Shauna T. Sobers, Ed.D.

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CliftonStrengths® Talent Themes: Achiever ✦ Learner ✦Harmony ✦Significance ✦Intellection

EDUCATION

Doctorate of Education in Higher Education Administration and Leadership
University of the Pacific Gladys L. Benerd School of Education, Stockton, California
Dissertation Topic: Resiliency of Student Affairs Senior Administrators based on Identity
Master of Education in College Student Affairs, *Azusa Pacific University, Azusa, California*
Bachelor of Arts in Economics, *Bucknell University, Lewisburg, Pennsylvania*

SUMMARY OF KNOWLEDGE & QUALIFICATIONS

- Over 18 years of administrative leadership in higher education at 6 institutions
- Student affairs experience with student activities, residential life, conduct, Greek life, and leadership
- Cross-campus and intra/interdepartmental collaboration implementing integrated systems and programs
- Knowledgeable in developing cooperative relationships with stakeholders, faculty, alumni, and parents
- Experience with hiring, on-boarding, training, supervision, evaluation, and development of staff
- Extensive experience in conducting, analyzing, reporting, and making decisions based on assessments
- Efficiently organize, document, and streamline procedures, work-flow, and communication
- Ability to employ creative approaches to problem solving
- Ability to review, evaluate, recommend, and communicate policy and procedure modifications
- Efficiently managed people, budgets, and facilities, to meet goals
- Extensive experience with risk, crisis, conduct, facilities, and event management
- Ability to draft contracts and establish partner agreements artists and vendors
- Experience with audio and lighting equipment
- Comprehensive knowledge in intercultural competency
- Proficiently taught undergraduate courses at various institutions; guest lecturer in graduate courses

STUDENT AFFAIRS EXPERIENCE

Director of Student Experience, Masters of Science Program Office 2021 - Present
Red McCombs School of Business, University of Texas at Austin, Austin, Texas

- Oversee the academic advising, professional development, social engagement, and crisis response from deposit through graduation for 4 Option III Master of Science Programs (~330 students).
- Oversee the alumni engagement for 4 Master of Science Programs.
- Supervise 5 full-time staff members.

Assistant Director for Undergraduate Apartment Complex, University Housing & Dining 2019 - 2021
University of Texas at Austin, Austin, Texas

- Oversee the 16-story, 657 bed residential facility with units ranging from studio to 4-bedroom; full
- Supervise 1 full-time, Master's Level Complex Coordinator; in-directly supervise 1 full-time Administrative Assistant; 1 Assistant Complex Coordinators, 11 Resident Assistants, and 15 Desk Assistants; Evaluate development per semester.
- Serve in 24/7 on-call rotation for residential campus.
- Oversee budgets and expenditures with multiple line items totaling $350,000+

<u>Accomplishments:</u>

- Served as the inaugural staff to transition and manage a privately owned public facing apartment building to an undergraduate student only on-campus residential property.
- Served as the inaugural staff to transition and manage the only parking garage attached to residential

spaces; stablished regular communication with Parking and Transportation Services Staff.
- Established new protocols, policies, and procedures to address the nuances of the residence hall style apartment living to be in compliance with state requirements.
- Establishing long term precedent with every decision; new budget lines, spending procedures; creating job descriptions, hiring, recruiting, and training new staff members;
- Established regular communication between Building Services, Maintenance, Occupancy Management, Residence Hall Operations, IT, Security Services, Fire Prevention Services, University Police Department, and Night Operations staffs.
- Established communication infrastructures such as websites, residential manuals, email and phones.
- Piloting residential curriculum touch points and student engagement content appropriate for a resident population of sophomore and above.

Assistant Director for Residence Life, North Campus University Housing & Dining 2016 - 2021
University of Texas at Austin, Austin, Texas
- Supervise 3 full-time, Master's Level Complex Coordinators; 1 full-time Administrative Assistant; in-directly supervise 1 full-time Administrative Assistants, 3 Assistant Complex Coordinators, 54 Resident Assistants, and 30 Desk Assistants; Evaluate development per semester
- 24/7 oversight of 12 residence halls for 2800+ residents; 2 all-female halls, 4 undergraduate Studies Honors halls, and 5 of 9 Living Learning Communities (Women in Engineering, Women in Natural Sciences, Sustainability, Global Perspectives, and Joynes Readers & Writers)
- Oversee budgets and expenditures with multiple line items totaling $350,000+

Accomplishments:
- In 2021, developed a multi touch-point CliftonStrengths® curriculum for advisors of student organizations.
- In 2019, Established monthly full-time Master's Level Coordinator professional development series.
- In 2018 founded and facilitate an ongoing monthly women's empowerment roundtable discussion meeting / lunch available for staff, faculty, and administrators campus wide; featured in Texas Connect.
- In 2017, developed a year-long CliftonStrengths® curriculum for full-time and graduate staff.
- Coordinated CliftonStrengths® training sessions for 161 Resident Assistants, 20 volunteer student leaders, and 25+ supervisors and advisors on team development
- Advocated for the 5 Residence Life Desk Administrative Assistants across campus to receive camera equipment to conduct video conferencing calls from their desks to accommodate job function responsibilities during planning process for Desk Assistant training
- Continuously recognize and respond to opportunities for systemic improvement grounded in prevention, shared accountability and purpose, aligned around utilizing technology, based on assessment/data and inclusive of multiple constituents
  - Revamped execution of Fire & Life Safety online quiz from reactive and penalty based to proactive educational based; 200% increased of residents taking the quiz
  - Redesigned staff resource website/wiki based function to increase relevance and use
  - Established consistent messages around closing procedures and expectations through collaborations with IT and Marketing to streamline fliers, website, and social media posts
  - Established an Opening Event Production Schedule to coordinate timetables of 15+ depts.
  - Reorganized the unit's electronic shared folders and created on-going management process
- Proactively initiated the redesigned of the 20+ campus partners workshops for Resident Assistants Training based on student learning outcomes and assessment feedback within one year; able to increase supervisor and returner RA development capacity and still include 50+ offices at resource fair
- Inspired entire department to plan an academic year ahead, increase timeline for communicating ent dates to staff and campus partners

Director for Leadership Development, Student Activities, and Greek Life 2012 - 2016
Whittier College, Whittier, California

- Supervised 4 full-time professional staff members (2 with Masters) and 1-2 Graduate Assistants; Evaluate their professional development/growth per semester;
- Taught and oversaw the instruction of the three 1 credit courses that are part of the Organizational Leadership Minor Leadership: College Student Development (INTD 150), Competent Leadership (INTD 160), and Advanced Leadership Practicum (INTD 180)
- Oversaw large-scale student run events: Welcome Weeks, Homecoming Events, Formal Dance, Greek Life Dances/Carnivals; Advise the Associated Students and Program Board
- Oversaw operational and programming budgets with multiple line items totaling $60k
- Advised the nonprofit student government and budgets totaling $200k+
- Oversaw the campus-wide event reservation calendar (~5000+ reservations per year)
- Oversaw audio engineers for orientation, homecoming, commencement, evening/wkd events
- Indirectly oversaw registration, reinstatement, and recognition processes for 90+ club/orgs
- Indirectly oversaw student media and publications: radio, yearbook, newspaper, television, & film
- Indirectly oversaw 11 local Greek chapters; conduct, new member education, & community standards
- Served as the risk and liability resource for students; travel/activity waivers; sign contracts under $5k

Accomplishments:

- Progressively entrusted with added responsibilities such as Greek Life, Commuter Services, and Orientation
- Increased the number of registered student organizations by 50%
- Oversaw the implementation of the web-based tool OrgSync for the entire institution; establishing protocols for accountability and paperless processes that increased information sharing across units and commuter student accessibility to information.
- First private school to host Regional Student Organization Summit; 14 institutions attended
- Partnered with faculty to integrate the 5 sections of Poet LEAD course into the inaugural Leadership minor; redesigned curriculum and rubrics; Established website with lesson plans.
- Establish campus-wide training and regular communication around programming calendars and scheduling of rooms using the Event Management System.
- Increased budget transparency within each student organization and from student government to the study body, faculty, and Board of Regents; reinstated state of the union addresses by student government to student body; established student representation on Faculty Senate and Board of Regents Committees.
- Initiated the first Black Student Graduation Celebration and Black Alumni Association.
- Incorporated Political Science class and student media organizations participation into the student government election process using it to increase student participation and provide experiential training.

Assistant Director for Residential Life, Housing & Greek Life Office 2010 - 2011
University of the Pacific, Stockton, California

- Oversaw 14 residence halls and 6 apartment facilities for 2200+ under/graduate residents
- Supervised 2 full-time, Master's Level Area Coordinators; 1 Full-time Administrative Assistant and 1-2 Student Office Assistants; in-directly oversee 9 Residence Directors (RDs), 10 Assistant Residence Directors (ARDs), and 55 Resident Assistants (RAs); Evaluate professional development
- Oversaw budgets and expenditures with multiple line items totaling $120,000
- Advised Residence Hall Association, National Residence Hall Honorary, and RA Council
- Chaired the division-wide assessment team to establish and measure learning outcomes
- Served on the University-wide Emergency Alert Team
- Oversaw the recruitment, selection, and training of all paraprofessional staff
- Oversaw the judicial process for Residential Life in conjunction with the Judicial Affairs Office; oversee the data integrity of the Residential Management System (RMS) judicial module
- Oversaw the alumni outreach program and database
- Designed and implemented the curriculum for the new RA 2 credit course - SERV 057: "Foundations of the Helping Relationship"

- Served on a weekly Director-on-Call rotation to assist the live-on professional staff with emergency/crisis response for 4806 undergraduate and graduate students

Accomplishments:

- Promoted into inaugural Assistant Director position after 2 ½ years as an Area Coordinator
- Transitioned department to web-based programming database called eRezLife
- Awarded $1,000 grant for a community engagement program for 4300+ participants
- Instituted regional recruitment of RDs increasing partnerships and diversifying the candidate pool
- Planned and executed the inaugural affinity reunion for staff members of Residential Life

Co-Facilitator, Graduate Seminar, Benerd School of Education 2007 - 2011
University of the Pacific, Stockton, California

Accomplishments:

- First Area Coordinator to co-facilitate 2 seminars for the M.A. in Educational Administration & Leadership with Student Affairs Emphasis alongside the Dean of Students
- Initiated an annual mock interviewing program with the alumni as interviewers and field trip to visit local campuses to discern organizational fit that are now both NASPA regional events

Area Coordinator, Housing and Greek Life Office 2007 - 2010
University of the Pacific, Stockton, California

Accomplishments:

- Incorporated innovative assessment techniques to the paraprofessional training
- Restructured & invigorated the "Foundations of the Helping Relationship" Curriculum
- Chaired the largest national professional staff search in 5 years
- Implemented the first Spring Semester Graduate Residence Director Training

Resident Director, Office of Housing & Residence Life 2005 - 2007
Chapman University, Orange, California

Accomplishments:

- Implemented Resident Director (RD) Training during the summer, created a Professional Staff training manual for reference during the year, and instituted RD Forum lunches bi-monthly for professional development and consistency among RA staffs
- Implemented a 3 phase assessment plan within the department, conduct planning council, and the student life division to align its services to the Universities' 7 principles; Act as an assessment resource for 6 department directors, 30+ professional staff, Deans of Students and VP for Student Affairs
- Implemented the use of the Gallup Organizations' StrengthsQuest™ tool; trained 42 Resident Advisors, 3 Residential Hall Association Officers, and 12 professional Staff members for team building and better resident communication

First Year Experience Coordinator, Office of Housing & Residence Life 2005 - 2007
Chapman University, Orange, California

Accomplishments:

- Implemented a Passport Series as an incentive for students to attend more Residential, Associated Students, and on campus event already taking place in the community.
- Revitalized FYE's marketing with a logo, mailers, and representation at key recruiting events

PROFESSIONAL AFFILIATION VOLUNTEER LEADERSHIP

NASPA - National Association of Student Personnel Administrators 2003 - Present

- Chief of Staff, Region III 2021 - Present
- Historian, Region III Summer Symposium 2017 - 2018

- Chair, New Professionals & Graduate Student Institute, Western Regional Conference 2011 - 2012
- Mock Interview Day Committee, Region VI Nor Cal Professional Development 2010 - 2011
- Knowledge Community Liaison, Western Regional Conference 2009
- Region VI Knowledge Community Coordinator 2008 - 2010
- Region VI Chair, Assessment, Evaluation, and Research Knowledge Community (KC) 2006 - 2008
- Mock Interview Chair, Region VI So Cal Professional Development Committee 2005 - 2007

ACPA - American College Personnel Association 2007 - 2016

- *Hosted Pan African Network Webinar* on "Experiences of Black Women SSAOs at PWIs" 2014

ACUHO-I - Association for College and University Housing Officials - International 2005 - 2012

- *Committee Member, Southern Residential Activities and Programming, SRAP* 2005 - 2007

CONSULTING / COMMUNITY DEVELOPMENT

CliftonStrengths® Professional Development Curriculum for Supervisors & Teams 2019 - Present
Technology Resources, University of Texas at Austin, Austin, Texas

Program Review Committee Member, Housing and Residence Life 2018
University of Nebraska at Omaha

CliftonStrengths® MeetUp Network for Austin, Texas *(open to the public)* 2018 - Present

Caribbean / West Indian Student Affairs Professionals Facebook Group 2018 - Present

Women' Empowerment Monthly Lunches *(for Black women within Student Affairs)* 2018 - Present
University of Texas at Austin, Austin, Texas

Horns Helping Horns Mentoring Program for exFoster Youth 2018 - 2020
New Student Programs, University of Texas at Austin, Austin, Texas

Creating a Strengths-based Department Culture *(supervising, advising, & development)* 2017- Present
University Housing & Dining, University of Texas at Austin, Austin, Texas

ACADEMIC GUEST LECTURES

"Supervising and Advising Using CliftonStrengths & Positive Psychology" *(virtual)*
EDUC 368 & 380: Leadership and Innovation, University of the Pacific, Stockton, CA 2021
EDUC 241: Student Identity Development Theory, University of the Pacific, Stockton, CA 2017

"Strengths-based Leadership"
CS 378, Behavior Ethics in the Digital Age, Computer Science, College of Natural Science, University of Texas at Austin *2021*
BGS 370, Social Cultural Entrepreneurs, Business, Government, and Society *2021*
ESS 222, Leadership Development Seminar, Equal Opportunity in Engineer Program 2018
Cockrell School of Engineering, University of Texas at Austin

"Transformative Leadership"
EDA 391G, Leadership in Higher Education, University of Texas at Austin 2018

"The Resilience of Four Black Women SSAOs at PWIs"
EDA 383, Campus Cultures, University of Texas at Austin 2018
EDA 391P, 10370: College Student Personnel Administration, University of Texas at Austin 2017

"Imbedding Technology in an Educational Setting: Twitter & Tweetworks"
EADM 360: Trends, Issues, & the Dynamics of Change, University of the Pacific, Stockton, CA 2009

ADDITIONAL SKILLS

- Windows Operating systems, Microsoft Office Suite software (Word, Publisher, Excel, Google Docs and Spreadsheets, PowerPoint, Outlook, Access, WordPress); Collaboration Tools (Zoom, Skype, GroupMe, Dropbox, UTBox); Social Media (Twitter, Facebook, Instagram, LinkedIn); Event Management System

(EMS); StarRez; Org Sync; Moodle; Canvas; Sakai; Blackboard; Qualtrics; Type 55 wpm

PRESENTATION / FEATURED SPEAKER HIGHLIGHTS

Oglethorpe Multicultural Leadership Institute CliftonStrengths - Fall 2020
"ISOGO TV Podcast" hosted by Becky Hammond - *Featured Guest* 2019
"Activate Your Strengths Podcast" hosted by Rhonda Knight Boyle - *Featured Guest*
2019
"ReThinking Supervisor Development & Employee Engagement" 2018
Human Resource Management Association of Barbados (HRMAB), Inc., Barbados, West Indies
"Interviewing Preparation: Transferable Skills" 2018
Phi Lambda Sigma Pharmacy Leadership Society,
University of Texas at Austin, College of Pharmacy, Austin, Texas
"Resilience Tree: Growing Pathways to Senior Leadership"
Professional Development Day Conference, University of Texas at Austin 2019
NASPA Region III Summer Symposium, New Orleans, LA 2018
Student Affairs (SA) Speaks, 100th NASPA Annual Conference, Philadelphia, PA 2018
"The Dance of Leadership", *TedxUTAustin* 2018
"Common Theme in Stories from Women of Color: Resiliency and Self-Care" 2017
Panel with Dr. Hemlata Jhaveri, Dr. LaToya Hill Smith, and Dr. Marilyn Tyus
99th NASPA Annual Conference, San Antonio, TX
"The How To's of Cross-Campus Collaborations" 2015
Co-presented with Cody Allman, NACA West Conference, Spokane, WA
"Research in Student Affairs Panel" 2015
Co-presented with Dr. Carol Lundberg, Dr. Avery Olson, and Dr. Marissa Vasquez Urias
Western Regional Careers in Student Affairs Day, UCLA, Los Angeles, CA
"Mentors Role in the Advancement of Women in & to Senior Administrator Positions" 2014
7th Annual Mentoring Conference, University of New Mexico, Albuquerque, NM
"The Mentoring Matrix: Developing More Meaningful Mentoring Relationships" 2011
Co-presented with Dr. John Hoffman, Dr. Lea Jarnagin, and Katherine Saunders
NASPA's Western Regional Conference, San Diego, CA
"WHY Leadership" - *Keynote Speaker: Residential Life Conference, SUNY Cortland* 2011
"Preparing for Your Student Affairs Journey: Reflections from an Alumnus" 2011
Keynote Speaker: Student Affairs Professional Development Day, Azusa Pacific University, CA
"Applying Action Research to Resident Assistant Training" 2010
Co-presented with Dr. Sandy Mahoney, NASPA's Western Regional Conference, Portland, CA
"Exploring Women's Leadership in Student Life: A Pacific Perspective" 2010
Co-presented with Dr. Elizabeth Griego & Judith Chambers, NASPA Annual Conference, Chicago, IL
"StrengthsQuest™: On the Road to Discovering Your Strengths"
University of Texas at Austin's Residence Hall Association (URHA) 2018
University of Texas at Austin's Residence Life & Human Resource Units 2017
Whittier College's Student Life Division Retreat (100+ participants) 2012
University of the Pacific's Student Life Division Retreat (100+ participants) 2009
"Implementing a Comprehensive Assessment Program: Can I Get One Hour a Month?" 2006
Co-presented with Dr. John Hoffman, NASPA's Assessment & Retention Conference Phoenix,

CERTIFICATIONS

- Intercultural Conflict Styles 2022
- Gallup Certified CliftonStrengths Coach 2021
- Qualified Administrator, Intercultural Development Inventory® (IDI) 2019

- UHD Foundation Certificate in Leadership and Assessment, Evaluation, & Research 2018
- Certified in Strengths Approaches to Higher Education Leadership and Student Success 2016
  - *Noel Academy for Strengths-Based Education and Leadership, Azusa, CA*
- Mediation Trained, Institute for Conflict Management 2006
  - *St. Vincent de Paul Center for Community Reconciliation*

WORKSHOP / TRAINING FACILITATION

"Living the Resilience Tree Model: Mid-Levels Navigating Institutional Transitions" 2020
Will co-facilitate ½ day pre-conference with Dr. Kristin Dees and Dr. Faraah Mullings Brown
NASPA Annual Conference, Los Angeles, CA

"Communicating and Interacting Cross-Culturally: Improving Students' Intercultural Competency"
Co-facilitated ½ day pre-conference with Dr. Mylon Kirksy, Justin Jaskowiak, & Tiana Lindberg 2019
101st NASPA Annual Conference, Los Angeles, CA
Co-facilitated with Tiana Lindberg at NASPA Region III Summer Symposium, New Orleans, LA 2018

"Common Theme in Stories from Women of Color: Resiliency and Self-Care"
Co-facilitated ½ day pre-conference with Dr. Hemlata Jhaveri and Dr. Marilyn Tyus 2019
101st NASPA Annual Conference, Los Angeles, CA

"Social Responsibility - Inclusion, Privilege, Power, & Difference"
Orientation Advisor Training, New Student Services, Dean of Students 2018 & 2019
Night Operations Student Security Coordinators Training 2018
University of Texas at Austin, Austin, Texas

The LeaderShape® Institute 7-Day Leadership Retreat 2018
Cluster Facilitator for Cockrell School of Engineering, University of Texas at Austin

Student Government Executive Board & Senator 3-Day Leadership Retreat
Associate Students of Whittier College (ASWC), Whittier, CA 2018 & 2019

"Clifton Strengths®: Level Up Your Understanding of Talents"
University of Texas at Austin Residence Hall Association (URHA) Executive Board 2019
Texas Leadership Summit for Student Organization Leaders, co-presented with Amy Costa 2019
Leadership and Ethics Institute, Office of the Dean of Students, University of Texas at Austin
Whittier College Counseling Center Professional Staff & Doctoral Interns Training, CA 2011 - 2016

"Longhorns for a Culturally Competent Campus 10-Week Workshop Series" 2017 - Present
Instructor/Coach using Intercultural Development Inventory and Development Plan
University Housing & Dining, University of Texas at Austin, Austin, Texas

PUBLICATIONS

Sobers, S. T. (In Progress). Resilience Tree: Growing Pathways to Senior Leadership. Independently Published by SelfPublishN30Days.

Palmer, D. M., Sobers, S. T., White, E. V., Traylor, L. S., Paul, D., Kleiber, J., Crawford, G., Lotts, K., Palmer, S., & Lawson, M. (2020). The Footprint of Success: Stories of Impact from Leaders & Entrepreneurs. Independently Published by SelfPublishN30Days.

Sobers, S. T. (2014). A Mentors Role in the Advancement of Black Women in and to Senior Administrator Positions. In Dominguez, N. & Gandert, Y. (Eds). 6th Annual Mentoring Conference Proceedings: Impact & Effectiveness of Developmental Relationships. Albuquerque, NM: University of New Mexico

Sobers, S. T. (2014). Can I Get a Witness? The Resilience of Four Black Women SSAOs at PWIs. Doctoral Dissertation. University of the Pacific.

McNair, D., Betchel, M., Miguel, K., Sobers Young, S., Seal, S, &. Jacobson, S, (2014). Women in Student Affairs: Past, Present, and Future Leaders. NASPA Journal about Women in Higher Education.

Mahoney, S. & Young, S. (2010). Applying Action Research to Resident Assistant Training, Assessment Evaluation and Research Knowledge Community Newsletter, December 2010, Volume 1, Issue 4

AWARDS / NOMINATIONS

- National Residence Hall Honorary Residence Life Professional Staff for September 2019
- National Residence Hall Honorary Residence Life Professional Staff for January & March 2018
- National Residence Hall Honorary Residence Life Professional Staff for October 2017
- Key to the College: Service to the Associated Students of Whittier College 2014
- Dorothy Keller New Professional Award, NASPA Region VI 2009
- Knowledge Community Award for Collaboration and Visibility, NASPA Region VI 2008