

Kate Baier

Education

Doctor of Education, St. John's University, New York, January 2014

Administrative and Instructional Leadership

Dissertation: *The Experience of Faculty Participants in Residence Hall Based Faculty Programs*

Master of Science in Education, University of Nebraska at Kearney, May 1997

Counseling, Student Affairs emphasis

Bachelor of Arts, University of Wisconsin - La Crosse, May 1995

Major: English; Minor: Psychology

Professional Experience

New York University, New York City

Executive Director of Residential Life, 2019 – present; **Senior Director of Residential Life**, 2009 - 2019

Office of Residential Life and Housing Services

- Lead large residence life department in a selective, urban, private university of approximately 25,800 undergraduate students
- Direct residential life programs and services for 11,500+ undergraduate and graduate students in university-owned and leased properties with oversight of professional and student staff recruitment, selection and development, leadership programs and hall governance, crisis management and wellness intervention, residence hall policy adjudication, and living learning programs
- Provide leadership for department staff including: 110+ professional staff (including union and exempt), 260+ Resident Assistants, 30+ Faculty Fellows-in-Residence, and 30+ Faculty Affiliates
- Allocate, monitor and approve expenses for department budget, including \$26 million in direct oversight
- Oversee department strategic planning and assessment initiatives and partner with key University stakeholders, including Campus Safety, Facilities & Construction Management, University Life units and various academic units to achieve department goals and meet University priorities
- Represent department interests in design and construction phases of residence hall renovation projects and faculty apartment renovations
- Participated in oversight of merge and re-organization of two independent administrative units (Housing and Residential Education) resulting in enhanced workforce efficiency, significant savings for the University, and reduced bureaucracy for students
- Provide counsel to Vice-President for Student Engagement/Dean of Students; serve as member of senior staff of the Division of University Life

Director of Residential Education, Department of Residential Education, 2006 - 2009

- Managed residential education program for residents and staff including: 50 professional staff, 300 Resident Assistants, 50 Peer Educators-in-Residence, 67 Faculty Fellows-in-Residence and Affiliates
- Allocated, with department leadership team, \$13.5 million budget and directed planning for services including development of strategic vision for management and growth of programs and operations
- Implemented short- and long-term goals for student development, programming, crisis intervention, staffing, operational budgets, and general management initiatives
- Collaborated with the Provost staff, school deans, university housing office staff, and faculty to create an environment in the residence halls that supports the academic mission of the institution
- Coordinated department assessment initiatives including external panel review, workplace climate study, comprehensive student quality of life survey, and generation of related reports

Director of Academic Development, Department of Residential Education, 2003 - 2006

- Actualized university goal of enhancing residential experience by implementing comprehensive network of faculty-facilitated living learning communities
- Supervised mid-level staff members responsible for undergraduate and graduate student staff recruitment, selection, and training; advisement of residential student government; leadership development programs; and, living learning communities
- Provided supervision of Faculty Fellows-in-Residence, including recruitment, training, budget management, and program assistance
- Collaborated with student affairs officers to manage division-wide peer education program

Stony Brook University, Stony Brook, New York

Assistant Director for College Housing, Division of Campus Residences, 2001 - 2003

- Managed daily operations of a 1,200-student housing complex, including budget accountability, occupancy transactions, supervision of area staff, conduct adjudication, and facilities maintenance
- Coordinated the efforts of departmental committee charged with enhancing residential student learning for a population of approximately 9,000 diverse students

Ball State University, Muncie, Indiana

Complex Director, Housing and Residence Life, 2000 - 2001

Residence Hall Director, Housing and Residence Life, 1997 - 2000

University Involvement

New York University

- Athletic Director search committee chair, 2023 - 2024
- Global IDBEA (Inclusion, Diversity, Belonging and Access) advisory board, 2023 - 2024
- Sense of Belonging working group, 2023 - 2025
- NYU Student Affairs Conference committee, 2018 – present
- Standing Committee on Student Success, 2018 - present; Sub-Committee on the Second Year and Students in Transition, chair (2020 - present)
- Incident Management Team, 2017 - present
- Student Affairs First Year Experience working group, 2018 - 2019
- Sexual Misconduct Hearing Officer and Appeals Panel, 2017 - present
- WISA (Women in Student Affairs) chair, 2017 - 2020
- Emergency Management Advisor Council, 2017 - present
- Internationalizing Washington Square committee, 2013 - 2019
- Global Housing working group, 2013 - 2015
- Global Network University: Staff Development sub-committee, 2013 - 2014
- Student Affairs Professional Development committee, 2012 - present; chair, 2021 - 2025
- Global Network University: Transition, Acclimation, and Return sub-committee, 2011 - 2013
- Director of LGBT Students Services selection committee, 2008
- Student Affairs Division Assessment Committee, 2007 - 2009
- Paths to Peace (Middle East co-existence project) coordinator, 2006 - 2008, 2009 - 2010
- Student Affairs Peer Education Committee, 2003 - 2006

Stony Brook University

- Division Training Committee, 2001 - 2003
- Student Affairs Staff Development Conference (chair), 2002 – 2003

Professional Association Involvement

Association of College and University Housing Officers-International (ACUHO-I)

- Leadership Academy co-chair, 2023 - 2025
- James C. Grimm National Housing Training Institute (NHTI) coordinating committee, 2017 – 2024; chair, 2020 – 2024
- James C. Grimm National Housing Training Institute (NHTI) faculty, 2018
- Executive Board (Residence Education Director), 2015 - 2017
- Executive Director Transition Committee, 2014 - 2015
- vRoundtable (monthly webinar) host, 2012 - 2015
- Nominating/Nominations Committee, 2013 - 2014, 2024 - 2025
- Membership Committee, 2011 - 2013
- Executive Board (GLBT Issues Representative), 2004 - 2008
- Governance Task Force (executive board transition group), 2006 - 2007

Northeast Association of College and University Housing Officers (NEACUHO)

- Annual Conference Committee (chair), 2002 - 2003, 2005 - 2006
- Eastern District Coordinator, 2004 - 2006
- Media and Publications Committee (chair), 2003 - 2004

Great Lakes Association of College and University Housing Officers (GLACUHO)

- New Professional Drive-In Conference (coordinator), 2001

ACUI Women's Leadership Institute, participant (2016)

Selected Presentations

- *Understanding and Leading Organizational Change* (ACUHO-I Virtual Summit, 2020)
- *Should I Stay or Should I Go* (NYU Student Affairs Conference, 2018; ACUHO-I Annual Conference, 2018)
- *Making Connections: The FFIR program at NYU* (ACUHO-I Living Learning Programs Conference, 2016)
- *Breathe* (NYU Student Affairs Conference keynote session, 2017; ACUHO-I Annual Conference, 2016)
- *Identifying Effective Practices for Student/Faculty Engagement in Residence Halls* (ACUHO-I Annual Conference, 2016; ACUHO-I Living Learning Programs Conference, 2016)
- *Faculty Voices in Our Residence Halls: How Participation Benefits Faculty* (ACUHO-I Annual Conference, 2015; NEACUHO Annual Conference, 2016; ACUHO-I Living Learning Programs Conference, 2016)
- *Supporting Global/Local Communities: Trends and Best Practices for Internationalizing Our Campuses* (ACUHO-I Annual Conference, 2014)
- *Committing to MCOB: One Department Working to Institutionalize the Practice of Social Justice and Inclusion* (ACUHO-I Annual Conference, 2012; NYU Student Affairs Conference, 2012)
- *Mission Possible: Building a Residential College Program* (ACUHO-I Living Learning Programs Conference, 2007)
- *Assessment in Residential Education: Gateway to Skill Development and Knowledge Generation* (ACUHO-I Annual Conference, 2007)
- *Beyond the Student: Using Living Learning Programs as Faculty Development* (ACUHO-I Living Learning Programs Conference, 2006)
- *From Bowling Alone to Learning Together* (ACUHO-I Living Learning Programs Conference, 2006)
- *Students Advancing Student Affairs, Students Advancing Learning* (ACPA Convention, 2005)
- *Building Community in an Urban Setting: Can Learning Communities Help?* (ACPA Convention, 2005)
- *Efficacy of Two Approaches Toward One Purpose of Student Success* (ACPA Convention, 2003)
- *Strategies for Success: Collaboration, Integration and Inclusion for Practice and Scholarship* (ACUHO-I Annual Conference, 2002; ACPA Convention, 2002; SUNY Faculty Senate Symposium, 2002)

Related Experience

External Reviews

- **Tulane University**, March 2026
- **George Washington University**, Campus Living and Residential Education, through the Program Review Collaborative, April 2025
- **Pratt Institute, Residential Life and Housing**, February 2025
- **New York University**, Center for Student Life, October 2018
- **University of Massachusetts Lowell**, Office of Residence Life, July 2018
- **Manhattan College**, Office of Residence Life, April 2018
- **George Washington University**, GW Housing and Residential Engagement Team, July 2017
- **NYU London**, Residential Life, April 2017
- **Mount Holyoke College**, Residential Life, January 2015

Adjunct Professor of Higher Education, 2018

New York University, Steinhardt School of Culture, Education, and Human Development, Department of Administration, Leadership, and Technology

- *Internship in Higher Education* (HPSE-GE 2141)

Adjunct Lecturer, 2017 - 2020

Stony Brook University, School of Professional Development, Higher Education Administration

- *Foundations of Higher Education* (HEA 501)
- *Student Affairs Administration* (HEA 523)

Instructor, 2001 - 2003

Stony Brook University

- *HIV in the College Context* (LHD 305/307 and LHD 306/308)
- *Peer Education for Student Success* (LRN 375/377)

Awards and Recognition

Individual Awards

ACPA Commission for Housing and Residence Life Outstanding Experienced Professional Award, 2017
 NEACUHO Women's Issues Outstanding Achievement award, 2016
 NYU Distinguished Administrator Award, 2014
 Stony Brook University Divisional Distinguished Service Award, 2003
 National Residence Hall Honorary Advisor of the Month, 1999

Department Awards

NASPA Excellence Award (gold) – *Incident Response Team*, 2023
 ACUHO-I Institutional Presidential Service Award, 2019
 ACPA Collaborative Excellence Award – *Faculty Fellows-in-Residence*, 2018
 NASPA Excellence Award (bronze) – *Catching FYRE*, 2017
 NASPA Excellence Award (silver) – *Writers in Residence*, 2013
 NASPA Excellence Award (bronze) – *Project Pay Attention*, 2013
 NASPA Excellence Award (silver) – *Stop It: A Comprehensive Anti-Bullying Campaign*, 2012
 NASPA Excellence Award (bronze) – *R.I.S.E: Residential International Student Experience*, 2012
 NASPA Excellence Award (bronze) – *Webinars*, 2009
 NASPA Excellence Award (gold) – *Informed Choices*, 2008
 NASPA Excellence Award (silver) – *Explorations Program*, 2006