

# Karen M. Ganss, M.S.

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## Education

### **Oregon State University, Corvallis, OR**

College Student Services Administration

Master of Science, June 2014

Area of specialization "The Cultural Transition of First-Year Students"

Master's Thesis "Exploring the Lived Experiences of Rural Student College Transitions"

GPA: 4.0/4.0

### **Western Colorado University, Gunnison, CO**

Business Administration major, English minor

Bachelor of Arts, May 2009

GPA: 3.95/4.0, Summa Cum Laude

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## Experience

### **Assistant Director of Partnership Programs**

College of Engineering & Applied Science

Grand Junction, CO

University of Colorado Boulder

Mar. 2022-current

- Support engineering partnership program with Colorado Mesa University & Western Colorado University across 5 engineering degrees
- Liaise with program staff, engineering faculty, & department curriculum coordinators on 3 campuses to ensure strong relationships & clear communication
- Supervise one professional academic advisor
- Advise students on engineering admission requirements, transfer coursework, scholarships, financial aid & academics
- Create & facilitate workshops and online training modules to promote student success
- Support student mentorship programs to assist in retention & graduation
- Travel physically to Boulder & Gunnison, CO to meet with key stakeholders
- Partner with campus offices (admissions, career services, alumni affairs, financial aid) to ensure student success from enrollment through graduation
- Train faculty & professional academic advisors on requirements & transfer coursework
- Recruit & support students from across Western Colorado interested in engineering

### **Pathway Programs Coordinator**

College of Engineering & Applied Science

Boulder, CO

University of Colorado Boulder

July 2019-Feb. 2022

- Served as point person for engineering partnership with Colorado Mesa University & Western Colorado University
- Created & maintained online degree audits, including evaluating seniors for graduation
- Traveled physically to Grand Junction & Gunnison, CO to meet with key stakeholders
- Supported new partnership with Western Colorado University in a successful launch
- Participated in campus & state-wide events to support student success
- Served as academic advisor for undergraduate electrical engineering students as needed
- Taught COEN 4830 Engineering Transfer Student Success Seminar (2 semesters)
- Oversaw CU Boulder Rural Network comprised of 40 CU Boulder staff members to support & advocate for undergraduate students from rural communities

### **Assistant Director**

Office of Admissions

Boulder, CO

University of Colorado Boulder

Aug. 2018-July 2019

- Managed Access Recruitment Team of 9 professional staff members to improve college access for historically underrepresented students
- Coordinated outreach events for first-generation, rural, & diverse student populations
- Participate in recruitment activities, including high school visits, college fairs, & application workshops
- Cultivated partnerships with university diversity offices & support services
- Supervised, evaluated, & mentored one professional Admissions Counselor

- Evaluated undergraduate applications for admission in a holistic manner
- Increased efforts to improve college access for rural Colorado students
- Coordinated 6 on-campus & 2 off-campus outreach events for first-generation, rural, & diverse students ranging from 100-500 attendees
- Implemented recruitment activities resulting in a 17% enrollment deposit increase for assigned Southwestern Colorado territories, & an average 52% deposit increase for out-of-state territories of Arizona, New Mexico, & Kansas
- Represented the University at professional functions & diversity events
- Implemented new recruitment initiative targeted at increasing yield of Colorado students via University Financial Futures & consulting firm McKinsey & Company
- Reviewed 40 scholarship applications specific to Native American populations & assisted in decision of awarding 19 students

### **Grant Writer/Consultant**

Utah Center for Rural Health (*select hours/part-time*)

Cedar City, UT

Southern Utah University/Southern Utah AHEC

March 2019-Apr. 2022

- Assisted in authoring HRSA Nurse Education, Practice, Quality and Retention - Mobile Health Training Program (FY 22-26)
  - Authored multiple sections of the narrative, attachments, and compiled data research for needs assessment
  - Collaborated with Southern Utah University Nursing Program faculty in grant writing process
  - Scored 93/100 but not awarded four-year grant funding of \$1,000,000
- Assisted in authoring HRSA Rural Communities Opioid Response-Psychostimulant Support grant (FY 21-24)
  - Awarded three-year grant funding of \$500,000
  - Scored 91/100 on proposal from grant reviewers
  - Served as main author on project narrative
- Assisted in authoring *two* HRSA Rural Communities Opioid Response (Implementation) grants (FY19-22 & FY20-23)
  - Awarded *both* grants for \$1,000,000 each over a three-year period
  - Overcame physical distance barriers via online communications to discuss Utah Opioid Use Disorder statistics & ways to combat this health epidemic

University of Utah College of Nursing and School of Medicine Mar. 2022-Apr. 2022

- Assisted in editing and authoring HRSA Rural Communities Opioid Response-Behavioral Health Support grant (FY 22-26)
  - Awarded five-year grant funding of \$2,000,000
  - Authored select section of the narrative (needs assessment and methodology)
  - Edited all attachments as well as work plan for clarity and adherence to the Notice of Funding guidelines

Awaiting funding decision

University of Utah School of Dentistry

Feb. 2020-March 2020

- Assisted in authoring HRSA Rural Health Care Coordination Program grant
  - Scored 90/100 but not awarded three-year grant funding of \$750,000
  - Worked with individuals from diverse educational & career backgrounds

### **Assistant Director**

Utah Center for Rural Health

Cedar City, UT

Southern Utah University

April 2015-Sept. 2018

- Oversaw Rural Health Scholars programs at Southern Utah University, Dixie State University, Snow College, & Utah State University-Eastern
- Contributed to student acceptance rates of 75-90% in graduate health programs

- Taught Rural Health Scholars undergraduate courses at Southern Utah University & Dixie State University
- Developed, planned, & coordinated projects to interest students in health careers
- Supervised two to five program coordinators, ten student staff, & one AmeriCorps VISTA
- Planned & attended volunteer medical trips to domestic & international locations
- Provided assessment, support, & direction for the Rural Health Scholars programs at four campuses
- Advised undergraduate students interested in health careers on test preparation, co-curricular activities, & coursework
- Oversaw university courses & seminars for undergraduate students
- Facilitated workshops on applying to graduate school, financing higher education, ethical issues, rural health topics, leadership, & community service
- Authored HRSA Rural Communities Opioid Response (Planning) grant & received annual award of \$200,000
- Supported health professional placement through rotations in rural & underserved communities

#### **Coordinator of Student Engagement & Orientation**

Office of Orientation

Cedar City, UT

Southern Utah University

May 2014-June 2015

- Developed, planned, & implemented new student orientation programs
- Ran 11 traditional, two overnight, five transfer express, & one veteran orientation session(s) throughout the year
- Oversaw & planned Thunder Academy, a four-day extended orientation program for 1,200 students
- Hired, trained, & supervised 15 student leaders & four student team leaders
- Supervised one NODA graduate intern
- Collaborated with other campus departments such as the outdoor center, international student services, housing, & admissions to support student success & retention
- Taught an undergraduate leadership course for student orientation leaders
- Managed a \$160,000 annual budget

#### **Graduate Assistant**

University Honors College

Corvallis, OR

Oregon State University

Aug. 2012-May 2014

- Advised first-year Honors students on class selection
- Served as live-in academic partner for a first-year honors living-learning community with a 98% continuing student retention rate
- Facilitated effective communication between offices in Student Affairs & Academic Affairs
- Advised the Honors Student Association of 10-15 undergraduate students
- Implemented large-scale annual honors events & weekly residential events
- Managed visual marketing items & maintained social networking sites
- Created & implement assessment tools
- Taught a transfer orientation course for 22 community college transfer students
- Supervised three undergraduate teaching assistants

#### **Instructor**

University Honors College

Corvallis, OR

University Exploratory Studies Program

Fall 2013, Winter 2014

- Taught a Career Decision Making course of 15 students
- Engaged students in conversations regarding self-assessments, decision-making processes, academic success strategies, & campus resources
- Taught a Transfer Orientation course of 22 students
- Supervised three undergraduate teaching assistants

### **NODA Orientation Graduate Intern**

Student Leadership & Development  
California State University at San Bernardino

San Bernardino, CA  
June 2013-Aug. 2013

- Supervised 45 student orientation leaders
- Assisted in the implementation of ten first-year, transfer, & parent orientations
- Communicated with students & parents of diverse backgrounds
- Served as head resident assistant on duty during overnight sessions
- Completed the CAS self-assessment of the overall orientation program
- Created & updated the leader training manual & orientation procedures documents
- Coordinated logistics such as club fair setup & housing room assignments
- Implemented campus-wide programs to foster an inclusive environment at an institution with 81% first-generation, 62% Pell eligible, & 87% students of color
- Contributed to first-to-second year retention rates of 85%

### **Alternative Spring Break Trip Leader**

Center for Civic Engagement  
Oregon State University

Corvallis, OR  
Jan. 2013-Mar. 2013

- Planned & facilitated alternative spring break trip to Ashland, OR
- Served as trip leader for nine undergraduate students
- Created trip itinerary & facilitated all travel logistics
- Established & maintained contacts to external non-profit organizations
- Facilitated student dialogue surrounding social justice & service learning
- Ensured accommodations for diverse student needs

### **Enrollment Counselor**

Office of Admissions  
Western Colorado University

Gunnison, CO  
Aug. 2009–Aug. 2012

- Advised students on financial aid & admissions
- Trained professional staff members
- Reviewed undergraduate admissions applications
- Managed print & email marketing campaigns
- Interacted with high school & college counselors
- Developed territory marketing plan & analyzed recruitment reports
- Managed three diverse geographical areas in three years including all student contact, parent communication, trip planning & event management

## **Skills & Abilities**

### **Student Affairs**

- Professional experience with college students in the areas of pre-health advising, orientation, housing, honors, service learning, admissions, financial aid & academic advising
- Interactions with students from various cultures, ages & backgrounds
- Student experience in the areas of orientation, student government, leadership programs & multicultural affairs
- Understanding of the benefits of campus living & learning environments
- Ability to plan, implement, execute & review student-centered events
- Experience creating assessment tools

### **Leadership & Communication**

- Capability to work individually & as a productive team member
- Knowledge of intercultural communication & student development theories
- Facilitation experience in service learning trainings & resume workshops
- Leadership knowledge stemming from experience as group advisor & instructor
- Ability to bring together various stakeholders & facilitate the decision-making process
- Presentation skills in classroom, professional & impromptu settings

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## **Publications**

Ganss, K. M., McNamee, T., & Islam, S. (2022, June 21). Book Review. Higher education access and success of rural students: Ensuring college-going advice is relevant to

- rural populations. [Review of *Rural America's pathway to college and career: Steps for student success and school improvement*, by R. Dalton]. *Theory and Practice in Rural Education*, 12(1), pp. 133-137. doi: 10.3776/tpre.2022.v12n1p133-137.
- McNamee, T., Willis, J., **Ganss, K. M.**, Ardoin, S., & Sansone, V. (2020). Don't forget about rural higher education students: Addressing digital inequities during COVID-19. *Diverse Issues in Higher Education*. <https://diverseeducation.com/article/176117/>.
- Ganss, K. M. (2018). Advising rural students to become rural healthcare providers. *The Advisor*, 38(1), 25-28.
- Ganss, K. M. (2016) The college transition for first-year students from rural Oregon communities. *Journal of Student Affairs Research and Practice*, 53(3), 269-280. doi: 10.1080/19496591.2016.1157487
- Ganss, K. M. (2015). [Review of the book *Learning the Hard Way: Masculinity, Place, and the Gender Gap in Education*, by E. W. Morris]. *Rural Sociology*, 80(3), 387-389. doi:10.1111/ruso.12074
- Ganss, K. M. & Baker, L. (2015). Utilizing critical service-learning to ease college transitions. *Currents in Teaching and Learning*, 7(1), 131-142.
- Ast, K. M. (2014). *Exploring the lived experiences of rural student college transitions*. (Thesis). Oregon State University, Corvallis, OR.
- Ast, K. M. (2014). Small town, not small time: Understanding the experiences of rural students. *The Journal of College Orientation and Transition*, 21(2), 66-69.

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**Professional**

- NACADA: The Global Community for Academic Advising Jan. 2020-present
- Reviewed conference session proposals for national 2022 and regional 2023 conferences
  - Presented twice at the 2021 national conference on "From Design to Implementation: Create Your Own University Transfer Success Seminar" and "Advising Rural and Small Town Students"
  - Presented twice on 'Advising Rural & Small Town Students' at regional conferences
- National Association of College Admissions Counseling (NACAC) Jan. 2019-present
- Rural & Small Town Student Interest Group
- Leadership team member, August 2020-January 2022
  - Presented "Rural College Access Literature & Research" to monthly online meeting of 100 members live & 300 members recorded
  - Organized group meeting during 2019 Super ACAC Conference in Phoenix, AZ

**Professional Development**

- NACADA National Conference*  
Portland, OR. October 2022, presenter & participant.
- Conference for Student Success and Advising*  
Boulder, CO. February 2022, presenter & participant
- NACADA National Conference*  
Cincinnati, OH. October 2021, presenter & participant
- Rural College Access & Success Summit*  
Virtual. April 2021, presenter & participant.
- NACADA Region 6 & 10 Regional Conference*  
Virtual. April 2021, presenter & participant.
- Rural Student Success Unconference*  
Virtual. March 2021, participant.
- Conference on Student Success & Advising*  
Virtual. February 2021, presenter & participant
- Colorado Council on High School/College Relations (Virtual due to COVID-19)*  
December 2020, presenter
- College Board Forum (Virtual due to COVID -19)*  
October 2020, selected as College Board Fellow
- CollegePoint Virtual Convening*

August 2020, presenter & participant  
*NACADA Region 10 Conference (Cancelled due to COVID -19)*  
Loveland, CO. May 2020, scheduled presenter  
*Rural College Access & Success Summit (Moved to virtual due to COVID-19)*  
Scottsdale, AZ. April 2020, presented virtually instead of in-person  
*Conference on Student Success & Advising*  
Boulder, CO. February 2020, presenter & participant  
*CollegePoint Midyear Convening Conference*  
Atlanta, GA. January 2020, presenter & participant  
*Colorado Council on High School/College Relations*  
Colorado Springs, CO. December 2019, presenter  
*Creative District Leadership Convening - Rural Communities Connection Event*  
Boulder, CO. October 2019, participant  
*Outreach & Engagement Practitioners Network Pre-Conference Workshop*  
Boulder, CO. October 2019, participant  
*Super Association of College Admissions Counseling (ACAC) Conference*  
Phoenix, AZ. May 2019, participant & volunteer  
*CU Women Succeeding Professional Development Symposium*  
Boulder, CO. February 2019, participant  
*Inclusive Sports Summit*  
Boulder, CO. February 2019, participant  
*Diversity Summit: Intent vs. Impact*  
Boulder, CO. September 2018, February 2019, & November 2019, participant  
*Keeping the Dream Alive Conference*  
Denver, CO. December 2018, participant  
*Colorado Coalition on the Educational Advancement of Latinx (CoCEAL) Meeting*  
Fort Collins, CO. November 2018, participant  
*Utah Women in Higher Education Conference*  
Salt Lake City, UT. April 2018, presenter & participant  
*Western Association of Advisors for the Health Professions Conference*  
Portland, OR. May 2017, presenter & participant  
*Rural Health Association of Utah Conference*  
St. George, UT. December 2016, member of conference planning committee  
*Utah Women in Higher Education Network Meeting*  
St. George, UT. November 2016, participant.  
*National AHEC Organization National Conference.*  
Washington, DC. June 2016, presenter & participant  
*National Association of Advisors for the Health Professions National Conference*  
Minneapolis, MN. June 2016, presenter, volunteer, & participant  
*Dixie State University Teaching & Learning Conference*  
St. George, UT. Apr. 2016, presenter & participant  
*National Association for Orientation, Transition & Retention (NODA) Conference*  
Denver, CO. Oct. 2015, presenter, volunteer & participant  
*Experiential Learning Leadership Institute*  
Brian Head, UT. July 2015, participant  
*Western Association of Advisors for the Health Professions Conference*  
San Diego, CA. Apr. 2015, participant  
*National Association for Orientation, Transition & Retention (NODA) Region III Conference*  
Greeley, CO. Mar. 2015, student educational sessions committee chair & presenter  
2013 Regional Showcase Education Session Award Winner  
*National Association for Orientation, Transition & Retention (NODA) Conference*  
Orlando, FL, Nov. 2014, presenter, volunteer & participant  
NODA Outstanding Research Award Winner

*Orientation Professionals Institute*  
Orlando, FL, Oct. 2014, participant

*Continuums of Service Conference*  
Honolulu, HI, Apr. 2014, presenter & participant

*National Association for Orientation, Transition & Retention (NODA) Region I Conference*  
New Westminster, BC, Feb. 2014, presenter & participant

*Student Success & Retention Conference*  
Portland, OR, Feb. 2014, presenter

*Oregon Women in Higher Education Conference*  
Corvallis, OR, Jan. 2014, presenter & participant

*National Association for Orientation, Transition & Retention (NODA) Conference*  
San Antonio, TX, Nov. 2013, presenter, volunteer & participant

*Academic Advising Conference*  
Corvallis, OR, Sept. 2013, participant

*California State University Student Activities Meeting*  
San Bernardino, CA, June 2013, participant

*SATechOR Unconference*  
Corvallis, OR, Apr. 2013, volunteer & participant

*Association of College Personnel Administrators (ACPA) Case Study*  
Jan. 2013, team member

*Northwest Association of College & University Housing Officers (NWACUHO) Conference*  
Tacoma, WA, Feb. 2013, presenter & participant

*Oregon Women in Higher Education Conference*  
Corvallis, OR, Jan. 2013, poster session presenter & participant

*Western National Association of Student Personnel Administrators (NASPA) Conference*  
Waikoloa, HI, Nov. 2012, volunteer & participant

*Naviance Summer Institute*  
Scottsdale, AZ, July 2012, sponsor & participant

*Super Association of College Admissions (ACAC) Counseling Conference*  
Reno, NV, May 2012, participant

*Colorado Council on High School & College Relations (CCHSCR) Conference*  
Denver, CO, Dec. 2011, 2010 & 2009, participant

*Rocky Mountain Association of College Admissions Counseling (RMACAC) Conference*  
Fort Collins, CO, Apr. 2011, participant

*Hispanic Association of Colleges & Universities (HACU) Conference*  
Denver, CO, Oct. 2008, Chicago, IL, Oct. 2007, participant

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<b>Community &amp; Campus Activities</b>	Member, Engineering Staff Council	July 2021-present
	Founder/Chair, CU Boulder Rural Network	May 2020-present
	Member, Engineering Transfer Advising Committee	July 2019-present
	Volunteer, The Well Boulder Church	May 2019-Feb. 2022
	Annual Conference Session Reviewer, NACADA	Mar. 2022
	Volunteer Mentor, I Have a Dream Foundation Boulder	March 2019-Dec. 2021
	2nd Place Finisher, Colder Bolder 5k running race	Dec. 2021
	Participant, Denver's Colfax Half Marathon	Oct. 2021
	2nd Place Finisher, Calwood 10k trail running race	Aug. 2021
	Member, Engineering Community & Prof. Dev. Committee	Oct. 2019-June 2021
	Member, Transfer Student Programming Committee	Aug. 2019-May 2021
	Member, CU Outreach & Engagement Professionals Network	March 2019-May 2021
	<ul style="list-style-type: none"> <li>Steering Committee member Nov. 2019-May 2021</li> </ul>	
	College Coach, ScholarMatch	Aug. 2019-Aug. 2021
	<ul style="list-style-type: none"> <li>Varsity Coach with expertise in rural students &amp; Colorado universities</li> </ul>	
	1st Place Finisher, Colder Bolder 5k running race	Dec. 2019
Participant, Boulder Backroads Half Marathon	Sept. 2019	

Participant, Bolder Boulder 10k running race	May 2019
2 <sup>nd</sup> Place Finisher, Utah Summer Games 5k running race	June 2018
2 <sup>nd</sup> Place Finisher, Utah Summer Games 10k running race	June 2018
Member, President's Leadership Academy	Aug. 2017-Apr. 2018
Staff Rep., Southern Utah University Women's Network	Nov. 2015-Apr. 2018
Court Appointed Special Advocate, Iron County Judicial Court	Oct. 2016-Mar. 2018
Participant, Southern Utah Half Marathon	Apr. 2018
Nicaragua Rural Health Clinic Volunteer	Mar. 2018
Participant, St. George Half Marathon	Jan. 2018
Participant, St. George Marathon	Oct. 2017
Committee Member, Veteran's Day Planning	Oct. 2017
Volunteer, National Public Lands Day	Oct. 2017
Volunteer, Red Acre Farms	May 2017-Sept. 2017
1 <sup>st</sup> Place Finisher, Utah Summer Games 5k running race	June 2017
2 <sup>nd</sup> Place Finisher, Utah Summer Games 10k running race	June 2017
Participant, Parowan Half Marathon	Aug. 2017
Volunteer, Frontier Homestead State Park	Nov. 2016
Participant, Cedar City Half Marathon	Sept. 2016
2 <sup>nd</sup> Place Finisher, Utah Summer Games 10k running race	June 2016
Participant, Red Rock Relay Moab, Southern Utah University	May 2016
Dominican Republic Rural Health Clinic Volunteer	Dec. 2015 & May 2018
Hildale/Colorado City Flood Relief Efforts	Sept. 2015
Participant, Red Rock Relay Zion, Omicron Kappa Delta	Sept. 2015
Award Reviewer, NODA National Conference	Aug. 2015
Member, Housing Community Coordinator Search Committee	March 2015-May 2015
Member, Best Practices Committee, Southern Utah University	Sept. 2014-May 2015
Educational Sessions Chair, NODA Region III Conf. Committee	Sept. 2014-Mar. 2015
Member, Thunderbird Awards Evaluation Committee	Feb. 2015-Mar. 2015
Member, College Student Services Student Association	Jan. 2013-June 2014
Member, Student Diversity Budgeting Board	Nov. 2013-Mar. 2014
Site Leader of Service Activities, Center for Civic Engagement	Feb., May, & Sept. 2013
Participant, Turkey Trot, Color Me Rad, & Be Well, 5k Races	June, Oct., & Nov. 2013
Senior Partner, Partners Mentoring Program	June 2010-Aug. 2012
Volunteer Teacher, English Language Learners	Jan. 2012-May 2012
Senator, Student Government Association	Nov. 2009 - May 2009
Tour Guide, Admissions Office	Aug. 2006 - May 2009
Orientation Leader, Office of Orientation	Jan. 2008 - Aug. 2008
Executive Officer, Amigos Club & Black Student Alliance	Aug. 2006 - May 2009
Volunteer, Hurricane Katrina Relief Effort	Mar. 2006 & Mar. 2007

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<b>Awards &amp; Honors</b>	Outstanding Student Success Professional, CU Boulder Advising Council	2022
	Certificate of Advisory Mastery Award, University of Colorado Boulder	2022
	Employee of the Month, July, College of Engineering & Applied Science	2021
	Cynthia Gayles Runner Up, University of Colorado Boulder Admissions	2019
	Extraordinary Achievement by a Group of Individuals Award Access Recruitment Team, University of Colorado Boulder	2019
	Advisor of the Year Nominee, SUU Thunderbird Awards	2016
	National Society for Experiential Education	2015
	<ul style="list-style-type: none"> <li>• Completed Fundamentals of Experiential Education</li> <li>• Completed NSEE Principles of Ethical &amp; Effective Practice for Experiential Educators</li> </ul>	
	NODA Outstanding Research Award	2014
	Alumni Award of Excellence, Western Colorado University	2009

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<b>Computer Skills</b>	Campus Solutions, Slate, Google Drive, Canvas, Qualtrics, DegreeWorks, Banner Education, SharePoint & Microsoft Suite
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