

Mahauganee D. Bonds (née Shaw)

mahauganee@gmail.com | 314.680.4461

EDUCATION

PhD	Indiana University-Bloomington, Higher Education and Student Affairs Minor: Crisis Management	2012
MA	University of Missouri-Kansas City, Educational Administration	2004
BA	University of Missouri-Kansas City, Liberal Arts	2002

FACULTY EXPERIENCE

SALEM STATE UNIVERSITY | REMOTE WORK

Visiting Assistant Professor, Higher Education in Student Affairs Program **Fall 2020**

- Developed and instructed a special topics course focused on campus emergency management; enrollment: 14 master's level students
- Designed course management site and other online tools to help facilitate learning
- Designed and facilitated real-time crisis management simulation in virtual environment

MIAMI UNIVERSITY | OXFORD, OH

Miami University is a public institution with 16,981 undergraduates and 2,386 graduate students enrolled on the Oxford campus. Its three regional campuses enroll an additional 5,138 students.

Assistant Professor, Student Affairs in Higher Education Program **2014 – 2017**

Visiting Assistant Professor, Student Affairs in Higher Education Program **2012 – 2014**

Department of Educational Leadership

- Assisted in the administration of the SAHE program, including admission processes, curriculum development, academic advising, and representing the program both locally and internationally
- Instructed courses in leadership, organizational development, professional development, and emergency management for graduate students and educational professionals
- Directly advised and mentored a load of approximately 10 graduate students per semester
- Served on administrative search committees across the campus
- Collaborated with faculty within and beyond my unit to support and guide students through the dissertation process
- Partnered with campus colleagues on the Council on Diversity and Inclusion to advise the President and Provost on matters of diversity, foster an inclusive campus environment, and identify and assess trends and issues related to campus climate and diversity
- Developed and maintained a vibrant research agenda, collaborating with students, administrators, & other faculty in the research design, data collection, & publication processes

OTHER PROFESSIONAL EXPERIENCE

BUOYANT CONSULTING LLC | REMOTE WORK

Buoyant focuses on the assessment, training, and learning needs of educational institutions, helping to effectively navigate change and maintain organizational buoyancy in that process.

Long-term Contract with [Academic Search](#) **2017 – present**

Academic Search is an executive search firm focused preparing and placing senior leaders in higher education. I've served as a Consultant since 11/2017, promoted to Senior Consultant in 5/2021.

- Help campus partners define and fill senior-level administrative positions in higher education
- Lead trainings and workshops related to executive search

Owner & Consultant

2018 – present

- Help campus partners define and articulate the scope of their respective projects
- Develop assessment processes that fit campus partner’s needs
- Identify processes and procedures that will most effectively advance a change initiative
- Assist the transition process associated with new campus initiatives from beginning to end

GEORGIA INSTITUTE OF TECHNOLOGY | ATLANTA, GA
Georgia Tech is a public institute known for awarding the most engineering degrees to women. The Department of Biomedical Engineering is the largest in the country, enrolling ~1,450 students.

Consultant, Department of Biomedical Engineering

2018 – 2019

- Curriculum development for Collideoscope project
- Continued data analysis, presentation, and manuscript development on behalf of RED grant

Social Science Research Fellow, NSF RED Grant

2017 - 2018

- Led qualitative data collection, analysis, and storage
- Co-developed and facilitated committees on transforming the departmental climate for inclusion
- Provided expertise on developing research techniques to measure organizational change
- Recruited, trained, and supervised a team of undergraduate research assistants
- Helped recruit and train additional full-time researchers and project personnel
- Spearheaded writing/development of annual report for the National Science Foundation

DUKE UNIVERSITY TALENT IDENTIFICATION PROGRAM (TIP) | ATHENS, GA
Duke TIP identifies academically talented students and provides innovative programs at various sites to support the development of their educational potential.

On-Site Director, Summer Studies Program

Summer 2017

University of Georgia Site

- Directed program site, enrolling 397 students (grades 8-11) over two 3-week academic terms
- Supervised an administrative team of 9 professionals and an extended staff of 38 instructors, teaching assistants, and residential counselors
- Managed the site’s budget, employee training, and parent orientation
- Collaborated with host campus representatives and parents, as well as site supervisor on location at Duke University (in NC) to achieve a successful program administration

INDIANA UNIVERSITY | BLOOMINGTON, IN
Indiana University Bloomington is the flagship campus of an 8-campus statewide system. The campus enrolls 39,184 undergraduate students and 10,511 graduate students.

Assessment Consultant, Division of Student Affairs

2011 – 2012

- Co-chaired the Division of Student Affairs Assessment Committee, working with staff across the division and reporting to the Vice President for Student Affairs
- Planned and conducted workshops on measuring departmental learning outcomes
- Coordinated the alignment of divisional learning outcomes with the general education curriculum
- Administered survey and reported results regarding Divisional contributions to student learning

Project Associate, Center for Postsecondary Research
Faculty Survey of Student Engagement (2008-2012)

2007 – 2012

- Represented the Center and projects at professional meetings, including interfacing with clients, presenting on survey findings, and consulting on campus-specific survey results
- Developed and administered training to assist Project Services teams with FSSE client relations
- Led and participated in research projects using data from the annual administration of FSSE
- Coordinated meetings of the Faculty Survey of Student Engagement (FSSE) Research Team, monitoring progress of research projects and delegating tasks to advance ongoing projects
- Collaborated with colleagues to produce written reports on FSSE findings
- Contributed to the implementation, administration, analysis, and revision of the FSSE
- Used quantitative and qualitative methods to support the work of the Center and FSSE
- Proposed, wrote, and analyzed sets of experimental items appended to the FSSE instrument

National Survey of Student Engagement (2007-2008)

- Assisted in the implementation and administration of NSSE, BCSSE, and FSSE survey projects
- Communicated with and assist clients using the survey instruments listed above
- Represented the Center and projects at professional meetings

DILLARD UNIVERSITY | NEW ORLEANS, LA

Dillard University is a private HBCU affiliated with the United Methodist Church and the United Church of Christ. It currently enrolls 1,225 students, still lower than pre-Hurricane Katrina in 2005.

Assistant Dean and Director, Student Engagement & Leadership Development

2004 – 2007

- Assisted in the return and restructuring of the University following Hurricane Katrina
- Served as University representative to various consortia with other area campuses
- Managed and approved expenditures of annual programming budget totaling \$110-170K
- Directed the office overseeing campus activities, student gov't., leadership, and Greek life
- Presided over the Greek Advisory Committee and advised the National Pan-Hellenic Council
- Coordinated all major student events and activities, incl. Homecoming and Spring Fest Weeks
- Advised Student Government Association and each Class Council, totaling 49 officers
- Approved events and kept records for approximately 75 student organizations
- Supervised work study program for entire Division of Campus Life
- Chairperson of the Orientation Executive Committee (2006-2007)

ROCKHURST UNIVERSITY | KANSAS CITY, MO

Rockhurst University is a Catholic Jesuit institution with a student body of 2,825.

Graduate Assistant, Office of Student Activities & Greek Affairs

2002 – 2004

- Directed & collaborated with various student, faculty, & staff committees to plan major events
- Served as student activities planning and budget liaison for 25 student clubs
- Designed and revised literature detailing campus programs and event procedures
- Member of the Division of Student Affairs' Diversity Education & Programming Working Groups

Short-Term Professional Experiences:

- Lead Facilitator, ACPA Phyllis L. Mable New Professionals Institute, 2016
- Faculty Facilitator, ACPA Phyllis L. Mable New Professionals Institute, 2015
- Lead Facilitator, Greek Leadership Academy, Indiana University, 2013

- Group Facilitator, Greek Leadership Academy, Indiana University, 2012
- Graduate Research Assistant, National Institute for Learning Outcomes Assessment, 2009
- Intern, UMKC School of Medicine, Office of Cultural Enhancement & Diversity, 2004

RESEARCH ACTIVITY: EXAMPLE PUBLICATIONS, TRAINING FACILITATIONS, AND PRESENTATIONS

Book

Shaw Bonds, M. D. (expected 2022, in press). *Navigating Memorialization and Commemoration on U.S. Campuses: Approaches to Crisis Recovery*. Routledge.

Journal Articles

Shaw Bonds, M. D., Newstetter, W., Kukura, M., Desai, M., & Le Doux, J. (2020). Scaffolding + support + problem-driven learning = A recipe for effective group work in the biomedical engineering classroom. *Journal on Excellence in College Teaching*, 31(3), 111-133.

Shaw, M. D., & Alberti, A. (Winter 2020). Working through campus tragedy alongside the families of deceased community members. *Developments*.

Shaw, M. (2018). Teaching campus crisis management through case studies: Moving between theory and practice. *Journal of Student Affairs Research and Practice*, 55(3), 308-320. Available from: <http://www.tandfonline.com/eprint/giN9DlzquNcVslyAT4R5/full>

Molina, D. K., & Shaw, M. D. (Summer 2018). Emerging research on student affairs emergency management: Lessons learned and issues yet unexplored. *Developments*, 16(1-2). Available from: <http://developments.myacpa.org/read-developments/>

Shaw, M. D. (2017). Pathways to institutional equilibrium after a campus disaster. *Journal of Contingencies and Crisis Management*, 25(2), 103-113.

Shaw, M. D. (2016). Organizational change as a function of disaster recovery: Lessons from Gulf Coast institutions. *College Student Affairs Journal*, 34(3), 62-75.

Shaw, M. D., & Meaney, S. (2015). Gang activity on campus: A crisis response case study. *Journal of Cases in Educational Leadership*, 18(4), 365-373.

Shaw, M. D. (2012). The influence of campus protest on student conduct policies: The case of Indiana University Bloomington. *Journal of the Indiana University Student Personnel Association*, 14-26.

Cheesman, N. E., Kinsey, I., Laguer, I., & Shaw, M. D. (2008). Assessing Latina/o cultural nourishment: The role of university cultural centers. *Journal of the Indiana University Student Personnel Association*, 9-22.

Research Reports

Shaw Bonds, M. D. (2019). Institutional decisions of how to carry on after a campus tragedy: An examination of campus-based memorial structures and commemorative spaces. *Final report from the Society for College and University Planning 2017-2018 SCUP Fellowship*. Available from SCUP:

<https://www.scup.org/resource/institutional-decisions-of-how-to-carry-on-after-a-campus-tragedy/>

Shaw, M. D., & Cherry, G. (2016). Thundering forward: Remembering community tragedy in Huntington, WV. Available from The Natural Hazards Center: <https://hazards.colorado.edu/quick-response-report/thundering-forward-remembering-community-tragedy-in-huntington-west-virginia>

Book Chapters & Encyclopedia Entries

Njoku, N., & Shaw Bonds, M. D. (in press). Force Majeure: Historically Black Colleges and Universities Crisis Responses. In J. O. Michel (Ed.), *Higher education amid the COVID-19 pandemic: Supporting teaching and learning through turbulent times*. Rutgers University Press.

- Shaw Bonds, M. D., & Callier, D. (in press). Deepening crisis response: Addressing institutional trauma in student affairs and beyond. In Shalka, T., & Okello, W. K. (Eds.) *New Directions for Student Services, Trauma-informed practice in student affairs: Multidimensional considerations for care, healing, and wellbeing*.
- Shaw, M. D., & Okello, W. (2021). Confrontations with History: Examining the Myths Behind Campus Symbolisms. In K. Hinton, M. Howard-Hamilton, G. O. Brown, & M. Davenport (Eds.), *Unleashing Suppressed Voices on Campus* (2nd ed.). New York, NY: Peter Lang.
- Shaw Bonds, M. D. & Freeman, S., Jr. (2020). Preparing for the storm in times of peace: The role of higher education leadership preparation programs in developing crisis management skills and competencies. In T. M. O. Douglas, K. Shockley, & I. Toldson (Eds.), *Campus uprisings: Perspectives for parents, students, faculty staff and administrators on race, resistance, and hope*. (pp. 116-142). New York, NY: Teachers College Press. Available from: <https://www.tccpress.com/campus-uprisings-9780807763667>
- Shaw Bonds, M. D. & Quaye, S. J. (Fall 2019). Using dialogue to navigate controversy, civility, and community. In B. A. Nagda, & L. Roper (Eds.), *New Directions for Student Leadership*, No. 163, *Centering Dialogue in Leadership Development* (pp. 87-100). Available from: <https://onlinelibrary.wiley.com/toc/23733357/2019/2019/163>
- Shaw, M. D., & Fudge, S. (2017). Organizational structure and crisis management. In A. Farazmand, F. Edwards, D. Goodrich, S. Koven, & M. H. Ruther (Eds.), *Global Encyclopedia of Public Administration and Public Policy*. New York, NY: Springer. doi:10.1007/978-3-319-31816-5_765-1
- Shaw, M. D. (2017). Unplanned change and crisis management. In A. Farazmand, F. Edwards, D. Goodrich, S. Koven, & M. H. Ruther (Eds.), *Global Encyclopedia of Public Administration and Public Policy*. New York, NY: Springer. doi:10.1007/978-3-319-31816-5_748-1
- Shaw, M. D., & Roper, L. (2016). Crisis Management. In J. Schuh, S. Jones, & V. Torres (Eds.), *Student Services: A Handbook for the Profession* (6th ed.) (pp. 484-498). San Francisco, CA: Jossey-Bass.
- Shaw, M. D. (2016). Navigating campus disasters from within the library: Lessons and implications from Gulf Coast institutions. In E. N. Decker, & J. Townes (Eds.), *Disaster Management and Contingency Planning in Modern Libraries* (pp. 340-365). Hershey, PA: IGI Global.

Book Review

- Shaw, M. D. (2015). Review of *Risk management in student affairs: Foundations for safety and success* by T. E. Miller and R. W. Sorochty, 2015, Jossey-Bass. *Journal of College Student Development*, 56(5), 130-132.

Opinion Columns & Magazine Articles

- Vital, L. M., & Shaw Bonds, M. D. (October 19, 2020). Identifying and supporting vulnerable campus populations in times of crisis across the local-global continuum. *Diversity Abroad*. Available from: <https://www.diversitynetwork.org/news/531265/>
- Shaw Bonds, M. D., & Njoku, N. R. (March 25, 2020). COVID-19 comes to campus: What Hurricane Katrina tells us about the current campus crisis. *Diverse Issues in Higher Education*. Available from: <https://diverseeducation.com>
- Shaw Bonds, M. (Fall 2019). Designing for remembrance, learning, and healing. *Learning By Design*. Available from: <https://www.learningbydesignmagazine.com/issues-archive>
- Shaw, M. (March 11, 2016). Tension in Thomson demands greater community response. *The Miami Student*. Available from: <http://miamistudent.net/tension-in-thomson-demands-greater-student-response/>

Working Papers and Submissions

Barnes, M., & Shaw, M. (in progress). *A climate hazards research agenda for Historically Black Colleges and Universities. Disasters.*

Shaw, M. D., & Vital, L. M. (in progress). *Disaster impacts on communities of color* [working title].

Shaw, M. D. (in progress). *Training for the guilt, sorrow, and uncertainty of campus crisis response* [working title].

Invited Keynotes, Workshops, & Training Facilitations

Centering diversity in executive search. Session presented virtually to the National Forum on Higher Education for the Public Good's 2021-22 New Leadership Academy Fellows. November 2021.

Executive search in the time of COVID. Session presented virtually to the National Forum on Higher Education for the Public Good's 2020-2021 New Leadership Academy Fellows. April 2020. Co-presenter: A. Warren Hamos

Balancing work/life amid COVID-19. Virtual roundtable with University of South Florida's Scholarships for Science, Technology, Engineering, and Mathematics (S-STEM) faculty and students. Co-presenter: L. M. Vital

Leadership during times of crisis on campus. Session presented virtually to the National Forum on Higher Education for the Public Good's New Leadership Academy. April 2020. Co-presenter: D. Molina

University crisis leadership. Session presented virtually to Central Michigan University's Administrative Leadership Fellow Program. December 2015, 2016, 2017, and 2019

Campus memorials: Creating space for remembrance after tragedy. Session presented at the Society for College and University Planning annual meeting. July 2018.

Campus crisis management and communication. Higher Ed Live episode streamed live and recorded on August, 31, 2017. Available from <http://higheredlive.com/campus-crisis-management-and-communication/> [Episode Host] Doody, T. [Guest Panelists] Dool, R., Shaw, M., & Adams Riester, K.

Working toward and through change. Keynote at the opening ceremony for the annual conference of the Great Lakes Association of College and University Housing Officers (GLACUHO). November 2016.

Institutional change and diverse student needs: Strategies for implementation. Workshop presented at the National Association for Graduate Admission Professionals Winter Professional Development Institute, San Juan, PR. January 2014.

Assessment in Student Affairs: Campus Life Programs. Session presented at the Association of College Unions International (ACUI) Indiana Professional Development Seminar. June 2010. Co-presenter: Bureau, D.

Examples of Refereed Conference Papers & Presentations (full list available on request)

Travel noire: Study abroad and the realities of Black educators. Research paper to be presented at 2022 ACPA Convention. March 2022. Co-presenter: Okello, W. K., & Tilley, S.

Katrina, Harvey, and Ida: Benchmarking longitudinal lessons on crisis management. Session to be presented at 2022 ACPA Convention. March 2022. Co-presenter: Molina, D. K.

Exploring the contours of trauma-informed practice in student affairs. Panel presented at 2021 annual meeting of the Association for the Student of Higher Education. Co-Chairs: Shalka, T., & Okello, W. K.; Other Panelists: Imad, M., Lynch, R. J., & Perez II, D.

Teaching about and amidst disaster: COVID-19 lessons & implications. Roundtable presented at 2021 annual meeting of the Association of American Colleges and Universities. Co-presenters: Amatullah, T., & Vital, L. M.

Crisis Insight and Opportunity: Emergent Interdisciplinary Research at the Intersection of Higher Education and COVID-19. Symposium panel presented at the 2020 annual meeting of the Association for the Student of Higher Education. Co-Chair: Molina, D. K.; Presenters: Moyen, E., Vital, L. M., Cuellar, M., & Taylor, L.

Learning from Houston and Harvey: Disaster's Points of Impact in Student Affairs Work. Conference track facilitated concurrently with 2018 ACPA Convention. March 2018. Co-presenter: Molina, D. K.

Monuments, Memorials, and Re-memory. Panel presented at the annual meeting of the American Educational Studies Association. November 2017. Co-presenters: Hill, D. C., Callier, D. M.

The Benefits, Challenges, and Cautions of Memorializing Tragedy. Presentation delivered September 14, 2017 for the Safe + Ready Institute's Virtual Summit: <http://training.safeandready.org/p/virtual-summit>

Freedom of speech and professional values: The recent collision. Extended session presented at the annual meeting of ACPA. March 2017. Co-presenters: Adams Riester, K., Thren, J. & Heckel, M.

#BlackLivesMatter: Navigating boundaries between student activism and community crisis. Panel presented at the annual meeting of ACPA. March 2016. Co-presenters: Molina, D., Quaye, S., Buck, L. & Doane, K.

A twist on teaching with cases: Using an interactive case study to measure course outcomes. Session presented at the Original Lilly Conference on College Teaching, Oxford, OH. November 2015

Front-line perspectives: Transforming hand-on emergency management experiences into organizational learning. Session presented at the Annual Convention of the ACPA-College Student Educators International, Tampa, FL. March 2015. Co-Presenter: Molina, D.

TEACHING AND CURRICULUM DEVELOPMENT

New Courses Developed

- Salem State University, EDS992: Crisis Management in Higher Education
- Miami University, EDL390: A Comparative View of Student Affairs Practice II (Central Europe)
- Miami University, EDL 671: Crisis Management and Educational Leadership
- Miami University, EDL660C: Crisis Management and Organizational Change
- Indiana University, U212: College Student Activism

Topics of Independent Studies Supervised

- 2016 Applied Leadership
Emergency Management Research
- 2015 Scholarly Development in Student Affairs/Higher Education
- 2014 Risk Management in Education Abroad
Ethnography as a Methodological Approach to Research on Crisis Management in Higher Ed

Advising and Committees (*full list available upon request*)

- 2012-2017 – maintained a full load of graduate-level advisees in the SAHE program; served on multiple comprehensive exam and dissertation committees
- 2017 – first PhD advisee successfully defended his dissertation (chaired the committee); helped other PhD advisees transfer to other faculty upon my departure from Miami
- currently serve on two dissertation committees (one at Miami U. and one at Old Dominion U.)

Courses Taught

Graduate Courses at Salem State University, School of Education

EDS992: Special Topics in HESA – Crisis Management in Higher Education

Graduate Courses at Miami University, School of Education, Health, and Society

EDL690: International Perspectives on Student Affairs

EDL656: Professional Development and Field Experience

EDL660C: Crisis Management and Organizational Change

EDL671: Crisis Management & Educational Leadership

EDL681: Leadership Perspectives in Student Affairs and Higher Education

EDL706: Educational Leadership and Organizational Development

EDL776: Doctoral Research Practicum

Undergraduate Courses at Miami University

EDL390: A Comparative View of Student Affairs Practice

EDL399: Student Unions in Europe

Graduate Courses at Indiana University School of Education (*role: Graduate Teaching Assistant*)

U549: Environmental Theory and Assessment in Higher Education

U212: Historically Black Greek Letter Organizations: Past, Present and Future

Undergraduate Courses at Indiana University School of Education

U212: College Student Activism

Recently Invited Emergency Management Guest Lectures[†] and Panels (mostly virtual)

Fall 2021

- North Carolina Central University, HEA5005 Theories of College Student Development[†]

Summer 2020

- Hamad Bin Khalifa University (Qatar), College of Public Policy ([link](#))[†]
- Virginia Commonwealth University, EDLP708 Leadership Presence[†]

Spring 2019

- Colorado State University
- University of Georgia[†]

Fall 2018

- Virginia Commonwealth University, EDLP708 Leadership Presence[†]
- University of Georgia, ECHD7400 Foundations of College Student Affairs Administration[†]

Spring 2018

- UC-Riverside, EDUC248Q Foundations in Student Services[†]
- Old Dominion University, HIED712 Strategic Planning and Institutional Effectiveness[†]

- Mississippi State University, HED8593 Admin Competency in SAHE†

Fall 2017

- University of Connecticut, EDLR5108 Leadership Challenges in Higher Education†
- Virginia Commonwealth University, EDLP708 Leadership Presence †
- SUNY-Delhi, PRKM340 Special Topics in Sport Facility Industry†

GRANTS, AWARDS, AND RECOGNITION

Listing of Grant Applications Available on Request

Awarded Fellowships

2017-18 Fellow, Society for College and University Planning ([link](#))

2013-14 Heanon Wilkins Scholar, Miami University

Awarded Research and Teaching Grants

2017 Mentoring Grant, EHS Committee for the Advancement of Teaching, Scholarship, and Awards
Eloise T. Martin Instructional Enhancement Grant, Miami University, EHS

2016 Research Seed Grant, EHS Committee for the Advancement of Faculty Research

2015 Quick Response Grant, Natural Hazards Center, University of Colorado-Boulder
Summer Research Grant, EHS Committee for the Advancement of Faculty Research
Mentoring Grant, EHS Committee for the Advancement of Teaching, Scholarship, and Awards

Other Awards and Recognition

2016 Contemporary Issues Expert, Great Lakes Association of College & University Housing Officers
Assigned Research Appointment--Off Campus, Miami University

2015 Emerging Scholar, ACPA-College Student Educators International, 2015-2017

Jennie Elder Suel Distinguished Woman of Color, MU Celebrating Global Sisterhood Committee

2013 Finalist, Bobby Wright Dissertation of the Year Award, Assoc. for the Study of Higher Education

2012 Dr. Martin Luther King, Jr. Building Bridges Award, Indiana University Bloomington