
Susan K. Gardner

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Education

Ph.D. Education

May 2005

Washington State University - Pullman, Washington

Dissertation: Doctoral Student Success: Socialization and Disciplinary Perspectives

Dissertation Committee: Drs. Kelly Ward, Chris Golde, Michael Hayes and Phyllis Erdman

Degree emphasis on Higher Education – Student Affairs, Minor in Leadership Studies

Ed.M. Education

May 2001

University of Wisconsin-La Crosse - La Crosse, Wisconsin

Thesis: Developing an Induction Program for a Small School District

Degree emphasis on constructivism, multicultural education, and technology integration

B.A. Spanish/Education

May 1996

Hamline University - Saint Paul, Minnesota

Semester at the University of Seville, Spain

Educational focus on teaching in diverse school districts

Professional Experience

Assistant Professor, Higher Educational Leadership

2007 - present

The University of Maine – Orono, Maine

Maintain research agenda focusing on doctoral student development and issues of social justice in higher education. Teach courses in higher educational administration including Theories of Student Development, Policy and Politics in Higher Education, Issues in Student Affairs, Impact of College on Students, Community College Leadership, Doctoral Seminar in Higher Education, Seminar in Higher Education to new master's students, and facilitate Internship course for master's program. Advise doctoral students in dissertation research. Provide service to College, University, and region related to higher education.

Assistant Professor, Higher Education

2005 - 2007

Louisiana State University – Baton Rouge, Louisiana

Conducted research on doctoral education and social justice issues in higher education. Taught courses in higher education administration including Leadership in Higher Education, College Student Development, Law in Higher Education, Student Affairs Administration, Student Development Theory, and College Students in the U.S. Advised 15 doctoral students in dissertation research and in general programmatic development. Developed, coordinated, and advised new master's program in higher education with student affairs emphasis. Recruitment and advertisement of higher education program throughout the nation. Provided service throughout the university and departmental communities, including to the Graduate School and through advising of undergraduate and graduate student organizations.

Assistant Professor, Women & Gender Studies

2005 - 2007

Louisiana State University – Baton Rouge, Louisiana

Taught undergraduate course Introduction to Women's and Gender Studies, provided service to interdisciplinary program through coordinating council and programs. Assisted in coordination and governance of program.

Research Assistant

2003 - 2005

Carnegie Initiative on the Doctorate - Washington State University

Designed, disseminated, and analyzed surveys and assessment tools on graduate and faculty experiences in the College of Education through the state of Washington. Directed graduate students in narrative study of graduate experience. Conducted extensive literature review on doctoral education. Participated in biweekly meetings on redesigning doctoral program. Attended annual summer meeting at Carnegie Foundation with all participating institutions. Created and delivered week-long graduate orientation program to new and returning graduate students. Developed mentoring program for new students, and assisted in the organization and design of graduate research symposium for College.

Graduate Intern

2004 - 2005

Student Affairs Research - Washington State University

Worked with university data sets for College Student Experiences Questionnaire and institutional research data. Independently developed and constructed reports on outcomes of university learning community.

Teaching Assistant

2003 - 2004

Department of Educational Leadership - Washington State University

Assisted in the development of the curriculum and teaching of master's practicum experience course in fall and spring semesters. Organized class activities and met with students and practicum supervisors to discuss expectations and evaluation.

Graduate Assistant

2003 - 2005

Dr. Kelly Ward - Washington State University

Assisted in development and presentation of monthly brown bag lecture series for College of Education on topics such as academic publishing and research methodology. Re-designed departmental handbook and brochures for master's and doctoral programs. Assisted Dr. Ward in her research and production of scholarly works.

Coordinator

2001-2003

Campus Involvement - Washington State University

Advised student government association and student organizations including MEChA, Student Entertainment Board, and Veterans Association. Managed budgets in excess of \$200,000 annually. Designed and implemented bimonthly weekend alternative program on campus, attracting over 10,000 students. Created and instructed leadership development series to campus organizations, faculty advisors, and university offices on topics such as time management and fundraising. Trained and supervised graduate assistants and undergraduate staff.

Advisor

2002-2003

Residence Hall Association - Washington State University

Advised residence hall association and its executives. Assisted in planning conferences and activities throughout year. Attended weekly Residence Life staff meetings and functions.

Spanish Teacher

1996-2001

Lincoln Junior-Senior High School - Alma Center, Wisconsin

Implemented new foreign language program for grades 7-12 where none had previously existed, creating exploratory, levels 1-4, and advanced placement courses. Planned and led two month-long language-intensive trips to Spain with 20 students. Led technology integration classes for teachers within district, community, and state. Independently created and implemented district-wide induction/mentoring program for new teachers.

Publications***Refereed Articles***

Gardner, S. K. (in press). Keeping up with the Joneses: Socialization and culture in doctoral education at one third-tier institution. *The Journal of Higher Education*.

Gardner, S. K. (in press). The graduate student hierarchy of needs: A theoretical model of doctoral student success and retention. *The International Journal of Graduate Education*.

Lott, J., & Gardner, S. K. (in press). Doctoral student attrition in the STEM fields: An exploration of event history analysis. *The Journal of College Student Retention*, 11.

Le, T., & Gardner, S. K. (in press). Understanding the doctoral experience of Asian international

- students in the STEM fields: An exploration of one institutional context. *Journal of College Student Development*.
- Gardner, S. K. (2009). Coming out of the sexual harassment closet: One woman's story of politics and change in higher education. *National Women's Studies Association Journal*, 21, 171-195.
- Gardner, S. K. (2009). Contrasting the socialization experiences of doctoral students in high and low completion departments. *The Journal of Higher Education*, 80.
- Gardner, S. K. (2009). Conceptualizing success in doctoral education: Perspectives of faculty in seven disciplines. *The Review of Higher Education*, 32, 383-406.
- Gardner, S. K. (2009). Student and faculty attributions of attrition in high and low-completing U.S. doctoral programs. *Higher Education*, 58, 97-112.
- Gardner, S. K. (2008). "What's too much and what's too little?" The process of becoming an independent researcher in doctoral education. *The Journal of Higher Education*, 79, 326-350.
- Gardner, S. K. (2008). Fitting the mold of graduate school. *Innovative Higher Education*, 33, 125-138.
- Gardner, S. K. (2007). "I heard it through the grapevine" Doctoral student socialization in chemistry and history. *Higher Education*, 54, 723-740.
- Gardner, S. K., & Barnes, B. J. (2007). Graduate student involvement: Socialization for the professional role. *The Journal of College Student Development*, 48, 369-387.
- Gardner, S. K., Miller, K., Barker, M. J., Loftin, J., Erwin, M., & Maurin, K. (2007). Student affairs and Hurricane Katrina: Contextual perspectives from five institutions of higher education in New Orleans. *The NASPA Journal*, 44, 209-232.
- Gardner, S. K., Hayes, M. T., Neider, X. (2007). The dispositions and skills of a Ph.D. in education: Perspectives of faculty and graduate students in one college of education. *Innovative Higher Education*, 31, 287-299.
- Gardner, S. K. (2005, December). Zen and the art of graduate school. *Academic Exchange Extra*.
- Gardner, S. K. (2005). Faculty preparation for teaching, research, and service: What do new faculty need? *Journal of Faculty Development*, 20, 161-166.

Books & Monographs

- Gardner, S. K., & Mendoza, P. (Eds.). (in press). *On becoming a scholar: Doctoral student socialization and development*. Sterling, VA: Stylus Publishing.

Gardner, S. K. (2009). *The development of doctoral students: Phases of challenge and support*. San Francisco: Jossey-Bass.

Book Chapters

Gardner, S. K., & Choate, L. H. (2008). The college experience for women: Progress and paradox. In L. H. Choate (Ed.), *Girls' and women's wellness: Contemporary counseling issues and interventions* (pp. 117-141). Alexandria, VA: American Counseling Association.

Gardner, S. K. (2003). How to set up an induction program. In M. Scherer (Ed.), *Keeping good teachers* (pp. 57-66). Washington, DC: ASCD.

Book Reviews

Ward, K. A., & Gardner, S. K. (2008). Three magic letters. [Review of the book *Three magic letters*]. *The Journal of Higher Education*, 79, 240-242.

Gardner, S. K. & Ward, K. A. (2005). Pathways to the professoriate. [Review of the book *Pathways to the professoriate*]. *Review of Higher Education*, 28(3), 430-431.

Invited Publications

Gardner, S. K. (in press). Doctoral education and the faculty of the future [Review of the book *Doctoral education and the faculty of the future*]. *The Journal of Higher Education*.

Scholarly Presentations

Gardner, S. K. (2009, April). "It's an image thing": Doctoral student socialization at a striving research institution. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.

Gardner, S. K. (2009, April). "Some people just don't have it": Student and faculty attributions of attrition in high and low-completing doctoral programs. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.

Gardner, S. K., & McCoy, D. (2009, February). The transition from full-time employment to full-time graduate student: A qualitative exploration of master's and doctoral students' experiences in higher education programs. Paper presented at the annual meeting of ACPA, Washington, DC.

Gardner, S. K. (2008, November). Contrasting the socialization experiences of doctoral students in high- and low-completing departments: A qualitative analysis of disciplinary and institutional contexts. Paper presented at the annual meeting of the Association for the Study of Higher Education, Jacksonville, FL.

- Gardner, S. K. (2008, March). Keeping up with the Joneses: Perceptions of quality Ph.D. programs by faculty in one third-tier institution. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
- Gardner, S. K. (2008, March). More than socialization: Doctoral student development. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
- Gardner, S. K. (2007, November). Conceptualizations of success in doctoral education: Faculty perspectives in seven disciplines. Paper presented at the annual meeting of the Association for the Study of Higher Education, Louisville, KY.
- Le, T., & Gardner, S. K. (2007, November). Understanding the doctoral experience of Asian international students in the STEM fields. Paper presented at the annual meeting of the Association for the Study of Higher Education, Louisville, KY.
- Gardner, S. K., Lott, J., & Le, T. (2007, April). Factors related to Ph.D. completion at one research-intensive university: An exploration of 20 years of data. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Gardner, S. K., Vanek, G. T., Fruge, C., & Neider, X. (2007, April). The Ph.D. as journey: A qualitative exploration of development in doctoral education. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Gardner, S. K., & Loftin, J. (2006, November). Post-secondary institutional responses to Hurricane Katrina (lessons one year later). Paper presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Gardner, S. K., & Barnes, B. J. (2006, November). Graduate student involvement: Socialization for the professional role. Paper presented at the annual meeting of the Association for the Study of Higher Education, Anaheim, CA.
- Gardner, S. K. (2006, June). Coming out of the sexual harassment closet: One woman's story of politics and change in higher education. Paper presented at the annual meeting of the National Women's Studies Association, Oakland, CA.
- Gardner, S. K. (2006, April). "What's too much and what's too little?" The process of becoming an independent researcher in doctoral education. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
- Gardner, S. K. (2005, November). Fitting the mold of graduate school. Paper presented at the annual meeting of the Association for the Study of Higher Education, Philadelphia, PA.
- Gardner, S. K., Hayes, M. T., Neider, X. (2005, November). What it means to have a Ph.D. Paper presented at the annual meeting of the Association for the Study of Higher Education, Philadelphia, PA.

Gardner, S. K. (2005, April). "I heard it through the grapevine": Doctoral student socialization in chemistry and history. Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada.

Gardner, S. K. (2004, November). *The graduate student hierarchy of needs*. Poster presented at the annual meeting of the Association for the Study of Higher Education, Kansas City, MO.

Ward, K., Toma, D., & Gardner, S. K. (2004, November). *Faculty consulting roles*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Kansas City, MO.

Johnson, T. & Gardner, S. K. (2004, April). *Cybermentoring*. Poster session presented at the annual meeting of the American Educational Research Association, San Diego, CA.

Gardner, S. K. (2003, June). *Students' perceptions of our plans for their engagement, achievement, and inclusion*. Panel member at the annual meeting of the Association of American Colleges and Universities' Greater Expectations Institute, Denver, CO.

Invited Presentations

Gardner, S.K. (2009, April). *Grant writing and research*. Presentation conducted at the AERA Division-J Emerging Scholars Workshop, San Diego, CA.

Gardner, S. K. (2008, March). *Writing for publication*. Presentation conducted at the AERA Division J Pre-Conference Workshop, New York, NY.

Gardner, S. K. (2008, January). *Doctoral student socialization in history and education*. Presentation conducted at the UMaine History-Education Discussion Series, Orono, ME.

Gardner, S. K. (2007, April). *Queer and questioning students in the classroom*. Presentation conducted at the LSU Faculty Development Series, Baton Rouge, LA.

Gardner, S. K. (2006, March). *Graduate student panel facilitator*. Presentation conducted at the LSU Black Graduate and Professional Student Association Conference, Baton Rouge, LA.

Gardner, S. K. (2004, August). *Graduate student development*. Presentation conducted at the Washington State University Graduate School Orientation, Pullman, WA.

Gardner, S. K. (2004, June). *Women and leadership*. Presentation conducted at the NEW Leadership Conference, Pullman, WA.

Grants Awarded

Women in the Curriculum Research Grant Summer 2009
\$3,000

Supported study of women faculty retention and attrition at the University of Maine.

University of Maine Faculty Research Grant Summer 2008
\$7,500

Supported quantitative analysis of doctoral student attrition and completion rates at the University of Maine.

Alfred P. Sloan Foundation 2007 - 2008
\$11,700

Supported research for continued qualitative investigation into, "Graduate Student Retention and Success: Exploring Disciplinary and Institutional Contexts"

LSU Graduate School 2007-2008
\$9,000

Supported research for qualitative investigation of doctoral completion and retention in six departments.

Alfred P. Sloan Foundation 2006 - 2007
\$32,269

Supported research for project entitled, "Graduate Student Retention & Success: Exploring Disciplinary and Institutional Contexts"

Current Research Interests

- Doctoral student development, retention, and attrition
- Attitude impact in college students through co-curricular involvement
- New faculty development and socialization processes
- Connections throughout the K-20 system in the United States

Disciplinary Service

Editorial Board Member 2009 - present
Journal of College Student Development

Reviewer 2009 - present
Journal of Higher Education

Reviewer Jossey-Bass ASHE Monograph Series	2005 - present
Reviewer <i>Journal About Women in Higher Education</i>	2008 - present
Reviewer <i>International Journal for Academic Development</i>	2008 - present
Reviewer <i>National Women's Studies Association Journal</i>	2008 - present
Reviewer <i>Educational Researcher</i>	2006 - present
Reviewer <i>International Studies in Educational Administration</i>	2006 - present
Program Co-Chair AERA SIG Doctoral Education Across the Disciplines	2007- 2009
Reviewer American Educational Research Association	2003 - present
Reviewer Association for the Study of Higher Education	2004 - present
Session Chair American Educational Research Association	2004 - present
Session Chair Association for the Study of Higher Education	2004 - 2005

College and University Service

Graduate Teaching Assistant Orientation Planning committee member and presenter	2008 - present
Graduate Writing Center Planning committee member and facilitator	2009 - present
UMaine Graduate Board Executive Committee College of Education and Human Development Representative	2009 - present
UMaine College of Education and Human Development Peer Committee Untenured member, reviewing faculty dossiers for reappointment and promotion	2009 - present

Committee for the Protection of Human Subjects of Research UMaine College of Education and Human Development Representative	Spring 2008
UMaine Graduate Affairs Committee College of Education and Human Development	2007 - present
UMaine Women's Studies Committee Representative on program advisory committee	2007 - present
LSU Social Science Representative Council on Research, Research Development Group	2006 - 2007
LSU Programs Chairperson Women's and Gender Studies Department Coordinating Council	2006 - 2007
Faculty Representative LSU Committee on Student Conduct	2006 - 2007
Advisor Women Organizing Women Undergraduate LSU Organization	2006 - 2007
Advisor LSU Higher Education Student Professional Association	2005 - 2007
Educational Leadership Representative LSU Research Advisory Committee	2005 - 2007
Educational Leadership Representative LSU College of Education Awards Committee	2005 - 2006
President WSU Education Graduate Organization	2004 - 2005
Search Committee Representative Washington State University	Fall 2004
Graduate Student Representative WSU University Conduct Board	2004-2005
Educational Leadership and Counseling Psychology Representative WSU Education Graduate Organization	2003-2004
Planning Committee Member Washington Association of Multicultural Counseling & Development	2002-2003
Facilitator WSU-YWCA Racial Justice Conference	2001-2002

Professional Memberships

ASHE – Association for the Study of Higher Education
AERA – American Educational Research Association
AAC&U – Association of American Colleges and Universities
NASPA – Student Affairs Administrators in Higher Education
ACPA – College Student Educators International

Honors and Awards

UMaine Graduate Mentor Award	2008-2009
WSU President's Award for Outstanding Leadership	April 2005
ASHE Intern	November 2004
George Brain Administrative Award	2004-2005
Zeno Katterle Scholarship	2004-2005
AERA Division J Pre-Conference Seminar Attendee	2004-2006
WSU Wiley Research Exposition, Third Place	April 2004
ASHE Public Policy Seminar Attendee	November 2003
Dorothy B. Cook Memorial Scholarship	2003-2004
Oldham Scholarship	2003-2004
WSU Student Affairs Employee of the Month	March 2002