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EDUCATION

University of Massachusetts Lowell, Lowell, MA
Ph.D. in Education, Leadership in Education
Dissertation: *The influence of Leadership on Faculty Morale and Intent to Leave During Hard Times*
Boston University, Boston, MA
M.Ed. in Counseling, Concentration in Sports Psychology
Springfield College, Springfield, MA
B.S. in Athletic Training

LEADERSHIP AND ADMINISTRATIVE EXPERIENCE

LASELL UNIVERSITY – Newton, MA 9/2000-Current

Assistant Vice President of Workforce Development and Global Engagement 9/1/2023-Current
Professor of Athletic Training

Executive Summary
As AVP of Workforce Development and Global Engagement I align the university's educational programs with the evolving needs of the workforce through strategic partnership, both domestic and global. My responsibilities include providing leadership and strategic direction for the planning, delivery and reporting of workforce training programs, customized skills development training, and community education programing activities responsive to industry-driven needs that meet institutional strategic priorities and achieve financial objectives. This role is critical in ensuring that students are well-prepared for successful careers and that the university contributes to the economic development of the region. As AVP of Workforce Development and Global Engagement I play a vital role in bridging the gap between education and employment. Through strategic leadership, innovative program development, and strong industry partnerships, I ensure that the university remains a leader in workforce development and contributes to the economic prosperity of the regions where our programs are offered.

Key Responsibilities:
Strategic Planning/Program Development/Partnerships and Collaboration/Student Success/ Resource Management and Revenue Goals

- Direct report to the Vice President of Finance and Operation, and a member of the University's revenue and operations team, the primary advisory group to the CFO regarding operation of the university, responsible for alternate revenue streams at a tuition-driven institution
- Founder and leader of the University's Office of Workforce Development and Global Initiatives
- Successfully initiated and led internal and external approval process for all workforce development programs both domestic and global
- Established global partnerships with government entities, non-profit organizations, and corporations.
- Collaborate with the provost and academic leadership team to create programs that meet workforce

needs domestically and internationally including: ESOL, Surgical Technology, and Universal Design for Learning
- Work directly with adult learners to meet academic and professional goals.
- Established and Educators Submit for teachers of Northern Ireland
- Collaborated with global stakeholders to host the first Universal Design for Learning Conference in Northern Ireland.
- Established a relationship with the Belfast Giants Professional Hockey team in Northern Ireland inclusive of educational and corporate sponsorship.
- Procured workforce development employer partners in Healthcare, Education, and Technology
- Collaborate with the University's office of marketing and communications to develop marketing content and launch social media campaigns.
- Partnership with employers statewide in three different sectors to launch three programs in 9 months.
- Meet revenue driven by benchmarks, projected revenue of $2.5 million in 2 years.
- Manage all aspects of departmental budget and operational costs.
- Identify grant opportunities to launch workforce development initiatives.

Dean, School of Health Sciences 1/2018-9/2023
Professor of Athletic Training

Executive Summary
As Dean of the School of Health Sciences I played a pivotal role in shaping the academic vision and strategy of the institution. I served as a visionary leader dedicated to advancing the university's mission of academic excellence, innovation, scholarship, and community engagement. Through strategic leadership and commitment to student and faculty success, I led and empowered faculty by maintaining academic excellence, fostering innovation, and ensuring the overall success of the university's educational mission.

Key Responsibilities:
Academic Leadership/Faculty Development and Support/Student Success/Resource Management/Accreditation and Compliance
- Direct report to the Lasell University Provost and member of the Academic and Student Affairs Leadership Team, the primary advisory group to the provost creating a strategic direction for academic programs and assuring that academic decisions are implemented throughout all academic programs
- Responsible for strategic planning and operational functions of the School of Health Sciences comprised of multiple disciplines and academic programs
- Identify, develop, and implement undergraduate and graduate degree programs consistent with a growing academic program portfolio and in alignment with the mission of the school and university
- Increased enrollment by 195% for the School of Health Sciences in five years.
- Created and launched the state of Massachusetts only FEPAC accredited Forensic Science Program
- Manage budgets for all academic programs in the School of Health Sciences, and assist with budget management for the Division of Academic Affairs
- Establish a culture of collaboration and collegiality among faculty and students
- Appoint, supervise, and evaluate three discipline-based Program Chairs
- Recruit, interview, hire, and onboard full-time faculty
- Recruitment and retention of undergraduate and graduate students
- Conduct annual faculty performance evaluations
- Support and guide faculty professional development
- Grants
    - Massachusetts Life Science Center Capital Equipment Grant: S703,000 7/2023
        - Ocular Virtual Reality Laboratory Equipment for Science Education

- Massachusetts Life Science Center Capital Equipment Grant: $749,000 7/2022
    - Laboratory Equipment for Forensic Science and Biotechnology Education
- Identify, cultivate, and execute local, regional, national, and international partnerships for the School of Health Sciences
- Collaborate with undergraduate and graduate admissions to promote academic programs to prospective students
- Cultivate and maintain relationships with alumni and potential donors
- Create new undergraduate and graduate courses, develop course content, and instruct courses on-campus, online, and hybrid formats
- Measure student performance through a comprehensive assessment plan guided by benchmarks and metrics to drive curricular changes and support student learning outcomes
- Ensure quality assurance of the educational experience inclusive of curricular development, review, and revision, as well as course scheduling, resolving student issues, collaborating with other Centers, Schools, and Divisions, and coordinating learning outcomes assessment
- Oversee the development of periodic program review and self-studies, including the process of data gathering, and analyzing data to make recommendations for improvement
- Lead student recruitment and retention efforts, work collaboratively with the division of enrollment management

Department Chair, Athletic Training and Exercise Science 8/2006-12/2017
Athletic Training Program Director 8/2007-12/2020
Associate Professor of Athletic Training

- Provide leadership, mentorship, supervision, and performance evaluation to 5 full-time and 15-17 adjunct professors per semester
- Department strategic planning and implementation of strategic vision
- Provide academic advising, leadership, supervision, and guidance to 150 undergraduate students and 20 graduate students
- Recruit, interview, hire, and onboard full-time and part-time faculty
- Develop and implement department teaching schedule and laboratory utilization schedule
- Creation, development, and implementation of various discipline specific academic program curricula
- Maintain all aspects of athletic training program accreditation (CAATE)
- Maintain all aspects of exercise science program accreditation (CAAHEP/CoAES)
- Initiate, develop, and submit graduate academic program proposals for multilevel approval
- Implement new graduate academic programs
- Successful development, and submission of self-study accreditation reports to:
    - CAATE (Commission on Accreditation of Athletic Training Education)
    - CAAHEP (Commission on Accreditation of Allied Health Education Programs) /CoAES (Commission on Accreditation of Exercise Science)
    - NSCA (National Strength and Conditioning Association)
    - COSMA (Commission on Sports Management Accreditation)
    - Organized and hosted site visit for each accreditation process (CoAES 2011, COSMA 2011, CAATE 2012, CoAES 2017)
- Develop, implement, and assess a CAATE (Commission on Accreditation of Athletic Training Education) accredited Athletic Training program
- Develop, implement, and assess a CAAHEP/CoAES (Commission on Accreditation of Exercise Science) accredited Exercise Science Program
- Develop, implement, and assess a NSCA (National Strength and Conditioning Association) endorsed

Exercise Science program
- Develop and implement student learning goals and outcomes, program and department goals and outcomes as part of a comprehensive Institutional Assessment Plan
- Create, implement, and manage departmental budget
- Perform annual inventory of department instructional supplies
- Inventory and purchase all department instructional supplies, capital items, and budgetary needs
- Academic Advising to undergraduate and graduate students
- Establish and lead department academic advisory board composed of industry professionals
- Created and implemented a college wide Health Professions Lecture Series
- Manage and maintain Athletic Training Lab, Exercise Science Performance Lab, and all equipment

Coordinator of Clinical Education, Athletic Training and Exercise Science 8/2000-5/2008
Assistant Professor of Athletic Training

Coordinate the clinical education aspect of the athletic training program and exercise science programs.
- Create and implement memorandums of understanding between Lasell College and affiliated clinical sites.
- Identify, cultivate, execute, and maintain clinical affiliation agreements and partnerships with 30+ hospitals, colleges, universities, high schools, physical therapy clinics, and sports performance facilities in New England.
- Maintain positive professional rapport with clinical preceptors at affiliated sites
- Create program assessment tools, clinical education assessment tools, departmental policies and procedures manual for faculty, instructors, and students.
- Conduct student placements at affiliated sites in accordance with clinical education requirements
- Perform clinical site visits each semester at all affiliated sites supervising students
- Develop, assigned, and assessed student work associated with clinical practicum/field experience
- Organize and conduct annual workshops and continuing education opportunities for Lasell University affiliated clinical preceptors and internship directors.

INSTITUTIONAL SERVICE/INVOLVEMENT

LASELL UNIVERSITY
President's Office

- Academic and Student Life Committee of the Board of Trustees 1/2025, 10/2024, 6/2024, 10/2023
- Board of Trustees Meeting (BOT), presenter/invited guest 6/2024, 10/2023 10/2022, 6/2024
- Administrative Council, member 1/2018- current
- NECHE Comprehensive Evaluation 2022, committee 12/2021-12/2022
- Chief Financial Officer Search Committee, member 9/2021-11/2021
- Academic Affairs Committee, BOT 10/2021, 6/2021, 10/2020, 6/2018
- Innovation Committee, BOT 2016-2018
- President's 360 review committee 10/2018
- Academic Affairs organization restructuring campus committee 3/2017-6/2017
- Director of Human Resources Search Committee, member 10/2016-12/2016

Office of Academic Affairs

- Academic and Student Affairs Leadership Team 1/2018-8/2023
- New Faculty Orientation Coordinator 9/2020-8/2021
- International Service, Bumwalukani, Uganda, Africa\Arlington Academy of Hope Teacher 5/2014-6/2014
- Davis Foundation Connected Learning Grant Connected Learning Organizer 9/2004- 9/2006

- Administration and organization of the grant monies
- Review connected learning project proposals submitted by faculty
- Award and distribute grant funds to faculty to develop and implement connected learning projects in accordance with the Lasell College Mission and Connected Learning Educational Philosophy
- Created, organized and implemented faculty workshops and campus wide Academic symposiums
- Developed and implemented connected learning assessment tools for faculty engagement in connected learning
- Liaison to various departments on campus regarding the implementation and assessment of the connected learning philosophy

- The following positions were held at various points as a faculty member 9/2000-12/2017
- Membership, faculty standing committees
  - Promotions Committee, Chair
  - Academic Standards, Chair
  - Professional Development
  - Professional Affairs
  - Nominating, Chair
  - Graduate
  - Professional Development
  - Membership, faculty ad-hoc committees:
    - Division of Academic Affairs organizational re-structuring
    - Writing Across the Curriculum
    - Student Success
    - Student Retention
    - Academic Review
    - Parking
  - Faculty Executive Board Member:
    - Vice Chair of the Faculty Senate
    - Faculty Marshall
    - Faculty representative to the Board of Trustees Innovation Committee

Office of Development and Institutional Advancement
- Presidential Inauguration Sponsorship Committee 7/2024-Current
- Lasell College Capital Campaign Campus Committee 9/2014-12/2017

Office of Student Affairs
- Athletics Depart. Fitness Facilities Renovation Task Force 9/2014-12/2015

Office of Business and Finance
- Operation and Finance Leadership Team 9/2023-Current
- New Academic Center Planning and Design Committee 9/2014-12/2019

TEACHING EXPERIENCE

Lasell University
Professor of Athletic Training 7/2022-Current
Associate Professor of Athletic Training 7/2009-6/2022
Assistant Professor of Athletic Training 9/2000-6/2009

Since 2000 developed and instructed 20+ courses in various instructional modalities including, in-person, online (asynchronous), hybrid, and hy-flex, at the undergraduate and graduate course levels. Courses included a wide range of formative and summative assessments directly related to course objectives and student learning outcomes. A comprehensive list of courses and course evaluations available.

Bridgewater State University, Bridgewater, MA
Athletic Training Laboratory Instructor 1/1994- 5/1995

- Lab instructor in therapeutic modalities, upper extremities evaluation, and lower extremities evaluation for CAAHEP accredited Athletic Training curriculum program
- Create and administer weekly assignments, and written and oral/practical exams

CLINICAL EXPERIENCE

USYS Girls Olympic Development Program- Region I (East) USA
Head Athletic Trainer 7/1996- 7/2011

- Supervising large athletic training staff (12-18) for 3 weeks of summer camps
- Hire Athletic Training Staff to provide coverage for 20 national and international events annually
- Manage sports medicine budget, supply inventory and purchasing
- Establish medical emergency plan in conjunction with physicians
- First aid and first responder at summer camp for approximately 800 athletes per week
- Travel nationally and internationally with regional teams providing athletic training services

US Soccer Federation
Health Care Supervisor/ Staff Athletic Trainer 8/2000-8/2011

- Serve as medical consultant for US Soccer Federation, under the supervision of a physician, in the operation of U14 Boys and Girls training camps
- Provide athletic training services (emergency care, injury prevention, care, rehabilitation) for regional events including athletes of all age groups and both genders
- Schedule doctor appointments and collaborate with physicians regarding medical treatments
- Assist the camp director with development and implementation of camp policies and procedures

Massachusetts Institute of Technology, Cambridge, MA
Coordinator of Sports Medicine 7/1995-7/2000

- Coordinator Sports Medicine services for 41 varsity teams, 1500 + student-athletes
- Provide leadership and mentoring to staff of 4 full-time athletic trainers
- Supervise and lead daily operation of Athletic Training Room
- Coordinate all event staff coverage
- Provide practice, home, and away contest athletic training services
- Liaison between Sports Medicine Staff, Medical Department, and team physicians
- Schedule and supervise weekly orthopedic clinic in the Athletic Training Room
- Conduct all aspects of sports medicine administration; scheduling, supply inventory, budget, and record keeping, medical documentation, staff recruitment, hiring, and performance

- Liaison and direct communicator with Athletics Administration and Medical Department
- CPR Instructor for athletic department staff
- Educate, counsel, and refer student-athletes on various issues including orthopedic injuries, pathologies, nutrition, fitness, conditioning, mental health, and substance abuse
- Provide cardiac screening to residential college students

USA Ice Hockey- Women's National Ice Hockey Team
Athletic Trainer 1/2000-3/2000

- Provide athletic training services for 20 elite athletes
- Provide all practice coverage for training sessions in New England
- Coordinator of medical care including scheduling of doctor appointments and collaboration with physicians regarding surgeries, rehabilitation, and medical treatments

USA Fencing Association- New England Fencing Division
Athletic Trainer 6/2001-6/2011

Bridgewater State University, Bridgewater, MA
Assistant Athletic Trainer 8/1993-6/1995

- Provide sports medicine services to 20 varsity teams
- Provide practice coverage, as well as home and away contest coverage
- Collaborate with health services to provide medical services for athletes
- Supervise daily operation of athletic training room and coordination of medical services for student-athletes, medical record keeping and maintenance
- Supervise clinical education of athletic training students in accordance with JRC curriculum and accreditation standards
- Establish medical emergency plan in conjunction with team physicians
- Collaborate with physicians regarding rehabilitation and medical treatments of all student-athletes

PROFESSIONAL DEVELOPMENT AND SCHOLARSHIP

Presentations

Haverty, C (2024, July). *Successful Models to Build the Future Workforce.* Massachusetts Healthcare and Hospital Association Workforce Development Summit, Burlington, MA.

Haverty, C (2023, August). *Building Blocks to Success: Stackable Education as a Pathway to Careers.* Reach Higher Massachusetts, Fitchburg, MA

Haverty, C. (2022, February). *Leadership and Faculty Morale at Small Colleges*. Paper Presentation at the Eastern Educational Research Association Annual Conference, Clearwater, FL.

Haverty, C. (2021, January). *International Athletic Training Experiences: The Perspective of a Clinician and Educator.* Presentation at the annual Eastern Athletic Training Association Annual Conference, Virtual Conference.

Haverty, C. (2020, December). *Rethinking the Classroom Experience in 2020.* Presentation for Lasell University Presidential Speaker Series, Newton, MA.

Haverty, C. (2020, February). *The Influence of Leadership on Maintaining Faculty Morale in Hard* Times. Paper Presentation at the Eastern Educational Research Association Annual Conference, Orlando, FL.

Haverty, C. (2020, January). *Managing Change: Athletic Trainers as Leaders in the Workplace*. Workshop Presentation at the Eastern Athletic Training Association Annual Conference, Foxwoods, CT.

Haverty, C. (2019, February). *The Role of Perception in Instructor Decisions in College Writing*. Paper Presentation at the Eastern Educational Research Association Annual Conference, Myrtle Beach, SC.

Haverty, C. (2014, March). *Legal Considerations in Sports Medicine*. Presentation at the Athletic Trainers of Massachusetts Young Professional and Student Conference, Newton, MA.

Haverty, C. (2014, May). *Emergency Preparedness: A Comprehensive Emergency Action Plan*. Presentation at the Athletic Trainers of Massachusetts Annual Spring Conference, Bridgewater, MA.

Haverty, C. (2011, June). *Effective Leadership and Management Strategies in Athletic Training.* Presentation at the National Athletic Training Clinical Symposia, New Orleans, LA.

Haverty, C. (2011, February). *Empowering Future Athletic Trainers: Integrating Evidence Based Leadership into Athletic Training Education Programs.* Poster Presentation at the National Athletic Trainer Association Educators Conference, Washington DC.

Stiller-Ostrowski, J. and Haverty, C. (2010, January). *From Theory to Practice: How Every Athletic Trainer Can Learn to Implement Mental Health Techniques into Rehabilitation Programs*. Presentation at the National Athletic Training Clinical Symposia, Philadelphia, PA.

Bloom, S., Haverty, C., and Bucci, L. (2009, October). *Assessment is NOT just grading: Understanding engaging in academic outcome assessment planning.* Presentation at NEEAN Fall Conference, Worcester, MA.

Haverty, C. (2008, August). *Hydration, Nutrition and Injury Prevention*. US Soccer Federation, U-14 Identification Camp, Concord, MA.

Haverty, C. (2006, January). *A Practical Approach to Clinical Education*. Presentation and Workshop at the Eastern Athletic Training Association Annual Conference, Philadelphia, PA.

Haverty, C. (2005, January). *Postural Assessment, Common Postural Deviation, Postural Correction Exercises*. Learning Lab at the West Suburban YMCA, West Newton, MA.

Lasell College, Newton, MA
Clinical Preceptor Workshops 6/2002 – 6/2018

Annual Clinical Preceptor Workshops

- Teaching and learning styles
- Instructing a senior level student
- Instructing an unmotivated student
- CAATE re-accreditation standards and updates
- The One Minute Manager

- A practical approach to clinical education and instruction
- Understanding and implementing new educational competencies
- Electronic Medical Record and Healthcare Informatics

Professional Research Group 10/2021-5/2023
Association for Athletic Training Education: Research Network

- Engage in research focused on recruitment and retention of athletic trainers with the global aim to improve recruitment and ensure retention in the profession of athletic training

External Reviewer/External Consultant

- State University of New York, Graduate Degree Program, Stony Brook University 4/2018
- Lyndon State University and Johnston State University: Northern Vermont University- *Departmental Restructuring as a New Unified Institution* 5/2018-6/2018

Service to the Profession

Athletic Trainers of Massachusetts (ATOM)

- Continuing Education Committee, Chair 1/2014 - 1/2017
- Capitol Hill Day, Boston, MA 4/2014, 4/2015, 4/2016
- NATA Hit the Hill- Capitol Hill Day, Washington, DC 2/2011

PROFESSIONAL TRAINING

Diversity, Equity, and Inclusion Training
Antisemitism Workshop 6/2024
Diversity, Equity, and Inclusion Ambassador 10/2021-9/2023
Creating an Inclusive Classroom 9/2021
Employee Intercultural Competence Workshops 9/2018
Managing the Post-Pandemic Workplace 6/2021
Online Teaching and Learning Certificate 6/2012, 6/2020
Clinical Expertise: Rehabilitation and Human Movement

AWARDS AND RECOGNITIONS

Tri-Alpha Honor Society Induction- Academic Excellence Recognition, First Generation College Student 4/8/2021
University of Massachusetts Lowell Outstanding Graduate Student Award Nominee 4/18/2019
Lasell College Thomas E.J. deWitt Award for Excellence in Educational Leadership 5/15/2016

CERTIFICATIONS and MEMBERSHIPS

- National Athletic Training Association, certification #069302690
- Commonwealth of Massachusetts Licensed, 685
- NPI# 1295977072
- American Red Cross: CPR for the Professional Rescuer; AED Certified; First Aid Certified
- National Athletic Training Association, (NATA) Member
- Eastern Athletic Training Association, (EATA) Member
- Athletic Trainers of Massachusetts, (ATOM) Member

SPECIAL SKILLS

- Bilingual: English/Spanish