

## **Senior Administrator | Associate Vice-President | Higher Education**

Visionary Leadership in Student Success Program Development, Implementation and Management

Built an outstanding career as a hands-on **Senior Educational Administrator** effectively guiding institutions in the creation and implementation of innovative and progressive student success programs

Proven success as a PreK -12 public school special education professional, curriculum developer and mid-management administrator

Vast experience and success is building collaborative partnerships with UT Colleges and Schools, local Austin Institutions of Higher Education, The University COOP, and the Zina Garrison Academy.

Developed three global student engagement initiatives for underrepresented students at a higher education institution that are focused on student leadership in a global community.

## **PROFESSIONAL HISTORY**

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### **THE UNIVERSITY OF TEXAS AT AUSTIN**

Austin, TX 78712

*After joining the University as a Post-Doctorate Fellow progressed quickly into the role of **Executive Director** before being promoted to roles of **Assistant** and **then Associate Vice-President** as a result of demonstrating outstanding leadership in strategic planning, educational program development and innovative student engagement strategies.*

### **ASSOCIATE VICE PRESIDENT**

*Academic Diversity Initiatives, Longhorn Center for Academic Excellence, The Division of Diversity and Community Engagement*

- Provide visionary leadership and strategic implementation of aligned program initiatives and services that support underrepresented students' academic, personal and professional development.
- Manage and oversee center operations and budget
- Build and develop partnerships with internal and external stakeholders

Administration and Leadership: Provided leadership in the development and implementation of the DDCE Strategic Plan that addresses the Educational Pipeline

- Leads a 30-member staff of professionals, graduate students and student associates and provided visionary leadership and direction in serving underrepresented high performing students
- Working closely with Institution leadership providing guidance that informs practice and contributes to changing university policy and positively impacting student success and matriculation

Program Development, Innovation and Implementation: Serves as thought partner in the implementation of three of the Vice President's six big ideas—Academic Creativity and Design, Inclusive Innovation and Entrepreneurship, and Global Leadership and Social Impact

- Oversee newly implemented initiatives related to global studies and experiential learning; STEM pipeline; pre-law opportunities for underrepresented students, and college-to-career pathways

- Develop and currently implementing a global experiential course on socially responsible and ethical student leadership.
- Principal collaborator on a multi-dimensional project that seeks to build strong partnerships among University of Texas educators, Study Abroad Office and the International Leadership of Texas

#### Committee Membership

- Represents the Vice President of Diversity and Community Engagement on selected committees, commissions, and university/community programs and initiatives
- Representative on numerous university leadership councils, thus engaging in collaborative partnerships, projects and services that impact students
- Representative with external partners focusing on the President's College-to-Career priority by building a successful Pre-K to PhD/Professional pipeline

#### **ASSISTANT VICE PRESIDENT**

Longhorn Center for Academic Excellence, The Division of Diversity and Community Engagement

- Worked closely with the UT and DDCE leadership to inform practice and affect university policy that impacts student success and matriculation.
- Served as presenter on leadership and other topics concerning higher education at the following institutions: the University of Texas at Austin; The University of Southern Mississippi; Murray State University
- Provided leadership in the development of the first study abroad course on social entrepreneurship in Beijing, China, which still remains one of the largest study abroad programs for students of color at the University of Texas at Austin.

#### **EXECUTIVE DIRECTOR**

Gateway Scholars Program, Longhorn Center for Academic Excellence

Oversaw the development and implementation of the academic enrichment and college awareness for this student success program that serves more than 1,500 students annually in academic, personal and professional development programming designed to build leaders of the future

- Lead restructuring, implementing and managing program's service delivery for students
- Launched a spring course engagement module, which exposed participants to cutting-edge leaders, faculty and researchers across the university and local community. Later developed the model to incorporate leadership experiences with nationally recognized leaders.
- Expanded the reach of the program to a multi-year experience rather than a first-year program for underrepresented high performing students
- Provided leadership that focused on the development of students' social connections and academic success through special courses, tutoring, individual counseling/advising/coaching and educational workshops and events
- Provided executive level oversight of participant recruitment, summer orientation, student retreats, and early student engagement in college success activities.
- Directed the academic component, including course development, priority registration, academic advising and coordination of TA meetings; evaluation of student academic progress and performance; and the collaboration with faculty and other student support professionals in response to student academic needs and progress
- Selected and served as a critical thought partner with university leaders in the development of the University of Texas' student success initiatives, based on leading a successful student support model as Executive Director of the Gateway Scholars Program
- Supervised graduate research assistants, including hiring, onboarding and annual performance evaluations.

- Oversaw the program's regular operations to ensure it achieved the primary goals and outcomes including operations of its sub-units of Achieving College Excellence and UTransition Programs for transfer students.
- Made public appearances, served on committees and represented the program at campus meetings and events. Served as the program liaison to the campus or community partners to promote the program's mission and goals; collaborated on efforts and initiatives as needed, including Heman Sweatt Symposium and Barbara Jordan Essay Competition

## **POST DOCTORAL FELLOW**

Pre-college Academic Readiness programs, The Division of Diversity and Community Engagement

- Designed and led professional development workshops for Title I high school teachers
- Developed and facilitated meetings and workshops for parents, school liaisons, and business/community leaders
- Facilitated college campus visits and workshops for high school juniors and seniors
- Developed college partnerships with UT faculty, advisors, and admissions professionals to assist high school students in identifying successful pathways to higher education degrees
- Partnered with other program coordinators to develop and conduct program evaluations; created, administered, and analyzed surveys; and submitted annual reports including quantitative and qualitative on program outcomes
- Developed course curriculum and taught college freshmen students in critical thinking skills
- Collaborated with university and community leaders in sponsoring a statewide essay competition for high school students at the University of Texas at Austin
- Communicated with advisory board members regularly to maintain continuous feedback on essay competition requirements

## **Educational Pipeline Experience**

### **ELEMENTARY PRINCIPAL**

Hedgcoxe Elementary School, Plano Independent School District, Plano, TX

A national Blue Ribbon Exemplary rated school that serves students in Kindergarten through fifth grade. Served as a principal intern for one year and was immediately appointed principal the following year; Received highest rating of performance in state-wide Principals' Leadership Academy

- Provided visionary leadership as the school's student body reached a high enrollment of 725 students, during this expansive growth, our students continued to demonstrate exemplary performance.
- Led instructional strategic planning efforts focused on Hedgcoxe's Campus Improvement Plan
- Interpreted and applied federal, state and district policies in all aspects of the school operations
- Directed school resources to meet the unique needs of the student population
- Designed and implemented professional development for instructional and support staff
- Conducted evaluations of all faculty and student support specialists. Provided constructive feedback and professional support for teachers who demonstrated marginal performance

### **SPEECH-LANGUAGE PATHOLOGIST**

Howard County Public Schools, Columbia, MD

Provided services and program development and implementation leadership for this suburban school district between Baltimore and Washington, DC serving 300,000 students in a mixed community of an historic city, rural setting and a planned community.

- Provided individualized speech/language services; Assessed and developed individual educational plans for targeted students in Pre-kindergarten through eighth grade
- Led the team in the development and implementation of innovative strategies of service delivery within the inclusive classroom setting
- Served as co-team leader for special education services, collaborating with classroom teachers and other school specialists in the development and implementation of a multi-disciplinary learning approach for students

### **COORDINATOR OF PERSONNEL RECORDS**

East Arkansas Community College, Forrest City, AR

Opened in 1974 as the first institution of higher education in the Forrest City area. As coordinator of personnel records, I assisted the director in onboarding and establishing HR guidelines.

- Maintained personnel records for over 200 employees and established HR procedural guidelines for faculty and staff, assisted and supported administrators in developing professional trainings for staff
- Developed and implemented new personnel leave policies and designed a system for maintaining personnel records

### **Title III Language Development Specialist**

Marianna School District, Marianna, AR

As part of the curriculum development team, I worked closely with the director of this federal program to build a district-wide language development program to serve students in grades 3-5. During the three years of funding, this program was implemented in all of the school district's elementary schools.

- Collaborated with elementary school principals to design a three-year classroom-based language development curriculum that was easily implemented within the language arts, science and social studies instruction.
- Developed and implemented professional development for classroom teachers, designed to supplement current instructional practices
- Assessed the effectiveness of the program and provided data to district officials

### **INSTRUCTOR, SPEECH AND LANGUAGE DEPARTMENT**

Murray State University, Murray, KY

After receiving both my B.S. and M.S. degrees at my alma mater, I was recruited to become one of the first faculty members of color in the Communication Science Disorders Department in the College of Education at Murray State.

- Appointed clinical supervisor of graduate students, instructor and coordinator of the student teacher placements where speech pathology majors were assigned to school districts to complete their internships and earn their clock hours in clinical practice, leading to their state and national certification.
- Taught introductory college courses in speech pathology
- Supervised student teachers in speech and language placements in K-12 schools

### **EDUCATION AND RELATED TRAINING**

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**Ph.D.** Educational Leadership and Research, The University of Southern Mississippi, Hattiesburg, MS

**Master of Science (M.S.):** Speech Pathology, Murray State University, Murray, KY

**Bachelor of Science (B.S.):** Speech and Hearing, Murray State University, Murray, KY

## AWARDS / RECOGNITIONS

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- Diverse Issues in Higher Education, One of Top 35 Outstanding Women in Higher Education, spring 2020
- Black Student Alliance Faculty of the Year Award, spring 2016
- Murray State University Lifetime Diversity Achievement Award, 2016
- Texas Blazers Faculty Appreciation Award, fall 2014
- Central Intelligence Agency Partnership Appreciation Award, 2015
- Division of Diversity and Community Engagement Vice President's Staff Excellence Award, 2010
- Division of Diversity and Community Enrique Romo Staff Excellence Award, 2009
- Eyes of Texas Excellence in Service Award, 2014
- Agnes Meyer Teacher of the Year Finalist, Howard County Public Schools, 1992

## ADVISORY / CONSULTING / COLLABORATIVE PARTNERSHIPS

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- **University Coop Internship** – Launched the first College-To-Career partnership with UT COOP that provides a two-and-a-half-year internship program that introduces students to a variety of fields—from accounting to product merchandising and online marketing. This unique program allows for students to develop and hone their skills over the course of two years. Upon completion the students will have a nuanced understanding of business operations in the retail industry and the nonprofit sector
- **Diversity Abroad Task Force** – Served as member of 2015-17 Leadership Subcommittee that addressed the lack of diverse leadership in the development of educational abroad programs in higher education.
- **Law School Advisory Council (LSAC)** - Successfully secured grant funding to incubate a pre-law program for three years with a number of positive outcomes. Following grant funding, I now serve as Collaborative Innovator with our Division of Diversity and Community Engagement, the University of Texas Law School and Huston Tillotson University on our pre-law three-semester engagement experience for underrepresented rising sophomores and juniors at the University of Texas at Austin and Huston Tillotson.
- **Moody College of Communication** – Served as Consultant in the development three initiatives:
  - **Moody College Writing Support Center**—Through the request of Diana Dawson, Senior Lecturer in the Moody College of Communication, I served as a collaborative partner we successfully launched a pilot project focused on supporting communication majors in building and developing technical writing skills. Originally incubated in LCAE as the LCAE Writing Support Program, the project was launched in October 2013. With successful first year and second year outcomes on student growth and success, this program was fully adopted by the Moody College and is now the Moody College of Communication Writing Support Program. Its major components still remain the same: writing coaching, peer critiques, writing boot camps, and ongoing writing labs. This program now has the full endorsement and financial support of the Dean of the Moody College of Communication
  - **Moody College Digital Maker's Lab**—Upon the request of Dr. Craig Watkins, I served as a consultant on a project to engage more underrepresented students in digital media projects in the Moody College of Communication. We developed a collaborative partnership designed to use public television as the lab for building space to engage underrepresented in digital storytelling focused on dialogue around critical issues of diversity and inclusion.
  - **Moody College Four Year Honors Program**—At the request of Dr. David Junker, Senior Lecturer in the Moody College of Communication, I served as a consultant on promising practices of recruiting and selecting high performing underrepresented students as communication majors in the Moody College of Communication. As a result of our meetings, the Moody College will launch, in fall, 2018 it's Four Year Honors Program. Emphasis will be placed on a small learning community experience that develops students into future leaders from diverse backgrounds and experiences.

- **University of Texas at Austin-Huston Tillotson University-Austin Community College Collaborative—**  
Designed and implemented a collective impact program model to address the low number of minority students in higher education pursuing a law degree. Explore Law Pre-Law Pathway Project.
  - After successfully creating a Discover Law program, funded by the Law School Advisory Council (LSAC), I worked to institutionalize it at the University of Texas at Austin with the support of the University of Texas Law School and Huston Tillotson University. It became and remains the only collaborative pre-law program that partners a PWI and HBCU in the state of Texas.
    - Once the LSAC funding ended, with the help of the UT Law School, we were able to increase the in-kind support of the UT Law School faculty and administrators, local law offices, law professionals and legal agencies within Travis County to build a more robust model.
    - This past year, we added a third partner, Austin Community College, and this recent cohort of students from three separate institutions of higher education are showing promising outcomes regarding their persistence.
    - As of today, we have students in past cohorts who are at various levels of success
      - Gained admission into the law school of their choice
      - Successfully completed law school
      - Successfully passed their State Bar.
- **Western Interstate Commission for Higher Education (WICHE)**
  - Served as co-facilitator in the convening of Digital Learning Solution Network stakeholders to develop a plan for:
    - A shared plan for network decisions
    - A shared purpose for the network
    - A set of big ideas/opportunities for network collaboration which includes a strategy for prioritizations and facilitation focused on the needs of underrepresented, first-generation learners

## University of Texas Equity Work Summary

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### Global Engagement

- 2018: Created a global leadership community of students who have studied abroad within the Division of Diversity and Community Engagement. Students were selected as Global Student Fellows and are now leading many of our global engagement projects, serving as university ambassadors and speakers while influencing diverse students to participate in global learning opportunities.
- 2017: Created a new leadership abroad program for diverse students, that focuses on servant leadership in a socially responsible and ethical manner. Students travel to Costa Rica to observe and work alongside servant leaders who are focused on sustainable practices designed to improve the quality of life for the community they serve.
- 2013: Served on first study abroad planning committee within the Division the Diversity and Community Engagement
  - Developed the first abroad experience for underrepresented students to Beijing, China—studying and comparing social entrepreneurship between the U.S. and China. This is one of the university's largest abroad programs serving 60+ students in each study abroad cohort
- 2012—Present: Serves as a university partner with Texas Global and UT Athletics to influence the number of underrepresented students studying abroad through:
  - Coordinated recruitment strategies designed to increase the number of underrepresented students studying abroad
  - Faculty workshops focused on health and safety issues unique to underrepresented students
  - Collaborative partnerships with the colleges and schools to increase their global engagement of minority students

### **American Talent Initiative Summer Institute on Equity in the Academic Experience**

- Currently serving as a member of the University of Texas steering committee in partnership with Georgetown University. Role involves assisting the Provost's office in developing and identifying content and resources for the institute in June 2020; recommending national experts on equity in education for key roles during the institute; advising on the convening of major institutions in higher education in the form of working teams to collaborate and partner on faculty engagement, coordination of services and data to inform equity work.

### **Charles A. Dana Center Platform: The *Equity in Mathematics Pathways Initiative: Equity, Mobility, and Mathematics at the Transition from K-12 to College***

- Served as Group Advisory Member to serve as thought leader for building this platform that initiates awareness of equity issues; informs the work of developing, curating and storing resources that address equity opportunities; and mobilizes educators, administrators and policy makers on taking action on equity opportunities related to math pathways

### **DDCE (UT Division of Diversity and Community Engagement) Educational Pipeline Strategic Planning Committee**

Served as co-chair and chair of the Educational Pipeline that includes our Pre-K through PhD and professional school pipeline of services

- UT Elementary School
- Neighborhood Longhorns Programs
- Pre-College Academic Readiness Programs
- Longhorn Center for Academic Excellence
- Multicultural Engagement Center
- Academic Diversity Initiatives
- Longhorn Center for Community Engagement
- Longhorn Center for School Partnerships
- Services for Students with Disabilities

### **PCARP (Pre-College Academic Readiness Programs)- ChemBridge (Chemistry Bridge) and SPURS (Students Partnering for Undergraduate Rhetoric Success)**

- Responsible for the coordination and implementation of professional development modules for teachers serving underrepresented students in a dual college credit courses in Chemistry/Rhetoric and Writing that focused on building and strengthening students' critical thinking, problem solving and writing skills.
- Provided workshops for families of underrepresented students in ChemBridge Program
- Supported our underrepresented student mentoring model where high school students were engaged with UT undergraduates in Chemistry and Rhetoric classes

### **Pre-Law Program for Underrepresented Students**

- Successfully developed a pre-law pathway for minority students into the law profession that includes a 3-institution collaborative model among a PWI's, an HBCU's, and Community College

### **UT Faculty Council**

- Served as Chair of the C-10 Recruitment and Retention Committee
  - Currently holds a university appointment to address recruitment and retention of multi-cultural/multi-racial faculty and students
  - Successfully proposed two resolutions for adoption by the Faculty Council
    - Resolution 1—Endorsement of Student Success Initiatives at UT
    - Resolution 2—Support of DACA students at UT



**University of Texas STEM Council**

- Served as a member of the University council of faculty, directors, deans and associate deans who collaborated on issues that impacted student success in the STEM fields (especially math)
- Served on the Provost's Council for Student Advocacy—providing recommendations to the Provost that break down barriers to student success and graduation for students

**Longhorn Center for Academic Excellence—Serving underrepresented students at UT**

- Responsible for the oversight of student support services and programming
  - Academic support—hiring of diverse student tutors in STEM; providing PD for STEM tutors; development of outcome measures for student success (customer feedback, patterns student use, etc.)
  - Learning Communities within signature courses, Freshman Interest Groups (FIGS), study groups, satellite services, etc.
  - Mentoring Program for undergraduate students
    - ❖ Chair of data management team, investigating ways to critically evaluate our work
    - ❖ Provide and promote professional development experiences that focus on diversity, equity and inclusion for our staff, including graduate assistants

**SELECTED PUBLICATIONS / PRESENTATIONS / SPEECHES**

- Bumphus, Aileen (2018). Presenter: Global Educational Summit—Premier Invitation Only summit focused on collaboration, knowledge sharing, and strengthening connections across the global education ecosystem between China and global education stakeholders. Beijing, China, December 2018.
- Bumphus, Aileen (2016). Four-year schools must look to community colleges. *Diverse Issues in Higher Education*, March 10, 2016.
- “Accelerating Excellence in Higher Education Series” hosted by South by Southwest Educational Conference. “Student Success 101 – How To Build Your Program”, panelist presentation at the SXSW.EDU Conference, March 9, 2015.
- “Identifying Your Sphere of Influence: Leading for Diversity in Education Abroad”, – Moving Beyond Barriers: Transforming International Education through Inclusive Excellence, presenter at the Annual Diversity Abroad Conference, New Orleans, LA. March 24, 2015.
- Austin Community College Commencement Speaker, April 2015
- Reinvention Center 2016 National Conference Speaker, “Culture, Identity and Discovery: The Impact of Co-Curricular Engagement on Integrative Learning and Inclusion, November 2015.
- “Best Practices in Advising & Programming to Foster Diversity in Study Abroad”, CAGE (Creating Access to Global Education) Symposium hosted by the University of Texas at Austin Study Abroad Office, September 20, 2013.
- Bumphus, A. T. (2008). *The emotional intelligence and resilience of school leaders: An investigation into leadership behaviors* (Order No. 3329731). Available from ProQuest Dissertations & Theses Global. (304476935). Retrieved from <http://ezproxy.lib.utexas.edu/login?url=http://search.proquest.com.ezproxy.lib.utexas.edu/docview/304476935?accountid=7118>

**ACADEMIC COURSES – UNIVERSITY OF TEXAS AT AUSTIN**

EDP 354L – Socially Responsible and Ethical Student Leadership, Spring 2018  
 ALD 379 – Socially Responsible and Ethical Student Leadership, Spring 2019  
 ALD 379 – Socially Responsible and Ethical Student Leadership, Spring 2020