardner, P.J.** (February, 2018, 2019). *Social justice begins with us*. Diversity and Inclusion training for 400 sophomore high school students at Hinsdale High School. Darien, IL.
- ❖ **Gardner, P.J.** & Thomas, J. (January, 2018). *Aspiring allyship in residence life*. Training for Resident Assistants at DePaul University. Chicago, IL.
- ❖ **Gardner, P. J.** & Yee, J. H. (November, 2015). *Self-care and radical self-love*. Workshop facilitated at the Loyola University Chicago Empowering Sisterhood Annual Retreat, Woodstock, IL.

Keynote Speaker and Panelist

- ❖ **Gardner, P.J.** (August 2020). *The power of community*. The Graduate School Commencement student speaker. Loyola University Chicago.
- ❖ **Gardner, P.J.**, & Thomas, J. (March, 2019). *Co-Facilitator for African-American caucus group dialogue*. American College Personnel Association. Boston, MA.
- ❖ **Gardner, P.J.** (September, 2018). Keynote speaker for National Society of Collegiate Scholars. Loyola University Chicago. Chicago, IL.
- ❖ **Gardner, P.J.** (March, 2018). *Life in the hyphen: Migration & movement*. Panelist for Women's Day Conference, in honor of Women's History Month, Loyola University Chicago. Chicago IL.
- ❖ **Gardner, P.J.** (February, 2018). QTPOC Life Stories. Panelist for Evanston Township High School's LGBTQ+ Summit, an empowerment space for LGBT youth, Evanston, IL.
- ❖ **Gardner, P.J.** (November, 2017). *The power of telling our stories*. Keynote speaker for Step Up Inspiring women to inspire girls Leadership Conference for 120+ young women, Chicago, IL.
- ❖ **Gardner, P.J.** (February, 2016). *Young, gifted and black*. Keynote speaker for Black Cultural Center's Black History Month Black and White Affair. Loyola University Chicago. Chicago, IL.
- ❖ **Gardner, P.J.** (February, 2014). *Reimagine and take action*. Keynote speaker for Black Cultural Center's Black History Month Black and White Affair. Loyola University Chicago. Chicago, IL.

- ❖ **Gardner, P.J.** (March, 2014). *Lifting as we climb*. Keynote speaker for Gannon Center Undergraduate Women's Leadership Award at Loyola University Chicago. Chicago, IL.
- ❖ **Gardner, P.J.** (December, 2014). *Carrying the legacy*. Keynote speaker for Achieving College Excellence (ACE) Graduation Celebration at Loyola University Chicago. Chicago, IL.

Awards, Grants, and Honors

- ❖ Inducted into Alpha Sigma Nu Jesuit Honor Society distinguished in scholarship, loyalty and service and a lifetime pursuit of intellectual development, deepening Ignatian spirituality, service to others, and a commitment to the core principles of Jesuit education.
- ❖ Recipient of the "JASPA Innovation Grant" in the amount of \$4,250.00, presented by Jesuit Association of Student Personnel Administrators
- ❖ Recipient of the "Samuel A. Attoh Diversity and Inclusion 'Individual' Award", in the amount of \$300, presented by The Graduate School at Loyola University Chicago
- ❖ Recipient of "Person for Community (or Megs Langdon)" Award by Loyola University Chicago Staff Council, November 2017
- ❖ Finalist of Loyola's Weekend of Excellence "Staff Member of the Year", April 2017
- ❖ Recipient of the "Commitment to Excellence" award presented by Loyola University Chicago Staff Council, February 2017