

2021 Virtual Summer Institute Faculty

Please see the Faculty Expertise to assist you when signing up for your faculty consultation.
Those without expertise listed will not be participating in the consultations



Scott Byington

Scott Byington serves as Dean of University Transfer and Advising at Central Carolina Community College (Sanford, NC) where he is responsible for transfer academic programs and facilitating the college-wide advising program, including advisor training and oversight of the advising program's technology support. Scott also oversees the advising and administration of the college's secondary partnership program (high school students taking college coursework). Though he served as a faculty advisor for more than twenty years and now has mainly an administrative role at CCCC, he still proudly serves as an academic advisor and teaches a first-year student success course.

He holds a BS in Biology from James Madison University, an MS in Biology from West Virginia University, and an MS in Academic Advising from Kansas State University. He is an active NACADA member, serving on the Summer Institute Advisory Board, on the Professional Development Committee, multiple advising communities, and is currently a mentor in NACADA's Emerging Leaders Program. He served as a founding member and inaugural chair of the North Carolina Community College Advising Association. He has worked as a Quality Enhancement Plan consultant and reviewer for advising-based QEPs. He is most interested in advising assessment, first-year advising experiences, faculty advisor professional development, and advising for transfer students. In his spare time, you might find him on the soccer pitch; he is a licensed soccer referee and calls 60-80 youth and adult soccer matches each year.

Faculty Expertise:

- Advising Administration
- Advising Fine Arts Students
- Advising Transfer Students
- Advising Undecided & Exploratory Students Advising Veterans, Military Students & Family Members
- Advisor Training & Development
- Assessment of Academic Advising
- Faculty Advising
- High School to College Advising
- Two-Year Colleges
- Community Colleges



Joanne Damminger

Joanne currently serves as the Adjunct Program Coordinator for Advanced Programs for the College of Education at Wilmington University (WU) and an Adjunct Assistant Professor in WU's Doctoral Program in Higher Education Leadership.

Joanne's 25+ year career in higher education administration, before retiring in 2018, included numerous positions related to academic advising before becoming a Chief Student Affairs Officer and Assistant Vice President for Student Affairs.

Joanne has provided leadership for student affairs divisions at two-year and four-year colleges and universities. Her

responsibilities included leading areas such as academic advising; career, veterans, and disability services; new student orientation; and other student success programs.

Joanne has been actively involved in NACADA since 1997. She is a member of the Advisory Board for the NACADA Academic Advising Consultants and Speakers Services, an EAA Fellow, and a member of the Sustainable Leadership Committee. She held numerous leadership positions within NACADA including President and Vice-President. She served as an Emerging Leader Mentor, the co-chair of the NACADA Core Values Review Committee, a member of the Task Force for Exploration of the Advising Research Center, chair of the Finance Committee, and chair of Member Career Services.

Joanne is published in the 2017 publication, "Academic Advising and the First College Year," "The New Advisor Guidebook (2015)," the "NACADA Advising Administration Monograph 2011," and is -editor of the "Handbook of Career Advising" (2009).

Joanne earned her Doctorate in Educational Leadership, a Master of Arts in Student Personnel Services, and a Bachelor of Arts in Elementary Education from Rowan University.

Faculty Expertise:

- Advising & Academic Coaching
- Advising & Career Planning
- Advising Adult Learners
- Advising as Teaching
- Advising First-Year Students
- Advising in Living/Learning Communities
- Advising Undecided & Exploratory Students
- Advisor Training & Development
- Facilitating Change in Advising

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Blane Harding

Blane Harding currently is the Director of Diversity Engagement for the Office of Inclusion and Diversity at Virginia Tech University. He also served as the Director of Advising, Recruitment, and Retention for the College of Science at the University of Nevada, Reno from 2017-2020 as well as the Director of The Cultural Center at the University of Nevada Reno from 2015-2017. He retired from Colorado State University, after 24 years of service, in 2012 where he served as the Director of Advising, Recruitment, and Retention for the College of Liberal Arts. Mr. Harding served as a retention faculty member with the Council for Opportunity

in Education which oversees the national TRIO programs as well as a faculty member and past Chair of the Summer Institute Advisory Board for the National Academic Advising Association and Chair of their Multicultural Concerns Commission. In 2018 he was recognized as the Leading Light Award Winner presented to a NACADA member in recognition of significant contributions to diversity within NACADA.

Faculty Expertise:

- Advising as Teaching
- Advising At-Risk Students
- Advising First-Generation College Students
- Advising in Living/Learning Communities
- Advising Special Populations
- Multicultural Concerns
- Probation/Dismissal/Reinstatement Issues
- Relationship Building



Susan L. Hawkins-Wilding

Susan L. Hawkins-Wilding is Assistant Vice President for Academic Advising at Ivy Tech Community College. Ivy Tech is the largest comprehensive Community College in the country with 140,000 students and 19 campuses. She provides college-wide leadership and oversight of academic, career, and transfer advising. Additionally she chairs the statewide Student Retention and Success Council and collaborates with academic and student affairs, financial aid and Ivy Tech Workforce Alignment. Her areas of interest within Higher Education include academic and career advising integration, service learning, assessment, and non-verbal communication.

Faculty Expertise:

- Advising & Career Planning
- Advising At-Risk Students
- Advising First-Generation College Students
- Advising Models
- Advising Transfer Students
- Advising Undecided & Exploratory Students
- Advisor Training & Development
- Establishing an Advising Center
- Persistence & Retention
- Two-Year Colleges



Ann Hintz

Ann Hintz is the director of academic advisement at St. Norbert College, a small, private, Catholic, liberal arts college in De Pere, WI. In her role, Ann works with both students and faculty advisors and ensures that both students and faculty have strong, productive academic advising sessions. Ann has developed professional development tools for faculty advisors and leads workshops annually to ensure faculty advisors are well prepared to advise students. Ann works with students to ensure they are prepared for advising sessions and able to grow and develop during their time at St. Norbert. Ann graduated from Luther College with a BA in Biology, the University of Wisconsin Oshkosh with an MS in Educational

Leadership, and is a part of the inaugural cohort for the Leadership in Academic Advising PhD with Kansas State University. Ann has attended, interned, and served as faculty with the NACADA Summer Institute and loves helping others develop their action plans for success.

Faculty Expertise:

- Advising Administration
- Advising as Teaching
- Advising At-Risk Students
- Advising Business Majors
- Advising First-Year Students
- Advising Student Athletes
- Advising Transfer Students
- Advising Undecided & Exploratory Students
- Faculty Advising
- Orientation Programs
- Probation/Dismissal/Reinstatement Issues
- Small Colleges & Universities

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Cynthia Pascal

Dr. Cynthia Pascal is the Director of Student Services at Northern Virginia Community College's (NOVA) in the online division. NOVA is the largest educational institution in Virginia and the second largest community college in the United States, serving 71,000 full-time students representing 180 countries. As a result of their commitment to reflection, assessment, and social justice, NOVA was named an Achieving the Dream Leader College of Distinction and has received the Higher Education Excellence in Diversity (HEED) Award three years in a row.

When not serving the NOVA community, she is a leader, faculty member, and consultant with NACADA: The Global Community for Academic Advising, the Advising Success Network, and Student-Ready Strategies. In this capacity she travels the United States supporting faculty and professional advisors with honing their policies and practices to achieve excellence in academic advising.

Faculty Expertise:

- Academic Affairs/Student Services Collaboration
- Advisor Training & Development
- Assessment of Academic Advising
- Distance Education Advising
- Establishing an Advising Center
- Ethics & Legal Issues in Advising
- Facilitating Change in Advising
- New Advising Professionals
- Two-Year Colleges



Rich Robbins

Rich Robbins has been a faculty member at the Summer Institute since 2006. In addition to over 150 professional presentations, numerous book chapters and professional articles, and dozens of campus consultations, he has also developed academic advising programs at two separate institutions and headed advising programs at four institutions. He has received various local, regional, and national advising awards, including both the 2011 "Service to NACADA Award" and the 2013 NACADA "Virginia N. Gordon Award For Excellence in Advising." Rich is a manuscript reviewer for the *Journal of College Student Retention*, a member of the NACADA Academic Advising Consultants and Speakers

Service, past co-editor of the *NACADA Journal*, and previously served as a NACADA representative on the Council for the Advancement of Standards in Higher Education (CAS). He has served many leadership roles in NACADA, including as a member of the Council and Board, as a committee chair, chair of both the Summer Institute and the Assessment Institute, and as an AACSS consultant. As a faculty member for the NACADA/KSU master's degree program in academic advising, he taught "Foundations of Academic Advising" and "Administration of Advising." In 2018, Rich was selected as an inaugural Excellence in Academic Advising (EAA) Fellow by NACADA and the Gardner Institute for Excellence in Undergraduate Education. His areas of emphasis in higher education include academic advising, evaluation and assessment, retention and persistence, undecided students, high-achieving students, research methodology, and grant writing. And, by the way, he is a black belt in taekwondo and a certified parapsychologist.

Faculty Expertise:

- Academic Affairs/Student Services Collaboration
- Advising as Teaching
- Advising High Achieving Students
- Advising Liberal Arts Students
- Advising Program Review
- Advisor Evaluation
- Assessment of Academic Advising
- Conducting Advising Research
- Faculty Advising
- Students in Distress/Mental Health issues

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George Steele

George Steele is currently a higher education consultant. Previously he held a variety of leadership positions in higher education. George served as the Executive Director of the Ohio Learning Network. OLN was an initiative of the Ohio Board of Regents and was a consortium of two- and four-year public and private institutions. Our goal was to help Ohio achieve its K-20 strategic educational goals.

Before his work at OLN, George directed the advising program at The Ohio State University for undecided and major-changing undergraduate students. He led a team in the mid-'90s that placed the advising materials, exploration course content, and some services online. Building on the work of Dr. Virginia Gordon, the leading expert in this field of advising, the program and efforts receive numerous national awards.

In his professional work, George has written publications addressing academic and career advising theory, advising undecided students, using technology in advising, and assessing the use of technology for student services and distance learning. He has also presented at national conferences such as NACADA, AACRAO, WCET, and First-Year Experience that address issues parallel to his publication topics.

George has been a member of the NACADA for over 30 years and has held numerous leadership positions in that organization; and has been recognized for his work and contributions. George holds a doctorate in education from Ohio State University.

Faculty Expertise:

- Advising & Career Planning
- Advising as Teaching
- Advising First-Year Students
- Advising Liberal Arts Students
- Advising Program Review
- Advising Publications
- Advising Second-Year Students
- Advising Skills and Techniques
- Advising Undecided & Exploratory Students
- Advisor Training & Development
- Conducting Advising Research
- Establishing an Advising Center
- Four-year Public Universities
- Technology in Advising/Social Media



Jermain Pipkins – presentation only

Dr. Jermain Pipkins currently serves as the Dean of Success Coaching at Dallas College. As Dean, he oversees academic advising and success coaching for all seven Dallas College campuses. Prior to this role, Jermain served as the Dean of Academic Affairs at Los Angeles Valley College, where he provided administrative leadership for several instructional divisions.

Throughout his more than 18-year career in higher education, Jermain has gained a broad range of experience as he has held positions in student services, instruction, administration, and academic affairs. His experience across multiple disciplines and departments has given him a unique understanding of the inner workings of higher education. He is a highly collaborative individual, and his efforts have allowed him to accomplish several initiatives that have directly impacted student success.

Additionally, Jermain serves as a faculty member, consultant, and has held various leadership roles within NACADA. He has a successful track record in leading efforts to develop comprehensive advising student success models and structures. As an educator, Jermain continues to lead efforts that focus on faculty and staff collaboration while promoting student success.

As a highly accomplished leader, Jermain has led innovative methodologies in the administration of student services and instruction in an academic environment. Leading the efforts to develop comprehensive student success models for multiple colleges demonstrates his ability to be highly collaborative within higher education.

Jermain has presented at several national, regional, state, and local conferences regarding academic advising, student success, leadership, branding, case management, student learning outcomes, curriculum, and retention initiatives. He has also received several awards for his innovative initiatives and positive impact on student development.

Jermain earned his Associate of Science from Dallas College, his Bachelor of Arts from UT Arlington, Master of Education from Capella University, and completed his Doctor of Education from California State University, Fullerton.

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Wendy Troxel – presentation only

Wendy G. Troxel is the Director of the NACADA Center for Research at Kansas State University, and an Associate Professor and Coordinator of the PhD in Leadership in Academic Advising program in the Department of Special Education, Counseling, and Student Affairs (SECSA). She teaches graduate level classes in research methods, assessment of academic advising, and supports the scholarly work of graduate students and NACADA members. Her research interests related to academic advising focus on evidence of student learning and growth throughout the critical transitions of higher education, the context of commitment and support for scholarly advising, and equitable assessment techniques in and out of the classroom. She earned her doctorate in educational leadership at the University of Alabama at Birmingham (UAB), with special emphases in both educational research and education law.



Melinda J. Anderson, EdD – presentation only

Dr. Melinda J. Anderson has worked in higher education for over 19 years to include various roles in academic and student affairs. Her passion and commitment to student success has propelled her to operate in many different capacities with a focus on student transitions, persistence, and retention.

Dr. Anderson has recently been appointed as the incoming Executive Director of NACADA, the Global Community for Academic Advising. As Executive Director of NACADA, she will be responsible for coordinating the work of the Executive Office staff as well as working with the various NACADA units on professional development issues and external relations for the Association. She will also hold a teaching position in the College of Education at Kansas State University's Leadership in Academic Advising doctoral program.

As a member of NACADA she has held several leadership positions to include Region 2 Chair, Regional Division Representative, ELP Mentor, Board Member, and as the President of the Board, a one-year term, she vacated once she was appointed as Executive Director. She has also served as a consultant and speaker for the AACSS in NACADA.

Dr. Anderson graduated from Virginia Commonwealth University with a bachelor's degree in Mass Communication and a Master's in Adult Education. She earned her doctorate in Higher Education Administration, from the College of William and Mary. She is originally from Northern Virginia and currently lives with her husband, Chris, and two amazing children, Ashley and Caleb in Chesapeake, VA.
