

Michara N. DeLaney, Ph.D.

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Leadership Summary

Ten years of advanced experience in higher education and two years of secondary education who is a student-centered servant and transformational leader that nurtures student success through creative and innovative engagement strategies, development techniques, mentoring, and data-mining assessment models. A provider of executive leadership with a vision that is committed to the importance and mission of higher education. Committed to student success which promotes and provides students, faculty, and staff with an atmosphere of collaborative creativity, a positive work environment, and motivational experiences. Experienced in all facets of student and campus life including retention efforts, and interaction with stakeholders.

Education

<i>Degree</i>	<i>Major Field</i>	<i>Institution</i>	<i>Date</i>
<i>Ph.D.</i>	<i>Educational Leadership in Higher Education</i> <i>Dissertation: Factors that Impact Academic Success and Persistence of First-Time Freshmen Students at a Historically Black College and University in Texas: A Quantitative Causal Predictive Study in a Living Learning Community</i>	<i>Prairie View A&M University</i>	<i>2016</i>
<i>M.S.</i>	<i>Kinesiology</i>	<i>Texas Southern University</i>	<i>2010</i>
<i>M.S.</i>	<i>Health Education</i>	<i>Texas Southern University</i>	<i>2008</i>
<i>B.S.</i>	<i>Health Studies</i>	<i>Texas Southern University</i>	<i>2005</i>

Professional Experience:

Interim Vice President for Student Affairs
Albany State University

2017-Present

- > Provide executive leadership and vision in administering a comprehensive range of programs and services for the following departments: residential life and housing, health services, counseling and disability services, judicial affairs, Student Government Association, intramurals/recreation and wellness, fraternity and sorority life, Fostering through College program, Center for Males, Women's Center, and campus life.*

*Interim Dean of Students/Director of Campus Life
Albany State University*

2017-Present

- > Developed, implemented and provided leadership for a strategic vision for varied student services areas. Ensured a welcoming, inclusive community of engaged students with the extensive opportunity for leadership development; health and wellness; and, a strong slate of recreation, intramurals, and impactful student activities. Developed top quality, documentable, services to students and outstanding educational opportunities in every area of student services that created student satisfaction and a feeling of community togetherness.
- > Recruited, hired, set the direction for, and supervised staff. Oversaw the staff's initial and on-going professional development and training, both individually and as a group. Provided evaluation and feedback for staff members. Coordinated activities within the department by conducting regularly scheduled meetings with staff members.
- > Collaborated with student services personnel and other campus leaders, especially the Directors of Residence Life to ensure regular, on-going, and effective educational programming was offered to all students along with additional special programming for student-athletes regarding the prevention of sexual harassment, sexual misconduct, gender discrimination, as well as education regarding healthy student relationships and behaviors.
- > Developed a comprehensive set of learning outcomes and measuring tools. Coordinated the assessment process in student services.
- > Managed the budget process in student services. Ensured that budgets were appropriate for goals and functions of particular areas in student services.
- > Collaborated with the Director of Residence Life to ensure excellence in service and depth of student community, in keeping with the University mission and values. Ensure the recognition of student academic achievement among residential students. Established and deepened relationships with faculty members to make a positive contribution to the academic mission of the institution.
- > Coordinated programmatic, written and electronic resources designed to increase student retention.
- > Coordinated the development, production, and distribution of a variety of printed electronic materials to develop manuals, handbooks, promotional materials, websites, and newsletters. Coordinated the student services departments' web presence. Advanced new ways to utilize technology to develop a better informed, involved, principled, and productive student community.

*Freshman Seminar Instructor
Texas Southern University*

2016-2017

- > Instructor for a freshman seminar class and the organizational chairperson for freshman seminar success program which was designed to ensure that over 300 conditionally admitted freshmen could successfully transition to full-time student status.
- > Responsible for working with academic affairs, student services, enrollment services, admissions, student academic success services, career services, library services, housing,

judicial affairs, recreation center, and other departments to provide a vibrant student life experience.

- > Assessment Coordinator for the program.

*Assistant Dean of Students and Assistant to VP Student Services
Texas Southern University*

2010-2017

Assist with all facets of student services and student life including:

- > Direct supervision of 10, indirect supervision of 40 employees.
- > Budget planning and management of over \$40,000,000.00.
- > Planned selected homecoming activities and approved vendor contracts.
- > Advisor to Student Government Association, University Program Council, Pan Hellenic Council, Campus Organizations office.
- > Operations of Student Center, Student Newspaper, and Student Yearbook.
- > TRIO, Upward Bound, Freshman Success Initiatives.
- > Campus Mobility, Scholarships, Dining, Bookstore, Veteran's Affairs.
- > Advisor to university band and cheerleaders.
- > Judicial Affairs and Title IX.
- > Recreation Center, Aquatics, Career Center, Student Health Center, Child Care Center.
- > Disability Services, Counseling Center, University College, and Residential Life.
- > Administratively assisted in preparation for SACS accreditation, strategic planning and assessment.
- > Served as a website and social media developer.
- > Devised, oversaw college activities calendar.
- > Member of the recruitment team.
- > Member of University College First Year Experience (FYE) program administration.
- > Communicate with risk management manager about on and off campus events, hazing, and travel policies.
- > Coordinate and approve event requests and facilities reservations.
- > Supervised organizational membership intake for new organizations.
- > Planned and coordinated Mr. and Miss TSU pageant.
- > Implemented initiatives for commuter student activities.
- > Skilled in responding to handling crisis and emergencies.
- > Superior knowledge of academic, cultural, socioeconomic, and diverse backgrounds of students.
- > Provided leadership and vision for all students services programs and assist in enriching the whole student experience.

Founder and Director of the Texas Southern University Women's Resource Center
Texas Southern University

2010-2017

- > Planned, developed, and coordinated the implementation of various academic and educational support programs for women to augment opportunities for academic success.
- > Provided leadership and consultation to university administration in their various interactions with the women on and off campus.
- > Directed a variety of programs associated with women and male mentoring.
- > Collaborations with University of Houston Women's Center and Houston Women's Center.
- > Collaborated and monitored compliance with Title IX, Clery Act, Campus SAVE (VAWA), and other federal and state regulations.
- > Implementation of LGBTQIA Resource Center and Multicultural Resource Center.
- > Advised students with academic concerns and serves as a mentor for freshmen female students.
- > Sustained, monitored, and utilized assessment tools to demonstrate the effectiveness of programs within the Women's Resource Center and the impact of graduation, persistence, and retention.
- > Established short-term and long-term organizational goals, objectives, strategic plans, policies, business processes, and operating procedures.
- > Evaluated programmatic and operational effectiveness, and effected changes required for improvement.
- > Planned, developed, and implemented strategies for generating resources and other revenues for the organization.
- > Represented the university to governmental agencies, vendors, students, parents, and the general public.

Adjunct Instructor, Academic Advisor and Assistant to Department Chair
Texas Southern University

2008-2010

Health and Kinesiology Department/ Student Services

- > Served as the primary academic advisor for athletes, cheerleaders, band, and students in the College of Education department.
- > Served as the assistant to the department chairperson.
- > Assisted with obtaining Title III funding and supervised the completion of the TSU Kinesiology Lab for purposes of NCATE accreditation.

Teacher

Cypress Fairbanks School District

2006-2007

- > Prepared students for effective learning strategies.
- > Created instructional resources for use in the classroom.
- > Planned, prepared, and delivered instructional activities.
- > Created a positive educational climate for students to learn.

- > Utilized a curriculum that reflected the diverse educational, cultural, and linguistic backgrounds of the students served.
- > Collaborated with program coordinators to ensure initiatives are being met.
- > Presented programs to prepare students for college matriculation.

Selected Achievements

- > McGraw-Hill Publishing Company, Academic Reviewer for *iHealth* Textbook, 2009.
- > Advisor of the Year Award from the University Program Council, 2012.
- > TIAA-CREF, Advisory Committee for HBCU Consortium, 2013.
- > The leader of University liaison project exchange for living learning communities with a consortium of universities, 2013.
- > Newman Management Institute Graduate, Texas Southern University, 2013.
- > Alpha Phi Alpha Woman of the Year Award, 2011-2013.
- > Arranged for student events during periods when the university was closed. Included on and off campus events.
- > Sponsored student spirit days for special events.
- > Began student appreciation day where faculty serves lunch to students.
- > Prepared departmental reorganization plan which was accepted with only minor revisions and approved by the administration.
- > Advisor of the Year award by Student Government Association, 2013.
- > Completion of Franklin Covey Leadership Institute, 2013.
- > Presenter at Women's Empowerment Symposium, Prairie View A&M University, 2015.
- > Pathways Student Symposium judge, Texas A&M University, 2015.
- > American Educational Research Association (AERA) Research Presenter, Washington D.C., 2016.
- > University Scholarship Committee, 2012-2016.
- > Curriculum & registration subcommittee, 2012-2016.
- > Organizer and presenter for Women's Resource Center Lecture Series.
- > Coordinator for Women's History Month programs, 2014-2016.
- > Study abroad committee member which allocated funds for study abroad programs, 2014-2016.
- > Travel abroad program leader who traveled with students to England and the University of Stellenbosch in 2102, 2013.
- > Led student program which traveled to U.S. Congress in 2012, 2013, 2014.
- > Led student program which traveled to the Texas State legislature in 2011, 2012, 2013, and 2014.
- > Committee member which increased a group of first-year student's retention rate from 44% to 85%.
- > Instituted policy which increased the retention rate of university band and cheerleaders.
- > Collaborated with architects and builders to design a \$55,000,000.00 dormitory. Led to the inclusion of features that were not originally included.
- > Proficient in best practices of LLC theories and implementations.

Professional Organizations

- > American Association of University Women (AAUW)
- > American Educational Research Associations (AERA)
- > National Alliance of Black School Educators (NABSE)
- > National Academic Advising Association (NAAA)
- > National Association for College Auxiliary Services (NACAS)
- > Student Affairs Administrators in Higher Education (NASPA)