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CALIBRATED EDUCATIONAL CONSULTING, LLC

- Principal and sole proprietor of an independent educational consultancy. Independent consulting work began in 2013, and the company was founded in 2022.
- Leverage over two decades of experience in intercultural conflict management, student accountability processes, and equity administration to support teams and institutions in achieving best possible outcomes. Collaboratively design creative deliverables to meet client needs.
- Lead conflict management skill-building for students and educators in secondary and higher education.
- Conduct external program and policy reviews including related to Codes of Student Conduct, Title IX, and free speech and expression policies.
- Serve as an expert facilitator for case intake, supportive measures, and informal and formal resolutions.

EDUCATION & TRAINING

Doctor of Education, Higher Education Administration – George Washington University (Successfully defended in Spring 2026. “Destigmatizing Dialogue as Violence Prevention: How Bystander Intervention Trainers Incorporate Culturally Relevant Pedagogy.”)

Master of Education, Higher Education and Student Affairs – The University of Vermont (2003)

Bachelor of Arts, English Language and Literature – The College of William and Mary (2000)

Certified 6-12 English Language Arts Teacher, Commonwealth of Virginia, valid until 2030.

Trained in conflict coaching, intergroup dialogue, mediation, Mental Health First Aid, and restorative practices, including restorative circles and restorative conferences.

Extensive training in Title VI, Title IX and other anti-discrimination statutes, including through Grand River Solutions, NACUA, and Massachusetts Commission Against Discrimination.

Qualified Administrator for the Intercultural Development Inventory.

CAREER HIGHLIGHTS

→ **United Nations’ CEPAL seminar, invited panel speaker** regarding supportive interim measures in US higher education on sexual harassment in higher education, Santiago, Chile (2018).

→ **Invited speaker on team conflict management** for Department of Justice Violence Against Women Act grant recipients (2015-2020).

→ Developed and presented a **full-day workshop on cross-cultural competency and student conduct** (Association for Student Conduct Administration, 2017).

→ **Led review and update of student conduct, sexual misconduct, and equity policies at four institutions**, including effective consultation and collaboration with university counsel, university leadership, and student and faculty governance bodies.

→ Honored as **Woman of the Year by Student Government** (American University, 2011).

→ **Co-founded RU Ready Sexual Violence Peer Education** program that continued for 14 years (Georgetown University, 2003).

HIGHER EDUCATION EXPERIENCE

Director, Conflict Education and Student Accountability, The George Washington University, 5/2018-10/2025

- Led a hybrid/fully remote team of up to 10 colleagues toward three national awards for team members.
- Provided leadership to all aspects of the university's restorative and care-centered conduct processes for academic and non-academic violations, including practitioner training and program development assessment.
- Led the office's transition to implementation of multiple restorative and conflict management practice options.
- Led the transition to Maxient case management software, including across multiple offices and divisions.
- Served on various institutional cross-divisional teams, including Behavioral Intervention Team, Free Speech and Expression Policy Review, Threat Assessment Team, and Title IX Working Group.
- Oversaw and resolved student reports of faculty and staff discrimination, including initial review, mediated resolution, and formal resolution. Led the policy review that transitioned that process out of student affairs.
- Reviewed and approved all case outcomes, including providing communication to institutional leadership for their review.
- Oversaw team members as trainers for all hearing bodies, as well as students, faculty, and relevant partner offices including police, health and safety, study abroad, and residence life.
- Increased diversity of hearing bodies as measured against the university population.
- Led semi-annual reviews of the Codes of Academic Integrity and Student Conduct after a 20-year hiatus from review.
- Directly supervised the Associate Director, Assistant Director, and Administrative Assistant.
- Indirectly supervised between three and six professional conduct officers (including two entirely remote, part-time roles), three graduate fellows, and seven undergraduate employees.
- Managed the office through a time of transition regarding COVID-19, Title IX, speech and expression issues, hybrid work, alcohol and other drug case management, and a twelve-day pro-Palestinian encampment and related cases in collaboration with partner offices.
- Oversaw hiring, staffing models, budget proposals, and general management for the office.
- Chaired the Divisional Assessment Committee.
- Advised the Disabled Students Collective and Chinese Student and Scholar Association student organization.

Assistant Dean of Student Life (Term Assignment), Semester at Sea, 9/2024-12/2024

- Managed all aspects of the student conduct system including 439 undergraduates from over 100 universities for 16 weeks, with visits to ten countries.
- Conducted investigations for the most serious violations of policy, including discriminatory and sexual harassment.
- Collaborated with colleagues to determine management of most serious care concerns for students.
- Assisted with remote hiring, training, and supervision of six Resident Directors.
- Interfaced with ship's security personnel to address issues with students in-country and aboard ship.
- Served on the administrative leadership team, including rotating on-call response to emergencies in-country.
- Facilitated training for 500+ voyagers from ages 3-83 regarding consent, sexual misconduct, and intercultural communication.
- Led large groups of students, faculty, staff, and lifelong learners on field programs in-country.
- Provided policy feedback regarding free speech and expression policies. Those recommendations were implemented.
- Collaborated with mental health and other care practitioners to determine responses for student issues.

Deputy for Equity System Administration, Berklee (College of Music), 3/2016-5/2018 (part-time, hybrid position)

- Conducted over 60 case intake meetings per semester; trained and coached colleagues to conduct these meetings, including providing comprehensive support measures to case participants.
- Advised senior leadership, including President's Cabinet, on priorities and best practices to administer Berklee's equity system, which responds to and investigates all reports of discrimination, harassment, and sexual misconduct based on legally protected characteristics.
- Provided chief equity officer and other deputies with best practice recommendations for cases, managed follow-up regarding investigation procedures, support measures, and law enforcement collaboration.
- Fulfilled essential duties of the chief equity officer during his absence and upon his designation.
- Facilitated education and training on equity processes for colleagues at the Valencia, Spain campus, including navigating the intercultural dynamics of the policy and setting.
- Developed and conducted a customized equity experiences survey for students, faculty, and staff.

Title IX Senior Program Administrator, Harvard University Central Administration, 1/2015-12/2015

- Represented the office on University committees, including staff to the President's Task Force on Sexual Assault and the Ivy+ Consortium on the AAU campus climate survey.

Personal Leave: Family/Elder Care, 6/2014-1/2015

Title IX Staff Assistant (Temporary Assignment), Harvard University Central Administration, 5/2014

- Researched Title IX-related issues and resources, with a focus on campus-wide surveys per federal guidance.

Director of Community Standards (Term Assignment), Babson College, 1/2014-4/2014

- Led day-to-day functions and supervision for the Office of Community Standards during Assistant Dean's family leave.
- Heard a full range of cases regarding student behavior, including academic integrity and organizational conduct.
- Supervised two full-time employees in areas of case adjudication and office management.
- Advised five senior hearing officers, who adjudicated the highest levels of cases.

Special Assistant to the Dean of Student Affairs (Term Assignment), Curry College, 9/2013-12/2013

- Fulfilled essential functions of Director of Student Conduct and Associate Dean during their family leaves.
- Led the College's Behavioral Intervention team, evaluating risk and management options for student crises.
- Managed the College's student conduct processes, including advising conduct officers across the college.
- Investigated the College's most serious allegations of student misconduct, including sexual misconduct, and prepared summaries and decisions on the same.
- Provide on-call response for campus emergencies.

Assistant Dean of Student Life (Term Assignment), Semester at Sea, 6/2013-8/2013

- Managed all aspects of the student conduct system including 534 undergraduates from over 100 universities for ten weeks, with visits to nine countries.
- Conducted investigations for the most serious violations of policy, including sexual misconduct.
- Collaborated with colleagues to determine management of most serious care concerns for students.
- Assisted with hiring, training, and supervision of seven Resident Directors, including long-distance search and staff development.
- Interfaced with ship's security personnel to address issues with students in-country and aboard ship.
- Collaborated with faculty and other administrative colleagues to prepare students for in-country visits and risks.
- Served on the administrative leadership team, including rotating on-call response to emergencies in-country.

- Led large groups of students, faculty, staff, and lifelong learners on field programs in-country, including air travel.
- Collaborated with mental health practitioners to determine responses for student issues.
- Supervised student workers, including the Student Affairs Office and Activities desk workers.

Director, Office of Student Citizenship, Massachusetts Institute of Technology, 1/2012-6/2013

- Provided information and facilitated student discipline process for all parties involved in each case, including during a period of tripling in caseload.
- Collaborated with the faculty chair to determine resolution method for all student discipline cases at the Institute, including personal and academic misconduct.
- Trained and advised the faculty-led Committee on Discipline, who resolve the most serious cases.
- Initiated restorative conferencing processes, including the training of 15 volunteer facilitators.
- Managed four budgets, totaling over \$30,000.
- Supervised the Assistant Director for Conflict Resolution, including fulfilling those duties during a long-term vacancy, advising volunteers, providing outreach and advising, and leading 32-hour mediation training.

Assistant Director, Student Conduct and Conflict Resolution Services, American University, 7/2008-1/2012

- Heard and determined outcomes for 200+ disciplinary annually, including highest level of sanctioning.
- Oversaw Conflict Resolution Services, including volunteer recruitment, selection, training, volunteer supervision, intake of cases, and case management of approximately 30 cases each semester.
- Created In-Hall Mediator program in conjunction with Housing and Dining Services.
- Created AU Connections mentoring-based sanction, modifying model from other institutions.
- Initiated office curriculum infusion efforts with approximately 13 faculty across multiple disciplines.

Assistant Director, Residence Life, Georgetown University, 7/2005-7/2008

- Supervised Area Coordinator for First-Year Experience, a master's level professional, and four Hall Directors.
- Attended and facilitated discharge meetings of students from inpatient mental health care.
- Advised InterHall campus organization for 5000 students in the residence halls, including a budget of \$35,000.
- Oversaw hiring process for 89 student staff members resulting in a 50% increase in application submissions, with increased diversity in race, faith tradition, sex, and sexual orientation.
- Developed successful \$20,000 Late Night Programming initiative with multiple partner offices and student groups.
- Served as part of an on-call rotation for campus to respond in case of emergency.

Area Coordinator for First-Year Experience, Residence Life, Georgetown University, 7/2003-7/2005

- Supervised four bachelor-level full-time professional Hall Directors in first-year buildings totaling 1600 students.
- Conducted motivational interviews with students following alcohol-related hospital transports.
- Served as part of an on-call rotation for campus to respond in case of emergency.

PROFESSIONAL TEACHING EXPERIENCE

English and Humanities Classroom Teacher, Homewood-Flossmoor Community High School, Flossmoor, Illinois, 8/2000-6/2001

- Planned and instructed lessons on English literature and global humanities for five sections of 9th and 11th grade.
- Worked with individual educational programs to accommodate students with documented disabilities.

- Traveled with 60 students to Greece and London for a classroom extension trip.

ADDITIONAL HONORS

- Chair, ASCA Sexual Misconduct/Title IX Community of Practice, 2018
- Employee of the Month, Berklee Division of Student Affairs, Diversity and Inclusion, February 2017
- Infinite Mile Award, Student Life Team, Massachusetts Institute of Technology, May 2013
- Alice Paul Award, Staff Recipient, American University Women and Politics Institute, April 2011
- Association of Student Conduct Administration, Diversity Scholarship Recipient, February 2010

ADDITIONAL PRESENTATIONS and PUBLICATIONS

- Anthony, C. (February 2026). *Protest, Free Speech, and Discrimination in 30 Minutes: An Orientation Success Story*. Association for Student Conduct Administration, Washington, DC..
- Anthony, C. (February 2026). *Destigmatizing Dialogue as Violence Prevention: How Bystander Intervention Trainers Incorporate Culturally Relevant Pedagogy*. Association for Student Conduct Administration, Washington, DC.
- Anthony, C. (January 2026). *Destigmatizing Dialogue as Violence Prevention: How Bystander Intervention Trainers Incorporate Culturally Relevant Pedagogy*. NASPA Strategies Conference, Chicago, IL.
- Anthony, C. (February 2022). *The view from China: Likely factors affecting Chinese mainland students' perceptions of sexual misconduct in the U.S.* Association for Student Conduct Administration Annual Conference, Washington, DC.
- Anthony, C. & Reynolds, A. (February 2022). *When student organizations want to investigate their members*. Association for Student Conduct Administration Annual Conference, Washington, DC.
- Anthony, C. & Bishop, L. (February 2019). *Navigating Effective Relationships with General Counsel*. Association for Student Conduct Administration Annual Conference, Jacksonville, Florida.
- Anthony, C. & Driscoll, L. (February 2019). *Cross-cultural implications for AOD and Title IX cases*. Association for Student Conduct Administration Annual Conference, Jacksonville, Florida.
- Anthony, C. & King, R. (February 2019) *Navigating a Non-traditional Journey: Innovating Conduct/Title IX Roles & Increasing Inclusivity*. Association for Student Conduct Administration Annual Conference, Jacksonville, Florida.
- Anthony, C. (June 2017). *Cross-cultural competency for investigators*. Association for Student Conduct Administration webinar.
- Anthony, C., Brown, P.B., Hynes, S., Kandus-Fisher, C., & Martin Scofield, A. (March 2017). *Not working 9-5: Models for success in innovative work arrangements*. NASPA Annual Conference, San Antonio, Texas.
- Anthony, C. & Kandus-Fisher, C. (February 2017). *Beyond Title IX: An equity system and team approach*. Association for Student Conduct Administration Annual Conference, Jacksonville, Florida.
- Anthony, C. (February 2017). *What cancer and parenting taught me about conflict resolution*. Association for Student Conduct Administration Annual Conference, Jacksonville, Florida.
- Anthony, C. (2016). Why I left student affairs and how I hope to return. *The Vermont Connection*, 37(1). <https://scholarworks.uvm.edu/tvc/vol37/iss1/2>
- Anthony, C. & Mahaffy, L. (2015). *Reach more, teach more: Modularizing conflict management trainings on campus*. Association for Student Conduct Administration Annual Conference, St. Petersburg, Florida.
- Anthony, C. & Scanlon, C. (November 2013). *How to (be) supervise(d)*. NASPA Region I Conference, Rockport, Maine.
- Anthony, C. (November 2013). *Discovering the narrative, changing the narrative: Conflict coaching in higher education*. NASPA Region I Conference, Rockport, Maine.
- Anthony, C. & Wegner, J. (March 2013). *Student affairs at STEM institutions*. NASPA Annual Conference, Orlando, Florida.
- Anthony, C. (February 2011). *One story of sexual violence policy revision*. Association for Student Conduct Administration Annual Conference, St. Petersburg, Florida.
- Anthony, C. & Jimenez, N. (February, 2011). *Mentoring and service-learning sanctions: Creating an adaptation*

and implementation plan. Association for Student Conduct Administration Annual Conference, St. Petersburg, Florida.

- Andres, A., Anthony, C., Bendoraitis, S., and Wegner, J. (March 2010). *Moving together: Mid-management and academic affairs.* NASPA Annual Conference, Chicago, Illinois.
- Anthony, C. (2009). Community training and education at American University. In J.M. Schrage and N.G. Giacomini (Eds). *Reframing campus conflict: Student conduct practice through a social justice lens.* (p. 241-243). Stylus.
- Anthony, C., Bright, S., Loschiavo, C., Ryan, C., Vander Velde, S. (February 2010). *Conflict resolution options.* Association for Student Conduct Administration Annual Conference. St. Petersburg, Florida.
- Andres, A., Anthony, C., & Wegner, J. (March 2009). *Perfectionism and her sisters.* Knowledge community sponsored-program, NASPA Annual Conference, Seattle, Washington.
- Anthony, C. (February 2007). *Mission possible: A diverse RA staff.* Central Atlantic Affiliate of College and University Residence Halls Conference, Bowling Green, Ohio.
- Anthony, C. (February 2010). *What's in a name?* Association for Student Conduct Administration, St. Petersburg, Florida.