

# Eric W. Scott

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## EDUCATION

Doctor of Education in Adult and Higher Education, May 2021

Oregon State University | Corvallis

Dissertation Title: *Roadless and Remote: Intersecting Dimensions of Rural Identity and Alaskan Higher Education*

Master of Education in Higher Education Student Affairs, May 2010

University of South Carolina | Columbia

Bachelor of Arts in Media Arts, May 2008

University of South Carolina | Columbia

Magna Cum Laude

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## PROFESSIONAL WORK EXPERIENCE

**Boise State University** | Public Research University, High Activity | Boise, Idaho | 26,000 Students

**Associate Vice President for Student Affairs** | *October 2019-Present*

### Overview

- Responsible for the operations of a complex and evolving division comprised of 90 full-time employees and over 400 student staff with an annual operating budget of \$19 million including state, local, and auxiliary budgets.
- Provide intentional, engaged, and strategic leadership to five departments including Housing and Residence Life, Student Equity, New Transitions and Family Connections, Campus Recreation, and Student Involvement and Leadership (including Greek life, student organizations, programming, leadership, student boards)
- Serve as an inspirational leader and manager for a team of department leaders dedicated to supporting recruitment, retention, graduation, and employability via the delivery of programs, services, and events that contribute to a vibrant and inclusive living and learning environment.
- Oversee for the recruitment, hiring, training, supervision, and evaluation of director-level staff and support a process of continuous improvement by guiding divisional leaders in setting and evaluating performance measures.
- Provide strategic management for multiple budgets with varied funding sources (appropriated, student fee funded, internally generated, and vendor contract) totaling over \$19 million dollars completely addressing existing budget deficits and identifying opportunities for budget expansion including grants and philanthropic support.
- Collaborate with institutional leadership on the strategic investment in services, facility improvements, personnel, and programs that advance student success, particularly for historically underrepresented students.
- Interpret policies and ensure compliance with applicable campus policies and state and federal law.
- Deliver thoughtful, professional, and culturally relevant remarks at key student focused events including First-Generation Graduation Celebration, the Indigenous Stole Ceremony, Fraternity and Sorority Awards, Student Leaders Graduation Celebration, International Student Welcome, and New Hire Orientation.
- Engage in strategic coordination within and between divisional and external constituencies to foster an intentional and consistent student experience responding to environmental, financial, organizational, and political dynamics.
- Set, monitor, and assess departmental and divisional outcomes to ensure quality and alignment with divisional and university goals and priorities while supporting the development of co-curricular programs and services that respond to the needs of a growing, diverse, and multi-faceted campus community.

### Key Accomplishments

- Appointed as division lead for implementation of the university strategic plan generating initiatives such as the development of student service best practices, pioneering the articulation of student engagement outcomes which have been subsequently adopted by offices and services beyond the division, and a full overhaul of the divisional annual planning and reporting process.
- Coordinated the development of the institution's first tribal MOA with the Shoshone-Bannock Tribes of the Fort Hall Reservation and developed a position focused on the service of Idaho's Indigenous population.

- Evolved the office of New Student Programs into the Office of New Student Transition and Family Connections to expand the delivery of services through the entire first year and focus on utilizing institutional data and empirically researched best practices in service of students from historically underrepresented and/or minoritized populations.
- Chartered the division's first Equity Committee and supported the co-chairs in the development of a committee that emphasized the elevation of voices from all identities and career levels in the division.
- Expanded support for sorority and fraternity life including the creation of the Breakthrough organizational accreditation process, implementation of a bi-annual community survey, and addition of new staff roles.
- Facilitated a restructure of Multicultural Student Services and Student Diversity and Inclusion offices into a coherent and functional office of Student Equity to serve students with a more intersectional equity mindset.
- Initiated the development of a housing master plan in coordination with a 3<sup>rd</sup> party partner leading to university support and state board approval of a new 600 bed first-year residence hall at the core of campus.
- Act as ongoing lead for the student affairs response to the COVID-19 pandemic including housing, activities, virtual student support, equity, and requirements for participation in various programs.
- Developed a comprehensive peer mentoring program focused on the closure of the institution's most pressing equity-gaps including first-generation, underrepresented, Pell-eligible, commuter, and in-state students.

#### Select University Service

- Serve as one of three leaders in the planning, development, and execution of the university's Strategic Enrollment and Retention planning process resulting in a collaborative and inclusive framework for student success planning.
- Represent Boise State University on the Idaho Indian Education Committee and University Tribal Advisory Board.
- Serve on the institution's Capital Planning and Evaluation Committee to prioritize campus capital projects and ensure institutional investment is aimed at sustaining and expanding a culture of student success.
- Represent Student Affairs on the Sustainability Governance Council and serve as the chair of the Sustainability Engagement Committee in the STARS evaluation of campus sustainability.
- Chair the divisional Professional Development Committee developing a new curriculum for new hire orientation, a professional mentoring program, career development plans, and equity dialogues.
- Engage as a key member of the Incident Management Team leveraging institutional resources and knowledge.
- Serve on high-level search committees including Vice Provost for Equity and Inclusion and Vice President for Student Affairs and Enrollment Management.

**The University of Alaska Southeast** | Public Masters University | Juneau, Alaska | 3,800 Students

**Dean of Students & Campus Life** | *July 2017-October 2019* | **Director of Campus Life** | *March 2014-July 2017*

#### Overview

- Provided strategic leadership and organization for ten departments including Housing and Residence Life, Campus Recreation, Student Activities, Student Conduct, Food Services, Career Services, Native and Rural Student Center, Counseling, Disability Support Services, and Health Clinic comprised of 180,000 square feet of facilities, 25 professional and classified staff, 50 student staff, and a \$3.5 million auxiliary and general fund budget.
- Served as chief conduct officer for the Juneau, Sitka, and Ketchikan campuses including adjudication of cases ranging from academic integrity to Title IX violations while providing support and counsel to faculty and staff on the proactive resolution of lower-level behavioral issues and concerns.
- Provided on-call duty coverage and helped lead the Incident Management Team as top-level response for the responding to major campus issues ranging from criminal activity and trespass notices to student death on campus.
- Collaborated with the Title IX Coordinator on the implementation of a university-wide sex and gender-based discrimination training for all students, serving as the point of contact for all students.
- Evaluated students of concern as a primary member of the Care team, utilizing the NaBITA threat assessment tool, and developing intervention plans as necessary.
- Facilitate the academic dispute resolution and grievance process in consultation with academic deans.
- Collaborate with the financial aid office in the awarding of the Retention Scholarship, the inclusion of financial aid staff at housing move-in, and support of programming to encourage FASFA completion.
- Make appearances on local media including regular appearances on public radio and at community events serving as a representative of student life at the university and promoting enrollment.

- Support student clubs and organizations including student government on creating a rich and stimulating campus environment, identifying opportunities for faculty engagement, and supporting student-led activism on campus.

### Key Accomplishments

- Developed and implemented an annual reporting and assessment processes utilizing CAS assessment tools, Educational Benchmarking Initiative, and internal documentation for tracking of departmental learning outcomes. Prepare results and interpretation for the NWCCU accreditation process.
- Authored the university's first retention plan outlining major initiatives, responsible individuals, and evaluative methods with full adoption as part of the institutional Strategic Enrollment Plan.
- Oversaw the design, construction, and opening of a 120-bed first-year residence hall.
- Pioneered the support the Explore Southeast program, a recruitment activity attracting students from across the country and state, exposing them to the student experience on the UAS Juneau campus.
- Fostered the development of key partnerships and relationships with community resources and organizations including the Juneau Alliance for Mental Health, AWARE (local women's shelter), the Juneau Police Department, Central Council of the Tlingit and Haida tribes, and Tobacco-Free Alaska.
- Developed an artist in residence program focused on Alaskan Native northwest coast arts guiding the incumbent on community engagement and cultural projects including the carving of a healing totem at the core of campus.
- Upon accepting the role of Dean of Students, brought the university into full compliance with the Drug Free Schools and Communities Act completing the required biennial review in January 2018.
- Initiated a full programmatic review of the Alaska Leadership Initiative and provided oversight in the development of the First-Year Experience Program including the introduction of e-orientation.
- Represented the institution on the statewide Student Services Council and planned the annual Student Success Convening statewide conference in 2018 attracting leaders from all 16 University of Alaska campuses.
- Secured grants to implement suicide prevention training for campus achieving an overall 40% participation rate.

### Select University Service

- Served on the Strategic Enrollment Task Force and Co-chaired the Student Success Committee utilizing Ruffalo Noel-Levitz best practices in retention and the EAB Academic Policy Diagnostic to guide and refine institutional practices towards student success receiving a commendation during the NWCCU accreditation visit.
- Evaluate candidates as a member of the search committee for university leadership positions including the Director of Facilities, Director of Financial Aid, Director of Housing & Residence Life, Director of Admissions, Student Activities Coordinator, and Residence Life Coordinator.
- Served on the Master Planning Implementation Committee advancing institutional priorities and projects.
- Co-led the Protection of Minors Committee implementing policies, protocols, and training for campus services.
- Evaluate capital and personnel budget requests and prioritize the student experience in the annual budget request process serving on the Strategic Planning and Budget Advisory Committee.
- Represented the university in the development of system-level policy and regulation including the voluntary and involuntary medical leave policies, meningococcal vaccine requirement, and alcohol regulation.
- Collaborate with the alumni association for the development of on-campus member benefits and a successful giving campaign to replace the university mascot costume.
- Strengthened the relationship between student affairs and enrollment management by serving on the financial aid and academic petitions committee, providing context of student hardship and equity issues.
- Served on Institutional Review Committees for academic programs including the Bachelor of Elementary Education and the Certificate in Outdoor Studies.

**The University of North Carolina Greensboro** | Public Research University, High Activity  
Greensboro, North Carolina | 20,000 Students

**Coordinator for Residence Life** | *July 2010 - March 2014*

### Overview

- Served as the coordinator responsible for all programming, budgeting, and operations of the newly renovated Quad Residence Halls, comprised of 7 suite-style halls, 600 student spaces, 2 faculty-in-residence, and several

multipurpose use spaces (2012-2014) and the Phillips-Hawkins Residence Hall, a 380-student residence hall housing first-year students, upperclassmen, the International House, and the Mosaic LLC (2010-2012).

- Hired, trained, supervised, and evaluated staff for residence halls under direct and indirect supervision: 14-16 live-in student staff, 21 Graduate Assistants, and 24 desk assistants.
- Oversaw the departmental graduate student and resident advisor recruitment, selection, and placement processes.
- Provided emergency response on-call duty coverage on a campus of over 5,000 residential students responding to minor and major campus crisis collaborating with the UNCG police department, Sexual Assault Response Team, and Counseling Center on call.
- Adjudicated conduct violations occurring on-campus with a developmental and restorative framework.
- Organized and chaperoned trips including student educational outings to museums, social trips to the beach, and a 40-student delegation to the dedication of the MLK, Jr. Memorial in Washington D.C.
- Revised and implemented the departmental performance evaluation process for student and graduate staff.

### Key Accomplishments

- Conceived and developed the Mosaic Living Learning Community, comprised of 45 first-year students focusing on social justice and global citizenship; recruited and supervised a graduate assistant for the community.
- Collaborated campus-wide to implement a large-scale philanthropic program titled Kidfest which raised over \$2,000 for summer reading books for students in the local community.
- Collaborated with Office of Development on planning namable spaces, donor tours, alumni events and played a key role in securing major gifts associated with the historic Quad Residence Halls.
- Planned for the logistical implementation of an upper-class Honors hall and developed an integration strategy for 2 faculty in residence residing in the Quad community.
- Hosted multiple open house and tour events including the Quad Rededication and Homecoming Event showcasing the historic Quad to the campus community, alumni, board, donors, and elected officials.
- Built a strong partnership with the International Programs Center and International Student Association to support international study abroad students in the International House Learning Community.

### Select University Service

- Served as advisor for the National Residence Hall Honorary, a student organization comprised of 60 members.
- Served as a senator for the Division of Student Affairs on the UNCG Staff Senate.
- Chaired the Housing and Residence Life Professional Staff Development Committee implementing relevant and developmental programs for postgraduate professionals.
- Received training and assisted with adjudication of high-level conduct issues as a member of the Dean of Students Conduct Review Team serving on 7 conduct review boards.
- Provide support for departmental enhancement as a member of the Housing Assessment Task Force, Professional Staff Recruitment and Selection Committee, and Housing and Residence Life Sustainability Committee.
- Evaluate as a member of the curricular review team the ongoing efficacy of the SAS-100 program.

**The University of South Carolina** | Public Research University, Highest Activity  
Columbia, South Carolina | 35,000 Students

**Residence Hall Director** | *May 2008 – May 2010*

### Overview

- Managed the daily operation of Maxcy College, a 180-student co-ed freshman residence hall (2009-2010).
- Managed Carolina Gardens, a three-building apartment community of approximately 300 international graduate students, non-traditional students, and visiting faculty (2008-2009).
- Recruited, hired, trained, and evaluated the job performance of 6 Resident Mentors and 9 desk assistants.
- Participated in on-call crisis response team, serving a residential population of 7,000 students.
- Administered educational judicial hearings for policy violations with a focus on self-responsibility.
- Advised Hall Government and managed expenditures of an educational programming budget including the support and execution of major philanthropic efforts.
- Served as a member of the Student Union Advisory Board advocating for student-centered space allocations.

**Sonoma State University** | Public Masters University | Rohnert Park, California | 7,800 Students

**Summer Residence Life Coordinator** | *Summer 2009*

### Overview

- Oversaw the residential component of Summer Housing and mentored 2 summer Community Service Assistants (CSA's) in the support and development of a summer residential community.
- Participated in on call staff rotation for approximately 3,000 students including summer housing, conferences, and new student orientation over 10 weeks.
- Served as an academic advisor and residence life representative for first year students during orientation.
- Supported underserved students in the summer bridge program providing mentorship and intervention.
- Acted as a consultant member of the fall staff training, CSA accountability, and men's issues committees.

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### COMMUNITY NON-PROFIT EXPERIENCE

**The Juneau Arts and Humanities Council (JAHC)** | Nonprofit 501(c)(3) Arts Agency | Juneau, Alaska

**Board President** | *September 2015 – September 2018* | **Board Member** | *August 2014 – September 2018*

- Presided over the board of a local nonprofit 501(c)(3) organization with 8 staff members, hundreds of volunteers, and \$1.8 million-dollar budget including the granting of municipal arts funds.
- Facilitated board development activities and community outreach events with an orientation towards the expansion of arts and culture opportunities to traditionally marginalized communities.
- Served as the public face of the organization during the capital campaign for the construction of a new arts and culture center in the Juneau Willoughby Arts District.
- Collaborated with community stakeholders on the passage of the Resolution on Diversity and Inclusion and subsequently served as a member of the task force created by the resolution, resulting in significant organizational change and the adoption of the JAHC cultural equity statement.
- Served as the primary supervisor for the JAHC Executive Director providing leadership, coaching, evaluation, and philosophical alignment on behalf of the board.
- Successfully mentored and developed fellow board members to provide succession planning and strategic planning to set the organization up for future development and success.
- Made frequent public appearances serving as the master of ceremonies at JAHC events and engaging donors during a large-scale fundraising campaign.

### TEACHING AND INSTRUCTIONAL EXPERIENCE

Adjunct Faculty, Intro to Higher Education and Student Affairs, UAS, Fall 2014

- Served as adjunct faculty in the Master's in Public Administration program at the University of Alaska Southeast providing leadership and administrative best practices to future higher education professionals. This course was offered online and served as a pilot for the development of a higher education emphasis.

Instructor, Student Academic Services 100, UNCG, Spring 2011, 2012, 2013, & 2014

- SAS 100 is a required course for students falling on academic probation. The course was held over a period of eight weeks and focuses on self-assessment, study skills, motivation and goal setting, time management, stress management, and campus resource literacy for groups of 8-15 students.

Instructor, Lloyd International Honors College Colloquium (HSS199), UNCG, Fall 2012 & 2013

- HSS199 is focused on global awareness and intercultural competence as well as preparation for the rigors of the honors curriculum at UNCG. The course is designated as Service-Learning Integrative and includes a student service-learning coordinator to assist with on-site service with the Center for New North Carolinians.

Instructor, Foundations for Learning 100 Mosaic Section, UNCG, Fall 2011

- FFL 100 is a speaking intensive first year seminar course. This section educated 18 students and was designed around the Mosaic Community focusing on social justice.

Instructor, University Studies 101, UNCG, Fall 2010

- UNS 101 is a first-year seminar course for incoming students at UNCG. This section educated 24 students representing student athletes, residential and commuter students.

Co-Facilitator, University 101 Capstone Scholars Section, USC, Fall 2009

- U101 is a first-year seminar course. The student population for the Capstone Scholars program is primarily academically gifted out of state students in transition.

Facilitator, Educational Development for Residential Student Staff, USC, Fall 2008

- EDHE 600 is a leadership course designated for student staff members. This course addresses topics relevant to student staff including but not limited to diversity and multiculturalism, time management, and academic success.

## **PROFESSIONAL SERVICE, TRAININGS, AND RECOGNITIONS**

NASPA Orientation, Transition, & Retention Knowledge Community, Region V Representative | 2019 - 2021

NASPA Region V Board Member, OTR KC Representative | 2019 - 2021

NASPA Student Leadership Programs Knowledge Community | Communications Co-Chair | 2015-2017

CITI Social/Behavioral Research Investigators and Key Personnel Training | 2020

The American Student Conduct Association Gehring Academy | 2018

Official Commendation for Outstanding Crisis Response, University of Alaska Southeast | 2018

ATIXA Title IX Investigator and Adjudicator Training | 2014, 2017

Leadership in the 21<sup>st</sup> Century, University of Alaska Statewide | 2016

The American Red Cross Emergency Shelter Training and Certification | 2015

Department of Homeland Security Incident Command Training | 2014, 2016

Chancellors Academic Leadership Seminar, University of Alaska Southeast | 2014

FEMA Emergency Management Institute Multi-Hazard Planning for Higher Education | 2014

Student Affairs Employee of the Year, UNCG | 2013

The LeaderShape Institute, Cluster Facilitator | 2013

RELI (The Regional Entry Level Institute), Southeastern Association of Housing Officers | 2013

North Carolina Housing Officers Outstanding New Professional Award | 2011

Safe Zone (LGBTQ Advocate) Certified | 2008, 2010, 2015

SafeTalk Suicide Prevention Training | 2010, 2014

Alpha Lambda Delta “You Light Up USC Award,” | 2008

## **SELECTED PRESENTATIONS**

Brown, C.K. & Scott, E.W., (2019, November). “Utilizing Strategic Change Management to Create a Culture of Student Success” Concurrent session presented at the NASPA Western Regional Conference, Portland, OR

Brown, C.K. & Scott, E.W., (2017, November). “Canary in the Coalmine: The Impact of Power and Privilege on Student Retention” Concurrent session presented at the UAS Power and Privilege Symposium, Juneau, AK

Kennedy, K. & Scott, E.W., (2015, March). “Career Compass: The Nuances of Becoming the Captain” Concurrent session presented at the NASPA annual conference, New Orleans, LA

Scott, E.W., (2011, November). “Summer Internships: Why, How, and Where?” Guest Lecture for HED 601 – Foundations of College Student Personnel, The University of North Carolina at Greensboro, Greensboro, NC.

Scott, E.W. & Smaak, M.Z., (2011, October). “All Around the World and Back Again.” Concurrent session presented at the annual North Carolina Housing Officers Conference, Asheville, NC

Scott, E.W., (2010, February). “Making Sense of Privilege You Didn’t Know You Had.” Concurrent session presented at the annual Student Leadership and Diversity Conference, Columbia, SC