

Michael Griffel

PROFESSIONAL EXPERIENCE

Associate Vice President, Student Services and Enrollment Management, and Director, University Housing: June 2022 – Present, University of Oregon, Eugene, Oregon, United States

The University of Oregon is a public comprehensive research university. The University of Oregon is represented as the flagship institution of the Oregon University System and one of 34 public research universities in the Association of American Universities. Enrollment is about 24,000 students.

Approximately 6,400 individuals live in University owned and operated Residence Halls, graduate student housing, family housing apartments and houses. University Housing reports with the Division of Student Services and Enrollment Management.

Direct and oversee the University's Housing operations ("Senior Housing Officer"), including the Residence Life and Educational Initiatives, Business Services Operations, Dining Services (residential and retail), Catering, Conferences, Capital Projects, Facilities/Custodial, Human Resources, Marketing and Communications units, to promote comprehensive student success and development, academic achievement, high retention and graduation rates.

- Oversight for an Administrative, Classified and Student staff of approximately 1,200 employees and a fiscal year 2023 budget totaling about \$100million. Direct supervision for leadership staff in: Residence Life, Business Services Operations, Facilities Services and Capital Projects, Dining Services, Catering and Conference Services, and Marketing and Communications.
- Overall responsibility for the programs and services that comprise and enhance the University of Oregon residential experience, providing direction and leadership of services, programs and initiatives which build academic connections in support of the mission of the University.
- Leadership for development of \$220Million 3-phase University Housing Transformation Project, which includes two 700 bed *Academic Residential Community* centered residence halls, one 400 bed upper-division student centered community, a 20,000 square foot innovative public market with eleven dining venues, the University's Student Welcome Center and large open green space. First phase opened Fall 2021; Second Phase will open fall 2023; Third phase will be complete summer 2025.
- Leadership for development of \$48Million 2-phase renovation of a 700 bed *Academic Residential Community* centered residence hall. First phase opened, Fall 2018; Second Phase planning opening Fall 2019.
- Leadership for development of new 530 bed *Academic Residential Community* centered residence hall. Opened Fall 2017.
- Leadership for development of new Central (commissary and catering) Kitchen and Woodshop facility. Opened Spring 2016.
- Leadership for completion of a comprehensive twenty-year housing plan to modernize existing residence halls and complete construction of several new halls.
- Direct, in coordination with Division of Student Life Capital Planning comprehensive housing residence hall modernization study/master planning process and housing financial feasibility study.
- Oversee strategic renovation and update the infrastructure of University Housing facilities budgeted at between \$4 – \$6 million annually.
- Direct development of comprehensive and inclusive departmental strategic planning process, including core strategic plan, learning outcomes, service standards and 20-year capital plan and budget

- Provide vision and leadership to ensure delivery of high-quality residential programs, services, and facilities through the development, implementation and evaluation of organizational goals, objectives, and policies/procedures.
- Provide leadership for the creation of the housing and dining program at the new University of Oregon, Portland Campus, (operations begin Fall 2023).
- Member, facilitator, chair or co-chair of numerous long-term and short-term university committees including Campus Planning Committee, MLK events committee, Enrollment Planning Committee.

Assistant Vice President, Student Services and Enrollment Management, and Director, University Housing: April 2018 – May 2022, University of Oregon, Eugene, Oregon, United States

The University of Oregon is a public comprehensive research university. The University of Oregon is represented as the flagship institution of the Oregon University System and one of 34 public research universities in the Association of American Universities. Enrollment is about 24,000 students.

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- Oversight for an Administrative, Classified and Student staff of approximately 1,200 employees and a fiscal year 2022 budget totaling about \$78 million. Direct supervision for leadership staff in: Residence Life, Business Affairs, Facilities Services and Capital Projects, Dining Services, Catering and Conference Services, and Marketing and Communications.
- Overall responsibility for the programs and services that comprise and enhance the University of Oregon residential experience, providing direction and leadership of services, programs and initiatives which build academic connections in support of the mission of the University.
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- Provide vision and leadership to ensure delivery of high-quality residential programs, services, and facilities through the development, implementation and evaluation of organizational goals, objectives, and policies/procedures.
- Member, facilitator, chair or co-chair of numerous long-term and short-term university committees including Campus Planning Committee, MLK events committee, Enrollment Planning Committee...

Interim Executive Director, University Health Center: May 2018 – November 2018, University of Oregon, Eugene, Oregon, United States (Served concurrently with Assistant Vice President for Student Services and Enrollment Management and Director, University Housing position.)

Develop and direct fiscal and resource strategies, plans, and policies for the University Health Center. Oversee multiple departments including Primary Care, Psychiatry, Nurse Specialty, Laboratory, X-Ray, Pharmacy, Physical Therapy/Sports Medicine, Dental, Central Services, Health Insurance, and Health Promotion.

- Manage, lead, and direct the fiscal and human resource planning functions.
- Develop and implement long-term financial objectives that ensure financial integrity of the University Health Center, initiate cost-effective methods for reducing expenses and improving the quality of the service delivered to students for physical and mental health.
- Develops the UHC leadership team to formulate, organize, and administer policy for all phases of the operation, including clinical, health education services, staff development, personnel selection, evaluation, and budgetary functions
- Develop, organize, coordinate, implement, administer, direct, and evaluate the programs, services, operations, and activities of the University Health Center. Collaboratively resolves issues related to service delivery, patient care, patient/parent issues or complaints, and personnel issues.
- Ensure policies and practices meet professional, ethical, and legal standards.
- Develops and directs planning strategies that include the operation and administration of the University Health Center.
- Establish goals, objectives, and metrics for health center strategic planning.
- Proposes and implement new approaches and services consistent with department, division, and university missions.
- Provide leadership to all personnel in the University Health Center, including direct reports, and the officers of administration and classified staff.
- Model and promote a diverse and inclusive multicultural organization that strives toward professional and cultural competencies.

Director, University Housing: August 2010 – April 2018, University of Oregon, Eugene, Oregon, United States

The University of Oregon is a public comprehensive research university. The University of Oregon is represented as the flagship institution of the Oregon University System, a member of the Association of American Universities. Enrollment is 24,000 students. Approximately 5,400 individuals live in University owned and operated Residence Halls, graduate student housing, family housing apartments and houses. University Housing reported in the Division of Student Life through October, 2016, and reports in the Division of Student Services and Enrollment Management.

Direct and oversee the University's Housing operations ("Senior Housing Officer"), including the Residence Life, Business Operations, Dining Services (residential and retail), Catering, Conferences, Capital Projects, Facilities/Custodial, Human Resources, Marketing and Communications units, to promote comprehensive student success and development, academic achievement, high retention and graduation rates.

- Oversight for an Administrative, Classified and Student staff of approximately 900 people and a Fiscal year 2018 budget totaling about \$62 million. Direct supervision for leadership staff in: Residence Life, Business Affairs, Facilities Services and Capital Projects, Dining Services, Catering and Conference Services, and Marketing and Communications.
- Overall responsibility for the programs and services that comprise and enhance the University of Oregon residential experience, providing direction and leadership of services, programs and initiatives which build academic connections in support of the mission of the University.
- Leadership for development of \$48Million 2-phase renovation of a 700 bed *Academic Residential Community* centered residence hall. First phase opened, Fall 2018; Second Phase planning opening Fall 2019.
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- Direct, in coordination with Division of Student Life Capital Planning comprehensive housing residence hall modernization study/master planning process and housing financial feasibility study.
- Oversee strategic renovation and update the infrastructure of University Housing facilities budgeted at between \$4 – \$6 million annually.
- Direct development of comprehensive and inclusive departmental strategic planning process, including core strategic plan, learning outcomes, service standards and 20-year capital plan and budget
- Provide vision and leadership to ensure delivery of high-quality residential programs, services, and facilities through the development, implementation and evaluation of organizational goals, objectives, and policies/procedures.

Director of Residence Life: June 2007 – August 2010, Bowling Green State University, Bowling Green, Ohio, United States

Bowling Green State University is public state institution with strong undergraduate, graduate and research programs. The combined enrollment on both campuses is about 20,000 students.

Approximately 5,800 students live on-campus, 5,200 in Residence Halls and 600 in University owned and operated Fraternities and Sororities. Roughly 88% of freshmen live on-campus. BGSU was ranked as having among the best Learning Communities in the 2009-2010 edition of U.S. News and World Report's "America's Best Colleges". Residence Life reports within the Division of Student Affairs and collaborates heavily within the Division of Academic Affairs and the Division of Finance and Administration.

Direct and oversee the University's housing and residence life operations ("Senior Housing Officer") to promote comprehensive student success and development, academic achievement, high retention and graduation rates.

- Oversight for a full-time and part-time staff of approximately 400 people and a budget totaling just over \$28 million. Direct supervision for "senior staff" in the areas of: housing administration, business

affairs, residence life/residence education, Greek affairs, facility operations, capital improvements, residential technology, and conference and guest services programs.

- Directed, in coordination with Capital Planning, a comprehensive housing master planning process.
- Oversee and direct the Housing and Residence components in the planning, design and development of two new Residence Halls with over 1,300 beds total beds scheduled to open Fall 2011. Total cost of approximately \$82 million.
 - Fast track project. Design began December 2009. Construction scheduled to begin May 2010.
 - Development of project through a Public-Private-Partnership and creation of a 501c-3, non-profit organization, closely affiliated with the University.
- Oversee and direct the strategic renovation and update the infrastructure of Residence Life facilities budgeted at approximately \$3 million annually.
- Provide vision and leadership to ensure delivery of high-quality residential programs, Greek affairs programs, services, and facilities through the development, implementation and evaluation of organizational goals, objectives, and policies/procedures.
- Plan and organize long-range and strategic plans for the department and contribute strategic planning for Residence Life, the Division of Student Affairs, and the University. Served on the University's Strategic Planning Steering Committee.
- Participate in numerous interdisciplinary committees.
- Participate in enrollment activities in cooperation with Admissions, Student Academic Achievement, Registration and Records, Financial Aid, Bursar, and the Vice President for Financial Affairs.
- Plan, oversee and direct Residence Life financial operations including determination of fiscal goals for the department, consistent and reliable financial reports, annual budgets, financial forecasts, business plans and pro-formas
- Ensure strong financial results annually including over \$3Million annual contribution to capital reserves.
- Direct and oversee improvements to contain/reduce costs and/or increase revenue for reinvestment in programs, services and facilities.
- Ensure equitable search processes for position openings, make final decision on all administrative position hires based on committee recommendations, interviews, and references.
- Provide professional development opportunities to administrative, classified and student employees.
- Encourage positive human relations by example and through the implementation of effective programs.
- Respond to emergencies and crises and serve on the University Emergency Response Team and the University Crisis Intervention Team.
- Meet with student leaders and provide support for student leadership and organizations.
- Facilitate strategic enrollment management strategies in collaboration with personnel from offices of Admissions, Student Academic Achievement, Registration and Records, Financial Aid, Bursar, and the Vice President for Financial Affairs,
- Collaborate with faculty directors of the residential learning communities. Collaborate to create new Residential Learning and Residential Theme Communities. Allocate resources for academic success programs and learning facilities. Serve on the Residential learning Communities Advisory Committee.
- Serve as Appeals Officer for residential disciplinary cases.

Director of University Residences: January 1998 – June 2007, University of Idaho, Moscow, Idaho, United States

The University of Idaho is the State's Land Grant University. The enrollment is 12,000 students, 9,000 of whom are undergraduates. Approximately 2,050 students live on-campus—1,750 in Residence Halls

and 300 in University owned and operated family and graduate student apartments. Roughly 55% of freshmen live in the Residence Halls, 35% live in independent, nationally affiliated Fraternities or Sororities and 10% live off-campus. University Residences is an auxiliary, reporting both to Auxiliary Services in Finance and Administration and to Student Affairs in Academic Affairs.

Directed and oversaw the University's housing and residence life operations ("Senior Housing Officer").

- Supervised department of 45 full-time employees, including Residence Life professional staff, journey-level maintenance, custodial, project manager/architect, journey-level carpenters and painters, security systems/locksmith, and over 180 part-time employees. Direct reports included: Associate Director of University Residences for Residence Life, Manager of Business Operations and Assistant Director of University Residences, Manager of Marketing and Recruitment, and Network Specialist (director of information services).
- Directed and oversaw the 3+ year, \$32 million, residential facility, planning, from pre-concept through opening, for a new 600-bed Residence Hall Community: multi-purpose rooms/classrooms, retail dining, faculty-in-residence apartments.
 - Developed the strategic planning groundwork to facilitate the University's approval of new construction of residential space that was designed to facilitate learning.
 - Developed networks and relationships with academic units to facilitate full participation in the project planning, development of the facility and long-term commitment to the Living Learning Community.
 - Facilitated the 1½ year 20 member Student, Faculty and Staff, "Dream Team". This weekly collaborative team developed a significant portion of the conceptual plan of the project from scratch using student development literature, "best practices," market and financial analyses.
 - Served as the primary liaison between external facility pre-planning consultants and the University, except on technical-architectural and technical-engineering components.
 - Served as the client and owner representative for the construction project on all aspects of the project except for technical-architectural and technical-engineering components---served as the liaison with technical-architectural and technical-engineering staff and consultants.
- Developed, was awarded and served as Principal Investigator/Project Director for FIPSE (Fund for the Improvement of Post-Secondary Education, U.S. Department of Education) Grant. A 3 ½-year \$330,000 grant which was developed to serve as a model for improving college student academic achievement, retention, graduation rates and academic culture on campus. The project began January 2004 and ended June 2007.
- Directed, coordinated and collaborated in the creation of learning communities and academic theme communities on campus.
 - Nearly 60% of Residence Hall students were a part of a learning or academic theme community.
 - Worked very closely with students, faculty, administrators and staff developing learning-centered programs that supported the mission of the university.
 - Led the development of two University Residences Strategic Planning processes: 1999 and 2006/2007.
- Oversaw a \$10.2 million capital and operating budget and all financial and budget (operating and capital) management of University Residences.
- Worked with Legal Counsel, Risk Management, Human Right Compliance Officer, and Environmental Health and Safety to insure appropriate policy and practice in all areas of the department.
- Worked closely with the Residence Hall Association President to insure strong relationships between University Residences, the Residence Hall Association and Hall Councils.
 - The Residence Hall Association annually won one to four regional (Inter-mountain Association of College and University Residence Halls) awards and has won five national awards from the

National Association of College and University Residence Halls (NACURH), in the last five years.

- Directed and coordinated departmental changes which realized significant improvements since January 1998:
 - The department went from a \$1.8 million fund balance deficit to a positive fund balance, a positive annual operating budget and \$1.6 million in capital reserves
 - Residence hall occupancy increased by 28% (8% institutional enrollment increase)
 - Student resident retention increased 12% (4% institutional enrollment retention increase)
- Member of numerous University of Idaho short- and long-term committees including:
 - Strategic Enrollment Management Steering Committee; Strategic Enrollment Management, Undergraduate Retention Committee; Strategic Plan Implementation Team Goal 1; University Learning Outcomes Assessment Team; Division of Student Affairs learning outcomes assessment liaison; Deferred Maintenance Planning Committee; Diversity Plan Implementation Team; University Safety Committee; University of Idaho Strategic Planning Committees; Numerous selection committees

Director of Residence Life (and Housing): June 1993 – January 1998, Robert Morris College (now Robert Morris University), Moon Township (Pittsburgh suburb), Pennsylvania
Robert Morris University is a private non-profit institution, offering bachelors, masters and doctoral programs. Enrollment is 5,100 full and part-time students, 4,000 are undergraduates, 1,100 graduate students, 1,200 students live on campus. The Fraternities and Sororities are housed on-campus in the Residence Halls.

- Hired, trained and supervised the Residence Life professional staff including an Assistant Director of Residence Life and four master's level Area Coordinators
- Oversaw the custodial department including the Custodial Manager
- Worked closely with the Fraternity and Sorority student leadership, Alumni and Advisors to provide strong Fraternity and Sorority services and programs on-campus
- Managed and supervised the residence hall's operation and physical plant
- Planned and administered departmental budgets and purchasing
- Developed and implemented innovative short and long range departmental strategic plans
- Developed and directed residence hall based academic support, faculty involvement and learning programs
- Created Freshmen Learning Communities in conjunction with the Freshmen Year Experience course instructors and academic units
- Oversaw residence hall enrollment management

Assistant Director of Residence Life (and Housing): August 1990 - June 1993 Robert Morris College (now Robert Morris University), Moon Township (Pittsburgh suburb), Pennsylvania

Assisted in directing the Residence Life/Housing Department

- Supervised 8 professional Resident Directors
- Developed and implemented Resident Assistant and Resident Director selection and training
- Developed and implemented complete restructuring of the residence education program
- Developed and implemented new residence life dimensional programming model
- Oversaw enrollment management services for the department
- Coordinated assessment for the department
- Assisted in the administration of the Residence Life Judicial System

- Advised the Residence Hall Association

Professional Resident Director: August 1989 - August 1990 The University of Pittsburgh, Pittsburgh, Pennsylvania

Directed and managed a comprehensive student development program for 700 students

- Coordinated a quality living environment through effective advising, counseling, and policy enforcement
- Trained and supervised 14 Resident Assistants
- Co-developed leadership of training workshops for 85 student staff
- Supervised Resident Assistants in designing cultural, educational and social programming
- Recruited, interviewed and selected prospective staff members
- Created and coordinated a peer educational programming group
- Collaborated with student leadership of the Sororities housed in on campus Residence Halls for student development programming including safety and academic oriented events
- Advised and assisted residence hall association in leadership development and program planning

ADDITIONAL WORK EXPERIENCE

- **Summer Resident Education Coordinator:** 1989, The University of Michigan, Ann Arbor, Michigan
- **Resident Director:** 1987-1989, The University of Michigan, Ann Arbor, Michigan
- **Graduate Assistant, Instructional Resource Information Services:** 1988-1989, The University of Michigan, Ann Arbor, Michigan
- **Coordinator, Students' Counseling Office:** 1988-1989, The University of Michigan, Ann Arbor, Michigan
- **Student Supervisor, Student Recreation Facilities:** 1985-1987, The University of Michigan, Ann Arbor, Michigan
- **Student Co-Coordinator, New Student Orientation:** Summer 1987, The University of Michigan, Ann Arbor, Michigan

SELECTED PRESENTATIONS

Griffel, M., Hatfield, K., Moses, L., (2023, June) Enhancing Our Value Proposition: Innovative Partnerships and Spaces, presentation at the *Campus Home LIVE!* annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Portland, Oregon, United States.

Meriwether, L., Johnson, T., Griffel, M. (2023, June) You CAN get there from here: Different Paths to Housing Leadership and Sustainability, presentation at the *Campus Home LIVE!* annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Portland, Oregon, United States.

Griffel, M., (2023, February) Innovative Spaces and Important Partnerships, presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Calgary, Alberta, Canada.

Schmidt-MacKenzie, A., Griffel, M. (2022, June) Re-Engaging our Purpose and Joy, presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Pittsburgh, Pennsylvania, United States.

Griffel, M., Marrow, M. (2022, March). Dear College/University Housing/Residence Life Ethicist. Presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Virtual Conference.

Griffel, M., Galindo, E., Gore, V., McCuskey, B. (June, 2020) Wisdom & Experience: stories from residence life leaders who are now VPs, featured presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Virtual Conference.

Ferris, H., Bruce, V., Jackson, D., Griffel, M., Noyes, B., Brouillard-Bruce, T. (2019, July) Taking Strategic Leadership of P3 Partnerships, pre-conference workshop at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Toronto, Ontario, Canada.

Griffel, M. (2019, July) Achieving Powerful Powerful Partnerships on Campus. Presentations (2) at the annual summer conference of the College & University Business Officers (CUBO) organization, (United Kingdom and Ireland), Swansea, Wales, United Kingdom.

Griffel, M. (2019, February) We Are Communitarians. Quick Takes presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Portland, Oregon, United States.

Buck, A., Galindo, E., Kennedy, K., Griffel, M. (2018, July) 3Ps Exploring P3s Process, Issues, Challenges, Resources, Strategies. (Senior Housing Officers Pathway Experience session) Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Denver, Colorado, United States.

Griffel, M. (2017, June) Affordability: Strategies for Lowering the Cost of Living on Campus. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Providence, Rhode Island.

Griffel, M. (2017, June) If You Can't Measure It, It Doesn't Count. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Providence, Rhode Island, United States.

Mac-Kenzie-Schmidt, A., Haapla, K., Griffel, M. (2017, February) Designing the Next Decade of Student Life at the University of Oregon. Presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Spokane, Washington, United States.

Heruska, V., Griffel, M. (2016, July) Co-Facilitators: Knowledge Domain Forum: Resident Education: Hall Directors/Coordinators. Annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Seattle, Washington, United States.

Scott, M.K., Griffel, M. (2015, June) Co-Facilitators: Knowledge Domain Forum: Resident Education: Hall Directors. Annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Orlando, Florida, United States.

Griffel, M., Potts, C. (2015, February). Dear Student Housing Ethicist: Ethical Decision Making in Student Housing and Residence Life. Presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Salem, Oregon, United States.

Galindo, E., Allen, C., Griffel, M. (2014, June). Chief Housing Officers Forum. Pre-conference session at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Washington D.C. , United States.

Young, D.G., Oelschlager, S., Griffel, M., (2014, June). ACUHO-I Related Findings from the 2013 National Survey of Peer Leaders. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Washington D.C., United States.

Galindo, E., Allen, C., Griffel, M. (2014, June). Chief Housing Officers Forum. Pre-conference session at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Washington D.C. , United States.

Schreiber, P., DeShields R., Griffel, M. (2014, February). When I'm a Director...The Things I Told Myself I Would & Wouldn't Do and Why It Just Hasn't Worked Out That Way! Presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Edmonton, Alberta, Canada.

Young, D.G., Keup, J., Croft, L., Hernandez, C., Smith, R., Griffel, M., (2013, November). 2013 National Survey of Peer Leaders Results Overview, Webinar by the National Resource Center, First-Year Experience and Students in Transition, University of South Carolina, United States..

Griffel, M., Dura, S. (2013, June). Improving Effectiveness: 15 Tips to Increase "Mindfulness" and "Intentionality" at Work. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Minneapolis, Minnesota, United States.

Galindo, E., Solt Prunty, B., Griffel, M. (2013, June). Chief Housing Officers Forum, Pre-conference session at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Minneapolis, Minnesota, United States.

Griffel, M. (2013, February). Improving Effectiveness: 15 Tips to Increase "Mindfulness" and "Intentionality" at Work. Presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Tacoma, Washington, United States.

Griffel, M., Schreiber, P., DeShields R., (2013, February). "So You Want To Be A Senior Housing Officer?" Presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Tacoma, Washington, United States.

Galindo, E., Solt Prunty, B., Griffel, M. (2012, July). Chief Housing Officers Forum, Pre-conference session at the annual conference and of the Association of College and University Housing Officers-International (ACUHO-I), Anaheim, California, United States.

Griffel, M., Solt Prunty, B. (2012, July). Politics in the workplace and Political Capital. Presentation at the annual conference and of the Association of College and University Housing Officers-International (ACUHO-I), Anaheim, California, United States.

Griffel, M. (2012, February). Politics in the workplace and Political Capital. Presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Ashland, Oregon, United States.

Griffel, M., Akana, A. (2011, February). Strategic Planning for Residential Learning Communities. Presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Vancouver, British Columbia, Canada.

Griffel, M., Akana, A. (2011, February). Collaborating for Organizational Change: A Straight-Forward Restructuring Model. Presentation at the annual conference of the Northwest Association of College and University Housing Officers (NWACUHO), Vancouver, British Columbia, Canada.

Griffel, M (2010, June). Collaborating for Organizational Change: A Straight-Forward Restructuring Model. Regional Best Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Austin, Texas, United States.

Griffel, M (2010, April). Collaborating for Organizational Change: A Straight-Forward Restructuring Model. Webinar. Great Lakes Association of College and University Housing Officers (GLACUHO).

Griffel, M (2009, November). Collaborating for Organizational Change: A Straight-Forward Restructuring Model. Presentation at the annual conference of the Great Lakes Association of College and University Housing Officers (GLACUHO), Fort Wayne, Indiana, United States. Selected as the Region's Best Program Session.

Griffel, M (2009, June). Residence Life and Housing During Budget Challenges at Public Colleges/Universities. Facilitated Round Table at the annual conference and of the Association of College and University Housing Officers-International (ACUHO-I), Baltimore, Maryland, United States.

Griffel, M (2009, February). Ethics. Workshop presented at the Professional Development Standards Institute, Great Lakes Association of College and University Housing Officers (GLACUHO), Camp Tecumseh, Brookston, Indiana, United States.

Griffel, M (2007, July). Developing and Evaluating Outcomes for Residence Life and Housing Units. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Seattle, Washington, United States.

Griffel, M., Kanikkeberg, D. (2007, February). Utilizing Social Marketing and Social Norms to Improve Academic Success. Presentation at the Annual Project Directors Meeting, U.S. Department of Education-Fund for the Improvement of Post-Secondary Education, Washington D.C., United States.

Griffel, M., Kanikkeberg, D. (2006, October). All Communities Can Be Learning Communities: A Social Norms Approach to Enhancing the Academic Environment in Residence Halls. Presentation at the National Living Learning Communities Conference, Syracuse, New York, United States.

Griffel, M., Klippenstein, S., Planagan, C. (2006, June). A Model To Enhance Academic Culture in Residence Halls. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Atlanta, Georgia, United States.

Planagan, C., Griffel, M. (2006, January). The Academic Champions Experience (ACE-it): A Model To Enhance Academic Culture on Campus at 4-Year Public Colleges and Universities. Poster presented at the Annual Project Directors Meeting, U.S. Department of Education-Fund for the Improvement of Post-Secondary Education, Washington D.C., United States.

Griffel, M., Rosenberg, P., Ray, C., Phillips, B. (2005, July). A New Model To Enhance Academic Culture in Residence Halls. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Milwaukee, Wisconsin, United States.

Griffel, M., Ray, C. (2004, January). Designing Living Communities to Enhance Learning. Presentation at the Living Learning Conference of the Northwest Association of College and University Housing Officers (NWACUHO), Central Washington University, Ellensburg, Washington, United States.

Griffel, M., Lucas, K. (2003, June). An Oasis of Organizational Opportunity: A Straight-Forward Restructuring Model. Four-hour pre-conference workshop at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Las Vegas, Nevada, United States.

Griffel, M., Yackley, D. (2002, July). Dream Team: Partnering With Students for A Successful Housing Operation. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Orlando, Florida, United States.

Hanlon, B., Griffel, M., Yackley, D. (2002, July). From Realty to Reality! Balancing Program Goals With Project Budget. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Orlando, Florida, United States.

Griffel, M. (2001, June). New Construction: Designing Living Communities to Enhance Learning. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Kansas City, Kansas, United States.

Griffel, M. (2000, July). Strategic Planning for Living-Learning Communities: A Confluence of Interests. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Pittsburgh, Pennsylvania, United States.

Kaplan, H., Turner, J. & Griffel, M. (2000, July). Towards a New Paradigm: Residents as Preferred Customers. Presentation at the annual conference of the Association of College and University Housing Officers-International (ACUHO-I), Pittsburgh, Pennsylvania, United States.

SELECTED CONSULTING/FACILITATION

External Facilitator for Setting Annual Strategies in Support of Departmental Priorities within the Strategic Plan, University of Washington, Housing and Food Services, May 2019

External Organizational and Program Review, Review Team Lead, New York University, Office of Residential Life and Housing Services University Housing and Dining, March 2018

External Organizational and Program Review, Review Team Member, Grand Valley State University, Department of Housing and Residence Life, December 2017

External Organizational and Program Review, Review Team Member, University of Iowa, University Housing and Dining, November 2015

External Organizational and Program Review, Review Team Member, Eastern Michigan University, Housing and Residential Life, October 2008

Pre-Housing Master Planning Consultation, Consultation Team Member, Eastern Washington University, Housing and Residential Life, May 2007

PROFESSIONAL INVOLVEMENTS/DEVELOPMENT

- ACUHO-I Roelf Visser - Student Housing Training Institute, South Africa, Faculty Member, Pretoria, South Africa: April 2024
- Association of College and University Housing Officer's-International (ACUHO-I), Membership Committee
 - Chair, January 2024 – December 2024
- Association of College and University Housing Officer's-International (ACUHO-I), Campus Housing Index User Group
 - Chair Elect, January 2021 – June 2022
 - Chair, July 2022 – June 2023
- Association of College and University Housing Officer's-International (ACUHO-I), Executive Board Member, Finance and Corporate Records Officer: 2018 – 2020
 - Executive Committee
 - Finance Committee, Chair
 - Audit Committee, Chair
- Association of College and University Housing Officer's-International (ACUHO-I), Public Private Partnerships Work Group Co-Chair, 2019
- Association of College and University Housing Officer's-International (ACUHO-I), Executive Board Nominations Committee, 2019
- Association of College and University Housing Officer's-International (ACUHO-I), Public Private Partnerships/Outsourcing “Mega-Issues, Whitepaper Work Group” Spring 2017
- Association of College and University Housing Officer's-International (ACUHO-I), James C. Grimm National Housing Training Institute Coordinating Committee, Curriculum Coordinator: July 2016 – November 2017
- Association of College and University Housing Officer's-International (ACUHO-I), James C. Grimm National Housing Training Institute, Faculty Member, Michigan State University: June 2016
- ACUHO-I Roelf Visser - Student Housing Training Institute, South Africa, Faculty Member, Pretoria, South Africa: April 2016
- Association of College and University Housing Officer's-International (ACUHO-I), Regional Affiliations Task Force, ACUHO-I Representative: 2015 - 2016
- Association of College and University Housing Officer's-International (ACUHO-I), James C. Grimm National Housing Training Institute, Political Knowledge Competency Curriculum Development Co-Developer: 2015 – 2016

- Association of College and University Housing Officer's-International (ACUHO-I), Executive Board Member, Workforce Development Director: 2012 – 2015
 - Responsible for participating in strategic planning and decision-making for the organization
 - Serving as executive board liaison to seven committees
 - Serving on the Finance Committee: 2013 – 2015
- Northwest Association of College and University Housing Officers (NWACUHO), Board Structure Review Task Force, Chair, 2012 - 2013
- Association of College and University Housing Officer's-International (ACUHO-I), Program Committee: 2001 to 2011
 - ACUHO-I Program Committee Chair: 2010-2011
 - ACUHO-I Program Steering Committee: 2005 to 2011
- Leadership Bowling Green, Bowling Green Chamber of Commerce: Class of 2010
- Great Lakes Association of College and University Housing Officers (GLACUHO), Professional Development Institute, Faculty Member, GLACUHO, 2009
- Association of College and University Housing Officer's-International, Knowledge Summit: 2008
- Association of College and University Housing Officer's-International, Standards Institute: 2000
- Pennsylvania College Personnel Association, elected representative: 1996 to 1997
- City of Pittsburgh, Downtown Housing Task Force, City of Pittsburgh, PA: 1996 to 1997
- Pittsburgh Council of Higher Education, Residence Life Sub-Committee, Chairperson: 1996 to 1997
- Pittsburgh Council of Higher Education, Residence Life Sub to Committee: 1991-1997
- United Way of Western Pennsylvania, Eternal Management Review Team Member: 1995 to 1997
- Pittsburgh Leadership Development Initiative, Pittsburgh Area Chamber of Commerce: Class II, 1995
- National Housing Training Institute, ACUHO-I, University of Florida: Class II, 1992

EDUCATION

Ph.D., Doctor of Philosophy, Education, University of Idaho, Moscow, Idaho, United States, degree conferred May, 2007, Dissertation: *Factors Associated with Peer Influence Aimed at Increasing College Student Academic Success, Retention and Graduation*

M.Ed., Master's of Education, Adult Education, The Pennsylvania State University, University Park, Pennsylvania, United States, degree conferred December, 1994

B.G.S., Bachelor of General Studies, Concentration in Organization Design and Sociology, The University of Michigan, Ann Arbor, Michigan, United States, degree conferred April, 1988