

Richard T. (Rick) Olshak
[REDACTED]
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PROFESSIONAL EXPERIENCE

February 2016 - Present **Director, Title IX Compliance, System Ethics and Compliance Office (SECO)
The Texas A&M University System, College Station, TX**

Description:

Serve as Title IX compliance officer for The Texas A&M University System, comprised of eleven public universities, seven state agencies, a law school, and a health science center, exceeding 140,000 students and 35,000 employees. Duties include conducting reviews of System member investigative reports, providing guidance on technical inquiries related to Title IX and System regulations, providing educational training for System members, conducting training for System Title IX Coordinators, investigators, adjudicators, appeals officers and boards, and conflict resolution practitioners. Create and maintain resources for System members regarding all aspects of Title IX operations. Author reports related to System Title IX initiatives, System Title IX staffing, Title IX audits, member progress towards operational goals, and other matters. Conduct ad hoc investigations and compliance reviews as needed. Perform other duties as assigned. SECO is a part of the Office of General Counsel.

June 2004 - January 2016 **Associate Dean of Students, Dean of Students Office (DoS)
Illinois State University, Normal, IL**

Description:

Served as part of DoS leadership team at national public research institution of over 20,000 students. Developed and implemented DoS Office in 2004-2005. Was one of five people responsible for all DoS strategic planning, assessment, budgeting (operation budget of over \$3 million annually). Directly supervised operational units, including: Student Conduct and Conflict Resolution; Fraternity and Sorority Life; Students' Attorney; Off-Campus, Nontraditional, and Parent's Services; New Student Orientation; Commencement, and; DoS Marketing. Served as Advisor of the Student Government Administration. Served as a "Dean on Duty" to assist student, faculty, staff, parents, and community members. Served as a member and coordinated the operations of the Critical Incident response Team (CIRT) in the Division of Student Affairs. Assisted the operations of both the Student Behavioral Intervention Team (SBIT) and the University's Incident Management Group. Served as the University's primary Title IX hearing officer and served as a member of the campus Title IX working group. Served as the administrative appellate officer for administrative student conduct decisions. Developed and coordinated investigations processes for investigating cases involving registered student organizations. Served as DoS liaison for information technology issues. Performed other duties as assigned.

Key Accomplishments:

- Served on leadership group that developed and implemented Dean of Students Office at Illinois State University

- Served as one of the primary parties responsible for the development and implementation of protocols surrounding Title IX cases in the wake of the 2011 *Dear Colleague Letter on Sexual Violence*
- Co-created and chaired the DoS Cultural Competence Committee and identified, developed, and delivered recurring professional training to over 50 staff members
- Led effort to create a *Code of Student Conduct* rooted in the principles of both social justice and restorative justice (see Committees)
- As Advisor to the Student Government Association, guided SGA through significant revisions to Constitution and Bylaws, re-conceptualizing the student elections process, and implemented strategic planning and line-item budgeting
- Worked collaboratively with faculty in the Department of Social Work to design, implement, and teach the University's first mediation certification course
- Served as Dean's representative for "town-gown" initiatives from 2005 to 2010
- Served in dual capacity of Associate Dean of Students and Director, Student Dispute Resolution Services during the 2004-2005 year and served as Interim Coordinator (unit head) of Student Conduct and Conflict resolution from November 2013 to May 2014

**January 1996 -
June 2005**

**Director, Student Dispute Resolution Services (SDRS)
Illinois State University, Normal, IL**

Description:

Directed all aspects (planning, assessment, budgeting, hiring, supervision, and training) of student conduct and conflict resolution office at national public research institution of over 20,000 students. Oversaw student conduct process, which included both academic and social misconduct, and the student grievance process for student complaints directed at faculty and staff. Oversaw conflict resolution processes, which included a University-wide mediation program as well as conflict resolution education and training. Supervised two assistant directors, two graduate assistants, clerical staff, and numerous graduate and undergraduate support staff. Conducted disciplinary conferences, advised the University Hearing Panel, and served as ex-officio chair of the University appeals board. Performed other duties as assigned.

Key Accomplishments:

- Served as primary author of the Code of Student Conduct, implementing conflict resolution programs and services, as well as implementing best practices in due process procedures
- Developed and implemented a University-wide mediation program for students, faculty, staff, and members of the local community
- Developed and implemented comprehensive training programs for student disciplinary, grievance, and conflict resolution processes
- Developed and implemented comprehensive program assessment practices
- Implemented new student conduct database and file management systems, as well as unit website and newsletter
- Worked collaboratively with faculty in Curriculum and Instruction to design, implement, and teach a 300-level course on conflict resolution
- Identified supplemental funding sources and developed collaborative relationships for unit and division initiatives

**February 2001 -
February 2002**

**President, Association for Student Conduct Administration (ASCA)
College Station, TX**

Description:

Served as elected chief executive officer and official spokesperson for a professional association of student conduct professionals, established in 1986 (at time of presidency the organization was named the Association for Student Judicial Affairs, or ASJA). Coordinated and supervised all meetings of the ASCA Board of Directors. Appointed Association leadership, including committee chairs and circuit representatives. Developed and executed the ASCA budget. Entered into contractual obligations of the Association. Presided over ASCA Annual Conference and the Donald D. Gehring Judicial Affairs Training Institute. Developed and presented Annual report to the Association membership. Served as President-Elect during 2000-2001 term. This was a volunteer position. ASCCA is based at Texas A&M University in College Station, TX.

Key Accomplishments:

- Revamped nominations and elections processes for the Association to enhance diverse representation within elected Association leadership
- Assisted in the development of a student affairs consortium on government relations in collaboration with NASPA, ACPA, ACUI, and ACUHO-I

**January 1993 -
December 1995**

**Assistant Director of Residential Life for Judicial Programs, Office of Residential Life
State University of New York College at Cortland, Cortland, NY**

Description:

Served as conduct (non-academic) and conflict resolution officer at a public college of approximately 7,000 students. Conducted disciplinary conferences and served as an administrative hearing officer. Investigated alleged acts of misconduct and presented investigative findings to conduct boards. Recruited, selected, trained, advised, and supervised members of a Residence Hall Judicial Board and a College Judicial Review Board. Developed and implemented a peer mediation program for students. Supervised one clerical staff member, four residence hall directors assigned to judicial programs, and numerous undergraduate support staff. Trained all residence hall staff on student conduct processes and facilitated the "Behind Closed Doors" training program for resident assistants. Served as summer conference coordinator for residential life. Performed other duties as assigned.

Key Accomplishments:

- Directed a comprehensive review of the Code of Student Conduct and authored the first re-write of the document in twenty-four years
- Developed and implemented the first peer mediation program at SUNY Cortland, and established relationships with local school districts
- Worked collaboratively with the Office of Greek Life to establish a conduct board for fraternities and sororities, and provided comprehensive training for this group
- Served as a community liaison on student conduct and alcohol and other drug issues

**June 1990 -
December 1992**

**Coordinator for Student Judicial Services,, Office of Student Conduct
Georgetown University, Washington, DC**

Description:

Served as a conduct board advisor and liaison to students in student conduct process as a Jesuit university of over 15,000 students. Convened and supervised all student conduct hearings and deliberations. Informed students of conduct board decisions and provided guidance. Coordinated and supervised the University appeals process. Ensured student compliance with disciplinary sanctions. Recruited, selected, trained, and supervised all members of the University Judicial Board. Served as liaison to alcohol and drug abuse clinic. Performed other duties as assigned.

Key Accomplishments:

- Assisted in the development and implementation of the University's mediation program
- Researched and provided guidance to the University on best practices for adjudicating acts of sexual violence

FORMAL EDUCATION

Doctorate of Education (Ed.D.), Educational Administration and Foundations, Illinois State University, Normal, IL (completed coursework, comprehensive examination, and achieved doctoral candidate status prior to voluntarily withdrawing from the program in 2016)

Master of Science (M.S.), College Student Personnel, Western Illinois University, Macomb, IL (1992)

Bachelor of Arts (B.A.), Public Communication, The College of Saint Rose, Albany, NY (1988)

ADDITIONAL EDUCATION AND CERTIFICATIONS

Title IX Certification, Level Three Investigations Training, Association of Title IX Administrators (ATIXA), San Antonio, TX, November 2016

Title IX Certification, Level Four Coordinator Training, Association for Title IX Administrators (ATIXA), Philadelphia, PA, October 2016

Social Justice Training, Creating Inclusive Campus Environments, Alliance for Change, Normal, IL, October 2014

Title IX Certification, Title IX Coordinator and Administrator Training and Certification Course, Association of Title IX Administrators (ATIXA), Phoenix, AZ, September 2014

Investigations Certification, Title IX Investigator Training School, Association of Title IX Administrators (ATIXA), Grand Rapids, MI, May 2012

Social Justice Training, Alliance for Change, Normal, IL, May 2010

Management Certification, American Management Association, Normal, IL, May 2009

Mediation Certification, Advanced Mediation Training, CDR Associates, Inc., Boulder, CO, August 1998

Alcohol Education Certification, On Campus Talking About Alcohol (OCTAA), Prevention Research Institute, Athens, GA, November 1996

Mediation Certification, Community Mediation Training, New Justice Conflict Resolution Services, Inc., Syracuse, NY, September 1993

Mediation Certification, Basic Mediation Training, Johnson & Henderson Associates, Washington, DC, September 1992

TEACHING EXPERIENCE

Topics in Contemporary Social Work and Social Welfare: Mediation (SWK 330), Department of Social Work, Illinois State University, Normal, IL, Summer 2015 (co-taught with Dr. Judith Sevel)

Learning in Communities (LinC) Freshman Seminar, University College, Illinois State University, Normal, IL, Fall 2010 and Fall 2011

On Campus Talking About Alcohol (OCTAA) and Alcohol Training Program, Illinois State University, Normal, IL, Fall 1996 to Fall 2004

Introduction to Conflict Resolution (IDS 389.01), Interdisciplinary Studies, Illinois State University, Normal, IL, Spring 1999

PUBLICATIONS

Olshak, Richard T. (2009). "Utilizing needs assessment and deliberative planning to enhance conflict systems development." In N. Giacomini & J. Meyer Schrage (eds.), *Reframing Campus Conflict: Student Conduct Practice Through a Social Justice Lens* (pp. 197-207), Sterling, VA: Stylus.

Olshak, Richard T. (2009). "Sustaining a worthy investment: Assessing conflict resolution programs." In N. Giacomini & J. Meyer Schrage (eds.), *Reframing Campus Conflict: Student Conduct Practice Through a Social Justice Lens* (pp. 208-218), Sterling, VA: Stylus.

Olshak, Richard T. (2006). Review Essay [Review of the book *Restorative Justice on the College Campus*]. *ACResolution* 4(1): 6.

Olshak, Richard T. (2004). A RA/CA's guide to conflict styles, resolution strategies, and knowing when to serve as a referral agent, developed as a part of the "Lovin' the Learnin'" resident assistant training series on reslife.net (online educational program).

Olshak, Richard T. (Producer, Narrator) and Timothy Thomas (Director). (2003). An introduction to managing conflict [educational video]. Illinois State University. (Available for free at www.olshak.com).

Olshak, Richard T. (2001). *Mastering mediation: A guide to training mediators in a college and university setting*. Horsham, PA: LRP Publications; royalties donated to the Association for Student Conduct Administration.

Olshak, Richard T. (2000). Dealing with issues of academic integrity at ISU. The Catalyst (newsletter from the Center for the Advancement of Teaching). Normal, IL: Illinois State University.

Olshak, Richard T. and Susan P. Trageser. ASJA mediation component gaining strength. Conflict Management in Higher Education Report, Vol. 1 No. 2, March/April 2000 (online journal published by William C. Warters, Ph. D. and Wayne State University).

Olshak, Richard T. (1999). A guide for effective sanctioning: From theory to practice, independently written and published manual for student conduct professionals distributed via the Association for Student Conduct Administration as a member service, 101 pp.

Videto, Donna M., Ph.D., Bonnie C. Hodges, Ph.D., Raymond Franco, Ph.D., Richard T. Olshak and Antoinette Price. "Development of a college alcohol intervention program," The Healthy Educator, Journal of Eta Sigma Gamma, Fall 1997

PROFESSIONAL CONSULTING

National Center for Higher Education Risk Management (NCHERM), Affiliated Consultant, February 2012 to present. Serve as affiliated consultant and co-chair of NCHERM's autonomous conflict resolution branch, offering program development, assessment and training services on mediation, restorative justice, conflict coaching, and other conflict resolution processes; NCHERM founded in 2000 and NCHERM-CR founded in 2012 Consulting assignments to date:

- Bridgepoint Education, San Diego, CA, February 2013; mediation training (with Sandra K. Schuster)
- Bridgepoint Education, San Diego, CA, July 2012; conflict resolution (with D. Matthew Gregory)
- NCHERM-CR Summit: Utilizing Restorative Justice in Title IX Cases, Saratoga Springs, NY, June 2012 (with Brett A. Sokolow, D. Matthew Gregory, Chris Loschiavo, and David R. Karp)

Association of Title IX Administrators (ATIXA), Advisory Board Member, Malvern, PA, October 2011 to present

The College of Wooster, Wooster, OH, 1997, 1999, 2000, 2001, 2002, 2003, 2005, 2006, 2008, 2009, 2010, 2011, 2012, 2013, 2014, and 2015; Conducted sixteen nine hour conduct board training programs for students, faculty, and staff; developed training manual in the areas of questioning, listening, weighing information, conducting deliberations, creating a finding of fact, and sanctioning; provided professional development programs on Title IX, FERPA, and other topics

Michigan Technological University, Houghton, MI, March 2009; Conducted external review of Michigan Tech's student conduct process and dispute resolution systems; included site visit, documentation review, and final written report (with Mary Beth Mackin)

University of Southern Indiana, Evansville, IN, September 2008; Conducted 20 hour mediation certification training program for residence hall professional staff members and students

Association for Student Judicial Affairs, 2008 Donald D. Gehring Academy for Student Conduct Administration, Salt Lake City, UT, June 2008; Served as faculty member for newly established "conflict resolution track"; instructed participants in the use of needs assessment and gap analysis in designing and implementing effective conflict resolution systems on college campuses

Student Affairs Today, LRP Publications, Inc., Palm Beach Gardens, FL, February 2001 to January 2008; Served as volunteer advisor and referral source for the development of story ideas for national monthly publication

Association for Student Judicial Affairs, 2008 Donald D. Gehring Academy for Student Conduct Administration, Salt Lake City, UT, June 2007; Conducted 30 hour mediation certification training program for student affairs professionals (with William M. Fischer, Daniel S. Kast, Sean McGuirk, Jennifer M. Schrage and Susan P. Trageser); served as coordinating faculty member for mediation training

Association for Student Judicial Affairs, 2008 Donald D. Gehring Academy for Student Conduct Administration, Salt Lake City, UT, June 2006; Conducted 30 hour mediation certification training program for student affairs professionals (with William M. Fischer, Daniel S. Kast, and Jeff Stefancic); served as coordinating faculty member for mediation training

DePauw University, Greencastle, IN, July 2005; Conducted one day workshop to assist Division of Student Affairs in determining its readiness to develop and implement conflict resolution and mediation services

Louisiana State University, Baton Rouge, LA, July 2004; Conducted 20 hour mediation certification training program for residence hall professional staff members (with Susan P. Trageser)

Association for Student Judicial Affairs, 2004 Donald D. Gehring Campus Judicial Affairs Training Institute, Salt Lake City, UT, June 2004; Conducted 30 hour mediation certification training program for student affairs professionals (with Nancy Giacomini, Susan P. Trageser, and Jeff Stefancic); developed and implemented first advanced mediation training program for ASJA

Association for Student Judicial Affairs, 2003 Donald D. Gehring Campus Judicial Affairs Training Institute, Salt Lake City, UT, June 2003; Conducted 30 hour mediation certification training program for student affairs professionals (with Candace Stayton and Nancy Giacomini)

East Carolina University, Greenville, NC, September 2002; Conducted 20 hour mediation certification training program for student mediators and student affairs professionals (with Susan P. Trageser)

Illinois State University Mediation Training Institute, Normal, IL, August 2002; Conducted 30 hour mediation training certification program for higher education professionals (with Daniel S. Kast, Anne Newman, and Julie Jensen)

Association for Student Judicial Affairs, 2002 Donald D. Gehring Campus Judicial Affairs Training Institute, Salt Lake City, UT, June 2002; Conducted 30 hour mediation certification training program for student affairs professionals (with Candace Stayton and William M. Fischer)

University of Notre Dame, South Bend, IN, March 2002; Conducted 20 hour mediation certification training program for human resources and academic affairs professionals (with Daniel S. Kast)

University of Tampa, Tampa, FL, September 2001; Conducted 20 hour mediation certification training program for student mediators (with Susan P. Trageser)

Bowling Green State University, Bowling Green, OH, August 2001; Conducted 20 hour mediation certification training program for student affairs and academic affairs professionals (with Nancy Giacomini)

Association for Student Judicial Affairs, 2001 Donald D. Gehring Campus Judicial Affairs Training Institute, College Station, TX, June 2001; Conducted 30 hour mediation certification training program for student affairs professionals (with William M. Fischer and Kimberly Novak)

Illinois State University Mediation Training Institute, Normal, IL, July 2000; Conducted 30 hour mediation training certification program for higher education professionals (with A. Gigi Fansler and Daniel S. Kast)

Association for Student Judicial Affairs, 2001 Donald D. Gehring Campus Judicial Affairs Training Institute, Bristol, RI, June 2000; Conducted 30 hour mediation certification training program for student affairs professionals (with William M. Fischer, Michele Goldfarb, and Nancy Giacomini)

Metropolitan State College of Denver, Denver, CO, May 2000; Conducted 24 hour mediation training certification program for student affairs and academic affairs professionals

College Administration Publications, Inc. Basic Mediation Training Institute, Myrtle Beach, SC, April 2000; Conducted 24 hour mediation training certification program for higher education professionals (with William M. Fischer)

Emory University, Decatur, GA, February 2000; Conducted 20 hour mediation certification training program for student affairs professionals (with Susan P. Trageser)

University of Chicago, Chicago, IL, January 2000; Conducted 24 hour mediation certification training program for student mediators (with A. Gigi Fansler)

Rutgers University, New Brunswick, NJ, November 1998 and November 1999; Conducted 20 hour mediation training certification program for student affairs and academic affairs professionals (with Michele Goldfarb)

Association for Student Judicial Affairs, Circuit IV Mediation Training Institute, Canaan Valley, WV, July 1999 Conducted 20 hour mediation certification training program for student affairs professionals (with Mary Lou Antieau); proceeds donated to ASJA

Central Illinois Dispute Resolution Services Mediation Training, Bloomington, IL, May 1999; Conducted 30 hour mediation certification training program for community mediators responsible for small claims and victim-offender reconciliation cases; pro bono

Penn State University, State College, PA, November 1998; Conducted 20 hour mediation certification training program for student affairs professionals

Association for Student Judicial Affairs, 1998 Donald D. Gehring Campus Judicial Affairs Training Institute, Notre Dame, IN, June 1998; Conducted 25 hour mediation certification training program for student affairs professionals (with William M. Fischer and Nancy Giacomini)

Concordia University – Wisconsin, Mequon, WI, May 1998; Conducted 20 hour mediation certification training program for student mediators (with William M. Fischer)

Middle Tennessee State University, Murfreesboro, TN, February 1998; Conducted 20 hour mediation certification training program for student affairs professionals (with William M. Fischer)

Tufts University, Medford, MA, September 1997; Conducted 20 hour mediation certification training program for student mediators and student affairs professionals (with William M. Fischer)

University of Arkansas, Fayetteville, AR, August 1997; Conducted 20 hour mediation certification training program for student affairs professionals (with William M. Fischer)

Association for Student Judicial Affairs, Circuit VII Mediation Training Institute, Chicago, IL, June 1997; Conducted 20 hour mediation certification training program for student affairs professionals (with William M. Fischer); proceeds donated to ASJA

Ithaca College, Ithaca, NY, September 1995 and October 1994; Conducted two two-hour workshops for student conduct board members

University of Scranton, Scranton, PA, October 1994; Conducted 8 hour workshop for student and faculty conduct board members (with Frank J. Tortorello, Jr.)

MAJOR PRESENTATIONS AND SPEECHES

Olshak, Richard T. and Woodruff, Aaron P. "Title IX and campus safety: Why you should care," Midwest Bisexual, Lesbian, Gay, Transgender, and Ally College Conference (MBLCGTACC) conference workshop (75 min.), MBLCGTACC 2014 Annual Conference, Normal, IL, February, 2015

Olshak, Richard T. "Experiences in adjusting Title IX processes post-DCL," Association for Title IX Administrators (ATIXA) conference workshop (90 min.), ATIXA 2014 Conference, Orlando, FL, October, 2014

Olshak, Richard T. and Brett A. Sokolow, JD. "Policing the drunken hookup: Law, policy, and best practices," National Center for Higher Education Risk Management (NCHERM) webinar (90 min.), May 2014; Repeated in October, 2014 with Richard T. Olshak and Brian Van Brunt as co-presenters

Olshak, Richard T. "A primer to the Dear Colleague Letter and Title IX developments," Meeting of Midwest Deans, Monticello, IL, October 2013

Olshak, Richard T. "Conflict resolution for life," Central Illinois Volunteer Association keynote presentation, Bloomington, IL, February, 2013

Farber Brian, King, Tamara, J.D., Newman, Anne, Ph.D., Olshak, Richard T, and Stefancic, Jeffrey. "ASCA Mid Manager Mini Conference", Association for Student Judicial Affairs pre-conference workshop (8 hrs.), ASJA 25th Annual Conference, St. Petersburg Beach, FL, February, 2013

Olshak, Richard T. "Who changes the game? Conflict resolution for the work place (and for life), McLean County Chamber of Commerce EDUCate Conference keynote presentation and follow-up conference session, Bloomington, IL, May, 2012

Olshak, Richard T. "Crafting our legacy through conflict resolution systems," NASPA pre-conference workshop (3 hrs.), NASPA 92nd Annual Conference, Chicago, IL, March, 2010

Anthony, Christy, Nancy Giacomini, Ph.D., Richard T. Olshak and Simone Himbeault Taylor, Ph.D. "Reframing campus conflict," NASPA pre-conference workshop (3 hrs.), NASPA 92nd Annual Conference, Chicago, IL, March, 2010

Olshak, Richard T. "Transformation by design: Utilizing needs assessment to develop effective conflict systems," Association for Student Judicial Affairs pre-conference workshop (3 ½ hrs.), ASJA 21st Annual Conference, Clearwater Beach, FL, February, 2009

Greenfield, David, Anne Newman and Richard T. Olshak. "Transforming our practice: Getting our campus and yours from illegal P2P file sharing to good digital citizenship," Association for Student Judicial Affairs conference workshop (90 min.), ASJA 21st Annual Conference, Clearwater Beach, FL, February, 2009

Olshak, Richard T., and Jennifer Meyer Schrage. "Reframing the dialogue: Understanding conflict, conflict styles and mediation as they relate to managing student misconduct," Association for Student Judicial Affairs pre-conference workshop (7 hrs.), ASJA 20th Annual Conference, Clearwater Beach, FL, February, 2008

Olshak, Richard T. "Reframing the dialogue: Understanding conflict, conflict styles and mediation as they relate to managing student misconduct," Association for Student Judicial Affairs pre-conference workshop (7 hrs.), ASJA 19th Annual Conference, Clearwater Beach, FL, February, 2007

Olshak, Richard T. "Reframing the dialogue: Understanding conflict, conflict styles and mediation as they relate to managing student misconduct," Association for Student Judicial Affairs pre-conference workshop (7 hrs.), ASJA 18th Annual Conference, Clearwater Beach, FL, February, 2006

Olshak, Richard T. (Moderator) "Building a frame for dialogue: Developing and implementing a mediation program on your campus," (Panelists: Kelly Imbert Eifert, Jean L. Griffin, Chris Loschavio, Patti MacKown and Cathy Santos), Association for Student Judicial Affairs conference workshop (90 min.), ASJA 18th Annual Conference, Clearwater Beach, FL, February, 2006

Olshak, Richard T. "Conflict resolution and student discipline: Complements or competing interests?" Association for Student Judicial Affairs (ASJA) Circuit 7 Drive-in Conference closing keynote session (75 min.), Chicago, IL, June, 2005

Berry, Jodi, Thomas Caulfield, Keith K. Kohanzo, and Richard T. Olshak. "Panel discussion – Marijuana case study," Illinois Higher Education Center (IHEC) for alcohol, other drug & violence prevention conference on Campus Substance Abuse Policies and Sanctioning: A Review of Current Practices, Springfield, IL, March, 2005

Gregory, Dennis C., Ed.D., Dr. Steven Janosik, and Richard T. Olshak. "Examining our role: Can/should ASJA be a legislative force?" Association for Student Judicial Affairs conference workshop (90 min.), ASJA 17th Annual Conference, Clearwater Beach, FL, February, 2005

Olshak, Richard T. "Responding to substance use on campus: Balancing challenge and support," Association for Student Judicial Affairs conference workshop (90 min.), ASJA 16th Annual Conference, Clearwater Beach, FL, February, 2004

Giacomini, Nancy, Ph.D., Richard T. Olshak, Catherine Santos, and Wendy Smith. "An introduction to mediation," Association for Student Judicial Affairs conference workshop (90 min.), ASJA 16th Annual Conference, Clearwater Beach, FL, February, 2004

Olshak, Richard T., Candace Stayton, and Susan Trageser. "Developing a college or university mediation program," Association for Student Judicial Affairs pre-conference workshop (3½ hrs.), ASJA 16th Annual Conference, Clearwater Beach, FL, February, 2004

Olshak, Richard T., David Parrott, Ph.D., Brent Paterson, Ph.D., and Gene Zdziarski, Ph.D. "Finding our voice through parental notification," NASPA conference workshop (75 min.), NASPA 85th Annual Conference, St. Louis, MO, March, 2003

Olshak, Richard T., Candace M. Stayton, and Susan P. Trageser. "Advanced mediation training," Association for Student Judicial Affairs pre-conference workshop (8 hrs.), ASJA 15th Annual International Conference, Clearwater Beach, FL, February, 2003

Grier, Melinda W., and Richard T. Olshak. "Evaluating your campus mediation program: Re-conceptualizing student dispute resolution within appropriate legal parameters," Stetson Law and Higher Education conference workshop (90 min.), Stetson College of Law 23rd Annual National Conference on Law and Higher Education, Clearwater Beach, FL, February, 2002

Gehrand, Capt. Keith, and Richard T. Olshak. "Developing relationships in a changing climate: Incorporating university police into student development," Association for Student Judicial Affairs conference workshop (90 min.), ASJA 14th Annual International Conference, Clearwater Beach, FL, February, 2002

Fansler, A. Gigi, Ph.D. and Richard T. Olshak. "Designing a campus mediation program," American Association for Affirmative Action (AAAA) conference workshop (75 min.), AAAA 37th Annual Conference, Las Vegas, NV, March, 2001

Olshak, Richard T. "Mediation on college campuses," Association for Student Judicial Affairs Circuit Six Conference workshop (75 min.), Dayton, OH, July, 2001

Gehring, Donald D., Ph.D., Nancy Giacomini, and Richard T. Olshak. "Assessing student judicial affairs," Association for Student Judicial Affairs audio conference (2 hrs.), April, 2000

Davis, Lyn, William Fischer, Kimberly Novak, and Richard T. Olshak. "The future is now: Incorporating mediation into a judicial program," Association for Student Judicial Affairs post-conference workshop (3 hrs.), ASJA 12th Annual International Conference, Clearwater Beach, FL, February, 2000

Baldizan, Liz, Karen Boyd, Richard T. Olshak, and Linda M. Rowe. "Shaping our future: ASJA leadership," Association for Student Judicial Affairs conference workshop (90 min.), ASJA 12th Annual International Conference, Clearwater Beach, FL, February, 2000

Fischer, William M., Nancy Giacomini, and Richard T. Olshak. "Shaping the things to come: A mediation 'train the trainers' workshop," Association for Student Judicial Affairs pre-conference workshop (8 hrs.), ASJA 12th Annual International Conference, Clearwater Beach, FL, February, 2000

Olshak, Richard T. "Conflict and resolution: An introduction," Bloomington/Normal Human Resources Council keynote address (45 min.), Bloomington, IL, April, 1999

Olshak, Richard T. "Conflict and resolution: An introduction," Illinois Association of Student Financial Aid Administrators conference workshop (90 min.), Bloomington, IL, February, 1999

Fischer, William M., Nancy Giacomini, and Richard T. Olshak. "An opportunity for role plays (mediation training)," Association for Student Judicial Affairs conference workshop (90 min.), ASJA 11th Annual International Conference, Clearwater Beach, FL, February, 1999

Fischer, William M. and Richard T. Olshak. "Advanced mediation training," Association for Student Judicial Affairs preconference workshop (8 hrs.), ASJA 11th Annual International Conference, Clearwater Beach, FL, February, 1999

Olshak, Richard T. "Mediation in the college and university setting: A seductive dilemma," Mediation Conference for New York State Colleges and Universities keynote address (60 min.), Buffalo, NY, April, 1998

Olshak, Richard T. "Integrating campus and community: Implications for campus mediation," Mediation Conference for New York State Colleges and Universities conference workshop (75 min.), Buffalo, NY, April, 1998

Fischer, William M. and Richard T. Olshak. "Advanced mediation training," Association for Student Judicial Affairs preconference workshop (8 hrs.), ASJA 10th Annual International Conference, Clearwater Beach, FL, February, 1998

Olshak, Richard T. "Designing and implementing a mediation program in a college or university setting," National Institute for Dispute Resolution conference workshop (90 min.), NIDR 12th Annual Conference, Irving, TX, July, 1997

Gregory, Dennis C., Ed.D. and Richard T. Olshak. "Hazing on campus and in the Greek community," Association for Student Judicial Affairs conference workshop (90 min.), ASJA 9th Annual International Conference, Clearwater Beach, FL, February, 1997

Casebere, Jennifer and Richard T. Olshak. "Judicial sanctions and developmental steps: A model training program," Association for Student Judicial Affairs pre-conference workshop (3 hrs. 30 min.), ASJA 9th Annual International Conference, Clearwater Beach, FL, February, 1997

Olshak, Richard T. and Christine S. Strong, Ph.D., "Judicial sanctions and developmental steps: A model training program," Association for Student Judicial Affairs pre-conference workshop (3 hrs. 30 min.), ASJA 8th Annual International Conference, Clearwater Beach, FL, February, 1996

Olshak, Richard T. "The benefits and responsibilities of fraternity: Effecting positive change," State University of New York Special Meeting on Greek Issues workshop (45 min.), Saratoga Springs, NY, July, 1995

Olshak, Richard T. "Hazing at SUNY-Cortland: A case study," State University of New York Judicial Administrators conference workshop (45 min.), Utica, NY, June, 1995

Olshak, Richard T. and Frank J. Tortorello, Jr. "The art of sanctioning," Association for Student Judicial Affairs conference workshop (90 min.), ASJA 7th Annual International Conference, Clearwater Beach, FL, February, 1995

Olshak, Richard T. and Frank J. Tortorello, Jr. "Training judicial boards," Association for Student Judicial Affairs preconference workshop (3 hrs. 30 min.), ASJA 7th Annual International Conference, Clearwater Beach, FL, February, 1995

Olshak, Richard T. "A model for effective sanctioning," Association for Student Judicial Affairs Circuit I Judicial Board Conference workshop (75 min.), Franklin, MA, September, 1993

Minor, Laura C. and Richard T. Olshak. "Developing a code of conduct," Association for Student Judicial Affairs conference workshop (75 min.), ASJA 4th Annual International Conference, Clearwater Beach, FL, February, 1992

COMMITTEES ANND SPECIAL ASSIGNMENTS

At Illinois State University:

- UAF (Unmanned Aircraft Systems) Drone Committee, 2015-2016
- Student Behavioral Intervention Team (SBIT), 2012-2016; Dean's back-up
- University Incident Management Group, 2012-2016; Dean's back-up
- Title IX Work Group, 2011-2016; served as one of the primary people developing institutional protocols for responding to Title IX allegations as a result of the Dear Colleague Letter from the Office for Civil Rights; co-developed Code of Conduct language and authored system procedures
- Bloomington-Normal Campus Community Committee (BNCCC), 2011-2016; member of subcommittee to establish and promote adherence to community standards regarding alcohol use and related behavior
- Admissions Review Administrator/Committee, 2011-2016; served as reviewer of admissions applications for applicants suspended or dismissed from other institutions, as well as those with a criminal background
- Student Affairs IT Steering Committee, 2010-2016; served as member of committee charged with collaborating on divisional technology issues
- Critical Incident Response Team (CIRT), 2002-2016; served as member of on-call incident response team for student and campus emergencies (coordinated CIRT 2006-2007 and 2012-2016)
- Safe Zone (LGBT Advocacy), 2001-2016
- University Accreditation Steering Committee, 2013-2015; served on internal review team as a prelude to the accreditation process by the Higher Learning Commission of the North Central Association of Colleges and Schools
- Chair, Code of Student Conduct Review Committee, 2012-2015; led effort to re-vision and rewrite student conduct process through the joint lenses of social and restorative justice
- Chair, Search Committee, Senior Specialist, Fraternity and Sorority Life, Dean of Students Office, 2013
- Chair, DoS Cultural Competence Committee, 2009-2012; chaired committee designed to promote social justice within DoS programs and services through the development of the cultural competence of all DoS staff members
- Quality of Student Life Endowment Fund Allocations Committee, 2005-2012
- Chair, Search Committee, Coordinator of Community Rights & Responsibilities, Dean of Students Office, 2010
- Digital Citizenship Enforcement Committee, 2006-2010
- Chair, Search Committee, Dean of Students Business Manager, 2009
- Search Committee, Student Counseling Services Alcohol Intervention Specialist, 2009
- Division of Student Affairs Standing Committee on Alcohol and Other Drugs, 2004-2008
- Administrative/Professional Council, 2005-2007; served as an elected representative for all A/P staff members at Illinois State University as a part of the shared governance process
- Student Health Services (SHS) Comprehensive Program Review (CPR) Site Review Team, Spring 2006; served as Division of Student Affairs representative on a consulting team to interview Student Health Services staff, review the unit's Self Study Report, and issue a report evaluating SHS and offering programmatic recommendations; chaired by external consultants
- Appropriate Use Review Committee (for computer use policies), 1997-2006
- Dean of Students Leadership & Transition Teams, 2003-2005; served on three separate groups exploring, proposing, and implementing a Dean of Students model at Illinois State University
- Chair, Search Committee, Unit Coordinator Positions (3), Dean of Students Office, 2005
- University Health Education Coordinating Council (UHECC), 1998-2005

- Peace Studies Minor Advisory Committee, 1997-2004
- Passages (Orientation) Planning Committee and Sub-Committee on Education, 1999-2004
- Implementing Internal Improvement (I3), Division of Business and Finance, 2003-2004; served as one of 12 members of the University community invited to serve on a special volunteer group of "internal consultants," tasked to review internal University processes and recommend improvements
- Educating Illinois Implementation Committee, "Best Practices in Advisement," 2002-2003
- Co-Chair, UHECC Committee on Campus Safety and Violence Prevention, 1998-2003
- Chair, University Mediation Program Advisory Committee, 1996-2003
- Division of Student Affairs Newsletter Committee, 2001-2003
- Search Committee, Coordinator of Affirmative Action, 2002
- Chair, Code of Student Conduct Revision Task Force, 1999-2002
- Division of Student Affairs Graduate Student Recruitment Committee, 1999-2003
- Alcohol Policy Task Force, 2000-2002
- Presidential Commission for a Pluralistic University and Incident Task Force, 1996-2000
- Search Committee, Student Health Services Sexual Assault Survivor Services Coordinator, 1999
- Fiscal Agent, U.S. Department of Education FIPSE Grant for AOD and Violence Prevention, 1997-1999
- Neil R. Gamsky Award Selection Committee, 1996 and 1999
- Division of Student Affairs Sexual Assault Task Force, 1997
- Safety Awareness Week Planning Committee, 1997
- Student Affairs Red Dog Chili Supper Show, 1996-1997
- Substance Abuse and Violence Prevention Committee, 1996

At SUNY-Cortland:

- Chair and Community Liaison, Project AWARE Advisory Board, Town-Gown Relations Subcommittee (liaison to local community regarding substance abuse and education, off campus student conduct, and off campus housing conditions; project funded by U.S. Department of Education FIPSE Grant), 1993-1995
- Substance Education Program Development Team, 1993-1995
- New Justice Conflict Resolution Services, Inc., Cortland County Advisory Board, 1995
- Student Affairs Division-wide Assessment Committee, 1994-1995
- Chair, Assistant Director of Residential Services Search Committee, 1993

At Georgetown University:

- Alcohol Abuse Prevention Advisory Committee, 1991-1993
- Alcohol Awareness Week Planning Committee, 1991

FUNDED GRANTS

Novinska, Andy and Olshak, Richard T. "Evidence based Practices for Alcohol and Other Drug Prevention on College Campuses," funded by Illinois Health Education Consortium, Spring, 2004; Co-authored successful \$7,500 grant request to implement supplemental on-line and in-person assessment of student violators

Benenson, Wayne, Ph.D. and Olshak, Richard T. "Increasing the Peace: Training Peer Mediators," funded by Illinois State University as a part of the Consider the Children Campaign for 1999-2000; Co-authored successful grant request which secured \$1,000 for training local high school students in mediation

Flynn, Cyndra T., Olshak, Richard T., and Stofer, Lisa, MSW. "Illinois State University Alcohol/Other Drug Use and Violence Prevention Program," funded by the U.S. Department of Education Funds for the Improvement of Post-Secondary Education, grant period 1996-98; Co-authored grant request which secured approximately \$65,000 for Illinois State University to assist in the development of new programs and services (served as fiscal agent for the grant)

Olshak, Richard T. "Parent's Services Grant," Illinois State University, 1996; Authored successful grant request of \$1,700 to assist in the development and implementation of the University Mediation Program

Olshak, Richard T. "Auxiliary Services Corporation Grant," SUNY-Cortland, 1994; Authored successful grant request which secured \$2,500 to assist in the establishment of the Peer Mediation Program

PROFESSIONAL AFFILIATIONS AND INVOLVEMENT

ACPA – College Student Educators International

- Past Member, Commission XV (Judicial Affairs and Legal Issues), 1989-1990, 1997-1999
- Member, Commission XV Directorate Body, 1998-1999
- Member, Commission XV Awards Committee, 1990-1993

ASCA – Association for Student Conduct Administration (formerly Association for Student Judicial Affairs)

- Member, 1989 to present
- Student Conduct Board Training Materials Committee, 2013-2016
- Faculty Member, Donald D. Gehring Institute/Academy, 1998, 2000, 2001, 2002, 2003, 2004, 2006, 2007, 2008
- Presenter of 11 national pre-conference workshops, 10 national conference workshops, 1 post-conference workshop, 3 regional workshops, and 1 national audio conference
- Member, Coordinating Team, Donald D. Gehring Academy for Judicial Affairs Administrators, 2006-2007
- Listserv Owner and Moderator, ASJA Yahoo! Discussion Group, 2001-2008
- President, 2001-2002
- President-Elect, 2000-2001
- Writer/Judge, Graduate Student Case Study Competition, 1999-2000, 2005-2007
- Conference Roommate Coordinator, 1997-2000
- Conference Program Committee, 1998
- Co-Founder, On-Campus Conflict Resolution Committee, 1996-1997
- Greek Issues Task Force, 1996-1997
- Chair, Resolutions Committee, 1995-1997
- Awards Committee, 1993-1997

ATIXA – Association of Title IX Administrators Charter Member, Advisory Board, 2011 to present

- Member, Editorial Board, Journal of Campus Title IX Compliance and Best Practices, <https://atixa.org/>, 2015 to present

DCCPA – District of Columbia College Personnel Association

- Past Member, 1991-1993
- Secretary/Treasurer, 1992-1993

ICS – Institute for Collaborative Solutions (McLean County, IL)

- Member, Board of Directors, 1999-2000

McLean County (IL) Dispute Resolution Task Force

- Member, 1997-1998

NASPA – Student Affairs Professionals in Higher Education

- Past Member, 1997-2015 (intermittent)

New Justice Conflict Resolution Services, Inc. (Syracuse, NY)

- Member, Cortland County Advisory Board, 1995

- Volunteer Court/Community Mediator, 1993-1995

SUNY-JA – State University of New York Judicial Administrators

- Charter Member, 1995-1996

- President-Elect, 1995-1996

HONORS AND RECOGNITION

Illinois State University Division of Student Affairs STAR Award for Promotion of Diversity, 2011

Illinois State University Student Affairs STAR Award for Exemplary Teamwork, 2001

Illinois State University Red Tassel Chapter of Mortar Board Faculty Appreciation, 1999

Illinois State University Student Affairs STAR Award for Development of a New Program, 1997

Illinois State University Student Affairs STAR Award for Exemplary Teamwork, 1997

Illinois State University Team Excellence Award, 1996

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