

Hadley Gasser, M.Ed.

PROFESSIONAL EXPERIENCE

CEO and Executive Director: Family Promise Salt Lake | *Salt Lake City, Utah* **June 2024 - August 2025**

- Led a comprehensive family stabilization and self-sufficiency non-profit supporting housing insecure families
- Directed organizational operations, staff, and service delivery, expanding capacity by 50% through cross-sector collaboration
- Designed and implemented programs prioritizing equitable access to support underserved populations
- Secured \$70,000 in new funding by cultivating partnerships with foundations, corporations, and public stakeholders
- Developed relationships with key community partners to increase partnership and donation opportunities
- Built and managed multi-stakeholder relationships to implement innovated, scalable solutions to complex social challenges
- Partnered with board of directors to translate organizations vision to actionable strategic initiatives with measurable goals
- Established frameworks and metrics to ensure families served received the best possible support and outcomes

Program Coordinator for Inclusion & Diversity: UVU | *Orem, Utah* **January 2023 – September 2023**

- Expanded the Foundations of Inclusion program, adding modules, increasing enrolment and completion by 20%
- Developed and implemented curriculum and learning outcomes for faculty and staff cultural intelligence development
- Collected, analyzed and reported program impact data to inform strategic decisions and continuous improvement
- Cultivated cross-campus relationships to strengthen collaboration, communication, and coordination in DEI initiatives
- Led initiatives targeting equity gaps among student populations, integrating outcomes with broader retention strategy
- Mentored Area Inclusion Committee chairs in strategic plan development for the 2023-2028 Inclusion Plan
- Served as a campus thought leader through focusing on campus collaboration highlighting diversity and identity
- Created an environment of constant process improvement focusing on policy and procedural changes
- Guided student leaders and interns in program implementation and leadership development focusing on inclusivity

Diversity, Equity, and Inclusion Consultant: Weber Human Services | *Ogden, Utah* **February 2023**

- Partnered with HR and inaugural diversity leadership on equity and inclusion strategies to strengthen culture
- Designed and implemented training curricula, evaluation metrics, and reporting structures to ensure values alignment
- Developed KPIs and assessment frameworks to measure initiative effectiveness and guide continuous improvement
- Provided actionable recommendations for scalable and sustainable DEI programs adaptable to diverse populations

Manager of Culture and Diversity: University of Texas | *Tyler, Texas* **September 2021 – December 2022**

- Established and led the Presidential Advisory J.E.D.I. Council, coordinating campus-wide strategy for two campuses
- Built a campus partnerships connecting food and housing insecure students to resources, fostering persistence
- Developed and facilitated campus-wide training on implicit bias and inclusive practices, enhancing campus engagement
- Managed Title IX and discrimination-related cases, ensuring equitable processes, compliance, and accountability
- Collaborated on the strategic diversity plan, integrating J.E.D.I. principles into institutional policy and programming
- Led initiatives across multiple campuses to strengthen inclusive culture, student belonging, and operational alignment
- Designed inclusion initiatives for commuter, transfer, and first-gen students, enhancing engagement and retention

Program Manager – MBA: Utah Valley University | *Orem, Utah* **November 2019 – August 2021**

- Expanded MBA program enrollment by 33% through targeted recruitment and cross-campus collaboration
- Directed operations, student experience, and alumni engagement ensuring high-quality program delivery and outcomes
- Built partnerships with local businesses to expand visibility, pipeline diversity, and experiential learning opportunities
- Developed and implemented enhanced student support initiatives from onboarding, advising, and alumni engagement
- Oversaw academic affairs and program delivery, aligning curriculum and co-curricular initiatives to institutional goals
- Collaborated on the business development of the program, creating local business leaders partnerships
- Managed marketing and communications to ensure proper voice and advertising for diverse recruiting strategies

Admissions Coordinator – MBA: Utah Valley University | *Orem, Utah* **May 2019 – November 2019**

- Streamlined application and interview process, reducing review time by 21 days, improving candidate experience
- Increased applications by 15% and enrollments by 6%, expanding access to the MBA program to diverse populations
- Developed and maintained student profiles and recruitment strategies to enhance visibility and employer engagement
- Represented UVU MBA in multi-state recruiting initiatives, built relationships, and strengthened program pipeline

Career Services Advisor: Independence University | *Millcreek, Utah* **September 2017 – October 2018**

- Developed partnerships with businesses to increase student access to career, internship, and externship pathways
- Provided career advising and placement support, helping students achieve measurable employment outcomes
- Recognized as a top performer for excellence in student engagement, outcomes, and relationship building

TEACHING EXPERIENCE

- University of Texas at Tyler – Guest Lecturer, Doctor of Nursing** **2023 – Present**
- Teach graduate-level sessions on cultural sensitivity, implicit bias, microaggressions, and equitable practices, preparing future healthcare populations to serve diverse populations
- Utah Valley University – Foundations of Inclusion** **2019 – 2021**
- Designed and facilitated professional development courses for faculty and staff, building curriculum for courses in Anti-racism, gender, and socioeconomic status and class.
 - Mentored participants in applying inclusive practices, improving engagement with students and colleagues, and fostering a culture of belonging across campus
- Utah Valley University – Undergraduate Humanities Courses** **Spring 2016**
- Led lessons and served as a teaching assistant and breakout session leader for *Introduction to Psychology* and *Social-Cultural Anthropology* courses, creating curriculum and interactive learning opportunities for students

EDUCATION

- Master of Education: Higher Education Leadership:** Utah Valley University
- Capstone Project: Faculty certification program for certification to teach Global/Intercultural courses, integrating inclusive pedagogy and equity-focused curriculum design
- Bachelor of Science: Behavioral Science, Emphasis: Sociology | Minor: Gender Studies:** Utah Valley University
- Focus on social change, equity, and justice in educational and societal contexts

VOLUNTEER & LEADERSHIP EXPERIENCE

- Family Promise National Access, Belonging, and Community Board: Member** **June 2024 – Present**
- Develop national strategies and framework to embed ABC across affiliates to enhance organizational equity and impact
 - Design training and resources to build capacity for inclusive practices at affiliate and community levels
- UVU Master of Higher Education Leadership Advisory Board: Member** **February 2025 – Present**
- Serve on steering committee to set learning outcomes, review student feedback, and guide curriculum decisions to enhance student success, engaged learning opportunities, and leadership development
- UVU Powwow: UVU Native Excellence & Tribal Engagement** **November 2021 – Present**
- Support annual Powwow, facilitating event logistics and partnerships to promote cultural representation, engagement, and community building for UVU and the tribes of Utah
- Presidential Justice, Equity, Diversity, & Inclusion Advisory Council: Chair** **January 2020 – August 2021**
- Led campus-wide council to operationalize JEDI principles, developing long-term strategies and tactics to improve justice, equity, inclusion, belonging across multiple campuses and units

PUBLICATIONS AND SPEAKING ENGAGEMENTS

PUBLICATIONS

- Equity & Excellence in Education | *Coauthor* **August 2020**
- Chakravarty, D., Good, K. and Gasser, H., 2020. "Exploring Your World, Exploring Other Cultures:" How Neocoloniality and Neoliberalism Inform US Education Abroad Programs. *Equity & Excellence in Education*, 53(1-2), pp.121-136.

PRESENTATIONS AND PUBLIC SPEAKING

- Rose City Society of Human Resources Managers: Tyler, TX** **Summer 2022**
- Presented on Diversity, Equity, and Inclusion, focusing on practical strategies for addressing implicit bias and microaggressions in organizational structures and settings
- Tyler Independent School District and Belize Schools Teacher's Meeting: Tyler, TX** **Fall 2021**
- Delivered professional development seminar on inclusive instructional design and practices with strategies for effective presentations and best practices to enhance student engagement
- Contours of Knowledge Interdisciplinary Studies Conference: Utah Valley University** **Spring 2016**
- Panelist on interdisciplinary teaching methods, explored integrating gender equity and social justice topics into classroom practices
- J. Bonner Richie Dialogue on Peace: Utah Valley University** **Spring 2016**
- Presented research on colonialism, neoliberalism, and globalization connecting social justice theory to educational contexts