



Dr. Renée T. Watson

EDUCATION

- **Northern Kentucky University, Highland Heights, Kentucky**
Doctor of Education, Educational Leadership
- **University of Missouri at Saint Louis, Saint Louis, Missouri**
Master of Education, Adult and Higher Education Administration
- **University of Kansas, Lawrence, Kansas**
Bachelor of General Studies, African and African American Studies

EXECUTIVE SUMMARY

Fifteen years in higher education administration, including leadership positions at large flagship research institutions, mid-to-large regional institutions, and a small liberal arts private university. Passionate and gifted Higher Education professional with the ability to lead organizational change effectively. Significant, successful teaching experience in the classroom and through guest lectureships, presentations/workshops, and panel discussions. Topics covered are leadership development, diversity and inclusion, and online education.

- Diverse experience in higher education administration, student affairs programs, services, and evaluations.
- Experience with the recruitment and retention of diverse faculty, staff, and students.
- Very familiar with working within budgetary constraints and limited resources.
- Creative strategist for implementing diversity initiatives that create, enhance, and expand a welcoming and inclusive environment.
- Well-versed in strategic and quality enhancement planning efforts, developing learning outcomes, and implementation assessment.
- Ethical and diplomatic decision-maker with the ability to effectively lead staff and/or difficult decisions through using an adaptive leadership style while creating and maintaining mutual respect.

SIGNIFICANT ACCOMPLISHMENTS

- Successfully avoided layoffs due to budget cuts, revenue losses, reduction in state funds due to COVID-19 pandemic. Student Life unit experienced \$8M in COVID-19 Relief Funding.
- Developed COVID-19 protocols for university closure, return to campus and full operations in conjunction with university-wide Incident Management Team for Fall 2021-Spring 2022 academic year.
- Successfully realigned large size campus unit with 130 administrative, faculty, and classified employees to reach Top Tier status by 2025.

- Secured emergency funding for students with financial need with the Charles Schwab Corporation.
- Provided resource development for grants and in-kinds services totaling over \$500,000 to serve unaccompanied homeless youth.
- Co-founded University of Nevada, Las Vegas Anti-Black Racism Taskforce designed to foster an environment that offers safety, equity, and inclusion to faculty, staff, and students at University of Nevada, Las Vegas.
- Vice-Chair of inaugural Public Safety Board designed to foster and enhance relationships and communication channels between campus communities and University Police Services.
- Developed Critical Threat/Incident Response Plan to provide department heads and senior unit leaders with protocols for managing an on-campus crisis.
- Founded the Minority-Serving Intuition Student Council to design, construct, and maintain institutional support systems to promote educational success for students of color and other underrepresented students in higher education.

ADMINISTRATIVE EXPERIENCE

University of Nevada, Las Vegas

November 2018-Present

Associate Vice President for Student Life

University of Nevada, Las Vegas is a Minority-Serving Institution in the state of Nevada with an enrollment of 31,000 students, awarding degrees in the baccalaureate, master's, doctoral levels and professional degrees.

- Works with the Student Affairs' Vice President's Council to provide divisional leadership and processes for long-range and strategic planning
- Represents the Vice President on institutional committees, providing oversight for divisional committees, and/or creating advisory committees for Campus Life
- Direct supervision of personnel, supervision of individuals who serve as supervisors
- Oversight of multiple budgets, budgetary planning, and fiscal management
- Conducts informal and formal assessment of progress toward goals, program and service assessment, and accreditation preparation
- Responds to student and parent concerns
- Informs Vice President, Vice President's Cabinet, police services, and others as necessary

Illinois State University, Normal, Illinois

April 2016–November 2018

Associate Dean of Students

Illinois State University is the oldest public university in the state of Illinois with an enrollment of 21,000 students, awarding degrees in the baccalaureate, master's and doctoral levels.

- Managed multiple units, including Diversity Advocacy, the Students' Attorney, Student Conduct and Conflict Resolution and Off-Campus Services
- Worked with appropriate department heads to develop and implement strategic diversity and inclusion plans for the Dean of Students Office
- Collaborated with the appropriate department heads to develop a student retention and completion strategy with the goal of increasing the rate of completion for all students and closing the gaps for underrepresented students
- Continuously improved campus efforts to increase diversity and inclusion in recruitment, hiring, and decision-making for campus leadership, faculty, and staff through cooperative work with the Campus Climate Task Force
- Developed and implemented best-practice mentoring plans and strategies tailored to the needs of diverse campus groups of faculty and staff in partnership with appropriate campus departments
- Served on the cultural competency committee as a regular aspect of professional development for all continuing employees
- Assisted the Dean of Students in the promotion of strategies and programs for student satisfaction and success
- Assisted the Dean of Students in the development of short- and long-range vision for the department
- Worked collaboratively with the Student Affairs Council and other departments on achieving school objectives
- Provided supervision, performance evaluation, and professional development for employees
- Served on the Critical Incident Response Team duty rotation
- Responsible for managing unit budgets and reconciling contracts
- Conducted research and assessment on student satisfaction and university trends

University of Pikeville, Pikeville, Kentucky

July 2014–March 2016

Dean of Students

University of Pikeville is a private liberal arts Presbyterian university with an enrollment of 2,300 undergraduate students, awarding degrees at the baccalaureate and master's levels.

- Provided leadership in the development and implementation of programs and services that address the co-curricular needs of the student body
- Advised the Student Government Association and developed programs that facilitated involvement of the student governance process
- Developed campus-wide initiatives to increase student retention and persistence
- Conducted student satisfaction assessments of all programs and services within the department for outcomes achievement
- Served as the Chief Judicial/Title IX Hearing Officer for handling student misconduct
- Served on the Executive Cabinet Office of the President

Kentucky State University, Frankfort, Kentucky

July 2011–June 2014

Director of Residence Life

Kentucky State University is a historically black university with an enrollment size of 2,025 students offering programs at the baccalaureate and masters levels.

- Managed all aspects of housing operations and the central office
- Provided supervision and guidance to para/professional Hall Managers
- Participated in the formulation and implementation of departmental policies procedures and assessments for University Housing
- Represented the Department of Housing and Residence Life on university committees
- Coordinated campus events for University Housing, such as Move-In, Open House, New Student Orientation, and Homecoming Weekend

University of Texas at Austin, Austin, Texas

July 2010–June 2011

Student Conduct Specialist

The University of Texas at Austin, the flagship institution in the University of Texas system is a public research university with 50,950 students, offering programs at baccalaureate, master's, and professional levels.

- Enforced the student code of conduct for academic and non-academic violations for the Dean of Students Office
- Reviewed university police and incident reports as provided by the campus community
- Served on the Behavior Assessment Team to assist in reviewing behavior of concern

- Assisted in the coordination of the Campus Crime Statistics Report

Hall Coordinator

July 2006–July 2010

- Managed a large residence hall complex for approximately 500 residents
- Trained, supervised, and evaluated Resident and Clerical Assistants
- Supervised and evaluated a full-time Administrative Assistant
- Served in on-call duty rotations--attended to crisis situations and facility issues
- Sanctioned students responsible for violating residence hall policies
- Advised the Judicial Board for university housing

TEACHING EXPERIENCE

University of Nevada, Las Vegas

2020-2020

College of Education

Instructor, EDH 607 Leadership Development Seminar

- Taught, facilitated, and evaluated student learning in the Master of Higher Education Administration department. Served as Graduate School Faculty Member; Designed course curriculum

Illinois State University

College of Education

Instructor, EAF 469 Comparative Higher Education

2018–2018

- Assigned final paper to examine higher education practices from an international perspective. Provided feedback and graded assignments for written work and discussion board postings. Utilized comparative higher education as theoretical lens for understanding education abroad. Assigned class readings, individual and group work for examining contemporary issues in international higher education systems, including governance, finance, academic affairs, access, and student affairs

Instructor, EAF 564 Higher Education Planning

2017-2018

- Assigned students to conduct an environmental scan. Introduced students to various components and models for higher education planning. Provided weekly feedback to students with online postings, facilitated class discussions and scheduled invited guest speakers

Co-Instructor, EAF 463 College Students and Their Cultures

2017-2017

- Assigned environmental research study to determine important, safe spaces for students on campus. Provided feedback to students for conducting ethnographic research project. Utilized student development theory to conceptualize the student experience. Assigned readings and facilitated class discussion concerning the lived experiences of marginalized students in higher education

Instructor, Project Rebound

2016-2018

- Held office hours to meet with students to address the academic needs of each student in the group cluster. Assisted in developing and refining academic goals. Assisted with major options for undeclared students. Offered students weekly motivation to increase student success and program completion. Discussed strategies to help overcome common challenges that students on academic probation face

University College

2016–2017

Instructor, LINC

- Assisted students in their transition to the university. Offered individualized instruction in a small seminar setting. Introduced students to University resources. Designed exercises for students to explore potential majors and career goals. Provided test-taking strategies, critical thinking skills, and time management exercises for students

Instructor, Success 101

2016–2017

- Prepared lessons to enhance academic skills for first year freshman such as taking notes, studying for exams, time management and reading comprehension. Assigned projects to connect students to campus resources. Scheduled personalized academic coaching to help students remain on track. Provided students an opportunity to participate in student events such as Send Off- Dinner, Human Library, and Festival Illinois State University.

College of Education

Co-Instructor, EAF 463: College Students and Their Cultures

2017-2017

- Assigned environmental research study to determine important safe spaces for students on campus. Provided feedback to students for conducting ethnographic research project. Utilized student development theory to conceptualize the student experience. Assigned readings and facilitated class discussion concerning the lived experiences of marginalized students in higher education

Instructor, EAF 564: Higher Education Planning

2017-2018

- Assigned students to conduct an environmental scan. Introduced students to various components and models for higher education planning. Provided weekly feedback to students with online postings, facilitated class discussions and scheduled invited guest speakers

TECHNICAL SKILLS

Experience with Microsoft Office (Access, Word, Excel, PowerPoint), Outlook, Workday, and Blackboard.

PROFESSIONAL PRESENTATIONS

- **Presenter** (2018). "Advocating for Transgender and Non-Gender Conforming Students in Campus Spaces," Student Affairs Conference, Illinois State University
- **Presenter** (2018). "Supporting Muslim International Students: Politics, Religion, and Campus Support," Student Affairs Conference, Illinois State University
- **Presenter** (2017). "Self-Advocacy on a College Campus 101," First Star, Illinois State University
- **Panelist** (2017). "Campus Climate Taskforce: Faculty and Staff Experiences," Illinois State University

- **Invited Keynote Speaker** (2017). “Umoja: Black Graduation Celebration: From A Mighty Stock We Come,” Illinois State University
- **Panelist** (2017). “Educating Illinois: Student Retention,” Illinois State University
- **Presenter** (2017). “Transfer Day: Family Session,” Illinois State University
- **Presenter** (2017). “Creating a Social Justice Model for the Workplace,” Chicago Teachers School Pipeline
- **Presenter** (2017). “Culturally Response Campus Community Conference: How to Create a Socially Just Workplace,” Illinois State University
- **Presenter** (2016). “Preview: New Student Orientation Parent Session,” Illinois State University
- **Presenter** (2016). “Navigating the Mentoring Process,” Mentoring and Academic Success Achievement Initiative (M.A.S.A.I)
- **Presenter** (2014). “Welcoming TRIO Students,” (2014-2016), TRIO Program, University of Pikeville
- **Presenter** (2015). “Student Body Town Hall Meeting,” Office of Student Services, University of Pikeville
- **Presenter** (2014). “Open House,” Office of Residence Life, Kentucky State University

NATIONAL CONFERENCE AFFILIATIONS

- National Association for Diversity Officers in Higher Education (NADOHE)
- National Association of Student Personnel Administrators (NASPA)
- National Association of Campus Activities (NACA)
- Association for the Promotion of Campus Activities (APCA)
- American Student Government Association (ASGA)

COMMITTEE EXPERIENCE

- Justice Impacted Taskforce, University of Nevada, Las Vegas
- Southern Command Public Safety Advisory Board, University of Nevada, Las Vegas
- Hope & UNLV Fostering Scholars Advisory Board, University of Nevada, Las Vegas
- Minority-Serving Institution Task Force, University of Nevada, Las Vegas
- Top Tier Student Achievement Committee, University of Nevada, Las Vegas
- Supporting Our Students Emergency Award Fund, University of Nevada, Las Vegas
- Student Issues and Awareness Committee, University of Nevada, Las Vegas
- Culturally Responsive Campus Community Conference, Illinois State University
- International Student Experience, Illinois State University
- Leadershape, 2017, Illinois State University
- Leadership Initiative, 2016-2017, Illinois State University
- Critical Incident Response Team, Illinois State University
- Student Affairs Council, Illinois State University
- Admissions, Retention, and Scholarship Committee, University of Pikeville
- Executive Committee of the College of Arts and Sciences, University of Pikeville
- Open House and New Student Orientation, Kentucky State University
- Behavioral Threat Assessment Team, University of Texas at Austin
- Student Staff Selection Chair, University of Texas at Austin

- South Western Association of Colleges and Housing Officials, University of Texas at Austin
- Resident Assistant Training Committee, University of Texas at Austin

ASSESSMENT

- Launched National Association for Collegiate College Campuses to determine racial stressors experience between students of color and non-White undergraduate students attending the University of Nevada, Las Vegas, Spring 2020
- Retained National Association of Student Affairs Administrators in Higher Education to conduct external review for Campus Life unit, University of Nevada, Las Vegas, 2019
- Conducted climate assessment with licensed counselor collaboratively designed to assess broad issues of diversity and inclusion. University of Nevada, Las Vegas, 2019
- Completed a study on the attitudes and perceptions of inclusion among marginalized and non-marginalized students at Illinois State University Homecoming, Illinois State University, Spring 2016
- Examined student attitudes involved in the student conduct process, Illinois State University, Fall 2016
- A Phenomenological Study of Effective Service Learning Practices Dissertation, Northern Kentucky University, October 2016

AWARDS AND RECOGNITION

- Promoting Diversity Star Award Nominee, Illinois State University, 2016
- Innovative Program Star Award Nominee, Illinois State University, 2016
- Leadership Kentucky Nominee, University of Pikeville, 2015
- New Student Services Employee of the Year, University of Pikeville, 2015
- Outstanding Graduate Student, University of Missouri at Saint Louis, 2006

CIVIC ENGAGEMENT

Alpha Kappa Alpha Sorority, Incorporated (Psi Upsilon Theta Omega) 2019 to Present