

NORMAN J. POLLARD, ED.D.

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SUMMARY OF QUALIFICATIONS

- Over 30 years of experience as a counselor, administrator and educator; 25 plus years in a supervisory capacity
- Solid educational foundation in counseling, including a Doctorate in Counseling and Personnel Services and License as Mental Health Counselor
- Dynamic leadership and overall administrative of a highly effective team of professional staff, clinicians, trainees, and support staff.
- Extensive experience in coordinating and training crisis management, risk management and emergency response
- Significant experience in program development and training on a wide variety of student development topics
- Collaborative relationship with all areas of the campus and surrounding community
- Experience in risk management, policy formation, problem solving, strategic planning, financial planning, implementation and outcome assessment
- Extensive public speaking experience representing the university on topics such as student transitions to college, hazing and effective community response to tragedy
- Participation in state and national professional organizations including serving as Chair of the Ethics Committee for the New York Counseling Association, past Board Member of the Association for University and College Counseling Center Directors, past Board Member for HazingPrevention.Org and faculty at the ASJA Donald D. Gehring Campus Judicial Affairs Training Institute
- Received the alumni “Alfred University Friend Award” in 2004
- Received the student selected “Alfie Award” in 2008 for Outstanding Professional Staff

EDUCATION

Ed.D. Counseling and Personnel Services, Drake University, Des Moines, IA, May 1985

M.A., Agency Counseling, Western State College, Gunnison, CO, August 1981

B.A., Political Science and Criminal Justice, Lycoming College, Williamsport, PA
May 1978

CURRENT EMPLOYMENT

Pollard Consulting, April 2001 – Present.

- Expert Witness, consultant, writer and speaker on hazing and school safety.
- Retired Dean of Students with a demonstrated expertise of working effectively in the higher education industry.
- Strong education professional skills and provided expert witness and consultation services in Hazing Prevention, Risk Management , Counseling Services , Health Services , Public Safety, and Administrative Services.

STUDENT AFFAIRS EXPERIENCE

Dean of Students and Asst. Vice President of Student Affairs (Retired), Alfred University, Alfred, NY January 2006 – June 2019

- Maintain and oversee the campus conduct system and code of student conduct; train relevant groups; assess and update the University's student discipline process, including policies, procedures and programs; ensure compliance with local, state and federal mandates; initiate and supervise publication and distribution of the policy manual; investigate policy violations; serve as primary contact for off-campus conduct violations and security-generated reports pertaining to student conduct.
- Direct supervision of Public Safety, Wellness Center (Health Services, Counseling Services, and the Wellness Education and Prevention Program) Campus Conduct System.
- Oversee and coordinate the student affairs risk management, emergency response and crisis management systems, including recruiting and training all members of the emergency response team, determining and running scenarios for student affairs personnel, convening a weekly review meeting, maintenance and update of the student affairs emergency response plan.
- Facilitate, coordinate and train the Behavioral Assessment Team.
- Assist the Vice President for Student Affairs by working on special projects as determined and assigned, chair/serve on committees as appropriate, attend and participate in campus events as appropriate.

Director, Counseling and Student Development Center, Alfred University, Alfred, NY August 1992 – January 2006

- Oversaw the overall management and operations including fiscal planning, strategic planning, implementation, organizational effectiveness, outcome assessment and personnel issues
- Coordinated outreach programming and national screening days
- Consulted with faculty, staff, parents and departments about students or situations which are stressful or causing a decreased organizational effectiveness
- Maintained a full counseling load of individuals and group counseling clients
- Served on commissions and committees that have an impact in student mental health, Student Affairs or the overall University

N. Pollard CV

- Oversaw the Alcohol and Other Drug Education
- Represented the University in presenting our landmark hazing studies

Assistant Director, Career and Counseling Services, Alfred University, Alfred, NY

August 1991- August 1992

- Provided high quality personal counseling
- Established departmental policies to ensure compliance with state and federal regulations and professional ethical standards
- Assisted the director in all aspects of the service unit
- Provide leadership in the transition from a mental health clinic to a more comprehensive model

Counseling Psychologist, Counseling and Student Development Center, James Madison University, Harrisonburg, VA, June 1985 - August 1991

- Conducted individual counseling and short-term therapy
- Provided outreach programs for residence halls, faculty, staff and parents
- Responded to crisis situations
- Facilitated groups
- Co-coordinated training programs for interns and practicum students
- Provided psychological testing and substance abuse assessments
- Served as an examiner for the Board of Professional Counselors
- Developed a model for working with students with AIDS

Doctoral Intern, Counseling and Student Development Center, James Madison University, Harrisonburg, VA, September 1984 - May 1985

- Performed all duties of senior staff member while under clinical supervision

Graduate Assistant, Department of Counseling and Personnel Services, Drake University, Des Moines, IA, September 1982 – May 1984

- Provided assistance to the Counseling and Personnel Services and Human Services department
- Researched the accreditation process
- Provided academic counseling
- Taught two courses per semester

PROFESSIONAL CERTIFICATION

New York State Licensed Mental Health Counselor - #000935

National Incident Management System certified 100, 200, 300, 400 and 700 level courses

ATIXA – Title IX Investigator Training School

D. Stafford and Associates - Title IX Coordinator and Investigator Training Class

SIGMA – Campus Threat Assessment and Threat Management Training

Green Dot By-Stander Intervention Certification

NASPA Certificate Program in Student Affairs Law & Policy

NCCPS – Trauma-Informed Sexual Assault Investigation and Adjudication Institute

SUNY Student Conduct Institute Training

PROFESSIONAL MEMBERSHIPS

American College Personnel Association
American Counseling Association
Association for Student Conduct Administration
College Student Personnel Association of New York State
National Association of Student Personnel Administrators
New York State Mental Health Association
Omicron Delta Kappa
Phi Kappa Phi
Chi Sigma Alpha
University Risk Management and Insurance Association

TEACHING EXPERIENCE

Adjunct Associate Professor, Alfred University, Alfred, NY

- Professional and Ethical Foundations of Counseling (Fall 2017)
- Legal Issues in Student Affairs (Spring 2017, 2018, 2019, 2020, 2021)
- Practicum in Counseling II (Fall and Spring 2009 & 2010)
- Critical Issues in College Student Development (Spring 2007)
- Consultation and Prevention (Summer 1997)
- Intervention: Clinic Seminar (Fall and Spring 1996-2000)
- Role of Student Development in Higher Education (Fall 1992-1994)
- Administration of College Student Development Programs (Spring 1994 & 1995)
- Advanced Theories and Practice of Counseling (Summers 1992 & 1993)

Adjunct Instructor, Alfred State College, Alfred, NY

- Survey of American History (Spring 2002)

Mentor, Empire State College, Alfred, NY

- Variety of Social Science classes (1992 – 1994)

Adjunct Instructor, James Madison University, Harrisonburg, VA

- Supervision and Consultation Processes in Student Personnel (Fall 1987-1990)
- Human Growth and Development (Fall 1986)
- General Psychology (Summer 1985)

Graduate Assistant, Drake University, Des Moines, IA

- Career Decision Making (Spring 1983, 1984)
- Group Dynamics (Fall/Spring 1983, 1984)
- Crisis Intervention (Spring 1984)
- Human Relations Training (Summer 1984)

ADDITIONAL EMPLOYMENT

Psych Tech, Iowa Lutheran Hospital, Des Moines, IA, October 1983 –August 1984

- Served as a counselor to adolescents in a therapeutic treatment unit
- Supervised patients to insure compliance to prescribed treatment plan

Correctional Counselor/Program Specialist, Lycoming County Prison, Williamsport, PA

May 1978- August 1980

- Counseled clients in the prison setting and work release program
- Referred inmates who needed intervention, information or treatment due to crisis, alcohol/drug abuse concerns, or personal problems
- Designed, implemented and conducted grant funded programs in vocational, education and personal growth areas

PUBLICATIONS AND PAPERS (selected)

Marchell, T.C., Pollard, N.J., Crow, R.B & Judge, J.P. (2019). A Coaches Guide to Hazing Prevention, BookLogix Press

Pollard, N. (2018). "How Alfred University Ended the Greek System to Become a Hazing Research Institution" Hazing: Destroying Young Lives, Ed. Hank Nuwer: Indiana University Press

Pollard, N. (2018). "Sexual Hazing: A Wrongful Passage" Hazing: Destroying Young Lives, Ed. Hank Nuwer: Indiana University Press

Pollard, N. (2011). Hazing and Rites of Passage: When & How Students Become Adults. 2011 National Hazing Prevention Week Guide,
http://www.hazingprevention.org/images/stories/upload/NHPW_ResourceGuide_highres.pdf

Hoover, N. & Pollard, N. (2000). Initiation rites in American high schools: A national survey. Alfred University. http://www.alfred.edu/hs_hazing.

Hoover, N. & Pollard, N. (1999). Initiation rites and athletics: A national survey of NCAA sports teams. Alfred University and Reidman Insurance Co., Inc. http://www.alfred.edu/sports_hazing/

PRESENTATIONS

"Emerging from the Haze – Using Prevention Strategies", 2019 Everfi Campus Prevention Network Summit, Nashville, Tenn., (June 2019)

"The Culture of Respect CORE Blueprint Program: Two Perspectives, One Journey", 2019 NASPA Sexual Violence Prevention and Response Conference: A NASPA Strategies Conference, Washington, D.C. (January 2019)

N. Pollard CV

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2019)

"Athletics Staff training on Title IX, Enough is Enough and Hazing" Alfred University Athletic Department, Alfred, New York (February, 2018)

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2018)

"Assessing & Adjusting Your Efforts: Finding Existing Data & Gathering Your Own", Institute for Hazing Prevention, Baton Rouge, (June 2018)

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2017)

"How to Identify and Refer the Disruptive, Disturbed and Dangerous Student", Alfred University Faculty and Staff, Alfred, NY (biannually)

"Hazing Prevention Presentation for Sevier County School Coaches and Athletes", Sevier, Tennessee (January 2017)

"Impact of Hazing on a Team", Amherst College Athletics, LEAD program, Amherst, Massachusetts (September 2016)

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2016)

"Hazing in College Athletics", panelist, National Soccer Coaches Association of America (NSCAA) Annual Convention, Baltimore, Maryland (January 2016)

"Understanding the Current State of Hazing and What We Can Do About It", College Student Personnel Association of New York State (CSPA-NYS) Annual Conference, Syracuse, New York (October 2015)

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2015)

"Hazing Prevention in High School Athletics", Youth Development - OCM BOCES, Syracuse, New York (August, 2015)

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2014)

"There Is No Hazing in Team Sports", co-presenter, United Educators and HazingPrevention.Org Webinar, (November, 2013)

"Addressing Bullying on the College Campus", co-presenter, Association of College Unions International Webinar, (October, 2013)

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2013)

N. Pollard CV

“How to Respond and Help Members with Mental Health Issues”, presenter, Durward W. Owen FRMT Risk Management College presented by Pennington & Co., Indianapolis, IN (June, 2013)

“Hazing and Expectations”, Greek Pledging Orientation, Alfred State College, Alfred, NY (February, 2013).

"Daily Sun Dialogues: Drinking and Hazing at Cornell", panelist, Cornell University, Ithaca, NY (November, 2012).

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2012)

“Mental Health Issues”, presenter, Durward W. Owen FRMT Risk Management College presented by Pennington & Co., Indianapolis, IN (June, 2012)

“Behavioral Assessment Teams: Putting the Pieces Together”, presenter, 2012 NASPA Region II Conference, Buffalo, NY (June, 2012)

“Behavioral Assessment Team Roundtable”, facilitator, CSPA-NYS Annual Conference, Corning, NY (October, 2011)

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2011)

“College Men and Hazing: Finding Options in the Hurricane”, presenter, NASPA/ACPA Conference on Men: Masculinities in Higher Education, Indianapolis, IN (May, 2011)

“UE Telephone Roundtable: Preventing and Responding to Bullying Among Students”, presenter, United Educators, Webinar, (April, 2011)

“Hazing and Mental Health”, presenter, HazingPrevention.Org, Webinar, (February, 2011)

“Campus Climate and Bullying’s Influence on Student Health/Well-Being”, presenter, American College Personnel Association, Webinar, (February, 2011)

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2010)

“Kovak Institute for Hazing Intervention”, facilitator of special session, HazingPrevention.Org Institute, State University of New York at Geneseo, Geneseo, NY (June, 2010)

“National Hazing Symposium”, featured panelist, National Collaborative for Hazing Research and Prevention and HazingPrevention.Org Symposium, University of Maine, Orono, ME (October, 2009)

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2009)

“Interdisciplinary Institute for Hazing Intervention”, featured speaker, HazingPrevention.Org Institute, Butler University, Indianapolis, IN (June, 2009)

N. Pollard CV

“The Ties that Bond: Exploring College Bonding through Sports, Greek Life and Other Organizations”, panelist, Alfred, NY (September, 2008)

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2008)

“Interdisciplinary Institute for Hazing Intervention”, faculty, HazingPrevention.Org Institute, North Carolina State University, Raleigh, NC (June, 2008)

“Adapting the Social Change Model for the Student Judicial System”, presenter, American College Personnel Association Annual Meeting, Atlanta, GA (April, 2008)

“Understanding the Culture and Dynamics of Hazing in Today’s Schools”, featured speaker, Missouri United School Insurance Council Annual Meeting, Lake of the Ozarks, MO (January, 2008)

“NCAA Hazing Prevention Summit”, panelist, NCAA Annual Convention, Nashville, TN (January, 2008)

“Understanding the Culture and Dynamics of Hazing in Today’s Schools”, featured speaker, United Educators Public School Member Conference, San Antonio, TX (September, 2007)

“Make sense out of today’s generation: Understanding the Millennial Athlete”, presenter, SUNY Geneseo Athletic Department, Geneseo, NY (August, 2007)

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2007)

“This is What I Know About Therapy: Authentic Truths and the Things that have Mattered in my Experience as a Therapist”, panelist, Counseling Centers of New York Conference, SUNY Geneseo, Geneseo, New York (June, 2007)

“Facilitating Partnerships to Shape the Future: Hazing a Campus Community Issue”, featured speaker, Association for Student Judicial Affairs Annual Conference, Tampa, Florida (February, 2007)

“Hazing: An Institutional Audit of Policies and Procedures”, panelist for audio conference, Paper Clip Communications, (February, 2007)

“Hazing and Initiation Rites Amongst High Schools”, featured speaker, National Federal of High School’s Citizenship Committee annual meeting, Indianapolis, Indiana (January, 2007)

“Hazing and Bullying in American Schools”, featured speaker, Partnership for Prevention, Allegany County, Cuba, New York (November, 2006)

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2006)

“Special Topics Track – Hazing”, faculty, ASJA Donald D. Gehring Campus Judicial Affairs Training Institute, University of Utah, Salt Lake City, Utah (July, 2006)

N. Pollard CV

“Hazing and Bullying in American Schools”, featured speaker, Partnership for Ontario County, Canandaigua, New York (April, 2006)

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2005)

“Life on the Front Line: Recognizing and Responding to Challenging Constituents and Situations”, Counseling Centers of New York Conference, Oswego, NY (June 2005)

“Initiation Rites in American High Schools: A National Survey”, featured speaker, New York State Athletic Administrators Association Annual Conference, Saratoga Springs, New York (March 2005)

“Hazing and Initiation Rites”, guest speaker, Corning Rotary Club, Corning, NY (February, 2005)

“Hazing and High School Athletics”, presenter, Alfred-Almond Central School, (February, 2005)

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2004)

“Treat or Refer? Responding to Students Whose Needs Seem to Exceed our Resources”, panel participant, Counseling Centers of New York Conference, Utica, NY (June, 2004)

“Initiation Rites in American High Schools: A National Survey”, featured speaker, Western New York Educational Service Council, Buffalo, New York (May, 2004)

“Addressing Hazing and Initiation Rites in Schools: Intervention, Prevention & Policy Issues”, featured presenter, Eastern Suffolk BOCES, Ronkonkoma, NY (March, 2004)

“Sexual Harassment and Hazing In Our Schools: Proactive Responses to an Escalating Crisis”, featured presenter, The Massachusetts Interscholastic Athletic Association, Boston, Massachusetts (February, 2004)

“Hazing and Initiation Rites”, featured presenter, Fayetteville-Manlius High School’s Character Education program, Syracuse, New York (November, 2003)

“Hazing in College Athletics”, featured speaker, SUNY Brockport Athletic Department and Athletes, Brockport, New York (September, 2003)

“Hazing and Athletics”, Alfred University Athletic Orientation, Alfred, New York (August, 2003)

“Stress Management”, Alfred University’s University Relations staff, Alfred, New York (March, 2003)

“The Stress of Change”, Alfred University’s Food Service staff, Alfred, New York (January, 2003)

“Initiation Rites in American High Schools: A National Survey”, featured speaker, Association of Independent Maryland Schools Annual Conference, Baltimore, Maryland (October, 2002)

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2002)

"Hazing: A Public Health Problem", featured speaker, Chelsea Department of Public Health, Boston, Massachusetts (June, 2002)

"Hazing and Initiation Rites", featured speaker, New York State College Health Association – District 6 meeting, Alfred, New York (May 2002)

"Dual Relationships, Conflicts of Interest, and Other Ethical Dilemmas Common to the Small College Setting.", panelist, CCCNY, Ithaca, NY (May 2002)

"Initiation Rites in American High Schools: A National Survey", featured speaker, National Association of Independent Schools Annual Conference, San Francisco, California (February, 2002)

"Stress Management for Teens", co-presenter, Allegany County Council, Wellsville, New York (January, 2002)

"Prevention Hazing on Campus Teleconference", guest speaker, (September, 2001)

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2001)

"Hazing and Initiation Rites", featured speaker, New York State Association of College Admissions Counselors Annual Conference, Albany, New York (June, 2001)

"Initiation Rites in American High Schools: A National Survey", featured speaker, New York State Athletic Administrators Association Annual Conference, Saratoga Springs, New York (March 2001)

"Initiation Rites in American High Schools: A National Survey", featured speaker, National Association of Independent Schools Annual Conference, Boston, Massachusetts, (February, 2001)

"Finding Options in the Hurricane: Boys Becoming Men", co-presenter, College Student Personnel Association of New York State Annual Conference, Syracuse, New York, (September, 2000)

"Hazing and Athletics", presenter, Alfred-Almond Central School, (September, 2000)

"Hazing in College Athletics", featured speaker, Penn State University Athletic Department, State College, Pennsylvania, (September, 2000)

"Hazing and Athletics", Alfred University Athletic Orientation, Alfred, New York (August, 2000)

"National Survey of NCAA Institutions on Initiation Rites and Athletics", invited presenter, U.S. Department of Education's 13th Annual National Meeting on Alcohol, Other Drug, and Violence Prevention in Higher Education, Saratoga, NY, (November, 1999)

“Intercollegiate Athletics and Alcohol and Other Drug Concerns” , Invitational Symposium convened by the Higher Education Center for Alcohol and Other Drug Prevention, San Diego, CA, (March, 1999)

HONORS, AWARDS and SERVICE

Previous Board Member of Directors for HazingPrevention.org

Previous Member, Advisory Group for the National Collaborative for Hazing Research and Prevention

Received the student selected “Alfie Award” in 2008 for Outstanding Professional Staff

Received the alumni “Alfred University Friend Award” in 2004

Member, Chi Sigma Alpha National Student Affairs Honor Society in 2018

Member, Omicron Delta Kappa, National Leadership Honor Society in 2006

Member, Phi Kappa Phi National Honor Society in 2003

Received the “Fiat Lux Most Valuable Supporter Award” in 1995

CONSULTATION

Past Advisory Group member for the National Collaborative for Hazing Research and Prevention

National Federation of High Schools, Indianapolis, IN – developed national standards and policies for high schools in response to hazing

The United States Office of the Secretary of Defense asked the RAND Corporation to conduct a study addressing a definition of hazing for the United States military, factors leading to incidents of hazing in the military and best practices for prevention and response to military hazing. The RAND Corporation contacted me to consult. http://www.rand.org/pubs/research_reports/RR941.html

Subject matter reviewer for the U.S. Department of Education’s webinar titled: “Strategies to Prevent Hazing on Campus”

University of Vermont, Burlington, VT – provided consultation for Vice President of Student Affairs after a nationally publicized hazing incident

Penn State University, State College, PA – provided information about hazing to athletic department

SUNY Brockport, Brockport, NY – provided information about hazing to athletic department

SUNY Geneseo, Geneseo, NY – provided information about hazing to athletic department

N. Pollard CV

Rochester Institute of Technology, Rochester, NY – external reviewer of conduct system

Consultant to numerous high schools in the development of anti-hazing policy and procedures

Serve as an expert consultant/witness on hazing and bullying for several attorneys

References Available Upon Request