

VITAE

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EDUCATION

University of Iowa, Ph.D. (Educational Policy and Leadership Studies),
Major: Higher Education Administration; Advisor: Dr. Lelia Helms, 2005.
Dissertation: Contracting Military Child Care: A Case Study of the Military Child Care Act of 1989 and Camp Adventure™ Youth Services.
University of Northern Iowa, MA (Health, Physical Education and Leisure Services),
Major: Youth & Human Services Administration; Advisor: Dr. Walter D'Oliveira, 1996.
Thesis: Youth-Serving Agency's Prevention and Intervention Programs for Gangs.
University of Northern Iowa, BA (Human Resource Management), 1992.

PROFESSIONAL EXPERIENCE

Assistant Professor, Division of Leisure, Youth & Human Services, Executive Director, Nonprofit Leadership Alliance (formerly American Humanics), Associate Director, *Camp Adventure™* Child and Youth Services, School of HPELS, University of Northern Iowa, Cedar Falls, IA, 2007-Present.
Associate Director, *Camp Adventure™* Youth Services, Division of Leisure, Youth & Human Services, School of HPELS, University of Northern Iowa, Cedar Falls, IA, 2005-2007.
Assistant Director, *Camp Adventure™* Youth Services, Division of Leisure, Youth & Human Services, School of HPELS, University of Northern Iowa, Cedar Falls, IA, 2001-2005.
Instructor, Division of Leisure, Youth & Human Services, School of HPELS, University of Northern Iowa, Cedar Falls, IA, 1997-2001.
Project Director, *Camp Adventure™*, University of Northern Iowa, Heidelberg, Germany, Summer 1998.
Project Director, *Camp Adventure™*, University of Northern Iowa, Yongsan, Korea, summer 1997.
Sales and Catering Manager, Radisson Hotel, Overland Park, KS, 1996-1997
Project Coordinator, *Camp Adventure™*, University of Northern Iowa, Honolulu, Hawaii, Summer 1996.
Human Resource Manager, *Camp Adventure™*, University of Northern Iowa, Cedar Falls, IA, 1994-1996.
Project Coordinator, *Camp Adventure™*, University of Northern Iowa, Okinawa, Japan, Summer 1995.
Project Coordinator, *Camp Adventure™*, University of Northern Iowa, Wuerzberg, Germany, Summer 1994.

PUBLICATIONS/PRESENTATIONS

Books and Chapters in Books

Dolch, N., Gassman, J., Kinnell, A., Krick, S., Schaffer, R., Strom, S., Cruise, S., & Wade R., (2012). *Leadership Cases in Community Nonprofit Organizations*. Dubuque, Iowa: Kendall Hunt.
Edginton, C. R., Gassman, J., & Gorsuch, A. (2010). *Managing for excellence: Programs of distinction for children and youth*. Urbana, FL: Sagamore Publishing.

- Gassman, J. (2010). Organizational culture: Defining our uniqueness. In Edginton, C. R., Gassman, J., & Gorsuch, A., *Managing for excellence: Programs of distinction for children and youth* (p. 35-52). Urbana, FL: Sagamore Publishing.
- Gassman, J., Gorsuch, A., Edginton, C. (2010). Program and services strategies. In Edginton, C. R., Gassman, J., & Gorsuch, A., *Managing for excellence: Programs of distinction for children and youth* (p. 169-181). Urbana, FL: Sagamore Publishing.
- Gassman, J. (2010). Managing outcomes: Evaluation and assessment. In Edginton, C. R., Gassman, J., & Gorsuch, A., *Managing for excellence: Programs of distinction for children and youth* (p. 237-249). Urbana, FL: Sagamore Publishing.
- Gassman, J. (2009). *Contracting child care: A case study of the Military Child Care Act and Camp Adventure™ Youth Services*. Saarbrücken, Germany: VDM Publishing.
- DeGraaf, D., Ramsing, R., Gassman, J., & DeGraaf, K. (2002). *Camp leadership: A staff development approach*. Dubuque, Iowa: Eddie Bowers Publishing.

Peer-Reviewed Journal Articles

- Gassman, J., Dolch, N. A., Kinnell, A. M., Krick, S., Schaffer, R. H., Strom, S. (2012). Nonprofit ideologies: Actions speak louder than words. *Journal of Ideology*, 34.
- Gassman, J., Dolch, N. A., Kinnell, A. M., Krick, S., & Schaffer, R. A., Strom, S. (2012). Did entrepreneurship contribute to nonprofits surviving the Great Recession? *International Journal of Humanities and Social Science*, 2(6), 20-31.
- Gassman, J & Gleason, M. C. (2011). The importance of mentoring relationship among youth workers. *New Directions for Youth Development*, Supplement, 55-76.
- Kowalski, C. L., Gassman, J. & Konecny, C. (2011). Measuring youth worker efficacy levels in a not-for-profit youth development setting. *Journal of Nonprofit Education and Leadership*, 2(1), 47-59.
- Gassman, J. & Edginton, C. R. (January, 2011). Holistic assessment: A method for assessing child and youth programs. *Hong Kong Recreation Review*, 23, 32-36.
- Gassman, J. (October, 2010). The power of self-awareness and its impact on healthy child care environments. *AfterSchool Today*, 1(3), 12-13.
- Gassman, J. (2010). Simulation training systems: Bafa Bafa, Train the Trainer: When used for diversity. *SCHOLE: A Journal of Leisure Studies and Recreation Education*, 25, p. 146-147.
- Edginton, C. R. & Gassman, J. (January, 2010). Building and maintaining organizational culture. *Hong Kong Recreation Review*, 22, p. 28-41 .
- Gassman, J. (January-February, 2009). It takes a village to raise a child. *North American Review*, p. 48.
- Gassman, J. & Kowalski, C. L. (Winter, 2004). Traditional and recent approaches within youth development. *School-Age Review*, 7, 29-32.

Working Papers

- Gassman, J., Dolch, N. A., Kinnell, A. M., Krick, S., Schaffer, R. H., Strom, S., Costliow, A. (May 2012). A three year study of the nonprofit sector's response to the economic challenges in six cities across the nation. *Baruch's Center for Nonprofit Strategy and Management*. Retrieved at <http://www.baruch.cuny.edu/spa/researchcenters/nonprofitstrategy/workingpapers.php>.

Professional Reviewed Publications

- Gassman, J. (Spring, 2013). Dancing for dollars. *Premier*, University of Northern Iowa, College of Education, p. 8.
- Gassman, J. (Spring, 2011). A visionary leadership with a can-do attitude. *Excellence in Education*, University of Northern Iowa, College of Education, p. 7.

Technical Reports

- Gassman, J & Reed, D. (August, 2012). A Cohen Grant Report: *An Analysis of How Involvement in the Student Organization and Mentoring Relationships Impact the Leadership Development of Students in the Nonprofit Leadership Alliance*. University of Northern Iowa, Nonprofit Leadership Alliance, Authors.

Widner, A, Gassman, J. & Kammarmeyer, M. (September, 2012). *Nonprofit Leadership Alliance Campus Annual Report*. University of Northern Iowa, Nonprofit Leadership Alliance: Author.

Gassman, J., Gorsuch, A., Dirksen, K. (September, 2011). *Nonprofit Leadership Alliance Campus Program Annual Report*. University of Northern Iowa, American Humanics: Author.

Gassman, J., Gorsuch, A., McCann, K. (October, 2010). *American Humanics Campus Program Annual Report*. University of Northern Iowa, American Humanics: Author.

Gassman, J., Gorsuch, A., Costliow, A., & McCann, K. (2010). *The impact of the recent economic downturn on nonprofit organization in the Cedar Valley*. University of Northern Iowa, American Humanics: Author.

Gassman, J. & Costliow, C., (June, 2009). *American Humanics Campus Program Annual Report*. University of Northern Iowa, American Humanic: Author.

Gassman, J & Schaa, T. (June 2008). *American Humanics Campus Program Annual Report*. University of Northern Iowa, American Humanics: Author.

Refereed Presentations with Published Abstract

Gassman, J., Dolch, N. A., Kinnel, A. M., Krick, S., & Strom, S. (November, 2011). Innovative and entrepreneurial activities in the nonprofit sector in the wake of the economic downturn. Association for Research on Nonprofit Organization and Voluntary Action. *ARNOVA'S Catalog of Current Research 2011*. Toronto, Canada.

International & National Presentations

Invited Presenter, Intergenerational and Cross-sector Collaborations: Can We All Learn to Get Along? Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA), Hartford, CN, November 2013.

Invited Presenter, Downturn Survival: Are we Learning or Reacting? Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA), Hartford, CN, November 2013.

Invited Presenter, Camp Adventure Child and Youth Services (8-hour workshop). Leisure and Recreation Association of South Africa (LARASA), Durban, South Africa, September 2013.

Invited Presenter, Understanding the Depth & Breadth of participation in Student Organizations. Nonprofit Academic Centers Council (NACC), Chicago, IL, July 2013.

Invited Presenter, What Strengths Led to Weathering the Storm? Association for Research on Nonprofit Organization and Voluntary Action Conference, Indianapolis, IN, November 2012.

Invited Presenter, A Cohen Grant Research Project: How Mentoring Impacts Student Development. Nonprofit Leadership Alliance Professional Development Conference, Memphis, TN, May 2012.

Invited Presenter, Nonprofit: Still a Business. American Humanics Management/Leadership Institute, Orlando, FL, January 2011.

Invited Presenter Co-presenter, Cross-Cultural Communication in the Workplace. American Humanics Management/Leadership Institute, Orlando, FL, January 2011.

Invited Presenter, Advocacy 101. American Humanics Management/Leadership Institute, Phoenix, AR, January 2010.

Invited Presenter, *Camp Adventure™* Child and Youth Services: An International Service Learning Opportunity. American Humanics Management/Leadership Institute, Phoenix, AR, January 2010.

Invited Presenter, Smaller Communities and Their Experience with the Economic Downturn. Association for Research on Nonprofit Organization and Voluntary Action Conference, Cleveland, OH, November 2009.

Invited Presenter, American Humanics Legends Session: Evolution of the Campus/Executive Director. American Humanics Management/Leadership Institute, Kansas City, KA, January 2008.

Invited Presenter, *Camp Adventure™* Youth Services: An International Service- Learning Opportunity. American Humanics Management/Leadership Institute, Kansas City, KA, January 2008.

Invited Presenter, AmeriCorps*ProCorps Orientation for students: Serving At-Risk Youth. American Humanics Management/Leadership Institute, Kansas City, KA, January 2008.

Invited Presenter, Teens Moving the World Forward at 212°. Army Reserve Youth Leadership, Education and Development Summit, Lihue, HI, September 2007.

Invited Presenter, The Power of Temperament and Professional Productivity. National AfterSchool Association, Phoenix, AZ, March 2007.

Invited Presenter, Serving Immigrant Youth: A Diversity Simulation. American Humanics Management Institute, Washington DC, January 2007.

Invited Presenter, *Camp Adventure™ Youth Services: An Experiential Learning Opportunity*. American Humanics Management Institute, Washington DC, January 2007.

Invited Presenter, AmeriCorps*ProCorps Orientation for students: Serving At-Risk Youth. American Humanics Management Institute, Washington DC, January 2007.

Trainer, In-service Training. Navy staff, Patuxent River Navy Air Station, MD, June 2006. (Gassman, J., Gleason, M., Noll, A., Spann, S.)

Invited Presenter, The Power of Temperament and Professional Productivity. National AfterSchool Association, Louisville, KY, February 2006.

Invited Presenter, Experiential Learning: Promoting Quality and Excellence for Children Worldwide. American Humanics Management Institute, San Diego, CA, January 2006.

Invited Presenter, Valuing Differences: Serving an Ever-Changing World. American Humanics Management Institute, San Diego, CA, January 2006.

Invited Presenter, Contracting Child Care and Youth Programs: Serving More Children, Expanding Your Services. National Association for the Education of Young Children Conference, Washington DC, December 2005.

Invited Presenter, The Power of Temperament and Professional Productivity. National AfterSchool Association Conference, San Antonio, TX, February 2005.

Invited Presenter, School-age Care Programs: Promoting Quality and Excellence. National Association for the Education of Young Children Conference, Anaheim, CA, November 2004.

Invited Presenter, School-Age Care Programs: Promoting Quality and Excellence. International Child and Youth Care Conference, Victoria, Canada, August 2003.

Invited Co-presenter 2003 International Youth Camp. International Child and Youth Conference, Victoria, Canada, August 2003.

Trainer, In-service Training. Navy staff, Yokosuka, Japan, April 28 - May 1, 2003. (Edginton, D., Gassman, J., Ramsing, R., Stille, S.)

Invited Co-presenter, Creating Magic- Identifying Vision, Environment & Establishing Relationships. National School-Age Care Alliance Conference, Salt Lake City, Utah, February 2003.

Invited Presenter, Youth Development & Camps: Learning to Co-Create Programs with Campers. American Camping Association Conference, Chicago, IL, March 1999. (DeGraaf, D. Gassman, J. & Kivel, B.)

Invited Presenter, Youth Development & Youth Programs. U.S. Embassy Employee Welfare Association, Washington D. C., September 1997.

Invited Presenter, Character Building. National Youth Leadership Symposium, Cedar Falls, IA, October 1995.

Trainer, Sessions on Youth Work Strategies and Programs, Okinawa, Japan, April 1995. (Edginton, C., Gassman, J., Witham, J., Peak, S., Walser, W.)

State, Local & University Presentations

Invited Presenter, Leadership Development: How a Student Organization Develops Leadership Skills for Career in the Nonprofit Sector. 2013 Upper Midwest Civic Engagement Summit, Dubuque, IA, May 2013.

Invited Presenter, Strength in Numbers: Reflection on Building a Local Nonprofit Network. Iowa Nonprofit Summit, Des Moines, IA, November 2012.

Invited Presenter, The Economy and Cedar Valley Nonprofits: How are we doing? Cedar Valley Nonprofit Association Meeting, Waterloo, IA, April 2012.

Invited Presenter, Careers in Nonprofit Management. Professional Readiness Program. University of Northern Iowa, Cedar Falls, IA, March 2012.

Keynote Speaker, Phi Eta Sigma, National Honor Society Induction Ceremony. University of Northern Iowa Chapter, Cedar Falls, IA, April 2011.

Invited Presenter, The Impact of the Economic Downturn on Nonprofit Organizations in the Cedar Valley. College of Education Fall Faculty Research Forum, Cedar Falls, IA, November 2010.

Invited Presenter, The Win-Win Internship Program. Iowa Nonprofit Summit, Des Moines, IA, November 2009.

Invited Presenter, The Power of Temperament and Professional Productivity, Iowa School Age Care Alliance, Cedar Falls, IA, September 2008.

Invited Presenter, Engaging Students, Disaster Relief Conference, Warburg, IA, August 2008.

Invited Presenter - Keynote, See How They Grow Conference. Waterloo, IA, March 2007.

Invited Presenter, The Power of Temperament and Professional Productivity. Iowa AfterSchool Association Conference. Des Moines, IA, September 2005.

Invited Presenter, The Power of Temperament and Professional Productivity. Child Care Conference, Des Moines, IA, April 2005.

Invited Presenter, The Power of Temperament and Professional Productivity. Iowa AfterSchool Association Conference, Cedar Falls, IA, October 2004.

Invited Presenter, The Power of Temperament and Professional Productivity. Iowa School-Age Care Alliance, Des Moines, IA, October 2003.

Invited Presenter, Knowing your Temperament and Enhancing Relationships. Outward Bound. Bemidji, Minnesota, July 2003.

Invited Presenter, A Diversity Simulation – Bafa Bafa. Outward Bound, Bemidji, Minnesota, July 2002.

Invited Presenter, Discovering your Leadership Style. Iowa School-Age Care Alliance Annual Conference, Coralville, Iowa, October 2002.

Invited Present, Keynote, Elements of Success. YMCA Young Women on the Move, Waterloo, IA, March 2001.

Invited Presenter, Discovering Your Temperament. Student Leadership Association, University of Northern Iowa, Cedar Falls, IA, December 1998.

Invited Presenter, Appreciating Differences. Black Hawk Leadership, Cedar Falls, IA, November 1998.

Invited Presenter, Discovering Your Leadership Style. Iowa Park and Recreation Association, Waterloo, IA, March - April 1998.

Trainings

Community Trainings

Invited Trainer, Diversity Training, Bafa Bafa Simulation, Family and Children’s Council, Board of Director’s Training, September 2011.

Invited Trainer, Board Training, Family and Children’s Council, Board of Director’s Meeting, Waterloo, IA, March 2011.

Invited Trainer, Board Training: Educational Component, Volunteer Center of Cedar Valley, Board of Director’s Meeting Agenda Item, September 2010 to Present as needed.

Trainer, Nonprofit Management Academy, Motivation, Morale, and Management: Helping Staff and Volunteers Succeed. Iowa State University Extension, Cedar Falls, IA, April 2005.

Camp Adventure™ Child and Youth Services Trainings

Invited Presenter, Contract Partner Relations. *Camp Adventure™* Child & Youth Services Director’s Training, May 2012, 2011, 2010, 2009, 2008.

Invited Presenter, Organizational Culture. *Camp Adventure™* Child & Youth Services Director’s Training, May 2012, 2011, 2010, 2009, 2008, 2007, 2006, 2005, 2004, 2003, 2002.

Invited Presenter, COA Standards, Contract Partners & Families. *Camp Adventure™* Child & Youth Services Youth Conference, February 2012, 2011, 2010, 2009, 2008, 2007, 2006, 2005, 2004, 2003, 1999, 1998.

Invited Presenter, Organizational Culture. *Camp Adventure™* Child & Youth Services Youth Conference, February 2012, 2011, 2010, 2009, 2008, 2007, 2006, 2005, 2004, 2003.

Invited Presenter, Introduction and The Reality of *Camp Adventure*. *Camp Adventure*™ Child & Youth Services, University of Northern Iowa Training, January 2012, 2011, 2010, 2009, 2008, 2007, 2006, 2005, 2004 .

Developer/Facilitator, Project Coordinator, Project Director's Training, *Camp Adventure*™ Child & Youth Services. Cedar Falls, IA, May 2011, 2010, 2009, 2008, 2007, 2006, 2005, 2004, 2003, 2002.

Invited Presenter, Organizational Culture/Greatness, *Camp Adventure*™ Child & Youth Services Train the Trainer, September, 2010.

Invited Presenter, Benchmark Analysis, *Camp Adventure*™ Child & Youth Services Train the Trainer, September, 2010.

Facilitator/Presenter, Train the Trainer, *Camp Adventure*™ Child & Youth Services. Cedar Falls, IA, September 2009, 2007, 2006, 2005, 2004, 2003, 2002.

Invited Presenter, Camp Standards and Safety. *Camp Adventure*™ Child & Youth Services Intensive Training, May 2009.

Invited Presenter, Organizational Culture. *Camp Adventure*™ Child & Youth Services Intensive Training, May 2009, 2008, 2007, 2006, 2005, 2004, 2003, 2002.

Invited Presenter, Reality Vs. Expectations. *Camp Adventure*™ Child & Youth Services Intensive Training, May 2009, 2008, 2007, 2006, 2005, 2004, 2003, 2002.

Invited Presenter, NAA Organization and Standards. *Camp Adventure*™ Child & Youth Services Intensive Training, May 2008, 2007.

TEACHING ACTIVITIES

University of Northern Iowa – Courses Taught

Division of Leisure, Youth & Human Services

LYHS 2335 -	Principles of Nonprofit and Youth Serving Agencies
LYHS 3339-	Human Resource Development for Nonprofit & Youth Agencies
LYHS 4993-	Nonprofit Leadership Practicum
LYHS 2020 -	Leadership in Leisure, Youth & Human Services
LYHS 4090-	Senior Project
LYHS 4095-	Internship
010:079-12-	Honors Thesis
LYHS 4262-	LYHS Field Experience
430:185-	Readings in LYHS
(Prior to tenure-track appointment)	
43Y:159 -	Introduction to Nonprofit Organizations
430:010-	Introduction to Leisure, Youth and Human Services
430:030 -	Diversity in Leisure Services
430-172g -	Festivals and Special Events Management (Classroom and Iowa Communication Network (ICN))
43Y:240 -	Models of Intervention with Youth
43Y:155 -	Planning Strategies in Nonprofit Youth Serving Agencies

Student Academic/Research/Thesis Advising

Undergraduate Research Advising/Presentations

Reed, D. (2012). *Mentoring in the Nonprofit Leadership Alliance*. Iowa Regent Universities 6th Annual Research in the Capitol, Des Moines, March 2012. Research Advisor.

McCann, K. (2010). *The Impact of the Economic Downturn on Nonprofit Organizations*. Iowa Regent Universities 5th Annual Research in the Capitol, Des Moines, March 2010. Research Advisor.

Engler, Jennifer. (2010). *What Motivates Individuals to Participate in Camp Adventure™ Child and Youth Services*. Honors Research Conference, Cedar Falls, IA: University of Northern Iowa. April 2010. Honors Thesis Advisor.

Graduate Research Papers/Thesis Advising

- **Daniels, Audrey, (May, 2012). *Assessment of Service Quality of Camp Adventure Staff Development Program*. Master's research paper, Committee Chair.
- **Selected for the "...first place award in the Outstanding Master's Research Paper competition" recognized on Thursday, April 18, 2013.
- Costliow, Amy, (May, 2012). *Impact of the Great Recession on the Nonprofit Sector*. Unpublished master's thesis; University of Northern Iowa. Thesis Chair.
- Meissner, Shannon M. (2012). *Measuring Youth Worker Efficacy Levels in Various Youth Development Settings*. Master's research paper, Committee member/reader.
- Kulish, Keri, (May, 2011). *The Aftermath of Deployment on Military Soldiers, Families and Children*. Master's research paper, Committee member/reader.
- Johnson, Greta, (2012). *Identifying U.S. First Ladies Involved with Child and Youth Serving Organizations*. Master's research paper, Committee member/reader.
- Harlin, G. C. (2011). *A Literature Review of Interpersonal Relationships Among Youth in Organized Leisure Activities*. Master's research paper, Committee member/reader.
- Bickle, Allison, L. (2011). *An Analysis of Recruitment and Retention Strategies for Staff in the Camp Adventure Child and Youth Services Program*. Master's research paper, Committee member/reader.
- *Wegner, Kelsey, (May, 2011). *Administrative Response of Nonprofit Organizations due to the 2007-2009 Recession*. Unpublished master's thesis; University of Northern Iowa. Committee Chair.
- *Invited Presenter, Impact of Recession on Nonprofit Organization. Fourth Annual Graduate Student Research Symposium, Cedar Falls, IA, April, 2011.
- Bafunno, Michelle, (May, 2011). *An Analysis of Parent Evaluations within the 360° Holistic Evaluation System of Camp Adventure™ Child and Youth Services*. Master's research paper, Committee member/reader.
- Edilson, Cherie, (2010). *Diagnosing the Organizational Culture of Camp Adventure™ Child and Youth Services: A Perspective from Program Veterans and First Time Program Participants*. Master's research paper, Chair.
- Gleason, Michael. (May, 2009). *The Impact of Mentoring on the Leadership Development of Participants in Camp Adventure™ Youth Services*. Unpublished master's thesis; University of Northern Iowa. Committee member/reader.
- Scott, CaraLynn B. (May, 2009). *Physical activity step counts and intensity post arthroscopic knee surgery*. Unpublished master's thesis; University of Northern Iowa. Committee member/reader.

GRANTS/CONTRACTS/INTERNAL & EXTERNAL FUNDING

Research Grants

- Gassman, J. Cohen Grant. \$1,865.00 award to conduct "A comprehensive study on the role of mentoring in Nonprofit Leadership Alliance Student Associations". Nonprofit Leadership Alliance, Inc. August 2011.

Funding - Internal

- Gassman, J. Schindler Fund Travel Grant. \$500.00 to "be used to support conference presentations". College of Education. March 6, 2012.

Student Funding-External

- Gassman, J. Facilitated student scholarship funding from the Kellogg Foundation. Twenty-nine students awarded a \$4,500 NextGen Scholarship, totaling \$130,500 awarded to University of Northern Iowa Students (2007-2012).
- Gassman, J. Facilitated student scholarships through American Humanics, Inc. \$1,207,458.00 of AmeriCorps*ProCorps Educational Funding awarded to 854 students participating in *Camp Adventure™ Child & Youth Services* 2006-2009.

Student Funding-Internal

Gassman, J. Intercollegiate Academics Fund. Awarded \$7,5000 on Nov. 2011 for 15 students to present at the Alliance Management Institute, Kansas City, MO, January 2012.
20 Best UNI Campus Internships. Cedar Valley Nonprofit Association Internship selected for FY 2012. Awarded \$4,500.00.

Gassman, J. Intercollegiate Academics Fund. Awarded \$6,0000 on Nov. 2010 for 15 students to present at the American Humanics Management Institute, Orlando, FL, January 2011.
20 Best UNI Campus Internships. American Humanics Community Liaison Internship selected for FY 2011. Awarded \$4,500.00.

Gassman, J. Intercollegiate Academics Fund. Awarded \$6,0000 on Nov. 2009 for 15 students to present at the American Humanics Management Institute, Phoenix, AZ, January 2010.

Gassman, J. Intercollegiate Academics Fund. Awarded \$5,6000 on Oct. 2008 for 15 students to present at the American Humanics Management Institute, Indianapolis, IN, January 2009.

Gassman, J. Intercollegiate Academics Fund. Awarded \$5,0000 on Sept. 2007 for 10 students to present at the American Humanics Management Institute, Kansas City, KS, January 2008.

Department of Defense: Camp Adventure™ Child and Youth Services Contracts

SERVICE

University/Academic Service

Campus Executive Director, Nonprofit Leadership Alliance, University of Northern Iowa, 2007-Present.

Associate Director, *Camp Adventure™* Child and Youth Services, University of Northern Iowa, 2005-Present.

Committee Chair, Robert and Yvonne Koob Fund for Student Community Engagement, UNI, 2007 - Present.

Committee Member, Search Committee for the COE Communication and Marketing, September 2012.

Committee Member, Search Committee for the Associate Director of the School of HPELS, August 2012.

Gassman, J. (2011-2012). Inviting faculty and staff to contribute to the 2011 *Imagine the Impact Campaign for the University of Northern Iowa*.

Committee Member, Curriculum Committee, School of Health, Physical Education and Leisure Services, 2008-present.

Committee Member, Curriculum Review and Assessment Committee, Nonprofit Leadership Alliance, 2008-Present.

Committee Member, President's Higher Education Community Service Honor Roll Committee, October-Present.

Committee Member, UNI Iowa Campus Compact Committee, October 2010-Present.

Committee Member, Leisure, Youth and Human Services Web site redesign, Fall 2009.

Committee Chair, Youth Work Subcommittee of the Curriculum Review and Assessment Committee, Nonprofit Leadership Alliance, 2009-2010.

College of Education Representative, Meeting with President Allen and Executive Vice President Lubker, Highlights of the COE, September 2008.

Committee Member, Human Performance Center, Dedication Planning, Cedar Falls, IA, April-May, 2008.

Community Service

Invited Interviewer for 6th grad students at Lincoln Elementary School, Cedar Falls, IA. May 13, 2013.

Job shadowing host for "Job shadowing field trip, Central/Carver Middle School". February 28, 2013.

Mentor for Boys & Girls Club of the Cedar Valley Driver's Ed Program (golf). September 19, 2012.

Member, Military Child Education Coalition, Iowa Military Child Public Engagement, "A state-wide awareness and planning session to enhance Iowa's support of military-connected children, October 2012.

Invited Facilitator, Leave a Legacy Partner Meeting & Fireside Chat, Community Foundation of Northeast Iowa, October 2012

Co-Founder, Committee Member, Cedar Valley Nonprofit Association Planning Committee, Cedar Falls, IA, September 2010-Present.

Emcee, Mayors' Volunteer Awards, Waterloo IA, April, 2011.

Conference Chair, Iowa School Age Care Alliance, Des Moines, IA July 2009 - Present.

Board of Directors, Region 2 Representative, Iowa School Age Care Alliance, Des Moines, IA July, 2009 - Present.

Committee Member, Volunteer Center of the Cedar Valley Fundraising Committee, Waterloo, IA, November 2009 - Present.

Board of Directors, Volunteer Center of Cedar Valley, Waterloo, IA, 2009 - Present.

Committee Member, Cedar Valley's Cystic Fibrosis Great Strides Walk, Cedar Falls, IA 2007 - Present.

Committee Member, Cedar Heights Presbyterian Church Strategic Planning Committee, Cedar Falls, IA, Oct 2009 - Oct 2010.

Invited Facilitator, Link-the-Leaders Breakfast. United Way's Emerging Leaders, Cedar Falls, IA, October, 2009.

Committee Member, Volunteer Center of the Cedar Valley Marketing Committee, Waterloo, IA, August 2009 - June 2010.

Committee Member, Cedar Valley United Way Campaign Cabinet, Waterloo, IA Aug. 2007 - January 2008.

Committee Member, Cedar Valley United Way Emerging Leaders, Waterloo, IA 2006 - 2010.

Reviewer

Gassman, J. (July, 2013). Reviewed, The Berkeley puppet interview: A screening instrument for measuring psychopathology in young children. *Child and Youth Care Forum*.

Gassman, J. (December 2011). Reviewed, An empirical investigation of social bonds and juvenile delinquency in Hong Kong. *Child and Youth Care Forum*.

Gassman, J. (August 2011). Reviewed, All God's angels: A case study in leadership transition. *Journal of Nonprofit Education and Leadership*.

AWARDS, HONORS AND OTHER ACKNOWLEDGMENTS

Recognized by nine students for "having had a positive influence on their development while at UNI". Letter from the Office of the Executive Vice President and Provost, October 8, 2012.

Recognized for *Alpha Xi Delta's Professor of the Week*. Recognized by Kelsey Hood (student) for being "an outstanding professor at the University of Northern Iowa". March 25, 2012.

UNI "I am a hero" Award in "recognition for outstanding service to her friends, family, and community". Northern Iowa Student Government. October 17, 2011.

Leadership Award Nominee, Nonprofit Leadership Alliance Student Association nominated for the "Program of Distinction Award". University of Northern Iowa, Cedar Falls, IA, April 2011.

Leadership Award Nominee for "Advisor of the Year". University of Northern Iowa, Cedar Falls, IA, April 2011.

Recognized for "twenty years of commitment, dedication and excellence in the service of children and youth". *Camp Adventure™* Child and Youth Services, Cedar Falls, IA April 2011.

Apple Polisher, for "...educational encounters and contribution to the University and student body". Student Ambassador Association. Cedar Falls, IA, February, 2011.

University Book and Supply Outstanding Teaching Award Nominee. University of Northern Iowa, Cedar Falls, IA November 2010.

President's Higher Education Community Service Honor Roll, American Humanics Student Association highlighted for UNI to receive honor. November, 2010. Honor received.

Recognized for "having had a positive influence on a student's development while at UNI". Letter from the Office of the President, September 24, 2010.

Apple Polisher, for "...educational encounters and contribution to the University and student body". Student Ambassador Association. Cedar Falls, IA, February, 2010.

President's Higher Education Community Service Honor Roll, American Humanics Student Association highlighted for UNI to receive honor. November, 2009. Honor received.

Organization of the Year Award, for "Recognition of Excellence in Leadership". American Humanics Student Association, Cedar Falls, IA, April 2009.

20 Under 40 in the Cedar Valley, for those under 40 years of age showing outstanding leadership and for giving back greatly to the Cedar Valley Community. Waterloo Courier, November 2008.

Founder's Award, for "outstanding dedication, commitment and excellence". *Camp Adventure*TM Youth Services, Cedar Falls, IA April 2008.

Recognized for "having had a positive influence on a student's development while at UNI".

Letter from the Office of the President, February 14, 2008.

Program Excellence Award, for "offering a solid academic preparation program for nonprofit leaders and for outstanding leadership and service". American Humanics, Inc, Kansas City, KS, January 2008.

PROFESSIONAL MEMBERSHIPS

Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA)

Cedar Valley Nonprofit Association (CVNA)

Iowa School Age Care Alliance (ISACA)

National AfterSchool Association (NAA)

National Recreation and Park Association (NRPA)