

Competencies:

Policy Development	Organizational Diversity
Emergency Planning/Response	Assessment
Student Organization Advising	Strategic Planning
Operations/Management	Budgeting
Risk Management	

Experience:

Jun 2016 -
Present

Associate Vice President of Campus Life / Deputy Dean of Students

Provide leadership and support to a team of 50 staff members and nine functional units to provide programs and services to a diverse student population that exceeds 51,000. Program and service areas include Student Emergency Services, Sorority and Fraternity Life, Student Activities, Living the Longhorn Life programming, Texas Lead, Veteran and Military Affiliated Services, Information Technology, Administrative Services and Communications. My portfolio also included Title IX Investigations for student related concerns until the Summer of 2020 when restructuring merged faculty, staff and student Title IX investigations into one unit. Oversee a five-million dollar operational budget, and responsible for our departments planning and assessment activities. Continually review demonstration response protocols and respond to campus demonstration activity. Co-Chair the Behavioral Response Team to address serious and complex behavioral issues. Review and analyze the impact of proposed legislation during legislative sessions. Serve as Co-advisor to Student Government, the Senate of College Councils, and the Graduate Student Assembly. Work collaboratively with the Vice President for Student Affairs, student leaders and campus leadership to address student concerns. Represent the Division of Student Affairs through various assignments and by serving on campus wide committees.

Mar 2009 -
Jun 2016

Senior Associate Dean of Students, Office of the Dean of Students, The University of Texas at Austin.

Assisted the Senior Associate Vice President and Dean of Students in providing overall leadership and support to the eight program units within the Office of the Dean of Students. Provided direct leadership to Sorority and Fraternity Life, Student Activities, Texas Lead, Veteran and Military Affiliated Services, Information Technology and Legal Services for Students within the Office of the Dean of Students. Led strategic planning and assessment activities for the Office of the Dean of Students. Oversaw annual *Institutional Rule* revision process. Served as a member of the senior leadership team and participated in decisions regarding personnel, policy, and programs and services. Assisted the dean and unit staff in preparing annual budgets, budget reduction activities, and Student Service Budget Committee (SSBC) proposals and presentations. Provided leadership and support to the New Student Orientation Program (2009-2012). Assisted with the University's response to the Southern Association of Colleges and Schools (SAC's) Five-Year Accreditation review. Collaborated with other areas of student affairs and academic affairs in addressing student needs. Represented the Office of the Dean of Students on campus-wide committees. Served as member of Title IX investigative team, After Hours On-Call Team, Behavioral Assessment Team (BAT), Campus Climate Response Team (CCRT), Critical Incident Response Team (CIRT) and Campus Safety and Security Committee.

Aug 2010 –
Present

Assistant Professor of Practice, Department of Educational Leadership and Policy, The University of Texas at Austin.

Responsibilities include advising students in the Masters of Educational Leadership and Policy program, serving on dissertation committees, and course instruction. Graduate course instruction includes Student Affairs Assessment in Higher Education, Examining Campus Cultures, and guest lecturing in various higher education courses. Serve as co-instructor for the undergraduate course, Sorority and Fraternity Leadership Issues.

- Mar 2001 - **Director of Residence Life**, University Housing and Dining, The
Mar 2009 University of Texas at Austin
- Provided leadership and direction to a staff of over 250 full and part-time employees, including the Assistant Director of Organizational Diversity and Development, the Manager of Human Resources, and four Area Managers. Oversaw residence life program budget, student services and student development, safety and security, emergency preparedness and response, program and policy development, and strategic planning and assessment activities. Collaborated with academic colleges to develop and implement academic support programs for residence hall students, including Living-Learning Communities. Advised the Resident Assistant Council. Addressed media inquiries as primary spokesperson. Served as liaison to various campus departments. Supported Executive Director in executing initiatives to fulfill the mission of the Division of Housing and Food Service.
- Oct 1994 - **Assistant Director – Residence Life**, University Housing and Dining, The University
Feb 2001 of Texas at Austin.
- Developed, coordinated, and administered residence life operations for University Housing and Dining. Areas of responsibility included staff and student development, residence hall student-judicial process, crisis response, planning, policy development, development of academic learning environments and management of support services for approximately 7400 residence hall students and 715 university apartment residents. Worked collaboratively with campus departments, students, faculty, parents and other constituents associated with the University in addressing issues and concerns.
- July 1989 - **Coordinator of Jester Center**, University Housing and Dining, The University of
Sept 1994 Texas at Austin.
- Coordinated administrative and student development aspects of a residence hall housing 3,000 students. Oversaw supervision of nine full-time and 80 student-staff positions including selection, training, and evaluation. Coordinated delivery of conference services to a summer conference program hosting over 100 groups totaling 60,000 bed nights. Coordinated reservations, room assignments, check-in/check-out, billing reconciliation, cash handling operations and counselor training for youth groups.
- June 1986 - **Assistant Director**, Office of the Dean of Students, Southwestern
June 1989 University. Georgetown, TX.
- Assisted with planning and implementation of all aspects of a residence life program housing 750 students. Assisted the Dean of Students in developing and implementing university policies and procedures concerning student life. Coordinated on-campus housing assignments and check-in/check-out processes.

Education:

- Doctorate of Higher Education Administration**, August 2006 The University of Texas,
Higher Educational Administration Austin, TX
- Dissertation – The Relation Between a Student’s Choice of
Living Arrangement and Student Effort, Achievement and
Satisfaction
- Masters of Higher Education Administration**, December 1993 The University of Texas,
Higher Educational Administration Austin, TX
- Bachelor of Science**, May 1983 Southern Illinois University,
General Agriculture. Minor in Spanish Carbondale, IL

*completed 36 hours of graduate course-work in
Agribusiness Economics

Select Accomplishments:

- Co-chair of Student Affairs work group to reopen campus during Covid-19 pandemic.
- Assisted over 500 students with emergency funds to address technology needs, loss of employment, housing and food insecurity, and other issues related to the university's rapid transition to on-line instruction at the start of the Covid-19 pandemic.
- Co-authored development proposal with the Director of Sorority and Fraternity life to receive \$240,000 dollars in funding to create an anti-hazing program in the city of Houston, Texas, focused on parents, high school students and youth groups.
- Developed outreach program with off-campus property managers to enhance communications and collaboration on addressing needs of students who reside in off-campus housing.
- Co-authored development proposal with the Director of Sorority and Fraternity life to receive one-million dollars in funding to create the "Transforming Texas Greeks" risk management program.
- Served on University of Texas System Hazing and Alcohol Task Force. The task force was charged with developing for the UT System campuses an array of evidence-based best practices that target student organizations and other university constituencies in an effort to change the campuses culture concerning hazing and alcohol abuse. Developed web-based information and provided significant contributions the final report submitted to the UT Board of Regents.
- Conduct assessment of Sorority and Fraternity community to identify community level, council level and chapter level strengths and growth areas. Office of the Dean of Students, UT Austin.
- Developed and implemented comprehensive planning and assessment model with student learning outcomes. Office of the Dean of Students, UT Austin.
- Collaborated with Veteran and Military Affiliated Services and the Office of the Registrar to streamline the student-veteran certification process. Office of the Dean of Students, UT Austin.
- Proactively address Student Activism. Worked with team to develop guidelines for academic areas to respond to student activism. Office of the Dean of Students, UT Austin.
- Collaborated with members of the Division of Diversity and Community Engagement to prepare a report and recommendations addressing campus climate issues, and campus diversity programming efforts. The report resulted in formation of Campus Climate Response Team (CCRT). Office of the Dean of Students. UT Austin.
- Implemented "Learning Lunches." On-going conversations with selected student organizations to discuss campus issues. Office of the Dean of Students. UT Austin.
- Coordinated assessment activities and developed learning outcomes for the Department of Residence Life. University Housing and Dining, UT Austin.
- Developed and implemented "Target Academic Guidance Program" (TAG). TAG provides an opportunity for resident assistants to meet individually with their residents to discuss academic performance and offer academic support. An aspect of the TAG program included a voucher-tutoring program in collaboration with the Learning Skills Center to provide academic support services to students. University Housing and Dining, UT Austin.
- Developed and implemented "Leadership Week," a program that brings 120 student volunteers to campus in August to attend leadership training and assist residence life staff and the university residence hall association with welcoming new students to the residence halls. University Housing and Dining, UT Austin.
- Developed and implemented Academic Community Centers in University Residence halls. Collaborated with the College of Engineering, the College of Natural Sciences and the College of Communication to provide academic offices offering advising, tutoring and other academic support services in the university residence halls. University Housing and Dining, UT Austin.
- Developed and implemented a centralized residence hall check-in system that helped alleviate congestion, maximize staffing resources and provide a better check-in experience for students and families arriving to campus. DHFS, UT Austin.
- Developed emergency and disaster plans for University Housing and Dining. Implemented Incident Command structure and strengthened emergency response procedures within the residence halls. University Housing and Dining, UT Austin.
- Chaired new residence hall pre-program committee. Developed report and criteria used by architects during the programming phase of building design for Almetris Duren Hall. University Housing and Dining, UT Austin.

- Developed an international cultural exchange program between the University of Texas and Monterrey Institute of Technology, Monterrey, Mexico. An academic component was later added allowing participating RA staff members to work as a resident assistant and attend classes at the host university. University Housing and Dining, UT Austin.
- Developed and implemented a “First-Year Experience” Program at the University of Texas. Expanded size of program in subsequent years and renamed the program to the Living-Learning Centers program when the program merged with the university-wide FIG program. University Housing and Dining, UT Austin.
- Conducted in-depth analysis of Department of Residence Life. Developed findings and recommendations that were implemented within our organization. Developed “Working Smarter” workbook to address staff priorities and workload. University Housing and Dining, UT Austin.
- Implemented a Housing and Food service operated “Informational and Movie Channel,” broadcast over the residence hall cable system. University Housing and Dining, UT Austin.
- Developed and implemented a night management program to provide a comprehensive safety and security program for all the residence halls. University Housing and Dining, UT Austin.
- Implemented cultural dining series. The joint program between Residence Life and Food Service allowed residents to experience authentic cuisine, art, music, literature and dance of different cultures. University Housing and Dining, UT Austin.
- Developed and implemented an “Extended Family Policy” at the University apartments that permits extended family members to live with student-contract holders for the purpose of providing child-care. University Housing and Dining, UT Austin.

Select University of Texas Activities:

- Attended the National Association for Behavioral Intervention and Threat Assessment (NABITA) Advanced Threat Mitigation Training, August 2022
- Guest lecturer for UT Higher Education Law Class, Addressing Campus Demonstrations, Spring 2020, Fall 2020 and Fall 2022.
- Guest Lecturer for Leadership for New Student Transitions class, Spring 2020.
- Coordinated the 2018 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reaccreditation process for UT Student Affairs areas.
- UT Austin – Electric Scooter Safety Committee. Created recommendations to address safety issues related to usage of electric scooters on campus. Fall 2018/Spring 2019.
- Faculty Fellow, Sigma Phi Epsilon Fraternity, Residential Learning Community, Fall 2018-present.
- Program presenter on “Campus Demonstrations,” UT Professional Development Day, March 2018.
- Campus Contextualization Task Force, Spring 2018
- Serve on Campus Climate Task Force, 2017 – 2020.
- Faculty Council appointment to Parking and Transportation Committee, 2017-present.
- Serve on the campus-wide QEP Proposal Committee, 2017.
- Appointed to serve on University of Texas International Oversight Committee, 2015 – present.
- Serve on the City of Austin/University of Texas Task force to find effective solutions to issues impacting students who reside in the City of Austin, 2015 – 2018.
- Appointed to serve on the University of Texas Police Oversight Committee, 2015 – 2019.
- Association of Threat Assessment Professionals, certification training, April 2013.
- Attend Annual UT System Title IX Certification Training, January 2013 – present.
- Serve on task force to develop guidelines for Path to Admission through Co-Enrollment (PACE) program with Austin Community College, Spring 2013.
- Keynote Speaker, Hispanic Student Business Association, Corporate Fair, October 2012.
- Advisor, Higher Education Student Professional Association (HEASPA), 2010-2011.
- Student Affairs Assessment Work Group, 2010 – 2015.
- Member of the Campus Climate Response Team, 2009-2015.
- Keynote Speaker, The Leadership and Ethics Institute, Graduation Banquet, 2009.
- Present “Welcome” at new student orientation sessions, 2009-2011.
- Member of Campus Committee to address Free Speech/Residence Hall Window Posting, Fall 2008.
- UTPD Citizens Police Academy, Fall 2007.
- Member of Alcohol Task Force. A Student Affairs committee charged with examining alcohol issues and providing direction on programs and policies, Fall 2007.

- Recipient of Texas Parents Staff Merit Award. Fall 2007.
- Congressman JJ Pickle Outstanding Student Selection Committee, 2006-present.
- Guest lecturer for UT Higher Education Management Class, "Compliance Issues," January 2002.
- Guest lecturer for UT Higher Education Student Personnel Class, 2001, 2005, 2007, 2008, 2014 and 2017.
- Member of The University of Texas Behavior Assessment Team (BAT). Campus network that identifies and addresses disruptive and potentially dangerous student behavior. Part of original team that developed response protocols and procedures. 2001-present.
- Voices Against Violence Committee (VAV). Campus and community committee that provides programs and services related to sexual assault, stalking and relationship violence, 2001-2009.
- Internship, Office of Vice-President of Student Affairs. Review and implement campus reporting and compliance requirements of Higher Education Amendment Acts, Fall 2000.

Select Professional Activities:

- Panelist, Clery Hazing Prevention Consortium, Webinar, May 2021.
- Panelist on International Wellness Conference, Strategies to Support Students During Covid-19 (via Zoom), hosted by Monterrey Institute of Technology, Monterrey, Mexico, along with institutions from Spain, Columbia, Peru, Mexico, and Chile, Summer 2020 and 2021.
- Member of Sigma Phi Epsilon National Learning Community Committee, Fall 2019.
- Program reviewer for the 2020 NASPA AVP Symposium, Fall 2019.
- Program Presenter, "Resilience." Sigma Phi Epsilon 2019 Grand Chapter Conclave, July 2019.
- Guest Lecturer, Stephen F. Austin State University, Department of Higher Education, "Speech, Assembly, and Expression." Via Skype, March 2019.
- Recognized by Sigma Phi Epsilon Fraternity as University Partner of the Year, February 2018.
- Attended NASPA AVP institute, February 2017.
- Keynote Speaker - AFA Region IV Lone Star Drive-In Conference, July 2016
- Program Presenter, "Behavioral Intervention at Small & Large Institutions," NASPA 2015 Conference.
- Guest Lecturer, Louisiana State University, Department of Educational Leadership, Research, and Counseling, "Professional Development." Via Skype, September 2014.
- Program Presenter, Residential Learning Communities, at Monterrey Institute of Technology, Monterrey Mexico, October 2012.
- Elected to three-year term representing Southwest Association of College and University Housing Officers (SWACUHO) as president-elect 2008, president 2009, and past-president 2010.
- The University of Texas at Austin served as host campus for SWACUHO Annual Conference, February 2010.
- Organizational Climate Survey. Assisted in development of the Educational Benchmarking, Inc (EBI) survey, Diversity Assessment for Program Improvement, 2007-2009.
- Walt Disney World - College Program Advisory Board, 2003-2006.
- Recipient of the Bob Cooke SWACUHO Distinguished Service Award, February 2001.
- Treasurer for SWACUHO Association, 1998-2000.
- Chair, SWACUHO Programming Committee. Responsible for organizing the program content for the regional SWACUHO conference, 1996.
- Conducted external review of the Department of Residence Life for The University of St. Thomas, Houston, Texas, November 1995 and February 2003.
- Received "Recognition Service Award," University Housing and Dining, May 1994.
- Selected as University Housing and Dining "Employee of the Month," April 1990.
- SWACUHO Programming Committee member, 1987-2002.
- SWACUHO Placement Committee member, 1987-1990.
- Program presenter at SWACUHO Annual Conferences, SWACUHO Supervisory Skills Workshop and SWACUHO RA conference, various years.

Languages

Proficient in Spanish language and a beginning Italian language speaker