

# CHARLES T. NIES, Ph.D.

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## LEADERSHIP SUMMARY

- Over 25 years of progressive experiences in both administrative and instructional roles supporting student development and learning at varied institutions.
- Proven senior leadership marked by, strategic planning, problem-solving and innovation, with a strong commitment to creating a collaborative, diverse work environment focused on student success.
- Significant experience working on retention and student success programs, working with students at risk, and developing joint initiatives between academic and student affairs.
- Budget planning and resource management experience at the unit and institutional level.
- Comfort interacting with internal and external stakeholders in support of institutional goals.

## PROFESSIONAL EXPERIENCE

July 2014 – present **Interim Vice Chancellor**

*Student Affairs, University of California, Merced, Merced, CA*

### *University Leadership & Service*

- Serve as a member of Chancellor's cabinet, reporting to the Chancellor
- Participate in making strategic decisions for the on-going growth and development of the university, including strategic work force planning, long-range development plan, long-range enrollment plan, space planning, and campus budgeting
- Serve on Academic Senate Undergraduate Council, General Education Subcommittee, Program Review Oversight Committee, Enrollment Management Committee (tri-chair) and Campus Re-accreditation Committee
- Work regularly with the University of California, Office of the President on system-wide policy development for student life, including member of the Education Financing Model Committee
- Represent the university in public forums, including legislative hearings and higher education consortia

### *Student Affairs Leadership*

- Lead divisional conversations on strategic initiatives and vision of student success
- Participate in divisional partnership development with K-12 to increase access to University of California and post-secondary education
- Provide direction and communication during campus crisis and student tragedies
- Collaborate to implement programs to aid student retention, persistence, and degree completion, with attention to services for students historically under-represented in higher education
- Reporting units include K-12 outreach & partnership, admissions, recreation & athletics, registrar, scholarship & financial aid, summer session/University Extension, dining and catering services, housing & residence life, campus store, ID Card, health center & health promotions, counseling center, disability services, career services, violence prevention/advocacy services, student learning/student success center, dean of students, graduate student services, student life (clubs & organizations, student activities and engagement, civic leadership, leadership development, social justice, gender & gender identity program, student conduct, student government & fraternity/sorority life)

### *Financial & Resource Management*

- Direct oversight over 19 units, with over 300 employees and 600 student employees
- Financial oversight of an annual core operating budget of approximately \$50M, auxiliary services revenues of approximately \$35M
- Assist with the coordination of \$200M of capital assets
- Financial responsibility for annual Financial Aid disbursement and management of almost \$150M

### *Grants & Fundraising*

- Help author and serve as principle investigator for grants that provided retention services for students at risk: foster youth, undocumented, first-generation, and low income students
- Assist University Development to solicit endowed gifts to support student learning, leadership development, and student life
- Provide fiscal oversight and donor stewardship of funds that support community outreach, student emergency funds, and scholarships

July 2008 – June 2014 **Associate Vice Chancellor and Dean of Students**

August 2006 – June 2008 **Assistant Vice Chancellor**

*Student Affairs, University of California, Merced, Merced, CA*

Oversaw campus life units, which included housing and residence life, student advising and learning, educational opportunity program, new student orientation, intercultural programs, student activities/student life, graduate student services, fraternity and sorority life, student conduct, civic engagement, leadership programs, campus store, dining/catering services, and conference services. Worked with unit heads to monitor units' budgets, annual budget request, program development, assessment plans, and personnel management. Chaired campus' student crisis intervention team and coordinated campus' student medical leave program. Represented the division of student affairs on campus committees, including university budget committee, enrollment management council, risk management advisory committee, and building advisory committees. Worked with leadership team to draft, implement, and monitor division's strategic plan and assessment plan. Advised Associated Students of UC Merced. Campus coordinator with National Park Service on environmental, outdoor leadership program. Participated in screening and coaching of prestigious scholarships. Wrote or assisted with campus grant application process. Met with donors, coordinated stewardship events, and represented university at fund raising activities. Worked collaboratively with University Relations regarding alumni affairs.

2003 - 2006

**Assistant Dean**

*School of Interdisciplinary Studies, Miami University, Oxford, OH*

Oversaw the curriculum for the school, which involved responsibility for course development, syllabi review, and course scheduling and enrollment management. Worked with the Dean to coordinate faculty teaching assignments, hiring of visiting instructors, and faculty orientation. Adjudicated cases of academic dishonesty. Coordinated academic program review for the school. Served as academic advisor for the school, which included processing change of majors, approval of independent study requests, student academic petitions, and senior self-design focus process and degree requirements. Planned and coordinated co-curricular events in collaboration with faculty. Instructor for required seminar on interdisciplinary theory. Met with prospective students, participated in recruitment events on and off campus, and oversaw scholarship award process. Assisted with residential crisis and conduct intervention. Served on university's academic petitions committee, advising council, and scholarship selection committees. Reviewed publications as they related to recruitment, major and course descriptions in the student bulletin. Liaison to the Offices of Admission, Registrar, and Scholarship, and Division of Student Affairs. Served on university committees as appointed by the President or Provost.

2001 – 2006

**Adjunct Faculty; College Student Personnel**

*School of Education and Allied Professions, Miami University, Oxford, OH*

Instructed graduate courses on groups/organizational theory. Supervised practicum experiences and independent research projects.

2000 – 2003

**Director of Student Life**

*School of Interdisciplinary Studies, Miami University, Oxford, OH*

Responsible for the planning and coordination of co-curricular events in collaboration with faculty to support the school's integrative, living-learning community. Coordinated faculty committee on learning objectives and learning outcomes document. Administrative oversight for residential program of the school, including room assignments, crisis intervention, and student conduct. Supervised 12 community life staff. Instructor of required community learning seminar and advisor for senior research thesis. Worked with Dean's Alumni Advisory Council. Budget responsibilities for programming initiatives funded through alumni endowment. Joint reporting to Dean of the School of Interdisciplinary Studies and Dean of Students and served as an Associate Director in the Office of Residence Life.

- 1999 – 2000 **Instructor/Program Coordinator Leadership Studies: Post-doctorate Fellowship**  
*College of Education, Washington State University, Pullman, WA*
- Instructed graduate courses on social identity development/multiculturalism in higher education and student personnel. Instructed core theory courses for undergraduate leadership studies minor on leadership and social change and facilitated the leadership practicum seminar. Recruited students, wrote informational material, and advised students and monitored their progression through the minor. Conducted a program analysis on the effectiveness of minor, wrote a proposal for the development of a leadership major, and developed collaborative relationships with other departments and academic disciplines connected with the interdisciplinary leadership studies minor.
- 1997 – 1999 **Instructor; Undergraduate Leadership Studies**  
*College of Education, Washington State University, Pullman, WA*
- Instructed core theory courses for undergraduate leadership studies minor on leadership and social change and facilitated the leadership practicum seminar.
- 1995 – 1999 **Coordinator of Leadership Development: Graduate Assistantship**  
*The Leadership Center, Washington State University, Pullman, WA*
- Wrote the proposal for the design and implementation of a student leadership center that included a review of leadership development literature, staffing structure, budget, and services and programs. Designed and coordinated university-wide leadership programs; a leadership resource and skill development workshop, a leadership development colloquium with alumni, and the university president's leadership recognition event. Facilitated leadership-related workshops, presentations, and retreats. Served as a consultant to students and administrative departments.
- 1993 - 1995 **Director of Residential Education**  
*Deans Office, Hobart and William Smith Colleges, Geneva, NY*
- Designed and implemented residential education program that integrated academic life and residential life, and co-instructed residentially based First-Year Seminar. Supervision of 5 live-in professionals with oversight for 55 paraprofessionals, 1400 students, and 45 residential buildings, managed operation and programming budgets, and coordinated the campus housing process. Served as the primary crisis response, advised academic "at-risk" students, and coordinated a component of a FIPSE alcohol grant that focused on peer education and intervention. Advised the Interfraternity Council and the student government, and oversaw the campus conduct process. Represented the Colleges at official functions, fundraising events, and interviewed prospective students.
- 1990 - 1993 **Residence Life Coordinator**  
*Dean's Office, Hobart College, Geneva, NY*
- Supervised 120 paraprofessionals in residential area housing 800. Served as primary on-campus crisis response person.
- 1988 - 1990 **Assistant Director, New Student Orientation**  
*Office of the Vice Provost for Student Affairs, Washington State University, Pullman, WA*
- Oversight of ten - two day summer orientation sessions for incoming students with 300 participants per session. Trained, supervised, and evaluated 18 student counselors, and presented workshops on the transition to college life.
- 1987 - 1990 **Residence Hall Director**  
*Department of Residence Life, Washington State University, Pullman, WA*
- Responsibility for the administration of a residence hall of 180. Instructed leadership seminar.



## CONSULTING

- 2014            **San Joaquin Pride Center**  
Strategic planning consultant
- 1998 – present    **Sigma Chi Foundation; Education and Leadership Development**  
Serve as consultant to program oversight committees in the drafting of proposals and designing curriculum. Serve in a faculty/ facilitator on annual six-day integrity based leadership institute. Assist with the writing and development of training and participant manuals.
- 2004            **Marquette University**  
Campus student leadership retreat.
- 2003            **Sigma Chi Fraternity – Leadership Training Workshop**  
Opening keynote speaker on leadership and ethics at conference with 2000+ attendees.
- 2001            **University of Missouri – Kansas City**  
Participant in the Provost’s faculty development program, *Campus Conversations*. Co-presented with Carolyn Haynes faculty workshops on creating living – learning programs and developing interdisciplinary courses for general education. Held discussions with Student Affairs staff on fostering partnerships with Academic Affairs. Conducted follow-up discussion two months later.

## CURRENT MEMBERSHIPS

- National Association of Student Personnel Administrators (NASPA)  
*2014, 2012, 2011, 2010 Annual Conference Program Proposal Reviewer*

## UNIVERSITY COMMITTEE WORK

- 2014 – present    Education Financing Model Committee, University of California
- 2014            Associate Vice Chancellor Real Estate Services Search Committee
- 2013            Associate Chancellor Search Committee
- 2012 – present    UC Merced Project 2020: Campus Long Range Development Planning Working Group
- 2012            Dean of the Graduate School Search Committee
- 2011 – 2014      Tri-county Foster Youth Advisory Counsel
- 2011 – 2013      Building Advisory Committee, Student Services Building
- 2011 – 2013      Building Advisory Committee, Summits Residence Hall, Phase II, *Chair*
- 2010 – present    Campus – Community Council: Violence Prevention Program
- 2010 – present    Building Advisory Committee, Classroom and Academic Office Building 2
- 2010 – 2012      Building Advisory Committee, Summits Residence Hall, Phase I, *Chair*
- 2010 2010 – present      Enrollment Management Council: Co-chair (2014-present)
- 2008            Survey Coordinating Committee
- 2007 – 2012      University Budget Committee
- 2007            Task Force on Intercultural/Multicultural Student Services, *Chair*
- 2006            Task Force on Fraternity and Sorority Life, *Chair*
- 2005 – 2006      First in 2009: Departmental Governance Committee, Miami University (provost appointment)
- 2005 – 2006      Student Affairs Council, Miami University (presidential appointment)
- 2004 – 2006      University Multicultural Council: Co-chair of curriculum reform committee, Miami University

2004 – 2006	University Liberal Education Assessment Review Committee, Miami University
2004 – 2006	University Assessment Council, Miami University
2003 – 2006	First in 2009: University Advising Committee, Miami University (provost appointment)
2002 – 2006	Wilkes Leadership Institute – Faculty Partner, Miami University
2001 – 2006	Multicultural Leadership Program development committee, Miami University
2001	Theme Learning Community Assessment Task Force, Miami University
1999 – 2000	Greek Advisory Board, Washington State University (vice president appointment)
1999 – 2000	Advisor, undergraduate multicultural student organizations, Washington State University
1996 – 2000	Sexual Assault Task Force, Washington State University
1997 – 1999	Higher Education Curriculum Development Committee, Washington State University
1997 – 1999	Faculty Senate Admissions Review Committee, Washington State University
1994	Capital Campaign Steering Committee, Hobart & William Smith Colleges
1993 – 1995	1 <sup>st</sup> Year Student Curriculum Development Committee, Hobart & William Smith Colleges
1992 – 1995	Prejudice Reduction Task Force, Hobart & William Smith Colleges

## HONORS

2013	American Leadership Forum, Senior Fellow, Central Valley Chapter
2004	Phi Kappa Phi Honor Society
2004	Chapter Advisor of the Year, Greek Awards Banquet, Miami University
2002	Outstanding Faculty Member, Greek Awards Banquet, Miami University
1998	Omicron Delta Kappa: Leadership Honor Society
1998 & 1997	Greek Advisor of the Year, Washington State University
1995	Druid, Hobart College Honor Society
1987	Tommy Award: St. Thomas' Outstanding
Senior 1986	National Residence Hall Honorary

## VOLUNTEER WORK

2011 – present	Merced Chamber Jr. Leadership Program
2010 – present	Ronald McDonald House Charities of the Central Valley
2002 – 2004	Board of Directors, Living Water Ministry – inner city youth program
1998 – 2002	Board of Directors: International White Ribbon Campaign – Men Against Violence Against Women (four year appointment) Only United States representative on the board.

## EDUCATION

**Washington State University, Pullman, Washington**  
Doctor of Philosophy, Education Administration & Leadership  
*Emphasis in Leadership Theory - Cognate in Counseling Psychology*  
Dissertation Topic: *Academic deans: Responses to role conflict and role ambiguity based upon race and gender*; Chair, Mimi Wolverton

**Washington State University, Pullman, Washington**  
Master of Education, Counseling Psychology

**College of St. Thomas, St. Paul, Minnesota**  
Bachelor of Arts, Psychology; Theology