DR. TOM JACKSON, JR.

[redacted]

EDUCATION

Harvard University, Institute for Educational Management (IEM), August 2005
University of La Verne, California - Ed.D. Educational Management, 1995
Shippensburg University, Pennsylvania - M.S. Counseling/Student Personnel (CACREP), 1987
Southwest State University, Marshall, Minnesota - B.S. Business Management/Personnel, 1985
Highline Community College, Midway, Washington - A.A. General Studies, 1982

SUMMARY OF SKILLS

- Led large and small teams through strategic planning and organizational change, including vision, mission, goals, and objective building.
- Developed university-level and divisional crisis management protocols.
- Cultivated strong and intentional campus, local, governmental, and international relationships.
- Created international programs to inspire student's global experiences.
- Developed outstanding relationships and collaborative programs with faculty to proactively engage students.
- Effective and strategic planner for student outcomes and campus resources.
- Improved student recruitment and retention.
- Established a foundation to cultivate new alumni, develop corporate relationships, and assist with university goals for giving; actively sought and successfully obtained federal grants.
- Remained active with professional networks and scholarship in higher education.
- Deliberately engaged in volunteerism, service-learning, and civic service.
- Outstanding national and international leadership for improving the student experience.

PROFESSIONAL EXPERIENCES

Vice President for Student Affairs — *University of Louisville*
January 2007 - Present — *Louisville, Kentucky*

Provide divisional leadership for the areas of Campus Housing; University Counseling Center; Career Development Center; Student Government Association; International Service Learning (award-winning); and the Associate Vice President & Dean of Students including the departments of Student Activities & Student Activities Center (award winning fraternities & sororities, 400 clubs, student union, programming board, and off-campus programs); Student Conduct; Civic Engagement, Leadership & Service Learning; Disabilities Student Services; Student Grievance Officer; Recreational Sports; and TRIO Student Support Services. Oversee 475 professional and student employees, and over 80 million in facilities and resources. Assist with SACS re-accreditation, crisis response, and institutional initiatives. Served as Honorary Chair for the 2013 UofL Cares Campaign Report through the Provost (COO).

Below are accomplishments by the students, staff, and faculty associated with the Division of Student Affairs.

1. Revised the award-winning International Service Learning Program (ISLP) in collaboration with the College of Education, College of Arts & Sciences, School of Dentistry, School of Nursing, School of Public Health, Speed School of Engineering, Kent School of Social Work, School of Law, and College of Business. The program includes 30 different faculty and staff from ten different academic disciplines, with focus on the Philippines, Botswana, Belize, Trinidad & Tobago, and Croatia/Turkey.
2. With Business Affairs, establishing a "college town" that is inclusive of housing and retail outlets for students around campus and surrounding areas. The successful and ongoing plan includes nearly $200 million in new construction in business/public partnerships that also increased campus housing nearly 23% to over 5,000 residents.
3. Effectively linked Alumni Affairs with Career Services, Student Government, and Student Affairs to enhance student programming and alumni visibility. Regularly held higher education/student development alumni receptions at national conferences.
4. In collaboration with the University of the West Indies-St. Augustine, the University of Trinidad & Tobago, and Indiana University Purdue University Indianapolis, established the annual international symposium on student engagement located in Port of Spain, Trinidad & Tobago (since 2011). The symposium features presentations from practitioners and faculty, including several from graduate and undergraduate students from the University of Louisville.
5. Established and sustained the annual Veteran's Symposium (since 2009) that brings practitioners serving in campus veteran's support departments together to discuss best practices throughout the United States. The symposium is merging with the National Association of Student Personnel Administrators in 2015.
6. Established strong collaborative relationships with the Louisville Convention & Visitors Bureau. The relationship has resulted in numerous external events held in the city with an economic impact greater than $5 million since 2007.
7. Created administrative internships for the Office of the Vice President for Student Affairs, inviting executive-level vice presidents at colleges and universities throughout the world to complete a two-week to semester internship at the University of Louisville.
8. With Business Affairs and Student Government, established a new and required campus-wide meal card/dining system for residents and commuting students. The program spearheaded new facilities and student engagement.
9. Successfully awarded a $1.1 million, five-year Student Support Services grant from the U.S. Department of Education.
10. Developed a model "Student Care Team" to respond to students in crisis and assist them in finding the immediate support they may need.
11. Established regular campus-wide "Think Tank" discussions as an opportunity to bring a diverse group of faculty and practitioners from across campus to discuss emerging trends and issues and then strategize solutions for Student Affairs to implement.
12. Successfully established Memorandums of Understanding with the University of Zagreb, Botho University (Botswana), Botswana Ministry of Education, Botswana Ministry of Health, and Botswana Education Hub.
13. Established a departmental review process using the Council for the Advancement of Standards (CAS) to benchmark assessment information for strategic planning.
14. Established "SummerFest," a summer concert series for the campus and local community.

15. Established the Club Programming Committee (CPC). The student run group oversees and allocates over $150,000 in funds that are donated from other university departments to enhance student engagement on campus.
16. Established a Student Affairs Development/Friends department that includes cultivating local employers, major corporations, former students, and parents. Established named legacy accounts to further giving traditions.
17. Established the Journal of Student Engagement in Higher/Tertiary Education, a research publication targeted at student engagement information throughout the world.
18. Established the "Torchbearers" program, a vice presidential ambassador program that uses a select group of undergraduate students to assist with major symbolic VP events.
19. Established a marketing & publications department within the division, regularly publishing the Vibrations newsletter and other divisional publications.
20. Established a consortium to address under-aged drinking within college students.
21. Established the division-wide Professional Development Committee that has initiated workshops, speakers, and staff recognition activities.

President (Elected) — *American College Personnel Association*
March 2009 – March 2010 — *Washington, D.C.*

Served as the elected CEO for the American College Personnel Association (ACPA) and its 8,500 members from 27 countries and 1,300 institutions. Presided over the 12 member governing board that oversaw the $5.6 million annual budget while providing leadership to 20 commissions, six standing committees, and 34 state organizations. Served as the profession's student development spokesperson and collaborated with other student affairs associations. Worked to improve services for students on campuses, the advocacy for international outreach and services, improved veteran's services and research, stronger corporate and foundation relations and partnerships, and more efficient central office operations. Served as a member of the ACPA Foundation.

Below are accomplishments by the many volunteers in leadership positions within ACPA-College Student Educators International.

1. First ACPA President to attend the Canadian Association of College and University Student Services (CACUSS) annual conference with the ACPA Executive Director - Established CACUSS relationships.
2. Attended the Caribbean Tertiary-Level Personnel Association (CTLPA) annual conference in Trinidad and Tobago -- Enhanced CTLPA relationships.
3. Became a founding member of the International Association of Student Affairs & Services (IASAS).
4. Held three historic joint meetings between ACPA and NASPA leadership.
5. Redesigned Career Central @ Convention (C3) – A high tech and high touch career development and placement service.
6. Established one-day registrations for the ACPA convention.
7. Established 14 ACPA Graduate Student Ambassadors.
8. Continued the growing Veteran Symposium in Louisville, KY and co-hosted by the University of Louisville.
9. Completed a very successful 12th Annual Donna M. Bourassa Mid-Level Management Institute.
10. Rechartered the Arizona College Personnel Association (State Association).
11. Maintained a balanced budget during the economic downturn in the U.S.
12. Increased from one to four platinum corporate partners ($15,000).

Vice President for Student Affairs — *Texas A&M University - Kingsville*
May 2000 – January 2007 — *Kingsville, Texas*

Provided divisional leadership for the areas of the Dean of Students including the departments of Housing, Student Union & Activities (leadership, fraternities & sororities, orientation, clubs, union, one-card, programming board, mentorship program, recreational sports, award winning cheer squad, & community service), Student Government, Women's Center, Sodexho Food Services, Barnes & Noble, and the Post Office; the Assistant Vice President for Special Programs including the departments of Student Support Services, Ronald E. McNair Scholars, Upward Bound, Migrant workers program, College Exploration program, High School Equivalency program, Educational Opportunity Centers, Talent Search, and Upward Bound Math & Science; Life Services & Wellness (counseling, disabled student services, testing, health center, alcohol, health & drug programming and grants); Career Services; and the Associate Vice President for Enrollment Management (January 2003-August 2005) including the departments of Recruitment & Outreach, Admissions & Registration, Financial Aid, and International Programs. Maintained oversight over 150 employees and over 30 million in facilities and resources including $3 million in annual federal and local grants. Co-coordinated special university projects, the crisis management team, and assisted with system-wide and region-wide initiatives. Reported to the President. Served as senior student affairs officer (Associate Vice President for Student Affairs reporting through Provost) from May 2000 to December 2002.

Below are accomplishments by the students, staff, and faculty associated with the Division of Student Affairs.

1. Established core values and revised vision, mission, goals, and the strategic plan.
2. Completed honor code. Implemented in Spring 2007.
3. Successfully received six grants and over $11.5 million in federal grants. Renewed TRIO grants (CAMP, McNair, UBMS, EOC, and Talent Search).
4. Revised admission requirements and made the recommended H.S. curriculum requirement as the default admissions criteria – improving enrollment.
5. Developed collaborative agreements between community colleges and the university – improving enrollment.
6. Collaboratively worked to send Academic Deans to the Freshmen Year Experience conference with student affairs senior staff.
7. Reduced the financial aid default rate from 21% to 8%.
8. Increased the staff salaries to meet or exceed average of comparable positions at the supervisor and above level.
9. Strengthened awareness week/month programming, connecting the programs to citizens within the local community.
10. Completed the collaborative project, funded by Sodexo, to establish new dining facilities on the student union first floor and to renovate the game room resulting in increased student participation.
11. Developed three new leadership programs - the Women's Leadership Institute, Freshmen Year Academy, and Jave-Leader Program.
12. Expanded the Greek Life system from four to ten chapters.
13. Improved the university ring ceremony, growing from 50 participants and family members to nearly 500 semesterly.
14. Improved the Who's Who ceremony, increasing student and family participation to nearly 500 annually.
15. Completed new contracts for the bookstore, food services, cable television, and laundry.

16. Established the student recognition ceremony.
17. Successfully completed the installation of the holiday lights tradition and ceremony.

Dean of Students — *McMurry University*
January 1996 - May 2000 — *Abilene, Texas*

Provided oversight for career services, student activities, recreational sports (award winning), residence life and housing (award winning), student conduct, campus center, international student services, disabled student services, health services, counseling, orientation (award winning), activity center, testing, fraternities and sororities, wellness, and campus security. Served as student ombudsman and adviser to Student Association. Revised the student handbook and other student publications, initiated additional housing/apartment construction, coordinated student awards process, maintained campus presence, developed university-wide policy, worked with the Board of Trustees, and assisted with self-study and SACS reauthorization processes. Reported to the Vice President for Enrollment Management and Student Relations.

Director, Student Activities Center — *University of Texas - El Paso*
September 1992 - January 1996 — *El Paso, Texas*

Primarily responsible for leadership and support for three professional and two clerical staff and for the design, development, and delivery of services to support student development and learning. Provided oversight for over 140 clubs and organizations, fraternities and sororities, community service programs, multicultural programming, student orientation (1992-94), wellness education, leadership development, the faculty/staff mentoring and involvement program, the spirit and traditions committee, department outreach, and the student handbook. Managed the department budgets of student activities, orientation and wellness in excess of $360,000; assisted with university-wide student conduct; and assumed responsibilities in absence of the Dean of Students.

Project Director, D.D. Eisenhower Leadership — *University of Texas - El Paso*
September 1993 - January 1996 — *El Paso, Texas*

Co-author and director of two comprehensive leadership grant projects: the Cultural and International Leadership Competencies and Certification Program and the International Leadership for Border Students in El Paso Program. Responsibility included the oversight and development of the High School Leadership Conference, Summer Leadership Camp, Emerging Leaders Program, International (Hispanic) Leadership Academy, Organizational Leadership Experiences (OLE'), Advanced Leadership, International Partnerships (Buddy Program), and the Community Service Initiative. Assisted with ongoing research, worked with the International Programs and Student Assessment and Testing departments, supervised four professional and one clerical staff, and managed the $137,000 and $133,000 annual budgets awarded by the Department of Education.

Academic Development Specialist — *Cal Poly State University*
July 1990 - September 1992 — *San Luis Obispo, California*

Directed all academic development components within the housing department by developing this new professional position and coordinating student's academic and advising support programs. Coordinated the Living/Learning Centers and faculty involvement programs. Assisted with professional and para-professional staff selection, training, and development. Developed intervention strategies to reach underrepresented students residing on campus. Reviewed retention and educational equity goals

and standards. Served as liaison to faculty and student affairs departments. Conducted and/or coordinated the department's research and evaluation processes; developed and maintained the department's graduate internship, assistantship, and ACUHO-I programs; and assisted with daily housing operations.

Area Coordinator — *University of Southern California*
July 1989 - July 1990 — *Los Angeles, California*

Coordinated, trained, supervised, and evaluated 50 graduate and undergraduate staff for a residential living area housing 1,800 students in two towers and three apartment complexes. Maintained working relationships with Housing Services, the Office of Student Conduct, and Student Affairs. Acted as judicial hearing officer and administrator for student conduct cases, assisted with the para-professional and professional staff recruitment process, and coordinated the system-wide graduate staff development. Founded and advised an area program recognition committee and instructed a two credit Educational Counseling course developing students skills in the areas of leadership, programming, counseling, crisis intervention, resourcefulness, teambuilding, student development theory, and environment assessment.

Assistant Director of Residence Life — *St. Mary's University*
June 1987 - July 1989 — *San Antonio, Texas*

Directed two male residence halls housing 220 students. Supervised undergraduate para-professional and work-study staff. Coordinated residence life programming, program selection and recognition, office purchasing, and the summer conference program. Designed and implemented staff evaluations and conference marketing strategies. Negotiated all conference business contracts and designed and revised conference publications. Assisted with drug and alcohol education, undergraduate and professional staff recruitment, selection and training, student conduct, parents summer orientation, and fall room assignments. Served as departmental liaison to the Student Health Center and Athletics and designed and promoted the room selection process.

Graduate Residence Director — *Shippensburg University*
June 1985 - May 1987 — *Shippensburg, Pennsylvania*

Directed an upper-class apartment complex housing 360 students (2nd year), traditional hall housing 450 males (1st year). Supervised para-professional staff; coordinated and conducted programs and workshops; planned, coordinated, and facilitated the Interact group program aimed at assisting first year and transfer students with their adjustment to college, and demonstrated interpersonal skills through crisis intervention, counseling, and disciplinary hearings. Advised hall government and assisted with summer housing and conferences.

ADDITIONAL EXPERIENCES

Assistant Coach, Women's Tennis, University of Texas at El Paso (NCAA Division IA)
El Paso, Texas -- January 1993 - January 1996

Head Coach, Men's/Women's Tennis, St. Mary's University (NAIA)
San Antonio, Texas -- August 1987 - July 1989

Assistant Coach (Intern), Men's Tennis, Shippensburg University (NCAA Division II)
Shippensburg, Pennsylvania -- December 1985 - May 1987

PUBLICATIONS, PAPERS, AND RESEARCH

- Jackson, T., Cuyjet, J.M., Stark, K.C., & Goldsby-Harris, B. (2014). *Overcoming Impediments to Creating a Campus Culture of Professional Development.* Manuscript submitted for publication.
- Walker, K.L., Jackson, T., Roberts, G., Hart J.L., & Ludeman, R.B. (2013). *Global Citizenship and Tertiary Education: Looking to the future (Part 3 of 3)*. Manuscript submitted for publication.
- Roberts, G., Jackson, T., Hart J.L., Walker, K.L., & Ludeman, R.B. (2013). *Global Citizenship and Tertiary Education: Exploring experiential educational examples (Part 2 of 3).* Manuscript submitted for publication.
- Hart J.L., Jackson, T., Walker, K.L., Roberts, G., & Ludeman, R.B. (2013). *Global Citizenship and Tertiary Education: A time for change (Part 1 of 3)*. Manuscript submitted for publication.
- Roberts, G., Hart J.L., Jackson, T., Walker, K.L., & Ludeman, R.B. (2012). Proceedings from the International Association of Universities 14th General Conference: "Global Citizenship and Tertiary Education: Student Learning, Skill Building, and Outcomes," San Juan, Puerto Rico.
- Jackson, T., Fey, C.J., & Ross, L.E. (November 2012). Institutional leadership on serving student veterans. In F.A. Hamrick & C.B. Rumann (Eds.), Called to serve: A handbook on student veterans and higher education (255-275). San Francisco: Jossey-Bass.
- Jackson, T., Foster, J.P, Hart, J., Walker, K., Clark, T.J., & Mercer, L. (2012). Proceedings from the Asian Pacific Student Services Association '12: "Serving the World through International Service Learning: A partnership between academic and student services," Manila, Philippines.
- Jackson, T. & Cuyjet, J.M. (2010). Being a professional in student affairs. Gleanings. Caribbean Tertiary Level Personnel Association, (11), 38-42.
- Jackson, T. (2010). Serving the world through international service learning. Gleanings. Caribbean Tertiary Level Personnel Association, (11), 17-22.
- Dunkel, N.W. & Jackson, T.R., Jr. (2009). A global view, ACUHO-I Talking Stick Magazine, May-June, 36-45
- Jackson, T. & Fey, C.J. (February 2006). Recapturing balance and perspective. NASPA NetResults Ezine.
- Jackson, T. (2002). Developing an international leadership program for Mexican American students. Concepts & Connections, 11(1), 4-8. National Clearinghouse for Leadership Programs. College Park, MD.
- Jackson, T., Russell, A.I., Braverman, D., & Watjen, L.R. (1999). Collaborative partnerships & accountability in student affairs. In J. Paratore, P. Oliaro, A. Wade, L. Blake-Jones, & T. Jackson, The Practice Agenda Project (9-15). Washington D.C: American College Personnel Association.
- Jackson, T. (1993). Organizational structures and their effects on new housing professionals development of effective mid-level administrative skills, UMI Dissertation Services, University of La Verne, CA.
- Jackson, T. (1992). Realities of relationships, ACUHO-I Talking Stick Magazine, September, 11-12
- Jackson, T. (1992). Dateline 2000: The New Higher Education Agenda, written by Dale Parnell. 1990. A book review for the NACADA Journal, 12(2), 61-63.
- Jackson, T. (1991). Learning about the farm. In W.M. Turgeon (Eds.), The brown and gold review. Marshall, MN: Southwest Minnesota State University Alumni Association.

INTERNATIONAL, NATIONAL, REGIONAL, AND PANEL PRESENTATIONS

** coordinating presenter/speaker*

- "Maintaining Professional Perspective in the Workplace," Invited Speaker, Education City Residence Life, Qatar Foundation, Doha, Qatar, Spring 2014*
- "Creating Campus Vibrancy and Student Engagement ," Sponsored Symposium on International Education, University of Zagreb, Zagreb, Croatia, Fall 2013*
- "Overcoming Impediments to Establishing a Professional Development Culture on Your Campus," Caribbean Tertiary-Level Personnel Association, Bridgetown, Barbados, 2013*
- "The Glass Ceiling: Where are the Black Student Affairs Professionals," NASPA, Orlando, 2013
- "African-American Summit," Guest Faculty/Panelist, NASPA, Denver, 2004; NASPA, Orlando, 2013
- "Various Views on Internationalization of Higher Education," International Association of Universities Conference, San Juan, Puerto Rico, Fall 2012
- "Careers in Higher Education," Southwest Minnesota State University, Marshall, MN, Fall 2012*
- "Changing Campus Culture: Business Affairs and Student Affairs Working Together," ACPA, Louisville, 2012; NACUBO, Washington, D.C., 2012
- "Serving the World through International Service Learning: A partnership between academic and student services," Asian Pacific Student Services Association Annual Conference, Manila, Philippines, Summer 2012*
- "Designing and Implementing Professional Development Opportunities for Your Student Services Staff," Caribbean Tertiary-Level Personnel Association, Montego Bay, Jamaica, 2012*
- "The Birds and the Bees," University Commencement Speaker, Southwest Minnesota State University, Marshall, MN, Spring 2012*
- "Linking Transfer Students and International Education: A Partnership Between Academic and Student Affairs," The National Institute for the Study of Transfer Students Annual Conference, Jacksonville, FL, 2011*
- "Facilitating Collaboration and Promoting Cooperation Between Academic Affairs and Student Affairs," Southern States Communication Association, Memphis, TN, 2010*
- "ACPA and NASPA Unification Conversation," NASPA, Chicago, 2010; ACPA, Boston, 2010*
- "Serving the World Through International Service Learning," Caribbean Tertiary-Level Personnel Association, Scarborough, Tobago, 2009*
- "Understanding Your Professional Development Opportunities," Caribbean Tertiary-Level Personnel Association, Scarborough, Tobago, 2009*
- "Establishing an International Service Learning Program on Your Campus," College Personnel Association of Kentucky, Lexington, KY, Spring 2009*
- "Stories of People that Made a Difference," Invited Speaker, Michigan College Personnel Association, Ypsilanti, MI, Fall 2008*
- "Rabbits, Flying, and Mother Nature: Stories of people that made a difference," Keynote Address, Minnesota College Personnel Association, Minneapolis, MN, Fall 2008*
- "Family, Faculty, and Friends: Stories about those that make a difference," University Convocation Keynote Address, Southwest Minnesota State University, Marshall, MN, Fall 2008*
- "Finding Your Way to A Senior Student Affairs Position: Tips for Mid-Level Professionals," ACPA/NASPA, Orlando, 2007
- "Recapturing Balance and Perspective as an Administrator: Eliminating the 50+ Work Week," TACUSPA, San Antonio, 2001; ACPA, Long Beach, 2002; TACUSPA, El Paso, 2002; University of North Texas (Invited) Professional Development, 2003; NASPA Region III New Professionals Institute, San Antonio, 2004, 2005; College Personnel Association of Kentucky, Lexington, KY, 2007; ACPA Mid-Level Management Institute, Bloomington, ID, 2002-08*

- “Practical Tips to Help Understand & Manage Resources,” ACPA Mid-Level Management Institute, Bloomington, ID, 2004-08*
- “The ABCs of SACS & QEPs,” TACUSPA, Dallas, 2006
- “What We Wish We Had Known,” Invited Panelist, TACUSPA New Professionals Institute, Dallas, 2006
- “Preparing a Quality Enhancement Plan (QEP) for Accreditation,” Invited Pre-Symposium Workshop, Texas A&M University System Student Affairs Symposium, Corpus Christi, TX, 2006
- “Becoming A Senior Student Affairs Officer: Tips for Mid-Level Professionals,” ACPA, Indianapolis, 2006
- “SSAO: From Satiation to Satisfaction - Achieving the Optimum,” ACPA, Nashville, 2005
- “Finding Your Path to the Top: Advice for Mid-Level Professionals,” ACPA, Nashville, 2005
- “Cultures & Internal/External Influences in Higher Education,” ACPA Mid-Level Management Institute, Bloomington, ID, 2002, 2006 *
- “Strategies to Engage Students on Campus,” Invited Panelist, TACUSPA, Austin, TX, 2004
- “Dissecting the Power Structure of State Higher Education,” Invited Panelist with the Commissioner of the Texas Higher Education Coordinating Board, Council for Opportunity in Education, San Antonio, 2004
- "How the Centipede Defined Team," Keynote Address, Texas Residence Hall Association Annual Conference, Kingsville, 2004; Texas A&M System Student Affairs Annual Symposium, Kingsville, 2004*
- “Linking Labor & Life: Finding Balance,” Invited Panelist, TACUSPA, South Padre Island, 2003
- "Moving Up in Student Services," Panelist, Texas A&M System Student Affairs Symposium, Tarleton State University, Stephenville, TX, 2002
- “Building an Assessment Toolbox: Identifying Student Needs and Demonstrating Outcomes,” Pre-Convention Workshop, ACPA, Long Beach, 2002
- “The Promises We Made: The Challenge for Dual Career Couples,” TACUSPA, San Antonio, 2001*
- "Partnering Between Academic & Student Affairs," Faculty Development Workshop, Texas A&M University-Kingsville, 2000*
- "Legal Issues Affecting Private Colleges and Universities," Invited, Texas Higher Education Law Conference, University of North Texas, Denton, 1999
- "Our Students' Future: An Agenda for Researchers & Practitioners," Invited Panelist, ACPA, Atlanta, 1999
- "Student Affairs Practice Agenda for the New Millennium: Collaboration & Accountability," ACPA, Atlanta, 1999
- "Understanding Personnel Issues as a Mid-Level Manager - Module One," For the ACPA Mid-Level Professional Development Series, San Antonio, 1997; Pre-Convention Workshop, NASPA/ACPA, Chicago, 1997; Texas Tech University, Lubbock, TX 1998; University of Maryland at College Park, College Park, 1998; Pre-Convention Workshop, ACPA, Atlanta, 1999*
- "Planning and Resource Management - Module Three," For the ACPA Mid-Level Professional Development Series, University of Central Florida, Orlando, 1997; Pre-Convention Workshop, ACPA, Atlanta, 1999*
- "Legal Issues at Private Universities," Facilitator, TACUSPA Summer Legal Conference, Abilene, 1998
- "Heroes Without Headlines," Keynote Address, Alpha Phi Omega Annual Chapter Banquet, Abilene, 1997*
- "Learnings from Five Eisenhower Leadership Grants," Panelist, ACPA, Baltimore, 1996
- "Making the Way for New Mid-Level Managers: Training the Trainers," Pre-Convention Workshop, ACPA, Baltimore, 1996

- "Mid-level Administrators Roundtable," TACUSPA, Corpus Christi, TX, 1995*
- "Dual Career Families and Student Affairs," Panelist, NASPA, San Diego, 1995*
- "Managing Conflict in Organizations," Pre-Convention Workshop, ACPA, Boston, 1995; NASPA, San Diego, 1995*
- "Heart of a Horse," Keynote Address, Golden Key National Honor Society, El Paso, 1995*
- "The Supervisory Relationship: Being a Better Supervisee," NASPA, New Orleans, 1990; TACUSPA, Fort Worth, 1993*
- "A College Minority: Fitting In at a White University," Allan Hancock Comm. College, Santa Maria, CA, 1992*
- "Embracing the Spirit of Discovery - Step Two in the Professional Adventure," ACUHO-I National Conference, Vancouver, BC, 1991
- "Quality of Life: Student Input on Residence Hall Living," ACUHO-I National Conference, Vancouver, BC, 1991
- "Neurolinguistic Communication Profile: Understanding the Visual, Auditory, and Kinesthetic Communicator," Pre-Convention Workshop, ACPA, Atlanta, 1991*
- "Taking the Plunge: Stage Two of the Professional Adventure From Live-in to Life-out," CACUHO Northern Rap Annual Conference, San Luis Obispo, CA, 1991
- "Fighting Words," Facilitator, NASPA Embracing Pluralism Conference, Hayward, CA, 1991*
- "Creative Programming for Issues Awareness," Cal Poly Leadership Conference, San Luis Obispo, CA, 1991*
- "Campus Cultures and Communities: Exploring Careers in Student Affairs," Panelist, Cal Poly, SLO, 1990*
- "Developing Others Through Coaching," University of Southern California, Los Angeles, 1990*
- "Inter-University Networking: Building Relationships Between Area Universities," NASPA, Denver, 1989; SWACUHO, Hot Springs, AR, 1989*
- "Professional Development through Secondary Assignments," SWACUHO, Hot Springs, AR, 1989*
- "Never Let Them See You Sweat," SAHO, San Antonio, TX, 1989*
- "Ethics," SAHO, San Antonio, TX, 1989*

PROFESSIONAL ORGANIZATION OR CONSULTATIVE EXPERIENCES

American College Personnel Association (ACPA)

- Past President & Governing Board Member, 2010-11
- President & Governing Board Member, 2009-10
- ACPA/NASPA Consolidation Steering Team, 2008-11
- Vice President (President-Elect) & Governing Board Member, 2008-09
- Board of Trustees, Educational Leadership Foundation, 2007-10
- Donna M. Bourassa Mid-Level Manager Institute (Invited) Faculty, Charleston, SC, University of Indiana, & University of Louisville, January 2002-08; Coordinator 2006-08
- Senior Student Affairs Officer Practitioner Program (Selected), 2004-08
- Governance Task Force Member, 2004-05
- 2006 National Convention Program Committee, General Programs Co-Chairperson, 2004-06
- Administrative Leadership (Commission I) Past-Chair, 1998-00; Chair, 1996-98; Chair-Elect, 1995-96; Development Team, Mid-Level Manager Modules (Invited), one of five national educators chosen by ACPA to develop this training program, 1995-00; Elections Coordinator, 1993-94; Directorate Body, 1992-95; Mid-level Task Force, 1992-95; Newsletter Co-Editor, 1992-95; Liaison to the Standing Committee for Men, 1992-94
- Practice Agenda Chair: Collaboration and Accountability Listserv Discussion, 1998-99

- 1999 National Convention Program Committee, Exhibits Co-Chairperson, 1997-99

National Association of Student Personnel Administrators (NASPA)

- Kentucky State Director, 2008-09
- Region III Advisory Board, 2005-07, 2008-09
- 2008 National Conference Program Committee, Pre-Conference Programs Co-Chairperson, 2006-08
- Region III New Professional's Institute Director, Radford University, Fall 2005-07
- Region III New Professional's Institute Faculty, Trinity University, Summer 2004, 2005
- Senior Student Affairs Institute, Washington, D.C., 2001
- Northern California Continuing Education Committee, 1990-92
- Region VI Threatening Opportunities Highlights Conference, University of the Pacific, Co-Chairperson, 1992
- Region VI Mid-level Managers Institute, Ogden, UT, 1991
- Region VI Embracing Pluralism Highlights Conference, Chairperson, 1990-91
- Region VI Gender Issues, Stereotypes, and Relationships Workshop Committee, 1990-91

Other

- CSAO Executive Think Tank, Co-Founder and Co-Convener, April 2012-Present
- Southern Association of Colleges & Schools (SACS), 5th Year Evaluator (Ten Research Universities), Spring 2014
- Indiana University-Purdue University Indianapolis (IUPUI), Student Affairs Review Committee, November 2013
- Southern Association of Colleges & Schools (SACS), Onsite Evaluator, Appalachian State University, NC, Spring 2013
- Southern Association of Colleges & Schools (SACS), 5th Year Evaluator (Ten Research Universities), Spring 2011
- Southern Association of Colleges & Schools (SACS), Onsite Evaluator, Stephen F. Austin University, TX, Spring 2011
- University of West Indies – Mona Campus (Jamaica), Student Affairs Review Committee, Team Leader, April 2010
- University of Akron, Student Affairs Strategic Planning Consultant, Fall 2007
- Southern Association of Colleges & Schools (SACS), Offsite Evaluator, McNeese State University, Kennesaw State University, & Eastern Kentucky University, Fall 2006
- Sam Houston State University, Student Affairs SACS Preparation Consultant, Fall 2006
- Southern Association of Colleges & Schools (SACS), Onsite Evaluator, Columbus State University, GA, Spring 2006
- Texas Council of Student Services Vice Presidents, Secretary/Treasurer, 2003-05
- ACE Meeting of Chief Academic & Student Affairs Minority Officers, Atlanta, GA, 2003
- TACUSPA Webmaster, 1998
- TACUSPA Summer Legal Conference Program Committee, Local Arrangements, 1997-98
- TACUSPA Fall Conference Program Committee, Keynote Speakers Chair, 1996
- CACUHO Research and Information Committee, 1991-92; Newsletter Committee, 1990-91
- San Antonio Housing Officers (SAHO), Founder/Inaugural Conference Chairperson 1987-89
- ACED National Conference Host Planning, 1988-89

INSTRUCTIONAL ASSIGNMENTS

- Adjunct Professor, College of Education & Human Development, University of Louisville, 2007-Present
- Student Services in Caribbean Tertiary Institutions (Graduate), University of Louisville, Co-Instructor, Spring 2013
- Introduction to College Personnel Work (Graduate), University of Louisville, Fall 2013
- Graduate & Dissertation Faculty, College of Education, Texas A&M University-Kingsville, 2001-07
- Intermediate/Advanced Tennis (Undergraduate), McMurry University, Spring 1998
- Freshman Seminar (Undergraduate), McMurry University, Fall 1997
- Ethics (Undergraduate), McMurry University, Fall 1997
- Substance Abuse Counseling (Graduate), Hardin-Simmons University, Summer 1997
- Career Counseling (Graduate), Hardin-Simmons University, Summer 1997
- Student Development in Higher Education (Graduate), Cal Poly, San Luis Obispo, 1991-92
- Wellness and Cultural Education for Paraprofessionals (Undergraduate), Cal Poly, San Luis Obispo, 1991-92
- Seminar on Selected Topics in Student Affairs (Graduate), Cal Poly, San Luis Obispo, CA Spring 1990
- Introduction to Paraprofessional Counseling (Undergraduate), Univ. of So. California, Los Angeles, CA 1989-90
- Personal and Academic Development (Undergraduate), St. Mary's Univ., San Antonio, TX 1987-89

DOCTORAL DISSERTATION COMMITTEES

- Schum, Jennifer A. "Student Affairs Administrators Knowledge and Attitudes Toward College Students with Mental Illness." July 2011. University of Louisville. *(Committee Member)*
- Woods, C.J. "The Texas 10% Law and Its Impact on Admitted Students." May 2011. University of Louisville. *(Committee Member)*
- Lowrey, Kathryn E. "Reverse Transfer Students: Characteristics, motivations, and implications." July 2010. University of Louisville. *(Committee Member)*
- McDougle, Lisa R. "Servant Leadership as a Model for Higher Education." November 2009. University of Texas at San Antonio. *(Committee Member)*
- Williams, Magdalena Hinojosa. "Achievement and Retention Patterns in a Predominantly Hispanic Serving Institution of Higher Education." December 2004. Texas A&M-Kingsville. *(Committee Member)*
- Johnson, Wynette Yolanda. "A Study of the Factors Associated with Special Education Placement in Selected Texas School Districts." August 2004. Texas A&M-Kingsville. *(Committee Member)*
- Okech, Allan P. "An Exploratory Examination of the Relationships Among Emotional Intelligence, Elementary School Science Teacher Self-Efficacy, Length of Teaching Experience, Race/Ethnicity, Gender, and Age." August 2004. *(Committee Member)*
- Mora, Nori Cuellar. "An Analysis of the Impact of High-Stakes Testing on Special Education Referrals." December 2003. Texas A&M-Kingsville. *(Committee Member)*
- Pedersen, Martha Wills. "Differentiating Schools: A study of parental choice in a south texas school district." August 2002. Texas A&M-Kingsville. *(Committee Member)*

SPECIAL DISTINCTIONS, MILITARY, AND SELECTED EXPERIENCES

- Volunteer Pilot, Pilots-n-Paws, 2012-Present
- Volunteer Pilot, Animal Rescue Flights, 2012-Present

- Lion's Club International, 2000-08, 2012-Present
- Indiana Guard Reserve, Camp Atterbury, Edinburgh, IN, 2007-Present
- University Community Partners, Board of Advisors, University of Louisville, 2010-Present
- Outstanding Community Engagement Faculty Award (ISLP Faculty), University of Louisville, 2012
- Volunteer Pilot, Angel Flight, 1999-12
- Advisory Board, Hesselbein Global Academy for Student Leadership and Civic Engagement, University of Pittsburgh, 2008-11
- Ambassador Award, Louisville Convention & Visitors Bureau, Louisville, KY, 2008
- Omicron Delta Kappa, National Leadership Honor Society, Inducted 2008
- Alumni Achievement Award, Southwest Minnesota State University, Marshall, MN, 2007
- Texas State Guard, Laredo, TX, Honorable Discharge, 2003-07
- ACPA Diamond Honoree Recipient, 2005
- Board of Directors, AYA - Grumman Pilots and Owners International Organization, 2002-05
- International Student Host Family, Texas A&M University-Kingsville, 2000-04
- Rio Grande Valley Regional Leaders Core Team, Weslaco, TX, 2000-03
- Texas Army National Guard, Kingsville, TX, Honorable Discharge, 2001-02
- Board of Directors, Kingsville Visitors & Convention Bureau, 2000-02
- Nominee, Outstanding Administrator of the Year, McMurry University, 1998
- Distinguished Service Award, ACPA Commission for Administrative Leadership, 1998
- ACPA Overall Distinguished Accomplishment Award as a Commission (Commission for Administrative Leadership Chair), 1998
- Honoree, Black Leaders in Abilene, 1997
- Member, City of Abilene Community Development Ad Hoc Committee, 1997
- Programming Award for Excellence (as ACPA Commission for Admin. Leadership Chair), 1997
- Golden Key National Honor Society (Honorary Member), Inducted 1995
- Publication Award for Excellence (as ACPA Commission for Administrative Leadership Newsletter Co-Editor), 1994
- Big/Little Brothers and Sisters Program, 1986-87, 91
- Who's Who Among American Colleges and University Students, 1984-85
- Phi Theta Kappa National Honors Fraternity, 1980-82
- Dale Carnegie Courses in Effective Speaking and Human Relations, 1977, 78(GA), 82(GA)
- United States Coast Guard Reserve, Honorable Discharge, 1978-84

SELECTED AFFILIATIONS

NASPA	National Association of Student Personnel Administrators, 1987-Present
ACPA	American College Personnel Association, 1986-87, 1990-Present
CPAK	College Personnel Association of Kentucky, 2007-Present
IASAS	International Association of Student Affairs Services, Charter Member, 2010-Present
COSSVP	Council of Student Services/Vice Presidents (Texas Public Universities), 2000-07

SUMMARY OF EMPLOYERS

Information based on perceptions during the time of employment.

University of Louisville (UofL)

University of Louisville is a state-supported Research I – Extensive institution enrolling 22,500 students. Located in metropolitan Louisville, UofL is a multi-campus and is best known for its outstanding medical, dental, engineering, and business programs and is a national leader in College Student

Personnel, Recreational Sports, Social Justice, and NCAA Division IA athletics. Louisville is one of the nicest places in the United States to relocate a family.

Texas A&M University–Kingsville (TAMUK)

Texas A&M University–Kingsville is a state-supported Research I – Intensive institution located in rural South Texas. With over 6,800 students, the multi-campus has a number of innovative programs serving the local and regional communities and is a strong leader in NCAA Division II athletics, engineering, agriculture, science, pharmacy, and student activism. Predominantly Hispanic, it is the oldest university in South Texas, has an additional campus in San Antonio, and is responsible for creating three other regional universities.

McMurry University (MCM)

McMurry is a United Methodist-affiliated private university with approximately 1,400 students. Primarily serving the New Mexico, Oklahoma, and Texas region, the undergraduate university is known for its innovative core curriculum, servant leadership program, and its responsiveness to students, parents, alumni, and the community. It is considered one of the best liberal arts universities in the southwest. McMurry has a NCAA Division III athletic program.

University of Texas at El Paso (UTEP)

The University of Texas at El Paso is a state-supported institution enrolling approximately 17,000+ students in undergraduate, masters, and doctoral programs. The Research I – Intensive university is approximately an eighth of a mile from the U.S.-Mexico border and excels in engineering and the sciences. The student population is primarily Hispanic (65%), female (53%), commuter (98%), and approximately 25 years old (U/G) and 34 years old (Graduate). UTEP has a NCAA Division IA athletic program.

California Polytechnic State University (Cal Poly – SLO)

Cal Poly is a state-supported university boasting very high academic standards in science, engineering, and technology. There are approximately 17,000 students in a traditional university setting. The University excels in agriculture, engineering, and architecture. Cal Poly is approximately 200 miles from both Los Angeles and San Francisco and is very creative in establishing new student development programs that meet the needs of the underrepresented student population. Cal Poly has a NCAA Division II athletic program.

University of Southern California (USC)

USC is a large, urban, and privately supported university with over 30,000 students. The Research I – Extensive university offers a wide variety of undergraduate and graduate degree programs in a strong academic, athletic, and international environment. USC has one of the largest international student populations in the U.S. and is considered to have one of the most active and competitive (sciences, arts, media) student bodies. USC has a NCAA Division IA athletic program.

St. Mary's University (STMU)

St. Mary's is a small, prestigious, liberal arts university of 3,500 students. This privately supported, Catholic university is very dynamic in meeting the needs of its primarily Hispanic (63%) student population. Known for its campus climate, innovative student programs, law school, and strong business program – St. Mary's is considered one of the best "student affairs" universities in the Southwest. STMU has a NAIA athletic program.