

Karla C. Carney-Hall, PhD

EDUCATION:

University of Iowa	Florida State University	Louisiana State University
PhD - Student Affairs	Master of Science-Higher Education	Bachelor of Science
Administration & Research	Emphasis: Student Affairs	Major: General Studies
December 2004	May 1993	May 1991
3.9 grade point average	3.95 grade point average	3.93 grade point average
Dissertation: Parent Involvement in and Expectations of their Student and a Liberal Arts College		

POSITION-SPECIFIC PROFESSIONAL HIGHLIGHTS

Institutional leadership: Providing strategic leadership in senior leadership roles (Vice President for Student Affairs and Dean of Students) for 20 years at three different institutions; participating in the President's Cabinet (including Board of Trustees liaison responsibilities) at two institutions; supervising over 35 professional employees. Active leader in collaborative strategic planning, assessment, and facility master planning.

Success Outcomes (retention/graduation/employment): Facilitated the IWU summer orientation review resulting in the implementation of a summer program that reduced summer admissions melt and increased student satisfaction; led IWU COVID-19 response that included retention-centered outreach and equity strategies; secured donor funding for the Career Immersion Excursion, an alternative break featuring deep alumni and student career engagement; co-chaired strategic initiative on holistic advising and graduate outcomes committee ((Hendrix). Led residential-based retention strategies across all institutions. Taught First Year Experience courses (Hendrix, UNCW). Served as an academic advisor (Miami).

Culturally-Responsive Leadership: Supervise the Office of Diversity and Inclusion (IWU/Hendrix/Cornell); Chair the IWU University Council on Diversity; awarded the NASPA Region IV-E Diversity Award (2016/IWU); developed annual reporting around diversity metrics for transparency (IWU); implemented diversity training (IWU).

Partnerships: Lead the IWU institutional annual intellectual theme which involves classroom programming through clustered courses, co-curricular programs (lectures and events), and campus-wide partnerships; coordinate orientation and first year experience programming across all institutions.

Fiscal management: Manage Division of Student Affairs budget (approximately \$2.4M); conduct regular organizational reviews to reflect institutional priorities within personnel and organizational structures; added Conference Services (2016) and Esports (2018) as revenue generating opportunities; outsourced Campus Safety (2020).

PROFESSIONAL EXPERIENCE

Vice President for Student Affairs/Dean of Students. Illinois Wesleyan University, Bloomington, IL. January, 2012 – present.

- **Scope of Portfolio:** Provide leadership, supervision and evaluation of all areas of student life including: Campus Safety; Career Services; Chaplain/Multi-faith engagement; Conference Services; Counseling; Dean of Students/Student Conduct; Diversity and Inclusion; Esports; Fraternity and Sorority Life; Health Services; Orientation; Residence Life and Student Activities. Co-supervise Dining Services/Sodexo. Coordinated Parent Advisory Board. Co-Advise Student Senate.
- **University Leadership and Strategic Initiatives:** Led University-wide COVID-19 response. Serve on the President's Cabinet and Strategic Planning Coordination Committee; staff the Board of Trustees Campus Life Committee; Chair, Emergency Response Team; Chair, Intellectual Themes Committee.
- **Diversity and Inclusion:** Supervise the Office of Diversity and Inclusion; Chair, University Council on Diversity; staff Board of Trustees Diversity Initiatives Committee; member, Campus Climate Assessment Committee; trained Search Advocate (for search committees/implicit bias review). Posse Liaison.
- **Supervision:** Supervise 45 professional and support staff (7 direct reports); coordinate professional development, communication and evaluation process.
- **Facilities:** Manage facilities and operational strategic planning for residential life (1300 beds including residence halls, apartments and fraternity houses) and student life facilities. Added apartment-style residences (2013). Renovated campus dining food court (2013). Renovated/developed Esports arena (2018/2020). Provided leadership for master planning regarding residence halls and campus life facilities (Master Plan Development Committee).

- Budget and Fundraising: Prepare/manage operating and capital budget. Secured donor funding for Career Immersion Excursion experiences for five years. Collaborated with Advancement to develop All In for Wesleyan day of giving/campus spirit day. Led financial review leading to adding conference services and outsourcing Campus Safety.
- Policy, Compliance, and Assessment: Chair, Campus and Regional Sexual Assault Task Force. Chaired, Campus Safety External Review. Facilitate regular reviews of campus policies and procedures relating to students and student affairs; maintain appropriate Federal and State reporting; develop and implement division assessment plans for strategic planning. Member of HLC Accreditation Committee.

Vice President of Student Affairs. Hendrix College, Conway, AR. July, 2008 – December, 2011.

- Scope of Portfolio: Provided leadership, supervision and evaluation of most of current/IWU areas of responsibility plus Intercollegiate Athletics (DIII), Recreation and Wellness and International Student Services. Taught Explorations, first year experience course.
- College Leadership and Strategic Initiatives: Served on the President's cabinet; Served as staff for Board of Trustees Student Life Committee; Chair, Emergency Preparedness Team; Co-chair, strategic initiative on Holistic Advising; Chair, Graduate Outcomes Committee; developed and coordinated Presidential Fellows program.
- Supervision: Supervised 64 professional and support staff (6 direct reports); coordinated professional development, communication and evaluation process.
- Facilities: Opened two new apartment-style residences in two years and a \$24.5 million student center (January 2010).
- Budget, Policy, Compliance, and Assessment: Consistent with work currently being performed at IWU.
- Committees: Retention Committee; Faculty Student Life Committee; Art and Science Management Team (strategic planning consultant).

Dean of Students. Cornell College, Mt. Vernon, IA. July, 2005 – June, 2008.

Associate Dean of Students. Cornell College, Mt. Vernon, IA. July, 2000 – June, 2005.

- Scope of Responsibility: Managed residence life, student life (new student orientation, Greek life, leadership and service, student activities, the student union), intercultural life (including international and multicultural students), health and counseling center.
- Supervision: Supervised 16 professional and support staff; coordinated professional development for the Division of Student Affairs; oversaw recruitment, selection and training of new staff.
- Retention Initiatives: Coordinated institution-wide early warning/counseling intervention; conducted withdrawal interviews with all students leaving the institution; served on campus-wide First Year Experience committee.
- Judicial and Crisis Management: Managed campus judicial system including training conduct hearing officers, judicial board, and appeals board; maintained *The Compass* student handbook and Code of Conduct; produced Campus Crime reports; chaired Emergency Preparedness Task Force; managed campus on-call duty rotation for crisis response; worked closely with Campus Safety on investigations and follow-up.
- Facilities Management: Oversaw the management of The Commons student center (60,000 square feet), 9 residence halls and three apartment/suite style residences, the health and counseling center, and intercultural life building; architect liaison to several renovation projects including a fitness center, coffee house, snack bar, open meeting space, and proposed 14,000 square foot addition; co-chaired student affairs/facilities management planning meeting.
- Programming: Coordinated communication with parents via web-based newsletters; published web-based newsletters for returning students; planned, organized and implemented New Student Convocation, Baccalaureate and Commencement; worked closely with the President on campus-wide lecture series.
 - Orientation: Planned, organized, and implemented week-long new student orientation for 350 freshman and transfer students and families; supervised 3 student coordinators and 30 peer advocates in an on-going three-month orientation process; published the New Student Orientation guide and web page information
 - Leadership & Service Programs: Coordinated four class-based leadership and service education programs, the local community holiday Angel Tree project, Eastern Iowa Leadership Conference and student organization leadership conference, a senior leadership program emphasizing citizenship and community mentoring programs
 - Greek advising: Advised fifteen local Greek organizations as a liaison to the Council on Social and Service Groups (CSSG); coordinated recruitment/pledging activities; provided educational opportunities
- Committee Service: Institution Strategic Planning Committee; Off-campus Study Review Committee; Institution Marketing Committee; Information Technology Assessment Committee; Institution-wide Web Redesign Committee; Academic Standing Review Committee; Disability Review Committee; Institutional Research Advisory Committee

Resident Director/Communications Advisor. Semester at Sea, Institute for Shipboard Education (ISE), University of Pittsburgh. Summer, 2002.

- Advised the voyage web team (14 students) and yearbook staff (11 students) including photographers, writers, and web designers; served as a liaison to ISE regarding web site & yearbook progress.
- Provided community programming, advising, and counseling for approximately 70 students on my “sea” of students.
- Provided programming support and supervision of ship’s social events, bar area, embarkation, and other administrative responsibilities.

Director, Orientation Programs. University of North Carolina at Wilmington, Wilmington, NC. February 1995 – July 2000.

- Orientation: Planned, organized, and implemented seven freshman and parent orientation programs, four transfer orientation sessions, two unclassified student sessions and UNCWelcome Week annually.
- Supervision: Recruited, trained, supervised and evaluated office assistant, student coordinators, interns, and 20-30 student orientation leaders, and 60 Mad Hatters (Welcome Week volunteers).
- Publications: Coordinated publications including orientation web page, *Poseidon* (freshman magazine), *Parent’s Guide* (won NODA outstanding parent publication award in 1996), *UNCW for University Staff & Faculty* (help guide for front line staff), *Talons* (transfer guide), a university map, and all orientation invitations/schedules.
- Seahawk Parent Association: Planned, organized, and implemented Family Weekend; coordinated publication of *newSPAper*; maintained association database; advised executive board.
- Academic Advising: Advised approximately 25 freshmen regarding course, major, and career selection; provided academic intervention programming for students on academic probation; facilitated group advising sessions and educational workshops.
- Teaching: Co-coordinated instructor training for approximately 25 faculty and staff course instructors for First Year Experience Seminar; instructed University 101 course (2 academic credits) each Fall semester.

First Year Adviser/Hall Director (Emerson Hall) and Summer Orientation Advisor, Office of Residence Life. Miami University, Oxford, OH. July 1993 - February 1995 (10 month contract and summer appointment).

- Orientation: Served on the University-wide Orientation Planning Committee and Orientation Staff Training and Development Committee; coordinated faculty and staff involvement in small group discussions regarding educational priorities and decision-making
- Academic Advising: Advised 200-300 students regarding career concerns, major selection, decision-making skills and selection of courses; provided academic and career development workshops; served on the Academic Advising Committee responsible for academic petitions and programs; planned and organized the Exploring Majors Fair; coordinated summer orientation academic advising efforts with team of faculty members.
- Supervision: Supervised, trained, and evaluated one graduate assistant, 13 student staff, two mail clerks, and desk personnel; served as co-chair of the Student Staff Training and Development Committee; developed Resident Assistant training materials for advisory staff.
- Programming: Planned, organized, initiated, and evaluated hall programming activities; advised hall government.
- Conduct: Adjudicated student conduct cases; developed appropriate sanctions for various offenses.
- Teaching: Taught Student Development in the Residence Halls.

Graduate Assistant, Orientation Center. *Florida State University, Tallahassee, FL. January 1992-July 1993.*

- Supervised and evaluated a team of 55 leaders.
- Provided residence hall supervision of staff, new students, and parents during summer orientation.

Internships. Florida State University.

Student Activities and Organizations. January 1993- May 1993.

Student Rights and Responsibilities. January 1993 – May 1993.

Curricular-Career Information Service. The Career Center. August 1992 – December 1992.

Graduate Assistant, Equal Opportunity Programs. University Human Resources, Florida State University. August 1991 – April 1992.

- Researched and wrote proposals to establish separate Commissions on the Status of Women and Ethnic Minorities.
- Organized student involvement in Martin Luther King, Jr. celebration and Women’s History celebration.

PROFESSIONAL AFFILIATIONS, AWARDS, AND RELATED ACTIVITIES

NASPA member; NASPA 2011 Conference Planning Committee; Region IV-E Diversity Award (2016); Manicur Women's Symposium participant (2004); finalist for Hardee Dissertation of the Year Award (2004).
Illinois State University, College Student Personnel Association Advisory Board, 2012-2018.
Board member, Hardee Center for Higher Education, Florida State University, 2016-present.
Co-taught with Dr. Elizabeth Whitt -- Administration and Organizational Theory in Student Affairs (doctoral seminar) Fall, 2006.
Iowa Student Personnel Association (ISPA) – President, 2007; President-elect, 2006; Master's case student competition judge, 2006, 2007; Conference program committee chair (2003)
National Orientation Director's Association (NODA): Region VI Coordinator (1998-2000), NODAC '99 Planning Committee (Conference Programs), SROW '99 Planning Committee (Chair of Programs Committee), SROW '97 (Programs Coordinator), Graduate Student Network Chair (1994-96)
Cornell College, Outstanding Student Organization Advisor, 2003-2004
UNCW Student Affairs Outstanding Service Award, 1997-98
Innovative Program Award, UNCW Division of Student Affairs, 1997-98, for development of Mad Hatter volunteers
Leadershape: Cluster Facilitator, Summer 2004; Co- Lead Facilitator, Summer 2005, 2006, 2007, 2009
Advisor, Theta Chi fraternity, UNCW, 1997-2000: Outstanding Advisor Award, UNCW, 1997-98
Advisor, Omicron Delta Kappa (UNCW & Miami University); Mortar Board (Cornell College)

PROFESSIONAL PUBLICATIONS & PRESENTATIONS

Carney-Hall, K.C. and Fletcher, C. (Summer, 2018). The Rise of Digital Athletes: Participation Grows in Esports. NASPA Leadership Exchange, 16 (2).
Carney-Hall, K.C. (2008) Parental Involvement: Maximizing Influence and Minimizing Interference. New Directions for Student Services. Jossey-Bass.
Black History Month Collaboration, Search Committee Recommendations and Painted Signs, "Maybe I Should? ..." edited by F. Hamrick and M. Benjamin. Published by The University Press of America, date unknown.
"Staff Selection: Effective People for Effective Programs" Orientation Director's Manual (1996, 1998)

Selective Presentations (from the past 10 years):

Godsberry, KL, Hylton, L, Carney-Hall, KC, and Peska, S. (2018, October). *Competencies and Standards for Success as the Senior Student Affairs Officer*. NASPA IV-E Conference, Milwaukee, WI.
Carney-Hall, KC and Vales, E. (2018, March). *Esports and the Collegiate Market*. NASPA, Philadelphia, PA.
Carney-Hall, KC; Common, B; Flaherty, A; Little, S. (2018, March). *Internal Candidates: Best Strategies for Candidates and Supervisors*. NASPA, Philadelphia, PA.
Carney-Hall, KC and Common, B. (2017, March). *Inclusion and Integrity: Creating an Institutional Diversity Report Card*. NASPA conference, San Antonio, TX.
Carney-Hall, KC and Common, B. (2016, October). *Giving Students What They Want and Need: Institutional Accountability for Diversity Initiatives*. NASPA IV-E conference, St. Louis, MO.
Carney-Hall, K.C. and Common, B. (2016, October). *Have a Heart: Best Strategies for Internal Candidates and Supervisors*. NASPA IV-E, St. Louis, MO.
Carney-Hall, KC. *Exploring Careers in Student Affairs* – Keynote address. (2014, October). Illinois State University, Normal, IL.
Carney-Hall, KC. (Fall, 2013). Keynote, Regional NODA, Madison, WI.
Carney-Hall, KC. (2007). Crisis response, ISPA Dean's meeting.