

CHARLES HOLMES-HOPE, Ed.M.

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EDUCATION

CLEVELAND STATE UNIVERSITY, Cleveland, Ohio

Ed.M., Education (Adult Learning and Development), Concentration in Student Personnel Administration, 2004

CLEVELAND STATE UNIVERSITY, Cleveland, Ohio

B.A., Communication, Emphasis on Race Relations, 2001

Thesis: "A Comprehensive Report on Race in the Mass Media: How People of Color Are Portrayed in Television"

INSTITUTES

Certificate, Northwestern University, Manager, Foundation Leadership Development Program, 2020-2021

Certificate, Kent State University, Institute for Excellence for Administrators, 2013-2014

Certificate, Ewing Marion Kauffman Foundation, The Ice House Entrepreneurship Program, 2013

Certificate, The University of Wisconsin-Madison, The Wisconsin Idea Seminar, 2007

Certificate, The University of Wisconsin-Madison, The Dr. Joseph F. Kauffman Administrative Institute, 2006-2007

- Certificate, State of Wisconsin: Department of Education and Instruction, Leadership and Management Development, 2006

EXPERIENCE

The University of VERMONT, Burlington, Vermont

Executive Director of University Housing and Dining Services, 2025-Present (*Two departments merged in 2025.*

Additional areas of responsibility: University Dining Operations and Summer Housing of Pre-College programs to create University Housing and Dining Services. Strategic high-level position at the University)

Providing the visionary leadership and strategic direction to ensure the seamless and effective operation of a complex, multifaceted department that serves approximately 6,500 undergraduate students across 41 residence halls and 4 UVM-affiliated rental properties. Responsible for overseeing all aspects of housing operations (*assignments/occupancy, Information and Technology and operational excellence of front desks*), university dining, residential education, residential learning and academic engagement (*learning communities/curriculum*), residential facilities and capital development/management, business operations (*finance/budget, human resources, MOUs*), and strategic initiatives/planning. Strong leadership to align departmental goals with institutional priorities and to foster a culture of operational excellence, student engagement and financial sustainability. Contribute to the broader goals of the institution by providing exceptional residential and dining experiences that support student success and retention.

- Develop and implement long-term strategic plans to align department initiatives with UVM's institutional priorities. Communicate a compelling vision for the department and oversee execution across all functional areas. Foster a culture of innovation, collaboration, and excellence within the University Senior Leadership Team. Ensure adaptability to evolving university priorities and market conditions. Provide executive oversight of residential education programs, learning communities, facilities, housing operations, dining services, and business functions. Ensure seamless service delivery across 41 residence halls, 13 dining locations and 4 UVM-leased rental properties, maintaining high standards of safety, quality, and customer satisfaction. Establish and monitor key performance indicators to assess operational effectiveness.
- Oversee a self-sustaining budget nearing \$93 million, ensuring fiscal responsibility and strategic resource allocation. Develop revenue-generation strategies to maintain financial health and support long-term capital investments. Collaborate with financial leaders to ensure accurate forecasting, contract management, and compliance with financial policies.
- Drive initiatives that support student success, engagement, and retention through effective housing and dining experiences. Ensure alignment with university goals to achieve a 94% occupancy rate across on-campus and off-campus housing, and to support the goal of 40% of incoming students (*approximately 1,000 annually*) participating in pre-college programs. Leverage student feedback and data to enhance residential experiences and support strategic pipeline development.
- Serve as the primary liaison with internal and external partners, including the Real Estate Office, Parking and Transportation Services, and Campus Police Services. Collaborate with academic and administrative departments to support student life initiatives and strategic enrollment goals. Actively participate in university committees, including the Summer On-Campus Programs (SOCP) Committee

- Lead, mentor, and support a team of Associate Directors overseeing specialized functional areas. Cultivate a high-performing leadership team through clear expectations, professional development, and accountability. Foster an inclusive and diverse work environment that aligns with UVM's values.
- Serve as a key leader in emergency response planning and crisis management for housing/dining operations. Provide guidance and support in coordination with the Emergency Operations Group (EOG).

THE UNIVERSITY OF VERMONT, Burlington, Vermont
Director of Residential Life, 2022-2025

Provide the strategic visioning, thinking, leadership, and oversight of all aspects of the housing and residential education programs and learning communities for 6,000 undergraduate students living within 40 residence halls comprised of traditional, suite and private-style rooms in 43 residence halls. Oversight for strategic planning, staffing, programming, budgeting, and facility operations for the University's housing system. Provide leadership and direction to 90-plus professional staff and in-direct supervision of 300-plus paraprofessional staff. Promote a respectful, safe and healthy community life for a diverse staff and residential student population. Build and sustain University and external relationships that foster the health, active engagement, and academic success of residential students. Reporting to the Vice Provost for Student Affairs.

- Provide leadership and supervision for 6 Associate Directors: Associate Director of Strategic Initiatives and Assessment, Associate Director of Residential Education, Associate Director of Learning Community, Associate Director of Residential Facilities, Associate Director of Administrative Services, and Associate Director of Budget Operations.
- Contribute to the divisional leadership and strategic planning, which include budgeting and resource allocation, communications, assessment, and diversity initiatives. Serve as a member of the University Emergency Operations Group (EOG) and provide crisis and emergency management guidance for the division and department.
- Provide oversight for the department's financial and budgetary affairs, including contracts, bonds, revenue generation, and spending for a budget of 59 million dollars.
- Direct all administrative housing operations including housing contracts, room and learning community placements, and billing systems.
- Oversee facility and physical plant operations including the maintenance, security, and construction/renovation of residential buildings.
- Provide leadership for residential learning communities, residential curriculum and collaborate with campus partners to ensure appropriate stakeholder involvement to maintain an engaging co-curriculum context for UVM's Learning Communities.
- Direct departmental efforts to implement diversity, equity and inclusion programming, and initiatives

NORTHWESTERN UNIVERSITY, Evanston, Illinois
Director of Student Engagement, 2021-2022

Maintained responsibility for providing leadership, oversight, and assistance with division-wide planning initiatives for strategic planning, student engagement, student retention, assessment, co-curricular learning, and implementation of best practices for overall student experience. Held direct supervision of two staff members and developed learning outcomes and strategies for all university-wide students aligned to division-wide new strategic plan. Promoted, designed, and implemented engagement opportunities. Collaborated and built networks of relationships among internal and external stakeholders to identify promising new program opportunities. Utilized enrollment and student assessment data to inform decision-making and planning.

- Collaborated with departments within division to infuse strategic plan philosophy and priorities of student-centered learning environment.
- Assisted departments to create new evaluations and assessment opportunities on feedback, metrics, and data analysis.
- Facilitated division-wide efforts on social justice workshops and trainings to enhance skills, budget management, and forecasting, and chair student engagement committee.

NORTHWESTERN UNIVERSITY, Evanston, Illinois
Director of Residential Life, 2020-2021

Maintained responsibility for bringing relational, strategic, and coordinated approach to enact renewed vision to administration, leadership, and management for setting annual priorities and goals for residential life students and staff. Directly supervised two assistant directors of residential life and one administrative assistant (two new positions created: assistant director of residential life for staffing, training, and selection, and assistant director of residential wellness), and indirectly supervised staff of 152-plus (nine hall directors, four assistant hall directors, four graduate assistants, and

125 resident assistants. Maintained responsibility for operating unit budget of \$1.8 million and department annual budget of \$58 million. Represent the Executive Director of Residential Services in his/her absence.

- Handled oversight of life program of 4,600 (undergraduate and graduate area concept program and community development models, providing academic and co-curricular enrichment, programming, undergraduate residential experience initiatives that focused on community, student agency, and care academic linkages, ensuring equitable professional development training programs for professional and student staff, and recruitment and selection of professional, graduate, and student staff.
- Managed on-call student residential emergency, crisis responses and University hearing officer for student conflict, conduct, and discipline matters.
- Collaborated with HR on performance, discipline, and accountability measures.
- Partnered with housing operations on housing processes, Title IX and special accommodations, appeals of housing contract releases and policies, and two-year residency requirement, residential facilities, and maintenance and housekeeping work orders, construction management, and life-cycle planning,
- Worked with Dean of Students' Office on student concerns for University's hearing and appeals process, medical and academic withdrawals, and intensive on- and off-campus treatment plans, and Office of Equity Accommodations.

UNIVERSITY OF CONNECTICUT, Storrs, Connecticut
Associate Director of Residence Education, 2016-2020

Oversaw strategic visioning, thinking, and leadership involving development, management, and coordination of 7 Assistant Directors of Residence Education and RA Program Specialist in the unit) and in-direct staff supervision of 370-plus staff (30, FT-HDs, twelve GAs, and 326 RAs). Led annual operating budget of \$900,000 (department budget \$105million, with \$6 million managed by department). Provided leadership and direction for bargaining and non-bargaining staff in unionized work environment, and oversaw residential program of 12,700 (UConn is the ninth-largest housing program in the nation). Represent the Director of Residence Education in absence by reporting to the Executive Director of Residential Life.

- Provided leadership and administrative support for ongoing development of departmental-wide programs (professional and paraprofessional training, recruitment of professional and paraprofessional staff, student leadership and development, diversity and inclusion initiatives, and university-wide on-call crisis management for behavioral, mental health, and medical emergencies).
- Assisted with vision, development, and assessment of living-learning communities, academic initiatives and partnerships, and marketing with campus partners of departmental initiatives (eight living-learning communities, 11 interdisciplinary learning communities, four special interest housing, and one Honors College).
- Worked in partnership with university facilities on maintenance issues and renovation projects. Coordinated and developed programs, policies, and practices to improve residential and student experience, and provided vision and design of residential curriculum.
- Served on Division Assessment Committee, acted as university hearing officer, reviewed budget management and construction, held department-wide responsibility for strategic diversity planning and initiatives, and participated on university and system-wide committees and task forces.

NORTHERN ILLINOIS UNIVERSITY, DeKalb, Illinois
Assistant Director for Residential Life Staff Development, 2015-2016

Held supervision of all four complex coordinators and indirect staff supervision of 300-plus (FT-HDs, five chief clerks, four GAs, 14 CAs, 145 and DAs, 165). Held oversight of residential community areas on campus for 5,500 resident students.

- Provided leadership and vision of residential curriculum (in collaboration with complex coordinators).
- Oversaw diversity training and multicultural programming and careers in housing initiative program.

NORTHERN ILLINOIS UNIVERSITY, DeKalb, Illinois
Acting Assistant Director for Residential Life Staff Development, 2014-2015

Directly supervised two full-time complex coordinators and indirectly residence hall directors, four graduate hall directors, chief clerk, desk operations graduate assistant, 58 community advisors, and 40 desk student assistants, university hearing officer, university-wide on-call emergency responsibilities of residents. Provided leadership and vision of residential curriculum in collaboration with complex coordinators. Oversaw student-retention initiatives, careers in housing initiative program, and diversity and inclusion initiatives.

- Led development and coordination of residential community, student staff, and recruitment and diversity and inclusion initiatives.
- Oversaw staff student recruitment and orientation, training and development, damaged billing, and assignments.

KENT STATE UNIVERSITY, Kent, Ohio
Assistant Director for Residence Education, 2009-2014

Oversaw supervision of staff, evaluation and orientation process, strategic planning and assessment outcomes, facilities management and renovation, and on-call emergency responsibilities for 6,700 residents. Served as primary liaison to national professional associations (ACUHO-I, NASPA, ACPA) and held department-wide responsibility for fostering and monitoring social justice and diversity initiatives, policies, and issues involving students and staff.

- Oversaw multicultural programming and diversity assessment and community outreach.
- Continued responsibilities in coordinator position below when department restructured in 2012, with coordinator role enhanced to achieve responsibilities. Served as Kent Interhall Council (KIC) (Note: KIC duties were transferred to Assistant Director for Academic and Student Leadership Programs under the department realignment).

ADDITIONAL EXPERIENCE

KENT STATE UNIVERSITY, Kent, Ohio, **Coordinator for Residence Education, 2009-2012.** Oversaw development and coordination of residence education program and initiatives. Managed training and development materials for 45 professional and graduate staff. Managed employment processes and procedures, including recruitment selection, hiring, evaluation, and in-services of staff. Worked with Higher Education Administration Program to recruit and hire all new GAs. Handled budget management, managed university-wide on-call emergency responsibilities for 6,700 residents, and coordinated educational initiatives, living-learning programs, diversity education and training, multicultural programming, EBI assessment, break housing and summer activities, marketing, and publications. Advised Kent Interhall Council (KIC) executive board members, programming, diversity and inclusion efforts, budget, and advocacy relationships throughout the university.

THE UNIVERSITY OF UTAH, Salt Lake City, Utah, **Associate Director for Housing and Residential Education, 2008.** Led development, coordination, and management of housing and residential education program. Supervised professional, graduate, and student staff. Handled selection and recruitment of professional, graduate, and student staff, orientation and training development, budget planning, and management, and coordinated PAVE judicial system and department and university hearing officer. Held university-wide on-call responsibilities for 3,100 residents, oversaw crisis management, coordinated staff in-services and training workshops, advised RHA, managed policy and procedural development, led strategic planning, and fostered diversity dialogues. Represent the Director of Housing and Residential Education in his/her absence.

UNIVERSITY OF WISCONSIN-MADISON, Madison, Wisconsin, **Senior Assistant Director of Multicultural Student Center, 2006-2008.** Led development and coordination of several duties for faculty, staff, and students in areas of multicultural education and programs. Supervised professional, graduate interns, and student staff, and oversaw major multicultural programs, including Multicultural Orientation Reception (MCOR), UW System American Multicultural Student Leadership Conference (AMSLC) UW-Madison campus lead organizer, MOSAIC, Student of Color Connection, and Multicultural Career Fair. Oversaw diversity training and implementation, advised cultural student organization and students, and led training and orientation of Multicultural Council representatives. Budget management, assessment and evaluation, monitored diversity policies and procedures. Participated in the Division Leadership Team meetings and collaborated with UW-Madison's targeted minority programs on major multicultural/diversity projects/initiatives. Served as acting Director in absence of the Director.

THE UNIVERSITY OF HARTFORD, West Hartford, Connecticut, **Assistant Director of Residential Life for Administrative Services, 2005-2006.** Provided leadership, coordinated, and managed following residential life administrative functions: supervision of professional administrative assistant, graduate interns, and indirect supervision of 11 resident directors. Oversaw training and development for graduate and student staff, recruitment and selection, renovation projects, housing status systems, room selection process, damaged billing protocol and coordination, and website development. Served as liaison to Departments of Public Safety and Information Technology Services. Developed cultural programs and activities, special projects and initiatives, and multicultural orientation program.

THE UNIVERSITY OF HARTFORD, West Hartford, Connecticut, **Area Coordinator, Residential Colleges and North Campus, 2003-2005.** Provided leadership, coordinated, and administrated the following residential program and services: supervision of four resident directors and 28 resident assistants, and co-supervision of one administrative assistant. Oversaw staff recruitment, evaluation and development, hall councils, crisis management, fiscal management of programming budgets, housing assignments, and occupancy analysis reports. Assisted with room selection, key inventory and records, facility management, academic theme housing program, area-wide diversity programs, and housing leadership programs. Developed cultural program and activities, as well as specific projects and initiatives.

CLEVELAND STATE UNIVERSITY, Cleveland, Ohio, **Graduate Resident Director, 2001-2003.** Successfully provided daily management and coordinated the following responsibilities: supervision of front-desk staff (15), computer laboratory manager and mail room manager, and training development, selection, and recruitment for front-desk staff, computer

manager, mail room manager, and resident assistants. Oversaw budget management, administrative operations, housing assignments and room selection, and damage billing. Coordinated summer conferences and held on-call responsibilities for 660 residents and all-hall programming, which included intramural, athletic and music programs, and activities.

CLEVELAND STATE UNIVERSITY, Cleveland, Ohio, **Graduate Intern, Department of Student Life (DSL)**, 2002-2003. Conducted yearlong academic intern project with Dean of Student Life. Assisted with coordination of several duties, including co-curricular student life programs and activities, orientation and new student programming, student organization, volunteer and community services, student media, assessment and retention of programs, mentoring program, Black Aspiration Week Celebration Program, and implementation of first-year, transfer, and non-traditional student programs. Assisted with major multicultural programs in Division of Institutional Diversity.

PUBLICATIONS

“Charting a Course Toward Social Justice and Multicultural Education Excellence,” UW-Madison’s Student Personnel Association (SPA), Frontline Newsletter, November 2007, pp. 3-4.

“26th Annual Multicultural Orientation Reception (MCOR): Igniting the Spark: It’s All About You,” ODOS Voices Newsletter, October 2007, p. 3.

Contributing Author, “Late-Night Events Management Task Force Report: A National Organization Report on Late Night Events,” National Association of Student Personnel Administrators in Higher Education (NASPA) and Association for Student Judicial Affairs (ASJA), pp. 1-13, February 2007.

“25th Anniversary Multicultural Orientation Reception (MCOR): Memories, Milestones, and Motivations,” ODOS Voices Newsletter, September 2006, p. 2.

PROFESSIONAL INVOLVEMENT

Association of College and University Housing Officers-International (ACUHO-I):

2023-Foundation Board Trustees, Ex Officio Member

2023-2024, Chair, Public Policy Advisory Committee

Member of SAHEC: Federal and State Policy and Legislative (a part of ACUHO-I’s Legislative team with other national Associations, 2023-2024)

2023-2024, Future of the Profession Taskforce-Business Model Team

2013- Present, *Committee Member, Public Policy Advisory Committee*

2011-Present, *Committee Member, Professional Standards Committee*

2012-2017, *Executive Committee, Chair, Professionals of Color Network (formerly Multicultural Affairs Network) (5-year cycle)*

2014-2017, *Chair, 2012-2014, Chair-Elect and Co-Founding member of ACUHO-I Multicultural Institute*

2015-2016, *Committee Member, Levels of Engagement Implementation Task Force*

2014-2015, *Committee Member, Levels of Engagement, Subcommittee Affinity Communities (Initial Committee)*

2015-2016, *Contributing Member, ACUHO-I Online Course for RA Supervision*

2014-2015, *Host/Interviewer, “Preparing New Generation of Housing Professionals” Video Project (Interviewed)*

2014, *Host/Interviewer, Housing Professionals at ACE, “Association’s Open House” Video Project (Interviewed)*

2013-2014, *Host/Interviewer, “Voices of Profession” Video Project (Interviewed Housing Professionals at ACE)*

2012-2013, *Special Joint Committee, ACUHO-I and NACURH Advising Group (Reviewed and made recommendations for ART)*

2012-2012, *Host/Interviewer, Resource Training (ART) Certification Program, “Pillars of the Profession” Video Project (Interviewed 18 Chief Housing Officers at ACE)*

2004-2006, *Committee Member, Professionals of Color Network (formerly, Multicultural Affairs Network)*

2004-2006, *Committee Member, Professional Standards, (Standards and Ethical Principles Subcommittee)*

National Association of Student Personnel Administrators in Higher Education (NASPA):

2018-2020, *State Director of Connecticut, NASPA Region 1 (Region 1 Executive Committee Member)*

2015-2016, *Committee Member, NASPA IV-East and West Regional Joint Conference Committee*

2015-2016, *Committee Member, NASPA IV-East Strategic Regional Goals*

2013-2016, *NASPA IV-East Region Knowledge Community Coordinator (IV-East Region Executive Board Member)*

2013-2014, *NASPA Excellence Awards Committee Member*

2013, *Regional Representative, NASPA IV-East Student Affairs Fundraising and External Relations Knowledge Community*

2013, *Member, NASPA Think Tank Team on Public Policy*

2010-2013, *Regional Representative, NASPA IV-East African American Knowledge Community*

2011-2011, *Program Reviewer, NASPA IV-East Regional Conference Call of Programs*

2008-2008, *Program Reviewer, NASPA National Settle Conference, 2009 Program Reviewer Team*

2008-2008, *Committee Member, NASPA IV-East Region Multicultural and Inclusion Emphasis (Drive-In Committee)*

2007-2008, *Regional Representative, NASPA IV-East African American Knowledge Community (Executive Committee Mem-*

ber)
2007-2007, *Program Reviewer Team, NASPA National Boston Conference for 2008*
2005-2007, *Committee Member, NASPA/ASJA Task Force on Late-Night Student-Sponsored Events on College Campuses*
2004-2006, *Leadership Member, NASPA Region African-American Knowledge Community Leadership Team*
2001-2002, *Committee Member, NASPA IV-East Regional Conference Planning Committee*

Student Personnel Association (SPA), The University of Wisconsin-Madison:

2006-2008, *Executive Board, Member-At-Large*
2007-2008, *Chairperson, SPA Forums*

Northeast Association of Colleges and University Housing Officers (NEACUHO):

2004-2006, *Committee Member, Risk Management and Judicial Affairs*
2004-2006, *Committee Member, Residential Operations*
2003-2004, *Committee Member, Social Issues*

PROFESSIONAL SERVICE

City of Madison, Commission on Equal Opportunities (Office of the Mayor):

2006-2008, *Board Member, At-Large Commission, Equal Opportunities*
2007-2008, *Liaison Employment Committee*
2007-2007, *Committee Member Nominating Election Subcommittee*

City of Hartford Commissions (Office of the Mayor):

2004-2006, *Member, Commission on Alcohol and Drug Abuse*
2003-2006, *Member, Commission on Human Relations (Chairperson, 2004-2005, Executive Board)*
2005-2006, *Committee Member, Community Conversations Planning, Committee, (Office of Human Relations)*
2003-2006, *Advisory Commission, Gay, Lesbian, Bisexual, and Transgender Issues, (Office of Human Relations)*
2003-2005, *Advisory Core Council Workplace and Diversity Issues, Greater Cleveland Adult Education Council*

City of Cleveland Board (Office of the Mayor):

2000-2002, *Board Member, Cultural and Community Affairs*
2000-2002, *Diversity Institute, Greater Cleveland Task Force, Cleveland, Ohio*
1999-2001, *Committee Member, Safe Schools Are for Everyone, Gay and Lesbian Community Center of Greater Cleveland, Cleveland, Ohio*

CONSULTATIONS

2005, *The Hartford Public Schools, Hartford, Connecticut (Literacy and After-School Programs)*
2003, *The Jersey City Housing Authority, Jersey City, New Jersey, (HOPE VI Self-Sufficiency Federal-Funded Program)*

SELECT PROFESSIONAL AND INTERVIEW PRESENTATIONS

2024, "Policy Parade: A Roundtable Discussion with the Public Policy Advisory Committee" with James Neville, Association of College and University Housing Officers-International (ACUHO-I), Campus Home. Live! Annual Conference, Milwaukee, Wisconsin.

2021, "Getting Heard: The Role of Advocacy in the Residential Experience" with Dan Pedersen, Terry Tumbarell and Vicka Bell-Robinson, Association of College and University Housing Officers-International (ACUHO-I), Annual Conference (virtually)

2018, "Listening Panel for Membership and State Initiatives" with Cory M. Davis, Sharon Hay, Kelli Perkins, and Lauri Sidelko, NASPA Region 1 Conference, Providence, Rhode Island.

2018, "Mid-Level Job Search Strategies for Professionals of Color" with Yettie A. Marquez-Santana, Alberto Wimer, and Jodie Gutierrez. Association of College and University Housing Officers-International (ACUHO-I), Annual Conference, Denver, Colorado.

2017, Co-Moderated. "CHO/SO Panel: Pathway to Success a Discussion with Professionals of Color" with Yettie A. Marquez- Santana. Association of College and University Housing Officers-International (ACUHO-I), Annual Conference, Providence, Rhode Island.

2017, Co-Moderated. "Inclusion and Equity Directors Panel: The State of Diversity in Housing-Reflecting on the Past, Present and Future" with Yettie A. Marquez-Santana. Association of College and University Housing Officers-International (ACUHO-I), Annual Conference, Providence, Rhode Island.

2016, "Deconstructing the Job Search Process as a Professional of Color," with David E. Jones, Yettie A. Marquez-Santana and Jaymee Lewis- Flenaugh. Association of College and University Housing Officers-International (ACUHO-I), Annual Conference, Columbus, Ohio.

2015, Regional Webinar and Co-Moderated. "Navigating Successful Leadership Dimensions That Drive and Inspire You to Lead at a Higher Capacity" with Ana Rossetti-Sloan. NASPA Student Affairs Administrators in Higher Education.

2015, Pathways to Success-Continuing the Conversation: "Addressing Race and Its Impact on the Housing Profession and

Our Campuses,” with David E. Jones, Yettieve A. Marquez-Santana and Alvin Sturdivant. Association of College and University Housing Officers Conference, Orlando, Florida.

2014, “The Gateway to the Profession Is Through the Knowledge Communities” with Ana Rossetti-Sloan, Pauline Dobrowski, and Stephanie King. New Knowledge Community Regional Representatives Orientation. 97th NASPA Annual Conference and Meeting, New Orleans, Louisiana.

2014, National Webinar and Co-Moderated. “A Conversation about Race and Community: Moving from Dialogue to Action to Address Diversity Challenges in Housing and Residence Life,” with David E. Jones, Alfreda Brown, and Romanda Nash. Association of College and University Housing Officers-International (ACUHO-I), Columbus, Ohio.

2014, Interviewed. “Preparing the Next Generation of Housing Professionals.” Video project focused on interviewing new housing professionals at 2014 ACUHO-I ACE National Conference; in partnership with Sallie Traxler, Executive Director, Association of College and University Housing Officers-International (ACUHO-I), Washington, D.C.

2014, Guest Lecturer. “Diversity and Ethics in Higher Education,” Higher Education Administration Program, Kent State University, Kent Ohio.

2014, “New Knowledge Community Regional Leader Orientation” with Chris Lewis, James Stascavage and Frank Ross. NASPA Annual Conference and Meeting, Baltimore, Maryland.

2014, Interviewed. SA Innovate “Finding Big Ideas: Innovation in Student Affairs.” Google+ Interactive Interview streamed live on 2014, YouTube with TJ Logan, Joe Ginese, Ed Cabellon, and Tony Doody.

2014 Interviewed. “ACUHO-I New House Headquarters.” Video project focused on the Association’s new office home. Association of College and University Housing Officers-International (ACUHO-I), Columbus, Ohio.

2013, Interviewed. “Charting a Course Toward Student Success: Advising from a Student-Centered Point of View.” A Google+ Interactive Interview streamed live on YouTube with Norb Dunkel, Associate Vice President for Student Affairs, University of Florida.

2013, Interviewed. “Voices of the Profession.” Video project focused in on interviewing housing professionals at ACUHO-I National Conference, in partnership with Sallie Traxler, Executive Director. Association of College and University Housing Officers-International (ACUHO-I), Minneapolis, Minnesota.

2012, Interviewed. “Advancing our Profession to the Next Level with Dr. Kevin Kruger, President of the National Association of Student Personnel Administrators. Personnel Administrators in Higher Education (NASPA). A Skype System-Wide campus interview, Kent State University, Kent, Ohio.

2012, Interviewed. “Pillars of the Profession Chief Housing Officers,” Video project focused in on career legacies within profession, how they got started in profession and sharing experiences with current professionals at 2012, ACUHO-I National Conference. A partnership with Sallie Traxler, Executive Director, ACUHO-I and Alma Sealine Past President. Association of College and University Housing Officers-International (ACUHO-I), Anaheim, CA, 2012

2012, Interviewed. “An Interactive Interview with Sallie Traxler, Executive Director and Alma Sealine, President of Association of College and University Housing Officers-International (ACUHO-I).” A campus-wide system interview, Kent State University, Kent, Ohio.

2011, “Undergraduate Student Affairs Course,” College of Education and Human Services, Kent State University, Kent, Ohio.

2011, Interviewed. “A Global Perspective on Student Affairs from Dr. Gwendolyn Dungy, Executive Director, National Association of Student Personnel Administrators in Higher Education (NASPA).” A Skype System-Wide Interactive Interview with Dr. Gwendolyn Dungy, Kent State University, Kent, Ohio.

2011, “New Direction for Profession:” Panel Guest Speaker and Presenter College of Education and Human Service’s Counseling, Administration, Supervision, and Adult Learning (CASAL) graduate program, Cleveland, Ohio.

2010, “What is Social Justice in Your Student Organization?” Student Leadership Series, Cleveland State University, Cleveland, Ohio.

2009, “Access and Inclusion Challenges. The Achievement, Gap Between Students of Color and White Students: Racial Disproportionately and Patterns in Low Achievement,” With Israel Rodriguez and Michelle McNeal, American Conference on Diversity, New Jersey.

2009, Convener and Facilitator. “Multicultural and Diversity Student Leadership Forum and Cultural Resource Fair,” Jersey City Public Schools, New Jersey.

2009, “Race: Does Race Really Matter in the 21st Century?” Town Hall Forum, Jersey City Public Library System with Jose Gomez and Richard Clark. Greenville, Branch, Jersey City, New Jersey.

2008, “Social Justice, 101: Training the Trainer, Office of Housing and Residential Education, Training Session, University of Utah, Salt Lake, Utah.

2008, “New Beginnings: Residential Education Training.” Office of Housing and Residential Education, Training Workshops, University of Utah, Salt Lake City, Utah

2008, “Changing the Lens: Understanding Multiracial and Multiple Identity Development.” Division of Student Life Workshop, The University of Wisconsin-Madison, Madison, Wisconsin

2008, Facilitator. “Transforming Lives One at a Time: A Conversation with Bettsey Barhorst, President, Madison Area Technical Community College,” Student Personnel Association Forum, The University of Wisconsin-Madison, Madison, Wisconsin

2008, Facilitator. “Getting On the Bus, Responding to Institutional Challenges of Today and Tomorrow with Chief Student Affairs Officers (CSAO), Student Personnel Association Annual Conference, Madison, Wisconsin

2008 “Student Success Café: Making Assessment Work for Your Student Success Vision,” with Hazel Symonette and Divi-

sion Assessment Committee, The University of Wisconsin-Madison, Madison, Wisconsin.
 2007, "Careers in Student Affairs Conference," Student Personnel Association, University of Wisconsin-Madison, Madison, Wisconsin
 2005, "Invisible Minority: Gay, Lesbian, Bisexual, and Transgender Students," True Colors National Conference, Hartford, Connecticut
 2005, "Creating Framework of Effective Student Support Services for Minority Students," Hartford Public Schools District Professional Development Instructional Day, Hartford, Connecticut
 2005, "Facilities 101: Designing Residence Halls for 21st Century." Northeast Association of College and University Housing Officers (NEACUHO) South New Hampshire University, Manchester, New Hampshire
 2004, "A Vision for Achieving Diversity Excellence," Every Person, Every Group and Every Interest, True Colors National Conference, Hartford, Connecticut

GRANTS AND FUNDRAISING

2011-2012, *The Dr. Theresa A. Powell African American Scholarship Series for NASPA's African American Knowledge Community (AAKC) in collaboration with Crasha Perkins, Chair, AAKC. (Dr. Theresa Powell is Past Chair of National Association of Student Affairs Administrators in Higher Education (NASPA) Board of Directors and Past Chair of NASPA Foundation Board of Directors. \$35,000 (Developed and lead proposal writer, proposal not funded), NASPA, Washington, D.C.*

2006-2008, *The Dr. Nellie McKay Lecture Series for Afro-American and Social Justice Issues. Dr. Nellie McKay is co-editor and writer of "The Norton Anthology of African-American Literature with Dr. Henry Louis Gates. \$68,859.75 (Developed and lead proposal writer with Candace M. McDowell proposal not funded), The University of Wisconsin-Madison, Madison, Wisconsin*

2001-2002, *Boy's State, American League of New Jersey, \$2,500, James J. Ferris High School, Jersey City Public Schools, Jersey City, New Jersey*

1999-2001, *Gay, Lesbian & Straight Alliance (GLASA), Creating Change National Conference, \$3,000, Cleveland State University, Cleveland, Ohio*

UNIVERSITY SERVICE

2022-present, The University of Vermont
 Associate Dean of Students Search Committee (2025-present)
 University Dining Services RFP Committee, (2023-present) (*Committee reviewed new dining contracts of vendors to select new dining vendor contract for the University and made a recommendation to University President*)
 Chief Information and Technology Officer Search Committee (2024-2024)
 Board of Trustees Meetings (attend on behalf of the Vice Provost for Student Affairs to present and provide updates to Board, 2023-Present)
 Division of Student Affairs (DOSA) Executive Leadership Team (2022-Present)
 Dean of Student's Core Leadership Team (2023-present)
 Division of Student of Affairs (DOSA) DEI Working Group Strategic Plan (2022-2022)
 Provost's Academic and Student Success Leadership Team (2022-present)
 Division of Enrollment Management and Division of Student Affairs (DEM/DOSA) Quarterly Leadership Team (2022-present)
 Sodexo annual expectation meeting (2023-Present)
 Campus-Wide Partners Summer Planning Group (2022-Present)
 University Facilities Management Group (2022-Present)
 UVM Dining Advisory Committee (2022-present)
 University-wide Emergency Operation Group (2022-present)
 Strategic Enrollment Partners (2022-present)
 Principle leader, University New Student Housing Planning Group for Catamount East (2023-Present)
 University New Student Housing Planning Marketing to Student Subgroup member for Catamount Woods, A P3 partnership with AMC (2024-2024)
 Search Committee member for Executive Director, Center for Wellbeing and Health (2023-2024)
 Search Committee member for Executive Director, University Facilities Management (2023-2024)
 Howard Hughes Medical Institute (HHMI) Full Committee Planning Group (2023-Present) (*University awarded 2.5 million dollar STEM grant*)
 Howard Hughes Medical Institute (HHMI) Our Common Ground Subgroup of Students (2024-Present)
 Howard Hughes Medical Institute (HHMI) Our Common Ground Leadership Subgroup (2024-Present)

2020-2022, *Northwestern University*

Student Affairs Leadership Team Member (2020-2022)
Care and Coordination Student Crisis Committee (2020-2022)
Behavioral Consultation Team (2020-2022)
Bias Incident Response Team, 2020-2022
Big Ten Senior Housing Director Committee (2020-2022), (represent Executive Director of Residential Services)
Big Team Director of Residential Life Committee (2020-2022)
Housing Accommodations Committee (2020-2022)
University-Wide Quarantine and Isolation Committee (2020-2022)
First-Year Experience (2020-2022)
Alcohol and Other Drug Committee (2020-2022)
NUPD Collaborative Committee, (2020-2022)
Facilities Management Return/Reopen Building Team (2020-2022)
Stabilization Planning Work Group (2020)
Northwestern Alumni Association Student Welcome Team (2020-2022)
COVID Housing Exception Review Committee (2020)
Black House Planning Committee (2021-2022)

2016-2020, University of Connecticut

University Environmental Policy Advisory Council (EPAC), (2016-2020)
UConn Stamford Campus Housing Planning Group (2016-2017, opened new hall in August 2017)
Division of Student Affairs Assessment Committee (2017-2022)
MLK Planning Committee (2016-2020)
Assistant Dean of Student Search Committee (2017)
The Rainbow Center Search and Screen Committee (2016-2017)
Metanoia Steering Planning Committee (2017-2022)
Coordinator of Residential Policy and Process Search Committee (2018)

2014-2016, Northern Illinois University

Senior Director of Housing and Residential Life Search and Screen Committee, 2016
Northern Pact Committee, 2014-2016
The Kevin D. Knight Leadership Awards Committee, 2014-2016
Student Diversity, Equity, and Inclusion Advisory Committee, 2014-2016
Diversity and Greek Life Committee, 2016

2009-2014, Kent State University

Created and lead organizer of Careers in Student Affairs initiative, 2012-2014, (campus-wide)
University Diversity Action Council, 2011-2014 (system wide)
Hallways Handbook Committee, 2011-2014
Quality Service Advisory Committee, 2012-2014
Assistant Director for Greek Life Search, 2011-2012
Program Coordinator of Multicultural Programs, 2012
Co-Chair, Multicultural Student Center Advisory Board Strategic Committee, 2010-2012
Lead Advisor, Social Justice Committee, 2009-2014
EBI Assessment Working Group, 2009-2010
Homecoming Planning Committee, 2009-2012
University Centennial Team, 2009-2010
Center for Student Involvement Assessment Committee, 2011-2012
Peer Leader Training Committee, 2011-2014
Oscar Ritchie Scholars Guild, 2010-2013
Greek Life Review Board, 2011-2012

2006-2008, The University of Wisconsin-Madison

Associate Dean of Students Search Committee, 2007
Director, Diversity Programs and Initiatives Search Committee, 2006-2007
Co-Chair, Advising Group Committee, Offices of Dean of Students, 2007
Strategic Priorities Subcommittee (Offices of Dean of Students), 2006
Co-Chair, Assessment Committee Group (Offices of Dean of Students, 2007-2008)
Inclusivity Initiative for LGBTQ People, (University of Wisconsin System), 2007-2008
Comprehensive Planning Group Committee (Offices of Dean of Students), 2006-2007
Midwest Bisexual Lesbian Gay Transgender Ally College (MBLGTACC) Conference Bid Planning Committee, UW-Madison, 2007-2008
Co-Team Leader, Partners in Giving Campaign (Office of Dean of Students), 2006-2008
Creating Institutional Change Conference Planning Committee (Big 10 Conference), 2007

Multicultural Career Fair Planning Committee, 2006-2008
 Student Orientation, Advising and Registration Committee (Center for First-Year Experience), 2006-2008
 Wisconsin Stakeholders Orientation Planning Committee, 2006-2008
 Student of Color Social Reception: Wisconsin Welcome Week, 2006-2008
 Multicultural Student Center Advisory Board, 2006-2008
 Chair, Multicultural Orientation Reception Committee (MCOR), 2006-2008
 Student of Color Connections (SCC), 2007-2008
 Collaborative Funding Committee (Office of Dean of Students), 2006-2008
 American Multicultural Student Leadership Conference (AMSLC), UW System Annual Conference Campus Liaison and Lead Campus Organizer, 2006-2008

TEACHING

THE UNIVERSITY OF HARTFORD, West Hartford, Teaching Instructor, ENHP 202, Resident Assistant Course, College of Education, 2004-2006.

SELECTED AWARDS, RECOGNITION, AND NOMINATIONS

2024, ACUHO-I Foundation Trustee Leadership Award
 2023, NASPA African-American Knowledge Community Stellar 50 Honoree
 2021, Collaborative Excellent Award, a selected group award, Division of Student Affairs, Northwestern University
 2019, ACUHO-I James A. Hurd Award (annually presented to a housing professional of color to honor and recognize outstanding contributions to the Association and profession in enhancing diversity and inclusion initiatives)
 2018, ACUHO-I Presidential Service Award (highest honor the Association can bestow for exemplary service to a housing professional)
 1996, The New York Times Award, New York Times, Gold Medal, Special Recognition Award Recipient
 2013-2017, ACUHO-I Leadership Service Award
 2013-2016, ACUHO-I Leadership Service Award
 2014, NASPA IV-East Regional Outstanding Mid-Level Student Affairs Professional
 2014, Institute for Excellence for Administrators Award, Kent State University
 2013, The President's Excellence Award Nominee, Office of the President, Kent State University
 2013, Special Recognition of Appreciation NASPA African American Knowledge Community
 2012, Exemplary Service and Excellence Award, Division of Enrollment Management and Student Affairs, Kent State University
 2012, Kent Interhall Council Special Advisor Recognition of Year, Kent State University
 2008, Campus Impact Award, Student Personnel Association, The University of Wisconsin-Madison
 2007, Outstanding New Employee of the Year, Office of Dean of Students, The University of Wisconsin-Madison
 2007, Special Recognition Award, The Wisconsin Idea, The University of Wisconsin-Madison
 2004, NASPA Region, New Student Affairs Professional Award, Finalist
 2000-2001, Outstanding Returning, Resident Assistant of Year
 2001, Award for Community Leadership, Urban League of Greater Cleveland, Ohio
 2000, Wanda M. Coleman Award for Community Service of Year, Cleveland State University
 2000, Cleveland Pathfinder Award for Social Change, Northern Ohio GLSEN Chapter
 1999, Cleveland Pathfinder Award for Outstanding Community Service, Northern Ohio GLSEN Chapter
 1999, Safe Schools Are for Everyone Leadership Award, Gay and Lesbian Community Center of Greater Cleveland
 1998, Excellence Service Award, NAACP of Jersey City Branch
 1996, Spirit Community Service Award, Prudential Financial of America of New Jersey
 1996, Outstanding Boy's State Delegate, American Legion of New Jersey
 1995, Leadership Certificate for Social Change, Dr. Martin Luther King, Jr. Center, Atlanta, Georgia
 1998, Who's Who in America

PROFESSIONAL ORGANIZATION AND UNIVERSITY-RELATED WORK PRODUCT DOCUMENTS

- Contributing author with David E. Jones, Yettie Marquez-Santana and Alvin Sturdivant. "Pathways to Success: An Initiative to engage and strengthen programs and services specifically for housing professionals of color," Association of College and University Housing Officers - International (ACUHO-I), pp. 1-35, June 2015.
- Developed and lead author. "One Vision, One Purpose, and One Voice: Created an RHD Curriculum in Preparing the Next Generation of Housing Professionals," Department of Residence Services, Kent State University, pp. 1-23, May 2014.
- Developing and lead author with Katie Sorokas and Social Justice Team. "Envision Excellence and Equity Everywhere: A Roadmap in Creating Inclusive Communities," Department of Residence Services, Kent State University, pp. 1-40, May 2014.
- Developed and lead author. "Re-engine, Redevelop and Restructure the Residence Hall Director position from

10 to 12 month (Developed proposal),” Department of Residence Services, Kent State University, pp. 1-31, December 2012.

- "NASPA IV-East African-American Knowledge Community Annual Regional Report" NASPA IV-East Regional Board of Directors, pp. 1-8, January 2012 (developed report).
- Lead writer with Social Justice Team. "Gender Inclusive Housing Proposal," Department of Residence Services, Kent State University, pp. 1-47, May 2011.
- Developing and lead author with Eron Memaj and the Social Justice Team. "Charting a Course Toward An Inclusive Community: A Strategy Road Map to Inclusive Excellence" Department of Residence Services, Kent State University, pp. 1-16, March 2011.
- Developing and lead author with Tina Kandakai. Kent State Partners with Portage to Provide "Bridges Out of Poverty" Training for Residence Services Staff, September 2010, p. 1.
- Developing and lead author with Hazel Symonette. "ODOS Assessment Strategic Priorities Committee Report" Offices of Dean of Students, University of Wisconsin-Madison, pp. 1-7, May 2008.
- "NASPA IV-East African-American Knowledge Community Annual Regional Report" NASPA IV-East Regional Board of Directors, pp. 1-4, March 2008 (developed report).
- "Developing and lead author with Lori Berquam, Vice Provost for Student Life "Assessing the Dean of Students Role at UW-Madison," Offices of the Dean of Students, The University of Wisconsin-Madison, pp. 1-6, February 2008 (Co-developed and contributing proposal writer).
- Developing and lead author with Renee Alfano. "Looking Ahead Toward the Future: Meeting the Needs of Our Unique Student Organizations," Offices of the Dean of Students, The University of Wisconsin-Madison, pp.1-9, February 2007.
- Developing and lead author with Carlotta Calmese and Multicultural Student Center Advisory Board Report. "What Is a Chief Diversity Officer?: Defining the Chief Diversity Officer Role and Responsibilities," Multicultural Student Center Advisory Board Report, The University of Wisconsin-Madison, pp.1-6, May 2007.

PUBLIC MEDIA

Print Media (features):

- Association of College and University Housing Officers-International (ACUHO-I) Talking Stick: Voices of Housing Professionals Share Their Stories, Tell Their Truths Unwritten Strategies: Navigating Campus Politics, January 2019.
- Kent State University eInside News Magazine for Faculty and Staff (Online): Appointed to Two National leadership roles for NASPA and ACUHO-I, March 2014.
- Association of College and University Housing Officers-International (ACUHO-I) Talking Stick Magazine (Online): Equitable and Inclusive Space for Every Student, November and December 2013.
- Kent State University eInside News Magazine for Faculty and Staff (online): ACUHO-I Professional Association Pillars of Profession Video Project, April 2013.
- Student Personnel Association (SPA) Frontline Newsletter: Campus Spotlight Interview, Student Personnel Association Newsletter, February 2007.
- The Village News Profile: Interview to Greater Madison Community, UMOJA Magazine, January 2007.

Broadcast Media (features):

- WSUM-FM Interview "What is Multicultural Excellence in the 21st Century?," "On Wisconsin" Show with Eric Mata (Danielle Russell and Michelle Koffel Hosts), December 2007.
- WSUM-FM- Interview. "What is the Purpose and Role of the Multicultural Student Center on the UW-Madison Campus?" (Michelle Koffel, Host), November 2006.
- WWUH-FM- GLBTQ Commission Interview. The Time Is Now: Embracing Our Allies to Strengthen Equality for the GLBTQ Community in the City of Hartford (Keith Brown, Host), March 2005.

MEMBERSHIPS

Rock and Roll Hall of Fame
Cleveland Film Society
African and African-American Art
Milwaukee International Film Festival