

Daniel A. Hirsch, Ph.D.

EDUCATION

Doctor of Philosophy; Education and Human Resource Studies	2019
<i>Higher Education Leadership (specialization)</i>	
Colorado State University	
Master of Education, Postsecondary Administration and Student Affairs	2009
University of Southern California	
Bachelor of Arts, Philosophy	2005
Carleton College	

PROFESSIONAL EXPERIENCE

Independent Higher Education Consultant **January 2025 – present**

Founder; [Dan Hirsch Consulting](#)

Advise colleges and universities on organizational strategy, leadership development, and institutional effectiveness, with a focus on advancing initiatives from concept through implementation. Partner with institutional leaders to design customized, mission-aligned solutions that strengthen organizational capacity, cross-functional collaboration, and sustainable change.

- Lead organizational development and strategic initiatives that align institutional priorities with operational execution
- Guide strategic planning, leadership development, and organizational analysis efforts, emphasizing actionable outcomes and long-term impact
- Provide executive and leadership coaching to senior administrators, supporting adaptive leadership, team effectiveness, and change management
- Design and facilitate workshops and programs on organizational culture, student development, and cross-functional collaboration
- Support institutional partners in diagnosing challenges, developing solutions, and sustaining implementation through ongoing engagement and assessment

Advancement Officer **January 2025 – present**

Claremont McKenna College; Claremont CA

A senior member of the Advancement Office primarily responsible for enhancing the scope, efficiency, and impact of the CMC Advancement team.

- Create new pathways for engagement and philanthropy by utilizing predictive analytics to develop data-driven strategies for cultivating new donors and partners.
- Serve as the Advancement liaison for CMS Athletics by managing a portfolio of current and prospective donors, developing gift proposals for the CMS Sports Bowl, and create communications to parents and alumni with team updates and giving opportunities.
- Leverage community relationships to solicit program-based engagement opportunities to enhance the culture of philanthropy among current students, faculty, and staff.
- Conduct organizational analyses to enhance the implementation of strategic priorities.

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Director of Organizational Learning & Development

January 2022 – December 2024

Claremont McKenna College; Claremont CA

A member of the Office of Civil Rights focused on creating and enhancing an equitable and inclusive culture for all members of CMC. Integrates diversity, equity, inclusion, and talent management efforts into the daily practices of the College.

- Developed and facilitated the Organizational Analysis process that enhances the effectiveness and efficiency of departments at CMC.
- Created a Manager Training Series to develop management skills of supervisors at CMC.
- Designed and facilitated a leadership course for CMC staff which developed individual leadership strengths to enhance workplace performance and professional growth.
- Created and implemented the Student Athlete Social Norms Survey for CMS athletics that examines the norms and experiences of CMS athletes.
- Developed the “Staff at the Ath” educational series to engage CMC staff in discussions on a variety of topics from leadership development to responding to microaggressions.
- Created the Wellness Day program, revitalized the CMC Staff Conference, and led the implementation committees responsible for hosting the events.

Director of Advancement and Communications

July 2020 – December 2021

Pitzer College; Claremont, CA

Identified opportunities to connect fundraising efforts with institutional strategic priorities and communicate those efforts with students, faculty, staff, alumni, and the Board of Trustees.

- Managed portfolio of prospective donors at the Leadership Giving level.
- Partnered with major gifts and annual fund staff to grow the pipeline of gifts contributing to institutional priorities and the strategic plan implementation.
- Developed assessment strategy for major gifts to demonstrate value and impact of contributions to the College.
- Collaborated with the Student Senate to redesign the senior gift campaign strategy.

Dean of Campus Life

July 2015 – June 2020

Pitzer College; Claremont, CA

Responsible for developing and enhancing institutional co-curricular programs. Created partnerships between the Office of the Dean of Faculty and Student Affairs to integrate the Mission and Core Values into all aspects of student academic and co-curricular experiences.

Strategic Planning and Campus Life

- Developed and implemented the Student Life Enhancement Plan; a collaborative and data-driven strategic plan to enhance the Pitzer student experience.
- Served as Chair of the Student Affairs Strategic Planning Committee and led the development of divisional educational objectives designed to facilitate student learning through co-curricular programs in support of the College’s educational objectives.

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- Supervised all Campus Life areas and staff, including Student Activities, New Student Orientation, Health and Wellness Programming, the Grove House and Shakedown, the New Resources Program, the Green Bike Program, and over 175 student employees.
- Served as the primary advisor to the Pitzer College Student Senate and assisted the organization with all governance, leadership, policy, and financial matters.

Academic Partnerships

- Developed and implemented the Pitzer College Student Leadership Program and partnered with the Dean of Faculty to create a student leadership curriculum.
- Coordinated and implemented the Sophomore Year Experience and partnered with faculty to develop curricular and co-curricular components.
- Partnered with the Faculty Coordinator for the First Year Seminar (FYS) program to create and host extended Orientation workshops and programs in the FYS classrooms.
- Created and taught courses in the Organizational Studies field group with final projects that supported and enhanced efforts to improve the Pitzer co-curricular experience.

Institutional and Divisional Assessment

- Partnered with the Office of Institutional Research and Assessment to develop and implement an annual assessment strategy for co-curricular student learning outcomes.
- Built and maintained the data infrastructure used to both examine Pitzer's campus climate and enhance the campus life and student experience, as well as identify and address elements of the Pitzer culture that disrupted student learning and development.
- Led efforts within the Office of Student Affairs to develop and utilize assessment tools, analyze data, and implement changes when necessary.

Development of Educational Programs

- Created and implemented the Pitzer Community Dialogues series; a program that promoted respectful and constructive dialogue funded by the Melvin L. Oliver Racial Justice Initiative.
- Developed and facilitated the Healthy Masculinity Initiative in partnership with the EmPOWER Center, 5C staff, and the Advocates from each campus.
- Developed and delivered comprehensive wellness programs, including alcohol and other drug education and harm reduction for New Student Orientation at Pitzer and the other 5Cs, and facilitated the Pitzer Peer Health Educator program.

Student Conduct and Emergency Management

- Served as a Dean in the on-call rotation and as a member of the Student Intervention and Follow Through Team.
- Served as an investigator and hearing officer for the Judicial Council process, and as the primary investigator for Title IX cases.
- Developed and implemented training programs utilizing established student development models, such as Brief Alcohol Screening and Intervention of College Students (BASICS).

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Committee Leadership and Service

- WASC Accreditation Steering Committee (Staff Member)
- Campus Life Committee (Chair)
- Alcohol Task Force (Creator and Chair)
- Pitzer Standing Committees: Staff Council, Budget Implementation, Sustainability, Emergency Management, Pomona/Pitzer Athletics, Dining, Retention
- 5C/7C Committees: JED Foundation Campus Program committee, Campus Life Deans group, Violence Against Women Grant committee, Student Information System Implementation

Associate Director of Campus Life

January 2014 – June 2015

Colby College; Waterville, ME

A member of the Campus Life staff and the only full-time staff member for residence life.

Responsible for residential programming and supervision of the residence life student staff.

- Created and implemented residential education programming that promoted the Division of Student Affairs Strategic Plan.
- Hired, trained, and directly supervised 60 residence life student staff (RAs).
- Advised the first-year class council and coordinated collaboration between the residence life student staff and residence hall presidents.
- Co-facilitated the First Year Orientation program and implemented the Colby First-Year Experience Program.
- Managed a departmental budget of approximately \$250,000.

Assistant Director of Residence Life

July 2009 – December 2013

Grinnell College; Grinnell, IA

Senior member of the Residence Life team responsible for recruiting and hiring of RAs, residential and campus activities, and advising the Grinnell College Student Government.

- Developed and implemented biannual RA training and professional development series as the Chair for the In-Service and Training committee.
- Created, developed, and advised Real Men: a student group for men who are committed to exploring healthy masculinities and eliminating sexual assault.
- Created and facilitated Grinnell Athlete's with Perspective (GAP): a program for 2nd and 3rd semester athletes focused on holistic development and career planning.
- Served on the Committee on Student Life, Residence Life Committee, Wellness Committee, and Harm Reduction Committee.
- Developed community programs for 250 students across four buildings.
- Mentored and contributed to the professional development of 15 student staff.
- Served in the primary on-call rotation and crisis response team.

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LEADERSHIP AND PROFESSIONAL ORGANIZATION EXPERIENCE

National Association of Student Personnel Administrators (NASPA)

- Chair; Small Colleges & Universities Institute 2019 – 2020
- Small Colleges and Universities Institute Planning Committee 2017 – 2018
- National Chair; New Professionals & Graduate Students Knowledge Community 2011 – 2013
- Region IV-E Board Member and Knowledge Community Representative 2010 – 2011

RECOGNITION AND HONORS AWARDED BY STUDENTS

- Commencement Honored Guest: Pitzer College 2019
- Staff Member of the Year: Pitzer College 2018
- Honorary Class Membership: Grinnell College 2013

ADDITIONAL WORK EXPERIENCE

Assistant Summer Camp Director; Leadership Programs Summer 2005, 2007 - 2009

YMCA Camp Orkila; Eastsound, WA

- Directly supervised a 6 person staff and implemented Leadership Programs for 75 high school juniors and seniors through the Counselor in Training, Orkila Summer Intern, and Inclusion Specialists programs.
- Developed and facilitated training workshops, supervised participants' counseling experience, and provided final program evaluation.
- Assisted with daily camp operations to support the summer programming for a weekly, residential camp of 600 youth.

City Year Senior Corps Member

August 2005 – May 2007

City Year; San Jose, CA

- Served two years with City Year: a non-profit AmeriCorps program for 17-24 year old volunteers who commit to full-time community service.
- Managed 12 person staff responsible for creating and implementing a service-learning initiative program for middle and high school youth.
- Designed and coordinated large-scale community service projects based on local social justice issues, including environmental restoration and school improvements.

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TEACHING EXPERIENCE

Visiting Assistant Professor; Pitzer College

Spring 2018 – present

Organizational Studies | Sociology | Gender & Feminist Studies

PZ ORST 198: Applied Organizational Theory

Students in this course combine organizational change and development strategies with leadership development theories to implement a significant and meaningful change at their institution. Collectively as a class and by collaborating with college faculty and administrators, the students design, develop, and implement a program or create a policy that enhances the College's ability to meet the educational mission and the student experience.

PZ ORST 164: Social Norms Theory and Organizational Change

The purpose of this course will be to develop socially conscious leaders with the necessary skill sets to enact social change both at Pitzer and in their careers. The course utilizes the Social Change Model of Leadership Development as a foundational theory and the final projects are policy or project recommendations that enhance the student experience at Pitzer and/or the Claremont Colleges.

PZ ORST 103: Leadership and Social Change

This course introduces several different leadership theories and pedagogies, and also provides an overview of organizational theory, behavior, and change. Students in this course a) explore and articulate their individual values and strengths as a leader; b) learn how to partner their strengths with others to enhance each other's leadership abilities; and c) act on their values and strengths to create meaningful and sustainable change in their communities.

PZ SOC 055 / GFS 055: The Construction of Contemporary Masculinity

"Toxic masculinity" is a direct reference to the unhealthy, exclusive, normative masculinity that is perpetuated everyday by many but experienced by very few. The term is so commonly used in the contemporary public vernacular that it has lost most of its impact in dialogue about social inequity and injustice. This course is designed to a) analyze and understand how gender and masculinity are constructed in contemporary American society, b) examine how and where masculinities are present at the Claremont Colleges and c) provide students with the knowledge and skills to define an authentic masculinity for themselves and their campus.

Independent Study Courses

- Quantitative and Qualitative Research Methods
- Applying the Social Change Model of Leadership
- The Influence of Gender Norms on the Development of College Students

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Student Thesis Advising

- *A Political, Ethical, and Social Comparison of Athletes and Non-athletes at Two Highly Selective Division III Liberal Arts Institutions*
- *Transgressing Boundaries: Challenging Gender within the Athletic Industrial Complex*
- *Day versus Night: Masculinity at Pitzer College*
- *Social Norms and Beauty Standards: Examining Changes in Students' Definitions of Beauty at a Women's College*

PUBLICATIONS AND RESEARCH PRESENTATIONS

- Hirsch, D. (2024). Living masculinities with authenticity: Engaging male students to lead examined and better lives. In J. Laker & E. Boas (Eds.), *Advancing sexual consent and agential practices in higher education: Toward a new community of practice*.
- Hirsch, D. (2019). Evaluating the Impact of Introducing Social Norms Statements on Rape Myth Acceptance among Division III Male Athletes (Dissertation).
- Hirsch, D. (2019). Social Norms, Student Athletes and Sexual Violence Prevention. NASPA Conference; Portland, OR.
- Hirsch, D. & Pulju, M. (2012). The Importance of Understanding and/or Being a Millennial within Student Affairs. NASPA Excellence in Practice: A Knowledge Communities Publication.
- Hirsch, D. (2011). Grinnell Athletes with Perspective: Mentoring Student-Athletes. NASPA Conference; Evanston, IL.
- Hirsch, D. (2010). Real Men: Redefining Masculinity One Conversation at a Time. NASPA Conference; Minneapolis, MN.

SELECTED RECENT PRESENTATIONS AND WORKSHOPS

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| • Organizational Growth through Appreciative Inquiry | Claremont McKenna College |
| • Effective Communication Strategies | Claremont McKenna College |
| • Recognizing and Addressing Implicit Bias | Claremont McKenna College |
| • Facilitating Organizational Development | Claremont McKenna College |
| • Social Norms Theory and Organizational Change | Claremont McKenna College |
| • The Empathy Effect: Making Meaningful Connections | Claremont McKenna College |
| • Utilizing Motivational interviewing | Claremont McKenna College |
| • Bystander Intervention Strategies | Claremont McKenna College |
| • Clifton Strengths: Understanding Your Strengths | Claremont McKenna College |
| • Beyond AlcoholEdu and Towards Harm Reduction | The Claremont Colleges |
| • Social Norms and Substance Use | The Webb Schools |