

Eddie J. Howard, Jr, Ed.D

Vice President for Student Affairs and Enrollment Management with over 25 years of experience in higher education. An executive leader who understands a student-centered philosophy and the importance of academic collaborations to increase retention, progression, and graduation rates to enhance student success. A data informed leader who seeks synergistic opportunities to create partnerships to unite students, alumni, faculty, and staff. With a consistent track record of aligning policies and practices to produce cocurricular excellence.

EDUCATION

Ed.D., Educational Leadership

Youngstown State University, Youngstown, Ohio, August 2020

MEd - Student Personnel in Higher Education

University of Georgia, Athens, GA, June 1995

Bachelor of Fine Arts - Theater Arts, emphasis in Telecommunications

Valdosta State University, Valdosta, Georgia, August 1993

PROFESSIONAL EXPERIENCE

Fort Valley State University

2023- Present

Fort Valley State University is a 4-year public land-grant historically black institution (HBCU) with an enrollment of 2,783 and 9 graduate programs and 26 undergraduate programs. It is a largely residential campus with 1520 students living on site.

Dean of Students/Executive Director of Housing and Residential Life

The Dean of Students/Executive Director of Residential Life reports to the Vice President of Student Affairs and Enrollment Management and serves as a key member of the Vice Presidents leaders' team. The position provides strategic and operational oversight for the direction, development and implementation of programming and services that support student wellbeing and development such as Housing and Residential Life, Student Conduct, Campus Life, Health and Wellness and Outreach. The

role is accountable for multiple campus and community-based resources and development across the University, as well as many grant and partner-based programs and projects. The position partners closely with other student and academic affairs leaders to ensure robust and aligned networks of support that positively impact students.

Special Assistant for Student Success- President's Office

Serving a consultant to the University President and Vice President for Student Affairs and Enrollment Management in all areas of Student Affairs; specifically with Housing and Residence Life with a focus on safety, security, and strategic planning. Conduct a full exploration, assessment, and evaluation of Retention and Student Success programs, initiatives, and operations to include the following: Staffing Structure, Policies and Procedures with emphasis on safety and crisis management, programming model with an emphasis on retaining students through community development, as well as orientation, training, and development of professional and student staff, evaluate relationship and increase collaborations with other units at FVSU.

Essential Duties and Responsibilities:

- Conduct an environmental scan of Student Affairs and Student Life functions to identify potential areas for re-organization that creates synergy across units and functions to improve metrics related to retention and student success in and out of the classroom.
- Conduct full-day training workshops for professional and student staff.
- Create assessment tools for use in tracking, evaluation, and monitoring of retention and student success.

Northern Kentucky University

2021-2023

Northern Kentucky University is a 4-year public comprehensive research institution with an enrollment of nearly 16, 000 students in over 22 graduate programs, 1 law school and 90 undergraduate programs. It is a largely commuter campus with a residential population of 2000 students.

Vice President for Student Affairs and Enrollment Management | 2021-2023

Worked with other major divisions across the campus to form collaborative partnerships in the interest of student achievement and success, to enrich and enhance student curricular and cocurricular experiences. Provided direct leadership over major units of the university that included the following functions: (1) Student Conduct and Engagement, including the departments of Campus Recreation, Fraternity and Sorority Life, Health, Counseling, and Student Wellness, Student Conduct, Rights and Advocacy, Student Engagement, Student Union and Programming, and University Housing; (2) Student Inclusiveness- African American Student Initiatives, Latino Student Initiatives, LGBTQA+ Student Initiatives, Norse Violence Prevention, Parents Attending College, Student Accessibility, and Upward Bound; and (3) Campus Safety including the University Police Department, Crime Prevention, Violence Prevention Center, and compliance with state and national requirements such as the Clery Act, Minger Act, the Annual Security Reports, and Timely Warnings (4) Enrollment -Admissions, Financial Aid and Registrar.

Significant accomplishments included:

- Revamped the Enrollment Management office to include the creation of recruitment territories, streamlined scholarship awarding processes, staffed the One Stop Office

- Reorganized the division- established 2 additional associate vice presidents, reclassified multiple positions, revised and created policies to meet the growing needs of the campus.
- Expanded the role of the Center for Student Inclusiveness by broadening its scope; developed a strategic unit plan with key performance indicators to ensure its optimal success.
- In collaboration with EAB, developed a financial aid optimization model to assist in forecasting yield percentages consistent with the institution's recruitment goals.
- Designed Academic Collaborations across the university.
- Designed and implemented a salary ladder system to ensure equitable pay, to recognize and promote professional development and to improve retention of campus police officers.

Essential Duties and Responsibilities:

Fiscal responsibilities:

- Managed an increasingly complex multi-million-dollar budget, including student fees, housing and conference revenue, grants, federal and state funds and general funds.
- Provided fiscal management for all budget expenditures: Student Affairs budget of \$18, 068,634; Enrollment management budget of \$ 27,839,013 and additional dollars in grant and foundation funding.

Supervisory responsibilities:

- Provided executive leadership, strategic planning and oversight of all units within the Division of Student Affairs, Enrollment and Financial Aid in the areas of programming, policy development, management of fiscal, facility and human resources.
- Developed and enhanced the assessment of student learning outcomes for activities within the Division of Student Affairs and Enrollment Management including the effective and efficient delivery of student services programs.
- Utilized comprehensive data to develop a strategic enrollment management plan using comprehensive data to determine territories and create admission programming.
- Developed and implemented an admission's communication plan for students from inquiry to matriculation.
- Monitored enrollment numbers, set target goals and updated as needed.
- Provided leadership and guidance for the development and implementation of high quality and student-centered approaches to support student success in non-academic dimensions of student university experiences such as residential life, residential housing, student activities, multi-cultural activities, student clubs and organizations, outreach to prospective students, student conduct, student health, counseling, etc.
- Ensured that the institutional policies and practices provide fair and equitable treatment for all students and applicants.
- Ensured that all programs and services within the divisions comply with all relevant state and federal laws and university.

University wide responsibilities:

- Served as an advocate for students and advised other senior administrators on matters of student development and success.

- Served as a strategic advisor to the president and the executive leadership in providing direction and guidance for advancing the University's strategic priorities of student retention and graduation, as well as inclusive excellence.
- Promoted positive student relations by maintaining open and effective lines of communication with student leaders and serving as an advocate for the co-curricular needs of students.
- Promoted and encouraged inclusiveness, equity, and excellence through diversity among students and staff.
- President's Council Member
- Member of the Council of Chairs
- Member of Faculty Senate
- Member of the IT Governance Executive Committee
- Co-chair of the Success by Design; Sense of Belonging Committee

Youngstown State University

2015-2021

Youngstown State University is a 4-year public comprehensive urban research institution with an enrollment of 12,756 and over 40 graduate programs and 115 undergraduate programs. It is a largely commuter campus with a residential population of 1240 students.

Vice President for Student Affairs| 2018-2021

Associate Vice President for Student Experience | 2015-2017

Reporting to the president, the Vice President was responsible for the management of daily operations and budgets of the departments in the Student Experience Division: (additional duties after promotion) Undergraduate Admissions; Financial Aid and Scholarships; Veteran Services, Office of Diversity Programs; Women and Gender Resource Center; Student Outreach and Support; Barnes and Noble Bookstore; Student Counseling Services (duties before promotion Campus Recreation, Student Activities/Greek Life, Student Government, Kilcawley Center, Student Conduct, Mercy Health Student Health Clinic, Housing and Residence Life; and Dining Services.

Significant accomplishments included:

- Reorganization of the division to establish 4 executive directors (Executive Director of Enrollment Services, Executive Director of Auxiliary Services, Executive Director of Campus Recreation and Well Being and Executive Director of Student Experience and Residence Life) to ensure divisional efficiency.
- Brokered a 3-way public/private partnership with Mercy Health Systems to create a full- service primary care facility with 4 full time physicians, psychiatric care and other medical staff on campus for students, staff and the general public.
- Revamp the Student Code of Conduct to include an Academic Integrity Policy
- Establish the university wide Culture of Community pillars which was a presidential initiative and approved by the Board of Trustees
- Institute core values and a mission for the Division of Student Experience to create cohesion among the departments and their goals.

- Established and directed the “S E is Me” (S E- student experience) campaign designed to explain the relationship between the position and the core values and how they can improve the student experience.
- Created a Give to the Experience campaign to boost alumni giving to the Division of Student Affairs
- Formation of the Penguin Huddle- a division wide staff development program for all employees, including students, of the division
- Created an Outreach and Support office to include establishing the guidelines for the University’s Care Team (campus police, counseling services, disability services and a representative from student conduct and academic affairs)
- Created an enrollment working group with the provost, deans, and admissions to streamline the enrollment funnel to monitor movement from inquiry to enrolled student.
- Devised residential partnership agreements with 4 private developers (RISE Management, Hallmark, LRC, and NYO Property) to ensure that off campus students’ residential experience is consistent with the University’s mission and goals.
- Established a Crisis Response plan for off-campus housing units to guide residential partners with emergency situations involving students.
- Created Penguin Nights program- a late-night alternative program that presents a variety of theme-based activities housed in one location.
- Created a Campus Wide Return Safe to Campus procedures and policies for students, staff and visitors and collaborated with city officials to create a similar city- wide plan.

Essential Duties and Responsibilities:

Fiscal responsibilities:

- Provided fiscal management for all budget expenditures: Institutional Operating budget of \$11,709,026; auxiliaries services: \$20,474,326.
- Supervised and oversaw contracted services including dining, University Courtyard management, cleaning, CATV, laundry, physician services and student health insurance.
- Reviewed expenses, prepared periodic reports, and developed annual budget recommendations.
- Required and ensured that programs produced measurable results that are communicated to the campus community.

Supervisory responsibilities:

- Provided strong, creative, energetic strategic leadership to design and implement a comprehensive program of services and activities for students in support of a holistic approach to higher education.
- Supervised procedures for use of space and monitors compliance with university policy, including administration of university alcohol license.
- Oversaw student conduct and revised Code of Conduct as needed.
- Ensured division’s support for Title IX, VAWA Act, and Clery Act compliance.

University wide responsibilities:

- Served as a member for the President’s Executive Leadership Team (Todd Hall Leaders); the Board of Trustees sub-committee; the Senior Leadership Team (includes AVPs and Deans); Academic Senate; Enrollment Management Council; and the Student Enhancement Team (includes the Provost, Associate Provost for Student Success and Assistant Provost for Diversity and Inclusion).
- Served on the collective bargaining team on behalf of the university for contract negotiations involving the Association of Classified Employees (ACE)
- Served as the student affairs representative to the Inter-University Council comprised of Ohio’s 14 public universities with the goal of uniting the presidents and senior campus leaders through discussion and collaboration to provide feedback and guidance to the Chancellor on decisions related to higher education policies.
- Served as advocate and spokesperson for students to the campus community-advise President regarding student issues, counseled students, and parents, and responds to their needs and concerns, as well as those of external community.
- Represented the University with visible presence at events with students, parents, and the community and represented University through service on community boards and committees.
- Promoted and advocated for an active, safe, and healthy environment for all students and enhanced opportunities for academic success of students.

Augusta Technical College

2013- 2015

Augusta Tech is a 2-year college with 4 campuses offering over 100 programs of study, non-credit industry training, adult preparation, and dual credit.

Vice President for Student Affairs | 2013-2015

Reporting to the President, the VP was tasked with restructuring the division to streamline processes, re-evaluate staff placement to increase enrollment and student satisfaction. The VP developed and directed units within the division including Registrar, Admission, Financial Aid, Student Records, Academic Advising, Counseling Center High School Initiatives, Orientation, Testing, Job Placement/Career Services, Special Populations Assistance, graduation events and student activities.

Significant Accomplishments included:

- Designed an online application for the Office of Admissions to replace the paper application.
- Established a student code of conduct hearing procedures for the institution.
- Created an orientation program to include faculty advising and placement testing.
- Created Lending Library for Pell eligible, military, and high school students.
- Created a veteran’s center to assist veteran students with educational and social needs.
- Revised all student policy manuals, program booklets, flyers, and other related publications.
- Streamlined the Admissions Office processing procedures resulting in college record high admitted numbers.

Essential Duties and Responsibilities:

Fiscal responsibilities:

- Oversaw a unit budget of approximately \$85,000 state allocation and \$260,000 Student Activity fee funds.
- Established protocol for and reviewed expenditures of allocations for each department and financial requests from other institutional departments for co-sponsorships.

Supervisory responsibilities:

- Supervised 10-unit directors and indirectly supervised 22 staff.
- Devised and evaluated unit productivity through the creation of DTAE, state and federally approved student services policies and procedures.
- Coordinated GOAL (Georgia Occupational Award of Leadership) program and Rick Perkins Instructor of the Year programs on behalf of the institution for the Technical College System of Georgia
- Served as a mentor to the African American mentoring program.
- Compared enrollment projections to actuals and monitored information accuracy.
- Monitored efficiency of timing required to complete enrollment process.
- Trained and organized academic departmental advisors and unit staff on program procedures.
- Assured the accuracy of student information data into the BANNER student information system for enrollment and degree confirmation.
- Analyzed perspective student surveys and other feedback.

University wide responsibilities:

- Participated in strategic planning for an “Achieve the Dream” institution.
- Developed and communicated effective processes for incorporating or implementing new rules, policies and procedures as required.
- Set the academic calendar for the university.
- Conducted investigation of allegations as reported by campus police.
- Trained the hearing officer and pool of hearing panelists.
- Conducted pre-hearing meeting with students to advise of rights and responsibilities to ensure due process occurred throughout the hearing process.
- Communicated by written correspondence notification and decision rendered of hearings and maintained records of grievances.
- Served as speaker to new students and parents during orientation program.
- Handled logistical concerns for student affairs programs both on and off campus.
- Served as Chair of Graduation Committee

Augusta State University

2004-2012

Augusta State University was consolidated with The Medical College of Georgia to form Augusta University. The 4-year midsize urban campus offers over 150 academic programs and has about 9,000 students with 1,200 living on campus.

Acting Assistant Vice President for Student Life | 2012 – 2013

Director of Student Activities | 2004-2012

Initially as director, the position supervised 2 full-time staff and an administrative assistant. After revamping the office to add key positions and establishing additional offices, the new division became an instrumental component to creating engagement on the primarily commuter campus. The promotion to acting Assistant Vice President required the position to collaboratively oversee 10 departments: Financial Aid, Dean of Students Office, Residence Life, Office of Career Services, Counseling Center, Office of Student Development, the Grover C. Maxwell Performing Arts Theater, Freshman Connection, International Student Services and Student Activities.

Significant Accomplishments Included:

- Designed and oversaw construction of the 55,000 square foot Jaguar Student Activities Center
- Designed and acquired funding for the construction of an on-campus amphitheater.
- Served as Chair for Consolidation Work Group for Augusta State University and Georgia Health Sciences University to include Student Activities and Programs, Events and Classroom Scheduling, Graduation
- Acquired additional offices to create a functional student activities department
- Designed and implemented a programming model for student growth at all levels of development-personal, social, and professional through programs sponsored by the Student Activities Office (i.e., JAB events, Family Fun Series, Intramurals, Fine Arts, and Greek Life)
- Coordinated revision of outdated departmental publications and created vital policies and other departmental publications including Student Handbook, club and organizational charters, semester activity guide and calendar and others as needed.

Essential Duties and Responsibilities:

Fiscal responsibilities:

- Provided fiscal management for all budget expenditures (operational budgets: \$60,000.00 for Career Services; \$40,000 for Student Development, and \$1.2 million for Student Activities and Student Center) and approved fiscal transfer of funds.
- Prepared and submitted annual budget for all student fee accounts to the university's budget office and approved outside entertainment contracts.
- Prepared 5-year business plan pursuant to Board of Regents policy.
- Supervised and evaluated work performance of 6 directors and 11 indirect reports.

Supervisory responsibilities:

- Articulated, revised and/or developed policies to adhere to the University's missions and goals and oversaw their execution.
- Created and implemented departmental policies consistent with university guidelines and Board of Regents Policy
- Oversaw and assisted in the supervision of 20 orientation leaders and the Jaguar Activities Board
- Served as Building Manager for the Jaguar Student Activities Center (JSAC)
- Maintained daily operations and assisted in supervision, training, and evaluation of 6 student building managers, 15 fitness center staff, 6 information desk attendants, 6-10 event staff and 1 graduate assistant for reservations.

University wide responsibilities:

- Coordinated special projects as appointed by the Vice President for Academic Affairs and provided support for university wide initiatives.
- Coordinated campus-wide orientation program and facilitated Parent Session for New Student Orientation and served as chair of the Week of Welcome Committee
- Tracked attendance data as it related to retention and created a response via unit plans and departmental goals.
- Identified, created and fostered leadership opportunities and development for over 60 clubs and campus organizations.
- Served as the Advisor for the Student Government Association
- Provided planning and implementation of special events such as MLK celebration, Honors convocation, Constitution Day, New Student Convocation
- Worked with the university's Plant Operations department (maintenance, custodial services, and renovation projects)

Additional Professional Experience

- Georgia College & State University, Director of Student Activities, 1998-2004
- University of Louisville, Assistant Director of Services, 1995-1998

CAPITAL PROJECTS AND CONSTRUCTION

\$2 million plan and construction of Mercy Health Wick Primary Care Center At YSU (2019)

\$1.5 million renovation of YSU Bookstore into expanded administrative and Student Government Association Office Space (2018)

\$200,000 renovation of 1200 beds University Courtyard Apartments (2018)

\$550,000 plan, design, and construction of Doug Barnard Amphitheatre project (2007)

\$7.8 million plan, design, and construction of Jaguar Student Activities Center Project (2006)

\$3 million purchase and conversion of Old Methodist Church Renovation to Student Center Annex (2004)

\$600,000 renovation and expansion of Student Activities Office Space (2001)

\$330,000 plan, design, and construction of Intramural Complex (2000)

PROFESSIONAL AFFILIATIONS AND CONTRIBUTIONS

American College Personnel Association, member 1995- Present

American College Personnel Association, Conference Local Arrangement Chair – Atlanta, GA, 2009

American College Personnel Association, Conference Registration Chair- Las Vegas, NV, 2012
American College Personnel Association, Conference Headquarter Chair – Indianapolis, IN, 2013
National Association of Student Personnel Administrators, member, 2011- present
Georgia College Personnel Association, member 1999- 2013
Georgia College Personnel Association, Conference Chair -2004
Georgia College Personnel Association, President-Elect, 2008, President, 2009, Past President, 2010
Technical College System of Georgia Chief Student Affairs Officer’s Committee 2013-2015
State of Ohio: Inter-University Council- Student Affairs Committee, member 2015- 2020
Leadership Mahoney Valley, graduate class of 2017
Leadership Mahoney Valley, Board of Directors, 2018-2020
National Association of Campus Activities, National member
National Association of Campus Activities, South Regional Conference Member
National Association of Campus Activities New Member Orientation Coordinator 2004
National Association of Campus Activities, Leadership Institute- Multicultural Affairs 4hr workshop
Association of Fraternity Advisors, Member

HONORS AND AWARDS

Diamond Honoree, American College Personnel Association, 2021
Phi Kappa Phi Honor Society, 2020
Golden Key Honor Society, 2018
Marty Manning Leadership Award, 2016
Outstanding State and International Division Leader of the Year, American College Personnel Association, 2010
Theodore K. Miller Professional Service Award, Georgia College Personnel Association, 2010

COMMUNITY AND VOLUNTEER SERVICE

Youngstown State University, Doctoral Dissertation Committee, Member 2024
Gateway Community and Technical College Foundation Board, Member, 2023

Census 2020 Complete Count Commission -State of Ohio- appointed by Governor Mike DeWine, August 2019- 2020

Northern Kentucky Chamber of Commerce, Chairman of DEI, 2022-present

Boone County High School Site Base Council, Member, 2021-2022

Leadership Mahoning Valley, Board Member, 2017- 2020

Community of Faith Collaborative Credit Union, Board Member, 2017- 2021

Optimus Club of Augusta, Georgia, member 2013

Kappa Alpha Psi Fraternity, Inc, Life Member 1995-present

PRESENTATIONS

“Collaborative Care on Campus: Applying design thinking and building community capacity” co-presenting at The National Association of Student Personnel Administrators (NASPA) Annual Conference, Boston, MA 2023

“Advancing and Engaging Our Community: Education, Opportunity and Impact” panelist for Engaging the Executives Make Hate Wrong Again Community Weekend for 2Deep Entertainment, Youngstown, OH. July 2020.

“Student Success in 2020: How to Engage & Retain Students in a Virtual Environment” panelist for Ready Education webcast Student Success Series parts 1-2, June 2020.

“Holding Down the Fort: Lessons Providing Interim Leadership in Student Affairs through Major Institutional Changes” co-presented at The National Association of Student Personnel Administrators (NASPA) Annual Conference, Austin, TX. March 28-April 1, 2020.

“Going Mobile: Lessons Learned and the Road Ahead” presented at The National Association of Student Personnel Administrators Annual Conference, Los Angeles, CA. March 9-13, 2019.

“Black Greek 101” presented at YSU’s NPHC Informational Session, Youngstown State University, Youngstown, OH. January 2019.

“How mobile can reshape and personalize the student experience at large institutions” presented at The National Association of Student Personnel Administrators Annual Conference, Philadelphia, PA. March 3-7, 2018.

“From Monks to MUDs: A New Paradigm for Learning and Technology in Higher Education” presented at The National Association of Student Personnel Administrators Annual Conference, Philadelphia, PA. March 3-7, 2018.

“Student Success” co-presented at the YSU Board Retreat, Youngstown State University, Youngstown, OH. October 2018.

“Identifying & Responding to Disruptive, Threatening & Violent Students” co-presented for YSU Faculty and Staff Development Day, Youngstown State University, Youngstown, OH. February 2017.

“How to Prepare Yourself to Engage in Civil Discourse” co-presented at the 20th Annual Student Leadership Retreat, Youngstown State University, Youngstown, OH. January 2017.

“Interim Leadership Through Institutional Consolidation: An uncommon Place for Professional Development” presented at The American College Personnel Association, Montreal Canada, March 6-9, 2016.

“Disabilities and the 504” presented at the Technical College System of Georgia Retreat, Atlanta, GA. May 2015.

“Why Student Experience?” presented at the Enrollment Network Meeting, Youngstown State University, Youngstown, OH. October 2015.

“Due Process Talking Points” Faculty and Staff Development Day, Augusta Technical College, Augusta, GA. May 2014.

“Interventions and Priorities” for the Achieving the Dream Community Colleges Count, Augusta Technical College, Augusta, GA. July 2014.

“Augusta Tech 101” presented at Professional Development Training High School Counselors Richmond County, Augusta Technical College, Augusta, GA. July 2014.

“Understanding and Accommodating Students with Post Traumatic Stress/Readjustment Issues”, presented at the Augusta Vet Center, Augusta GA. March 2013.

“A Student Affairs Profile: Vice President of Student Affairs, Augusta Technical College” presented at The Next Generation Conference, Athens, GA. November 2013.

“Managing from the Middle” presented at The Georgia College Personnel Association Annual Conference, College of Coastal Georgia, Brunswick, GA. October 2013.

“Ethical Leadership” presented at KSU Emerging Leader Workshop, Kennesaw State University, Kennesaw, GA. March 2012.

“Augusta State University How It Works” presented at Orientation Leader Training, Augusta State University, Augusta, GA. May 2011.

“Building Policies & Reservations” presented at Jaguar Student Activities Center Student Leadership Training, Augusta State University, Augusta, GA. September 2010.

“Money, Money, Money” presented at Augusta State University Preparing for Adventure Student Leadership Training, Banning Mills, Whitesburg, GA. September 2009.

“Lessons Learned: Michael Vick” co-presented for Augusta State University’s Hot Topics on Hot Plates campus-wide diversity program, Augusta, GA. September 2007.

“Selling Your Programs” presented at USC Leadership Programs, University of South Carolina, Columbia, SC. January 2005