

ERICA R. WIBORG, PH.D.

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Education

- Florida State University, Tallahassee, FL** August 2020
Doctor of Philosophy, Educational Leadership and Policy Studies, Higher Education
 - **Dissertation Title:** A Critical Discourse Analysis of Leadership Learning
 - **Dissertation Co-Chairs:** Cameron C. Beatty, Ph.D. & Kathy L. Guthrie, Ph.D.
- Texas A&M University, College Station, TX** May 2012
Master of Science, Educational Administration, Student Affairs Administration in Higher Education
- Florida State University, Tallahassee, FL** May 2010
Bachelor of Science, Marketing, Leadership Studies Certificate
- London, England Study Abroad Program, Florida State University** Summer 2008

Academic Appointments

- Visiting Assistant Professor, Higher Education** August 2021 – Present
Department of Educational Policy, Planning & Leadership
William & Mary School of Education

Research Appointments

- Research Assistant** August 2018 – August 2020
Leadership Learning Research Center (LLRC), Joint partnership with the College of Education & Division of Student Affairs, Florida State University
 - Supported the LLRC research agenda, which prioritizes research on leadership learning to increase development of leadership identity, capacity, and efficacy in college students and educators; the LLRC strives to produce knowledge that address access and inequities in leadership learning and teaching.
 - Led the following research projects: Operationalizing the Culturally Relevant Leadership Learning Model, Undergraduate Leadership Certificate Alumni Research Project, Socially Responsible Leadership Scale, and College Student Leader Emotional Intelligence Online. These responsibilities included:
 - Composed institutional review board applications to conduct human subjects research, including ethical consent processes
 - Worked with a research team to create study purpose, research questions, data collection procedures, and data analysis plans
 - Facilitated data collection, including surveys, focus groups, interviews, and program/course observations
 - Coordinated data analysis process, using collaborative coding techniques and NVivo 12
 - Wrote results and submitted publications or conference proposals
 - Contributed to scholarly efforts, including writing an undergraduate text and various leadership educator facilitator guides for leadership learning curricular and co-curricular contexts
 - Coordinated human subjects training requirements and documentation aligned with institutional mandates
 - Assisted colleagues with new human subject/institutional review board applications and maintained all renewals
 - Maintained research technology, including research software (NVivo 12 & Stata), recording devices, laptops, and a Swivel

Research & Scholarly Activities

- **Research Associate**, COVID-19: Florida & the Case for Addressing Inequities Locally 2020
- **Participant**, CAHEP Early Career Workshop, Association for the Study of Higher Education (ASHE) 2019
- **Mentor**, Undergraduate Research Opportunity Program, Florida State University Fall 2018 – Summer 2019
- **Participant**, International Leadership Association Emerging Scholars Research Consortium 2018
- **Principal Investigator**, Florida State University, Student Leadership Development Plan 2016 – 2018
- **Participant**, Doctoral Seminar, National Association of Student Personnel Administration (NASPA) 2017
- **Campus Principal Investigator**, Florida State University, Interfaith Diversity Experiences & Attitudes Longitudinal Survey (IDEALS) 2015 – 2017
- **Participant**, International Leadership Association Graduate Case Study Competition 2017
- **Campus Principal Investigator**, Florida State University, Study of the LeaderShape Experience 2013 – 2016

Courses Taught

William & Mary

Serve as an instructor of record for graduate courses for masters' and doctoral students. Courses:

- EPPL 751: Social Justice Praxis in Higher Education (Masters' and Doctoral Level Course), Fall 2021
- EDUC 603: The College Student: Developmental Themes and Social Contexts (Masters' and Doctoral Level Course), Fall 2021
- EPPL 585: Higher Education Internship (Masters' Level Course), Fall 2021

Florida State University

Served as an instructor of record for a graduate, hybrid (online/in-person) course for masters' students. Course:

- EDH 5046: Diversity in Higher Education (Masters' Level Course), Spring 2021

Florida State University

Served as a teaching assistant and course advisor for masters' students. Courses:

- EDH 5931: Leadership Education: Theory-Pedagogy-Practice (Masters' Level Course); Spring 2018
- SDS 5040: Student Personnel Work in Higher Education (Masters' Level Course); Fall 2016, Fall 2017, Fall 2018
- EDH 5045: Student Development Theories for College Student Personnel Work (Masters' Level Course); Fall 2017

Florida State University

Served as an instructor of record for undergraduate online and face-to-face courses. Courses:

- LDR 2190: Emotionally Intelligent Leadership; Spring 2018, Fall 2018
- LDR 2101: Leadership Theory and Practice; Summer 2020
- LDR 3215: Leadership and Change; Spring 2016, Fall 2017
- ADE 4930: Leadership and Spirituality; Fall 2014
- HUM 1921: Capstone Colloquium, Social Justice Living Learning Community; Spring 2013, Spring 2014

Florida State University

Served as a teaching assistant providing grading support for an undergraduate online course. Course:

- LDR 2101: Leadership Theory and Practice; Fall 2017, Spring 2018, Summer 2018, Summer 2019

Texas A&M University

Served as a teaching assistant providing grading and lab support for an undergraduate course. Course:

- ALED 340: Survey of Leadership Theory; Fall 2011

Course Creation

Florida State University

Developed undergraduate courses for leadership studies. Courses:

- ADE 4930: Leadership and Spirituality; Fall 2014
- HUM 1921: Capstone Colloquium, Social Justice Living Learning Community; Spring 2013

Publications

Peer-Reviewed Journal Articles

Wiborg, E. R. (Under Review). Exposing normative whiteness in leadership learning. *The International Journal of Qualitative Studies in Education (QSE)*, invited for a special issue on critical, discursive approaches to research in higher education.

Wiborg, E. R., & Ahlquist, J. (In Progress). *Digital emotional intelligence: College student leader framing of self and others*. Manuscript in progress.

Beatty, C. C., & **Wiborg, E. R.** (In Progress). *White ways of knowing no more: Decolonizing leadership education through liberatory pedagogy*. Manuscript in progress.

Beatty C. C., **Wiborg, E. R.**, & Brewster, B. (2021). Exploring the outcomes of an academic leadership program: Building a bridge between learning across difference. *Florida Journal of Educational Research*, 59(1), 121-135.

Beatty, C. C., **Wiborg, E. R.**, Brewster, B., & LeBlanc, J. (2021). Alumni applied leadership learning: The influence of an undergraduate academic leadership program. *Journal of Leadership Education*, 20(1), 128-137.

Book Chapters

Beatty, C. C., Manning-Ouellette, A., & **Wiborg, E. R.** (Under Contract). Navigating white fragility in leadership education. In K. L. Guthrie & V. S. Chunoo (Eds.), *Shifting the mindset: Socially just leadership education*. Information Age Publishing.

Chandler, J. L. S., & **Wiborg, E.** (2020). Whiteness norms. In Z. Casey (Ed.), *Critical understandings in education encyclopedia: Critical Whiteness Studies* (pp. 714-721). Brill Publishers.

Wiborg, E. (2018). Coalescing communities: Critical leadership pedagogy in leadership education. In K. L. Guthrie & V. S. Chunoo (Eds.), *Changing the narrative: Socially just leadership education* (pp. 305-320). Information Age Publishing.

Books

Guthrie, K. L., Beatty, C. C., & **Wiborg, E. R.** (2021). *Engaging in the leadership process: Identity, capacity, and efficacy for college students*. Information Age Publishing.

Research Reports & Briefs

Beatty, C. C., Wright, J. E., Gaozhao, D., **Wiborg, E. R.**, Clay, A., & Davis, K. (2020). *COVID-19 in Florida: A breakdown of disparities in the Black population June & July 2020* (Research Brief). Florida State University.

Facilitation Strategies & Guides

Wiborg, E., & Torres, M. (2020). Leadership action plan: Committing to the struggle and sustaining critical hope. In J. M. Pigza, J. E. Owen, & Associates (Eds.), *Women's leadership development in college: Facilitator's guide*. Stylus.

Wiborg, E. (2020). In my feelings: Individual & collective capacities for emotional intelligence. In K. L. Guthrie & D. M. Jenkins (Eds.), *Transforming learning: Instructional and assessment strategies for leadership education*. Information Age Publishing.

Wiborg, E. (2019). Labyrinth contemplation: A focus on leader identity, values, & beliefs. In Jillian M. Volpe White, K. L. Guthrie, & M. Torres (Eds.), *Thinking to transform: Facilitating reflection in leadership learning*. Information Age Publishing.

Wiborg, E. (2019). Talk, walk, & listen: Partner contemplative walk. In Jillian M. Volpe White, K. L. Guthrie, & M. Torres (Eds.), *Thinking to transform: Facilitating reflection in leadership learning*. Information Age Publishing.

Presentations

Wiborg, E. R. (2020). *Discourse & Pedagogy: Critical Perspectives of Leadership Learning Classrooms*. Presentation accepted for the International Leadership Association's (ILA) Global Conference, Virtual, November 2020.

Beatty, C. C., **Wiborg, E. R.**, & Brewster, B. (2020). *Integrating Culturally Relevant Leadership Learning in Co-Curricular Programs*. Presentation accepted for the International Leadership Association's (ILA) Global Conference, Virtual, November 2020.

Beatty, C. C., Manning-Ouellette, A., & **Wiborg, E. R.** (2020). *Navigating White Fragility in Leadership Education*. Workshop accepted for the International Leadership Association's (ILA) Global Conference, Virtual, November 2020.

Wiborg, E. R. (2019). *Assessing Whiteness: Disrupting the Dominant Discourse in Leadership Learning*. Paper presentation at the meeting of Association for the Study of Higher Education (ASHE), Portland, OR, November 2019.

- Wiborg, E. R.,** Brewster, B., Beatty, C. C., & Ford, J. R. (2019). *Stories for Liberation: Teaching Praxis in Leadership Learning*. Workshop at the International Leadership Association's (ILA) Global Conference, Ottawa, CA, October 2019.
- Chandler, J. L. S., **Wiborg, E. R.,** & Thompson, J. F. (2019). *What Does Leadership Courage Look Like When Contending With Whiteness Norms?* Workshop at the International Leadership Association's (ILA) Global Conference, Ottawa, CA, October 2019.
- Wiborg, E.** (2018). *Deconstructing whiteness in leadership learning*. Presentation for the 10th Annual Emerging Scholars Research Consortium at the International Leadership Association's (ILA) Global Conference, West Palm Beach, FL, October 2018.
- Torres, M., **Wiborg, E.,** & Teig, T. (2018). *Practicing critical leadership pedagogy: Weaving social justice education into leadership curriculum*. Presentation at the Leadership Educators Institute, Orlando, FL, December 2018.
- Wiborg, E.,** Torres, M., Hornbeck, R., & Ford, J. (2018). *Decolonizing frameworks: Practical exercises for change in leadership theories, language, and pedagogies*. Workshop at the International Leadership Association's (ILA) Global Conference, West Palm Beach, FL, October 2018.
- Wiborg, E.,** Mintz, A., & Rodriguez, J. (2018). *The Student Leadership Development Plan: Assessing Student Leader Learning through Involvement Experiences*. Master class at the National Association for Campus Activities (NACA) National Convention, Boston, MA, February 2018.
- Wiborg, E.,** Torres, M., & Teig, T. (2017). *Practicing critical theoretical pedagogy: Weaving social justice education in leadership curriculum*. Workshop at the International Leadership Association's (ILA) Global Conference, Brussels, Belgium, October 2017.
- Wiborg, E.,** & Osteen, L. (2016). *Panhellenic leadership lab on the cycle of socialization and liberation*. Presentation at the Panhellenic Recruitment Counselor Training at Florida State University, Tallahassee, FL, March 2016.
- Wiborg, E.** (2016). *Spirituality*. Presentation at the Division of Student Affairs Half Day Conference at Florida State University, Tallahassee, FL, January 2016.
- Shankman, M., Osteen, L., & **Wiborg, E.** (2015). *Co-authentic women's leadership learning: Using alumna and EIL to fund and develop*. Presentation at NASPA Annual Conference, New Orleans, LA, March 2015.
- Wiborg, E.** (2015). *The big questions in life: Why spirituality matters to wellness*. Presentation at the Fellows Forum for Florida State University Graduate School, Tallahassee, FL, March 2015.
- Brooks, R., & **Wiborg, E.** (2014). *Men of principle: Mentoring leaders in greek life*. Presentation at the Mentoring Institute for Florida State University, Tallahassee, FL, November 2014.
- Wiborg, E.** (2014). *Lunch & leadership: Exploring the five practices of exemplary leadership*. Speaking engagement at the Delta Zeta Regional Weekend for Officer Training, Tallahassee, FL, January 2014.
- Swift, K., & **Wiborg, E.** (2012). *You said what?!?: Free speech and social justice in student affairs*. Presentation at NASPA Annual Conference. Phoenix, AZ, March 2012.
- Shehane, M., & **Wiborg, E.** (2012). *Living a life of service: Applying principles of servant leadership*. Presentation at The Big Event Conference. College Station, TX, February 2012.

Professional Appointments

Graduate Assistant

August 2017 – July 2018

Leadership Learning Research Center (LLRC), Joint partnership with the College of Education & Division of Student Affairs, Florida State University

- Taught two undergraduate courses each in the Fall and Spring semester in the Undergraduate Certificate in Leadership Studies

- Lead and develop marketing initiatives for *New Directions in Student Leadership* (NDSL), a quarterly sourcebook series which explores dimensions of the development of leadership in high school youth and college students to aid leadership educators
- Produced and coordinated the marketing efforts, including social media accounts and the website for the Leadership Learning Research Center
- Supported and conducted research on various projects through the Leadership Learning Research Center
- Assisted with advising and promotion of the Undergraduate Certificate in Leadership Studies

Program Coordinator

September 2012 – July 2017

Center for Leadership and Social Change, Florida State University

- Coordinated large-scale leadership development programs for the general campus body, including Leadership LOGIC, Women's Leadership Institute, the LeaderShape Institute, Service Leadership Seminar, Spiritual Life Project, Social Change Peer Educators, and With Words:
 - Developed curriculum that incorporates dialogue, leadership, identity, diversity, and community engagement
 - Managed a budget of over \$100,000
 - Established individual leadership development plans for undergraduate and graduate students
 - Produced strategic marketing plans and materials for each program, including social media campaigns and graphic design
 - Coordinated the assessment of each program to document growth and connection to department's mission
- Coordinated the Social Justice Living Learning Community (LLC) for 30 first-year students and four second-year students:
 - Partnered with University Housing, Undergraduate Studies, and faculty members in coordinating the LLC
 - Developed and implemented curriculum requirements for the LLC first-year and second-year program
 - Coordinated the recruitment and selection of students for the program
 - Built curriculum and taught capstone colloquium, focused on social justice in relation to leadership
- Initiated and maintained relationships across campus for leadership development opportunities and financial support
- Supervised graduate assistants, multiple graduate interns, and student workers
- Applied, secured, and maintained grant applications and programming for multiple department and community needs
- Lead the expansion and creation of programs, allowing for substantial growth and opportunity for interested students
- Developed and facilitated a broad range of requests for leadership development trainings and presentation through the campus and Tallahassee community

Graduate Assistant

May 2010 – August 2012

New Student Programs, Texas A&M University

- Co-Advised the Aggie Orientation Leader Program (AOLP), a student organization comprised of 100 orientation leaders and 16 executive team members who assist with New Student Orientation (annual budget of \$75,000+)
 - Developed and implemented AOLP executive team training and leadership curriculum
 - Worked with AOLP executive team in creation and implementation of programs during orientation and welcome week
 - Assisted AOLP with the development and implementation of learning outcomes for program areas
 - Oversaw AOLP executive team with recruitment, interviews, and selection of orientation leaders
- Created, edited, and published multiple publications, including the New Student Handbook, distributed to 12,000 new students
- Served as a staff member for freshman and transfer New Student Orientations, attended by approximately 9,500 new students and over 13,000 family members throughout the summer and winter
- Coordinated annual Welcome Week events attended by over 3,000 students
- Participated in staff on-call rotation for supervision at New Student and Family Program events

Leadership and Service Center Intern

January 2012 – June 2012

Department of Student Activities, Texas A&M University

Leadership Syndicate Intern

August 2011 – June 2012

Division of Student Affairs, Texas A&M University

NODA Graduate Summer Intern, Extended Orientation Programming

May 2011 – July 2011

Center for Leadership and Service, University of Georgia

Service Activities & Professional Affiliations

National Service

- **Scholar Ambassador**, LEAD365 November 2019
- **Volunteer**, Carnegie Project on the Education Doctorate Convening June 2018
- **Program Reviewer**, Leadership Educator's Institute June 2018
- **Volunteer/Facilitator**, Dalton Institute for College Student Values January 2016, January 2018

- **Interviewer**, International Leadership Association Intersections Newsletter with John Dugan April 2017
- **National Cluster Facilitator**, LeaderShape Institute July 2014
- **Graduate Representative**, National Orientation Directors Association (NODA) Region IV November 2010 – May 2012
- **Member**, Conference Committee for the Region IV NODA Conference 2011, 2012

University Service – Florida State University

- **Facilitator**, Challenge Course with Campus Recreation Spring 2015 – Present
- **Program Reviewer**, Garnet & Gold Scholar Society Fall 2012 – Spring 2020
- **Mentor**, Center for Leadership & Social Change Service Scholar Program September 2012 – May 2020
- **Presenter**, Center for Leadership & Social Change Student Leader Conference September 14, 2019
- **Guest Lecturer**, EDH 5931 Creating Culturally Relevant Leadership Learning March 7, 2018
- **Convener/Chair**, Spiritual Life Project Spring 2014 – May 2017
- **Member**, Labyrinth Working Group Spring 2015 – Spring 2018
- **Member**, Division of Student Affairs Assessment and Research Team Spring 2015 – July 2017
- **Member**, Division of Student Affairs Diversity and Inclusion Committee Spring 2015 – July 2017
- **Member**, Division of Student Affairs Professional Development Committee Spring 2015 – July 2017
- **Member**, Center for Leadership & Social Change Student Learning Committee July 2013 – July 2017
- **Advisor**, Garnet & Gold Scholar Society Fall 2012 – Summer 2017
- **Advisor**, Beta Theta Pi New Member Education Spring 2013 – Spring 2015
- **Member**, Search Committee for Associate Director of the Center for Leadership & Social Change July 2015
- **Member**, Search Committee for Coordinator of Student Activities June 2014
- **Cluster Facilitator**, LeaderShape Institute May 2014
- **Facilitator**, MLK Dinner Dialogue January 2014
- **Facilitator**, Multicultural Leadership Summit January 2014
- **Member**, MLK Book Stipend Committee November 2012

University Service – Texas A&M University

- **Member**, Student Leader Learning Outcomes Project Fall 2011 – Summer 2012
- **Advisor**, Kappa Kappa Gamma Risk Management Spring 2011 – Summer 2012

Professional Memberships

- International Leadership Association (ILA)
- Association for the Study of Higher Education (ASHE)
- American College Student Personnel Association (ACPA)
- National Association of Student Personnel Administration (NASPA)
- National Clearinghouse for Leadership Programs (NCLP)

Awards & Honors

- ACPA Professional Preparation Commission, Nevitt Sanford Award** 2020
- Kappa Kappa Gamma Foundation Graduate Student Scholarship Recipient** 2016 – 2020
- Hardee Center for Leadership & Ethics in Higher Education (Hardee) Fellow**, Florida State University 2016 – 2019
- Hardee Fellow Academic Conference Travel Grant**, Florida State University 2019
- Educational Leadership & Policy Studies Travel Award**, Florida State University 2019
- Congress of Graduate Students Presentation Grant**, Florida State University 2017 – 2019
- Outstanding Teaching Assistant Award Nominee**, Florida State University 2018 – 2019
- College of Education Graduate Teaching Award Nominee**, Florida State University 2018
- College of Education Conference Travel Grant**, Florida State University 2017
- Carrie G. Hall Scholarship Award Scholarship Recipient, Hardee**, Florida State University Fall 2017
- Division of Student Affairs Silent Superlative Award**, Florida State University Summer 2017
- NASPA FL Program of Distinction Award**, Leadership LOGIC at Florida State University Fall 2016
- Hardee Graduate Supervisor/Mentor Award**, Florida State University Spring 2016
- Division of Student Affairs Better Together Award**, Leadership LOGIC, Florida State University Summer 2016

Mary Coburn Outstanding Faculty/Staff Member , Greek Leadership Awards, Florida State University	Spring 2015
Omicron Delta Kappa National Leadership Honor Society Member , Florida State University	Fall 2008 – Spring 2010
Dean of Student's Undergraduate Award (Dean's Cup) , Florida State University	Spring 2010

Grants

NACA Advancing Research in Campus Activities Grant , Gold Research Scholar Award	Fall 2016
Division of Student Affairs Innovative Idea Award Grant , White Privilege Conference at Florida State University	Fall 2016
Division of Student Affairs Innovative Idea Award Grant , Spiritual Life Project Labyrinth, Florida State University	Fall 2015

Specialized Trainings

Collaborative Institutional Training Initiative (CITI) Human Subjects Research Course	February 2019
Pivot Training for Finding Grants , College of Education, Florida State University	November 2018
Social Justice Ally Training	December 2013
Question, Persuade, and Refer (QPR) Suicide Prevention Training	March 2011
StrengthQuest Facilitator Training	October 2011