

Curriculum Vitae
Timothy A. Hammond

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Education

Master of Business Administration, Maharishi University, Fairfield IA –2015
Sustainability

Graduate Certificate, University of Iowa, Iowa City IA – 2009
Public Health

B.A., Luther College, Decorah IA - 2003
Major: Health
Minors: Spanish, Environmental Studies, Health Education
Certification: Health Education K-12

Professional Experience:

Associate Dean for Health and Wellness and Director of Student Health Promotion, Grinnell College, 2023-

Directing or assisting in the direction of all facets of student wellbeing.

- Directing the relaunch of the Sexual Health Information Center.
- Directing the relaunch of Peer Educators.
- Developed evidence-based, data driven health promotion programming with community based assessment.

Physical Education Instructor, Grinnell College, 2008-2023

Instructing physical education classes.

- Taught rock climbing, outdoor leadership, beginning swimming, running, and lifeguarding.
- Created an introductory wellness course.
- Assisted with kayak and badminton instruction.

Interim Director of Grinnell Outdoor Recreation Program, Grinnell College, 2009, 2018, 2021-2023

Administering equipment rental and operation, climbing wall, and trips.

- Supervised 10-15 students and one professional staff member to safely direct trips and prepare equipment.
- Designed weekly programming including hiking, climbing, canoeing, biking, caving, open water swimming, etc., engaging 28% of the 2021-2022 student body.
- Launched new programming, including participation in the Collegiate Open Water Championships, collaboration with Mayflower Community cycling, introductory cross country skiing lessons, and other introductory workshops.
- Managed social media accounts to engage students and employees.

Ugandan National Coach, Uganda Swimming Federation, 2016-2017

Designed all aspects of training for top swimmers in Uganda in preparation for the 2016 Olympiad and 2017 World Championships.

- Communicated with Ugandan Swimming Federation regarding athlete development.
- Designed cardio and strength training and directing mental training for top Ugandan swimmers to achieve 2 national records.
- Advised on national development of Ugandan swimming.

Director of Intramural Sports, Grinnell College, 2007-2021

Directing all facets of Intramural Sports program including scheduling, reservations, hiring, training, and supervising 20 student employees.

- Increased offerings by 15 leagues and tournaments.
- Won student support as reported in newspaper through purchasing practices while using on average only 65% of budget even as budgets were cut.
- Attracted over a quarter of the student, staff, and faculty to participate.
- Enhanced athletic and academic interaction through interdepartmental activities.

Natatorium Coordinator, Grinnell College, 2009-2021

Providing a safe environment for a diverse group of patrons.

- Trained and supervised 1 professional staff and 13 student employees.
- Designed a Natatorium Coordinator, Head Lifeguard, and Lifeguard manual for a new aquatic facility.
- Trained in pool service and Colorado timing and score board system.
- Procured and budgeted for pool equipment.
- Developed a positive reinforcement program for lifeguards that improved performance.

Associate Head Men's and Women's Swimming and Diving Coach, Grinnell College, 2007-2021

Assisting or leading all aspects of the swimming and diving program, including practice organization, contest management, student athlete development, administration, scheduling, recruiting, budget management, public relations and mentoring of other assistant coaches.

- Improved strength and conditioning noticeably by designing and implementing a year-round program.
- Nearly doubled size of recruiting classes while improving the average recruit rating by marketing the advantages of our program through the appropriate avenues.
- Helped lead team to 16 Midwest Conference Team titles, 11 automatic and 28 provisional national qualifying times, six individuals to All-American status, four individuals to Academic All-American status, and 69 school records.
- Qualified one Division III swimmer for Olympic Trials and two for Paralympic Trials – one Paralympic World Record and three Paralympic American Records.
- Meet director for multiple meets each year of hundreds of athletes.

Employment Skills Instructor, Iowa Valley Community College, 2007 – 2008, Grinnell, IA

Instructed students in their pursuit of finding and retaining a job and developing a career.

Swim Coach, Grinnell College Swim Camp, 2011-2015

Provided swimming technique and strength training instruction for 70-150 campers over 5 days.

Swimming Coach, Circle Swim Aquatics, 2007- 2009

Led technique sessions for top-tier swimmers.

Head meet coach for top-tier swimmers.

Coached swimmers to state championships.

Head Swimming Coach, Decorah Community School District, 2006-2007

Designed endurance and strength training to send 5 individuals to state championships and break 3 school records.

Analyzed stroke technique and designed plans to make corrections.

Set up meet line-ups.

Advised student athletes in academic decisions.

Substitute Teacher, Postville Community School District, 2006-2007

Taught Chemistry in Spanish.

Taught bilingual kindergarten.

Oversaw Hispanic academic assistance program.

Naturalist, Eagle Bluff Environmental Learning Center, May-August 2006

Devised and implemented trail safety and erosion control plan.

Taught a range of classes including team building, climbing, archery, skeet shooting, canoeing, fly-fishing, fly-tying, orienteering, and high ropes challenges.

Headed a one-week overnight summer camp of dozens of students.

Assistant Swimming Coach, Luther College, 2005-2006

Monitored men and women in strength and conditioning.

Instructed technique and designed training for corrections.

Advised Student Wellness Group.

Deckhand educator, Soundwaters, February-May 2005

Handled sails and maintained boat including net repair.

Taught sail handling, trawling, and sound ecology.

Lived on an 80ft. boat.

Director of Outdoor Education, Montecito-Sequoia Resort, 2004-2005

Designed outdoor education program around California science and social studies requirements.

Scheduled teachers and coordinated outdoor education schools for programs.

Taught a wide range of summer camp activities and snow sports techniques.

Oversaw ice skating rink and rental.

Environmental Education Specialist, Northern Illinois University, 2003-2004

Developed Curriculum.

Restored habitat.

Taught team building, forest ecology, water ecology, first peoples culture and history, pioneer history and culture, survival, ornithology, winter ecology and snowshoeing.

Consultant for physical education department facilities, Monterrey TEC, August-December 2001.

Advised of more advanced features for physical education facilities.

Implemented more secure measures for physical education facilities.

Communicated exclusively in Spanish.

Naturalist, Blackhawk Girl Scout Camp, May-August 2001

Organized hikes.

Designed and developed new hiking trails.

Oversaw recycling and composting programs.

Swim Coach and Lifeguard, Grinnell Parks and Recreation Department, 1996- 1999

Instructed stroke technique of ages 5-18 including one Olympic development swimmer.

Designed practices.

Organized swimming meets.

Performed maintenance.

Presentations and Publications

“Amana Nature Trail Map.” Amana Society. 2022.

“Iowa River Directory” website. iowariverdirectory.sites.grinnell.edu. 2022.

“Dynamic Warm-up and Stretching.” Milky Way Masters Swim Team. 2022.

“Native Plantings as Solutions to Community Issues.” Twelfth International Conference on The Constructed Environment. 2022.

“Think Global, Act Local in Program Planning.” National Intramural and Recreational Sports Association (NIRSA) Region V Conference. 2022.

Gender 101 & the Trans Experience panel. NIRSA. 2021.

“Active Transport for Wellness.” Grinnell College. 2020.

“Competitive Open Water Swimming.” Grinnell College Triathlon Class. 2019

“Potential Impact of Habitual Exercise on Training.” ISCA Hall of Fame Summit. 2019.
“How Climate Change Threatens Open Water Swimming – and what can we do about it?” Outdoor Swimmer Magazine. 2019.
“Fox Forest Trail Map.” Poweshiek County Conservation. 2018.
“Habitual Exercise.” American Swimming Coaches Association Newsletter. Issue 6, 2018. Pp. 14-15.
“Sustainable Consumption.” Life after Grinnell. Grinnell, IA. 2017-2018.
“2016 Rio Olympics.” Grinnell Lions Club, Grinnell, IA. November 7, 2016.
“2016 Rio Olympics.” Grinnell Kiwanis, Grinnell, IA. September 20, 2016.
“Sustainable Consumption.” Life after Grinnell. Grinnell, IA. 2017-2018
“Sustainable Consumption.” Off-Campus Kitchen. Grinnell, IA. 2009-2017.
“Sustainable Food.” Grinnell College Sustainable Food Seminar. Grinnell, IA. 2008.
“Green Living.” Urbandale Public Library. Urbandale, IA. 2008.
“Going Green” Des Moines Register blog. 2007 – 2010.
“Water conservation.” Grinnell Middle School Science Water Project. Grinnell, IA. 2005 – 2007.

Honors

NIRSA Foundation Professional Scholarship (2023)
Highlighted as a NIRSA Campus Recreation All-Star (2022)
Iowa Masters Swimming 400IM State record holder 40-44 age group (2021)
1st program highlighted in the NIRSA Connect Small Programs Spotlight (2020)
United States Masters Swimming 3000 35-39 age group National Champion (2020)
United States Masters Swimming 1-mile Open Water 35-39 age group National Champion (2018)
United States Masters Swimming All-American honoree (2018)
Frontrush Super User (2016)
Highlighted in “Coaching Swimming From a Division III Perspective” in Swimming World Magazine. 2015. <http://www.swimmingworldmagazine.com/news/coaching-a-division-3-perspective/>
Grinnell Prize for Young Innovator in Social Justice Staff Fellowship (2014)
2nd place at Iowa’s only open water race (2011)
Most Inspirational award for Luther College Men’s Swim Team (2003)
Grinnell High School Hall of Fame (1999)
4th place at World Tae Kwon Do Championships (1997)

Organizations/Memberships

USA Archery 2023-2026
American Canoe Association 2022-2023
World Open Water Swimming Association 2022-present
Association of Outdoor Recreation and Education 2021-2024
NIRSA LGBTQ Caucus 2019-2025
International Swimming Coaches Association 2019-2020
Poweshiek Community Action to Restore Environmental Stewardship 2017-2021
Imagine Grinnell Environment and Food Systems Committee 2016
Grinnell College Center for Prairie Studies Advisory Board 2014-2021
City of Grinnell Human Rights Commission 2013-2021
Lifetime Plus Member of the American Swimming Coaches Association 2013-present
Patient and Family Care Council – Grinnell Regional Medical Center 2013-2021
National Intramural and Recreational Sports Association 2010-2011, 2019-2025
College Swimming Coaches Association of America 2008-2022
USA Swimming Coach 2005, 2016
Oneota Community Food Coop 2005-present

Conferences and workshops attended

Adult Mental Health First Aid with National Council for Mental Wellbeing 2022
Center for Humanities Reading Group of Fugitive Pedagogy 2022

COVID Implications for Rec, Club, and IMs with U.S. Council for Athletes' Health 2022
COVID return to play and special issues with U.S. Council for Athletes' Health 2022
Grinnell College Disability Resources Book Club 2022
Grinnell College Grading for Growth and Equity 2022
Grinnell College Identifying the Hidden Curriculum 2022
Grinnell College Physical Education Department Book Club 2022
Multilingual Writers in the Academy with Grinnell College Writing Lab 2022
National Intramural and Recreational Sports Association Region V Conference 2022
NCAA Inclusion Forum 2022
Open Water Swimming Virtual Clinic with American Swimming Coaches Association and World Open Water Swimming Association 2022
Selecting and Developing Team Captains with Jamy Bechler 2022
The Science of Outdoor Risk Management with Association of Outdoor Recreation and Education 2022
Concussion Management: Innovations and Solutions with U.S. Council for Athletes' Health 2021
Diversity in Aquatics Annual Convention 2021
Grinnell College Faculty Equity Advocate Training 2021
Grinnell College Student-Faculty Pedagogical Partnership in Course Development 2021
Lead Belay and Climbing by Climb Iowa 2021
Leadership and Innovation During a Crisis with Chronicle of Higher Education 2021
National Intramural and Recreational Sports 2021 Virtual Conference & Campus Rec and Wellness Expo (Awarded professional scholarship for attendance)
RISE Social Series Part Two: Stereotypes, Racial Imagery & Media Influence and Three: Activism 2021
Thee Abundance Summit 2021
State of Iowa's Water with Chris Jones, Sierra Club 2021
ACM Institute on College Futures Online 2020
ACM Antiracism Series 2020
Diversity in Aquatics HBCU/HIS Council Webinar 2020
Educators Guide to Teaching over Zoom 2020
Grinnell College Better Together Behind the Scenes with Community Enhancement 2020
Grinnell College Conflict Styles 2020
Grinnell College Core Circle Facilitator training 2020
Grinnell College Leading and Working as a Team in a Virtual Environment 2020
Grinnell College Participating on an Interview Committee 2020
Grinnell College White Fragility Book Club 2020
Iowa Inclusion Summit 2020
NIRSA 21-Day Equity Challenge 2020
United Way Iowa Civil Rights Commission 21-Day Equity Challenge 2020
Zoom An Educators Guide to Teaching 2020
Zoom Best practices for securing your meeting 2020
Zoom Connect with Confidence in Higher Ed Audience Engagement 2020
Zoom Intro to the Phone 2020
Grinnell College Authentic Assessment Workshop 2019
International Swimming Coaches Association Hall of Fame Summit 2019
Blackboard 2018
Creating Inclusive Learning Spaces Summer Workshop 2018
Gamifying the classroom 2018
Inclusive Teaching at Grinnell Summer Workshop 2018
XLR8 World Summit 2018
USA Swimming Regional Coach Clinic 2017
QPR training 2016, 2017, 2018, 2019, 2020, 2021
College Swimming Coaches Association of America (CSCAA) Coaches Academy 2015, 2020 (virtual)
Introduction to Permaculture 2015

Iowa Humanities Festival 2015
RecShare 2015, 2017
National Intramural and Recreational Sports Conference 2011
CSCAA Coaches Convention 2009, 2015, 2016, 2018, 2020 (virtual)
American Swimming Coaches Association Central States Swim Clinic May 2008, 2010, 2011, 2012
Iowa Prairie Network Conference – The Elusive Prairie 2005

Certifications

Adult Mental Health First Aid by the National Council for Mental Wellbeing
American Canoe Association Level 2 Canoe Instructor
American College of Sports Medicine Health Fitness Specialist-expired
American Swimming Coaches Association Level 4 for National Collegiate Athletic Association III and Level 3 for International Paralympic Committee
Belay by Luther College, Eagle Bluff ELC, Grinnell College, Climb Iowa, and Girl Scouts
Black belt in the American Tae Kwon Do Association
CPR/FA/AED by Red Cross
Domestic and sexual abuse hotline counselor with Helping Services in northeast Iowa
Fishing instructor by the Wisconsin Department of Natural Resources
Lead Belay by Climb Iowa
Lifeguard, CPR and First Aid instructor by Red Cross 2009-2020
Open Water Swimming Coach Level 2 by World Open Water Swimming Association
Pool Operator by National Swimming Pool and Spa Foundation
Project Wild and Project WET by the Iowa Department of Natural Resources
Small boat operation by the United States Coast Guard
SCUBA PADI recreational
Wilderness First Aid instructor by Red Cross
Wilderness First Aid by SOLO 2018-2020

Service

Elected State Director America Canoe Association 2023-2025
Grinnell College EcoCampus Committee 2023
Cedar Rapids Downtown Farmers Market 2022
Equity Advocate for Grinnell College Computer Science tenure position 2022-2023
Equity Advocate for Grinnell College East Asian History tenure position 2022-2023
Freedom Festival Road Race 2022
Iowa Rivers Revival Creek Clean-up 2022
Pigman Triathlon 2022
Presentation Proposal Reviewer for Association of Outdoor Recreation and Education Conference 2022
Seminar Proposal Reviewer for NIRSA Recreation Facilities Institute 2022
Equity Advocate for Grinnell College Math/Statistics position 2021
Iowaski.blogspot.com contributor 2021-present
Appointed to City of Grinnell Steering Committee for Equity in Service Delivery 2020
Poweshiek CARES 2017-2021, Treasurer 2019-2021
Iowa League of Human Rights Agencies 2018-2021
Grinnell College Women's Basketball Search Committee 2017
Girls On The Run of Eastern Iowa 2016-2017
Imagine Grinnell Environment and Food Systems Committee 2016
Appointed to Grinnell Regional Medical Center Patient and Family Care Council 2014-2021
Grinnell College Center for Prairie Studies Advisory Board 2014-2021
NCAA Region 2 Diving Table Coordinator 2014, 2016, 2017
Appointed to City of Grinnell Human Rights Commission 2013-2021, Chair 2019-2021
Elected to Inaugural Grinnell College Staff Council 2012-2013, Secretary

Grinnell College Process Analysis Committee 2012-2013
Grinnell College Recreation Committee 2012-2016, Chair 2013-2016
Grinnell Prize Review Panel 2012, 2014, 2015, 2017
Grinnell College prairie, savannah, and forest burn crew 2011-2019
Rock Creek Lake Watershed improvement 2008-2009
Collegeswimming.com National and Regional Team Ranking Pollster 2007-2010
Grinnell College Wellness Committee 2007-2012
Grinnell Swim Club Volunteer Coach 2005–2007
Domestic and Sexual Abuse Hotline Volunteer 2002–2007
Arbor Lake Clean-up 1999-2007

Luther College Activities

Luther dance performance technician 2003
Campus Life Committee 2002-2003
Students Organizing Wellness – Founder 2002-2003, and Advisor 2005-2006
Student Senate 2002-2003
Student Activity Council Diversity Committee – co-chair 2001-2003
Student Health Advisory Council – vice president and student senate representative 2001-2003
Vagina Monologues 2001-2003
Wellness Committee 2001-2003, 2005-2006
Environmental Concerns Organization 1999-2003
Gay/Lesbian/Bisexual/Transsexual/Allies 1999-2003
Intramural sports 1999-2003, broomball champions 2001-2003
Student Diversity Action Coalition – co founder 1999-2003, 2005-2006
Swim Team – most inspirational 1999-2003