

# Brandon R. Kosine, Ph.D.

## CURRENT POSITION

Interim President, Casper College

## EDUCATION

- 2007 **Ph.D., Counselor Education & Supervision**  
University of Wyoming (CACREP accredited)
- Doctoral minor: Applied Statistics
  - Specializations: Clinical Mental Health Counseling and Student Affairs Counseling
  - Dissertation Title: *Low-income students' perceptions of teacher influence on their decision to attend college.*
- 1999 **M.S., Psychology (clinical emphasis)**  
Pittsburg State University (MPAC Accredited)
- Specializations: Marriage & Family Therapy
- 1997 **B.S., Psychology**  
University of Wyoming

## PROFESSIONAL LICENSES/CERTIFICATION

Licensed Addictions Therapist (LAT #354); State of Wyoming; June 2015 - present

Licensed Professional Counselor (LPC #956); State of Wyoming; Sept. 2006 - present

## ADMINISTRATIVE/PROFESSIONAL EXPERIENCE

### Interim President, Casper College (May 2024 - present)

- Provide strategic vision for the overall leadership, direction, planning, and operation of the College. Oversee the development and enforcement of all policies and procedures, college operations including strategic and master planning, enrollment management, budget development and monitoring, grants, accreditation, academic program quality and relevance, grounds and facilities, and athletics.
- Support strategic enrollment growth and completion of students.

- Develop and maintain relationships with College constituencies including local school district, large county employers, foundations, civic and governmental leaders, legislators, and industry leaders. Serve as board member for the local economic development agency.
- Directly supervise eight employees: VP for Academic Affairs, VP for Student Services, VP for Administrative Services, Director of Human Resources, Director of Public Relations, Director of Information Technology, Grants Coordinator and Executive Assistant to the President & Board of Trustees.
- Oversee an annual budget of \$66.5M and 555 total employees: 347 full-time and 208 part-time.
- Collaborate with Casper College Foundation and serve on the board of directors.

Accomplishments:

- Facilitated the completion of the campus strategic plan along with moving the Students First Initiative forward for support and passage by the BOT.
- Began implementation of the Casper College master plan: moving forward with Phase 1 planning for two new buildings, planning documents for monument signage, study for new housing options, and addressing immediate safety concerns on campus.
- Institutionalized the Leadership Casper College program.
- Institutionalized the new *Center for Teaching, Learning, & Assessment (CTLA)* and directed the revitalization of the campus professional development center—*Elevate Casper College*.
- Hired *The College Tour* Company to showcase and advertise Casper College.
- Spent down reserve overage and tied all expenditures to strategic and master plans.
- Reinstated \$35,000 for innovative curricular and co-curricular programming.

**Vice President, Academic Affairs, Casper College (August 2018 – May 2024; interim Aug 2018-March 2019)**

- Provided overall leadership, vision, and management for the Division of Academic Affairs.
- Directly supervised and evaluated five Academic Deans and three Directors: Library, Digital Learning, Adult & Community Education; Created and supervised the Associate Vice President for Academic Affairs; Oversaw the Office of Institutional Research.
- Supervised: 120 full-time faculty, 55 full-time staff, and 153 part-time faculty and staff.
- Developed and monitored all budgets in academic affairs totaling approximately \$25M annually.
- Coordinated curriculum development and growth to ensure response and relevance to workforce and diverse stakeholders. Developed and managed transfer articulations, concurrent enrollment, and agreements with other institutions.
- Served as official liaison to the Higher Learning Commission and ensured compliance with accreditation requirements.
- Administered and facilitated the faculty contract and evaluation process.
- Oversaw and improved the annual schedule of instruction to meet the needs of students and the College. Used assessment data make curricular and systemic changes in academic affairs.
- Collaborated with Student Affairs to improve recruitment, retention, and student experience.

- Oversaw all areas of Adult & Community Education including the Osher Lifelong Learning Institute (OLLI), Adult Basic Education program, ESL, and Community Education.

**Accomplishments:**

- Worked with associate superintendent at NCSD to increase articulated concurrent courses from 27 to 47 (74% increase) and 875 students participating in dual/concurrent enrollment in the 2018-2019 academic year to 1282 students (46.5% increase) in the 2022-2023 academic year.
- Designated Casper College a WICHE Interstate Passport granting institution which ensures seamless transfer of general education credits to other participating institutions.
- Oversaw the revamp of the general education curriculum which included creating objective rubrics and processes for vetting general education courses.
- Oversaw the revamp of the comprehensive program review document and process to improve program outcomes and relevancy.
- Lead all community colleges in the effort to align CPL (credit for prior learning) scores such as CLEP, IB, & AP with each other and the University of Wyoming to ensure seamless transfer of credit for students.
- Lead Academic Affairs through the COVID-19 response to continue providing high quality education for students.
- Assumed supervision of Workforce, and Adult and Community Education and created a new direction and vision for the offices. Hired new staff in OLLI and saw an increase of 53% in memberships, 47% increase in memberships, 50% decrease in number of classes cancelled, and 141% increase in the number of instructors teaching for OLLI between the FY21 and FY24 years. Also hired new staff in Community Education and saw a 63% increase in number of classes offered, 220% decrease in classes cancelled, 236% increase in number of instructors, and 102% increase in registrants from the FY21 to FY24 years.

**Dean, School of Social & Behavioral Sciences, Casper College (January 2017 – August 2018; Interim August 2015 – December 2016)**

- Provided overall academic leadership and management for the School of Social & Behavioral Sciences; supervised and evaluated faculty and staff; mentored faculty and supervised the tenure process. Supervised 23 faculty and one academic assistant.
- Implemented and maintained curricular programs and lead school learning outcome and assessment efforts.
- Coordinated school efforts to recruit and retain students and assisted with developing course schedules to meet student needs and create efficiencies.
- Ensured requirements were met for specialized program accreditation.
- Aligned school academics and programs with the mission, vision and goals of the college.
- Developed and managed budgets for the school totalling \$140,000 (not including salary and benefits).
- Assisted with developing and enforcing policies & procedures for the College.
- Provided direction and supervised the Center for Learning Through Service and Honors Programs. Assisted with supervision of the Help Yourself Academy.

Accomplishments:

- Reduced overload by 47% over two years.
- Successful in the reaccreditation for Addiction Studies program through the National Addiction Studies Accreditation Commission.
- Successful in renewing the Educational Provider status through NAADAC.
- Lead a collaboration between Casper College and the Boys & Girls Club of Central Wyoming to offer a college course to their students (Club to College Program).

**Psychology Instructor, Casper College (August 2012 – August 2015; tenured SP15 semester)**

- Taught various undergraduate Psychology courses such as General, Developmental, Abnormal, Positive Psychology, Theories of Counseling, & Addictions Assessment through face-to-face and online formats.
- Maintained academic records.
- Provided academic advising for students.
- Maintained office hours, participated in department and college committees, and collaborated with transfer institutions.
- Engaged in service to the community and participated in professional development both regionally and nationally.
- Top 10 instructors across campus for FTE each year I taught.

**Associate Director for Student Leadership & Involvement, Wyoming Union, University of Wyoming, (May 2007 – June 2012)**

- Directed the Campus Activities Center and Service, Leadership, & Community Engagement Offices.
- Supervised five (5) full-time professional and over 20 student staff; Developed and monitored budgets totaling over \$1.2 million.
- Developed campus-wide programming and helped develop an academic minor in leadership studies. Conducted departmental and campus-wide assessment & evaluation.
- Collaborated with multiple Wyoming Community Colleges, ServeWyoming, & Colorado Campus Compact on service-learning initiatives.
- Oversaw compliance with University Regulations and processes related to student organizations, programming, and contracts.
- Developed operating procedures.
- Advised student organizations on programming.
- Assisted in oversight of federal AmeriCorps Grant monitoring and reporting.
- Oversaw selection and training of Alternative Spring Break staff.
- Conducted student and staff training and administered the Safe Zone program.
- Developed and taught University undergraduate and graduate courses.
- Managed human resource functions including staff performance evaluations, hiring, and development of new positions.
- Strategic planning in relation to the Wyoming Union Plan and University Plan.
- Served on University committees.

### **Facilitator for Engaged Faculty Institute, Colorado Campus Compact, (January – February 2012)**

Summary: This was a 4-week intensive service-learning institute offered to faculty from five different institutions in northern Colorado and Wyoming, including Casper College. I worked with institute presenters (full-time faculty) on developing learning outcomes for their presentations and facilitated the 1.5 day intensive workshop for 25-30 faculty participants in February 2012. Presented an introductory session and worked with the participants throughout the 4-week period on syllabus construction, institute logistics, and follow-up. The full institute concluded with a working draft of a service-learning syllabus from each institute faculty participant.

### **Graduate Assistant for University Apartments: University of Wyoming, (June 2005 – May 2007)**

- Hired and trained paraprofessional staff; Supervised eight Apartment Life Assistants.
- Oversaw programming functions and operations with a \$10,000 budget.
- Supervised front desk and on-call scheduling.
- Coordinated monthly newsletter to apartment tenants.
- Provided on-call services as needed.

### **Judicial Affairs Intern, Dean of Students Office: University of Wyoming, (August 2005 – May 2006)**

- Adjudicated student conduct cases.
- Assisted in annual revision of Student Code of Conduct.
- Assisted with revision and consolidation of current University Regulations pertaining to Student Affairs and alcohol consumption.
- Facilitated trainings with other offices on campus involving student conduct.

### **Area Coordinator for Leadership Development, Residence Life & Dining Services, University of Wyoming, (Nov. 2001 – June 2005)**

- Developed and implemented Resident and Graduate Assistant selection, hiring, and training.
- Designed and implemented weekly in-service training.
- Developed and enforced departmental policies and procedures, daily administrative tasks.
- Developed and supervised the alcohol education program for Residence Life & Dining Services.
- Supervised the Graduate Assistant for Alcohol Education, Graduate Hall Director, and 14 Resident Assistants.
- Supervision of approximately 400 predominately first-year students.
- Advised the Residence Halls Association and National Residence Halls Honorary.
- Monitored programming and fundraising contracts.
- Developed leadership opportunities for first-year students in the residence halls.

- Monitored \$16,000 programming budget
- Mediated and resolved conflict and adjudicated student conduct cases;
- Conducted bi-monthly one-on-ones with paraprofessional staff members;
- Served as co-chair of the campus/community alcohol education committee and served on various departmental and campus committees;
- Worked collaboratively with other campus entities for paraprofessional training and programming efforts in the residence halls.

## **SCHOLARSHIP**

**Kosine, B.** (2013) *Impact of community partnership between casper college positive psychology course and REACH high school.* (Unpublished report to the Campus Compact of the Mountain West)

**Kosine, B.** (2006). *Socio-economic dynamics in the classroom: Perceptions of low-income students in Wyoming.* (Unpublished report to the GEARUP Wyoming grant manager)

## **SELECTED PROFESSIONAL PRESENTATIONS**

**Kosine, B. (2018)** Institutionalizing Service Learning Program—Red Rocks Community College.

**Kosine, B.** (2014). *Deepening Impact Through Critical Reflection.* Presented at the Continuums of Service National Service-Learning Conference, Honolulu, HI.

**Kosine, B.** (2013) *Safe zone: Effective ally training.* Presented at the Bureau of Land Management Center in Casper, WY.

**Kosine, B.** (2013). *Coming out: A first step towards wellness.* Presented at the Annual Casper College Wellness Conference, Casper, WY.

**Kosine, B.** (2012). *Developing a safe zone program on your campus.* Presented at the Wyoming Student Affairs Association Conference, Jackson, WY.

**Kosine, B.** (2011). *Measuring & monitoring community-based engagement.* Presented at the Ad-com meeting for the Colorado Campus Compact, Boulder, CO.

**Kosine, B.** (2011). *Safe zone: Effective ally training.* Presented at Casper College for the Diversity Taskforce and the WWAMI first-year medical students at UW.

Jaime, A.M., **Kosine, B.** (2009). *Diversity in the greek system: A qualitative inquiry.* Presented at the National Association for School Personnel Administrators (NASPA), Seattle, WA.

**Kosine, B.,** Headley, C. (2008). *Multiculturalism in student organizations*. Presented at the American College Union International Region 13 Conference, Denver, CO.

Bruce, M.A., **Kosine, B.,** Cardona, B., & Murdock, J.L. (2007). *Use of letter writing to enhance supervisee's self-efficacy and performance*. Presented at the American Counseling Association Annual Convention, Detroit, MI.

*\*Included as a presentation to earn the Counselor Education and Supervision Academy Certificate from the American Counseling Association.*

**Kosine, B.** (2007). *Socio-economic dynamics in the classroom: Perceptions of low-income students in Wyoming*. Presented at the Wyoming Department of Education Conference, Casper, WY.

**Kosine, B.** (2007). *Socio-economic dynamics in the classroom: Perceptions of low-income students in Wyoming*. Presented at the Graduate Student Symposium, Laramie, WY.

Murdock, J.L., Kosine, N., DeFry, T., & **Kosine, B.** (2006). *Peer mentoring through letter writing*. Accepted as full content presentation/rescheduled to poster presentation at the American Counseling Association Annual Convention, Montreal, Quebec, Canada.

Bruce, M.A., **Kosine, B.,** Cardona, B., & Murdock, J.L. (2006). *Use of letter writing to enhance supervisees' self-efficacy and performance: A mixed methods study*. Presented at the Rocky Mountain Association of Counselor Education and Supervision (RMACES), Jackson Hole, WY.

**Kosine, B.** (2005). *Meeting the needs of first-generation college students*. Presented at the Intermountain Affiliate of Housing Officers (AIMHO), Jackson Hole, WY.

*\*Won top-6 programs*

**Kosine, B.** (2004). *Conducting an effective resident assistant training evaluation*. Presented at the Intermountain Affiliate of Housing Officers (AIMHO), Bozeman, MT.

## **RELEVANT PROFESSIONAL DEVELOPMENT**

2019-2020     **Leadership Wyoming**—was selected as a participant in the state leadership program along with 40 other participants. Topics included issues relevant to Wyoming in the following areas: Healthcare, Education, Cultural Issues, Government, Industry & Economy, University of Wyoming, and personal development Completed and graduated from the program.

Fall 2014     **Eye Movement Desensitization and Reprocessing Training**—I completed an intensive institute to become a qualified provider of EMDR as a treatment for trauma victims. The training was through the Maiberger Institute, an EMDRIA approved training site. (December 2014 – Feb/March 2015)

- Fall 2014 **Title IX Training**—completed 16 hour training to become a Title IX Investigator for the Casper College Campus.
- Spring 2014 **Quality Matters**—this professional program was offered through the Office of Distance Education at Casper College. This intensive course focused on creating effective online instruction through the use of the Quality Matters Rubric.
- Spring 2014 **Post-doctoral Clinical Hours in Addictions**—completed 100 addictions-specific hours to fulfill partial requirements for the Licensed Addictions Therapist license in the State of Wyoming. (LAT anticipated in Spring 2015).
- Fall 2011 **UW Leadership Academy**—this professional leadership program was for a cohort of 12 Associate Deans and Directors. Admission to the program was by nomination and application and granted by a committee of Vice Presidents at UW. Organizational leadership, personal leadership development, 360 assessment, and business acumen are a few of the topics covered throughout the first year.
- Fall 2011 **Measuring & Monitoring Community Engagement**—3 day institute hosted by the Virginia Tech Center for Organizational & Technical Advancement to teach strategies on effectively measuring and monitoring service-learning on campuses.
- Fall 2010 **StrengthsQuest Advocate Training**—4-week intensive online course through Gallup, Inc. that was a more in-depth exploration of the StrengthsQuest instrument and profiles. Strategies to implement SQ on individual campuses, individual coaching sessions, and group trainings were covered.
- Spring 2009 **StrengthsQuest Educator Training**—1.5 day institute presented by Gallup, Inc. This seminar prepared instructors, advisors, and student affairs professionals to use the StrengthsQuest profile as a part of an existing student development curriculum or on an individual basis. Participants also learned basics of a SQ feedback session.
- Summer 2004 **Gehring Campus Judicial Affairs Training Institute Levels I & II**—each level was a 2.5 day intensive institute on the research, policies, and legalities of campus judicial affairs. Best practices, effective sanctioning, and policy writing and enforcement were covered.
- Spring 2003 **ACPA Mid-Level Management Institute**—3 day institute at Indiana University covering topics relevant to mid-level managers such as organizational theory, leadership development, effectively supervising staff, strategic planning, and budgeting.
- Summer 2003 **Wyoming Alcohol Education Showcase**—conference at Jackson, WY that covered new findings in alcohol & drug use and abuse as well as best practices for alcohol education.



Spring 2002    **University of Wyoming Supervisor Development Series**—6 session series that covered topics such as time management, conflict management, dealing with difficult employees, and self-care.

## **SELECTED COMMUNITY AND PROFESSIONAL SERVICE**

Various Service Activities—Rotary International (Spring 2019-present)  
Decorations Committee for Festival of Trees, Special Olympics—(Fall 2017)  
Title IX Investigator—Casper College (Beginning Fall 2014- Summer 2018)  
Commissioner—ServeWyoming, Casper, WY (Fall 2013 - present); Chair (2014-2016; 2017-2019)  
Board Member—Casper Humane Society (August 2013 – August 2015)  
Advisor, Friends United in Social Equality, Casper College (Aug 2012 – May 2013)  
Leadership Studies Academic Minor Committee, chair, UW (2011-2012)  
Student Transitions & Success Committee, UW (2011-present)  
Engaged Faculty Institute Advisory Committee, UW/Colorado Campus Compact (2011-present)  
Colorado Campus Compact Ad-Com Committee, UW Representative, (2011-present)  
Campus Sustainability Committee, UW (2011-present)  
New UW student orientation (SUMMIT), UW (2009-present)  
UW Student Affairs Assessment Team (2008-present)  
Body Image Awareness Committee, UW (2010-2011)  
Shepard Social Justice Symposium Committee, UW (2009-2010)  
Co-Chair, “The A-Team” alcohol prevention committee, UW (2002-2005)  
Doctoral student representative, Dept. of Counselor Education, UW (2005-2006)  
Student Affairs Counseling Curriculum Development, UW (2004-2005)  
Comprehensive Program Review, UW Counseling Center (2004)  
Weeks of Welcome Committee (2002-2005; 2007-2008)  
MLK Days of Service (Spring 2009, 2010, 2011)  
Laramie Animal Shelter Foundation Board Member (2008-2010)  
Laramie Downtown Medical Clinic, Counselor (2008- 2009)

## **AWARDS & HONORS**

Invited Keynote Speaker, NSLS Induction Ceremoy—Casper College (Spring 2025)  
Kim Byrd Service to Students Award—Casper College (Spring 2024)  
Phi Theta Kappa Distinguished College Administrator Award—Casper College (Spring 2024)  
Phi Theta Kappa (PTK) Terrific Learning Coach—Casper College (Fall 2014)  
Invited Keynote Speaker, IACURH No-Frills Conference (Spring 2008)  
Mortar Board “Tip of the Cap” Award for Professional Staff, UW (Spring 2005)  
Top Six Programs, Intermountain Affiliate of Housing Officers (Fall 2005)  
Outstanding New Professional (presented at the Intermountain Affiliate of Housing Officers Conference, Nov 2004)  
Advisor of the Year, UW Residence Life & Dining Services, UW (Springs 2003, 2004)  
NACURH Silver Pin Award, IACURH (Presented Nov. 2004)