

**DAVID SHALLENBERGER
CURRICULUM VITAE
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SUMMARY STATEMENT

Over thirty years of leadership and advocacy for globally-focused institutions of higher education, including those serving adults and other non-traditional populations. Career highlights include:

- Senior academic administrative leadership, focused especially on international program design and professional development of faculty;
- Deeply interdisciplinary teaching, addressing the challenges of creating inclusive workplaces, schools and other environments; and
- Vibrant scholarship in the areas of adult, experiential and transformative learning; and multicultural and international learning.

EDUCATION

The Fielding Institute
Ph. D., Human and Organizational Systems
1983-1987

Stanford Graduate School of Business
M.B.A. (Organization Development emphasis)
1974-1976

Pomona College
B.A. (Magna cum laude), Spanish Literature
1968-1972

TEACHING, ADVISING AND ADMINISTRATION

International Education Consultant
Brasilia, Brazil

2011 - Present

Developing consultant practice to share expertise developed over 30 years in the areas of international education and interdisciplinary adult learning; awaiting final approval of work permit from Ministry of Labor.

Professor, SIT Graduate Institute (formerly School for International Training)

Department of International Service Learning and Management

2006 - present Full-time

2004 - 2006, 2011- Present Adjunct

Teach both core and international education courses to graduate students, in both low residency (online) and face-to-face formats; advisor for students in on-campus, off-campus, and low residency constituencies. Topics include organizational development, intercultural communication, research methods, educational assessment, and international education. A complete list of courses can be found in the [appendix](#).

Dean, SIT Graduate Institute (formerly School for International Training)

2009 - 2010

Asked by the President to assume this role in a time of significant transition. Major achievements to date include development of faculty mentoring system to support program quality initiatives; building of morale after a period of turmoil and uncertainty; facilitation of program changes; design of systems to replace informal and ambiguous processes.

Key leadership roles include Chair, Academic Affairs Committee; Chair, Institutional Review Board; and ad hoc leadership roles in international program design.

Consultant, Guest Faculty

Various institutions and locations

1985 - Present

Have taught or consulted in a variety of settings, including:

- DePaul University / St. Gabriel's School (Bangkok, Thailand). Taught course in educational assessment.
- Chamber of Commerce (Hong Kong). Offered training in adult learning theory and practice.
- Universidad de El Salvador (San Salvador, El Salvador). Offered training in adult learning theory.
- Uniwersytet Marie Curii Skłodowska (Lublin, Poland). Guest lecturer on intercultural communication.

Director of European and Middle Eastern Studies

SIT Study Abroad

2002 - 2006

Key trans-regional responsibilities included design and implementation of program assessment and review; training of Academic Directors in a variety of areas; development of a master syllabus for the Field Study Seminar, as well as a

compendium of over 200 readings; leading an accessibility audit of program sites; and contributing heavily to the discussion of ethical practices in student research. Also responsible for designing regional strategy and developing and overseeing seventeen semester-long and short-term programs in Europe and the Middle East. In addition, trained Academic Directors, and did guest lecturing at study abroad sites on issues of Ethics and Intercultural Research

Associate Professor (tenured 1994-1995) and Associate Dean (1995-1997)

DePaul University (School for New Learning), Chicago, IL

1990 to 2002

Taught and advised hundreds of non-traditional undergraduate and graduate students over twelve years as full-time faculty. Have continued to teach and advise on an adjunct basis. A complete list of courses can be found in the appendix.

Key leadership roles included:

1997 - 2002: Director of DePaul University Undergraduate Degree Program in Hong Kong. Designed and implemented an adult undergraduate degree program; trained faculty; negotiated expectations and practice with Chicago-based faculty and administration and Hong Kong management; developed support systems for students, faculty and administrators.

1992 - 2002: Coordinator of International Programs, School for New Learning, DePaul University. Oversaw development of approximately a dozen travel study programs by other faculty in addition to the eight that I led or co-led; developed systems to support travel study; reviewed applications to run programs and evaluate offerings after they had run; educated faculty and administration about the benefits of travel study for adult learners.

Program Director and Assistant Professor

University of Redlands (Alfred North Whitehead Center), Redlands, CA

1988 to 1990

Taught both non-traditional and traditional students, in addition to working in program development. A complete list of courses can be found in the appendix.

CONTRIBUTION TO THE PROFESSION

Leadership in professional organizations:

NAFSA: Association of International Educators.

- Chair Stream, Teaching, Learning and Scholarship Knowledge Community 2011, Chair-Elect of knowledge community whose mission it is to build links between theory and practice; will proceed in 2012 to Chair position. Specific contributions include development of Applied Research program (see below), development of ties with regions.
- Curriculum Design Team Leader, Applied Research for Beginners. Chair of team to develop workshop to enable international educators to undertake basic applied research projects.

- Vermont State Whip, part of a network of individuals around the country who help create advocacy within their states; succeeded in getting a Vermont resolution on international education passed (with the help of students, colleagues, and our local representative).

Forum on Education Abroad.

- Member, Forum Council (elected advisory group).
- Trained, Quality Improvement Program, designed to help institutions develop and assess their international education programs.
- Member, Data Committee. Working on several projects to gather more data on education abroad in the US, including a “State of the Field” study and a “Pathways to the Profession” project, designed to discover how IE professionals came to the field.

Other recent memberships:

SIETAR

CIEE

Middle East Studies Association

Association for Romanian Studies

Association for Humanistic Psychology

Association for Integrative Studies

Association for the Sociology of Religion

Organizational Behavior Teaching Society

Organization Development Network

Publications and Research

In draft: I am currently working with a colleague on several articles and a book; these include:

Book:

Developing intercultural fluency: Opportunities and challenges in short-term travel programs.

Articles:

Intercultural fluency: A competence-based framework.

Nurturing competencies of interculturally effective global citizens.

Tricks of the trade: Effective uses of learning tools for short-term study abroad programs.

(2009). Creating culturally resonant international educational partnerships to promote student learning. *International Forum of Teaching and Studies* 5 (1), 68-71.
(With Susan McGury)

(2009). Education abroad for adult students. *International Educator* XVIII (1), 50-53.

- (2008). The Forum Pathways to the Profession Survey 2008: Report and Results. Carlisle, PA: The Forum on Education Abroad. (with Kim Kreutzer and Sarah Spencer).
- (2008). It's new, but is it learning? Assessment rubrics for cross-cultural learning programs. *Assessment Update* 20 (4), 6-8. (with Derise Tolliver and Susan McGury)
- (2005). Developing effective intercultural leaders: Nurturing competencies of interculturally effective leaders and global citizens. In A. Safty (Ed.), *Value leadership extended*. Istanbul: University of Bahcesehir. (with Susan McGury)
- (1998). *Reclaiming the spirit*. Rutgers University Press.
- (1995). Negotiating boundaries: Conflict, personal loyalties, and the politics of diversity. *Journal of Thought* 30 (1), 35-54. (with Marisa Alicea and Ann Folwell Stanford).
- (1996). Reclaiming the spirit: Journeys of gay men and lesbians toward wholeness. *Qualitative Sociology* 19 (2), 195-215.
- (1996). Companions on a journey. *Journal of Pastoral Care* 50 (1), 87-97.
- (1995). Negotiating boundaries: Conflict, personal loyalties, and the politics of diversity. *Journal of Thought* 30 (1), 35-54. (with Marisa Alicea and Ann Folwell Stanford).
- (1994). The exodus and spiritual odyssey of gays and lesbians. *Religious Humanism* 28 (3), 139-145.
- (1994). Gifts of gay and lesbian ministry. *Pastoral Psychology* 43 (2), 105-113.
- (1994). Professional and openly gay: A narrative study of the experience. *Journal of Management Inquiry* 3 (2). 117-142. (Article received the award for the best contribution of the year for this journal)
- (1991). Invisible minorities: Coming out of the classroom closet. *Journal of Management Education* 15 (3), 325-334.
- (1988) Linking leisure and sexuality: The gay and lesbian experience. *Leisure Information Quarterly* 14 (4), 4-7. (with Helen Finch)
- Professional Presentations.*
- (2011) *Developing high quality programs for international students*. Recife, Brazil.
- (2009). *Facilitating global citizenship through short-term study abroad*. NAFSA International Conference, Los Angeles, CA. (Co-presented with Lisa Chieffo and Michael Tarrant). *Highlighted in Issues in Higher Education, at* <http://www.insidehighered.com/news/2009/06/01/nafsa>.

- (2009). *Immigration Policy, Legislation, & Advocacy Update*. NAFSA Regional Conference, Springfield, MA (with Ken Reade and John Deziel).
- (2008). *The morning after: Exploring the impact of new leadership in D.C.* NAFSA regional session. (Co-presented with Kenneth Reade and John Deziel).
- (2007) *Washington update*. NAFSA regional session on state whips and advocacy. (Co-presented with Kenneth Reade)
- (2007) *Is longer always better? Exploring myths and realities of short-term study abroad programs*. Canadian Bureau for International Exchange, Ottawa, Canada (Co-presented with Susan McGury)
- (2007) *Basic training for Academic Directors*. One-day workshop given at NAFSA International Conference, Minneapolis, MN. (Co-presented with Maritheresa Frain)
- (2005). *Basic training for Academic Directors*. One-day workshop given at NAFSA International Conference, Seattle, WA.
- (2005). *Ethical considerations for campus-based education abroad advisors and program providers*. NAFSA International Conference, Seattle, WA. (Co-presented with Dan Hart and Patti Brown.=)
- (2004). *Developing relevant standards*. Report to the membership of the Forum on Education Abroad of pilot reviews of SIT Study Abroad programs.
- (2004). *International educational exchange and serving students with disabilities*. NAFSA XI workshop, Boston, MA. (Co-presented with E. Evans, J. Rathlef, A. Reza, and L. Russell).
- (2004). *Developing effective intercultural leaders: Nurturing competencies of interculturally effective leaders and global citizens*. Global Leadership Forum, Istanbul, Turkey. (Co-presented with Susan McGury)
- (2003). *Transformational learning: in-country language and cultural immersion*. CIEE Annual Conference, Budapest, Hungary.
- (2003). *What role do educators in field settings play in the dialogue about global citizenship?* Lifelong Citizenship Learning, Participatory Democracy, and Social Change Conference, Toronto, ON, Canada.
- (2000). *Mentoring on the move: Fieldnotes on short-term study programs*. Bienvenue: Council on International Educational Exchange Annual Conference. Montreal, P. Q. , Canada. (With Susan McGury)
- (2000). Panelist on “Gay Dads.” Oakton Men’s Conference, Oakton Community College, Des Plaines, Illinois.

- (2000). Panelist on Adoption. Oakton Rainbow Families Conference, Oakton College, Des Plaines, Illinois.
- (1997). *Adults and global learning: Opening up to a changing world*. Annual International Congress on Challenges to Education: Balancing Unity and Diversity in a Changing World. Wailea, Maui, Hawaii. (With Susan McGury)
- (1995). Asked to come to Uniwersytet Marii-Curie Skłodowskiej of Lublin, Poland, and to present in-service training and class sessions:
- “Interpersonal Communication in a Global Context.”
- “Social and Organizational Change in a Global Context.”
- (1994). *El aprendizaje de los adultos*. (Adult Learning), University of El Salvador, San Salvador, El Salvador.
- (1994). *Border crossings, collaboration and connections: An international perspective*. 14th Annual Conference on Alternative and External Degree Programs for Adults, ACE/Alliance, San Francisco, California. (With Ann Folwell Stanford).
- (1993). *Awakening to invisible minorities*. Federal Emergency Management Association, Chicago, Illinois.
- (1993). *Valuing human differences, valuing human difference*. Transformative Learning: Trends in Education Conference, DePaul University, Chicago, Illinois.
- (1992). *Take this job and shape It: Using journal writing to enrich your professional life*. 12th Annual Conference on Alternative and External Degree Programs for Adults, ACE/Alliance, Evanston, Illinois. (With Phyllis Walden).
- (1991). *Teaching to diversity*. International Conference, Council for Adult and Experiential Learning, San Diego, California. (With Marisa Alicea and Ann Stanford)
- (1991). *Dialogue on diversity: The person and the institution*. 11th Annual Conference on Alternative and External Degree Programs for Adults, Alliance/American Council on Education, Mobile, Alabama. (With Marisa Alicea).
- (1991). *So what about the invisible minorities?* Organizational Behavior Teaching Conference, Bellingham.
- (1990). *Expanding the concept of diversity: What about the invisible minorities?* 10th National Conference on Alternative and External Degree Programs for Adults, Alliance/American Council on Education, Minneapolis, Minnesota.
- (1989). *Unleashing leaders*. International Assembly, Council for Adult and Experiential Learning, Philadelphia, Pennsylvania.

- (1989). *Hidden minorities*. Organizational Behavior Teaching Conference, Columbia, Missouri.
- (1989). *Legalities, ethics, and confidentiality*. "AIDS: The Challenge for Counselors and Educators" Conference, Chaffey College, Alta Loma, California.
- (1987). Panelist on The Fall Roundtable on Affirmative Action, Equal Employment Opportunity and Personnel Issues, University of Illinois, Champaign, Illinois, September 1987
- (1985). *Coming out as a gay professional*. Association of Humanistic Psychology Conference, Chicago, Illinois.
- (1984). *Exploring the career experience of gay men*. Ninth Annual Conference of Men and Masculinity, Washington, DC.

Research Awards and Grants

Phi Beta Delta (International Studies honorary society) (1997-present)

Journal of Management Inquiry "Redefining the Limits" Award for Best Contribution 1993-94. (1994).

DePaul University Competitive Research Grant (1998) for a study of gay fathers.

DePaul University Quality of Instruction Council Grant (1993) to plan a course for SNL students to travel to El Salvador ("Societies in Transition")

DePaul University Competitive Research Grant (1992) to study the spiritual journeys of gay men and lesbian women.

DePaul University Quality of Instruction Council Grant (1991) to do research on the ways in which the School for New Learning addresses the issues of diversity in its constituencies.

Sigma Delta Pi (National Spanish honorary society) (1972)

Phi Beta Kappa (1972)

APPENDIX

COURSES TAUGHT

SIT Graduate Institute:

Courses taught include the following:

- Foundations of Intercultural Service, Leadership and Management
- Intercultural Communications (in Panama, Nicaragua and Morocco)
- Organizational Behavior I and II
- Practitioner Inquiry (qualitative research methods)
- International Education Policy
- Issues in International Education
- International Education Design Concepts and Evaluation
- Theory, Practice and Policy of International Education (online)

DePaul University - School for New Learning.

Courses taught include the following:

- Valuing Human Differences (graduate seminar)
- Ecology of Organizations
- Foundations of New Learning (required course on learning how to learn)
- Major Seminar (research methods)
- Major Piece of Work (extended research project)
- Societies in Transition (travel courses) to El Salvador, Poland, Romania, China, Switzerland, Mongolia, and the United Nations (New York)

University of Redlands - Whitehead Center

Courses taught include the following

- Philosophical Foundations of Management
- Management Theory and Practice
- Gender and Work
- Management of Human Resources and Human Behavior
- The Emerging Paradigm
- Invisible Minorities
- Contemporary Issues in Management (graduate ethics course)
- Managing Conflict in Organizations (graduate)
- Management Principles, Theory and Practice (graduate)
- Organizational Behavior (graduate)
- Training and Development (graduate)
- Employee Assistance Programs (graduate)

Adjunct faculty member

Elmhurst College, Elmhurst, Illinois

National College of Education, Lombard, Illinois

Aurora University, Aurora, Illinois

School for New Learning, De Paul University, Chicago, Illinois

1982 to 1987

Taught a variety of courses:

- Interpersonal Communication

- Communication in Organizations
- Program Development in Organizations
- Personnel Management
- Adult Development and Learning
- Research Design and Methodology
- The Individual and the Organization
- Policy and Planning
- Principles of Management
- Management and Organizational Theory
- Management and Personnel Relations
- The Business Environment I: Overview and Ethical Issues
- The Business Environment II: Social Issues