EDUCATION

Doctor of Philosophy in Education, 4.0 GPA, Drake University, Des Moines, IA
Dissertation – "Sensemaking & Rainmaking: A Phenomenology Examining the
Fundraising Experiences of Presidents at Private, Nonprofit Institutions of Higher
Education"

Juris Doctor, with distinction, University of Iowa College of Law, Iowa City, IA

Bachelor of Arts, summa cum laude, Wartburg College, Waverly, IA

Major in Psychology; Minors in Business Administration & Sociology

PROFESSIONAL EXPERIENCE

President, Briar Cliff University, Sioux City, IA, 2018-Present

Executive Vice President, Briar Cliff University, Sioux City, IA, 2017-2018

Chief of Staff & University Counsel, Briar Cliff University, Sioux City, IA, 2017

Acting Vice President for Enrollment Management, Briar Cliff University, Sioux City, IA, 2017

Executive Director, Philanthropy & Alumni Relations, Indian Hills Community College, Ottumwa, IA, 2015-2017

Director of Planned Giving, University of Iowa Foundation, Iowa City, IA, 2014-2015

President & Attorney, Johnson Law Firm, PC, Montezuma, IA, 1998-2014

President & General Counsel, Security Title & Escrow Services, Inc., Montezuma, IA, 1998-2014

General Counsel, Johnson & Johnson Enterprises, LLC, Montezuma, IA, 2000-2014

Adjunct Instructor: Real Estate Law for Paralegals, Iowa Valley Community College District, Grinnell, IA, 2011

Assistant Prosecutor, Poweshiek County Attorney's Office, Montezuma, IA, 1995-1999

Associate Attorney, Mahaffey Law Office, Montezuma, IA, 1995-1998

PROFESSIONAL PUBLICATIONS

 Karstens, R.L. (2020). Sensemaking & Rainmaking: A Phenomenology Examining the Fundraising Experiences of Presidents at Private, Nonprofit Institutions of Higher Education. ProQuest.

- Cranston, J., Karstens, R., Lange, P., & Schott, K. (2017). Learning to Lead: A
 doctoral cohort's journey. CreateSpace.
- Iowa State Bar Association (ISBA) Real Estate & Title Law Section (co-author)
 (2010). Iowa Land Title Standards: Eighth Edition.
- Johnson, R.L.K. (2009). Anywhere the Wind Blows, There's Bound to Be Dust. ISBA General Practice Newsletter.
- Johnson, R.L.K. (2008). The Art of the Title Opinion. ISBA General Practice Newsletter.
- Johnson, R.L.K. (2008). Closing Forms. ISBA General Practice Newsletter.
- Johnson, R.L.K. (2006). Did You Miss the Solo & Small Firm Conference? ISBA Iowa Lawyer Magazine.
- Gorsline, M.C. & Johnson, R.L.K. (Fall 2004) "The United States system of organ donation, the international solution, & the Cadaveric Organ Donor Act: And the winner is...", Journal of Corporation Law, 20(1).

PROFESSIONAL SPEAKING ENGAGEMENTS

Upcoming:

- Increasing Donor Engagement & Giving with Alumni (Co-facilitator) Council for Independent Colleges Annual President's Institute (2022)
- Mission Driven Organizations & Board Governance Leadership Siouxland (2022)
- Keynote Speaker PowHER Luncheon (2022)
- Imposter Syndrome Leadership NOW Annual Regional Conference (2022)

Past:

- Keynote Speaker Leadership Siouxland Graduation (2020)
- Innovative Curriculum & Pro Bono Clinic Fosters Student Success Higher Learning Commission Annual Conference (2019)
- The 30%: New CEOs at Iowa Higher Education Institutions The Way Up Annual Conference (2018)
- The Road Less Traveled: Paths to Higher Education Administration The Way Up Annual Conference (2018)
- How to Strategically Engage Your President, Cabinet, & Deans to Advance Institutional Fundraising Goals – Council for Advancement & Support of Education National Conference for Community College Advancement (2017)*
- Females & Fundraising: How to Incorporate Influencer Philanthropy in Your
 Advancement Plan Council for Advancement & Support of Education National Conference for Community College Advancement (2017) *
- Strategic Use of Your President, Cabinet, & Deans to Advance Institutional Fundraising Goals American Association of Community Colleges National Convention (2017)
- Females, Philanthropy, & Fundraising: The Power of the Purse American Association of Community Colleges National Convention (2017)
- College + Foundation Strategic Planning: 2 Plans, 1 Path American Association of Community Colleges National Convention (2017)
- Farm Philanthropy: Harvesting Gifts of Farmland, Livestock & Crops National Rural Community College Alliance Conference (2016) *
- Community College Foundations: IRS Requirements & Tax Information Iowa Foundation Directors Conference (2016)
- Planned Giving 101 Iowa Lion's Annual Convention (2015)
- Utilizing Trusts in Farm Succession Planning Iowa Women's Landowner Conf. (2014)

- Farm Business Law: Buying & Selling Farmland & Businesses NBI, Inc. (2014)
- Farm Lease Lingo Tama County Women, Land, & Legacy Conference (2014)
- Keynote Address Iowa Women's Landowner Conference (2013)
- Iowa Land Boundaries & Access Rights: Understanding Adverse Possession Half Moon Seminars (2012)
- Update on Iowa Land Title Standards Iowa Valley Community College (2011)
- Mandatory Mediation in Family Law ISBA Solo & Small Firm Conference (2010)
- How to Bill (Contingency Fee Agreements) ISBA Solo & Small Firm Conference (2010)
- Wind Energy Project Easements & Leases Drake University Law School (2010)
- Wind Energy: Dust in the Wind Landowner Issues to Watch for in Wind Farm Leases ISBA Solo & Small Firm Conference (2009)
- Ethics in the Title Industry Iowa Land Title Assoc. NE Region (2008)
- Title Guaranty ISBA Solo & Small Firm Conference (2006)
- Wrap-Up Experts Panel ISBA Solo & Small Firm Conference (2006)
- Closing Experts Panel Iowa Title Guaranty Conference (2006)

PROFESSIONAL LEADERSHIP & INVOLVEMENT - PRESENT

- Girls, Inc. of Sioux City, Board of Directors
- Great Plains Athletic Conference, Council of Presidents
- Iowa Association of Independent Colleges and Universities, President's Council Executive Board
- Iowa Sister States, Board of Directors

Executive Board

Governance Committee Chair

- Iowa Valley Community College, Paralegal Program Academic Advisory Board
- Leadership Siouxland, Board of Directors

President

- National Assoc. of Independent Colleges & Universities, Tax Policy Committee
- Siouxland Chamber of Commerce, Government Relations Committee
- Sunnybrook Hope Redemption Center, Board of Directors
- UnityPoint Health Sioux City, Board of Directors

CEO Search Committee

Governance Committee

Quality Committee

Wartburg College Planned Giving Advisory Council

PROFESSIONAL LEADERSHIP & INVOLVEMENT - PAST

- American Land Title Association Closing Committee
- Council for Resource Development, National Conference Awards Committee
- D.A.R.E. Montezuma, Co-Founder & President
- Grinnell Regional Medical Center, Board of Directors Secretary

Trustee Organization & Education Committee

• Grinnell Regional Medical Center Clinical Integration Network

Board of Directors

Governance Committee

^{*}Selected as presenter, but unable to attend

- Iowa Association of Community College Trustees, Vice Chair-Work Alike Groups
- Iowa County Attorney's Association, Associate Director
- Iowa Land Title Association County Land Record Information System (CLRIS) Task Force
- Iowa State Bar Association

Ad Hoc Committee

Alternative Dispute Resolution Section Council

Family & Juvenile Law Section Council, ADR Committee

General Practice Section Council

Chair

Vice Chair

Judicial Administration Committee

Law Practice Management Committee

Real Estate & Title Law Section Council, Chair

Real Property Committee, Chair

Title Standards Committee

- Iowa Supreme Court Unauthorized Practice of Law Commission
- Leadership Siouxland Board of Directors

Vice President

Secretary

- Monte 2020, Member
- Montezuma Community Foundation, Vice President
- Montezuma Community Schools Facility Planning Committee, Co-Chair
- Montezuma Music Boosters, President
- Poweshiek County Bar Association

President

- Poweshiek County Compensation Board
- Poweshiek County Inheritance Tax Appraiser
- Poweshiek County Judicial Nominating Commission
- Poweshiek Leadership Program Advisory Council, Member Graduate
- State of Iowa Governor's Drug Abuse Prevention & Education Advisory Council
- Wartburg College Alumni Association Board

President

Vice President

Wartburg College Board of Regents

Institutional Advancement Committee

Enrollment Management Committee

Presidential Search Committee

• Way Up Conference, Planning Board

Keynote Speaker Committee Chair

Program Committee Member