

LEXI RAE KVASNICKA-GATES, PhD

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105 Simrall Boulevard
Bottineau, ND 58318

Full professor of psychology with over 10 years of community college teaching experience focusing on introductory-level courses. Dedicated member of the college community specialized in providing a quality educational experience inside of the classroom and ensuring continued institutional accreditation through the Higher Learning Commission.

EDUCATION

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| PhD | North Dakota State University, Health/Social Psychology
Dissertation: Individual Differences and Attentional Bias
Associated with Male Body Dissatisfaction
Defended: April 2011 | August 2011 |
| MS | North Dakota State University, Health/Social Psychology
Thesis: Effort, Emotions, and Cardiovascular Reactivity to
Acute Stress
Defended: April 2009 | May 2009 |
| BA | Minnesota State University Moorhead, Psychology
Graduated Summa Cum Laude
Minored in Communication Studies and Honors | May 2007 |

TEACHING EXPERIENCE

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| Dakota College at Bottineau , Bottineau, ND
Professor , Liberal Arts Department | August 2011 to Present |
| <ul style="list-style-type: none">• Courses: Introduction to Psychology (PSYC 111), Honors Introduction to Psychology (PSYC 111H), Introduction to Sport and Performance Psychology (PSYC 207), Developmental Psychology (PSYC 250), Abnormal Psychology (PSYC 270), Honors Abnormal Psychology (PSYC 270H), Introduction to Health Psychology (PSYC 280), Activity: Running (HPER 101)• PSYC 111, 250, and 270 taught face-to-face, online, and via the Interactive Video Network (IVN). Courses taken by campus and dual credit students.• Duties included course and program-level assessment, curriculum development, course development, ensuring course consistency, managing departmental budget, maintaining currency within the discipline.• Ranking and Tenure:<ul style="list-style-type: none">○ Professor○ Associate Professor○ Tenured○ Assistant Professor | |
| | <div>August 2020 to Present</div> <div>August 2017—July 2020</div> <div>May 2017</div> <div>August 2011—July 2017</div> |

North Dakota State University, Fargo, ND
Teaching Assistant, Department of Psychology

August 2009 to May 2011

- Provided instructional assistance, guest lecturing, tutoring, office hours, and weekly grading to anywhere between 60-500 students per class.
- Courses: Introduction to Psychology (PSYC 111; multiple sections) and Research Methods I (PSYC 350; multiple sections)

ADMINISTRATIVE EXPERIENCE

Dakota College at Bottineau, Bottineau, ND
Director of Accreditation

August 2021 to Present

- Duties include leading and coordinating all institutional accreditation efforts through the Higher Learning Commission (HLC).

Dakota College at Bottineau, Bottineau, ND
Accreditation Liaison Officer to the Higher Learning Commission

May 2022 to Present

- Duties include facilitating responses to HLC inquiries, maintaining the institution's file of official documents and reports related to DCB's relationship to HLC, providing comments to HLC, and ensuring institutional changes are reported to and approved by the Commission.

Dakota College at Bottineau, Bottineau, ND
Higher Learning Commission Accreditation Coordinator

August 2017 to July 2021

- Duties included coordinating and directing re-accreditation efforts at a small community college, identifying appropriate evidence sources, managing a team of seven different committees, understanding the accreditation process, writing institutional reports for the Higher Learning Commission, educating the campus community regarding accreditation, and coordinating logistics for site visits.

Dakota College at Bottineau, Bottineau, ND
Retention Coordinator/Director

August 2021 to December 2014

- Duties included coordinating and directing a team of up to five individuals tasked with increasing retention and persistence rates at DCB, implementing an Early Warning Program, drafting and implementing a First Year Sequence Program for at-risk students.

PROFESSIONAL WRITING EXPERIENCE

Dakota College at Bottineau, Bottineau, ND
Higher Learning Commission Assurance Argument Writer

May 2023 to March 2024

- Duties included developing and supporting Dakota College's argument for continued accreditation through the Higher Learning Commission as part of the Year 4 Assurance Review. In charge writing to all Criteria for Accreditation, as well as editing, providing addendum evidence, and checking for errors of fact.

Dakota College at Bottineau, Bottineau, ND

August 2020 to September 2022

Higher Learning Commission Interim Report Writer

- Duties included drafting, editing, and submitting three interim monitoring reports (3.C Faculty Qualifications, 3.E/4.B Cocurricular Assessment, and 5.D Institutional Effectiveness) to the Higher Learning Commission.

Dakota College at Bottineau, Bottineau, ND

May 2019 to March 2020

Higher Learning Commission Assurance Argument Writer

- Duties included developing and supporting Dakota College's argument for continued accreditation through the Higher Learning Commission. In charge of Criterion 1, 3, and 4, as well as editing Criterion 2 and 5.

Dakota College at Bottineau, Bottineau, ND

August 2020-October 2020

Higher Learning Commission Institutional Update Report

- Duties included drafting, editing, and submitting an institutional update report prior to the Higher Learning Commission's October 2020 Verification Visit.

VOLUNTEER SERVICE WITH THE HIGHER LEARNING COMMISSION

Higher Learning Commission, Chicago, IL

May 2022 to present

Peer Reviewer (Volunteer)

- Duties included serving as a volunteer peer reviewer on the Peer Review Corps for the Higher Learning Commission. Trained to review Standard and Open Pathways institutions.

CONTRACTUAL WORK WITH THE HIGHER LEARNING COMMISSION

Higher Learning Commission, Chicago, IL

March 2024 to present

Accreditation Liaison Officer (ALO) Orientation Course Facilitator

- Duties include working with HLC staff to develop course content, facilitation of participant discussion boards, and facilitation of live sessions.

HONORS AND AWARDS

Dakota College at Bottineau Faculty Excellence Award

2015

Dakota College at Bottineau Advising Excellence Award

2013

RESEARCH EXPERIENCE

Personality and Media Images Study (Dissertation)

2010 to 2011

North Dakota State University, Fargo, ND**Study Coordinator, Department of Psychology**

- Responsibilities included developing studies to test theories of body dissatisfaction, gaining IRB approval, hiring research assistants to work in the laboratory,

programming studies, running participants and collecting data, analyzing and writing up data for final dissertation.

- Dissertation Committee: Clayton J. Hilmert, Ph.D., Kathryn Gordon, Ph.D., Michael D. Robinson, Ph.D., and Mark Meister, Ph.D.

Social Psychophysiology and Health Laboratory

2007 to 2011

North Dakota State University, Fargo, ND

Research Assistant, Department of Psychology

- Responsibilities included supervising and conducting research studies, data analysis using SPSS software, writing manuscripts for presentation and publication, supervising undergraduate students, and coordinating lab activities and meetings.
- Supervisor: Clayton J. Hilmert, Ph.D.

Red River Valley Pregnancy Study

2007 to 2011

North Dakota State University, Fargo, ND

Study Coordinator, Department of Psychology

- Responsibilities included data collection at multiple sites, performing study related interviews, supervising undergraduate and graduate students, and supervision of medical record retrieval.
- Supervisor: Clayton J. Hilmert, Ph.D.

PUBLICATIONS

Hilmert, C. J., **Kvasnicka-Gates, L. R.**, Teoh, A. N., Bresin, K., & Fiebiger, S. (2016). Major flood related strains and pregnancy outcomes. *Health Psychology*.

Hilmert, C. J., & **Kvasnicka-Gates, L. R.** (2010). Blood pressure and emotional responses to stress: Perspectives on cardiovascular reactivity. *Social and Personality Psychology Compass*, 3, 1-14.

CONFERENCE PRESENTATIONS (ORAL PRESENTATION)

Kvasnicka-Gates, L. R., O'Toole, K. & Burbidge, L. (2024, April). Guess We're Not Done Writing Yet: Navigating Interim Reports. Presentation at the Higher Learning Commission Annual Conference, Chicago, IL.

Niedens, R., **Kvasnicka-Gates, L. R.**, Matthews, K., & Oatis, S. (2025, April). Enhancing Student Success Using Gen Ed Assessment. Presentation at the Higher Learning Commission Annual Conference, Chicago, IL.

INVITED TALKS

Kvasnicka-Gates, L.R. (2025, August). *HLC Updates*. Dakota College at Bottineau, In-service Speaker.

Kvasnicka-Gates, L.R. (2025, August). *Strategic Plan & Implementation Updates*. Dakota College at Bottineau, In-service Speaker.

- Keith, K. & **Kvasnicka-Gates, L.R.** (2025, August). *So, You're New Around Here*. Dakota College at Bottineau, New Faculty Orientation.
- Kvasnicka-Gates, L.R.** (2024, August). *Accreditation Updates: Assurance Review and Moving Forward*. Dakota College at Bottineau, In-service Speaker.
- Kvasnicka-Gates, L.R.** (2023, August). *Accreditation Updates: Preparing for the Assurance Review*. Dakota College at Bottineau, In-service Speaker.
- Kvasnicka-Gates, L.R.** (2020, August). *Accreditation: What You Need to Know*. Dakota College at Bottineau, In-service Speaker.
- Kvasnicka-Gates, L.R., & Albertson, H.** (2020, August). *Syllabus Consistency*. Dakota College at Bottineau, In-service Speaker.
- Kvasnicka-Gates, L.R.** (2019, August). *HLC Assurance Argument*. Dakota College at Bottineau, In-service Speaker.
- Kvasnicka-Gates, L.R.** (2019, April). *Fueling the Body for Competition*. Bottineau 19-U Girls Hockey Education Presentation.
- Kvasnicka-Gates, L.R.** (2018, September). *Body Dissatisfaction and Body Image*. Bismarck Public Schools Career Academy Outreach Speaker.
- Kvasnicka-Gates, L. R.** (2018, August). *HLC Reaccreditation*. Dakota College at Bottineau, In-service Speaker.
- Kvasnicka-Gates, L. R.** (2018, May). *Body Dissatisfaction and Body Image*. Bismarck Public Schools Career Academy Outreach Speaker.
- Kvasnicka-Gates, L. R.** (2018, April). *Body Dissatisfaction and Body Image*. Rugby Junior High and High School Outreach Speaker.
- Kvasnicka-Gates, L. R.** (2018, February). *Grit: The Power of Passion and Perseverance*. Dakota College at Bottineau, Leadership through Service Speaker.
- Kvasnicka-Gates, L. R.** (2016, May). *Body Image*. Mohall-Lansford-Sherwood Elementary School Outreach Speaker.
- Keith, K., & **Kvasnicka-Gates, L.R.** (2015, August). *Effective Faculty Advising Techniques*. Presented at DCB In-service.
- Kvasnicka-Gates, L. R.** (2014, March). *Body Image and Dissatisfaction*. Ellendale Middle and High School Outreach Speaker.

Kvasnicka-Gates, L. R. (2014, March). *Insights into Emotions, Effort, and Cardiovascular Reactivity to Acute Stress*. Dakota College at Bottineau, Retired Teachers of Bottineau County Annual Talk.

Botton, C., & **Kvasnicka-Gates, L.R.** (2014, August). *College Success at Dakota College at Bottineau*. First Year Experience Speaker.

Kvasnicka-Gates, L. R. (2013, August). *Retention Review: Current Retention Effectiveness and an Introduction to the First Year Sequence Retention Program*. Dakota College at Bottineau, Faculty and Staff In-Service.

Kvasnicka-Gates, L. R. (2013, February). *The Psychology of Risk Taking*. Dakota College at Bottineau, Campus Read/Lecture Series.

Kvasnicka-Gates, L. R. (2012, December). *Effective Communication Skills for Women*. Dakota College at Bottineau. Professional Growth Series.

Kvasnicka-Gates, L. R. (2012, April). *Managing Millennials*. Dakota College at Bottineau, Professional Growth Series.

Kvasnicka-Gates, L. R. (2012, February). *Body Dissatisfaction: It's Not Just a Female Thing*. Jamestown College, Healthy Living Week Speaker.

Kvasnicka, L. R. (2011, May). *Individual Differences and Attentional Bias Associated with Male Body Dissatisfaction*. North Dakota State University, Department of Psychology Colloquium Series.

Kvasnicka, L. R. (2009, November). *Red River Valley Pregnancy Study*. North Dakota State University, Department of Psychology Brown-Bag Series.

Kvasnicka, L. R. (2009, May). *Emotions, Effort, and Cardiovascular Reactivity to Acute Stress*. North Dakota State University, Department of Psychology Colloquium Series.

Kvasnicka, L. R. (2009, April). *Cardiovascular Reactivity During Emotional Exercise*. North Dakota State University, Department of Psychology Health/Social Brown-Bag Series.

CONFERENCE PRESENTATIONS (POSTER PRESENTATION)

Kvasnicka-Gates, L. R. (2025, April). Academy Poster Fair. *HLC Annual Conference*, Chicago, IL.

Burbidge, L., Chisholm, T., **Kvasnicka-Gates, L.R.**, Lindgren, M., Halvorson, L., & Rybchinski, T. (2024, October). Do I need to do that? Establishing cocurricular assessment at a community college. *HLC Assessment Academy Poster Session*, St. Charles, IL.

Kvasnicka-Gates, L. R., & Junker, M. M. (2014, November). Evaluating the Effectiveness of a First Year Program Designed to Assist Under-Prepared Community College Students. Poster to be presented at the National Symposium on Student Retention, Louisville, KY.

*Dettler, B. N., **Kvasnicka, L. R.**, & Hilmert, C. J. (2011, March). Differences in Male Body Dissatisfaction Based on Sexual Orientation. Poster presented at the Red River Psychology Conference, Moorhead, MN.

Kvasnicka, L. R., & Hilmert, C. J. (2010, January). The Autonomic-Cardiovascular Profiles of Effort and Negative Emotion. Poster presented at the Society for Personality and Social Psychology's 11th Annual Meeting, Las Vegas, NV.

Kvasnicka, L. R., Zielke, D. J., & Hilmert, C. J. (2009, February). Gender of Social Support Provider and Receiver During Stress. Poster presented at the Society for Personality and Social Psychology's 10th Annual Meeting, Tampa, FL.

*Bresin, K., **Kvasnicka, L. R.**, & Hilmert, C. J. (2008, April). Heart Rate Variability and Emotional Responses to Acute Stress. Poster presented at the Red River Valley Psychology Conference, Moorhead, MN.

Nitschke, M., **Kvasnicka, L. R.**, Johnston, B., Schmidt, B. J., & Wald, R. (2006, November). The Remade Man. Poster presented at the Northern Lights Psychology Conference, Grand Forks, ND.

Kvasnicka, L. R., Nitschke, M., Schmidt, B. J., Wald, R., & Johnston, B. (2006, April). The Remade Man. Poster presented at the Red River Valley Psychology Conference, Fargo, ND.

*Denotes collaboration with an undergraduate student.

ACCREDITATION CONFERENCE, WORKSHOP, AND TRAINING ATTENDANCE

Higher Learning Commission Annual Conference, Chicago, IL

Years in Attendance: 2012, 2013, 2017, 2018, 2019, 2021 (virtual), 2022, 2023, 2024, 2025

Higher Learning Commission Student Success Academy

Academy Participation: 2024-2026

Role: Team Lead

Higher Learning Commission Strategic Planning Workshop, Tempe, AZ

May 2023

Higher Learning Commission Peer Corps Training, St. Charles, IL

May 2022

National Alliance of Concurrent Enrollment Partnerships Annual Conference, Orlando, FL

Years in Attendance: 2021

Higher Learning Commission Assessment Academy

Academy Participation: 2020-2025

Project: Co-Curricular Assessment

Higher Learning Commission Assessing General Education Workshop, Chicago, IL

February 2019

Higher Learning Commission Emerging Leaders in Assessment Workshop, Chicago, IL

February 2019

PROFESSIONAL AFFILIATIONS

American Psychology Association (Full Member), 2013-Present

Society for the Teaching of Psychology, 2017-Present

Society of Personality and Social Psychology, 2008-2012

PROFESSIONAL SERVICE

Higher Learning Commission Peer Reviewer	2022—Present
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Strategic Planning and Institutional Council for Effectiveness, Chair	2023—Present
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Institutional Effectiveness Committee, Chair	2020—2023
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Academic and Co-Curricular Assessment Committee Member	2019—2024
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Faculty Qualification Committee Member	2018—Present
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Director of Retention	2013—2014
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Minot State University Presidential Search Committee Member	2013
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Retention/Advising Coordinator	2012—2013
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CERTIFICATIONS

Jack T. Daniels Certified Long Distance Running Coach

Lifetime Certification, Earned July 2020

REFERENCES

Available upon request.