

Robert Phillip Alston, Ed. D.

SUMMARY

Higher education leader with 13 years of experience supervising strategic learner development opportunities, student behavioral intervention programs, and residential living experiences

RELEVANT PROFESSIONAL EXPERIENCE

- Leading, managing, supervising, and organizing a university's student conduct and behavioral intervention systems including revision/improvement of policy, ensuring formal/informal resolution
- Aligning operating, personnel, and facilities budgets of up to \$10 million to meet strategic goals
- Collaborating with university leadership in the offices of the Provost, Inclusive Excellence, Title IX, Administration/Finance, and Legal Affairs for faculty, staff, and student education on community standards/reporting, academic misconduct reporting/response, and behavioral intervention outreach
- Proactively monitoring, responding, and adjusting policy/practices considering legislation and legal precedent in student conduct, behavioral intervention, and other compliance-focused lenses
- Developing/revising organizational strategic plans and assessments that contribute student learning evidence in alignment with university mission, goals, and metrics
- Training and coaching student conduct hearing officers, including residential living staff, student conduct/Title IX hearing board members, and the academic integrity board
- Creating and implementing educational programs/presentations/promotional materials for students, student groups, faculty, and staff on diverse topics (consent, policies, organizational change, etc.)
- Collaborating with emergency management staff in a university's incident response team to return campus to normal operations after a critical emergency (fire, tornado, active shooter, etc.) effectively
- Co-chairing a team of internal & external stakeholders committed to consistent and supportive responses for sexual violence survivors/victims at a university
 - Co-coordinate implementation of 2018-2021 award (\$299,432) of the US Department of Justice Office of Violence Against Women Campus Grant; 2021 grant continuation awarded (\$300,000)
- Overseeing a university's Transitional Assistance Program annual grant supporting case management services for student parents (awarded annually since 2000; FY 2022 award, \$145,739)
- Developing an application process and administering distribution of donor-funded awards (over \$150,000 to date) from a student emergency fund
- Collaborating with university human resources staff to design and build manager certification programs
- Implementing curriculum of first- and second-year living/learning communities

HIGHER EDUCATION ROLES

Northern Kentucky University (NKU)

Dean of Students

July 2022 - Present

Assistant Dean of Students, Community Care & Student Conduct

July 2021 – June 2022

Assistant Dean of Students/Student Conduct, Rights & Advocacy Director

July 2018 – June 2021

Assistant Dean of Students

July 2016 – June 2018

Western Carolina University (WCU)

Assistant Director of Student Community Ethics

July 2012 – June 2016

University of West Florida (UWF)

Residence Life Coordinator

August 2010 – June 2012

Maintenance Manager, Housing & Residence Life

August 2009 – July 2010

EDUCATION

Northern Kentucky University, Highland Heights, KY

Educational Doctorate (Ed.D.), Educational Leadership

Emergency Management Certificate

University of West Florida, Pensacola, FL

Master of Education (M.Ed.), College Student Personnel Administration

Bachelor of Arts (B.A.), Interdisciplinary Humanities

CERTIFICATIONS

- **Disaster Readiness**, NKU Micro-credential (December 2019)
 - Earner recognizes the role of federal, state and local governments in managing natural and man-made threats, can apply techniques for community collaboration to evaluate and prepare for hazards, and comprehends the history of terrorism and domestic security efforts in the US

SELECTED CAMPUS LEADERSHIP AND INVOLVEMENT

Northern Kentucky University

Academic Integrity Workgroup *August 2020 – Present*

- Collaborate with campus partners to evaluate and improve the academic integrity climate and practices in response to NKU shifts to virtual and hybrid learning

Coordinated Care Implementation Team *October 2019 – Present*

- Oversee and develop collaborations among key student service areas, enhance programs and services, and maximize technology use in alignment with NKU's strategic framework

Institutional Alignment Resource Team *September 2018 – October 2019*

- Engaged in a collaborative environmental scan of NKU's policies and practices and evaluated coordination and alignment to support and facilitate student success

Strategic Enrollment Management Team *May 2019 – July 2020*

- Connecting mission, vision, and the changing student environment to long-term enrollment and fiscal health that aligns with the NKU's strategic framework

Vice President for Students Affairs Search Advisory Committee *February 2020 – October 2020*

- Supported a national, firm-assisted, search for a Vice President for Student Affairs

Student Wellness Advisory Team *August 2016 – Present*

- Collaborate with NKU campus departments to support the NKU student populations' health and wellness needs, comply with the Drug Free Schools and Campus Act

Staff Congress *July 2018 – October 2022*

- Serve as an elected representative to the governance body in support of fulfilling the needs, addressing concerns, and supporting the interests of the NKU staff

Staff Advisor – Student Government Association *May 2017 – May 2019*

- Advised student organization officers regarding programming needs, required paperwork, strategic budgeting/planning, and leadership development

Western Carolina University

WCU Leadership Academy *June 2015 – June 2016*

- Selected to serve in a cohort of the WCU Leadership Academy, which sought to develop leaders dedicated to supporting WCU's mission as a regionally-engaged university

WCU Staff Senate *April 2015 – June 2016*

- Served on an elected body that represents staff members' ideas and concerns, and acted in an advisory capacity to the Chancellor and other WCU decision-making bodies
- Elected to serve as Staff Senate Parliamentarian/Historian for the 2016-17 year

Alcohol and Other Drug Committee *August 2012 – June 2016*

- Lead collaboration with WCU campus departments to create campus programming related to Alcohol Awareness Week, Safe Spring Break, and related education initiatives

University of West Florida

Student Affairs Assessment Committee *August 2010 – June 2012*

- Coordinated student affairs divisional assessment efforts through evaluation of student learning outcomes and development of shared review processes

Academic Foundations Seminar Instructor *August 2010 – December 2010*

- Taught and managed a class of first-year students focused on academic success and campus life transition

SELECTED PUBLICATIONS AND PRESENTATIONS

- Alston, B., & Howard, Jr., E. (2023, April 4). Collaborative care on campus: Applying design thinking and building community capacity [Educational Session]. NASPA Annual Conference, Boston, MA.
- Hudson, J., Acosta, A., & Holmes, R. C. (Eds.). (2018). Preparing Staff for International Students. In *Conduct and Community: A Residence Life Practitioner's Guide* (pp. 324–328). Association of College & University Housing Officers-International (ACUHO-I).
- Alston, R. (2020, September 11). Trauma informed practices and their impact on fundamental fairness [Association for Student Conduct Administration]. ASCA Blog. http://www.theasca.org/blog_home.asp?display=50
- Alston, B., & James, A. P. (2017, February). Manage the prevailing winds: Your role as a part-time hearing officer [Educational Session]. ASCA National Conference, Jacksonville, FL.
- Compassion Fatigue Webinar. (2018, March). [Educational Session]. North Carolina Housing Officers Webinar. <http://ncho.org/membership/professional-development/compassion-fatigue-webinar/>
- Alston, B. (2016, June). Secondary trauma and student conduct practice [Educational session]. Southeastern Student Conduct Institute, Columbia, SC.
- Alston, B., Compton, M., & Thibodeaux, J. (2015, February). Secondary trauma, self care, & student conduct practice [Educational Session]. ASCA Annual Conference, St. Petersburg, FL.
- Alston, B. (2018, March). Secondary trauma, self-care, and residence life practice [Educational Session]. Kentucky Association of Residence Halls Conference, Highland Heights, KY.
- Avoiding E: Navigating components of compassion fatigue. (2018, June). [Educational Session]. Southeastern Association of Housing Officers: Free Form Series Webinar. <https://www.seaho.org/general/custom.asp?page=freeform>
- Alston, B., Basehart, M. Z., & Walker, M. (2017, October). Bridging the gap: Understanding Title IX as academic advisors [Educational Session]. NACADA National Conference, St. Louis, MO.

SELECTED VOLUNTEER ENGAGEMENT

- Association of Student Conduct Administrators (ASCA), *November 2013 – Present*
 - *Research Committee*: workgroup focused on encouraging research within ASCA, reviewing research proposals for ASCA sponsorship, and recognizing research contributions
 - *Membership Committee*: workgroup focused on recruitment and retention of ASCA members (served as Co-Chair of Committee for *Spring 2017 – Spring 2019*)
 - *Public Policy & Legislative Issues Committee*: workgroup focused on state and federal legislation related to the administration of student conduct
- *Proud Scholars* Chief Compliance Officer, *September 2020 – February 2022*
 - Ensure state/organizational compliance for a 501(c)(3) providing services to students/families within the LGBTQ+ community

SELECTED TRAININGS AND PROFESSIONAL EDUCATION

- Student Conduct Director Track, Gehring Academy, ASCA, *July 2015*
- North Carolina Community Mediator Certification, WCU Campus Mediation Program, *March 2014*
- American College Personnel Association Mid-Level Management Institute, *January/February 2021*
- Social, Emotional, & Ethical (SEE 101) Learning Course, Emory University, *August 2020*
- Higher education Title IX decision-maker training, Bricker & Eckler LLP, *August 2020*
- Higher education Title IX investigator training, Bricker & Eckler LLP, *August 2020*

AWARDS & HONORS

- NKU CARES Award, Northern Kentucky University, *August 2021*
- Nominated: Jane Meier Outstanding Service Award, NKU Student Affairs, *April 2020*
- Nominated: Outstanding Student Affairs Newcomer Award, NKU Student Affairs, *April 2017 & May 2018*
- Nominated: Star Staff Award, WCU Student Affairs, *June 2015*
- Nominated: New Employee of the Year Award, WCU Student Affairs, *May 2013 & June 2014*