

# STEPHEN FLEMING, Ed.D

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## EDUCATION

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**December 2019**    **Doctor of Education, Higher Education**  
Temple University, Philadelphia, Pennsylvania  
Dissertation: The Effect of Out-of-Classroom Experiences on Critical Thinking Disposition Among College Students  
Committee: James Earl Davis (Chair), Joseph Ducette, Jodi Levine Laufgraben, Shanta Hattikudur

**May 2013**  
**Master of Arts, Counseling in Educational Settings-Higher Education**  
Rowan University, Glassboro, New Jersey  
*Graduated Summa Cum Laude, Chi Sigma Iota Honor Society*  
Action Research: The Importance of Orientation for Transfer Students Who Are Prospective Education Majors

**May 2011**  
**Bachelor of Arts, Education- Specialization Elementary Education, May 2011**  
**Bachelor of Arts, Mathematics, May 2011**  
Rowan University, Glassboro, New Jersey

## CLINICAL AND PROFESSIONAL EXPERIENCE

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**2016-Present**    **Assistant Dean, College of Humanities & Social Sciences (CHSS), Rowan University**

- Directly oversee the CHSS Center for Professional Success and supervise 1 full-time Assistant Director and 4 undergraduate interns who serve the center.
- Serve as a liaison to the University Advising Center, Academic Success Center, Dean of Students/Student Life, and other relevant offices and committees related to student issues.
- Collaborate with department chairpersons and faculty on student-related issues and College and campus processes.
- Oversee the CHSS academic Dismissal Appeals Committee and process decisions for dismissal appeals.
- Plan and coordinate student events such as Commencement, Seniors of Distinction ceremony, CHSS Match events, and Homecoming.
- Recruit and train and advise the CHSS Student Advisory Council and the CHSS Representatives (REPS)
- Coordinate faculty processes including annual reporting, orientation staffing, and adjunct faculty training.
- Partner with the CHSS Media Specialist and Public Relations Coordinator to publish an annual report, and coordinate the CHSS website and social media platforms.

**2015 - 2016**    **Professional Residential Learning Coordinator, Rowan University**

- Directly supervised, evaluated and trained 3 Graduate Resident Directors and oversaw their supervision of 33 Resident Assistants in an area of approximately 1,500 residential students.

- Partnered with students to resolve issues pertaining to move-in, room changes, conduct cases, and damage billing.
- Established and maintained professional communication with parents in the event of medical transports, student arrests or other instances where parents must be notified.
- Collaborated with faculty and staff to oversee three living learning communities and two themed communities.
- Communicated regularly with partner offices such as the Academic Success Center, the Wellness Center, Dean of Students office, the Office of Equity and Inclusion, and other offices in an effort to retain students.

2013 - 2015

**Professional Residence Hall Coordinator**, *University of Delaware*

- Directly supervised, developed, and evaluated 11 Resident Assistants to the end goal of engaging 375 first-year residents based on individual talents and interests.
- Coordinated large-scale events such as Campus Day of Service and Decision Days.
- Partnered with students and parents to address requests and issues pertaining to student health, comfort, and satisfaction.
- Served as a member of the first-year team charged with designing and implementing a cohesive educational first year residential experience based off empirical research and evidence-based best practices.
- Advanced the leadership abilities of 9 peer-elected officers to create complex wide projects, engaging programs, and philanthropic initiatives as the Advisor of Dickinson Complex Community Council.
- Utilized online video sites, social media platforms, and electronic newsletters to communicate with residents monthly.
- Partnered with faculty to conduct in-hall programs and workshops.
- Supported student-initiated programmatic efforts throughout students' planning processes and allocated funds from complex budget totaling \$2,000.

**Additional Accomplishments:** Designed two departmental assessment tools to assess off-campus students and the experience of Resident Assistants. Contributed to the development and implementation of the first-year area program plan and departmental strategic plan.

**COURSE and WORKSHOP INSTRUCTION**

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2016 - 2017	<b>INTR 01107: Rowan 101 College Success</b> , <i>Rowan University</i>
2014 - 2015	<b>ABCs of LGBT Training</b> , <i>University of Delaware, Office of Equity and Inclusion</i>
2014 - 2015	<b>Decision Making Seminars</b> , <i>University of Delaware, Office of Student Conduct</i>
2014 - 2015	<b>Community Living Workshops</b> , <i>University of Delaware, Office of Student Conduct</i>
2014 - 2015	<b>Allies Training</b> , <i>University of Delaware, Office of Equity and Inclusion</i>
Fall 2014	<b>UNIV 320: Contemporary Issues for Resident Assistants</b> <i>University of Delaware, Office of Residence Life &amp; Housing</i>
2012 - Present	<b>Aikido (Martial Art)Class</b> , <i>Rowan University, REC Center</i>

## GRANTS

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It's All About ME (Meaningful Employment) grant, "Making meaning through the CHSS match internship program", \$2,175, FY 2016-2017.

## PEER-REVIEWED PUBLICATIONS

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**Fleming, S. & Bozzo, J.** (2015). Transforming a wish into reality: A call to action for cultivating professional relationships. *The 8<sup>th</sup> Vector*. March 2015.

Kimmel, D., **Fleming, S.**, Kronberger, J., & Groh, T. (2015). *The Residential Experience Working Group*. [White paper]. Office of Residence Life & Housing.

Fleming, S. (2012). RA training goes conference style. *The MACUHO Magazine*. December 2012. 36-38.

Fleming, S. (2012). So how does that make you feel? Linking counseling techniques with residential supervision. *The MACUHO Magazine*. August 2012. p.4.

## PRESENTATIONS

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- July 2019** "Conflict Resolution Strategies" | Rowan University Student Affairs Professional Development Series | Glassboro, NJ  
*Co-Presented with Trowsdale, J.*
- November 2018** "Utilizing Student Development Theory as a Tool to Navigate Student Issues" | Council of Colleges of Arts & Sciences Annual Meeting | Chicago, IL
- November 2018** "Deans, Community Partnerships and Experiential Learning: Practices, Successes, and Learning Curves" | Council of Colleges of Arts & Sciences Annual Meeting | Chicago, IL  
*Co-Presented with Ferme, V., Hall, B., and Thuswaldner, G.*
- November 2017** "Strategies to Intentionally Engage Students in College-Level Initiatives" | Council of Colleges of Arts & Sciences Annual Meeting | Denver, CO  
*Co-Presented with Hall, B. and Hanks, N.*
- October 2017** "Relevance and Application of Student Development Theory for Faculty-Student Engagement" | Keynote-Rowan Teaching Connection Professional Development Conference | Glassboro, NJ
- March 2015** "Today's Students, Tomorrow's Colleagues: Mentorship and Exploration in Student Affairs" | ACPA Convention | Tampa, FL  
*Co-Presented with Harrington, C. and Holloway, R*
- August 2013** "RA Training Goes Conference Style!" | NJCORE Conference | Glassboro, NJ
- August 2012** "So How Does that Make You Feel? 10 Tips for Linking Counseling Techniques with Residential Supervision" | NJCORE Conference | Newark, NJ  
*Co-Presented with Orr, H.*

## COMMITTEES, PROJECTS, AND LEADERSHIP

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- 2017 - Present** **Academic Integrity Hearing Board;** *Rowan University;* serve as a member of the board that adjudicates and sanctions academic integrity violation hearings.
- 2016 - Present** **Registrar Academic Board;** *Rowan University;* advise the University Registrar on policies and procedures.
- 2015 - 2017** **Scholarship Appeals Committee;** *Rowan University;* coordinate and process student appeals for scholarship alongside a team of four colleagues.

- 2015 **Departmental Assessment Committee; Co-Chair, Rowan University;**  
Fulfill the goals of a departmental assessment plan through instrument design, item analysis, marketing strategies and incentivizing.
- 2014 - 2015 **Mentoring and Exploration in Student Affairs (MESA) Committee; Chair;**  
*University of Delaware;* coordinate of a team of 4 professionals to plan informational sessions and intentional mentor pairings for undergraduate staff members who are interested in pursuing a career in student affairs.
- 2014 - 2015 **Residential Experience Strategic Plan Working Group;** *University of Delaware;* collaborate with a team of 4 to research the value of the on-campus experience on an institutional and national level.
- 2014 - 2015 **Environmental Sustainability Committee;** *University of Delaware;* coordinate the departmental environmental sustainability efforts which include marking sustainable practices, implementing and evaluating in-hall programming, and contributing to a green module series for complex Green Team student groups.
- 2013 - 2015 **RA Training Committee;** *University of Delaware*
- 2013 - 2015 **RA Selection Committee;** *University of Delaware*
- 2013 - 2014 **Assessment Committee;** *University of Delaware;* manage departmental assessment projects, coordinate professional staff assessment trainings, and design an assessment report that highlights 3 years of data on student leadership.

## **ORGANIZATIONAL LEADERSHIP and VOLUNTEER INVOLVEMENT**

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- 2016 - 2018 Harley Flack Mentoring Program, *Professional Mentor*
- 2016-Present Council for Colleges of Arts and Sciences (CCAS); *Member*
- 2014 - Present American College Personnel Association (ACPA); *Member*
- 2014 - 2018 ACPA Coalition Coordinator, *Coalition for Graduate Students and New Professionals*
- 2014 - 2015 Mid-Atlantic Placement Conference Volunteer, *MACUHO*
- 2012 - 2013 Chi Sigma Iota Honor Society of Rowan University, *President*
- 2012 - 2013 Dean of the College of Education Search Committee Member, *Rowan University College of Education*

## **HONORS AND AWARDS**

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- 2019 **Student Centeredness Award,** *Rowan University Values Awards*
- 2019 **Higher Education Supervisor of the Year,** *Chi Sigma Iota Counseling Honor Society*
- 2017 **Sonia Sotomayor Award for Outstanding Service,** *Harley Flack Mentoring Program*
- 2016 **Distinguished Alumni Award,** *Chi Sigma Iota Counseling Honor Society*
- 2016 **Case Study Competition Winner,** *ACPA Coalition for Graduate Students and New Professionals Case Study Competition*