

## *Joann S. Olson, Ph.D.*

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### ***Education***

**Ph.D., Adult Education**, The Pennsylvania State University (University Park, PA), August 2010

**M.Ed., Organizational Leadership w/18 hours in Management**, University of Houston-Victoria (Victoria, TX), May 2022

**Fellow, Texas Academic Leadership Academy**. Sponsored by the Texas Council of Chief Academic Officers, 2022-2023

**M.A., Christian Formation and Ministry**, Wheaton College (Wheaton, IL), August 2007

**B.S., Employment Relations**, Michigan State University (East Lansing, MI), June 1990

***Current Position—University of Houston-Victoria***, 2012 – present

***Interim Provost and Vice President of Academic Affairs*** – March 2024-present

***Associate Provost for Research and Dean of Graduate Studies*** – August 2021-March 2024

***Professor (tenured) and Advisor, Adult and Higher Education*** – September 2021-present

*The University of Houston–Victoria (UHV) is a public, regional comprehensive university serving approximately 3,800 students with 350 students living in campus housing that grants bachelor's, master's and specialist degrees. Students attend classes on the main campus in Victoria, Texas as well as on-line and at an off-campus instructional site in Katy (Houston), Texas. UHV, a Hispanic-Serving Institution, serves a minority population of 65%, and 62% of UHV students are first-generation college students. There are four colleges within UHV: College of Liberal Arts and Social Sciences, College of Business, College of Natural and Applied Science, and College of Education and Health Professions.*

### ***Strategic Leadership and Accomplishments***

- ***Accreditation***: Led the university's SACSCOC decennial reaffirmation/reaccreditation process (on-site visit February 2024) to a result of "no recommendations" (i.e., fully compliant); serving as Institutional Accreditation SACSCOC Liaison.
- ***Strategic planning***: Served on the university strategic planning committee; crafted the first draft of the academic strategic plan; chaired the faculty development and retention sub-committee of the academic strategic plan. Led the development of a university-wide academic advising strategic plan. Co-chaired the graduate recruiting sub-committee of the enrollment management strategic planning committee.
- ***Personnel and human resources***: Supervise the Office of Research and Sponsored Programs, the Office of Institutional Research and Effectiveness, the Library, the Center for Student Success, and UHV's Aviation Program. Supervised and supported adjunct faculty in two different institutions; served on the university promotion and tenure committee, the annual faculty evaluation committee, and the Faculty Senate Executive Committee. As Interim Provost and VPAA, overseeing the university promotion and tenure process, faculty evaluations, and academic leadership development.
- ***Finance***: Oversight of budget for academic affairs departments; maximize limited university resources to accomplish institutional mission and goals. Served on the Facilities Space Planning committee, setting the direction for a \$43 million capital construction assistance (capital projects) bond; Co-PI, managing research efforts and program administration for a \$645,677 grant from the National Science Foundation.

Worked with the Budget Director to connect annual assessment efforts for administrative units to the budget process and university strategic goals and priorities.

- *Institutional effectiveness*: Chaired the Graduate Programs Committee assessing the need for centralized administration of graduate studies at UHV; directed the implementation of the university's partnership with a third-party recruiting firm; redesigned the rubric used to evaluate quality of online courses.
- *Research and publication*: Published research related to first-generation college students, faculty development, online learning, and organizational change (3 books, 22 peer-reviewed articles, 10 refereed presentations with proceedings, 43 refereed conference presentations).
- *Awarded*:

<i>Outstanding Administrative Leader</i>	Office of the Provost, UHV
<i>Exceptional Research and Service Award</i>	Adult and Higher Education Alliance
<i>Distinguished Faculty Service Award</i>	Office of the Provost, UHV
<i>Excellence in Teaching Award</i>	National Society of Leadership and Success, UHV
<i>Research and Scholarly Activity Award</i>	Office of the Provost, UHV
<i>Student's Choice Faculty Award</i>	Student Government Association, UHV

### ***Curriculum Development and Graduate Program Management***

- *Assessment of student learning*: Reworked the annual assessment reporting template to be implemented across the university. Leading the team evaluating program and outcomes assessment across the university (academic programs, student support services, general education/core curriculum, administrative effectiveness). Spearheaded program assessment for two graduate programs.
- *Program administration*: Working with the Director of Aviation, the Interim Dean of the College of Natural and Applied Science and faculty members to craft curriculum for a bachelor's degree in Aviation Science and develop the aviation program. Program Coordinator for the joint Adult and Higher Education/Educational Leadership, Administration and Supervision graduate programs.
- *Student advising and success*: Facilitated a workgroup to increase the effectiveness of academic advising across the university, leading to the development of an academic advising strategic plan. Advised, coached, and mentored all students in the Adult and Higher Education Program (approximately 40-50 students enrolled at any point in time). Counseled graduate students regarding career advancement and doctoral-level studies.
- *Teaching and course development*: Developed and taught courses within an online M.Ed. program in Adult and Higher Education; recruited and evaluated adjunct faculty teaching as necessary. Taught first-year seminar and guest-lectured in multiple face-to-face undergraduate classes.
- *Graduate student engagement*: Freelance editor for 21 dissertations, 49 master's theses, and a variety of other academic papers.

### ***Faculty Development, Student Success, and Academic Affairs***

- *Cross-department collaboration*: Encouraged faculty conversations and collegial relationships across Colleges and departments through informal lunches, campus visibility, and committee service. Led a committee of faculty and administrators to develop new guidelines for faculty engagement and campus presence.
- *Promoting Research*: Worked with a team to create "UHV Discovers," designed to highlight faculty research and expertise for members of the community. Preserved the integrity of research efforts by serving as chair of the Institutional Review Board.
- *Faculty onboarding and mentoring*: Mentored new faculty in the School of Education, Health Professions, and Human Development, including co-authoring peer-reviewed articles with mentees. Facilitated faculty discussions regarding engagement in online classes and support for first-generation students.

- *Training and development:* Offered expertise as a presenter for ROAR (UHV's annual student leadership conference) and first-year seminar faculty lecture series. Work with academic deans to create the inaugural Provost's Academic Leadership Retreat.
- *Academic affairs and committee work:* Led an ad hoc committee of the faculty senate exploring issues related to academic misconduct and plagiarism; proposed changes in policy and procedure. Supported efforts to increase accessibility of online courses through participation in the campus technology accessibility task force.

## ***Academic Appointments***

### ***Interim Provost and Vice President of Academic Affairs*** – March 2024-present

- Oversee academic programs and curriculum development, including development of aviation science bachelor's degree. Ensure compliance with accreditation standards, university policies, and educational regulations.
- Maintain budgetary oversight for academic departments and resources. Develop staffing strategies and efficiencies during a time of significant budget challenges.
- Engage in planning and implementation of strategic initiatives: university-wide, within academic affairs, and departmentally (e.g., academic advising).
- Recruit, evaluate, and retain faculty and staff. Promote faculty development and engagement. Promote research and scholarly activities.
- Collaborate with academic deans and department heads in four colleges to promote effective teaching and learning, student success, learning outcomes assessment, and continuous improvement.
- Engage with external stakeholders including alumni, donors, and community leaders. Represent UHV at academic and community events.

### ***Associate Provost for Research and Dean of Graduate Studies*** – August 2021-March 2024

- Lead the decennial reaffirmation of accreditation process (2023 submission; 2024 reaffirmation on-site visit); ensure broad compliance with accreditation standards.
- Assisted in the development of strategic initiatives related to graduate studies.
- Developed biosafety manual, protocols, and procedures, working with environmental safety personnel and biology faculty. Implement radiation safety policies and procedures.
- Supported faculty in their pursuit of research and external funding.
- Promoted professional development of faculty and instructional staff in graduate programs.
- Supported student recruitment, retention, and graduation.
- Established and maintained a cooperative, collegial work climate to enhance communication, trust, and productivity of and among faculty, administrative staff, support staff and students.
- Participated as a member of the university administration and worked collegially and collaboratively with leadership across the University to support University priorities.
- Promoted UHV graduate programs' interests, activities, and partnerships with the surrounding community as well as regionally, nationally, and internationally.

### ***Professor (with tenure) and Advisor*** – September 2021-present

*Associate Professor (with tenure) and Advisor* – September 2017-August 2021

*Program Coordinator* – January-May 2014; September 2020-August 2021

*Assistant Professor and Advisor* – August 2012-August 2017

Adult and Higher Education Program, University of Houston-Victoria, Victoria, TX.

- Oversee and teach graduate courses within the online Adult and Higher Education (M.Ed.) program. Advising and supervising graduate interns and assistants.
- Research and publishing; service to the university and community.

- Program Coordinator: Recruiting, program development and assessment; supervise and support adjunct faculty for Educational Leadership, Administration, and Supervision (ELAS) and Adult and Higher Education (AHED) programs.

Courses taught:

<i>AHED 6334—Foundations of Adult Education</i>	<i>AHED 6333—The Adult Learner</i>
<i>AHED 6335—Diversity in Adult Education</i>	<i>AHED 6337—College Teaching</i>
<i>AHED 6338—Research in Adult and Higher Education</i>	<i>AHED 6339—Self-Directed Learning</i>
<i>AHED 6342—The American Community College</i>	<i>AHED 6344—The College Student</i>
<i>AHED 6353—Educational Leadership in Organizations</i>	<i>AHED 6355—Higher Education History</i>
<i>AHED 6346—Introduction to Student Services</i>	<i>AHED 6354—Higher Education Finance</i>
<i>AHED 6356—IT Trends and Issues in Adult and Higher Ed</i>	
<i>UNIV 1200/1300—First-Year Seminar</i>	

**Arts & Sciences Program Chair** – Adult and Graduate Studies Division, Crown College, St.

Bonifacius, MN, November 2010-August 2012 (Initial Job Title: Faculty Specialist). Administrative Faculty. Academic rank: Assistant Professor

- Provided curricular and program oversight for Arts and Sciences programs and courses; evaluated courses and curriculum in relation to program goals, learning objectives, and course outcomes.
- Provided leadership, development, evaluation, and vision for more than 150 adjunct faculty teaching in the face-to-face and online classes offered by the Adult and Graduate Studies Division.
- Faculty advisor/research mentor to master's-level students conducting capstone research projects.

**Books (Authored and Edited)**

Bergman, M., Olson, J. S., & Associates. (2019). *Unfinished business: Compelling stories of adult student persistence*. Information Age Publishing.

Benoit, A. C., Olson, J. S., & Johnson, C. (Eds.). (2018). *Leaps of faith: Stories of working-class scholars*. Information Age Publishing.

Davis, C. A., & Olson, J. S. (Eds.). (2014). *New Directions for Adult and Continuing Education Series: No. 143. Meeting the transitional needs of young adult learners*. Jossey-Bass.  
doi:10.1002/ace.v2014.143

**Conference Proceedings (Edited)**

Olson, J. S., Elufiede, K., & Holt, P. (Eds.). (2022). *Adult Education for the Human Condition: Global Issues and Trauma-Informed Learning*. Proceedings of the 46th Annual Adult and Higher Education Alliance Conference, Virtual, March 10-11, 2022.

Olson, J. S., Elufiede, K., & Murray-Lemon, L. (Eds.). (2021). *Transformative Learning in Healthcare and Helping Professions Education*. Proceedings of the 45th Annual Adult and Higher Education Alliance Conference, Virtual, March 11-12, 2021.

Olson, J. S., Elufiede, K., & Murray-Lemon, L. (Eds.). (2020). *Unfinished Business*. Proceedings of the 44th Annual Adult and Higher Education Alliance Conference, Orlando, FL, March 5-6, 2020.

Elufiede, K., Olson, J. S., & Murray-Lemon, L. (Eds.). (2019). *Leaps of Faith*. Proceedings of the 43rd Annual Adult and Higher Education Alliance Conference, Orlando, FL, March 7-8, 2019.

Elufiede, K., Olson, J. S., & Murray-Johnson, K. (Eds.). (2018). *Quality of life in adult learning*. Proceedings of the 42nd Annual Adult and Higher Education Alliance Conference, Orlando, FL, March 8-9, 2018.

Elufiede, K., Flynn, B., & Olson, J. S. (Eds.). (2017). *Writing our way: Giving voice to adult learning*. Proceedings of the 41st Annual Adult and Higher Education Alliance Conference, Orlando, FL, March 8-10, 2017.

## ***Peer-Reviewed Publications***

### ***Journal Articles and Book Chapters***

- Olson, J. S., & Rodriguez, A. (2023). Chaos, bedbugs, and delayed starts: Stories of student retention during extreme organizational upheaval. *Journal of College Student Retention: Research, Theory & Practice*, 25(1), 3-23. <https://doi.org/10.1177/1521025120966576>
- Olson, J. S., & Kenahan, R. (2021). "An overwhelming cloud of inertia": Evaluating the impact of course design changes following the COVID-19 pandemic. *Online Learning*, 25(4), 264-281. doi:10.24059/olj.v25i4.2444
- Kim, J., Miller, S. M., Hwang, J., & Olson, J. S. (2021). Female first-generation college students: A review of challenges and successes. *Journal of Global Education and Research*, 5(2), Art. 3, 136-150. <https://www.doi.org/10.5038/2577-509X.5.2.1076>
- Olson, J. S., & Nayar-Bhalerao, S. (2020). STEM Faculty and their perceptions of mentoring: "I don't want to be a role model." *International Journal of Mentoring and Coaching in Education*. Advance online publication. <https://doi.org/10.1108/IJMCE-07-2020-0035>
- Olson, J. S., Autry, L., & Moe, J. (2020). "I feel a lot better about it": Professional identity development in the context of a film-based assignment. *Journal of Creativity in Mental Health*, 16(2), 258-272. <https://doi.org/10.1080/15401383.2020.1762818>
- Uhunoma, O., Lim, D. H., Kim, J., & Olson, J. S. (2018). "I had my way of doing things and it worked for me": Lived employment experiences of psychiatric disabilities. *American Journal of Qualitative Research*, 2(2), 1-18.
- Olson, J. S. (2018). "They've never had this conversation with anybody": The educational role of college recruiters. *College Student Affairs Journal*, 36(2), 126-139. doi:10.1353/csaj.2018.0020
- Olson, J. S. (2018). The deep roots of a farm-girl professor. In A. C. Benoit, J. S. Olson, & C. Johnson (Eds.), *Leaps of faith: Stories of working-class scholars* (pp. 1-8). Information Age Publishing.
- Olson, J. S., Kim, J., & Hwang, J. (2017). "You have enough problems crop up, you start to learn": Contradictions encountered in learning a new job. *International Journal of Adult Vocational Education and Training*, 8(4), 52-67. doi:10.4018/IJAVET.2017100105
- Olson, J. S. (2017). Helping first-year students get "grit": Developing tenacity and perseverance in a first-year experience course. *The Journal of the First-Year Experience and Students in Transition*, 29(1), 99-118.
- Olson, J. S. (2016). Do they know who we are? A starting point for enhancing the visibility of adult education programs within Schools of Education. *New Horizons in Adult Education and Human Resource Development*, 28(3), 40-45. doi:10.1002/nha3.20152
- Olson, J. S. (2016). "Chasing a passion": First-generation college graduates at work. *Education + Training*, 58(4), 358-371. doi:10.1108/ET-03-2015-0023
- Olson, J. S., Autry, L., & Moe, J. (2015). Moving beyond "bookish knowledge": Using film-based assignments to promote deep learning. *Adult Learning*, 27(2), 60-67. doi:10.1177/1045159515595807

- Olson, J. S. (2015). "No one knows what it is that I need": Job change and on-the-job learning at a small private college. *Journal of Continuing Higher Education*, 63(3), 141-151. doi:10.1080/07377363.2015.1085947
- Olson, J. S., & McCracken F. E. (2015). Is it worth the effort? The impact of incorporating synchronous lectures into an online course. *Online Learning (formerly the Journal of Asynchronous Learning Networks)*, 19(2), 73-84. <http://onlinelearningconsortium.org/read/online-learning-journal/>
- Moe, J., Autry, L., Olson, J. S., & Johnson, K. F. (2014). Teaching group work with *The Great Debaters*. *Counselor Education and Supervision*, 53(3) 204-218. doi:10.1002/j.1556-6978.2014.00058.x
- Olson, J. S. (2014). Transitions from formal education to the workplace. In C. A. Davis & J. S. Olson (Eds.), *New Directions for Adult and Continuing Education Series: No. 143. Meeting the transitional needs of young adult learners* (pp. 73-82). Jossey-Bass. doi:10.1002/ace.20106
- Olson, J. S., & Davis, C. A. (2014). Themes and issues in programming for young adults. In C. A. Davis & J. S. Olson (Eds.), *New Directions for Adult and Continuing Education Series: No. 143. Meeting the transitional needs of young adult learners* (pp. 83-88). Jossey-Bass. doi:10.1002/ace.20107
- Davis, C. A., & Olson, J. S. (2014). Editors' notes. In C. A. Davis & J. S. Olson (Eds.), *New Directions for Adult and Continuing Education Series: No. 143. Meeting the transitional needs of young adult learners* (pp. 1-3). Jossey-Bass. doi:10.1002/ace.20099
- Olson, J. S. (2014). Opportunities, obstacles, and options: First-generation college graduates and social cognitive career theory. *Journal of Career Development*, 41(3), 199-217. doi:10.1177/0894845313486352
- Olson, J. S. (2012). Re-defining success: The post-college career experiences of first-generation adult college graduates. In C. J. Boden McGill and K. P. King (Eds.), *21st Century Adult Learning in Our Complex World* (pp. 161-176). Information Age.
- Olson, J. S. (2009). Lifelong learning and the full-time minister: Non-pastoral clergy and continuing education. *The Journal of Ethnographic and Qualitative Research*, 4(1), 41-55.

### ***Refereed Conference Presentations with Proceedings***

- Olson, J. S., Wan, Y., & Tomek, B. (2020). "Right now, I'm narrowing it down": Career development in undergraduate STEM majors. *Proceedings of the 44th Annual Adult and Higher Education Alliance Conference*, Orlando, FL, 5-6 March, 2020, pp. 50-55. Orlando, FL: University of Central Florida.
- Uhunoma, O., Lim, D. H., Kim, J., & Olson, J. S. (2018). Psychiatric disabilities and employment. *Proceedings of the 2018 AHRD International Conference in the Americas*, Richmond, VA, 14-17 February 2018.
- Olson, J. S., & Kim, J. H. (2017). "Creating what I think I should be doing": Contradictions and learning of college job changers. *Proceedings of the 58th Annual Adult Education Research Conference*, Norman, OK, 8-11 June, 2017. Norman, OK: University of Oklahoma.
- Olson, J. S. (2015). Grit and the adult learner: Should we be thinking about work ethic? *Proceedings of the 56th Annual Adult Education Research Conference*, Manhattan, KS, 20-23 May, 2015, pp. 406-407. Manhattan, KS: Kansas State University.

- Olson, J. S. (2013). Chasing possibilities: First-generation college graduates negotiate past and future selves. *Proceedings of the 54th Annual Adult Education Research Conference*, St. Louis, MO, 31 May-2 June 2013, pp. 200-205. St. Louis, MO: University of Missouri-St. Louis.
- McCracken, F. E., & Olson, J. S. (2013). Is it worth it? Examining the educational benefits of synchronous activities in an online theology course. *Proceedings of the 54th Annual Adult Education Research Conference*, St. Louis, MO, 31 May-2 June 2013, pp. 176-181. St. Louis, MO: University of Missouri-St. Louis.
- Olson, J. S. (2011). Getting situated in a new community of practice: The early-career workplace learning of first-generation college graduates. *Proceedings of the Joint Conference of the Adult Education Research Conference and the Canadian Association for the Study of Adult Education*, Toronto, Ontario, 9-12 June 2011, pp. 516-521. Toronto, ON: University of Toronto, Ontario Institute for Studies in Education.
- Olson, J. S. (2009). Navigating the swamp: The early career experiences of recent college graduates. *Proceedings of the 28th Annual Midwest Research-to-Practice Conference in Adult, Continuing, Community and Extension Education*, Chicago, IL, 21-23 October 2009, pp. 175-180. Chicago, IL: Northeastern Illinois University.
- Olson, J. S. (2008). Professional development and the parachurch professional: A needs assessment. *Proceedings of the 27th Annual Midwest Research-to-Practice Conference in Adult, Continuing, Community, and Extension Education*, Bowling Green, KY, 2-4 October 2008, pp. 164-169. Bowling Green, KY: Western Kentucky University.
- Gyorke, A. S., & Olson, J. S. (2008). The impact of demographic characteristics, motivational factors, and employer support on adults' persistence in formal non-degree courses. *Proceedings of the 27th Annual Midwest Research-to-Practice Conference in Adult, Continuing, Community, and Extension Education*, Bowling Green, KY, 2-4 October 2008, pp. 80-85. Bowling Green, KY: Western Kentucky University.

### **Other Publications**

- Olson, J. S. (2021). My variegated work as an adult educator: A series of natural extensions. In L. W. Nabb, F. Tan, & D. R. Privott (Eds.), *North American adult educators: Phyllis M. Cunningham archive of quintessential autobiographies for the twenty-first century (2nd ed.)* (pp. 197-204). Discovery Association Publishing House.
- Olson, J. S. (28 January, 2020). Education matters: A tale of college two freshmen. *The Victoria Advocate*. Retrieved from <https://www.victoriaadvocate.com/news/education/a-tale-of-two-college-freshmen>
- Olson, J. S. (22 August, 2015). Education matters: How to talk to college recruiters. *The Victoria Advocate*. Retrieved from <https://www.victoriaadvocate.com/news/2015/aug/22/how-to-talk-to-college-recruiters/>
- Olson, J. S. (2008). Career development, the undergraduate, and the academic adviser. *The Mentor: An Academic Advising Journal*, 10(1). Available at <http://www.psu.edu/dus/mentor/081015jo.htm>.

### **Refereed Conference Presentations**

- Olson, J. S. (March 2023). *Hiding in plain sight: Understanding student success, course by course*. Presented at the 2023 Adult Higher Education Alliance Conference, Tampa, FL.
- Olson, J. S., & Wagner, W. W. (2022, December). *Just the "Facts": Building a campus culture that supports reaffirmation*. Presented at the 2022 Southern Association of Colleges and Schools: Commission on Colleges (SACSCOC) Annual Meeting, Atlanta, GA.

- Olson, J. S., & Wan, Y. (2022, October). *"I don't think I'm ready": Encouraging STEM students toward internships*. Presented at the 29th National Conference on Students in Transition, Atlanta, GA.
- Olson, J. S., & Martinez, R. (2022, March). *Lead slowly (and collaboratively) and accomplish more, maybe faster*. Presented at the 2022 Texas Women in Higher Education Annual Conference, Austin, TX.
- Olson, J. S. (2022, March). *Leading and learning: Influence and collaboration*. Presented at the 2022 Adult Higher Education Alliance Conference, virtual.
- Olson, J. S., & Kenahan, R. (2021, March). *Was it enough? Responding to COVID-19 with course design changes*. Presented at the 2021 Adult Higher Education Alliance Conference, virtual.
- Olson, J. S. (2020, October). *Best practices for extraordinary times: The impact of COVID-19-related changes to an existing online course* [Conference presentation canceled]. 2020 American Association for Adult and Continuing Education Conference, virtual.
- Bergman, M., Olson, J. S., & Elliot, E. E. (2020, March). *Unfinished business: Compelling stories of persistence—Voices from the students*. Presented at the 2020 Adult Higher Education Alliance Conference, Orlando, FL.
- Olson, J. S., Wan, Y., & Tomek, B. (2019, October). *Extending the boundaries: STEM faculty rework their ideas of mentoring*. Roundtable presented at the 2019 American Association for Adult and Continuing Education Conference, St. Louis, MO.
- Bergman, M., & Olson, J. S. (2019, October). *Unfinished business: Compelling stories of persistence*. Presented at the 2019 American Association for Adult and Continuing Education Conference, St. Louis, MO.
- Olson, J. S. (2019, March). *Helge and Me: Putting your inner imposter to work*. Presented at the 2019 Adult Higher Education Alliance Conference. Orlando, FL.
- Olson, J. S., Benoit, A., Johnson, C., Claflin, V., Flynn, B., Holtz, J. K., & Sedivy-Benton, A. (2018, October). *Leaps of faith: Working-class scholars making their way as higher education professionals*. Presented at the 2018 American Association for Adult and Continuing Education Conference, Myrtle Beach, SC.
- Benoit, A., Olson, J. S., Johnson, C., Privott, D., Murray-Johnson, K., & Sprow-Forté, K. (2018, October). *Hiding in plain sight: Needs and challenges of working-class scholars*. Presented at the 2018 American Association for Adult and Continuing Education Conference, Myrtle Beach, SC.
- Elufiede, K., & Olson, J. S. (2018, October). *Exploring best practices: Facing the challenges of building community in the online learning environment*. Roundtable presented at the 2018 American Association for Adult and Continuing Education Conference, Myrtle Beach, SC.
- Peno, K., Olson, J. S., & Boden, C. J. (2018, October). *Publishing a book with AHEA: The nuts and bolts*. Presented at the 2018 American Association for Adult and Continuing Education Conference, Myrtle Beach, SC.
- Olson, J. S. (2018, March). *It would be much easier if I didn't care: Compassion fatigue among faculty*. Presented at the 2018 Adult Higher Education Alliance Conference. Orlando, FL.
- Olson, J. S. (2017, November). *Making my mark: Student retention stories from those who persisted*. Roundtable presented at the 2017 American Association for Adult and Continuing Education Conference Memphis, TN.
- Olson, J. S. (2017, March). *Grit, perseverance, and the academic publishing process*. Presented at the 2017 Adult and Higher Education Alliance Conference, Orlando, FL.

- Olson, J. S., & Rice, M. H. (2016, November). *A nudge in the right direction: Incorporating coaching into your instructional design*. Roundtable presented at the 2016 American Association for Adult and Continuing Education Conference, Albuquerque, NM.
- Rice, M. H., & Olson, J. S. (2016, November). *Let your light shine: Putting your expertise to work in your community*. Roundtable presented at the 2016 American Association for Adult and Continuing Education Conference, Albuquerque, NM.
- Lohr, K., Rhodes, C., & Olson, J. S. (2016, November). *Making the most of writing time: Managing schedules, co-authors, and resources*. Presented at the 2016 Commission of Professors of Adult Education Annual Conference, Albuquerque, NM.
- Olson, J. S. & Rice, M. H. (2016, February). *Mentoring versus coaching: Is this a helpful distinction?* Presented at the 2016 Adult and Higher Education Alliance Conference, Orlando, FL.
- Olson, J. S. (2015, November). *Do they know who we are? How adult education is understood by K-12 teacher educators*. Presented at the 2015 American Association for Adult and Continuing Education Conference, Oklahoma City, OK.
- Rice, M., Olson, J. S., & Lasater, M. (2015, November). *Are we there yet?: Exploring the development of professional identity in career changers*. Presented at the 2015 American Association for Adult and Continuing Education Conference, Oklahoma City, OK.
- Olson, J. S. (2015, October). *What I wish they would ask: Voices of college recruiters*. Presented at the 2015 Bridges to Success Summit, Victoria, TX.
- Olson, J. S. (2015, October). *Grit and perseverance in a first-year seminar class*. Presented at the 2015 Bridges to Success Summit, Victoria, TX.
- Kellis-Carr, A. N., & Olson, J. S. (2015, October). *Thinking ahead: A critical skill*. Presented at the 2015 Bridges to Success Summit, Victoria, TX.
- Olson, J. S., Autry, L., & Moe J. (2014, November). *Moving beyond "bookish knowledge": Exploring deep learning and film-based pedagogy*. Presented at the 63rd Annual American Association for Adult and Continuing Education Conference, Charleston, SC.
- Rice, M., Olson, J. S., & Lasater, M. (2014, November). *"Do you know how lost I feel?": Career change and professional development*. Presented at the 63rd Annual American Association for Adult and Continuing Education Conference, Charleston, SC.
- Davis, C. A., & Olson, J. S. (2014, November). *Young adult learners in a complex society: Meeting transitional needs and making a difference*. Presented at the 63rd Annual American Association for Adult and Continuing Education Conference, Charleston, SC.
- Olson, J. S. (2014, April). *"That's my favorite part!": The experiences of college recruiters at an Hispanic Serving Institution*. Presented at the Noel-Levitz Symposium on the Recruitment and Retention of Students of Color, Indianapolis, IN.
- Olson, J. S. (2014, February). *Helping freshmen get grit: The potential of non-cognitive skills and coaching interventions for college success*. Presented at the 11th Annual Institute for Emotional Intelligence, Waco, TX.
- Olson, J. S., Rice, M. H., & Litton, F. (2014, February). *Professional coaching and adult education: Non-formal learning and academic credentials*. Presented at the 11th Annual Institute for Emotional Intelligence, Waco, TX.
- Olson, J. S. (2013, November). *"They told me it would take six months": Job changes, workplace learning, and higher education*. Presented at the 62nd Annual American Association for Adult and Continuing Education Conference, Lexington, KY.

- Olson, J. S. (2013, August). *Recruiting a new generation: College recruiters talk to and talk about first-generation college students*. Poster presented at the 5th Annual Texas Higher Education Symposium, San Antonio, TX.
- Olson, J. S. (2011, November). *When the distance is more than geographic: Online adjunct faculty, psychological distance, and institutional connection*. Presented at the 60th Annual American Association for Adult and Continuing Education Conference, Indianapolis, IN.
- Olson, J. S. (2011, November). *When you teach for us: The intersection of faculty development and adjunct instructors*. Presented at the Faculty Development Special Interest Group, at the Commission of Professors of Adult Education Co-Conference, Indianapolis, IN.
- Olson, J.S. (2011, November). *Re-defining success: The post-college career experiences of first-generation adult college graduates*. Presented at the Annual Conference of the Adult Higher Education Alliance, Indianapolis, IN.
- Olson, J. S. (2011, May). *“Back to the real world”: First-generation adult graduates and the college-to-work transition*. Presented at the CCCU Center for Research in Adult Learning Annual Conference, Indianapolis, IN.
- Olson, J. S. (2009, November). *Millennials and adult learners...Millennials AS adult learners*. Presented at the 58th Annual American Association for Adult and Continuing Education Conference, Cleveland, OH.
- Olson, J. S. (2008, October). *In pursuit of continuing education: Faith-based missionaries, funding, and freedom*. Presented at the North American Professors of Christian Education (NAPCE) 2008 Annual Conference, Atlanta, GA.
- Olson, J. S. (2008, June). *Veteran TCMN staff and their ongoing professional development*. Paper presented at the 20th Annual Ethnographic and Qualitative Research Conference, Cedarville, OH.
- Olson, J. S. (2008, May). *From service-learning to lifelong learning*. Paper presented at the Fifth National Faith-Based Service Learning Conference, Grantham, PA.

### ***Invited Talks***

- Olson, J. S. (2024, March). *Phenomenology and the dissertation research process*. Invited presentation for doctoral students in Adult Education and Human Resource Development at Texas A&M University.
- Olson, J. S. (2022, October). *Expanding your education*. Invited presentation at the 26th annual conference of the Texas Community Service Association. Victoria, TX, October 31, 2022.
- Olson, J. S. (2020, October). *Epistemology and my research process*. Invited presentation for doctoral students in Adult Education and Human Resource Development at Texas A&M University.
- Benoit, A. C., Olson, J. S., & Johnson, C. (2019, March). *Helping those who leap: A guided discussion*. Facilitated keynote discussion at the 43rd Annual Adult and Higher Education Alliance Conference, Orlando, FL, March 7-8, 2019.
- Olson, J. S. (2018, March). *Quality of life for the adult educator: Maintaining compassion while managing compassion fatigue*. Invited keynote at the 42nd Annual Adult and Higher Education Alliance Conference, Orlando, FL, March 8-9, 2018.

### ***Campus and Departmental Talks***

- Ortiz Garza, J., Countis, A., & Olson, J. S. (2024, May). *It's all about relationships [Across the University]*. Presentation for the University of Houston-System Student Affairs and Enrollment Services Leadership conference. Houston, TX. May 22, 2024.

- Olson, J. S., Countis, A., & Ortiz Garza, J. (2024, May). *Vulnerability is not a weakness: Developing trust and character as a leader*. Presentation for the University of Houston-System Student Affairs and Enrollment Services Leadership conference. Houston, TX. May 22, 2024.
- Olson, J. S., & Ortiz Garza, J. (2023, May). *There's no such thing as "Small Talk."* Presentation for the University of Houston-System Student Affairs and Enrollment Services Leadership conference. Clear Lake, TX. May 24, 2023.
- Ortiz Garza, J., & Olson, J. S. (2023, May). *Serving at a Hispanic-SERVING Institution*. Presentation for the University of Houston-System Student Affairs and Enrollment Services Leadership conference. Clear Lake, TX. May 24, 2023.
- Olson, J. S. (2023, April). *More than just small talk*. Presentation for the UH-Victoria ROAR Student Leadership Conference, Victoria, TX. April 15, 2023.
- Olson, J. S., & Wan, Y. (2022). *"You might as well make a job out of it": Career development in undergraduate STEM majors*. Presented for UHV Discovers, Katy, TX, March 10, 2022.
- Olson, J. S., & Martinez, R. (2021, November). *You might get more done if you lead slowly*. Presentation for the UH-Victoria ROAR Student Leadership Conference, Victoria, TX. November 6, 2021.
- Olson, J. S. (2021, March). *Grammar and punctuation in academic writing: The art of proofreading*. Presentation for the UH-Victoria Graduate Resource for Online Workshops and Learning (GROWL). Victoria, TX, April 10, 2021.
- Olson, J. S., & Nusayr, A. (2019, November). *From design to delivery: Maintaining student engagement and participation in ITV and online classes*. Presentation for the UHV Faculty Development discussion series. Victoria, TX, November 15, 2019.
- Olson, J. S. (2019, October). *Does it start in your wallet? The connections between leadership and stewardship*. Presentation for the UH-Victoria ROAR Student Leadership Conference, Victoria, TX, November 2, 2019.
- Olson, J. S. (2018, October). *Get your hands dirty: Grit, tenacity, and success*. Presentation for the UH-Victoria ROAR Student Leadership Conference, Victoria, TX, October 20, 2018.
- Olson, J. S. (2017, May). *The main thing is to keep the main thing the main thing: Statistics, stories, and strategies for promoting student success in the first-year seminar*. Presentation for the in-house conference for first-year seminar and core curriculum instructors at the University of Houston-Victoria.
- Olson, J. S. (2016, November). *Get your hands dirty: Grit, tenacity, and academic success*. Presentation for the Community of Readers Faculty Lecture Series at the University of Houston-Victoria.
- Olson, J. S., & Rice, M. H. (2016). *Get your game on: Coaching in the first-year seminar*. Presentation for the Living and Learning Community professional development session at the University of Houston-Victoria.
- Olson, J. S. (2013, November). *Who learns what? Education and higher education in North Korea*. Presentation for the Community of Readers series at the University of Houston-Victoria.
- Olson, J. S. (2009, November). *Swept under the rug: Relational support for adult undergraduates as described in adult education journals*. Poster presented at the Fall 2009 Learning & Performance Systems Departmental Poster session, University Park, PA.

## ***Honors and Awards***

**Outstanding Administrative Leader**, Office of the Provost, University of Houston, Victoria, 2022  
**Exceptional Research and Service Award**, Adult and Higher Education Alliance, 2022  
**Changing Our Country Award**, Wonderful Women of UHV Award, 2022  
**Distinguished Citizen Award**, City of Victoria, TX, 2022  
**Outstanding Scholarly Activity Award**, School of Education, Health Professions and Human Development, UHV, 2021  
**Distinguished Faculty Service Award**, Office of the Provost, UHV, 2019  
**Excellence in Teaching Award**, The National Society Of Leadership and Success, UHV Chapter, 2018  
**Research and Scholarly Activity Award**, Office of the Provost, UHV, 2015  
**Outstanding Scholarly Activity Award**, School of Education, Health Professions and Human Development, UHV, 2015  
**Junior Faculty Summer Research Grant Recipient**, UHV, 2014  
**Outstanding Teaching Award**, School of Education and Human Development, UHV, 2013-2014  
**Student's Choice Faculty Award**, presented for "Outstanding Service to Students" by the Student Government Association, UHV, 2014  
**Lavanda P. Muller Graduate Fellowship in Education**, Penn State University, 2008-2010  
**Floyd B. Fischer Graduate Fellowship in Adult Education**, Penn State University, 2007-2008  
**Lois LeBar Award** in Christian Formation and Ministry, Wheaton College, May 2007

## ***Grants***

Wan, Y., Olson, J. S., & Gohel, H. (2022). Paving a Transfer Pathway for Low-Income STEM Students. (Funded). National Science Foundation (One-Year Grant, \$100,000), for UHV.

Wan, Y., Olson, J. S., Tomek, B., & Teixeira, R. (2018). Improving STEM Education in a Rural Area (STEM ERA) Scholarships. (Funded). National Science Foundation (Five Year Grant, \$645,677), for UHV.

Chao, L., Fox, J. E., & Olson, J. S. (2016). Improving STEM Education in a Rural Area (Submitted, not funded). National Science Foundation (Five Year Grant, \$650,000), for UHV.

Bacon, K. M., Olson, J. S., & Canfield, J. (2015). Student Support Services (Submitted, not funded). U. S. Department of Education, (Five Year Grant, \$220,000), for UHV.

## ***Integrated Research Projects (Master's Theses) supervised***

Mansker, D. (2012). *Influences on youth pastor longevity: An exploration of long-term youth pastors in the Northeast United States*. (Unpublished Master's paper). Crown College, St. Bonifacius, MN.

Zabaneh, R. (2012). *Education without purpose: A study of academic underachievement in the San Francisco Bay Area*. (Unpublished Master's paper). Crown College, St. Bonifacius, MN.

Brown, C. (2012). *Connectedness, spiritual growth and small groups: An evaluation of one large, Midwestern evangelical church*. (Unpublished Master's paper). Crown College, St. Bonifacius, MN.

## ***Service and Committees***

*Service to the University*

**Faculty Engagement Committee (Chair)** – University of Houston-Victoria (UHV), 2024-present.

**Academic Advising Workgroup** – UHV, 2024-present.

**University Strategic Planning Committee** – UHV, 2022-2023.

**Facility Space Planning Committee** – UHV, 2015-2016; 2021-present.

***Institutional Review Board, Human Subjects Committee (Chair)*** – UHV, Chair 2020-2022; Member 2019-2022.

***Search Committees (abridged)*** – UHV: ***Director of Institutional Research and Effectiveness (Chair)*** – 2022, 2024; ***Interim Dean of Natural and Applied Science (Chair)*** – 2021.

***Technology Accessibility Advisory Committee*** – UHV, 2017-2023.

***Student Retention and Success Committee*** – UHV, 2021.

***Graduate Programs Committee (Chair)*** – UHV, Spring 2021.

***Academic Strategic Plan Committee*** – UHV, 2019-2021;

***Faculty Development and Retention Sub-committee***, Chair.

***Strategic Enrollment Management and Student Success Strategic Plan Committee*** – UHV, 2019-2020

***Graduate Recruiting Sub-committee***, Co-Chair.

***Faculty Senate Executive Committee*** – UHV, 2020-2021; ***Faculty Senator*** – UHV, 2013-2015;

***Faculty Senate Ad Hoc Committee on Academic Misconduct and Plagiarism (Chair)*** – UHV, 2020;

***Faculty Senate Ad Hoc Committee on “In-Residence Faculty”*** – UHV, 2017.

***“Faculty Showcase” Homecoming Event (Chair)*** – UHV, 2020.

***University Promotion and Tenure Committee*** – UHV, 2018-2020.

***School of Education, Health Professions, and Human Development Promotion and Tenure Committee*** – UHV, 2017.

***Blackboard Ally Implementation Team*** – UHV, 2019.

***Faculty Awards Committee*** – UHV, 2019-2020, 2018-2019, 2015-2016 (Chair).

***On-Site Project Manager, Academic Partnerships Implementation*** – UHV, 2018-2019.

***Committee on Student Organizations*** – UHV, Spring 2014-2016, 2018-2019.

***Face-to-Face Enhancement Committee*** – UHV, 2016.

***School of Education, Health Professions, and Human Development Awards Committee*** – UHV, 2015, 2016.

***Judicial Review Board*** – University of Houston, Victoria, 2014-2016.

***Quality Enhancement Plan (QEP) Planning and Implementation Committee*** – UHV, 2012-2014;

***Living and Learning (Quality Enhancement Plan) Steering Committee*** – UHV, 2014-2016.

***Student Organization Funding Committee*** – UHV, Fall 2014-Spring 2016.

***Student Fee Advisory Committee*** – UHV, 2015-2016.

***Freshman Review Committee*** – UHV, 2012-2013.

***Online Course Review Committee (Chair)*** – School of Education and Human Development, UHV, Summer 2013-Spring 2014.

***Faculty Evaluation Committee*** – School of Education and Human Development, UHV, 2013-2015.

***Faculty Research and Service Awards Committee (Chair)*** – UHV, 2013.

***Program Development Task Force*** – School of Education and Human Development, UHV, Fall 2012.

***Academic Affairs Committee*** – Adult and Graduate Studies, Crown College, May 2011-July 2012.

***Student Leadership Team; Peer Mentor*** – Learning & Performance Systems Department, Penn State University. 2008-2010.

***Commission for Adult Learners*** – Penn State University. August 2008-June 2010.

***Graduate Student Association liaison to University Park Undergraduate Association*** – Penn State University. August 2008-May 2010.

***Service to the Profession***

***Book Series Editor; Board Member*** – Adult Higher Education Alliance, May 2016-present.

***Consulting Editor*** – *Adult Learning Journal*, October 2018-present.

***Grant Review Panelist*** – National Science Foundation, June 2020.

***Conference Proposal Reviewer*** – American Association of Adult and Continuing Education Annual Conference, 2010-2024; Conference on The First-Year Experience, 2017-2019; Research-to-Practice Annual Conference, 2011-2014 (Formerly Midwest Research-to-Practice Annual Conference); Western Region Research Conference on the Education of Adults, 2013.

**Editorial Board and Peer Reviewer** – *Journal of Continuing Higher Education*, 2014-present; Adult and Higher Education Alliance Book Series, 2014-2023.

**Peer Reviewer** – *Online Learning (Formerly The Journal of Asynchronous Learning Networks)*, 2014-present; *Journal of Career Development*, 2014-present; *Adult Education Quarterly*, 2018-present.

**Panel (Evaluator), Research Design and Epidemiology Projects** – Nixon-Smiley High School, May 2015, 2016, 2017, 2023.

**Director of Membership** – Adult Higher Education Alliance, August 2015-2016.

**Director-At-Large** – Commission of Professors of Adult Education, November 2014-2016.

**Faculty Development Special Interest Group Co-Chair** – Commission of Professors of Adult Education, November 2012-November 2014.

**Awards Selection Committee, Marlowe Froke Award** – *Journal of Continuing Higher Education and The Association for Continuing Higher Education*, Fall 2014.

### **Professional Memberships**

*Association of Texas Graduate Schools*, Member, 2021-present

*American Association of Adult and Continuing Education*, Member, 2009-present

*Commission of Professors of Adult Education*, Member, 2009-present

*Texas Assoc. of College and University Student Personnel Administrators*, Member, 2017-2021

*Adult Higher Education Alliance*, Member, 2011-present

*Adult Education Research Conference*, Member, 2009-present

*Texas Women in Higher Education*, Member, 2012-present

*North American Professors of Christian Education*, Member, 2008-2011

### **Other Professional and Employment Experience**

**Educational Consultant (Academic Advisor): First-Year Students** – First-Year Testing, Counseling and Advising Program (FTCAP), Penn State University, May-July 2008. Conducted individual educational planning interviews with incoming undergraduate students.

**Communications Specialist** – Glen Ellyn Evangelical Covenant Church, Glen Ellyn, IL, Sept. 2005-June 2007. Designed marketing/communication pieces for events: graphics, posters, brochures, signage, etc.; wrote and edited content for weekly bulletin, monthly newsletter and other church communication.

**Educator and Mentor—Collegiate Ministry Staff** – The Navigators, Eau Claire, WI, Nov. 1999-June 2005. One-on-one training, mentoring and discipleship relationships with focus on leadership development and equipping college students to mentor other students; coached and trained new student leaders; developed and presented workshops, retreats and talks.

**Information Technology Network Coordinator** – Woodard, Inc., Owosso, MI, July 1995 – Aug. 1999. Designed and delivered software training for 150 users; trained three “first-level” PC support technicians; provided ongoing “second-level” hardware, software, and network support.

**Instructor and Curriculum Developer** – Automation Resource Corporation, Okemos, MI, Jan. 1991 – June 1995. Provided stand-up, hands-on instruction for more than 30 classes including Microsoft Word, Excel, PowerPoint; developed, wrote and edited computer training manuals.

**English Teacher** – Chung Tai English Ministries, Taichung, Taiwan (Summer 1990).