

Dr. Renee' T. Watson

May 3, 2017

Dear Search Committee:

I am delighted to submit an application for the Assistant Vice Chancellor/ Dean of Students position available at University of California, Riverside. My career interests, educational training, work experience and passion for working with college students match the required qualifications needed for the position. The ability to coordinate and supervise student services, provide campus wide support, implement a strategic plan, manage a budget for multiple units are just some of the assets that I would bring to the position.

Currently, I am an Associate Dean of Students at Illinois State University. My central role is to assist the Dean of Students, respond to crisis situations, represent the department on campus wide committees, assess programs and services, strategically guide department initiatives, and to develop para/professionals. As a student affairs professional in higher education, I believe in giving student's individualized attention and promoting a student centered learning environment. When working with staff, I believe in leveraging each other's strengths to create win-win situations in order to meet institutional goals and the needs of our students.

I have significant experience in working on diversity initiatives. I am currently responsible for advising and coordinating services for marginalized students and educating all of campus on matters involving diversity, equity and inclusion for a campus of 21,000 students. This includes speaking and doing presentations at New Student Orientation, Welcome Week, and Homecoming to convey to prospective families the institutions commitment to having a diverse and inclusive campus for faculty, staff and students. I have also coordinated workshops on social justice, safe zone, unpacking identity, Tunnel of Oppression, Voices of Discovery and student activism.

I work closely with faculty, staff, and various academic departments to develop solutions that arise across areas. In addition, I teach three classes within an academic year that range from LinC 101 for entering freshman, to students on academic probation, to the graduate students in the College Student Personnel Administration program within the College of Education. I feel these opportunities allow me to represent the Dean of Students as well as make connections with my students while in the classroom

Prior to working at Illinois State University, I served as the Dean of Students at the University of Pikeville. I was responsible for all programmatic efforts relating to university housing and student life. My responsibilities were not limited to but included: campus safety, Greek Life, Trio, and I was the advisor to the Student Government Association. While at Pikeville, I served on the executive staff to the President and I was responsible for submitting board reports.

In closing, I appreciate your time in considering my application. I request that my candidacy remain confidential, unless I am a finalist for the position. I remain excited about the prospect of joining your team and I look forward to hearing from you in the near future.

Sincerely,

Dr. Renee' T. Watson

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Education

- **Northern Kentucky University, Highland Heights, Kentucky**
Doctor of Education, October 2016: Educational Leadership
- **University of Missouri at Saint Louis, Saint Louis, Missouri**
Master of Education, May 2006: Adult and Higher Education Administration
- **University of Kansas, Lawrence, Kansas**
Bachelor of General Studies, August 2004: African and African American Studies

Student Affairs Experience

Associate Dean of Students, Illinois State University-April 2016-present

- Assist the Dean of Students in the promotion of strategies and programs for student satisfaction and success
- Create policies, programs and services that support the University mission
- Assist the Dean of Students in the development of short and long range vision for the department and Educating Illinois
- Lead department staff in the implementation of plans in Diversity Advocacy, the Students' Attorney, and Student Conduct and Conflict Resolution
- Work collaboratively with the Student Affairs Council and other departments on achieving school objectives for enrollment and persistence
- Meet the needs of a diverse campus population, foster student development and promote involvement in campus life
- Provides supervision, performance evaluation, and professional development for para/professional staff
- Participate in the Critical Incident Response Team duty rotation
- Responsible for managing unit budgets and reconciling contracts
- Conducts research and assessment on student satisfaction and university trends
- Sponsored graduation celebrations for underrepresented students

Dean of Students, University of Pikeville-July, 2014-April, 2016

- Provided leadership in the development and implementation of programs and services that address the co-curricular needs of the student body
- Advised the Student Government Association and developed programs that facilitate involvement of the student governance process
- Developed campus-wide initiatives to increase student retention and persistence
- Collaborated with faculty and staff to promote student success
- Supervised and evaluated full time professional staff
- Conducted student satisfaction assessments of all programs and services within the department for outcomes achievement
- Served as the Chief Judicial/ Title IX Hearing Officer for handling student misconduct

- Served on the Executive Cabinet Office of the President

Director of Residence Life, Kentucky State University- July, 2011-June, 2014

- Responsible for housing operations and the central office for housing operations
- Provided supervision and guidance to para/professional Hall Managers
- Participated in the formulation and implementation of departmental policies procedures, and assessments for University Housing
- Represented the Department of Housing and Residence Life on university committees
- Coordinated campus events for University Housing such as Move-In, Open House, New Student Orientation, and Homecoming Weekend

Hall Coordinator, University of Texas at Austin- January, 2006—July, 2010

- Managed a large size residence hall complex with approximately
- Trained, supervised, and evaluated Resident and Clerical Assistants
- Supervised and evaluated full time Administrative Assistant
- Served in on call duty rotations: attended to crisis situations and facility issues
- Sanctioned students responsible for violating residence hall policies
- Advised the Judicial Board for university housing

Student Conduct Specialist, University of Texas at Austin- July, 2010-July, 2011

- Enforced the student code of conduct for academic and non-academic violations for the Dean of Students Office
- Reviewed university police and incident reports as provided by the campus community
- Served on the Behavior Assessment Team to assist in reviewing students of concern
- Assisted in the coordination of the Campus Crime Statistics Report (Clery)

Teaching Experience

- Instructed LinC Course for newly admitted freshman, Fall 2016
- Facilitator for Project Rebound for students on academic probation, Fall 2016-present
- Co-Instructor for College Students and their Cultures Class for College Student Personnel Administration program , Spring 2016

National Conference Affiliations

- National Association for Diversity Officer in Higher Education (NADOHE)
- National Association of Student Personnel Administrators (NASPA)
- Association for the Promotion of Campus Activities (APCA)
- American Student Government Association (ASGA)

Committee Work Experience

- Critical Incident Response Team, Illinois State University
- Student Affairs Council, Illinois State University
- Admissions, Retention, and Scholarship Committee, University of Pikeville
- Executive Committee of the College of Arts and Sciences, University of Pikeville
- Open House and New Student Orientation, Kentucky State University
- Behavioral Threat Assessment Team, University of Texas at Austin
- Student Staff Selection Chair, University of Texas at Austin
- South Western Association of Colleges and Housing Officials, University of Texas at Austin
- Division of Housing and Food Service Transgender Guidelines, University of Texas at Austin
- Resident Assistant Training Committee, University of Texas at Austin

Assessment

- A study on the attitudes and perceptions of inclusion by marginalized and non-marginalized students at Illinois State University Homecoming, Spring 2016
- Examined student attitudes involved in the student conduct process, Illinois State University, Illinois State University, Fall 2016
- A Phenomenological Study of Effective Service Learning Practices Dissertation, Northern Kentucky University, October 2016

Awards

- Leadership Kentucky Nominee 2015
- New Student Services Employee of the Year 2014-2015
- Outstanding Graduate Student 2006

Date Submitted: 05/03/2017

Biographical

First Name:	Dr. Renee'	Last Name:	Watson	Middle Name:	Tamara
Primary Phone:		Secondary Phone:		Street/PO Box:	
City:	Normal	Country:	US	State:	CA
Zip:		Identity E-mail:		Alternate E-mail:	

General Information

Do you have a valid CA Driver's License?	N	If you are under 18, you must have graduated from high school or received a GED certificate or have a valid work permit in order to be employed by the University. Do you meet this requirement?	Y
Upon hire, will you be able to provide proof of eligibility to work in the U.S., as specified in the Immigration Reform and Control Act of 1986?	Y	Do you have any relatives employed by the UC Riverside?	N

UCR Relatives

General Educational Information

Do you have a high-school diploma or equivalent (GED)?	Y	Do you intend to engage in further educational study?	N
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Educational History

Northern Kentucky University

Country:	US	State:	KY
GPA:		Is/was this a degree program?	Y
Degree:	EDD	Major:	Educational Leadership
Start Date:	09/2012	Date degree conferred or expected:	12/2016

University of Missouri at Saint Louis

Country:	US	State:	MO
GPA:		Is/was this a degree program?	Y
Degree:	MED	Major:	Higher Education Administration
Start Date:	09/2004	Date degree conferred or expected:	05/2006

Employment History

Can contact this employer or for a reference check: Yes

Associate Dean of Students

Name of Employer:	Illinois State University	Is current employer:	Y
Type of Business:	Education	Number of Hours/Week:	40
Starting Date:	04/2016	End Date:	
Supervisor:	Dr. John Davenport	Supervisor Phone:	309-438-2230
City:	Normal	State:	IL
Country:	US	Salary Type:	Monthly
Starting Base Salary(\$):	84000	Ending Base Salary(\$):	0
Starting Bonus/Incentives(\$):		Ending Bonus/Incentives(\$):	

Duties Performed:

Assist the Dean of Students in managing all student affair units, handle crisis situations, serve in on call duty rotation, serve as an appeal officer.

Reason for leaving:

Can contact this employer or for a reference check: Yes

Dean of Students

Name of Employer:	University of Pikeville	Is current employer:	N
Type of Business:	Education	Number of Hours/Week:	40
Starting Date:	04/2014	End Date:	03/2016
Supervisor:	Gary Justice	Supervisor Phone:	606-213-6900
City:	Pikeville	State:	KY
Country:	US	Salary Type:	Monthly
Starting Base Salary(\$):	70000	Ending Base Salary(\$):	72000
Starting Bonus/Incentives(\$):		Ending Bonus/Incentives(\$):	

Duties Performed:

Responsible for managing all units within student life including and reporting to the Vice President of Enrollment Management

Reason for leaving:

I had the opportunity to return to working at a large size public institution.

Can contact this employer or for a reference check: Yes

Director of Residence Life

Name of Employer:	Kentucky State University	Is current employer:	N
Type of Business:	Education	Number of Hours/Week:	40
Starting Date:	05/2011	End Date:	03/2014
Supervisor:	Harold Hayes	Supervisor Phone:	502-597-6139
City:	Frankfort	State:	KY
Country:	US	Salary Type:	Monthly
Starting Base Salary(\$):	56000	Ending Base Salary(\$):	58000
Starting Bonus/Incentives(\$):		Ending Bonus/Incentives(\$):	

Duties Performed:

Responsible for managing housing operations, residential programming and the central office.

Reason for leaving:

Took new position as Dean of Students

Can contact this employer or for a reference check: Yes

Student Conduct Specialist

Name of Employer:	University of Texas at Austin	Is current employer:	N
Type of Business:	Education	Number of Hours/Week:	40
Starting Date:	05/2010	End Date:	05/2011
Supervisor:	Dr. Marc Shook	Supervisor Phone:	706-880-8976
City:	Austin	State:	TX
Country:	US	Salary Type:	Monthly
Starting Base Salary(\$):	38000	Ending Base Salary(\$):	38000
Starting Bonus/Incentives(\$):		Ending Bonus/Incentives(\$):	

Duties Performed:

Adjudicated student conduct for academic and non-academic violations for the Dean of Students Office.

Reason for leaving:

Relocated to Kentucky with an opportunity to return to Residence Life which was a better fit.

Can contact this employer or for a reference check: Yes

Hall Coordinator

Name of Employer:	University of Texas at Austin	Is current employer:	N
Type of Business:	Education	Number of Hours/Week:	40
Starting Date:	06/2006	End Date:	04/2010
Supervisor:	LaTonya Robinson	Supervisor Phone:	512-659-1219
City:	Austin	State:	TX
Country:	US	Salary Type:	Monthly
Starting Base Salary(\$):	32000	Ending Base Salary(\$):	34000
Starting Bonus/Incentives(\$):		Ending Bonus/Incentives(\$):	

Duties Performed:

Managed a large size residence hall complex, supervising Resident Assistants, advisor to the judicial board, and Residence Hall Council

Reason for leaving:

Opportunity to serve as a conduct officer in the Dean of Students Office while working with Housing services

Licenses or certificates required for your area of employment interest

Other job-related skills

Conviction History

Have you ever been convicted of a criminal offense by any court?	No
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