




Board Details

The city commission shall appoint eleven members to the council. It is desired that the members be reflective of the racial, age, socio-economic and geographic diversity of the city. All members' permanent residence shall be within the municipal corporate limits of the City of Gainesville, Florida. Current employees of the city's police department are not eligible to serve on the council.

Each member shall be appointed to a 4-year term. However, to establish staggered terms, 3 initial appointees shall be appointed to a 2-year term, 4 initial appointees shall be appointed to a 3-year term and 4 initial appointees shall be appointed to a 4-year term.

It is the intent of the city commission to create, empower, staff, and fund a police advisory council whose purpose is to study the city's police department, gather information, receive community input concerning public safety issues and law enforcement needs and concerns, and make policy recommendations to the city regarding all aspects of the delivery of public safety services with the goal of maintaining a safe city that enjoys a strong, positive and trusting relationship between the community and the city police department.

Overview

 **Size** 11 Seats

 **Term Length** 4 Years

 **Term Limit** N/A

Additional

Advisory Board Website

<http://www.cityofgainesville.org/ClerkOfTheCommission/AdvisoryBoardsCommittees.aspx>

Agendas and Minutes are located

<https://gainesville.legistar.com/Calendar.aspx>

Ordinance

ORDINANCE NO. 200056



City of Gainesville

Police Advisory Council

Board Roster



Keyon Young

1st Term Jan 21, 2021 - Jan 21, 2023



Ms. Brittani P Melvin

1st Term Jan 21, 2021 - Jan 21, 2023



Mr Kali R Blount Rn

1st Term Mar 17, 2022 - Jan 23, 2023



Duncan Purves

1st Term Jan 21, 2021 - Jan 21, 2024

Position Chair

Office/Role Chair



Evelyn T. Foxx

1st Term Jan 21, 2021 - Jan 21, 2024



Sheila Payne

1st Term Jan 21, 2021 - Jan 21, 2024



Dr. Jeanna Mastrodicasa

1st Term Jan 21, 2021 - Jan 21, 2025

Position Vice Chair



Milford L Griner

1st Term Jan 21, 2021 - Jan 21, 2025



Fareed M Johnson

1st Term Jan 21, 2021 - Jan 21, 2025



Robert S Cohen

1st Term Jan 21, 2021 - Jan 21, 2025



Vacancy

Profile

View current Advisory Board and Committee openings [online](#).

Mrs	Joanna	M	Anderson	
Prefix	First Name	Middle Initial	Last Name	Suffix

vanderso013@gmail.com

Email Address

4210 NW 87th Lane	
Street Address	Suite or Apt

Gainesville	FL	32653
City	State	Postal Code

In what city district do you live? To find your district visit:

<http://www.cityofgainesville.org/CityCommission/CityCommissionDistricts.aspx> *

☒ District 2

Mobile: (352) 316-3185	Business: (904) 782-9839
Primary Phone	Alternate Phone

Primary Phone Type

☒ Cell

Alternate Phone Type

☒ Not Specified

Florida Commission on Offender Review	Assistant Supervisor/Commission Investigator
Employer	Job Title

Which Boards would you like to apply for?

Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees, only one can be a quasi-judicial board.

STUDENT BOARD SEATS, terms ending 9/30/2022

City Residency NOT Required

- Fire Safety Board of Adjustment
- Gainesville Cultural Affairs Board
- Nature Centers Commission
- Public Recreation and Parks Board

Question applies to Gainesville Human Rights Board

The Gainesville Human Rights Board has 2 partial terms ending 11/1/2022 & 2/22/2024. City Residency Required

Question applies to Police Advisory Council

The Police Advisory Council has 1 partial term ending 1/21/2024. City Residency Required

Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?

☐ Yes ☒ No

Review the text of FLA. STAT. Section 119 [HERE](#).

Mrs Joanna M Anderson

If yes, it is required that you submit a detailed explanation of exemption. Upload additional documentation if necessary.

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

Interests & Experiences

Question applies to Gainesville Human Rights Board

Why are you interested in serving on the Gainesville Human Rights Board?

I would appreciate the opportunity to be able to serve the City of Gainesville by being on a board to ensure that freedoms and rights are given to citizens of this city. It is so very important and our obligation to investigate any type of human rights violation and to ensure that the individuals who need the assistance of the Gainesville Human Rights Board receive that assistance. Human rights is the basis for protecting vulnerable individuals and groups from discrimination.

Question applies to Gainesville Human Rights Board

How many terms have you served on this board or committee previously?

None

Question applies to Police Advisory Council

Why are you interested in serving on the Police Advisory Council?

I would appreciate the opportunity to be able to serve on the Police Advisory Council by being on the board to ensure that there is communication between the law enforcement agencies and the community. I feel that a Police Advisory Council improves those communications. There needs to be analyzation of the law enforcement policies and procedures within the law enforcement agencies, practices within the agencies and customs to ensure that the agencies are compliant and conducting themselves properly and properly within the community. Information should then be forwarded to the appropriate personnel.

Members of the State Housing Initiatives Partnership must only serve three (3) terms per statute.

Question applies to Gainesville Human Rights Board

Are you applying for a student seat?

☐ Yes ☒ No

Have you been removed from any advisory board for attendance, behavior or another reason?

☐ Yes ☒ No

If you answered yes to the question above, please explain: (upload a file if needed)

[Anderson_s Resume.rtf](#)

Upload a Resume

Please upload a file

Demographics

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

Mrs Joanna M Anderson

Are you a City of Gainesville Employee?

☐ Yes ☒ No

Are you a City of Gainesville Intern?

☐ Yes ☒ No

Are you currently on a City Advisory Board/Committee?

☐ Yes ☒ No

If yes, which Advisory Board/Committee?

Joanna Anderson

4210 NW 87th Lane
Gainesville, FL. 32653
(352) 316-3185

Education:

<u>Institution</u>	<u>Location</u>	<u>Years Attended</u>	<u>Degree:</u>
Conestoga High School	Berwyn, PA.	1980-1982	High School Diploma
St. Leo College	St. Leo, FL.	1982-1986	BA: Pre-Law/Political Science
Indian River Community College	Vero Beach, FL.	1988	15 College Credits for Probation/Parole Officer Training
University of New Mexico	Albuquerque, NM	2006	Paralegal Certificate

Employment:

**Florida Department of Corrections
Correctional Probation Specialist**

**Tampa, FL.
2/1988 - 2/2003**

Supervisor: James D. Sommerkamp (Retired)

Completed Pre-Sentence Investigations, Post Sentence Investigations, Pre-Plea Investigations, and In-State/Out of State Investigations for review by the Court for sentencing consideration. Started the pilot program for minimum classification offenders - Supervised probationers involved with the early termination caseload. Approached the Court with proper documentation for cases to be terminated early from supervision. Started the pilot program for the sex offender officer position - Supervised offenders on the community control supervision program (house arrest), (electronic monitoring). Made weekly contacts and reported all violations to the Court. Supervised early release prison cases on parole.

Supervised violent offenders and high media profile cases. Supervised sex offenders and sex predators. Monitored offenders on the electronic monitoring equipment and (was part of the group for the pilot program for Protech Monitoring) global positioning satellite equipment. Made monthly contact standards, made home and employment visits, conducted urinalysis testing, breathalyzer testing, and conduct DNA testing. Maintained a good relationship with all law enforcement agencies. Arrested violators of parole and reported all violations to the Florida Commission on Offender Review, and attended parole violation hearings throughout the State of Florida. Verify addresses for offenders being released on parole. Assist victims. Type reports and case notes into an assigned personal computer. Specialized as a Field Training Officer. Conducted criminal history background.

Start Date: 4-24-04 to 12-20-04

**New Mexico Corrections Department
Albuquerque, NM**

Intensive Supervision Unit 2: Supervisor: Yolanda Hernandez (Retired)

Supervised Probationers/Parolees that were considered high risk offenders and known gang members, made home and employment contacts. Supervised offenders that were placed on the electronic monitoring equipment/GPS equipment. Reported all violations of supervision to the Court and Parole Board. Attended Court and parole violation proceedings. Conducted pre-parole investigations.

12-20-04 to 12-06

PSR Unit: Supervisor: Amy Loveridge (Retired):

Completed Pre-Sentence Reports for the Court on offenders prior to being sentenced before the Court. Conducted prior criminal history checks; verify social/family information, education/employment factors, substance abuse factors, mental/physical factors, conduct under supervision, conclusion of all factors, recommendation of a sentence to the Court, circumstances of the offense and victim information. Must meet deadlines filed by the Court. Also completed Executive Clemency Investigations.

12-06 to 3-07

Call Center Supervisor: Laura Chavez (Retired):

Answered phone calls pertaining to the New Mexico Corrections Department's offenders; verified offender information and updated CMIS. Entered field call lists into CMIS. Continued to complete Pre-Sentence Reports.

3-07 to 7-09

Supervisor: Elsie Duran (Retired)

Promoted to Supervisor of the Pre-Sentence Report and Transitional Reporting Center – Supervise employees that follow Department policies and procedures; provide appropriate training and guidance into CMIS/COPS and preparation of reports. Train employees to conduct themselves in a professional and appropriate manner in any type of situation and/or professional setting. In addition, complete performance evaluations in a timely manner in accordance with Department policy. Perform audits of employees work product to ensure that policy and procedure in accordance with Department policy. Submit weekly bullet reports, daily stats and special incident reports to Region Manager. Conduct staff meetings. Review Pre-Sentence Reports and ensure that all reports and intake files are turned in by assigned DR date. Maintained the District's databases. Assisted other Districts if needed. Taught report writing at the New Mexico Corrections Academy to new recruits that include correctional officers and probation/parole officers.

7-09 to 08-12

Supervisor: Jose Cordova (Retired)

ACA Coordinator for probation and parole's ACA files and maintaining accreditation; collection of quarterly data, reviewing said data to make sure ACA compliant prior to filing; meeting with Compliance Board on a quarterly basis for auditing of the ACA files. Maintaining the ACA soft files in preparation of the actual ACA audit and reaccreditation. Also, maintaining the upkeep and appearance of the ACA files and making sure that the fee is covered in the fiscal year budget for reaccreditation.

Head of Probation and Parole's Fire Safety Inspections and follow – up letters, Head of the Department's Safety Committee, which includes maintaining OSHA standards throughout the state's region and district offices. Meets with the safety committee members on a monthly basis and discuss safety issues, mandatory safety reports and goes over the monthly forms that are submitted for review. Maintains the training records for safety issues, OSHA and fire safety.

Maintained and reviewed the Sex Offender Tracking throughout the state regarding offenders who qualify for the 5 to 20 year law. Must keep open communication open between all the probation and parole officers, the parole board and the Attorney General's office.

Assisted the Director in the functions of that office. Must maintain a high level of confidentiality and

worked on any projects the Director assigns, in addition to investigating any constituent complaints and offender complaints.

Acted as the liaison between the Probation Division and Parole and General Services Division concerning the leased state vehicles, drivers, and infractions.

Assisted the Training Coordinator with scheduling of training for the division; maintaining several training databases and filing systems; certificates; maintains staff training records and files; orders training supplies if needed; fills in for Training Coordinator in his absence. Assists the trainers in preparation of their class.

08-12 to 12-12

Department of Children and Families

Gainesville, FL

Supervisor: Nicole Ferranti

During this time was a Child Protective Investigator trainee working under the guidance of a Senior Child Protective Investigator learning the policies and procedures regarding any claims of child abuse. Assisted in case studies, investigations at home and school, follow – ups on any type of program or community referral. Additional Training: Proficient in the use of personal computers.

12-12 to Present

Florida Commission on Offender Review

Lawtey, FL

Supervisor: Mills Rowland (Regional Administrator)

Assistant Supervisor for the Region II – Lawtey Field Office. In addition to supervisor responsibilities of reviewing employee's work and maintaining office functions. On a monthly basis, meets with inmates serving a life sentence and prepares reports for the Commission's consideration on inmate progress, conducted revocation hearings in an administrative law capacity, and reviews and write clemency investigations for the Commission's review for presentation to the Governor and Cabinet.

References: Available upon request

Profile

View current Advisory Board and Committee openings [online](#).

Mr.	Norbert	W.	Dunkel	
Prefix	First Name	Middle Initial	Last Name	Suffix

norbdunkel@outlook.com
Email Address

3519 NW 27th Street, Gainesville, FL 32605	
Street Address	Suite or Apt

Gainesville	FL	32605
City	State	Postal Code

In what city district do you live? To find your district visit:

<http://www.cityofgainesville.org/CityCommission/CityCommissionDistricts.aspx> *

☒ District 2

Mobile: (352) 284-3959	
Primary Phone	Alternate Phone

Primary Phone Type

☒ Cell

Alternate Phone Type

None Selected

Retired	
Employer	Job Title

Which Boards would you like to apply for?

Police Advisory Council: Submitted

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City Residency NOT Required

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- Public Recreation and Parks Board

Question applies to Police Advisory Council

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Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?

☐ Yes ☒ No

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If yes, it is required that you submit a detailed explanation of exemption. Upload additional documentation if necessary.

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

Interests & Experiences

Question applies to Police Advisory Council

Why are you interested in serving on the Police Advisory Council?

I have served on the Police Advisory Council since its inception in August, 2010 through December 2020. I have twice served as Council Chairperson. I chaired the subcommittee that developed recommendations for the Reducing Racial and Ethnic Disparity (RED) Report. I drafted the report which was approved by the full Council. I presented the report to the City Commission on two separate occasions who then voted unanimously to support the recommendations. I later presented the report to the City's General Policy Committee on August 25, 2016 to provide an update on the status of the recommendation. The City's General Policy Committee voted unanimously to support the report and recommendations. I am comfortable with my knowledge of GPD's organizational structure, purpose, services, and programs. I look forward to continuing to advance the relationship of GPD and the Gainesville community. I have attached a copy of the full RED report and accompanying correspondence with the City Manager.

Members of the State Housing Initiatives Partnership must only serve three (3) terms per statute.

Have you been removed from any advisory board for attendance, behavior or another reason?

☐ Yes ☒ No

If you answered yes to the question above, please explain: (upload a file if needed)

[Norb_VITA_Full.doc](#)

Upload a Resume

[Racial_and_Ethnic_Disparities.docx](#)

Please upload a file

Demographics

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Male

Are you a City of Gainesville Employee?

☐ Yes ☒ No

Are you a City of Gainesville Intern?

☐ Yes ☒ No

Are you currently on a City Advisory Board/Committee?

☐ Yes ☒ No

If yes, which Advisory Board/Committee?



Gainesville Police Department

PO Box 1250
Gainesville, FL 32627
(352) 393-7500
(352) 334-2345 (fax)
www.gainesvillepd.org

November 24, 2014

Mr. Russ Blackburn
Gainesville City Manager
PO Box 490
Station 6
Gainesville, FL 32627-0490

Dear Mr. Blackburn:

I am very pleased to share with you the Final Report of the Gainesville Policy Advisory Council (PAC) in response to your charge from January, 2014. The original charge of providing a "comprehensive review of our interactions with young Black males" was adjusted as the PAC learned of new initiatives across the country related to your charge. Your charge was adjusted to developing recommendations for decreasing Disproportionate Minority Contact (DMC). The PAC learned that DMC is an issue facing numerous communities across the country. DMC has recently been further adjusted to the more acceptable title of Racial and Ethnic Disparities (RED). Our attached report is reflective of this more contemporary terminology.

The PAC learned much during this past year as we researched, read reports, heard testimony, listened to audio blogs, and most of all, received information from Chief Jones. It was clear during the course of the year that communities across the country are struggling with this same issue. What the PAC discovered from our work was that Chief Jones is recognized as one of the national experts on this topic.

The Final Report provides background information, our approach to your charge, a schedule of our work, and recommendations. If you have any questions, the PAC would be pleased to respond accordingly.

While working on this project, the PAC has continued throughout this past year to hold meetings in different neighborhoods and hear from our citizens. Thank you for the opportunity to provide this Final Report.

Sincerely,

Norbert W. Dunkel
Chairperson, GPD Advisory Council

cc: Chief Tony Jones, Gainesville Police Department
GPD Advisory Council members

OUR VISION: The City of Gainesville will set the standard of excellence for a top ten mid-sized American city; recognized nationally as an innovative provider of high-quality, cost-effective services.

Racial and Ethnic Disparities

Gainesville Police Department Advisory Council

Final Report and Recommendations November 24, 2014

On January 28, 2014 Russ Blackburn, Gainesville City Manager, sent an inter-office communication to Chief Tony Jones. This communication (Attachment A) identified a 2014 goal for the GPD Advisory Council (PAC). Mr. Blackburn challenged the PAC to provide a “comprehensive review of our interactions with young black males.” He asked the PAC to make recommendations on policy changes, training, and the use of technology.

The PAC scheduled time each month during their regular meetings to review materials provided to them; to receive presentations from different agencies and individuals; and to visit sites where programs are providing positive impact on the community. The PAC discovered early in this process that there existed a larger issue. The PAC expanded the scope to include all aspects of “Racial and Ethnic Disparities” (RED). This issue is greater than interactions with black males. It refers to “the disproportionate number of juvenile members of minority groups who come into contact with the juvenile justice system” (U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention).

The PAC would like to recognize Chief Tony Jones. Throughout the many discussions, reviewing of materials, and receiving presentations, it is clear to PAC members that Chief Jones is a national leader on Racial and Ethnic Disparities. His participation as a member of the U.S. DMC 40 person think tank sponsored by the Cross Action Network, Models for Change Group in Washington, DC, has provided the PAC will a constant flow of information. We appreciate the work and participation of Chief Jones and his staff throughout the development of this report. It is also clear to the PAC that several current Gainesville initiatives will likely become best practices across the country.

In order for the PAC to develop recommendations, the members had to fully understand the data and underlying issues. The PAC scheduled the following meeting topics for 2014:

June 26, 2014	Discussed and finalized the approach.
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	Prior to July meeting, watched the COPS Office Podcast Series on Building Community Trust. On April 4, 2014, the COPS Office hosted the “Strengthening the Relationship between Law Enforcement and Communities of Color.” This was a series of podcasts of five police chiefs
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discussing what programs and services have been effective in decreasing what was then referred to as disproportionate minority contact (DMC).

July 24, 2014	Overview of the GPD DMC Grant. The PAC heard presentations and held discussion on the following five initiatives: <ul style="list-style-type: none">• <i>You and the Law</i> philosophical training – community enforcement model with a juvenile focus; Youth Dialogue Meeting, with River Phoenix Center for Peacebuilding and GPD staff facilitating focus discussion groups; research was called for with pre-/post data.• <i>Civil Citation State Program</i> – offers an alternative to arrest through the use of civil citation.• <i>Sibling on Sibling Violence</i> – addresses decreasing the need for a charge of adolescent domestic violence for minor cases.• <i>School to Prison Pipeline</i> – SROs arresting children on campus instead of school being proactive. Establishes a protocol to reduce arrests on campus by working with probation officers and the school's dean for conduct.
August 21, 2014	Presentation from the Children's Law and Policy Center – they are evaluating GPD strategies associated with the GPD DMC Grant.
September 25, 2014	Chief Jones overview of participating in the U.S. DMC 40 person think tank sponsored by the Cross Action Network, Models for Change Group in Washington, DC.
October 23, 2014	Overview of findings from the GPD/juvenile and GPD/adult focus groups. Further discussion of Report.
November 20, 2014	Future work of GPD with PACE Center; Boys and Girls Clubs; GPD Reichert House; BOLD Program; Gainesville Parks and Recreation, and evening reporting centers. Develop final recommendations and evaluation strategies.
December 1, 2014	Submit Final Report to City Manager Russ Blackburn.
TBD	Present Final Report to the Gainesville City Commission.

Recommendations

1. Action: *Adding in-car and on-person video/audio camera technology*. In car cameras was recommended to Russ Blackburn in a letter from the PAC on March 17, 2014 (Attachment B). Russ Blackburn commented during the September 25, 2014 PAC Meeting that he is in full support of adding cameras to all cruisers and shared his thoughts about the positive value of officers wearing body cameras. The PAC recommends that all police cruisers possess in-car video/audio cameras and that all police officers possess body cameras. The use of this technology will aid citizens and police officers with evidence for any questionable interactions that occur between citizens and police officers. This technology also provides evidence during any arrests or high profile incidents involving police officers.
2. Action: *Increasing or stabilizing the Gainesville youth program funding*. This was recommended to Russ Blackburn in a letter from the PAC on June 10, 2014 (Attachment C).

Response: City Manager Russ Blackburn sent PAC Chairperson Norbert Dunkel a letter dated July 29, 2014 (Attachment D) that highlighted the Gainesville City Commission's actions to double the city's funding for the *Heat Wave Program* through Parks, Recreation, and Culture for the 2015 – 2016 budget. Additionally, the overall budget impact to Parks, Recreation, and Culture was minimal in a year that will see substantial budget implications for the city. This will insure that our ability to provide outstanding services to address the needs for at risk youth is of paramount importance.

Additional Response: Russ Blackburn commented during the September 25, 2014 PAC Meeting that over the course of the next two fiscal years he believes that funds will be available to increase programmatic support for youth programs. He supports these programs and understands the value and benefits realized from solid, accessible youth programs across the city.

3. Action: *To support the GPD grant received for initiatives to positively affect Disproportionate Minority Contact (Racial and Ethnic Disparities) in Gainesville*. The PAC believes that the following initiatives are best practices to be continued/used in Gainesville. These initiatives come from cities and programs throughout the United States as well as local initiatives. There is tremendous value to have the grant funding to pursue these initiatives, but there will reach a point where the grant funding expires. In order for specific programs to become part of community services, continued funding will need to be identified. Many of these initiatives begin to coordinate community efforts with a system of care for younger adults.

The grant initiatives include the following:

- A. *Youth Services Director* – creation of a new position in the summer 2014 of Youth Services Director. Capt. Will Halvosa has been identified for this position.
 - B. *School to Prison Pipeline* – to establish a new protocol with Alachua County Schools to reduce the number of student arrests for minor infractions by working with Judge Roundtree to develop an alternative approach. Research from 2012 – 2013 to 2013 – 2014 school years indicates a 31% drop in on-campus arrests across three individual schools (A. Quinn Jones School, Gainesville High School, and Horizon School). Additionally, research from 2011 – 2014 school years indicate a 75% drop in violation of probation arrests across three schools (A. Quinn Jones School, Gainesville High School, and Horizon School). These programs have clear, positive results in reducing incidents that likely would lead to potential future arrests.
 - C. *Sibling on Sibling Violence* – to reduce the arrests for “petty” domestic violence cases by providing officers with alternatives.
 - D. *Civil Citation Program* – to provide an alternative of a civil citation versus arrest for cases meeting an established criteria. This would send teenage students to teen court versus criminal court.
 - E. *You and the Law* - presentations to young adults and adults. Based upon the Philadelphia Police Department model, the program is designed to meet with separate sessions of young adults and police officers. The young adults (*Youth Dialogue Meetings*) would receive information on dealing with police officers and the police officers would receive information on dealing with young adults. Following these meetings the two groups come together for a collective session to openly discuss their conversations. Additional series of programs are also being discussed between older adults and police officers and students and police officers. Discussion with the University of Florida Police Department has been initiated for their involvement on the student and police officer dialogue meetings. Anecdotal information indicates very positive outcomes of these sessions. The PAC would recommend an on-going, formal, pre-post assessment of the participants of these sessions as well as a longitudinal outcomes study.
 - F. *Reporting Centers* – to investigate the potential to develop physical reporting centers where citizens on probation have a place to go in the evenings to socialize and receive educational information.
 - G. *Morning Center* – the development of a center as a place for students suspended from school to attend versus sending them home or finding them in violation of probation because they are not in school and therefore arrested.
4. To recommend enhanced training and expectations for GPD officers on the following:
- A. To continue to move towards a fully engaged collaborative/community policing technique. This approach provides a more strategic, focused approach to stopping

- citizens and moves away from stopping anyone walking to/from school, the store, and the like.
- B. To spend time walking neighborhoods on foot versus patrolling in a vehicle. This allows officers the time and opportunity to better acquaint themselves and build relationships with citizens, neighborhood leaders, church leaders, and the like.
 - C. To continue GPD officer participation in the *You and the Law (Youth Dialogue Meetings)* as part of required training, to humanize interactions between GPD officers and minority youth, reduce stereotyping, and promote communication and understanding.
 - D. To develop diversity training modules as part of the on-going GPD training. Consideration should be given to cross-cultural communication and cultural sensitivity training. These training sessions will allow for better understanding of the different cultures, languages, and customs of people in the Gainesville community.
5. The PAC would also like to extend its support to a recently accepted proposal submitted by Chief Jones to adjust the eligibility of applicants for police officer to include certified (bachelor's degree/academy graduates/passed state exam) and non-certified persons (bachelor's degree). This will expand the applicant pool while allowing GPD the opportunity to work with and train any selected non-certified officers.



INTER-OFFICE COMMUNICATION

DATE: January 28, 2014
TO: Chief Tony Jones
FROM: Russ Blackburn, City Manager
SUBJECT: 2014 Goal for the Police Advisory Council



On January 23rd, I met with the Police Advisory Council. My main purpose for meeting with the Council was to thank them for the hard work which they have invested in helping GPD to have a citizen voice which could give feedback to the department on policies and interactions with the community.

For 2014, I challenged the PAC to provide a comprehensive review of our interaction with young black males. I provided the example of the young black male who you and I recently met with who was pulled over two times in a week for very minor reasons and then released after the police officer determined that the individual had committed no crime. I requested that the PAC provide you and me with recommendations on how we can change the paradigm to gain greater community trust from young persons of color after interactions with law enforcement. Specifically, I asked the PAC to make recommendations on policy changes, training and the use of technology.

I have asked the PAC to work on this issue during 2014 and provide recommendations to me as soon as practical during the year. If I can provide clarification, please contact me.

*Please pass on to PAC chair
E. L. Major*

Office of the City Manager
P.O. Box 490, Station 6
Gainesville, FL 32627-0490
(352) 334-5010 – (352) 334-3119-fax



Gainesville Police Department

PO Box 1250
Gainesville, FL 32627
(352) 393-7500
(352) 334-2345 (fax)
www.gainesvillepd.org



March 17, 2014

Mr. Russ Blackburn
Gainesville City Manager
PO Box 490
Station 6
Gainesville, FL 32627-0490

Dear Mr. Blackburn:

I am writing on behalf of the Gainesville Police Department Advisory Council. The Council has recently received your charge to provide a comprehensive review of GPD's interaction with Black or African American citizens and we will discuss your charge in detail at our next Council meeting.

At the February 27, 2014 Council meeting, we received an excellent summary report from Lt. Schibuola regarding the internal affairs investigations from 2013. We were pleased to read that in 2013 there was a 15% decrease in citizen complaints from 2012 representing a continued decrease from 2011. Lt. Schibuola was able to address our numerous questions regarding statistics, definitions, complaint origin, and training. We also heard steps to be taken in 2014 to continue to improve upon the number of complaints received.

The Council spent time discussing and asking questions in detail regarding one of the steps recommended to be taken for continued improvement. The step stated, "Continued efforts to increase the number of video cameras in Patrol vehicles." It came as a surprise to Council members that all Patrol vehicles do not possess in-car video cameras, in fact, only 50% of the Patrol vehicles currently possess video cameras.

The Council has heard from citizens over the past two years who expressed their dissatisfaction with their contact with GPD officers. We heard from citizens who believed they were unjustly being selected to be pulled over by GPD due to their race or type of car. Many of the complaints filed that resulted in "not being sustained" were cases where the Patrol vehicle did not possess a video camera. It became one person's word against another.

The Council has also heard from officers that a camera improves the behavior of suspects and protects their interests. One officer told a Council member that he tells suspects that his rearview mirror is a video camera and their behavior improves! For the benefit of both officers and suspects the camera is critical equipment in the view of the Council.

OUR VISION: The City of Gainesville will set the standard of excellence for a top ten mid-sized American city; recognized nationally as an innovative provider of high-quality, cost-effective services.



Gainesville Police Department

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The Council did not want to wait on this item to be included as a recommendation in the final report responding to your charge. The Council believes that video cameras should be included in the standard outfitting package when new Patrol vehicles are ordered and received. Given the number of citizen complaints that could be more definitely resolved through the use video evidence as well as the important issue of officers in the field needing additional evidence in cases, the Council recommends Patrol vehicle video cameras as part of the standard package.

The Council appreciates the cost involved yet we also understand that there are inexpensive retrofits which could meet the urgent need.

Council members would be pleased to provide you with additional information.

Respectfully,

Norbert W. Dunkel
Chairperson, GPD Advisory Council

cc: Chief Tony Jones, GPD
GPD Advisory Council members
file

OUR VISION: The City of Gainesville will set the standard of excellence for a top ten mid-sized American city; recognized nationally as an innovative provider of high-quality, cost-effective services.



Gainesville Police Department

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www.gainesvillepd.org



| June 10, 2014

Mr. Russ Blackburn
Gainesville City Manager
PO Box 490
Station 6
Gainesville, FL 32627-0490

Dear Mr. Blackburn:

I am writing on behalf of the Gainesville Police Department Advisory Council. The Council has recently held discussions and heard from the Parks, Recreation, and Cultural Affairs Departmental staff upon the Council's invitation. The invitation stemmed from the Council meeting held at the Porter's Community Center in March.

Council members were concerned that it was Spring Break for the County Schools but the Center was not open for the children in the neighborhood. Clearly, if this Center and others were not open when children were out of school and had nowhere to go, they could potentially get into trouble. The Council then moved to receive a report from the Recreation Department on the status of the centers in the community.

The Council members heard at the May meeting from two Recreation Department program coordinators. These staff summarized and answered questions regarding the summer program offerings and center availability. Programs such as Summer Heatwave provided services in 2013 for 300 children and expect approximately 1000 in 2014; the Teen Lounge expects approximately 1000 children; Co-ed Basketball expects approximately 1000 children from June 16 – August 8; and the Pool Parties are scheduled for three dates (the most recent pool party had over 300 in attendance). Transportation from various neighborhoods is being arranged. Council members inquired as to why so few centers were open during the summer and it is, of course, resource driven. In the past, 10 – 12 centers were open providing services for significantly more youth.

The Council understands the tremendous need for summer, after-school, and break programs for students. We believe that the City of Gainesville should preserve or optimally, increase the funding level for these incredibly valuable programs. The opportunity for students to be involved in peer programs is a concern to our keeping students safe as well as crime prevention during these times.

Council members would be pleased to provide you with additional information.

Respectfully,

Norbert W. Dunkel
Chairperson, GPD Advisory Council

cc: Chief Tony Jones, GPD
GPD Advisory Council members
Steve Phillips, Director, Parks, Recreation, and Cultural Affairs
[file](#)

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Office of the City Manager

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www.cityofgainesville.org

July 29, 2014

Norbert W. Dunkel
Chairperson, GPD Advisory Council
PO Box 1250
Gainesville, FL 32627

Dear Norb:

I want to begin by thanking you and all members of the Police Advisory Council for your efforts on behalf of our community. In June you wrote encouraging me on behalf of the City Commission to continue to increase our efforts to provide opportunities for at risk youth in our community. I wanted to give you an update on the City Commission's actions impacting the Parks, Recreation and Culture 2015/2016 budget. The Commission considered an option of doubling the funding available for the city's Heat Wave program and approved this increase in services unanimously. Although most departments experienced substantial funding reductions, this year the impact to Parks and Recreation was minimal. I recognize that Parks and Recreation services have been impacted during the last six budget years and that our ability to provide outstanding services to address the needs for at risk youth is of paramount importance.

Through my recommendations and the City Commission's actions, we will be maintaining all of our existing services to youth within our community. Our Parks and Recreation staff, as well as, other city departments is focused on opportunities to increase our level of service and to increase the effectiveness of our services.

Thank you for your efforts to highlight these needs and for your efforts on behalf of our community.

Sincerely,

Russ Blackburn
City Manager

C: Paul Folkers, Assistant City Manager
Tony Jones, Police Chief
Steve Phillips, Parks/Recreation/Cultural Affairs Director

OUR VISION: *The City of Gainesville will set the standard of excellence for a top ten mid-sized American city; recognized nationally as an innovative provider of high-quality, cost-effective services.*

Submitted by GPD Advisory Council

Norbert W. Dunkel, Chairperson

Bob Cohen

Bruce Delaney

Juanita Miles-Hamilton

Jeanna Mastrodicasa

Jaquie Resnick

Albert White

Rosa Williams

November 24, 2014

Norbert W. Dunkel

3519 NW 27 Street
Gainesville, FL 32605
352-373-5618 (h)
352-284-3959 (c)
norbdunkel@outlook.com

PROFESSIONAL EXPERIENCE

Associate Vice President and COO for Student Affairs
University of Florida

2011 – 2019
Gainesville, FL

Responsible for the budget development and management of financial services for all student affairs departments totaling over \$110 million. Funds include auxiliary, fee, state appropriations, and gifts. Responsible for the direct oversight of departments including the Department of Recreational Sports, J. Wayne Reitz Union, GatorWell Health Promotion Services, the Office for Youth Conference Services, the Office of Off-Campus Life, the Department of Housing and Residence Education, Student Activities and Involvement (including Sorority and Fraternity Affairs), and Student Government Finance. Responsible for the oversight of 1800 full and part-time employees with operational auxiliary budgets over \$76 million annually. These auxiliaries are responsible for 170 facilities encompassing 4 million square feet. Provided oversight for the Division of Student Affairs sustainability planning. Member of the Student Affairs Vice President's Council to provide coordinated services and programs for a campus population of over 54,000 undergraduate, graduate, and professional school students. Served as Deputy Title IX Director for Student Affairs. Completed over \$350 million in new construction and renovation. Instituted a new business plan across 13 student affairs departments. Adjunct faculty appointment in Student Personnel and Higher Education.

Assistant Vice President and Director of Housing and Residence Education
Director of Housing and Residence Education
University of Florida, Department of Housing and Residence Education

2008 - 2011
2000-2007
Gainesville, FL

Responsible for the overall leadership of a comprehensive housing operation including the offices of residence life and education, maintenance services (including new building construction and renovation), custodial services, business services, network services, marketing and public relations, computer support services, administrative services, training services, and payroll and personnel. The Department of Housing and Residence Education provides accommodations for 7,568 single students in 38 residence halls and 1200 students and their families in 980 apartments (totaling 165 buildings). The Department employs approximately 320 full-time and 420 part-time staff and has an annual operating budget of \$45 million. Responsible for guiding the Department's vision and master planning. Responsible for actively collaborating as a member of the Student Affairs Vice President's Council to provide a quality student development program for a campus population of 52,000 undergraduate and graduate students. Provides coordination and oversight to the Division of Student Affairs Sustainability Plan. Adjunct faculty appointment in the Department of Educational Administration and Policy.

Associate Director of Housing for Staff and Student Development
Assistant Director of Housing for Staff & Student Development
University of Florida, Division of Housing

1992 - 2000
1988-1992
Gainesville, FL

Assume primary responsibility for planning, administering, and encouraging student development and residence life practices. Plan and implement the recruitment, selection, and training of 185 para-professional, 30 pre-professional, and professional staffs. Responsible for all staff training programs in a system housing 7,000 single students and 2,500 family members. Member of the Division of Housing design team for the \$20 million Hall 2000 project. Division of Housing representative to construction management monthly update meetings. Member

preliminary planning and design team for the \$25 million new Hume Hall architectural program. Responsible for the professional and staff development of graduate and professional (A&P) staff. Responsible for the development of a comprehensive crisis management and natural disaster program for the Division of Housing. Oversee the residence life components of judicial, staff selection, education, security, and research. Coordinate legal public record requests, interrogatories, and depositions. Manage the Staff and Student Development Department while supervising the Staff and Student Development Specialist, the Coordinator of Residential Judicial Programs, the Security Coordinator, and two Senior Secretaries. Responsible to ensure and promote the educational mission of the University within the Division of Housing through training and development programs with staff and students. Advise the Inter-Residence Hall Association (IRHA).

Associate Director of Student Housing	1986 – 1988
Assistant Director of Student Housing	1985 - 1986
South Dakota State University, Office of Student Housing	Brookings, SD

Chief residence life officer reporting to the Director of Student Housing. Primarily responsible for the recruitment, employment, training, and supervision of the Office Supervisor and Senior Secretary, three full-time area coordinators, seven graduate hall directors, and 112 resident assistants in a system housing 3,000 residents. Developed a \$1 million operations, residence life, conference, and short term housing budget for the Director. Coordinated the residence life judicial system; managed the contract release and on-line assignment processes while installing a new IBM S-36; administered the summer conference and short term housing programs; coordinated input from resource persons; and advised the Inter-Residence Hall Council (IRHC).

Residence Hall Coordinator (Shull Hall)	Cedar Falls, IA
University of Northern Iowa, Department of Residence	1981-1985

Responsible for the administration of a male residence hall of over 400 students. Provided counseling, discipline, and programming to residents to complement their academic experience. Supervised and trained RA staff and 24-hour student desk and mailroom staff. Advised hall government. Provided academic advising to 60 undeclared students. Advised two graduate practicum students.

Conference Housing Coordinator	Cedar Falls, IA
University of Northern Iowa, Department of Residence	1984 (summer)

Responsible for the supervision of 6 secretaries and 25 student staff in 6 halls. Scheduled accommodations, meeting rooms, linen, and check-in/out for 6,000 conferees in 33 conferences.

GRADUATE EMPLOYMENT EXPERIENCES

Head Resident (Brown Hall)	Carbondale, IL
Southern Illinois University at Carbondale, University Housing	1980-1981

Provided supervision and in-service training for student staff in a male hall of 120. Advised student government. Conducted personal and disciplinary counseling.

Hall Coordinator (600 Freeman Hall)	Carbondale, IL
Off-Campus Housing, Southern Illinois University at Carbondale	1979-1980

Coordinated selection and training of student staff in a private, co-educational hall of 260. Supervised full-time business manager, secretary, maintenance, custodial, and food service personnel. Advised student government. Selected and scheduled hall mailroom and night security.

Practicum	Carbondale, IL
Admissions and Records, Southern Illinois University at Carbondale	1979-1980

Assistant to the Director for Minority Student Enrollment. Developed files for prospective students regarding financial aid, housing, and class registration.

EDUCATION

M.S.Ed. Higher Education, College of Education, Southern Illinois University, Carbondale, Illinois, August, 1983

B.S., Geology, College of Science, Southern Illinois University, Carbondale, Illinois, August, 1979

EDITING/REVIEWING

Reviewer, 2011, *International Journal of Sustainability in Higher Education*.

Commissioned Reviewer, 2011, *Lessons Learned: How to Avoid the Biggest Mistakes Made by College Resident Assistants*, 2nd Ed., Published by Routledge.

Commissioned Reviewer, 2006, *Residence Hall Director Briefs*, Published by Chronicle Guidance Publications.

Commissioned Reviewer, 2006, *Lessons Learned: How to Avoid the Biggest Mistakes Made by College Resident Assistants*, Published by Routledge.

Editor, *Chronicle Guidance Brief*, 2002, A publication for students and job seekers to make career decisions. Published by Chronicle Guidance Publications, Moravia, New York.

Advisory Board Member, *Student Housing Management*, 2001 – 2002, A legal publication for housing professionals, Published by Brownstone Publishers, New York City, New York.

Editor, *The Journal of College and University Student Housing*, 1995-1997. A journal for ACUHO-I.

Co-Editor, (1994) Special Topics Issue, Staff and Professional Development in Student Affairs. *The College Student Affairs Journal*, 14(1).

Editorial Board Member, *The Journal of College and University Student Housing*, 1991-1994.

Associate Editor, *The College Student Affairs Journal*, 1993-1996. A journal for the Southern Association for College Student Affairs.

Founding Co-Editor, *Florida Perspective*, 1991-1993. A journal for the Division of Student Affairs at the University of Florida.

Reviewer, *The College Student Affairs Journal*, 1990-1993. A journal for the Southern Association for College Student Affairs.

BOOKS AND MONOGRAPHS

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Dunkel, N.W. (2019). *Don's Strength: Anthony Jeremiah Hezekiah Poffenberger Diefenthaler*. Minneapolis, MN: A Flair for Writing.

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- Dunkel, N.W., & Jahr, P. (Eds.). (2000). *Peak experiences*. Columbus, OH: ACUHO-I.
- Grimm, J.C., & Dunkel, N.W. (1999). *Housing construction and renovation* [Monograph]. Columbus, OH: ACUHO-I.
- Dunkel, N.W., & Schuh, J.H. (1998). *Advising student groups and organizations*. San Francisco: Jossey-Bass.
- Dunkel, N.W., Spencer, C.L., & Associates (1998). *Advice for advisers: The development of a residence hall association* (2nd ed.). Columbus, OH: ACUHO-I.
- Dunkel, N. W., & Spencer, C. (Eds.). (1993). *Advice for advisors: The development of an effective residence hall association*. Columbus, Ohio: ACUHO-I.

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- Dunkel, N.W. (2011). Foreword. *Inter-Residence Hall Association History*. Gainesville, FL: Housing and Residence Education.
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- Bray, K., Dunkel, N. W., & Wofford, A. (1991). T.R.A.C.K.: A guide to career planning for residence life staff. *Journal of Career Planning and Employment*, 51(2), 26-28.
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- Heasley, C., Lengowski, F.W., Haapala, K., & Dunkel, N.W. (2015, November/December). Completing the Loop, What factors should campus housing leaders consider as they strive to prove the link between hall design and student success. *Talking Stick*, 33(2), pp. 36-47. (Received article of the year award.)
- Jordan, M.C., & Dunkel, N.W. (2012, May/June). Looking at things a whole new way. *Talking Stick*, 29(5), pp. 44-53.
- Dunkel, N.W., & Jackson, T. (2009, May/June). A global view. *Talking Stick*, 26(5), p. 36-45.
- Dunkel, N.W. (2008). *Peer to peer (P2P) file sharing*. Invited written testimony submitted to the U.S. Department of Education for the Higher Education Act, Washington, DC.
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- Dunkel, N.W., Schreiber, P.J., & Felice, C. (2005, March). Preparing housing professionals: The James C. Grimm National Housing Training Institute, *ACUHO-I Talking Stick*, 22(5), pp. 38-39.
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- Blansett, S., Dunkel, N.W., & Grimm, J. (1990, Spring/Summer). The Division of Housing: Introduction to the 1990's. *Student Affairs Update*.
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Dunkel, N.W. (1983). *Racial attitudes of freshmen at Southern Illinois University at Carbondale during the fall of 1980*. Unpublished master's thesis, Southern Illinois University, Carbondale, IL.

PROFESSIONAL INVOLVEMENT

2011 - 2014	Co-Director Co-Founder	ACUHO-I SAC Southern Africa Roelf Visser Student Housing Training Institute
2012	Member	ACUHO-I Public Private Partnership Task Force
2011	Task Force Member	ACUHO-I Professional Body of Knowledge
2009 – 2010	Chairperson Chairperson	ACUHO-I Nominations Committee ACUHO-I Award Committee
2008 - 2009	Executive Board	ACUHO-I President
2007 - 2008	Executive Board	ACUHO-I President-Elect
2006 - 2007	Executive Board	ACUHO-I Vice President
2006	Executive Board	ACUHO-I Publications Coordinator (2 nd year).
2006	Co-Director	ACUHO-I CHO Institute Planning Committee
2006	Task Force Member	ACUHO-I Research Task Force (3 rd year)
2006	Chairperson	ACUHO-I Committee to Develop the Campus Housing Guidelines for Pandemic Planning
2004-5, 2001	Committee Member	SEAHO Nominations and Elections Committee
2004	Representative	ACUHO-I Representative to Joint Committee of Higher Education and Entertainment Communities (2 nd year)
2004	Co-Director	SEAHO Regional Entry Level Institute Planning Committee
2004	Committee Member	SEAHO Strategic Planning Committee (2 nd year)
2003	Chairperson	ACUHO-I Media Board (6 th year)
2003	Committee Member Chairperson	ACUHO-I Publications Review Committee (9 th year) (1997-2000)
2000	Co-Director Co-Founder	ACUHO-I James C. Grimm National Housing Training Institute (10 th year)
2000	Executive Board	ACUHO-I Publications Coordinator (3 rd year)
2000	Committee Member Editor	ACUHO-I Journal Board (8 th year) (Editor, 1995-1997)
1999	Co-Director	First Annual ACUHO-I Leadership Assembly

1998	Committee Member	ACUHO-I Research and Information Committee (4th year)
1995	Board Member Committee Chair	SACSA Foundation SACSA Foundation Development Committee
1995	Committee Member	SACSA Program Committee
1995	Chair	SACSA Idea Exchange Committee
1994	Committee Member	SACSA Research Committee (2nd year)
1994	Committee Member	SACSA Professional Preparation and Standards Committee
1994	Adviser	Florida Association of Residence Halls (3rd year)
1993	Member	Phi Delta Kappa (4th year)
1992	Committee Member, Chairperson	SACSA Professional Development Committee (3rd year)
1991	Chairperson	SACSA Publications Sub-committee
1988	Committee Member	UMR-ACUHO Research and Information Committee (3rd year)
1988	Committee Member	ACUHO-I Conference Services Committee on Ways, Means, and Directions (2nd year)
1985	Committee Member	ACUHO-I Research and Information Committee (2nd year)

INSTITUTIONAL CONSULTATIONS and PROGRAM REVIEWS

2014	United Arab Emirates University (Student Affairs Review)
2014	Crown College (Consultant with DLR Architects on Housing Construction)
2013	University of Georgia (External Housing Review)
2012	Lynn University (External Housing Review)
2011	University of West Florida (External Housing Review)
2011	Ryerson University (External Housing Review)
2011	Northwestern University (External Housing Review)
2011	College of Saint Benedict (Consultant with DLR Architects for Housing Construction)
2008	Texas Tech University (External Housing Review)
2008	University of Illinois at Springfield (External Housing Review)
2007	Southern Oregon University (External Housing and Food Service Review)
2006	University of Texas at San Antonio (External Housing and Food Service Review)
2006	Mississippi University for Women (External Housing Review)
2005	University of Memphis (Housing Master Plan).

- 2003 Colorado State University, Fort Collins, Colorado (New Construction, Advising, Crisis Management).
- 2003 Eastern Kentucky University, Richmond, Kentucky (Facilities, Advising).
- 2001 University of Maryland, College Park, Maryland (Keynote, Advising).
- 1999 Central Michigan University, Mt. Pleasant, Michigan (Hall Governance).
- 1999 ACUHO-I Annual Conference. Vancouver, British Columbia (Construction and Renovation).
- 1999 Palm Beach Community College. West Palm Beach, Florida (External Review of Facilities, Staffing).
- 1999 University of Scranton, Scranton, Pennsylvania (Hall Governance).
- 1998 Texas A&M University. College Station, Texas (Advising, Organization).
- 1998 Central Florida Community College. Ocala, Florida (Facilities, Assessment).
- 1996 Catholic University of America. Washington, D.C (Hall Governance).
- 1995 University of Arkansas, Fayetteville, Arkansas (Advising, Organization).
- 1990 University of North Florida, Jacksonville, Florida (Leadership).

FEDERAL OR STATE TESTIMONY AND CONSULTATIONS

- 2009 - 2010 Expert Witness, Hendersen v. State, et. al., Maricopa County Superior Court, Arizona.
- 2008 “Peer to Peer (P2P) File Sharing.” Invited written testimony submitted to the U.S. Department of Education on the Higher Education Opportunity Act.
- 2008 “Peer to Peer File Sharing.” Witness Testimony before the California State Assembly Committee on Higher Education. Sacramento, California.
- 2008 “Campus Safety Summit.” Invited participant by the National School Safety Center and the Office of Community Oriented Policing Services, Washington, DC.
- 2006 “Workshop on Technologies for Managing Content on Campus Networks.” Testimony before the Joint Committee of the Higher Education and the Entertainment Communities, Washington, DC.
- 2005 P2P File Sharing.” Witness Testimony before the US House of Representatives Subcommittee on Courts, the Internet, and Intellectual Property. Washington, D.C.
- 2004 “ICARUS and P2P File Sharing.” Witness Testimony before the US House of Representatives Subcommittee on Commerce, Trade, and Consumer Protection. Washington, D.C.

PROFESSIONAL PRESENTATIONS

- 2019 “God Made Police Officers and Staff.” Gainesville Police Department Promotion Ceremony. Gainesville, Florida.
- 2018 “Campus Crisis Management.” UF Graduate Medical Education Seminar Series. College of Medicine. Gainesville, Florida.
- 2017 “The Impact of Campus Housing on Student Retention.” Accepted as poster session at the NASPA Annual Conference, San Antonio, Texas.
- 2015 “Exploring the Connection Between Building Design, Student Experience, and Psychosocial Development” and “Tour 2015’s Hottest Housing” and “My Favorite Student Best – ACUHO-I/APPA Housing Facilities Conference: Involving All Housing Staff.” ACUHO-I Annual Conference and Exposition, Orlando, Florida.

- 2015 “Campus Housing and P3s.” Presentation to ACUHO-I Executive Board. Go-To-Meeting. Columbus, OH.
- 2015 “Transitions and Change.” Presentation to the ACUHO-I Central Office Directors. Columbus, OH.
- 2015 “Campus Housing and P3s.” Keynote for the ASI/MacGray Annual Board and Sales Meeting. Orlando, FL.
- 2014 “Advising Student Organizations.” ACPA e-series webinar.
- 2014 “The Institutional and Developer Perspectives of Student Housing.” Opening keynote for the Interface On-Campus Housing Conference, Orlando, FL.
- 2014 “Facilities Management: Involving All Housing Staff.” ACUHO-I/APPA Facilities Conference, Kansas City, MO. Selected as Conference Best Program.
- 2014 “Pillars of the Profession.” ACUHO-I Annual Conference and Exposition, Washington, DC.
- 2013 “The Future of Campus Housing.” Panel presentation for the Interface ON-Campus Student Housing Conference, Orlando, FL.
- 2013 “Searches of Student Housing: Legal and Practical Issues.” State University System Crisis Conference, Orlando, Florida.
- 2012 “Auxiliary Operations and Mentoring.” Student Affairs Live on-line weekly broadcast.
- 2012 “The INSPIREation for an Entrepreneurial Living Learning Community.” ACUHO-I LLP Conference, Albuquerque, New Mexico.
- 2012 “Bleeding Edge Networking and Branding for Housing Officers” and “By The Book: Lessons Learned While Editing *Campus Housing Management*,” ACUHO-I Annual Conference and Exposition, Anaheim, CA.
- 2012 “Facilities Management,” Student Housing Training Institute, University of Stellenbosch, South Africa.
- 2011 “University-Developer-Community Partnerships for Housing and Research: The Continuum and Innovation District in Gainesville, Florida.” CUMU Annual Conference, Indianapolis, Indiana.
- 2011 “Facilities Management” and “Crisis Management in Higher Education.” Student Housing Training Institute, University of Stellenbosch and University of Pretoria, South Africa.
- 2010 “A New Approach to Professional Development.” Keynote for the UMR-ACUHO Conference, Minneapolis, Minnesota.
- 2010 “Together We Can Make a Difference.” Keynote for the ACUHO-I/APPA Facilities Conference, Charlotte, North Carolina.
- 2010 “Hip and Sage.” ACUHO-I Annual Conference and Exposition, Austin, Texas.
- 2010 “Advanced Writers Panel.” NASPA Pre-Conference Workshop, Chicago, Illinois.
- 2009 “Planning, Response, and Recovery to a Natural Disaster: A Housing Perspective.” ACUHO-I Business Operations Conference, Columbus, Ohio.
- 2009 “It Takes a Village: The Global Housing Summit in Hong Kong.” SEAHO Conference, Birmingham, Alabama.
- 2009 “Trends in Campus Housing.” Keynote at the Hong Kong Student Affairs Dinner, Global Housing Summit, Hong Kong, China.
- 2008 “Tuning Your Personal Skills: A Panel Presentation.” UMR-ACUHO Conference, Kansas City, Kansas.
- 2008 “Campus Crisis Management.” Keynote at the NACA Conference, St. Louis, Missouri.

- 2008 “In Student’s Eyes: A Camera Project and Cost Reduction and Revenue Enhancement Project 2007.” SEAHO 43rd Annual Conference, Savannah, Georgia.
- 2007 “Housing Crisis Management.” A webinar for ACUHO-I, Columbus, Ohio.
- 2007 “A New Framework for Campus Crisis Management: A Housing Perspective.” ACUTA Conference, Minneapolis, MN.
- 2007 “Living Green: Sustainable Directions for Residential Learning Communities.” Greening of the Campus Conference, Muncie, IN.
- 2007 “ACUHO-I Governance Structure” and “New Considerations for Campus Housing Crisis Management,” ACUHO-I Annual Conference and Exposition, Seattle, WA.
- 2007 “Disaster Recovery and Business Continuity – Panel Presentation.” CHEMA, New Orleans, Louisiana.
- 2007 “A New Framework for Campus Crisis Management” and “Cultures of Engagement, Opportunity, and Professionalism.” NASPA/ACPA Joint Conference, Orlando, Florida.
- 2006 “Fully Staffed: Strategies for Recruiting and Retaining Staff.” ACUHO-I 58th Annual Conference and Exposition, Atlanta, Georgia.
- 2005 “Fill Every Bucket & Increase Productivity & Effectiveness.” ACUHO-I/APPA Housing Facilities Workshop, Salt Lake City, Utah.
- 2005 “Discover Positive Strategies and Successfully Navigate Work and Life.” ACUHO-I 57th Annual Conference, Milwaukee, Wisconsin.
- 2005 “Managing Sorority, Fraternity, and Other Quasi-Owned Housing.” National Association of College and University Attorneys. Orlando, Florida.
- 2005 “Tips for CHO Success.” SEAHO 40th Annual Conference. Jacksonville, Florida.
- 2004 “Construction and Renovation.” ACUHO-I/APPA Housing Facilities Workshop, Tampa, Florida.
- 2004 ‘Campus Housing Crisis Management.” SEAHO Regional Entry Level Institute at the University of Mississippi, Oxford, Mississippi.
- 2004 “SEAHO Strategic Plan” SEAHO 39th Annual Conference, Hilton Head, South Carolina.
- 2003 “Peer-To-Peer (P2P) File Sharing.” Penn State University System. Using tele-conferencing from Gainesville, Florida.
- 2003 “Peer-To-Peer (P2P) File Sharing.” Joint Committee of Higher Education and Entertainment Communities. Washington, D.C. using Omnimeet from Gainesville, Florida.
- 2003 “Crisis in Recruiting and Retention - ACUHO-I’s Response.” ACUHO-I 55th Annual Conference, Las Vegas, Nevada. Invited program session.
- 2003 “The Benefits of Being Involved in a Student Organization.” Keynote address for The Institute for Student Leadership. Tampa, Florida.
- 2002 “Campus Housing Crisis Management.” Faculty member for National Housing Training Institute. College Park, Maryland.
- 2002 “The Adventure of a Lifetime.” Keynote address for SAACURH Conference, Gainesville, Florida.
- 2002 “The Benefits of Involvement.” Keynote address for the Santa Fe Community College Student Government Annual Awards Banquet. Gainesville, Florida.

- 2001 “Housing Trends.” Invited panelist for the Society for College and University Planning (SCUP). Audio stream at <http://222.scup.org/radio/show1.htm>.
- 2001 “Adviser’s Institute.” Invited feature speaker for the National Association for Campus Activities Conference 2001, Nashville, Tennessee.
- 2001 “Adviser’s Institute.” Invited workshop facilitator for the ART of Leadership Conference , Gainesville, Florida.
- 2000 “ART Institute: Legal Issues for Advisers.” NACURH 47th Annual Conference. Boulder, Colorado.
- 1999 “Adviser’s Symposium.” Keynote address for the Georgia Fall Leadership Conference 1999. Atlanta, Georgia.
- 1999 “Critical Issues in Housing Associated with Crises in Residential Facilities.” Invited panelist at the Institute of Crises in Higher Education. Gainesville, Florida.
- 1999 “Working With Student Organizations.” Art of Leadership Conference. University of Florida. Gainesville, Florida.
- 1999 “ART Institute: Legal Issues for Advisers.” NACURH 46th Annual Conference. LaCrosse, Wisconsin.
- 1998 “Advising Hall Governance: Considerations and Information.” ACUHO-I 50th Annual Conference. Charlotte, North Carolina.
- 1998 “Legal Issues for Advisers.” “Advisers as an Information Resource Person.” NACURH 45th Annual Conference. The University of Nebraska-Lincoln. Lincoln, Nebraska.
- 1998 “The A.R.T. Institute of SAACURH and SEAHO: Legal Issues for Advisers.” SEAHO Annual Conference. Savannah, Georgia.
- 1997 “ART Institute: Adviser as an Information Resource Person,” “ART Institute: Legal Issues.” SAACURH Annual Conference. Georgia Institute of Technology. Atlanta, Georgia.
- 1997 “The Adviser’s Palette: The Role of Supervisor and Adviser.” Florida State University Housing Staff. Tallahassee, Florida.
- 1997 “The Professional Edge: Research, Presentation, and Publication.” Hardee Center for Women in Higher Education. Tallahassee, Florida.
- 1997 “Are You On a Collision Course,” “Mentoring: The Discovery of a Hidden Role.” NACURH 44th Annual Conference. Muncie, Indiana.
- 1997 “Transferring the RA Experience to a Career.” Invited Keynote Address. Georgia Resident Assistant Saturday Seminar. Valdosta, Georgia.
- 1997 “Advising versus Supervising Students: Understanding the Approach.” NACA Winter Workshop. Gainesville, Florida.
- 1997 “The Professional You.” Women’s Leadership Conference. Gainesville, Florida.
- 1996 “ACUHO-I College: Supervision,” “Writing for Publication.” ACUHO-I 48th Annual Conference. Providence, Rhode Island.
- 1996 “RHA Risk Management and Responsibilities,” “A National Study Review of RHA Advisor Responsibilities.” SAACURH No Frills Conference. Tallahassee, Florida.
- 1996 “The Professional You.” Women's Leadership Conference, Kappa Kappa Gamma, and Engineering Leadership Forum. Gainesville, Florida.

- 1995 "ACUHO-I College: Renewing Residence Life," "Writing for Publication." ACUHO-I 47th Annual Conference. Las Cruces, New Mexico.
- 1995 "Residential Governance: Elements to Understanding," "Themes to Understanding RHA Success." Invited speaker. 25th Annual MACUHO Conference. State College, Pennsylvania.
- 1995 "The Art/Work of Being an Advisor: Balancing It All." SAACURH Annual Conference. Virginia Tech. Blacksburg, Virginia.
- 1995 "The Student Learning Imperative: Innovation and Integration," SACSA 46th Annual Conference. Daytona Beach, Florida.
- 1995 "The Professional You." Women's Leadership Conference, Engineering Leadership Forum, and Minority Business Society. Gainesville, FL.
- 1994 "Faculty and Practitioners: A Discussion of Mutual and Conflicting Needs," and "Writing for Publication." SACSA 45th Annual Conference. Nashville, Tennessee.
- 1994 "25 Steps to Get Ahead." Delta Sigma Pi. University of Florida. Gainesville, FL.
- 1994 "What I Want To Be When I Grow Up!" Women's Leadership Conference. University of Florida. Gainesville, Florida.
- 1994 "Pin a Job on the Map." Florida Association of Residence Halls. Camp Keystone. Keystone Heights, Florida.
- 1994 "Ethical Decision Making." Order of Omega. Ocala, Florida.
- 1993 "The Psychosocial Development of Women in Residence Halls: A Comparative Analysis of Environments with Contrasting Visitation Policies," and "Writing for Publication - Panel Presentation." SACSA 44th Annual Conference. Greenville, South Carolina.
- 1993 "So Your Students Want to Host?" - Panel Presentation, and "The Support Solar System." SAACURH Annual Conference. University of Alabama. Tuscaloosa, Alabama.
- 1993 "Successful Residence Hall Government Associations: Applying Findings From A National Study of Select Hall Government Structures" - Panel Presentation. ACUHO-I College. The Ohio State University. Columbus, Ohio.
- 1993 "Competency Development for Housing Professionals." Institute in Student Development. Appalachian State University. Boone, North Carolina.
- 1993 "Show Your Best Self." Women's Leadership Conference. University of Florida. Gainesville, Florida.
- 1993 "Careers in Housing Luncheon" - Panel Presentation, and "How Well Do You Read Blueprints?". NACURH 40th Annual Conference. University of South Carolina. Columbia, South Carolina.
- 1993 "Advice for Advisors: Motivation, Money, and Maintenance." Florida Association of Residence Halls. Florida State University. Tallahassee, Florida.
- 1992 "On Campus Safety and Security." Florida Department of Law Enforcement for the State Attorney General. St. Augustine, Florida.
- 1992 "Advisor's Roundtable with the Board." Florida Association of Residence Halls. University of Central Florida. Orlando, Florida.
- 1992 "Motivation and Working with Students." Florida Advisor's Seminar. Gainesville, Florida.
- 1991 "Ethical Leadership." Leadership Development Class, University of Florida. Gainesville, Florida.

- 1991 "Leadership: Understanding the Right Power," and "In Search of the Dollar." NACURH 38th Annual Conference. Arizona State University. Tempe, Arizona.
- 1991 "Budgets," and "Theories and Management." The National Executive Housekeepers Association, Florida Crown Chapter. Gainesville, Florida.
- 1990 "Continuing Professional Education in Housing: Is There a Place?" ACUHO-I 42nd Annual Conference. The University of Georgia. Athens, Georgia.
- 1990 "Suicide Prevention: The College Environment, Crisis Management in Housing." University of South Florida. Tampa Bay, Florida.
- 1990 "Training and Raising Awareness in Career Knowledge: A One Year Follow-up." SACSA 41st Annual Conference. Savannah, Georgia.
- 1990 "Organization and Management." The National Executive Housekeepers Association, Florida Crown Chapter. Gainesville, Florida.
- 1990 "Training and Raising Awareness in Career Knowledge." ACUHO-I 42nd Annual Conference. The University of Georgia. Athens, Georgia.
- 1990 "Motivation Can Be Contagious," and "Everything You Learned From Kindergarten." NACURH 37th Annual Conference. Southwest Missouri State University. Springfield, Missouri.
- 1989 "TRACK: Training and Raising Awareness in Career Knowledge." SACSA 40th Annual Conference, November, 1989. Tampa Bay, Florida.
- 1989 "Dealing With Student Deaths: A Training Model for Staff," and "TRACK: Training and Raising Awareness in Career Knowledge." NASPA Region III, November, 1989. Tampa Bay, Florida.
- 1989 "Money, Money Everywhere, But Can't Seem To Find Where." SAACURH Annual Conference, October, 1989. (Rated one of the top ten sessions) and "Everything You Learned From Kindergarten" and "Motivation Can Be Contagious" (rated one of the top ten sessions). Roanoke, Virginia.
- 1989 "Student Discipline: Not a Necessary Institutional Evil," ACUHO-I 41st Annual Conference, 1989. (Regional Best Program). Western Illinois University. Macomb, Illinois.
- 1989 "A Bang for the Buck: Budgets and Fundraising" and "Aliens: Trying to Make Contact." NACURH 36th Annual Conference, May, 1989. University of Northern Colorado. Greeley, Colorado.
- 1989 "Budgets: The Complete Perspective." The National Executive Housekeepers Association, Florida Crown Chapter, May, 1989. Gainesville, Florida.
- 1989 "Student Discipline: Not a Necessary Institutional Evil," SEAHO 25th Annual Conference, February, 1989. (Rated one of the top two programs). Lexington, Kentucky.
- 1988 "Aliens: Trying to Make Contact," (Inter-Organizational Communications), SAACURH Annual Conference, October, 1988. (Rated one of the top ten sessions). Florida State University. Tallahassee, Florida.
- 1988 "Personal Finance," Florida RA Seminar (FRAS), October, 1988. University of North Florida. Jacksonville, Florida.
- 1987 "Personal Finance: The Buck Starts Here," UMR-ACUHO 18th Annual Conference, November 1987. (Rated one of the top ten sessions). Kansas City, Missouri.
- 1987 "Marketing Your Institution - Benefits of Conference Activities," ACUHO-I 12th Annual Conference Services Workshop, 1987. University of South Carolina. Columbia, South Carolina.
- 1987 "Personal Finance," ACUHO-I 12th Annual Conference Services Workshop, 1987. University of South Carolina. Columbia, South Carolina.

- 1986 "Money: Knowledge or Afterthought?" UMR-ACUHO 17th Annual Conference, November, 1986. (Rated one of the top ten sessions). Lacrosse, Wisconsin.
- 1984 "Utilizing Area Media Resources." Iowa Assembly, American Heart Association, 1984. Des Moines, Iowa.
- 1983 "Opportunity for Academic Pursuit - Quiet Lifestyle" and "Needs Assessment for the Professional Hall Coordinator" and "Establishing and Maintaining an Escort System and Night Patrol." ACUHO-I 35th Annual National Conference, 1983. Seattle, Washington.
- 1983 "Successes in Public Relations." Public Relations Panel, Iowa Assembly, American Heart Association, 1983. Des Moines, Iowa.

RESEARCH AND GRANTS

- 2007 Entry-Level Resident Director Position Work Group, Commissioned Research Study, Team Member. Awarded a \$50,000.00 grant (4th year).
- 2005 Principal Administrator of \$75,000.00 University of Florida, Office of Technology and Licensing, grant to develop the Icarus software (2nd year).
- 2000 Administered the ACUHO-I/EBI RA Benchmarking Study.
- 1999 Administered the Division of Housing 1988-1999 Residence Hall Surveys.
- 1996 Developed and co-administered a national study on Residence Hall Association advisor responsibilities (SEAHO Grant Recipient).
- 1994 Administered the SRES Validation Instrument at the University of Florida for Dr. Roger Winston, University of Georgia.
- 1993 Administered the "Student Development Task and Lifestyle Inventory" as part of a \$600.00 SACSA Research Grant of two female residence floors.
- 1990 Developed and administered the national "Competency Development" study of chief housing officers.
- 1990 Administered the Osipow, Carney, Winer, Yanico, and Koschier, "Career Decision Scale" of student staff and area government representatives.
- 1989 Administered the C. Robert Pace, "College Student Experiences Questionnaire (CSEQ)". Pilot Study for Student Affairs Task Force on Research to a select number of resident students.
- 1989 Developed and administered the "Student Satisfaction of Present Living Options" Survey of residence students.
- 1988 Developed and administered the regional "Sexually Transmitted Diseases (STDs)" study to institutions in UMR-ACUHO.
- 1988 Developed the SDSU Student Housing "1988 Quality of Residence Hall Life" assessment.
- 1987 Developed and administered the "1987 National Conference Intrinsic" study to institutions operating conferences.
- 1987 Developed and administered the "Regional Professional Residence Hall Staff Compensation Survey of Fiscal Year '87" to institutions in UMR-ACUHO.
- 1986 Developed and administered the "Regional Institutions Conference Operations" study to institutions in UMR-ACUHO.

1984	Co-Developed and administered a "Quiet Lifestyle Housing Survey Following One Semester of Implementation" at the University of Northern Iowa.
1983	Co-Developed and administered a "National Needs Assessment for the Hall Director Position" to select institutions in ACUHO-I.

UNIVERSITY SERVICE

2019	Division of Student Affairs Financial Advisory Committee (Chairperson)(3rd year)
2019	Division of Student Affairs Title IX Committee (Chairperson)(3rd year)
2019	University of Florida Title IX Committee (4rd year)
2019	University of Florida CFO Advisory Council (8th year)
2019	University of Florida Superior Accomplishment Awards Committee (17th year).
2019	University of Florida Food Service Advisory Committee (19th year).
2019	University of Florida Land Use and Facilities Planning Committee (17th year).
2017	Baby Gator Child Development and Research Center Advisory Board – Chair 2012 - 2017 (10 th year)
2017	University of Florida Gator Dining Service Planning Committee (17 th year).
2016	University of Florida Campus Student Housing Committee (17 th year).
2015	University Village Apartments, Inc. Board of Directors, Secretary (16 th year)
2015	University of Florida Master Plan Steering Committee (2 nd year)
2014	Coordinating Committee Member, University of Florida Crisis Response Team (25th year).
2012	University of Florida Emergency Operations Team (9 th year).
2011	University of Florida JWRU Facilities Program Committee Chairperson
2010	University of Florida Counseling Resource Network (8 th year).
2008	University of Florida Cost Reduction and Efficiency Task Force
2007	Mentor, J.W. Reitz Scholarship Program (11th year).
2006	University of Florida Master Plan Steering Committee (2 nd year)
2006	University of Florida ITAC DI&A Committee (2 nd year).
2006	Mentor, University of Florida Minority Mentor Program
2005	Chairperson, University of Florida Joint Enrollment Committee (4th year).
2004	University of Florida P2P File Sharing Committee (2 nd year).
2002	University of Florida Living Off-Campus Task Force
2002	Chairperson, University of Florida Who's Who and Hall of Fame Review Committee
2001	Student Affairs Leadership Committee (2 nd year)
2001	Student Activity Appeals Committee (13 th year).

1998	Campus Alcohol and Drug Resource Center Advisory Committee (10 th year).
1995	Chairperson, Division of Housing, Internal and External Review Process.
1995	Member, Undergraduate Advisory Council (2 nd year).
1992	Student Affairs Professional Development Committee (2 nd year).
1992	Chair, Student Affairs Superior Accomplishment Awards Committee (4 th year).
1990	Student Affairs Task Force on Research (2 nd year).
1989	State Intergroup Relations Conference Organizing Committee.
1988	Academic Advisor in the College of General Registration.
1988	Health Service Council.
1987	Advisor, Pub Advisory Council (2 nd year).
1985	Elected Member - Professional and Scientific Council (3rd year), University of Northern Iowa
1985	Founder, Shull Hall Escort Service (4 th year).
1985	Member, Intercollegiate Athletic Advisory Council.
1981	Member, Graduate Student Council.
1981	Member, President's Committee on Naming Facilities.
1979	Resident Assistant (2 nd year).

Additionally, chaired and served on numerous administrative (i.e., Vice President for Business Affairs, Vice President for Student Affairs, Chief of Police, Dean of Students (2), JWRU Executive Director, Director of Business Services, Director of Sustainability, etc.), faculty (SPHE faculty), and student leader search committees.

TEACHING

2010 – 2014, 2018, 2019	EDH 6637, Crisis Management in Higher Education, three credit required graduate course
1995, 1997 - 2005, 2007	SDS 7930, Advising Student Organizations, three credit elective graduate course
1986	SeEd 493, Special Topics in Residential Living, one credit required undergraduate course

COMMUNITY SERVICE

2020	Member Chairperson (2014 – 2015) Vice Chairperson (2018 – 2019) Chairperson (2019 – 2020)	Gainesville Police Department Advisory Council (10 th year)
2020	Member	Florida Paleontological Society and Tampa Bay Fossil Club (15 ^h year)
2010	Member	NJROTC Booster Club (4 th year)
2002	Asst. Den Leader	Cub Scouts, Pack 511, Den 2 (3 rd year)

	Unit Commissioner	North Florida Regional Council (3 rd year)
1998	Member	Florida Track Club (9 th year)
1997	President	Hidden Pines Homeowners Association (4 th year)
1997	Member	Gainesville Marathon Group (8 th year)
1992	President Board of Directors	Big Brothers/Big Sisters of Greater Gainesville (3 rd year)
1988	Member	Brookings Family Planning Advisory Board
1988	Elected Member, Board of Directors	Brookings Optimist Club (1988 Service Award Recipient)
1987	Member	Convention Visitors Bureau Task Force on Tourism
1987	Chairperson	Optimist Invitational Band Festival (2 nd year)
1985	Member	Iowa Public Relations Advisory Committee for the American Heart Association (3 rd year)
1985	Founder/Adviser	Cedarloo Mountaineers (3 rd year)
1985	Founder/Adviser	Governor's Run for Heart (4 th year)
1984	President Board of Directors	Black Hawk County (Iowa) Heart Association
1983	Chairperson	Black Hawk County Public Relations Committee for the American Heart Association
1983	Chairperson	Nominating Committee for the County Board of Directors for the American Heart Association
1980	Member, Board of Directors	International Alumni Board of Directors for Southern Illinois University at Carbondale

AWARDS AND RECOGNITION

2016	University of Florida Student Government C. Arthur Sandeen Award
2016	ACUHO-I Robert P. Cooke <i>Talking Stick</i> Article of the Year Award
2014	ACUHO-I Research and Publication Award
2012	ACUHO-I Parthenon Award
2010	NASPA International Education Knowledge Community Best Practices Award, Global Partnership Program
2009 & 2007	University of Florida Student Affairs Collaboration Award
2006	Excellence in Teaching Award from The National Society of Leadership and Success
2006	James C. Grimm Opening Doors to Leadership Award, UF IRHA
2005	ACUHO-I Presidential Service Award

2005	University of Florida Student Government, James E. Scott, Memorial Award
2004	ACUHO-I James C. Grimm Leadership and Service Award
2004	NACURH Kenneth Stoner Distinguished Service Award
2002	Honorary Member, Golden Key International
2001	ACUHO-I Research and Publication Award
2001	ACUHO-I Foundation of Excellence Inductee
2000	NHTI Recognition for 10 years as Co-Director, NHTI Alumni Association
1999	SAACURH Adviser of the Year Award
1999	University of Florida Organization Adviser of the Year
1999	University of Florida Student Affairs Outstanding Service and Leadership Award
1999	SEAHO Charles W. Beene Memorial Award for Outstanding Service
1998	NHTI Norbert W. Dunkel and Pam Schreiber Scholarship Award (named in honor of directors)
1996	NACURH Daniel Hallenbeck Service Award
1995	SAACURH Daniel Hallenbeck Lifetime Service Award
1993	FARH Crystal Award for Service
1992	FARH Norbert W. Dunkel Adviser of the Year Award (named in honor)

REFERENCES

Dr. David Parrott, Director for Title IX and ADA Compliance Programs, University of Louisville, Louisville, KY (former supervisor).

Dr. Mike Rollo, Vice President for Student Affairs, Florida Gulf Coast University, Ft. Myers, FL (former supervisor).

Dr. James F. Conneely, Vice President for Student Affairs, University of North Georgia, Price Memorial Building, Room 211, Dahlonega, GA 30597 (colleague).

Dr. John Schuh, N243 Logomarcino Hall, Iowa State University, Ames, IA 50011, 515-294-6393. (colleague and retired Distinguished Professor Emeritus).