

# Kellie M Dixon, Ed.D, C.P.C

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## Professional Profile

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Higher Education professional with extensive skills and work in assessment/accreditation, organizational effectiveness, student support services, supervision, strategic planning, diversity/equity/inclusion, and teaching that provide overall effective and efficient outcomes for student and staff success.

## Education

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<b>Doctor of Education in Organizational Leadership</b> Grand Canyon University <i>Dissertation: Student Affairs Assessment at HBCUs</i>	<b>October 2018</b> Phoenix, AZ
<b>Master of Education in Community and College Counseling</b> Longwood University	<b>May 2011</b> Farmville, VA
<b>Bachelor of Science in Exercise Science; Minor: Coaching</b> Longwood University	<b>May 2008</b> Farmville, VA

## Certificates

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<b>Association of American College and Universities (AAC&amp;U)</b> <i>Certified VALUE Institute Scorer – Quantitative Literacy</i>	June 2019
<b>Association of American College and Universities (AAC&amp;U)</b> <i>Certified VALUE Institute Scorer – Critical Thinking</i>	June 2018
<b>Life Coach Institute of Orange County</b> <i>Certified Life Coach</i>	June 2017
<b>Core Strengths (Relationship Intelligence + Leadership Development)</b> Certified Facilitator	April 2017

## Academic Affairs Experience

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<b>Lecturer</b> Baylor University	<b>January 2023 – present</b> Waco, TX
<ul style="list-style-type: none"><li>• Teach online synchronous classes and advise doctoral students in the Learning and Organizational Change program.<ul style="list-style-type: none"><li>• EDC 6391: Problem of Practice Phase 1</li><li>• EDC 6392: Problem of Practice Phase 2</li><li>• EDC 6393: Problem of Practice Phase 3</li><li>• EDP 5327: Education Evaluation</li></ul></li></ul>	
<b>Adjunct Assistant Professor of Education</b> Elon University	<b>January 2022 – May 2023</b> Elon, NC
<ul style="list-style-type: none"><li>• Teach master level course within Dr. Jo Watts Williams School of Education for the</li></ul>	

# Kellie M Dixon

Masters in Higher Education program

- MHE 692: Program Evaluation, Assessment and Decision-Making in Higher Education

## **Adjunct Instructor**

**August 2019 – December 2022**

Appalachian State University

Boone, NC

- Teach graduate level courses via AsULearn (LMS) within Department of Leadership and Educational Studies
  - HE 6320: Institutional Effectiveness (Fall 2019, Fall 2020)
  - HE 6350: Leading Change in Higher Education (Fall 2021)
  - HE 6840: Personnel Policy and Practice in Higher Education (Fall 2022)

## **Adjunct Instructor**

**January 2021 – May 2022**

Wichita State University

Wichita, KS

- Teach master level course via Blackboard Ultra (LMS) within Department of Counseling, Leadership, Education and School Psychology
  - CESP 811: Principles of Measurement and Program Evaluation (Spring 2021, Spring 2022)

## **Student Affairs Experience**

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### **Director, Student Affairs Assessment and Staff Development**

**July 2016-December 2022**

North Carolina Agricultural and Technical State University

Greensboro, NC

- Plan and implement divisional assessment projects and co-curricular learning outcomes for student affairs that incorporate inclusive excellence
- Integrate and analyze data from multiple units to report findings for Student Affairs leadership and decision making
- Review data systems for assessment reporting for 17 units
- Write mid-year and annual reports for the division
- Oversee professional development for 160+ staff from various functional units
- Develop survey instruments and additional assessment tools for data collection
- Serve as a consultant and resource on methodologies and assessment to student affairs staff members and students with an equity centered approach

### **Area Coordinator, Housing and Residence Life**

**August 2012-July 2016**

North Carolina Agricultural and Technical State University

Greensboro, NC

- Managed four residence halls housing first year, upperclassman, themed housing and living learning community students
- Supervised three to four Hall Directors
- Held responsible for residential system operations including coordination of building maintenance, opening and closing of the buildings
- Managed the selection, training, supervision, and evaluations of Resident Assistants
- Responded to emergency situations and crises
- Assisted with housing assignment processes and other tasks within Residential Life
- Collaborated with maintenance and custodial staffs to respond to maintenance concerns and facilities emergencies

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## **Area Coordinator, Housing and Residence Life**

**July 2011-August 2012**

Bridgewater College

Bridgewater, VA

- Charged with managing two residence halls for a private liberal arts college
- Supervision of 10 Resident Advisors
- Provided crisis management
- Coordinated Fall & Spring training as well as ongoing personal and professional development opportunities for student staff
- Oversaw resident advisor programming efforts
- Assisted in administrative procedures for the Office of Residence Life
- Instructor for PSYC 101 – Substance Abuse (Supplemental Class)

## **Assistant Director, Multicultural Services**

**July 2011-August 2012**

Bridgewater College

Bridgewater, VA

- Provided leadership and support to multicultural leadership program
- Worked with Multicultural Leadership Program mentors and student groups
- Worked with a wide variety of constituents in the college to assess programmatic needs that support diversity issues on campus
- Developed unique programs or communications strategies to promote diversity
- Advised Student Service Learning Board
- Assisted in coordinating ethnic minority recruitment weekend visits with the Office of Admissions

## **Committee Work & Contributions to Higher Education/Student Affairs**

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- **Editorial Advisory Board Member**, Research and Practice in Assessment Journal (2021 – present)
- **Assessment and Innovation Chair**, American College Personnel Association (2024 – 2026)
- **Director**, NASPA Region III Summer Symposium (November 2021 – July 2022)
- **Associate Editor**, ACPA About Campus Journal (2019-2023)
- **Chair**, ACPA Commission on Assessment and Evaluation (March 2021- March 2023)
- **Chair**, NAPSAs Region III HBCU Division (March 2020 - March 2022)
- **Advisory Board Member**, University Benchmarking Project (University of Wisconsin) (2020 – 2022)
- **Collaborator**, Equity Centered Assessment: Research and Practices, Anthology

## **Honors and Awards**

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- **ACPA Diamond Honoree** (American College Personnel Association) 2023
- **University Excellence in Performance** (North Carolina A&T State University) 2021
- **Outstanding Mentor to New Professionals** (American College Personnel Association) 2020
- **Student Affairs Outstanding Employee** (North Carolina A&T State University) 2019
- **Humanitarian Award** (North Carolina A&T State University) 2017

## **Professional Affiliations/Memberships**

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- American College Personnel Association (ACPA); Student Affairs Assessment Leaders

## Kellie M Dixon

(SAAL); National Association of Student Personnel Administrators (NASPA); Association for the Study of African American Life and History (ASALAH); Association for the Study of Higher Education (ASHE); American Educational Research Association (AERA), American Evaluation Association (AEA)

### Publications

- **Dixon, K.** and Jones, S.M. (2023). Collaborating Across Student Affairs Assessment, Academic Affairs Assessment, Institutional Effectiveness, and Institutional Research. Chapter Submission in “Coordinating Student Affairs Assessment”, 2nd Edition. Edited by Gavin Henning, Erin Bentrin and Kimberly Yousey-Elsener.
- **Dixon, K.** & Mitchell, A. (Eds). (2022). Student Affairs Assessment: Nuanced Practice to Leverage Equity. *New Direction Student Services*.
- **Dixon, K.** & Jones, S. 2021. Cultivating stronger four year student relationships. Chapter submission in “Effects of the Covid-19 Pandemic on HBCU's Academic and Social Culture,” pp 120-140. Edited by Camacia Smith-Ross, Edwin Mellen Press.
- **Dixon, K.** & Smith D. (2021, March). D.R.E.A.M Model: A Framework for Advancing the Ethics of care to Students at Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions, Conference Proceedings (American Association of Blacks in Higher Education)
- **Dixon, K.** (fall 2020). CAS Standards: Implications for Student Affairs Professionals at HBCUs. *White Paper for Council for the Advancement of Standards in Higher Education*
- Ormond, J. & **Dixon, K.** (2020, October). Understanding and improving the transfer experience. *Community College Daily*
- Williams, J.L. & **Dixon, K.** (2020, August). Are HBCUs ready for an increase in enrollment? *Diverse Issues in Higher Education*
- **Dixon, K.** (2018, October). Exploring a culture of assessment in student affairs at one public HBCU. Dissertation

### Conference Presentations

- Jones, S. M. and **Dixon, K.** (2023, November). Two Black Women Millennials Ode to HBCUs: Self-Advocacy, Leadership and Sustainability [Group Paper]. 2023 Association for the Study of Higher Education. Minneapolis, Minnesota.
- Francis, A. and **Dixon, K.** (2023, November). Nature-based Immersion: Promoting Mindfulness through Campus Recreation for Black Male College Students at HBCUs [Group Paper]. 2023 Association for the Study of Higher Education. Minneapolis, Minnesota.
- **Dixon, K.** (2023, October). Mission to Action: Equity Centered Assessment and Student Support Services [Individual Presentation]. 2023 Transnational Association of Christian Colleges and Schools Conference. Orlando, Florida.
- **Dixon, K.** and Jones, S. M. (2023, March). Homecoming: Honoring HBCUs in Place, Praxis, and Purpose - Institutional Effectiveness and Student Experiences [Group

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Presentation/Pre-Convention Workshop]. 2023 American College Personal Association Convention. New Orleans, Louisiana.

- **Dixon, K.** (2023, February). DEI & Intentional Assessment [Individual Presentation/Keynote]. 2023 National Association for Campus Activities Forum for Student Organization Advisors. Louisville, Kentucky.
- **Dixon, K.** (2023, February). Design Thinking, Feedback, Storytelling, OH MY! [Individual Presentation]. 2023 National Association for Campus Activities LIVE. Louisville, Kentucky.
- **Dixon, K.** and Rhymes, B. (2022, December). Mission to Action: Equity Centered Assessment and Student Support Services [Group Presentation]. 2022 Southern Association of College and Schools Commission on Colleges Annual Meeting. Atlanta, Georgia.
- Thompson, V. and **Dixon, K.** (2022, November). Black Women and Vulnerability: Cultivating Spaces of Care through the Blk Womyn Voices Podcast [Group Paper]. 2022 Association for the Study of Higher Education. Las Vegas, Nevada
- Woodson, R. W. and **Dixon, K.** (2022, September). Creating Space for Equity: Realities of Environmental, Mental, and Occupational Wellness for BIPOC Higher Education Leaders [Group Presentation]. 2022 Association for the Study of African American Life and History. Conference. Montgomery, Alabama.
- Thompson, V., Edwards, A.M., Lundy, R. and **Dixon, K.** (2022, September). Humanizing Wellness and Wellbeing for Black Womyn in Higher Education [Group Presentation]. 2022 Association for the Study of African American Life and History Conference. Montgomery, Alabama.
- **Dixon, K.** (2021, November). Diversity, Equity, Inclusion, and Social Justice: Triggers for Institutional Culture and Change [Individual Presentation]. 2021 Southern Association of College Student Affairs. Norfolk, Virginia.
- **Dixon, K.**, Robinson, C., and Lewis, B. (2021, March). Who's Coming to Dinner? Intersectionality of Blackness in Higher Education. 2021 National Association of Student Personal Administrators Conference. Virtual.
- **Dixon, K.** and Jones, S.M. (2021, March). Gathering at the Table: HBCU Past, Present, and Future [Group Presentation/Pre-Convention Workshop]. 2021 American College Personal Association Convention. Virtual.
- **Dixon, K.** and Smith, D. (2021, March). The D.R.E.A.M Model: The Intersection of Hospitality and Student Affairs [Group Presentation]. 2021 Annual American Association of Blacks in Higher Education. Virtual.
- Edwards, A.M., Lewis, J., Thompson, V., and **Dixon, K.** (2020, March). Scholarly Resistance: Black Womyn Voices within the Digital Space [Group Presentation]. 2020 American College Personal Association Convention. Nashville, Tennessee.
- Harris, B. and **Dixon, K.** (2020, March). Get Out! The Great Escape: Black Student Experience at PWIs [Group Presentation]. 2020 American College Personal Association Convention. Nashville, Tennessee.

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- **Dixon, K.** (2020, March). The D.R.E.A.M Model: The Intersection of Hospitality and Student Affairs [Individual Presentation]. 2020 American College Personal Association Convention. Nashville, Tennessee.
- **Dixon, K.** and McNeil, S. (2019, December). Factors Impacting Engagement of NPHC Members [Group Presentation]. AFA Annual Meeting. Anaheim, California.
- Thompson, V. and **Dixon, K.** (2019, November). Digital Migrations: Telling Our Story. [Roundtable Discussion/Paper]. 2019 Association for the Study of Higher Education. Portland, Oregon.
- **Dixon, K.** and Tuma, T. (2019, November). Coaching, Mentoring, and Sponsorship [Group Presentation]. 2019 Southern Association of College Student Affairs. North Charleston, South Carolina.
- **Dixon, K.** and Tuma, T. (2019, November). Assessment and Student Conduct [Group Presentation]. 2019 Southern Association of College Student Affairs. North Charleston, South Carolina.
- Thompson, V., Edwards, A.M., and **Dixon, K.** (2019, October). Digital Migrations: Telling Our Story [Group Presentation]. 2019 Association for the Study of African American Life and History Conference. North Charleston, South Carolina.
- **Dixon, K.** and Smith, D. (2019, May). The D.R.E.A.M Model: The Intersection of Hospitality and Student Affairs [Group Presentation]. 2019 NASPA Region III South Carolina Drive-In. Greenville, South Carolina.
- **Dixon, K.** (2019, March). Culture of Assessment in Student Affairs at HBCUs [Individual Presentation]. 2019 American College Personal Association Convention. Boston, Massachusetts.
- **Dixon, K.** (2019, March). Culture of Assessment in Student Affairs at HBCUs [Individual Presentation]. 2019 Annual American Association of Blacks in Higher Education. Indianapolis, Indiana.
- **Dixon, K.** (2019, February). Culture of Assessment in Student Affairs at HBCUs [Individual Presentation]. 2019 National Association for Student Affairs Professionals Conference, Atlanta, Georgia
- **Dixon, K.** (2018, October). Culture of Assessment in Student Affairs at HBCUs [Individual Presentation]. 2018 IUPUI Assessment Institute. Indianapolis, Indiana.
- **Dixon, K.** and Smith, J. (2017, November). Housing Professionals Bootcamp [Group Presentation]. North Carolina Housing Officers and North Carolina College Personnel Association Joint Conference, Asheville, North Carolina.
- **Dixon, K.** and Haynes, B. (2017, June). Assessing Student Success in TRIO Programs [Group Presentation]. 2017 NASPA Assessment and Persistence Conference. Orlando, FL.