

Eleanor JB Daugherty, EdD

THE UNIVERSITY OF CONNECTICUT (2014-present)

Storrs, CT

Associate Vice President for Student Affairs and Dean of Students

Reporting to the Vice President of Student Affairs, the AVP/DOS serves as the senior administrative officer in the Division of Student Affairs in the absence of the Vice-President and partners with senior administration to establish division-wide priorities, assessment strategies to enhance Student Affairs programs and services, and support university initiatives that build community and cultivate student involvement in university life and that promote a campus climate that fosters civility, personal responsibility and integrity.

- Provide management oversight of nearly 200 FTE and 538 part-time graduate and undergraduate students in the departments of Community Standards, Student Care and Concern, Residential Life, Off-Campus Student Programs, Student Health Services, Counseling and Mental Health Services, Wellness and Prevention, and the Dean of Students Office. Manage a combined budget of over \$115M for all reporting departments.
- Designed and executed university wide COVID-19 student strategy that prioritized both behavioral health and medical care to ensure that no significant outbreak occurred and student mental health was prioritized. Developed ongoing cross-functional teams for COVID-19 planning and problem solving.
- Increased interdepartmental functionality in crisis and emergency response through creation of cross-functional teams and protocols including Incident Response Team, Sexual Misconduct Support Team, Behavioral History Review Committee, demonstration response, and Bias Incident Protocol.
- Represent Student Affairs and provide leadership to the University's Behavioral Assessment Oversight Committee and Title IX Committee. Provide supervision for students of concern team. Reviewed and revised emergency mental health transport processes to reduce police escalations, bolster on-call clinical response, and ensure training on college student development, disability, and identity.
- Provide leadership to the regional campus leaders regarding the supervision of Student Affairs staff and functions (including counseling, wellness, residential life, and conduct) for regional student life campus programs and services.
- Work directly with state legislature to support and develop legislation that improved the quality of the student experience at the University of Connecticut. Examples include Title IX compliance, crisis management, student health care, DACA, mental health, free speech on college campuses, and support for victims of sexual violence. Currently serve on state-wide Opioid Working Group.
- Launched residential recovery program for students and campus wide AOD initiative.
- Developed required trainings for students on diversity education, inclusion, Title IX, bias, and bystander intervention.
- Serve as faculty member of the Higher Education and Student Affairs Master's Program.
- Developed and taught annual freshmen seminar, "Privilege and Possibility in Higher Education".
- Member: President's Council on Race and Diversity; President's Committee on Civil Discourse and Dialogue.
- Co-Chair: President's Task Force on Mental Health and Wellness resulting in 7 additional FTE in mental health and health promotion, self-study and procedural change in mental health transport process, creation of baseline training for all first responders, and review of access to care for regional campus students.

THE UNIVERSITY OF CHICAGO (2010-2014)

Chicago, IL

Assistant Vice President for Student Life and Associate Dean of the College for Student Life and Alumni Affairs

Reporting both to the Dean of Students in the University and the Dean of the College. Responsible for providing senior leadership and strategic planning for student life initiatives impacting a graduate and undergraduate student body of 15,000.

- Oversee staff of nearly 50 FTE within 6 offices: Office of the Reynolds Club and Student Activities, the University Community Service Center, Office of Multicultural Affairs, Office of LGBTQ Student Life, Office of International Affairs, and the College Programming Office.

- Charged with creation and implementation of an assessment and outcomes based strategic plan for student life that led to reorganization of student co-curricular advising systems, launch of a Student Leadership Institute, creation of pre-orientation programs for service learning, implementation of new advising programs for registered student organizations based on student development outcomes, and increased collaboration among campus offices. Cultivated philanthropic gifts to support programming costs.
- Review financial allocation process for student programs and organizations and developed financial literacy, allocation, and debt reduction programs.
- Piloted comprehensive leadership development program in FY 14 with the Gallup organization that impacted over 1,100 students in its first year. Established campus advisory group involving multiple campus offices including Academic Advising, Career Advancement, and College programming.
- Launched comprehensive diversity education campaign “R.I.S.E.: Reflect. Intervene. Speak. Engage” that includes speaker series, visual poster campaign, community dialogues, and leadership development. Worked in conjunction with the Community Relations Service of the Department of Justice to enhance diversity education programs for student organizations.
- Develop policies and protocols relating to campus discipline, emergency response, protest and demonstration, and institutional compliance (including Title IX and Clery).
- Serve on College Visiting Committee and assist with attainment of development goals for the College. Collaborate with Dean of the College to articulate student life goals for the Campaign. Engage in grant and donor identification and cultivation. Secured grants and gifts to support leadership development programs, service learning, and curriculum development.
- Co-chair: Ad Hoc Committee of Campus and Student Life, Student Government, and the Alliance for Student and Community Rights; Chair: Committee on Campus Expression; Co-Chair: Summer Links Program Review.
- Member: College Committee on Physical Education and Athletics; Reva and David Logan Center for Arts Advisory Board; Insurance Policy Oversight Committee.

COLUMBIA UNIVERSITY (2001-2010)

New York, NY

Associate Dean of Student Affairs: Planning and Administration (2006-2010)

Assistant Dean of Student Affairs: Planning and Administration (2005-2006)

Reported to the Dean of Student Affairs. Served as a key liaison between the Dean and all related departments, including administrators within the University structure, students, faculty, and others. Responsible for developing, communicating, and sharing information with the Dean, Senior Staff, and other key constituencies on issues pertaining to campus climate and current initiatives.

- Oversaw staff responsible for Special Events (including graduation ceremonies), Parent and Family Programs, and the Dean of Student Affairs office. Initiated restructuring leading to creation of Office of Events and Communications.
- Served on Core Management Group for the Division of Student Affairs attending to divisional strategy, planning and administration. Serve on Senior and Extended Senior Staff.
- Developed and executed protocol for media relations and communications with the Division of Student Affairs.
- Academic advisor to undergraduate students within Columbia College and the Fu Foundation School of Engineering and Applied Science. Engaged in peer review of academic advising structures that informed reorganization of student academic advising.
- Led redesign of web functionality to address student and staff concerns by creating customizable tools for student groups, staff and students. Developed training and launch protocol for students and staff.
- Served as Dean-on-call for after-hours emergency response. Partner with Health Services, Residential Programs, Public Safety, and the Dean’s office to provide emergency response.

Associate Director, University Relations (2004-2005)

University Alumni Relations

Reported to the Vice-President of Alumni Relations. Managed relations with the University’s 16 schools and colleges by developing partnerships and programming seeking to enhance school and university engagement of alumni.

- Developed strategic planning initiatives responsive to Trustee directive for reinvigorating and strengthening university alumni relations.
- Consulted in overhaul of communications strategy resulting in new web site and improved resources for alumni; administered creation of monthly e-newsletter distributed to nearly 100,000 alumni globally.
- Managed regional alumni clubs and programming in Westchester, Michigan, Hawaii and parts of Asia.

Director, Visitors Center (2001-2004)

Office of Undergraduate Admissions

- Managed office catering to more than 25,000 undergraduate visitors
- Directed on-campus programming for prospective students: Open Houses, Receptions and Special Programs
- Developed Engineering Invitational program in 2002, doubled attendance from previous Engineering programs and increased attendance by 39% from 2002 to 2003.
- Coordinated and implemented yield events for Columbia College and the Fu Foundation of Engineering and Applied Science.
- Supervised Overnight Hosting Program and undergraduate student volunteer efforts.

Regional Representative

- Devised and executed recruitment plans for Nassau County, New York and the Asian subcontinent, including Singapore, India, and Malaysia.
- Promoted Columbia through presentations to students, parents and guidance counselors.
- Evaluated academic credentials for all regional applicants and present recommendations to the admissions board.

UNIVERSITY OF MICHIGAN (1999-2001)

Ann Arbor, MI

Admissions Counselor

Regional Representative

- Recruited and reviewed applicants from several territories: Grand Rapids, Michigan, the second largest instate source of applications; Illinois, one of the top out-of-state sources for applications; Virginia; Washington DC and parts of Asia.
- Managed the entry of international students into the U.S. by supervising correspondence with U.S. officials and students for F-1 and J-1 visas.
- Evaluated and distributed credit to students presenting international transcripts.

Programming

- Committee member charged with development and execution of University's largest recruitment program (approximately 5,000 attendees in 1999-2000).

Faculty Liaison

- Designed and developed faculty network of over 40 faculty members to assist with undergraduate recruitment.

THE UNIVERSITY OF CHICAGO (1997-1999)

Chicago, IL

Admissions Counselor

- Participated as Board member in rendering decisions on over 7,000 candidates for admission. Regional counselor responsible for reviewing and recruiting students from Illinois and Michigan. .

Advisor, Prospective Students Admissions Committee

- Created high school contact program consisting of nearly 100 volunteers who served as University of Chicago Ambassadors to their high schools.
- Advisor of over 200 student volunteers and a 12-member student executive board.
- Supervised event planning, admitted student "Call Out," publications and housing of prospective students.

EDUCATION

TEACHERS COLLEGE, COLUMBIA UNIVERSITY

New York, NY

Doctor of Education (2015)

Access Now: Exploring the Perceptions and Experiences of College Access for Today's Youth

Master of Education: Higher and Postsecondary Education (2005)

- *The Search for a Critical Mass of Minority Students: Affirmative Action and Diversity at Highly Selective Universities and Colleges* (The Good Society - Volume 14, Number 3, 2005, pp. 51-57).
- Graduate Assistant, Professor Anna Neumann; assisted in data collection and analysis for Spencer Foundation study

THE UNIVERSITY OF CHICAGO

Chicago, IL

Bachelor of Arts in Law, Letters and Society (1997, *cum laude*)

- Undergraduate honors thesis; “One Nation vs. Under God”
- Howell-Murray Award for student leadership

ACADEMIC INVOLVEMENT AND PROFESSIONAL SERVICE

Reviewer, *Journal of College Student Development*, published by John Hopkins Press

Member at Large, NASPA Region 1 Advisory Board

Member, New England Student Affairs Think Tank (NESATT)

Board of Trustee member, The Ethel Walker School

RECENT PRESENTATIONS

Free Speech and the Academy: Getting Comfortably Uncomfortable with Expression, Discovery, and Dissent; Keynote Speaker, The College System of Tennessee Student Affairs in-service. March, 2022.

You Can't Say That Here: Confronting the Impact of Free Speech on Our University Campuses; NASPA Annual National Conference, 2020

Leading From Within: Keeping Calm and Carrying On While Managing Up; NASPA AVP Symposium, 2020

Making Our Own Success (or whatever that means); UConn Foundation Conference, 2019

Making Our Own Success: Women In Higher Education; HIGHER, 2019

You Can't Say that Here: Balancing Free Speech and Campus Safety; NASPA Webinar, 2019

AOD Prevention Practices; NASPA Region 1 AOD KC Drive-in, 2019

Models for the Integration of Health and Counseling Services; NASPA Annual National Conference, 2017

Letting Me In: Utilizing Reflection, Curriculum and Experience in the Developmental Classroom; 100 Mentor Conference, University of Connecticut, March, 2017

The Impact of Engagement and Belonging Upon Post-Graduate Outcomes; European University College Association, November, 2016

It's Not a Joke: Bias Response on Our Campuses; NASPA Region 1 Conference, 2016