

# Carolyn O’Laughlin, Ph.D.

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## EDUCATION

- Doctor of Philosophy, Higher Education Administration** 2023  
Saint Louis University, St. Louis, MO  
Dissertation Title: Acts of Resilience and Resistance: Autistic College Student Persistence
- Master of Arts, Student Affairs Administration** 2003  
Michigan State University, East Lansing, MI
- Bachelor of Arts, Communication Studies and Women’s Studies** 2001  
Marquette University, Milwaukee WI

## TEACHING EXPERIENCE

### Courses Taught

#### **Saint Louis University, School of Education**

- EDR 3891: Quantitative and Qualitative Research Methods Spring & Summer 2023  
EDH 5600: Foundations of Higher Education Fall 2022, 2023  
EDH 5470: Leadership in Higher Education Spring 2022  
\*Co-taught with Dr. Molly Schaller, Associate Dean  
EDR 3891: Quantitative and Qualitative Research Methods Fall 2021  
\*Co-taught with Dr. Danielle Davis, Professor of Higher Education Administration

#### **Saint Louis University, University Core**

- CORE 1500: Cura Personalis 1: Self in Community Fall 2023  
CORE 1000: Ignite Seminar: An Ignatian Approach to Transformational Leadership  
\*Co-taught with Dr. Fred Pestello, President, Saint Louis University Fall 2022, 2023  
CORE 1000: Ignite Seminar: Ensuring the Success of First-Generation College Student  
\*Co-taught with Dr. Mike Lewis, Provost, Saint Louis University Fall 2022, 2023

#### **St. Louis Community College, Interdisciplinary Studies**

- IDS 114: Leadership in the 21<sup>st</sup> Century Spring 2016, 2017

## PROFESSIONAL EXPERIENCE

**Graduate Assistant, Special Projects, School of Education** September 2021-May 2023

Saint Louis University, St. Louis, MO

- Propose a distinctive Online Ed.D. program in Educational Leadership for the School of Education. Includes market research, SWOT Analysis, proposing course offerings, structures, and specializations.
- Forecast course scheduling to support the roll-out of a newly developed program curriculum. Organize, illustrate, and create a plan to eliminate outgoing courses and gradually introduce new courses, considering course maps, faculty schedules, and contact hour requirements.
- Evaluate available options for e-portfolio programs, advise program leads of benefits and challenges, and coordinate with vendors and the information technology team to manage selection and implementation.
- Support administrative functions and represent the School of Education by hosting speakers, submitting expense reports, planning events, facilitating focus groups, and assisting with assessment measures.

**Admissions Review Specialist III, School of Medicine**

August 2022-Present

**Committee-Based Evaluation Admissions Reader, Undergraduate Admissions**

October 2021-April 2023

Washington University in St. Louis, St. Louis, MO

- Read, summarize, and holistically evaluate more than 1000 applications for admission to medical school.

- Utilize Committee Based Evaluation methods (files read synchronously in paired teams) to evaluate undergraduate admissions files. Reviewed more than 2500 applications, of which 308 were admitted.

### **Manager of Campus Life**

October 2014-August 2021

St. Louis Community College-Meramec, St. Louis MO

- Served on the Behavioral Intervention Team and STLCC CARES Committee.
- Developed regular leadership development and community engagement initiatives for students.
- Guided and oversaw service learning, community engagement, and advocacy programming for students.
- Advised student leaders in navigating college policies, goal development, and group dynamics.
- Orchestrated college transition programs, welcome week, peer mentoring, and student orientation.
- Executed multi-layered Student Activity Fee and compliant infrastructure regarding organization spending.
- Led CAS Standards Self-Assessment from start to finish and developed Campus Life learning outcomes.
- Established innovative Student Employment Leadership Series to prepare STLCC Students to take roles as regional leaders based on data from the St. Louis workforce report.

### **Director of Residence Life and Housing**

March 2008-September 2014

Sarah Lawrence College, Bronxville, NY

- Developed and coordinated emergency management plans to national/regional/campus emergencies.
- Investigated claims of policy violation and rendered educational outcomes as the college conduct officer.
- Chaired the Specialized Housing Committee, working with disability and health services to assess and allocate housing accommodation requests from students with disabilities or with a medical need.
- Transformed resident advisor programming and leadership model to outcome-specific programs, process-focused community standards development, and more direct oversight from supervisors.
- Generated staff training, development, recognition, and assessment initiatives.
- Managed student housing capacity of 1117, managing yearly designations regarding community type.
- Developed and implemented surge capacity plan and managed contingency processes.
- Managed the housing lottery, including electronic requests from students abroad and waitlists.

### **Associate Director of Residential Programs**

June 2006-March 2008

### **Assistant Director of Residential Programs**

August 2005-June 2006

Columbia University, New York City, NY

- Supported community development and co-curricular programming for 1200 undergraduate students.
- Supervised two graduate hall directors and 28 undergraduate resident advisors.
- Conducted disciplinary hearings, rendered decisions, and assigned educational sanctions.
- Developed curriculum and implemented programming for a cross-functional Sophomore Series.

## **PREVIOUS PROFESSIONAL EXPERIENCE**

**Residence Life Director**, Manhattan School of Music

August 2003-August 2005

**Acting Director, Pre-College Programs**, Barnard College

May 2003-August 2003

**Assistant Hall Director, Residence Life**, Michigan State University (MSU)

August 2001-March 2003

**Graduate Assistant Pre-College Program**, Barnard College

June 2002-August 2002

**Practicum Student for Lesbian, Bi, Gay, Transgender Concerns**, MSU

January 2002-May 2002

## **AWARDS AND RECOGNITION**

JJ O'Brian Outstanding Graduate Student Award, St. Louis University, May 2023

Graduate Research Symposium, Social Science Paper Award, Saint Louis University, 2023

IAMAS Room of One's Own Grant Recipient, January 2023

Innovation of the Year Award, Racial Justice Film Series, St. Louis Community College 2021

Rise-Up Award, St. Louis Community College, Fall 2020

Research affiliate, College Autism Network (CAN), 2018-present

Kahler Scholarship Award, School of Education, Saint Louis University, 2019

Graduate, Partners in Policymaking, Missouri Developmental Disabilities Council, November 2017

Chancellors Leadership Academy, St. Louis Community College, 2017  
 Faculty Member, STARS College, ACUHO-I, term 2014-2017  
 Graduate Donna Bourassa Middle Managers Institute, ACPA, 2013

## RESEARCH INTERESTS AND ACTIVITIES

**Fields:** Higher Education, Student Affairs, Qualitative Research, Critical Theory, Multi-Modal Data Collection  
**Topical Interests:** Neurodivergent College Students, Autism in Educational Spaces, LGBT Communities within Higher Education

## PUBLICATIONS

### Peer-Reviewed Articles

O'Laughlin, C.A. (2023) Belonging and autistic college student persistence. [Manuscript submitted for publication]. Higher Education Administration, Saint Louis University.

O'Laughlin, C.A. (2023) Autistic students ask, "Does this even matter?": Communicating relevance as a tool for autistic college student persistence. [Manuscript submitted for publication]. Journal of College Student Development

Pousson, J.P & O'Laughlin, C.A. (2022) Perception of marginality and mattering of LGBTQIA community college students. Community College Journal of Research and Practice, 1-15.

### Book Chapter

O'Laughlin, C.A. & O'Laughlin R.M (2023) Academic advising: Belonging and relevance for autistic students. In Thompson, V.J & Patterson, J. (Eds.), Differentiated Academic Advising Strategies for Students Beyond the Margins. Rowman and Littlefield; Washington DC (UNDER REVIEW)

### Newspaper Publications

O'Laughlin, Carolyn. "Pope Francis Cracks the Door of Inclusion — Just a Bit | Other Opinions | Stltoday.Com." St. Louis Post Dispatch. October 20, 2015, sec. Opinion.

O'Laughlin, Carolyn. "'Snowplow Parents' May Be Trapping Their Children." Washington Post, December 20, 2013, sec. Opinions.

O'Laughlin, Carolyn. "O'Laughlin: When Liberal Convictions Run Into the Reality of Parenting." Wall Street Journal, November 16, 2013, sec. Opinion.

### Contributing Blog Posts

O'Laughlin, Carolyn. "Babysitter Wanted." Re/Visionist (blog), December 10, 2012.

O'Laughlin, Carolyn. "Teaching Students to Advocate for Themselves by Effectively Advocating for Ourselves and Our Staff – Reslife.Net." Reslife.Net (blog), June 2011.

### Interviewed Contributor

Miller, Claire Cain, and Jonah E. Bromwich. "How Parents Are Robbing Their Children of Adulthood." The New York Times, March 16, 2019, sec. Style.

## PRESENTATIONS

O'Laughlin, C.A. (2023) Autistic stories of persistence: Transitions to and through college (2023, April 2-6) [Conference Presentation]. NASPA 2023 Convention, Boston, MA

O'Laughlin, C.A. (2023) Autistic college student persistence: Amplifying autistic voices and strengths (2023, April 13-16) [Conference Presentation]. AERA 2023 Annual Meeting, Chicago, IL

- Pousson, J.M. & **O'Laughlin, C.A.** (2022) Perceptions of Marginality and Mattering in LGBT Community College Students: Implications for Practice (2022, March 6-9) [Conference Presentation]. ACPA 2022 Convention, St. Louis, MO
- O'Laughlin, C.A.** (2019) Perceptions of Marginality and Mattering in LGBT Community College Students (2019, April 5-9) [Conference Presentation]. AERA 2019 Convention, Toronto, Canada
- Pousson J.M. & **O'Laughlin, C.A.** (2018) Difficult Conversations; Preparation is Key (2018, November 7-9) [Conference Presentation] MCCA Annual Convention and Tradeshow, Branson, MO
- Pousson J.M. & **O'Laughlin, C.A.** (2018) Becoming an Ability Ally (2018, November 7-9) [Conference Presentation] MCCA Annual Convention and Tradeshow, Branson, MO
- Taylor, F. & **O'Laughlin, C.A.** (2016) Multicultural Competencies in Student Affairs, [Conference Presentation]. NASPA Region Five West 2016 Conference, St. Louis, MO

### **PROFESSIONAL SERVICE AND AFFILIATIONS**

Review for program proposals: ASHE, CAN 2023; ACPA, 2022; MCCA, 2019, 2018  
 Co-Chair, Student ID & Reimbursement Allocation Technology Group\*, St. Louis Community College, 2021  
 Chairperson, Student Engagement Platform Technology Review and Procurement Committee\*, 2019-2020  
 Chair, Districtwide Course Scheduling and Registration Committee\*, St. Louis Community College, 2017-2018  
 Facilities Committee, Audit of MC Campus for Strategic Plan, St. Louis Community College, 2017-2020  
 Higher Learning Commission Re-Accreditation Preparation Committee, St. Louis Community College, 2015  
 The Landscape of Higher Education and Future Planning, Sarah Lawrence College, 2012-2014  
 Administrative Staff Committee Chairperson\*, Sarah Lawrence College, 2011-2014  
 General Committee, (Standing Committee of the Faculty) Sarah Lawrence College 2010-2014  
 College Budget and Benefits Committees, Sarah Lawrence College, 2010-2012  
 First Year Experience Collaboration, Sarah Lawrence College, 2009-2011  
 Chairperson, Subcommittee on Student Life—Housing\*, Sarah Lawrence College, 2008-2014  
 Specialized Housing Committee Chair, Sarah Lawrence College\*, 2008-2014  
 Co-Chair, Community Principals Initiative, Columbia University\*, 2006-2008