

Norman J. Pollard, Ed.D.

Dr. Pollard currently serves as the Dean of Students at Alfred University, where he supervises Public Safety, the Wellness Center (Health, Counseling and Wellness Education), the Campus Judicial System, the Bias Response Team, and the Behavior Assessment Team. He oversees the student affairs emergency response and crisis management systems, including recruiting and training all members of the emergency response team. In addition to his supervision of the Campus Judicial System, he directs the code of student conduct, assesses the University's student discipline process, and ensures compliance with local, state, and federal mandates. He also investigates policy violations and serves as the primary contact for off-campus judicial violations. Dr. Pollard works closely with Residence Life and Public Safety to ensure a healthy and safe living environment, and he acts as a liaison with landlords, law enforcement, and alcohol providers.

At Alfred, Dr. Pollard also assists with the formulation, implementation, and assessment of his division's strategic plan and facilitates on-going assessment based on learning outcomes. He led efforts to change their previously contracted Health Center to an "in-sourced" operation, has provided training to faculty and staff on responding to distressed, disruptive, and dangerous students, and formed a Behavioral Assessment Team to provide case management. He also established a Bias Response Team to respond to issues of bias, harassment, hate speech, and intolerance. Dr. Pollard refined and enhanced the campus judicial system by changing the punitive model to a restorative justice model, introducing new data management software, rewriting the training manual, revamping the judicial website and instituting an informal resolution procedure for hearings processes.

Dr. Pollard's prior positions at Alfred University include Director of the Counseling and Student Development Center, where he oversaw the overall management and operations, including fiscal and strategic planning, organizational effectiveness, outcome assessment, and personnel issues; and Assistant Director of Career and Counseling Services, where he provided leadership to transition from a mental health clinic to a more comprehensive model. He also served as a Counseling Psychologist at James Madison University prior to joining the Alfred University community.

Dr. Pollard has taught psychology, history, theoretical and clinical counseling courses, and student development, among many other areas, at a variety of institutions and has served as a mentor at Empire State College. He is a nationally recognized expert on hazing and athletics, and he has presented at NASPA, the American College Personnel Association, and at a wide variety of campus, community, and other conference venues. He has chaired the Middle States Administration, Leadership and Governance Working Group, served as a member of the Student Learning Assessment Committee, and chaired the Bias Response Team on his campus.

Dr. Pollard received his B.A. in Political Science and Criminal Justice from Lycoming College, his M.A. in Agency Counseling from Western State College, and his Ed.D. in Counseling and Personnel Services from Drake University. He holds certifications as a licensed mental health counselor and in national incident management system advanced training.