

## **ANDREW T. HANSON, Ph.D.**

### **CAREER SUMMARY**

Over twenty-three years of progressive experience in Student Affairs and Enrollment Management including admission and financial aid counseling, enrollment management, career assessment, recruiting, marketing, market analysis, academic advising, enrollment and student programming, new student orientation, coordinating veterans' services, staff supervision, budgeting, student discipline/adjudication, strategic planning, and supervising key student and enrollment services units.

### **EMPLOYMENT HISTORY**

#### **Vice President for Student Affairs (August 2012 - present)**

Lewis-Clark State College <<http://www.lcsc.edu>>, Lewiston, Idaho

I am the chief student affairs officer, the chief enrollment officer, and the institutional compliance officer. As such, I serve as the primary supervisor to the directors in the student counseling center (counseling, student health, and disability services), international programs/Intensive Institute for English, new student recruitment, First-Year Experience, financial aid, admission/registrar, career and advising services, TRIO academic support (Student Support Services), TRIO Educational Talent Search, student activities (including clubs, intramurals, student media, and student government), Native American/minority student services, and Residence Life. I have also supervised a federally funded College Assistance Migrant Program (CAMP) and a Center for New Directions (Perkins funded counseling services, campus testing center, and displaced homemaker programs). I am responsible for oversight of student services on the college's main campus as well as its outreach centers. I am a direct report to the President and serve as a member of the President's Cabinet as well as the President's Council. I routinely work with staff at the Idaho State Board of Education on special projects and compliance issues.

#### Accomplishments:

- Created and implemented the college's First-Year Experience program.
- Directed the implementation of Student Planning (advising and registration software) and Recruiter (CRM software).
- Led the development of the college's Title IX policies and procedures.
- Developed and, in collaboration with Academic Affairs, implemented a centralized advising system for new freshmen including mandatory academic and career planning.
- Developed the college's official compliance calendar.

**ANDREW T. HANSON, Ph.D.**

**Dean of Student Services** (July 2005 – August 2012)

Lewis-Clark State College <<http://www.lcsc.edu>>, Lewiston, Idaho

I was chief student affairs officer and served as the primary supervisor to the directors the college's student services units. I reported directly to the Provost/Vice President for Academic Affairs and served on the college's Provost's Council as well as the President's Council.

Accomplishments:

- Wrote and implemented the college's Strategic Enrollment Plan, which has yielded a 22% increase in enrollment since its initial implementation including 7 consecutive semesterly enrollment records.
- Rewrote the college's Student Code of Conduct.
- Established an advising center and devised a new program for advising new students into their programs of study and into their initial class schedules.
- Wrote and implemented an Albertson Foundation grant worth approximately \$1 million to promote increase access and success for at-risk students from rural communities.
- Facilitated a comprehensive review of federal and state regulations (e.g., Higher Education Opportunities Act of 2008) to ensure full compliance.
- Established a "Behavior Response Team" committee comprised of the Residence Life director, the Campus Security director and me. The committee meets weekly to review student discipline cases and reports of other student security or discipline issues.

**Interim Dean of Student Services/**

**Director of Recruitment and Retention** (July 2004 – July 2005)

Lewis-Clark State College <<http://www.lcsc.edu>>, Lewiston, Idaho

In addition to directing recruitment and retention activities as outlined below, I was also the primary supervisor to the directors in admissions/market development (which included international student services), financial aid, registrar, career services, TRIO academic support, CAMP, and Native American/minority student services. I served as the interim chief student services officer, a direct report to the Provost/Vice President for Academic Affairs.

Accomplishments:

- Wrote the college's Strategic Retention Plan and worked through student leadership, instructional divisions, faculty leadership and student services to refine it and begin implementing it.
- Facilitated the implementation of an orientation program at the college's Coeur d'Alene Center.
- Assisted in the creation of a Cultural Diversity Committee comprised of students, faculty and staff.

**ANDREW T. HANSON, Ph.D.**

**Director of Recruitment and Retention** (July 2002 – July 2007)  
Lewis-Clark State College <<http://www.lcsc.edu>>, Lewiston, Idaho

My responsibilities included overseeing the college's recruitment and retention programs, staff supervision, and budgeting. Recruitment programs included outreach to high schools, community colleges, regional agencies, college fairs, and regional employers. Retention programs included academic advising, new student orientation, testing, peer mentoring, and student success programs. The staff in the Office of Recruitment and Retention consisted of 3 full-time professional-exempt staff members, 4 full-time support personnel (three of whom were shared with other offices), 6 work-studies, 2 database specialists (shared with other offices), and over 30 student volunteers.

Accomplishments:

- Set up infrastructure, identity, policies and procedures for a newly created office – the Office of Recruitment and Retention.
- Co-authored the college's mid-term accreditation document to assist the college in winning high praise for progress made since the prior accreditation visit.
- Recruited and trained over 50 student volunteers to participate in new student orientation, peer mentoring, recruiting and peer advising.
- Coordinated and developed strategies resulting in a nearly 20% increase in applications and as much as 30% increases in student retention for specific cohorts of students.
- Collaborated with other campus units including academic departments to help the college achieve over an 11% increase in student enrollment.

**Coordinator of Student Success Programs/  
Associate Director of Enrollment Management** (January 2001 – July 2002)  
Lewis-Clark State College <<http://www.lcsc.edu>>, Lewiston, Idaho

My responsibilities included coordination of the college's retention and student success activities, co-managing the college's new student orientation program, managing a budget and office personnel, supervising a peer advising program, conducting general student recruiting, serving as a consultant to the college's recruitment and admissions processing units, leading the college's strategic enrollment management team, and working on special projects assigned by the Vice President for Student Affairs. I served as an active member of the Student Affairs' Directors' Council and assumed the responsibilities of a Director of First-Year Experiences.

Accomplishments:

- Developed and implemented an intrusive advising program for at-risk students.
- Developed and produced an on-line advising information web site.
- Implemented the first phase of an Idaho Technology Incentive Grant (appr. \$250,000).
- Developed and implemented a portable computer skills lab for new students.
- Co-authored the college's first Strategic Enrollment Plan.

## ANDREW T. HANSON, Ph.D.

**Associate Director of Admission** (September 1996 - December 2000)  
Lewis-Clark State College <<http://www.lcsc.edu>>, Lewiston, Idaho

My responsibilities included office supervision (support staff, student staff and general operations), marketing, market development and analysis, developing promotional pieces including the college's viewbook, developing key components of the college's integrated computer system, coordinating veterans' student services, coordinating and conducting special promotional events, assisting with new student orientation, writing general and specific correspondence, and recruiting students from all primary and secondary markets.

Accomplishments:

- Established and implemented the college's student orientation program.
- Developed the college's first video targeted to non-traditional, adult students.
- Served as the college's lobbyist to the Idaho State Legislature (1998)
- Computerized the college's telecounseling program.
- Created and implemented listserves to correspond with prospective students, applicants, guidance counselors, and other referral agents.
- Developed and produced a series of transfer guides for targeted junior college feeder schools.
- Developed and organized thematic high school visitation programs.

**Assistant Director of New Student Services** (February 1994 - September 1996)  
University of Idaho <<http://www.uidaho.edu>>, Moscow, Idaho

My primary responsibilities included student recruiting, assisting with the production of marketing pieces, supervising the campus visitation program, training staff in specific data processing activities, training student tour guides, evaluating transcripts for undergraduate and graduate admission, and admission counseling. In addition, I co-advised the University of Idaho Chapter of the Golden Key National Honor Society.

Accomplishments:

- Developed, implemented and coordinated the annual "Vandal Fridays" visitation program, a spring weekend event, which drew nearly 400 student participants and 200 parent participants each year.
- Assisted with the implementation of the university's integrated computer system.
- Wrote and co-produced the university's first recruitment video.
- Implemented a focus group study plan and, in turn, conducted focus group studies with high school students to gather guidance information for the content of promotional publications.

**Admission and Financial Aid Counselor** (May 1992 - February 1994)  
Lewis-Clark State College <<http://www.lcsc.edu>>, Lewiston, Idaho

My primary responsibilities included serving as the point-of-contact and recruiter for all high school students and their families, evaluating transcripts for admission purposes, coordinating the campus visitation program, producing the college's recruitment video, recruiting and training

## ANDREW T. HANSON, Ph.D.

### **Admission and Financial Aid Counselor** (continued)

student tour guides and telecounselors, assisting students with general financial questions and procedures, and admission counseling.

Accomplishments:

- Revised, implemented, and coordinated a telecounseling program.
- Developed the high school market to produce a 10% increase in high school student enrollment.
- Developed a pool of student volunteers for various campus projects including fund-raising, telecounseling, and tours.

### **Admissions Representative** (December 1991 - May 1992)

Lewis-Clark State College <<http://www.lcsc.edu>>, Lewiston, Idaho

My primary responsibilities included training student tour guides and evaluating high school transcripts for admission purposes.

### **RELATED EXPERIENCE**

#### **Affiliate Faculty Member (University of Idaho)** (2008 – present)

I serve on doctoral dissertation and master's thesis committees for the College of Education.

#### **Dissertations**

Heath-Simpson, D. F. (2011). The perfect pairing: The adult learner and the boutique winery in the start-up phase. Unpublished doctoral dissertation. University of Idaho.

#### **Consultant** (2001)

I was contracted by Palo Verde College in Blythe, California, to engage in interviews with several key personnel in order to assess the student services operation in general and to advise the President/Superintendent of the college as to the institution's potential enrollment opportunities.

#### **Lobbyist** (1998)

I was appointed by the President of Lewis-Clark State College to serve as a registered lobbyist on behalf of the college to the 1998 Idaho State Legislature. My responsibilities included serving as a liaison between legislators and the college president, attending a weekly Higher Education Conference held by the Idaho Board of Education, and monitoring key legislation for the president.

## ANDREW T. HANSON, Ph.D.

### **LCSC Alumni Board President** (1996 - 1999)

My primary responsibilities included assisting with fund-raising, organizing alumni reunions, conducting monthly meetings of the LCSC Alumni Executive Board, contributing to alumni publications, developing alumni chapters, and supervising alumni scholarship dispersion. I served on the board from 1992 to 2000.

### **LCSC Development and Educational Assistance Foundation** (1996 – 1999, 2012 - present)

My primary responsibilities include attending monthly meetings, fund raising, serving on specialized fund raising steering committees, and previously serving as a liaison between the Foundation and the LCSC Alumni Association.

### **Adjunct Instructor (Lewis-Clark State College)**

Courses taught:       SD 100, Introduction to College Studies (a college success course)  
                              SD 100, Student Development Seminar (a college success course)  
                              SD 107/307, New Student Orientation  
                              ED 115, Education Learning Community (a freshman seminar)  
                              ED 492, Issues in the Cyber Classroom  
                              Math 15, Arithmetic/Pre-Algebra  
                              Math 25, Basic Algebra (on-line class)  
                              Miscellaneous internships, practica and directed studies

### **Secondary Student Teacher** (Spring 1992)

Courses taught:       8th grade arithmetic, pre-algebra, algebra I, geometry, algebra II,  
                              math analysis/pre-calculus

## PROFESSIONAL AFFILIATIONS

Idaho Association of Collegiate Registrars and Admission Officers (IACRAO)

- *Association President (1999-00 school year)*
- *High School Relations Committee President (Fall 1993, Fall 1994)*

National Association of Student Personnel Administrators (NASPA)

- *Scott Goodnight Award, Region V, 2009*
- *Region V Advisory Board, Idaho Representative (2010 – 2013)*
- *Author, "Taking the Long View" in Region V NASPA Newsletter, December 2010*

Northwest Commission on Colleges and Universities

- *Team Member, Cascadia Community College, May 2012*
- *Team Member, Northwest Indian College, April 2014*
- *Team Member, (confidential location), April 2016*

## **ANDREW T. HANSON, Ph.D.**

### **SELECTED COMMITTEE WORK**

Accreditation Committee, Lewis-Clark State College (2009 - present)  
Nez Perce and Coeur d'Alene Tribe Liaison Committee (2005 – 2011, 2013 - present)  
Developmental Education Reform Committee, Idaho State Board of Education (2012-13)  
Residence Hall Feasibility Committee (2004 – 2005)  
Strategic Enrollment Management Team, Lewis-Clark State College (2001 – present)  
Student Affairs Assessment Committee, Lewis-Clark State College (2003 – present)  
Presidential Search Committee, Lewis-Clark State College (2000-2001, 2010-11)  
Strategic Planning Consultation Group, Lewis-Clark State College (2000 – 2001, 2012 - present)  
Marketing and Advertising Committee, Lewis-Clark State College (1999 - present)  
Legislative Planning Committee, Lewis-Clark State College (1997 - 1999)  
Marketing Committee, University of Idaho (1995 – 1996)  
Diversity/Multicultural Task Force, Lewis-Clark State College (1991 - 1993)

### **COMMUNITY ACTIVITY**

Lewis-Clark Valley Literacy Council Board of Directors (2013 – present)  
Lewiston Kiwanis (2007 – present)  
Nez Perce County Accountability Board (1997 - 2003)

### **PRESENTATIONS**

“Is Higher Education Doing Its Job?”  
Idaho Association of Collegiate Registrars and Admission Officers, Coeur d'Alene, ID, 2014

“What Does It Mean to Be College Ready?” (moderator)  
Idaho TRIO Professionals Association Conference, Lewiston, ID, 2013

“What Does It Mean to Be College and Career Ready?” (moderator)  
Idaho State Board of Education Complete College Idaho Conference, Boise, ID, 2012

“Leadership Development in Student Affairs”  
Idaho Association of Collegiate Registrars and Admission Officers, Boise, ID, 2012

“What Do They Think? A Panel Discussion With Idaho High School Students”  
Idaho College Access Summit, Boise, Idaho, 2011

“Landmark Legislation in Education as Seen Through a Generational Lens”  
Partnerships in Education Conference, Lewiston, Idaho, 2010

“Accessing Education: A Generational Perspective”  
Idaho College Access Summit, Boise, Idaho, 2010

**ANDREW T. HANSON, Ph.D.**

**PRESENTATIONS** (continued)

“Educational Delivery: A Generational Perspective”  
College of Western Idaho, All-faculty/staff Meeting, 2010

“Educational Delivery: A Generational Perspective”  
University of Idaho – Boise Center, Staff Development Program, 2009

“The Millennial Generation: Straight From the Source”  
Idaho Vocational Rehabilitation Conference, 2008

“Are We Generation Friendly?”  
Idaho Association of Student Financial Aid Administrators Conference, 2008

“Post Secondary Career Planning for the Next Generation”  
Idaho Vocational Rehabilitation Video Conference, 2008

“The Next Generation of Career Seekers: Are We Ready for Them?” (Opening Session)  
Idaho Career Guidance Association, 2008

“Building Partnerships with Helicopter Parents” (Opening Session)  
University of Idaho Academic Advising Association’s Advising Symposium (presented with Dr. Christine Pharr, Academic Dean at Lewis-Clark State College), 2007

“Academic Advising and the Millennials: New Issues, New Demands, New Partnerships”  
Northwest Region 8 National Academic Advising Association (presented with Dr. Christine Pharr, Academic Dean at Lewis-Clark State College), 2007

“Academic Advising and the Millennials: New Issues, New Demands”  
University of Idaho Academic Advising Association’s Advising Symposium, 2006

“Future Trends in Higher Education in Idaho and Across the Nation”  
IACRAO Support Staff Conference, 2006

“The Quest for Student Success: Orientation is Just the Beginning”  
NODA Region I Conference (presented with Dale M. Turner, Eastern Washington University), 2005

“Surviving the Freshman Year: Tips for Success”  
Boise National College Fair (sponsored by the National Association of College Admission Counselors), 2003, 2008, 2010, 2011

“E-Teaching: Delivering Courses On-line”  
Workshop (sponsored by LCSC Distance Education Grant), 2000

“Public Colleges and Universities: Timeline, Admissions, Surviving the Freshman Year”



## **ANDREW T. HANSON, Ph.D.**

### **PRESENTATIONS** (continued)

Boise National College Fair (sponsored by the National Association of College Admission Counselors), 1998, 1999, 2000, 2001, 2002, 2003, 2008, 2009

“Math Anxiety: The Impact on Career and College Choice”  
IACRAO Spring Conference, 1998

“Selections and Admission...Public Colleges and Universities”  
Boise National College Fair (sponsored by the National Association of College Admission Counselors), 1996

“Which College is For You?”  
Idaho 4-H Teen Conference, 1996

### **EDUCATION**

Ph.D., Education (cognate: Education Administration), 2003  
Dissertation Title: “Predicting a Quantitative Major Using Secondary Transcript Data”  
University of Idaho

M.Ed., Vocational Education, 1997  
University of Idaho

B.S., Mathematics, 1992 (Magna Cum Laude)  
Lewis-Clark State College

Idaho Secondary Education Certification in Mathematics, 1992 (renewed in 1997, 2002, 2007, 2012)  
Lewis-Clark State College

Career Development Facilitator Certification, post-doc coursework, 2005  
National Career Development Association

Certificate of Completion, 2011, “Managing Critical Incidents for Higher Education Institutions: A Multi-Disciplinary, Community Approach”  
U.S. Department of Homeland Security/Intl Assoc. of Campus Law Enforcement Administrators

Continuing Education, 2015, “Group Crisis Intervention”  
University of Maryland Baltimore County