

NATALIE KELLER PARIANO

(440) 503-9573 | NATALIEKPARIANO@GMAIL.COM | 5962 SILVER CHARMS WAY | NEW ALBANY, OH 43054

AREAS OF EXPERTISE

- Programs development & event planning
- Operations & management
- Supervision & advising
- Leadership programs development
- Training & facilitation
- Written & verbal communication
- Evaluation & assessment
- Marketing, design & branding
- Budgeting

EDUCATION

OHIO UNIVERSITY | Athens, Ohio | August 2005 – June 2007

- Department of Higher Education and Counseling | Concentration: College Student Personnel
- Master of Education

OHIO UNIVERSITY | Athens, Ohio | August 2001 – June 2005

- E.W. Scripps School of Journalism | Concentration: Public Relations | Specialization: Spanish
- Bachelor of Science in Journalism Cum Laude

PROFESSIONAL EXPERIENCE

DENISON UNIVERSITY | Granville, Ohio

DIRECTOR OF CAMPUS LEADERSHIP & INVOLVEMENT | June 2011 – Present

- Promoted for merit-based performance; created new Campus Leadership & Involvement Center (CLIC) anchored in student involvement model - eliminating activities-centered model. Created ambitious mission, vision and values for CLIC; developed learning domains.
- Directly report to the Vice President for Student Development; manage Center responsible for four major areas of campus life: campus organizations, leadership development, fraternity/sorority life and major events and programming. Responsible for the management of more than 20 budget lines, totalling more than \$300,000 annually.
- Supervise three professional staff members (Assistant to the Director, Assistant Director and Associate Director), 12 paraprofessional staff members and two graduate practicum students. Create expectations, manage responsibilities, monitor progress and evaluate performance.
- Managed major renovation and moving project within the student union, including the creation of a new student publications office, assignment and design of more than 15 campus organization offices and resource area, and a complete overhaul, design, layout and decoration of space for the new Campus Leadership & Involvement Center. Oversaw construction, worked with contractors, painters, electricians, furniture companies and other vendors to accomplish this ambitious initiative in fewer than three months.
- Overhauled campus organization practices; developed a new registration process, orientations, management skills trainings, accountability measures and new organization proposal guidelines. Created and published comprehensive Campus Organization Handbook that includes policies and procedures from more than a dozen campus partners, along with best practices for transitions and important reflection questions for potential new groups related to mission, learning goals and community needs. Created Advisor of the Day program to serve an organization community of more than 170. Moved to 100% paperless forms for student leaders. Publish bi-weekly Campus Organization Digest for student leaders and advisors.
- Developed new first year orientation social programs: WOW! (Week Of Welcome). Collaborated with Dean of First Year Programs to revamp previous model of programming; retooling traditions and making events more consistent with positive social behavior and Denison spirit. Served as faculty leader of annual Denison Service Orientation.
- Restructured Senior Week with focus on celebrating the Denison experience; incorporated daytime events and trips to curb high-risk drinking and incorporated new programs to create class unity such as Bucket List Day and parent reception.
- Designed the See What CLICs campaign about intentional student involvement; showcasing students who have a healthy balance of academics and co-curricular engagement. Created the Involvement Guide for first year students; asking them to reflect on motivations and goals for involvement and connecting them to opportunities that fit those intentions and their schedule.
- Conceive and create curriculum for three new formal daylong leadership workshops per year. Recent leadership program themes and topics have included: social justice, bystander intervention, positivity, personal identity, StrengthsQuest, the Social Change Model and day-long retreat for leaders of the Black Student Union & La Fuerza Latina. produce a series of eight to 10 leadership programs annually including nationally renowned programs like The LeaderShape Institute, Catalyst and Personal Power.
- Work collaboratively with diverse campus partners to develop programs and create opportunities for student leadership and learning. Recent examples include developing styles-based training for International Student Services for pre-orientation staff, co-sponsoring four speakers in 2012/13 with the Center for Women & Gender Action including co-planning daylong workshop Elect Her and co-facilitation of first-year leadership program D.U. Lead with Multi-Cultural Student Affairs.
- Led rebranding efforts for the Center including the design of official CLIC logo, promotional items, brochures and informational documents.
- Oversee the assessment efforts of CLIC, including the assessment of the center's learning domains, NACA's Student Leadership Competencies and leadership learning outcomes.
- Appointed by the University President to serve on the Campus Master Plan Steering Committee, working with architects, faculty, staff and students to reconsider the entire Denison layout, potential building renovations and major construction initiatives.

DIRECTOR OF CAMPUS LEADERSHIP & INVOLVEMENT (continued)

- Shifted social program event responsibility to student leaders to be in line with CLIC's commitment to a true involvement model; created new Programming-to-Go series available to campus organizations, resident assistants and athletic teams to provide healthy social outlets for groups and residence hall communities. Oversee and advise all major traditional and annual events including Black Student Union's Culture Jam, student government's D-Day, Aestavalia spring festival, student gala, Winter Week, Involvement Fairs etc.
- Served as interim advisor to the Denison Campus Governance Association (DCGA) for three months, advising in legislation, initiatives, funding allocation and special projects. Continue to meet with leadership of finance and rules committees and executive branch regularly.
- Experienced student organization and committee advisor; currently advise six student organizations and major event committees ranging from programming boards to cultural committees to student publications to sound production to leadership educators.
- Oversee fraternity/sorority life professional and engage in all aspects of strategic planning, crisis response, leadership education and hazing prevention efforts. Work often with fraternity/sorority community leaders of Interfraternity Council, National Pan-Hellenic Council, National Panhellenic Conference and Multicultural Greek Council.

ASSOCIATE DIRECTOR OF STUDENT ACTIVITIES | July 2010 – June 2011

- Promoted for merit-based performance to Associate Director, maintaining previous duties with the addition of new responsibilities.
- Volunteered for Division of Student Affairs on-call rotation responsibilities including crisis management and response.
- Assisted in the development and facilitation of small groups for a new one-credit course, Education 346: Be the Change[maker].
- Appointed to the Campus Climate Response Team by the Vice President for Student Affairs in order to help this group (made up of faculty members & student affairs staff) infuse the Social Change Model of Leadership into a response to campus climate and social segregation issues. Coordinated logistics of and responsible for communication efforts of the Listening for a Change dialogue project. Led trainings for dialogue moderators of conversation groups, assigned 14 diverse conversation groups (made up of faculty, student affairs staff, supportive operating staff and students), created training publications, distributed necessary materials and served as point of contact for all questions related to ambitious dialogue project, with more than 200 participants.
- Designed and facilitated four StrengthsQuest™ based leadership trainings for both the professional staff of Campus & Residential Life and the paraprofessional staff (resident assistants and head residents).
- Appointed to the Student Affairs Campus Community & Culture Working Group by the Vice President for Student Affairs to assist in the assessment of campus climate and gather information specific to student culture. Personally conceptualized and coordinated student focus groups on topics specific to Denison's climate.
- Absorbed responsibilities of vacant Assistant Director of Student Activities position including, but not limited to, the advisement of the management team and oversight of the business operations of The Bandersnatch Coffeehouse (hiring new kitchen staff, training and hiring new management team, working with managers to move from a five day to seven day operation schedule), coordination of the Fraternity & Sorority Awards process (including applications, committee assignments, overseeing committee chairs, event management, etc.), oversight of OrgSync (online campus organization management system) and supervision of fraternity/sorority student office assistants.
- Appointed to the Class of 1959 Horizon Fund governing board by the Vice President for Student Affairs. Responsible for reading and evaluating applications from students seeking financial assistance for curricular and co-curricular learning experiences and awarding funding from endowment based on merit. Responsible for the advertisement and promotions of the Horizon Fund to students and faculty, including the coordination of brochures, promotions and creation of an official Web site.
- Selected by the incoming Vice President for Student Affairs to serve on her personal Transition Team during her first year of service in order to provide feedback, input and perspective on Division of Student Affairs progress.

ASSISTANT DIRECTOR OF STUDENT ACTIVITIES | July 2009 – June 2010

- Maintained original Assistant Director of Student Activities for Programming duties and expanded responsibilities to include the development and assessment of leadership programming because of success in interim role.
- Co-founded the Senior Year Experience Committee and conceived of Game of LIFE series, an intentional programmatic effort to prepare seniors for life after Denison in four areas: career, personal, finance and social; designed logo and all promotional materials.
- Initiated selective peer leadership mentors organization, Leadership Fellows.
- Implemented seven leadership programs, including new programs: Spark and Leadership for a Better World.
- Revamped current leadership program for first and second year students, D.U. Lead, to anchor it in the Social Change Model.
- Worked with University Programming Council (UPC) and Denison Lecture Series (DLS) to merge campus organizations in order to preserve DLS, a traditional campus organization suffering from minimal interest and poor leadership.
- Served as the project manager alongside senior student affairs officers to coordinate Susan Komives' visit, including organizing keynote addresses, student leadership roundtables, key student affairs consultations and community leadership session.
- Developed and facilitated two leadership and team building retreats for professional staff of Campus and Residential Life.
- Responsible for the student activities section of Denison's self-study in preparation for the Higher Learning Commission of the North Central Association of Colleges in Schools accreditation.

INTERIM ASSOCIATE DIRECTOR OF STUDENT ACTIVITIES FOR LEADERSHIP AND ASSISTANT DIRECTOR OF STUDENT ACTIVITIES FOR PROGRAMMING | November 2008 – June 2009

- Maintained responsibilities of Assistant Director of Student Activities for Programming, while incorporating responsibilities for leadership development programming and some elements of fraternity/sorority life.

INTERIM ASSOCIATE DIRECTOR OF STUDENT ACTIVITIES (continued)

- Advised several aspects of fraternity/sorority life, including Panhellenic Council executive board elections, Fraternity and Sorority Awards Night, the fraternity/sorority leadership retreat and supervising the fraternity/sorority student office assistants.
- Planned and implemented ADVANCE, three-day values-based leadership institute for fraternity/sorority leaders concentrated on the importance of living the Ritual.
- Implemented more than 20 diverse, late-night alternative events; implemented three daylong leadership development programs.
- Served as Program Coordinator for LeaderShape®, increasing number of participant applications from around 60 to more than 120 annually. Recruited cluster facilitators, secured all details of programs, trained On-Site Coordinators and solidified all logistics of major program.
- Created Day 7 programming plan for LeaderShape graduates including an Alumni Reunion, Vision Showcase and Staying in Action grants.

ASSISTANT DIRECTOR OF STUDENT ACTIVITIES FOR PROGRAMMING | July 2007 – November 2008

- Responsible for all aspects of Student Activities Office programming including: budget (\$90,000) booking, hosting, logistics and contract negotiations for major entertainment and educational performances such as concerts, showcases, comedians, lecture series and festivals.
- Advise annual Denison Day (D-Day) Concert featuring major recording artists such as Matt & Kim, Mike Posner, Jay Sean, Hoodie Allen, Mos Def, Hot Hot Heat and Reel Big Fish; served as advisor to annual spring festival Aestavalia featuring massive outdoor festival ending in performance by major recording artists and comics such as Michael Ian Black, Mike Birbiglia, OK Go, Girl Talk and Rusted Root.
- Oversaw campus organization office and storage space application and allocation process in Slayter Union.
- Prepared annual report for the Division of Student Affairs on behalf of the office, along with quarterly reports for the Board of Trustees.
- Coordinated recognition procedures and served as a resource/advisor to more than 170 registered campus organizations.
- Hired and supervised two interns for Special Projects and two Event Assistants.
- Coordinated communication efforts of the office including Web site, advertisements, listservs and design efforts.

PROFESSIONAL INVOLVEMENT & CERTIFICATIONS

LEADERSHAPÉ®, INC.

- Co-Lead Facilitator (2011 – Present) | National Session 3, University of North Carolina–Charlotte, University of North Carolina–Greensboro, & City University of New York–York College
- 25th Anniversary Gala Planning Team (2009 – 2011)
- Cluster Facilitator (2008 – 2009) | Denison University & National Session 2
- On-Site Coordinator (2006 – 2010) | National Session 1, National Session 2, National Session 3, National Session 4, National Session 5 & National Session 7
- Program Coordinator (2007 – Present) | Denison University

NATIONAL ASSOCIATION FOR CAMPUS ACTIVITIES

- Mid America Regional Conference Planning Committee | Regional Conference Program Chairperson (2014), Educational & Professional Development Coordinator (2013), Business Networks Coordinator (2012), Conference Logistics Coordinator (2011), Communications Coordinator (2009–2010) & Graduate Programs Fair Coordinator (2008)
- Huge Leadership Weekend | Coordinator (2014), Coordinator Elect (2013) & Facilitation Team (2011–2012)
- National Convention | World of Ideas Coordinator (2012), Campus Activities Marketplace Volunteer (2011) & Educational Session Reviewer (2010)

OHIO COLLEGE PERSONNEL ADMINISTRATORS

- OCPA/OASPA Conference (2009), Columbus, Ohio | Print & Programs Chair

NOVAK INSTITUTE FOR HAZING PREVENTION

- Annual Institute (2013), Lexington, Kentucky

BETA THETA PI

- John & Nellie Wooden Institute for Men of Principle (2013), Oxford, Ohio | Chapter Facilitator

NORTH-AMERICAN INTERFRATERNITY CONFERENCE

- Undergraduate Interfraternity Institute (2010), The Ohio State University | Chapter Facilitator

THE GALLUP ORGANIZATION

- StrengthsQuest™ Educator Certification Seminar (2010), Chicago, Illinois

AMERICAN COLLEGE PERSONNEL ASSOCIATION

- Mid Level Management Institute Graduate (2013)

OTHER PROFESSIONAL AFFILIATIONS

CURRENT MEMBERSHIPS

- American College Personnel Association (2006 – Present)
- Association of Fraternity/Sorority Advisors (2011– Present)
- Ohio College Personnel Administrators (2006 – Present)
- National Association for Campus Activities (2004– Present)
- NASPA— Student Affairs Administrators in Higher Education (2006 – Present)

SELECT PRESENTATIONS & PUBLICATIONS

- *The Main Event: Your Organization's Core Values* (with Joe Cimino). NACA Mid America Conference. Peoria, Illinois. 2013.
- *Networking 101: Making Connections That Matter* (with Joe Cimino and Jaime Zito). NACA Mid America Conference. Peoria, Illinois. 2013.
- *Can't We Just Vote on It? Exploring Consensus* (with Joe Cimino). NACA Mid America Conference, Peoria, Illinois. 2013.
- *College CAN Last Forever: Pursuing a Career in Student Affairs* (with Joe Cimino). Campus Activities Programming Magazine. Anticipated to publish in October.
- *More Than Words: Integrating the Lessons of LeaderShape into Daily Leadership* (with Kristen Young). NACA National Convention. Nashville, Tennessee. 2013.
- *Finding Comfort with Discomfort: Listening as an Instrument of Change* (with Laurel Kennedy and Erik Farley). OCPA Annual Conference. Columbus, Ohio. 2013.
- *What's Your Red Rubber Ball?* (with Joe Cimino and Lauren Tyger). NACA Mid America Conference. Grand Rapids, Michigan. 2012.
- *Finding Comfort With Discomfort: Listening as an Instrument of Change* (with Laurel Kennedy and Erik Farley). ACPA Annual Convention. Louisville, Kentucky. 2012.
- *Laying the Groundwork for Sustaining Leadership Programs on Campus* (with Mike McRee). NACA National Convention. Charlotte, North Carolina. 2012.
- *LeaderShape on Campus: Stories from Campus-Based Programs. Concepts & Connections, 17(2) 10-12.* National Clearinghouse for Leadership Programs. 2011.
- *Faking Photoshop: How to Imitate Good Design.* National Association for Campus Activities National Convention. St. Louis, Missouri. 2011.
- *There's An App for That.* National Association for Campus Activities Mid America Conference. Grand Rapids, Michigan. 2010.
- *10 Questions.* Campus Activities Programming Magazine. 43(2), 68. 2010.
- *College Can Last Forever: Considering Graduate Programs in Student Affairs.* National Association for Campus Activities National Convention. Nashville, Tennessee. 2009.
- *Beyond Two Truths & A Lie.* National Association for Campus Activities Mid America Conference. Covington, Kentucky. 2009.
- *ACUI Multi-Institutional Study of Leadership Development Online Learning Program.* D.U. Lead. 2009.

SELECT UNIVERSITY SERVICE

DENISON UNIVERSITY | Granville, Ohio

- Students Prospering in Academic and Residential Communities Committee | August 2013 – Present
- Denison Service Orientation | Faculty Leader | August 2013
- Presidential Inauguration Committee | July 2013 – Present
- Campus Calendar Group | June 2012 – Present
- Division of Student Development Presidential Transition Committee | August 2012 – March 2013
- Campus Master Plan Steering Committee | October 2011 – January 2013
- Big Red Weekend Steering Committee | August 2011 – Present
- Safety & Security Student Life Support Working Group | August 2012 – Present
- Horizon Fund Board | January 2011 – August 2012
- Division of Student Development Community Development Team | September 2011– Present | Chairwoman
- Sophomore Experience Committee | December 2011 – May 2012
- Campus Climate Response Team | October 2010 – September 2012
- Division of Student Affairs Student Culture & Community Working Group | August 2010 – June 2011
- Vice President for Student Affairs Transition Team | June 2010 – June 2011
- Senior Experience Committee | June 2009 – January 2010
- Assistant Director of Student Activities Search Committee | November 2008 – May 2009 | Chairwoman
- Student Affairs Professional Development Committee | September 2008 – June 2009
- Working Group on Men | December 2008 – August 2009

AWARDS & HONORS

- National Association for Campus Activities Regional Conference Chairperson | 2014
- National Association for Campus Activities Mid America Outstanding Professional Award | 2011
- NASPA Student Leadership Programs Knowledge Community | Theory to Practice Spotlight Award | July 2011
- National Association for Campus Activities C. Shaw Smith Outstanding New Professional Award | 2011
- National Association for Campus Activities Outstanding Service to Mid America Citation | 2011

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August 20, 2013

Dear Dr. Patti McSteen & Search Committee,

It is with great enthusiasm that I submit this letter and résumé as my application for the Assistant Dean of Students position at Ohio University. As you will find, my professional experience and dedication to holistic student development and transformative education make me an excellent candidate for this outstanding opportunity.

As the Director of the Campus Leadership & Involvement Center at Denison University, I have the privilege of leading a dynamic team of professional and paraprofessional staff that is passionate about Denison's mission to create discerning moral agents and active citizens. We support this mission by working with student leaders at Denison to plan important events (from Denison traditions to weekend entertainment), advising the fraternity/sorority community as it strives to uphold its espoused values, assisting our diverse student organizations in their pursuits and offering award-winning leadership development programs. Our efforts with students help them to develop practical competencies, exercise critical thinking, and grow interpersonally and intrapersonally. We strive to create opportunities for students to develop as ethical leaders, express themselves creatively, develop community and ultimately enhance the collegiate experience. In my more than six years there, I have proven to be a fundamental force for positive change and growth at Denison; my promotions and special appointments have given me increased responsibility and helped me to hone my wholesight of student development and the institution. An extensive background in programs development and event planning, proven success in forging collaborations across the institution and the ability to balance both relationship development and execute major projects are my bailiwick. This expertise along with my positive attitude, energy and enthusiasm and innovative mind are some of my greatest assets. I see the aforementioned abilities and mindset as the keys to success for the Assistant Dean of Students.

I pride myself in turning good programs into excellent ones. I am particularly skilled in reviving traditional programs that are not living up to their full potential and best serving their purpose or the mission of the institution. Some of my past successes include the revamping of both our social programs during first-year August Orientation and Senior Week. Restructuring these important programs based on evaluation, community observation and goals allowed them to be more relevant to student interests and to mirror healthy social behavior. This has resulted in greater attendance, more buy-in from faculty and staff, fewer conduct issues during high-risk times and more enthusiasm and pride from the students. Our August Orientation social events have been transformed into a full-fledged WOW! Week of Welcome and our Senior Week is now viewed as a time of celebration by our staff, rather than a burden. This visionary mindset coupled with my more than 10 years of experience in producing large-scale campus events (ranging from entertainment to festivals to off-campus trips to philanthropic walks to professional programs to University-wide priorities) would be an asset to the Dean of Students Office.

A love for working with students and vast advising experience would serve me well at OHIO. In my time at Denison, I directly advised eight of its most prominent campus organizations along with several major committees. Some of my current advising roles include Denison's award-winning University Programming Council, the Leadership Fellows, Black Student Union's Culture Jam committee and student government's D-Day committee. Beyond my formal advising of organizations, I advise Denison's more than 170 campus organizations as necessary on many of their projects, events and administrative tasks (such as registration, recognition and acclimation to OrgSync). I work often with the La Fuerza Latina,

the Black Student Union, the Asian American Alliance, Outlook and a wide-array of other constituent groups to ensure they have the resources and information necessary to succeed. I am comfortable and confident in communicating with diverse audiences, and am committed to finding ways to partner and collaborate with students. I care deeply about the holistic development of students and value building relationships with those in leadership roles and supporting those in times of need. I am committed to making time and space to get to know a wide variety of students and hold weekly open advising hours at Denison for any student to meet with me informally and without an appointment in our student union.

I have a true appreciation for the role of parents in the college setting. In my position as the Director of the Campus Leadership & Involvement Center at Denison, I regularly have the opportunity to meet and talk with parents from all over the country. The one thing I have learned all parents have in common is they want their students to learn, grow and succeed and have happy, healthy lives at Denison. As student affairs professionals, we have similar goals. Understanding that we are operating from the same framework, I find communicating with parents to be a privilege. I would relish the opportunity to partner with parents of the OHIO Parent Advisory Council and to celebrate with them during parent and family weekends.

My experience in conceptualizing and facilitating large-scale leadership programs, retreats and trainings both on-campus and on a national level would translate well at OHIO. In my current role, I am responsible for creating purposeful leadership programs for the students of Denison University. This includes curriculum development, coordination and facilitation. Establishing learning outcomes based on the mission of Denison University and the CAS Standards is a personal priority of mine in this area. I use these outcomes to help our office assess the impact of our leadership programs on our students. I have the honor of serving as the Chair of NACA's Huge Leadership Institute and as a national Co-Lead Facilitator for The LeaderShape Institute, a program committed to increasing the number of people who lead with integrity and practice inclusive leadership. I see this work as directly related to social justice and social changemaking, and would be excited to bring this experience to OHIO.

I thrive in the university environment, especially when working with dynamic teams. This, coupled with my passion for student development, commitment to innovation, advising and supervision experience, and personal drive make me confident I would be an excellent addition to the Division of Student Affairs. The idea of new challenges motivates me and I am very anxious to take a step in a new and rewarding direction.

On a personal note, I am a loyal alumna of Ohio University - a true Bobcat through and through. It has been a long-time dream of mine to serve my alma mater in a professional capacity, and the idea of doing so in the Dean of Students Office where I received the experience and mentoring that made me fall in love with this profession is truly thrilling. It would be an honor to be considered for the Dean of Students team.

Cheer loud and long for old OHIO,

Natalie Keller Pariano

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REFERENCES

ERIK S. FARLEY | Colleague

ASSOCIATE DEAN OF STUDENTS & DIRECTOR OF MULTI-CULTURAL STUDENT AFFAIRS

Denison University | 401 Slayter Union | Granville, Ohio 43023

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GARY FLEISNER | Former Student Supervisee & Advisee

CAMPUS LIFE COORDINATOR

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TERRENCE (TERRY) J. HOGAN, PH.D | Former Supervisor

VICE PRESIDENT FOR STUDENT AFFAIRS

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LAUREL B. KENNEDY, PH.D | Current Supervisor

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JULIE TUCKER | Colleague

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KRISTEN YOUNG | Colleague

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