

Philip D. Badaszewski, Ph.D.

EDUCATION

Doctor of Philosophy – College Student Affairs Administration

The University of Georgia ■ Athens, GA ■ May 2014

Dissertation: *Beyond the Binary: How College Men Construct Positive Masculinity*

Master of Arts – Higher Education and Student Affairs

The Ohio State University ■ Columbus, OH ■ June 2007

Bachelor of Science (*magna cum laude*) – Psychology

University at Buffalo, The State University of New York ■ Buffalo, NY ■ May 2005

PROFESSIONAL EXPERIENCE

Executive Director

January 2024 – Present

Residence Life & Housing – University of Delaware

- Serve as the senior housing officer, providing vision, planning, and direction for a residential system of 7200 beds within 18 traditional residence halls, five suite-style residence halls, and one apartment community
- Recruit, hire, train, and evaluate, a team of more than 30 professional staff and 225 student staff.
- Lead department through staff reorganization and budget mitigation to streamline services and better support residents
- Critically evaluate all departmental procedures and policies and bring numerous small- and large-scale projects to current standards including operations manuals, onboarding, training, programming, file organization, etc.
- Align departmental goals, priorities, and assessment activities with new Divisional strategic plan to both guide and inform operations, policy development, and educational opportunities in the halls
- Assume leadership role for residence hall and residential campus master planning and renovation/new construction.
- Direct the development and implementation of crisis management protocols and procedures.
- Coordinate departmental critical incident response to high-level crisis situations such as student death, major health and safety issues, or contagious illness concerns.
- Serve as a senior leader in Student Life working toward the attainment of Division goals and strategic initiatives.

Assistant Dean of Residence Life

April 2019 – January 2024

Residence Life Office – SUNY Buffalo State University

- Served as the senior housing officer, providing vision, planning, and direction for a residential system of 2800 beds within nine residence halls and two apartment communities
- Recruited, hired, trained, and evaluated, a team of one associate director, three assistant directors, two administrative assistants, five complex directors, five assistant complex directors, and more than 75 student staff members
- Created departmental vision, values, and updated mission to align with University and Division of Student Affairs
- Managed housing selection processes and occupancy for 2800 bed campus through The Housing Director (THD)
- Provided creative solutions to address more than 40 percent reduction in residence hall occupancy and subsequent ~\$10 million budget loss
- Reduced staffing costs by 30 percent and programming/operating costs by 33 percent since 2017
- Served as a Title IX investigator and participate in the University Title IX committee
- Collaborated with Facilities to lead daily maintenance and custodial needs and guide renovation/construction projects
- Onboarded and integrated eRezLife software into Residence Life to provide for improved data management, assessment, and student support/safety
- Aligned residential engagement model to align with University retention plan and to collaborate with campus partners
- Revised all internal policy and procedure documents to align with good practice
- Liaised with campus partners in academic affairs, student affairs, and finance and management
- Oversaw changes to department processes including recruitment, hiring, training, onboarding, and offboarding
- Created new procedural documents, including staff manuals, on-call and weekly reports, and staff expectations
- Provided high-level crisis response and consultation for all residential students and facilities concerns

Director of Student Success Initiatives

September 2018 – April 2019

Student Affairs and Enrollment Management – Florida Atlantic University

- Oversaw campus-level student success initiatives including residential student scholars, residential career coaches, faculty associates, academic fellows, advisor-in-residence, and Get Wise @ GPT and Parliament, residential tutoring and academic resource centers

- Stewarded residential learning communities from academic affairs to student affairs, including maintaining current and adding new communities, creating new structure and expectations, and expanding participation
- Implemented academic early alert strategies (attendance, midterm grades) for residential and commuter students in conjunction with University Advising Services via the Starfish Retention Solutions system
- Developed and implemented a comprehensive residential course/exam review program offering sessions five-days per week based on midterm and historical data related to difficult first-year courses
- Supervised one assistant director and one administrative associate and provided indirect supervision for 25 residential student scholars
- Utilized data analytics to increase overall success of student success initiatives, and to improve recruitment, admission, retention, graduation, and job placement
- Collaborated with New Student Services to revise How2FAU a multi-day extended orientation program that provides proactive academic, financial, co-curricular assistance for first-time in college students

Director of Residential Education

December 2017 – September 2018

Student Affairs and Enrollment Management – Florida Atlantic University

- Serve as the senior housing officer, providing vision, planning, and direction for a two-campus residential system of 4500 beds within eight residence halls and two apartment communities
- Engaged in all areas of Housing and Residential Education including occupancy management, desk operations, facilities management, and budget and capital planning
- Served as a voting member of the housing expansion planning team, including reviewing all public-private partnership proposals, designs, pro formas, and working with the selected partner on design, construction, FF&E, and operations for a \$170 million two-campus 1600 bed expansion project slated to begin May 2019
- Integrated multiple components of StarRez into residential education, including mobile device integration, online room condition reports, online health and safety inspections, and swipe check-in as well as expanding mobile device use into the resident assistant role
- Recruited and hired a team of one associate director, four assistant directors, five residential education coordinators, eight assistant residential education coordinators, and more than 90 resident assistants
- Redesigned outcomes, implementation strategies, lesson plans, and assessment for the residential curriculum
- Updated Housing and Residential Education Community Guide and partnered with Student Conduct and Conflict Resolution to revise Student Code of Conduct to align with regulations and sanctioning guidelines
- Served on the Student Care and Concern team and the Student Intervention Team, which provide consultation, resources, and intervention for students with ongoing behavioral/health concerns
- Liaised with partners in the Division of Student Affairs and Enrollment Management and Department of Undergraduate Studies to integrate the residential curriculum throughout the campus
- Coordinated a two-campus, multi-day move-in and opening process for summer and fall semesters
- Managed an operations and programming budget of more than \$2.5 million
- Oversaw changes to department processes including recruitment, hiring, training, onboarding, and offboarding
- Created new procedural documents, including staff manuals, on-call and weekly reports, and staff expectations
- Provided high-level crisis response and consultation for all residential students and facilities concerns

Assistant Director of Academic Initiatives

August 2014 – December 2017

Residence Life – The University of Pittsburgh

- Trained, supervised, and evaluated one masters-level area coordinator and indirectly supervised three masters-level, live-on resident directors in area housing 1700 undergraduate students and 50 resident advisors
- Assisted the associate dean and director in overall direction and supervision of a program serving 6,500 students, 12 buildings, and more than 170 full-time, graduate, and undergraduate employees
- Oversaw 24 academic and special-interest living-learning communities (LLCs), including development of an LLC manual, an LLC agreement between Residence Life and University partners, an LLC programming syllabus for each community, and LLC welcome event for all 1700 LLC students
- Facilitated the LLC recruitment and selection process, in conjunction with Housing, including marketing, outreach, and application processes for prospective and returning students
- Designed instrument, and collected and analyzed data from the yearly Quality of Life survey, used to investigate learning and satisfaction of residence hall students, and semi-annual Skyfactor Resident Assessment
- Coordinated departmental diversity professional and student training and student programming including a new Maymester study abroad trip and an experiential diversity program, Boxes and Walls
- Partnered with Asian Studies Center, Cross Cultural and Leadership Development, Office of Admissions and Financial Aid, and Alumni Association to create and implement the Pitt to You program which sends student ambassadors and staff to China to welcome and orient incoming Chinese international students and families

- Redesigned and managed Panther Reach Mentor program which pairs at-risk first-year students with a faculty/staff mentor
- Provided high-level crisis response and consultation for all on- and off-campus Pitt students

Doctoral Intern – Administrative Services and Communications

May 2012 – July 2014

University Housing – The University of Georgia

- Led a committee comprised of director and associate/assistant director staff charged with reviewing the residence hall, university apartments, and summer conferences contracts and liaised with Legal Affairs for contract approval
- Participated in the planning group for the departmental rate proposal process including analyzing data and market trends, proposing changes to student rent, preparing the narrative portion of the rate proposal, and attending student presentations
- Attended departmental financial meetings to review expenditures and assist with the budget preparation process for an operating budget of \$42 million
- Collaborated to organize the annual student Housing Fair, bringing together University Housing and more than 25 local property management companies to provide housing information to all returning students
- Assisted with University Housing marketing initiatives including developing and initiating a process to formally review and maintain departmental policies and procedures manual and reviewing and editing content on the departmental website

Doctoral Intern – Staff Development

July 2011 – May 2012

University Housing – The University of Georgia

- Administered the University Housing adult education (AE) program including promotion, advertising, instructor recruitment and hiring, course documentation, and creation of a monthly newsletter
- Coordinated and assessed AE core courses – English as a second language, computer skill development, and General Equivalency Degree (GED) preparation (instructor)

Residence Hall Director

June 2007 – July 2011

Residence Life – The Ohio State University

TEACHING EXPERIENCE

University of Delaware

- **First-Year Success: UNIV 101** ■ 1 credit hour, Adjunct Faculty, FA 2024

SUNY Buffalo State College

- **Gender, Intersectionality, & Higher Education: HEA 591** ■ 3 credit hours, Adjunct Faculty, SP 2020, FA 2022
- **Student Development Theory: HEA 617** ■ 3 credit hours, Adjunct Faculty, Fall 2020

University of Pittsburgh

- **Higher Education Administration: ADMPS 2131** ■ 3 credit hours, Adjunct Faculty, Spring 2017
- **Student Services Management: ADMPS 2120** ■ 3 credit hours, Adjunct Faculty, Fall 2015

University of Georgia

- **Doctoral Writing Seminar: ECHD 9970** ■ 3 credit hours, Co-instructor, Summer 2014
- **Issues in SA – College Men's Development: ECHD 7460** ■ 3 credit hours, Instructor, Spring 2014
- **Campus Ecology: ECHD 7430** ■ 3 credit hours, Co-instructor, Fall 2013
- **College Student Affairs Interventions: ECHD 7410** ■ 3 credit hours, Co-instructor, Fall 2012

The Ohio State University

- **Leadership and InterGroup Dialogue – Gender: EDPL 270.04** ■ 3 credit hours, Winter 2011
- **Student Career Development & Leadership Training: EDPL 270.04** ■ 3 credit hours, Fall 2009
- **Resident Manager Workshop: EDPL 693** ■ 3 credit hours, Winter & Spring 2009, 2010
- **Resident Advisor Class: EDPL 270.04** ■ 3 credit hours, Spring 2006, 2008, 2009, 2011

SELECTED COMMITTEE INVOLVEMENT

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| ▪ Student Behavior Consultation Team | 2024-Present |
| ▪ Title IX Assessment & Status Committee | 2024-Present |
| ▪ Institutional Planning Advisory Committee | 2021-2023 |
| ▪ Capital Development Board – Housing & Dining Subcommittee | 2020-2024 |

▪ Campus Safety and Community Policing Committee	2019-2024
▪ Capital Planning Committee	2019-2024
▪ College Senate Standards for Students Standing Committee	2019-2024
▪ Vice President Enrollment Management Search Committee	2021-2022
▪ CARES Act Grant Committee	2020-2021
▪ Student Affairs Academic Initiatives – Chair	2017 – 2019
▪ Student Affairs Assessment Committee – Chair	2015 – 2017
▪ Residence Life Diversity Committee – Chair	2015 – 2017

SELECTED CONFERENCE PRESENTATIONS

- Gordon, S., **Badaszewski, P. D.** (2023, June). *Publish research with JCUSH* [Conference session]. Association of College and University Housing Officers - International Campus Home Live Conference, Portland, OR.
- Badaszewski, P.D., & Bromfield, T.L. (2023, June). *Under-occupied, overcome challenges* [Conference session]. Association of College and University Housing Officers - International Campus Home Live Conference, Portland, OR.
- Hicks Kovalinka, A., & **Badaszewski, P.** (2022, June). *Rise up*. Session presented at the Association of College and University Housing Officers – International Annual Conference and Exposition.
- Hicks Kovalinka, A., **Badaszewski, P.**, & Hardy, T. (2020, June). *Rise up*. Session presented at the Association of College and University Housing Officers – International Annual Conference and Exposition.
- Anderson, S., & **Badaszewski, P.** (2018, March). *Impacting and improving student retention*. Session presented at the Association of College and University Housing Officers – International Annual Conference and Exposition.
- Badaszewski, P. (2017, October). *Sunny with occasional clouds: Building successful relationships with academic partners* [Invited presentation]. Session presented at the Association of College and University Housing Officers – International Academic Initiatives Conference.
- Badaszewski, P., & Gorski, G. (2017, October). *It's more than just LLCs: Creating successful academic initiatives*. Session presented at the Association of College and University Housing Officers – International Academic Initiatives Conference.
- Badaszewski, P. (2017, June). *Educate yourself to empower others: Diversity training re-imaged*. Session presented at the Association of College and University Housing Officers – International Annual Conference and Exposition.
- Badaszewski, P. (2017, March). *Creating your SA "Phil"osophy*. Session presented at the American College Personnel Association Next Gen Conference.
- Badaszewski, P., & Dunn, M. (2017, March). *Dr. mid-manager: Incorporating your doctorate into your practice*. Session presented at the American College Personnel Association Annual Conference.
- McGowan, B., **Badaszewski, P.**, Barker, M., Blockett, R., Bryant, A., & Hennessy, K. (2017, March). *(Re)imaging theory-to-practice in residential education* [Invited panelist]. Session presented at the American College Personnel Association Annual Conference.
- Badaszewski, P. (2015, October). *Wait, you're saying there's a plan? Creating structure and support for LLCs*. Session presented at the Association of College and University Housing Officers – International Living Learning Programs Conference.
- Hill, R. J., **Badaszewski, P.**, Manuel, E. M. (2015, April). *Same generation, new challenges: Transforming advising for new professionals* [Webinar]. Washington, DC: National Association of Student Personnel Administrators.

SCHOLARLY PUBLICATIONS

- Dunn, M. S., & **Badaszewski, P. D.** (2016). Men and women students. In M. J. Cuyjet, M. F. Howard-Hamilton, D. L. Cooper, & C. Linder (Eds.) *Multiculturalism on campus: Theory, models, and practices for understanding diversity and creating inclusion* (2nd ed.) (pp. 256-277). Sterling, VA: Stylus Publishing.
- Dunn, M., Glassmann, D., Garrett, J.M., **Badaszewski, P.**, Jones, G., Pierre, D., ...Correll-Hughes, L. (2015) Faith and sexual orientation identity development in gay college men. *Journal of Student Affairs Research and Practice*, 52(4), 374-386, DOI: 10.1080/19496591.2015.1050033

ADDITIONAL ACTIVITIES, HONORS & AFFILIATIONS

- **Editor**, *Journal of College and University Student Housing* ■ January 2024 – Present
- **Faculty** ■ ACUHO-I National Housing Training Institute ■ 2024
- **Associate Editor**, *Journal of College and University Student Housing* ■ May 2020 – December 2023
- **Faculty** ■ ACUHO-I Mid-Level Leadership Institute ■ 2022

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- **Faculty** ■ NEACUHO/MACUHO Regional Entry Level Institute ■ 2022
 - **Co-Chair Equity, Diversity, & Inclusion** ■ NEACUHO Board
 - **Co-Chair Special Events & Local Arrangements Committee** ■ 2020 NEACUHO Conference
 - **ACUHO-I Senior Housing Officers Institute** ■ February 2020
 - **STARS College Participant Selection Committee** ■ 2019-2020
 - **Student Affairs Outstanding Performer** ■ University of Pittsburgh ■ 2016
 - **Reviewer**, *Journal of College and University Student Housing* ■ October 2014 – 2020
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