

CURRICULUM VITAE

Mary Hale Tolar

Director, Staley School of Leadership Studies
Mary Lynn and Warren Staley Chair for Leadership
Associate Professor
Kansas State University

EMPLOYMENT

Director, Staley School of Leadership Studies, Kansas State University, July 2009-present; Tenured Associate Professor, 2014-present; Assistant Professor, 2009-2014; Interim Director, January – July 2009

Provide learning experiences aligned with the mission of “developing knowledgeable, ethical, caring, inclusive leaders for a diverse and changing world” for more than 1200 students in the interdisciplinary leadership studies minor and other academic programs, as well as the wider campus community through the School’s extensive array of applied learning programs. Administrative duties include fiscal management and resource acquisition, development activities, program evaluation and review, and strategic planning efforts; oversight of curriculum planning and development, and technology reviews and updates; supervision of 21 (FTE) faculty and staff; and direction of a total operating budget of \$2.5 million. I also teach, advise, and pursue scholarship as a tenured member of the faculty.

Accomplishments:

- Completed \$11 million privately-funded construction of Leadership Studies Building
- Raised more than \$12 million in the university’s Innovation and Inspiration campaign, exceeding initial \$3 million goal
- Established \$2.5 million endowed chair
- Established \$2 million endowment for Leading Change Institutes
- Established departmental documents including tenure and promotion for the new school
- Led an intensive curriculum review process resulting in core course re-design, electives review and alignment with assessment objectives
- Partnered with nationally recognized scholars and the Soaring with Eagles Foundation to develop a distinctive two-course honors leadership curriculum
- Established five new academic programs and four non-credit leadership initiatives since implementing strategic plan
- Launched interdisciplinary doctoral program in Leadership Communication

Interim Vice Provost for Student Success, Kansas State University, July 2018-January 2020

During transition to new organizational structure for retention and student success activity for the university, served initially as interim vice provost for undergraduate studies providing oversight for academic advising and offices of undergraduate research, first-year experience, nationally competitive scholarships, honor and integrity, pre-law advising and serving as interim

director of university honors program. Restructuring complete June 2019, served as interim vice provost for student success, bringing together programs and staff previously in student affairs to the office of the provost, including office of first-generation students, academic coaching, tutoring services, and TRIO programs. Served on Provost Executive Staff and Deans Council, and led efforts, collaborating with academic colleges and centrally, to advance retention and persistence to graduation for all students. Chaired the successful national search for vice provost for student success, and assisted with onboarding and transition.

Leadership Scholar/Consultant, *The New York Times*, 2012 - present

Contributed as one of four scholars nationally to develop and launch the “*The New York Times* in Leadership” online education resource. Now as “*The New York Times* in Education,” I am one of two weekly contributors authoring discussion prompts on selected articles for leadership educators and classroom use.

Associate Director, Civic Leadership, School of Leadership Studies, Kansas State University, 2006 - 2009

Directed the community service, service-learning, nonprofit leadership, and student civic engagement efforts of the K-State campus. Directed the Coffman Leadership Institute, a residential leadership development program for university faculty and staff. Taught International Service Teams and Senior Seminar courses.

Executive Director, Kansas Campus Compact, Kansas State University, 2003 - 2006

As founding executive director, developed and directed programs and operations of a statewide coalition of colleges and universities established to improve collaboration and build partnerships at the state level among presidents and faculty of higher education institutions. In this capacity, I connected Kansas with other state and national groups; and offered resources, ideas, and information to member campuses to improve the quality of teaching and learning, support the development of Kansas communities, promote increased civic responsibility, prepare students for service to society, and stimulate presidential and student leadership.

Deputy Exec Secretary/Chief of Staff, Harry S. Truman Scholarship Foundation, 1999 - 2003

Served as the Foundation’s deputy director, director of outreach services, and chief of staff. Developed and implemented as conference director the Foundation’s joint national workshop with the British Marshall Scholarship (1999), and a series of regional workshops on the Truman, Rhodes, and Marshall scholarships (2000). Responsible for the Foundation’s administrative management including staff development and assessment for 3 FTE, and oversight of office reorganization. Coordinated content and format re-design of the Foundation’s website in 1999 and 2001, and supervised automation of the annual scholarship selection records. Formulated policies and plans for carrying out the full range of administrative functions required by the Foundation, OMB, OPM, GSA, and Congress, and oversaw the preparation, integration, and dissemination of administrative regulations, policies, and procedures to Foundation personnel.

Assistant Director, Academic Grants & Awards, Willamette University, 1996 - 1999

Advised undergraduate and graduate students applying for nationally competitive fellowships, scholarships, and other academic awards. Coordinated the college's competitive undergraduate research program, taught weekly seminar on issues in public life, and developed campus-wide program for career and graduate school preparation. Worked with faculty and staff to develop and implement co-curricular programs, served as representative to foundations and external agencies sponsoring student awards, and conducted research on external fellowships and other awards supporting student research, service, and education. Worked with University Relations staff activities including alumni and parent relations, development, publications, foundation relations and government grants. Prepared and managed annual office budget and supervised three part-time staff members.

Development Officer, University of Michigan-Dearborn, 1994 - 1996

Developed cultivation and solicitation strategies and programs for the university's capital campaign \$1 million scholarship goal; created development publications; organized special events; and assisted the Director of Sponsored Research with faculty and institutional research grant initiatives. Activities included grant writing, editing, research, and personal calls to individual prospective donors, community and corporate leaders, and foundation personnel.

Assistant to the Dean of Arts & Sciences, University of Tulsa, 1992 - 1994;

Director, Study Abroad, 1993-1994

Coordinated nationally competitive scholarships, pre-professional program, public service internship program, and additional student programs operated by the College of Arts and Sciences. Served as liaison with community leaders to provide additional opportunities for students interested in public and community service. Responsible for coordinating university-wide undergraduate study abroad program. Coordinated university-sponsored programs including recruitment, promotion, internal approval and budgetary process, course approval and transfer credit evaluation. Served as representative and voting member for affiliated programs such as IES/IAS, AIFS and CIEE. Served as university resource on international education grant opportunities.

EDUCATION

Kansas State University

Ed.D., Educational Leadership, 2009

University of Oxford

M.Litt (read), Modern History, 1992

Kansas State University

BA *summa cum laude*, History and Speech, 1990

HONORS AND AWARDS

Outstanding Support for International Initiatives, Kansas State University, 2018

Mary Lynn and Warren Staley Endowed Chair for Leadership, 2014

Outstanding Faculty Member, KSU Mortar Board Honor Society, 2009

Truman Foundation Elmer B. Staats Award, 2007

National Mortar Board Alumni Achievement Award, 2006
Rhodes Scholar, 1990
Phi Beta Kappa, 1990
Phi Kappa Phi, 1989
Harry S. Truman Scholar, 1988

TEACHING

Courses Taught:

Exploring the Practice of Leadership (co-taught with President Richard Myers), Spring 2017
Foundations of Leadership (graduate), Spring 2015
Ethical Dimensions of Leadership, Fall 2010; Spring 2011; Spring 2012; Spring 2013; Fall 2013
Women and Leadership, Fall 2011
Honors Introduction to Leadership Concepts, Fall 2011; Fall 2012; Fall 2020
Topics/Civic Leadership, Summer 2010
Independent Study, Fall 2009; Spring 2010; Summer 2010; Spring 2011; Summer 2011;
Fall 2011; Spring 2012; Summer 2012; Fall 2012, Fall 2013; Spring 2014; Fall 2014; Spring 2015;
Fall 2015; Spring 2016; Summer 2017; Fall 2017; Spring 2018; Fall 2018
Senior Seminar in Leadership, Fall 2005; Spring 2006; Fall 2006; Spring 2007; Fall 2007; Spring 2008;
Fall 2008; Fall 2009; Fall 2020
International Service Teams, Spring 2006; Spring 2007; Spring 2008; Spring 2009

Doctoral Committees:

Kelsey Couture, Psychology, 2020
(Chair) Roberta Maldonado-Franzen, Leadership Communication, 2019 – present
Rebecca Robinson, Leadership Communication, 2019 – present
Lori Kniffin, Cultural Foundations (University of North Carolina-Greensboro), 2019
Curtis Stevens, Educational Leadership, 2017
Chance Lee, Curriculum and Instruction, 2017
Trisha C. Gott, Educational Leadership, 2016
Kelly Wessel, Curriculum and Instruction, 2015

Advising:

Senior Advisor, Mortar Board National Honor Society, 2013– 2020
Faculty Mentor, Honors Program research project, 2010, 2011, 2012, 2014, 2015
Faculty Mentor, Morse Family and Community Public Service Scholarship, 2013
Faculty Mentor, Developing Scholars Program, 2007-2008

SCHOLARSHIP

Peer-Reviewed Publications:

Gott, T., Kliewer, B. W., Priest, K. L., & Tolar, M. H. (2018). The Path Forward: A Case for Openness in Leadership Studies. *Journal of Leadership Studies*.

- Tolar, M.H., Boone, K., Procter, D., & Steffensmeier, T. (2017). And now for something completely different. *Journal of Leadership Studies*, 11(1), 71-74.
- Kniffin, L., Shaffer, T., and Tolar, M.H. (2016). Winding pathways to engagement: Creating a front door. *Michigan Journal of Community Service Learning*, 23(1), 91-95.
- Chrislip, D., Arensdorf J., Steffensmeier, T., and Tolar, M.H. (2016). Leadership in the civic arena. *Leadership and the Humanities*, 4(2), 126-142.
- Zacharakis, J., Tolar, M., & Collins, R. A. (2014). The political economy of growing a rural university in the USA using online education: An examination of incentives for educational imperialism and academic capitalism. *International Journal of Lifelong Education*, 33(4). 440-454.
- Tolar, M.H. (2012). Mentoring experiences of high-achieving women. *Advances in Developing Human Resources*, 14(2), 172-187.
- Tolar, M.H., & Gott, T. (2012). What's the DEAL? Program level examination of reflection design. *Journal of Applied Learning in Higher Education*, 4(1), 3-22.
- O'Dell, I., & Tolar, M.H. Eds. (2009). Leadership theories and beyond: Application in diverse contexts. *Educational Considerations*, 37(1), 1.
- Scott, S., & Tolar, M.H. (2009). Higher education leadership development: A model campus-wide residential program for faculty and staff. *Educational Considerations*, 37(1), 25-29.
- Tolar, M.H. (2007). A path revealed: Reflections of a former scholarship advisor. In S. McCray (Ed.) *Nationally competitive scholarships: Serving students and the public good* (pp. 87-90). Fayetteville: University of Arkansas Press.
- Tolar, M.H. (2005). Are you comfortable making the call? In S. McCray (Ed.) *Beyond winning: National scholarship competitions and the student experience* (pp. 45-49). Fayetteville: University of Arkansas Press.
- Ilchman, A., Ilchman, W., & Tolar, M.H. (2005). Strengthening nationally competitive scholarships: Thoughts from an international conference in Bellagio. In S. McCray (Ed.) *Beyond winning: National scholarship competitions and the student experience* (pp. 65-88). Fayetteville: University of Arkansas Press.
- Ilchman, A., Ilchman, W., & Tolar, M.H. (Eds.). (2004). *The lucky few and the worthy many: Scholarship competitions and the world's future leaders*. Bloomington: Indiana University Press.
- Ilchman, A., Ilchman, W., & Tolar, M.H. (2004). Strengthening nationally and internationally competitive scholarships: An overview. In A. Ilchman, W. Ilchman, & M.H. Tolar (Eds.) *The lucky few and the worthy many: Scholarship competitions and the world's future leaders* (pp. 1-31). Bloomington: Indiana University Press.

Selected Presentations:

- Crislip, D., Steffensmeier, T., & Tolar, M.H. (2017). From Polarization to Progress: Leadership in the Civic Arena. Panel presentation at the International Leadership Association Global Conference, Brussels, Belgium.
- Tolar, M.H. (2016). The Power of Personal Story in Socially Responsible Leadership. Master Class presented at McDonough Leadership Conference, Marietta College, OH.
- Tolar, M.H., & O'Malley, E. (2015). Large-Scale Adaptive Leadership Development. Master Class presented at Vilnius University Institute for International Relations and Political Science, Vilnius, Lithuania.
- Tolar, M.H., Gosling, J., McClellan, R., Sowcik, M., & Sutherland, I. (2015). Issues in Leading Leadership Studies Communities: The Nexus of Faculty, Students, Curriculum, and Research. Panel presentation at the International Leadership Association Global Conference, Barcelona, Spain.
- Tolar, M.H., & Gott, T. (2013). Redefining Reciprocity from a Leadership Lens. Paper presentation at the International Association for Research on Service Learning and Community Engagement (IARSLCE) Conference, Omaha, NE.
- Baker, J., Quick, J., & Tolar, M.H. (2013). Selection versus inclusion in leadership education programs: Differing perspectives. Panel presentation at the International Leadership Association Global Conference, Montréal, Canada.
- Reichard, R.J., Tan, S.J., Wefald, A., & Tolar, M.H. (2013). Timing of leader development support and developmental trajectories. Paper presentation at the Academy of Management, Buena Vista, FL.
- Tolar, M.H., Siefers, M.K., & Gott, T. (2013). Revising Leadership Studies: The Infusion of Applied Learning Practices in an Interdisciplinary Minor. Symposium presented at the Conference on Applied Learning in Higher Education, St. Joseph, MO.
- Tolar, M.H., Gott, T., & Miles, B. (2013). Fostering Active Citizenship through International Service-Learning. Poster session presented at the Conference on Applied Learning in Higher Education, St. Joseph, MO.
- Tolar, M.H. (Chair), Arensdorf, J., Brungardt, C., Chrislip, D., & Larson, C. (2012). Bridging the divide: Where is civic leadership? Panel session presented at the International Leadership Association Global Conference, Denver, CO.
- Tolar, M.H., Perruci, G., Sowcik, M., & O'Connell, K. (2012). Hear all about it: *The New York Times* in Leadership project. Panel presentation at the International Leadership Association Global Conference, Denver, CO.

- Tolar, M.H., & Gott, T. (2012). Understanding leadership through service: Examining how international service-learning informs student leadership development. Poster presented at the International Association for Research on Service-Learning and Community Engagement, Baltimore, MD.
- Tolar, M.H., & Caldwell, B. (2012). Program development in international service learning. Student researcher and mentor session presented at the Conference on Applied Learning in Higher Education, St. Joseph, MO.
- Tolar, M.H., Gott, T., & Bauer, T. (2012). Engaged pedagogies, applied learning and developing leadership. Symposium presented at the Conference on Applied Learning in Higher Education, St. Joseph, MO.
- Tolar, M.H. (2011). An exploratory investigation of women's experience with mentoring in higher education. Paper presented at International Leadership Association Global Conference, London, UK.
- Tolar, M. H., Riggio, R., Tan, S., & Reichard, R. (2011). Undergraduate leadership education: Program development and evaluation. Panel session presented at the International Leadership Association Global Conference, London, UK.
- Tolar, M.H., & Gott, T. (2011). Learning together: Penn State University, Kansas State University, and the CYEC/Kenya partnership for youth empowerment. International Institute on Partnerships, Portland, OR.
- Tolar, M.H., & Gott, T. (2011). Examining reflective practices from 20+ years of international service-learning. Conference on Applied Learning in Higher Education, St. Joseph, MO.
- Tolar, M.H., Goodman, A., Peart, S., & Perruci, G. (2010). Leadership studies 2.0: Deans and directors on the future of leadership in American higher education. Panel session presented at International Leadership Association Global Conference, Boston, MA.
- Scott, S.M., Tolar, M.H., & Thurston, L.P. (2009). Improving and sustaining leadership studies through evaluation utilization. American Evaluation Association Annual Conference, Orlando, FL.
- Morales, A.R., Bradford, S., & Tolar, M.H. (2009). Sharing the voices of women leaders: Past, and present. Women in Educational Leadership Conference, Lincoln, NE.
- Tolar, M.H. (2009). Leadership Programs. National Association of Fellowships Advisors Biennial Conference, Seattle, WA.

SERVICE

Service to Profession:

Leadership Scholar/Consultant, *The New York Times*, 2012 – present

Co-Chair, Deans and Directors Affinity Group, International Leadership Association (ILA), 2013 – 2019;

Founding Sponsor and Member, Women and Leadership Affinity Group, ILA, 2010 – present;

Invited Member, International Leadership Association Advisory Team to certification working group, 2011 – 2012; Peer Reviewer, International Leadership Association annual conferences, 2010 – 2012; Member, Leadership Education and Leadership Scholarship ILA Member Interest Groups

Master Class Presenter, McDonough Leadership Conference, Marietta College, 2016

Secretary, Truman Scholarship Regional Review Panel, 2010, 2011, 2019; Member, 2013, 2014, 2015, 2017, 2018, 2020; Chair, 2016

Member, Finalist Selection Committee, Schwarzman Scholars, inaugural class of 2015, 2016

Member, Finalist Selection Committee, Paul and Daisy Soros Fellowship for New Americans, 2016

Member, Truman Foundation Staats Award Selection Committee, 2013, 2014, 2020

Selected Participant, Art and Practice of Civic Leadership Development, year-long learning initiative of Kansas Leadership Center, 2008-2009;

Invited Facilitator, 2009, 2010, 2011, 2012, 2013, 2015

Member, Kansas Leadership Center Guiding Coalition, 2008-present; inaugural KLC Big Tent Keynote Speaker, 2019

Invited Participant, Kansas Health Foundation Civic Health Summit, 2015

Commissioner, Kansas Volunteer Commission, 2004-2007; Vice Co-Chair, 2006-2007

Invited Speaker, Phi Beta Kappa Initiation Ceremony, University of Arkansas, 2011

Guest Editor, *Educational Considerations*, Fall 2009

Convener, Rockefeller Foundation-sponsored international conference, Bellagio, Italy, 2002

Founding Member, National Association of Fellowships Advisors, 2000 - present

National Presenter, National Association of Fellowships Advisors, 2001, 2003, 2005, 2009, 2013

Emerging Leaders Workshop (HBCU initiative/Virginia Tech), 1999, 2000

Consultant, Competitive Scholarship Process, 1994 – present

Service to University:

Facilitator, Cyber Land Grant University Strategic Initiative, K-State 2025 Refresh, 2020

Chair, Vice Provost for Student Success Search Committee, 2019

Member, Strategic Enrollment Management Implementation Team, 2019-2020

Member, Strategic Enrollment Management Student Success Task Force, 2018-2019; Student Success Collaborative project team, 2018-2020

Member, Carnegie Community Engagement Re-Classification Task Force, 2018-2019

Member, Provost Search Committee, 2017-2018

Co-Chair, Multicultural Center Planning Group, 2017; Project Action Team, 2018

Member, Presidential Search Committee, 2016

Member, Enrollment Management Task Force, 2015-2017

Search Committee Co-Chair, Director of Institutional Equity, 2014

Appointed to Graduate Faculty, Kansas State University, 2013; Doctoral certification, 2018

Search Committee Chair, University Honors Program, 2013

Chair, Presidential Scholarship Selection Committee, 2013, 2014, 2018 - present; Member, 2010 – 2013, 2015 – 2017

Member, Marianna Kistler Beach Museum of Art Advisory Board, 2013 – present

Member, Eisenhower Library and Museum KSU coordinating group, 2012 – present

Member, Search Committee for Vice Provost of Undergraduate Studies, 2012

Chair, College of Education Qualitative Research Software Committee, 2012
Facilitator, Service-Learning Task Force, 2012
Member, K-State University Executive Mexico Mission, Office of International Programs, 2012
Member, Employee Learning & Development Advisory Committee, 2012 – 2015
Member, K-State 2025 Theme Committee: Undergraduate Educational Experience, 2011
Affiliate Faculty, Department of Gender, Women, and Sexuality Studies, 2011 – present; Member, Personnel Committee, 2013-2015
Secretary-Treasurer, Beta Chapter of Kansas Phi Beta Kappa, 2013-2014; Member, 2011 – present; Sophomore Book Prize Selection Committee, 2012, 2013, 2014
Member, President's Commission on the Status of Women, 2010-2013; 2018-present
Member, Higher Learning Commission Subcommittee on Engagement and Service, 2009-2011
Participant, Hiring Process Assessment Focus Group, 2011
Member, St. John's Bible Heritage Edition Core Team (stewardship), 2011-2012
Chair, Coffman Leadership Institute Planning Committee, 2005-2012
Faculty Associate, Institute for Civic Discourse and Democracy, Kansas State University, 2004-present
Member, Fulbright and Rhodes campus selection committees, 2003 – present
Member, Committee for Carnegie Classification for Community Engagement, 2010
Member, Center for Engagement and Community Development campus board, 2006-2008
Member, Five-person Kansas State University Team, Greater Expectations Institute, Association of American Colleges and Universities, Summer 2007;
KSU Representative, Core Commitments Symposium, October 2008

Grants Received

2020 Civic Leadership Institute, Mandela Washington Fellows awarded \$200,000 – US Department of State
2019 Civic Leadership Institute, Mandela Washington Fellows awarded \$200,000 – US Department of State
2018 Civic Leadership Institute, Mandela Washington Fellows awarded \$150,000 – US Department of State
2017 Civic Leadership Institute, Mandela Washington Fellows awarded \$150,000 – US Department of State
2016 Civic Leadership Institute, Mandela Washington Fellows awarded \$150,000 – US Department of State
2013 Leadership Manhattan awarded \$50,000 – Manhattan Chamber of Commerce
2013 City of Manhattan Leadership Academy awarded \$15,000 – City of Manhattan
2013 Kansas Mentors project awarded \$960 - Kansas Department of Education
2013 Get Hands On project awarded \$16,000 - Kansas Volunteer Commission
2012 Kansas Mentors project awarded \$1,575 - Kansas Department of Education
2012 Get Hands On project awarded \$20,000 - Kansas Volunteer Commission
2012 Academic Mentoring project awarded \$1,500 – Target Corporation
2012 Serve 2 Succeed project awarded \$56,312 - Kansas Volunteer Commission
2011 Get Hands On project awarded \$20,000 - Kansas Volunteer Commission
2011 Initiation of SEF Fellows Program awarded \$32,000 - Soaring with Eagles Foundation
2010 New Curriculum Pilot Project awarded \$49,500 - Soaring with Eagles Foundation

2010 Martin Luther King Jr. Day of Service awarded \$2,500 - North Carolina Campus Compact
2010-2011 City of Manhattan Leadership Academy awarded \$20,000 – City of Manhattan
2009 Martin Luther King Jr. Day of Service awarded \$1,000 - North Carolina Campus Compact
2008-2009 AmeriCorps VISTA awarded \$36,200 - Corporation for National and Community Service
2008-2009 Careers for the Common Good awarded \$36,000 - the Kansas Volunteer Commission
2008 AmeriCorps State (Campus Youth Service Corps) awarded \$18,823 - Corporation for National and Community Service
2008 Family Volunteer Day awarded \$1,000 - the Walt Disney Corporation
2007-2008 WaterLINK awarded \$150,000 - the US Environmental Protection Agency
2007-2008 AmeriCorps VISTA awarded \$10,000 - the Corporation for National and Community Service
2006-2007 WaterLINK awarded \$142,230 - the US Environmental Protection Agency
2006-2007 AmeriCorps State (Campus Youth Service Corps) awarded \$93,720 - Corporation for National and Community Service
2006-2007 College Student Political Engagement Study (Circle) awarded \$1,200 - Kettering Foundation
2006-2007 AmeriCorps VISTA awarded - Corporation for National and Community Service
2005-2008 Institute for Civic Discourse and Democracy awarded \$450,000 - Kansas State University
2005-2006 AmeriCorps State (Campus Youth Service Corps) awarded \$102,300 - Corporation for National and Community Service
2004-2005 Raise Your Voice awarded \$4,000 - Brown University
2004-2005 AmeriCorps Planning Grant awarded \$10,029 - Corporation for National and Community Service
2004 People Speak awarded \$6,480 - United Nations Foundation
2003-2004 Raise Your Voice awarded \$4,275 - Brown University