

# DANNIE MOORE, Ed.D.

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## EDUCATION

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NORTHERN KENTUCKY UNIVERSITY – Highland Heights, KY

**Doctor of Education, Educational Leadership**, May 2019

Dissertation: *A Case Study Analysis of the Experiences of Three African American Men Navigating a Predominantly White Institution*

EASTERN ILLINOIS UNIVERSITY– Charleston, IL

**Master of Science, College Student Affairs**, May 2006

Thesis: *The Classroom Experience of African American Males at a Predominantly White Institution*

UNIVERSITY OF WISCONSIN PARKSIDE – Kenosha, WI

**Bachelor of Arts, Communication**, May 2004

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## SUMMARY OF QUALIFICATIONS

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- Provide visionary leadership to complex organizations within higher education settings.
- Lead, motivate, and supervise departments comprised of diverse employees as large as 50 full-time employees and over 200 student employees.
- Experience organizing and implementing institution-wide inclusive excellence initiatives.
- Proficient in assessment of programs, services, student satisfaction, and analyzing data to improve effectiveness and efficiency.
- Experience in working with budgets comprised of state dollars, generated revenue, federal grants, state grants, and student fees totaling more than 25 million dollars.
- Experience serving as the representative and spokesperson for departments within the university and community.
- Demonstrated ability to partner with constituents from across campus and surrounding communities.
- Ability to identify and solve complex issues and problems in a timely fashion.
- Experience using technology and social media platforms to increase productivity and connect with students.
- Documented success with student recruitment and retention initiatives.

# DANNIE MOORE



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## PROFESSIONAL EXPERIENCE

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### **SAM HOUSTON STATE UNIVERSITY– Huntsville, TX**

*A public four-year, comprehensive institution with a total enrollment of 21,480 students.*

#### **Vice President for Student Affairs, June 2024 – Present**

- Provide leadership and supervision for the Division of Student Affairs, overseeing a \$40 million dollar budget (university funds, federal grants, and state grants)
  - Dean of Students Office
  - Student Health Center
  - Student Wellness
  - Student Counseling Center
  - Fraternity and Sorority Life
  - Student Legal and Mediation Services
  - Housing and Residence Life
  - Services for Students with Disabilities
  - Student Involvement and Leadership
  - Campus Activities and Traditions
  - Campus Recreation
  - Lowman Student Center
- Establish and implement short and long-range organizational goals, objectives, strategic plans, policies, and operating procedures for the Division of Student Affairs.
- Monitor and evaluate programmatic and operational effectiveness, and changes required for improvement.
- Develop, implement, and coordinate campus and community-based programs that meet the varying needs of a diverse student population.
- Promote a welcoming and accessible vibrant campus culture that includes over 4,000 residential students, 20 fraternities and sororities, and over 200 registered student clubs and organizations.
- In collaboration with the Dean of Students, provide oversight for the student conduct process and hearing all conduct and Title 9 appeals.
- Design, implement, and maintain an organizational structure and staffing to effectively accomplish the organization's goals and objectives; oversees recruitment, training, supervision, professional development, and evaluation of division staff including approximately 70 full-time employees and over 200 student employees.
- Assist with campus-wide crisis/emergency response and provide support to students and families in emergencies.
- Engage in strategic coordination within and between divisional and external constituencies to foster an intentional and consistent student experience responding to environmental, financial, organizational, and political dynamics.
- Maintain a visible profile both on campus and with external constituencies, engaging with faculty, staff, alumni, community partners, and students.
- Report directly to the President and serve on the President's Cabinet and President's Extended Cabinet.

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EASTERN KENTUCKY UNIVERSITY– Richmond, KY

*A public four-year, comprehensive institution with a total enrollment of 14,465 students.*

**Vice President for Student Affairs and Chief Diversity, Equity and Inclusion Officer,**

**July 2020 – June 2024**

- Provide leadership and supervision for the Division of Student Affairs, overseeing a \$25 million dollar budget (university funds, federal grants, and state grants)
  - Center for Inclusive Excellence
  - Student Health Services
  - Counseling Center
  - Fraternity and Sorority Life
  - Housing and Residence Life
  - Military and Veterans Affairs
  - Student Life and First Year Experience
  - Campus Recreation
- Oversee development and implementation of a comprehensive and engaging experience for students.
- Lead creation of mission, vision, goals, and strategic plan for the Division of Student Affairs.
- Advance critical institutional initiatives in areas of Diversity, Equity, Inclusion; Student Life and Engagement; First Year Experience; Housing and Residential Life Improvements, and Student Health and Wellness.
- Develop, implement, and coordinate campus and community-based programs that meet the varying needs of a diverse student population.
- Design, implement, and maintain an organizational structure and staffing to effectively accomplish the organization's goals and objectives; oversees recruitment, training, supervision, professional development, and evaluation of division staff including approximately 70 full-time employees and over 200 student employees.
- Collaborate with campus partners to ensure Diversity, Equity, and Inclusion are embedded into the university strategic planning process.
- Maintain a visible profile both on campus and with external constituencies and engage with the faculty, student, alumni, and staff communities.
- Assist with campus-wide crisis/emergency response and provide support to students and families in emergencies.
- Responsible for leading institution-wide inclusive excellence initiatives, trainings, and development.
- Created and established new departments: Center for Inclusive Excellence and Global Engagement, Fall 2020, and Office of Violence Prevention, Fall 2023.
- Engage in strategic coordination within and between divisional and external constituencies to foster an intentional and consistent student experience responding to environmental, financial, organizational, and political dynamics.
- Serve as primary advisor and President's liaison to the Student Government Association and act for the President, as needed, in day-to-day management of operations and communications with the Student Senate and Student Government Association.
- Report directly to the President and serve on the President's Cabinet, President's Leadership Council, and President's Council for Institutional Excellence and Innovation.

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**NORTHERN KENTUCKY UNIVERSITY– Highland Heights, KY**

*A public four-year, comprehensive institution with a total enrollment of 14,442 students.*

**Interim Chief Student Affairs Officer, January 2020 – July 2020**

**Assistant Vice President for Student Affairs, June 2015 – July 2020**

**Acting Vice President for Student Affairs, May 2016 – July 2016**

**Senior Associate Dean for Student Inclusiveness, November 2014 – June 2015**

- Provided supervision and leadership for the following Student Affairs departments, overseeing a \$3 million dollar budget (university funds, federal grants, and state grants), 20 professional staff, and over 50 student employees:
  - African American Student Initiatives
  - Center for Student Inclusiveness
  - Disability Programs & Services
  - Educational Talent Search
  - Health Counseling and Student Wellness
  - Latino Programs & Services
  - LGBTQ Programs & Services
  - Norse Violence Prevention Center
  - Parents Attending College
  - Upward Bound
- Created and established the Center for Student Inclusiveness overseeing mission, goals, and program development, Fall 2014.
- Responsible for leading division-wide inclusive excellence initiatives, trainings, and assessment.
- Served as the Division of Student Affairs liaison to Office of Inclusive Excellence, Office International Education and Scholars, Education Abroad, Interfaith Council, and Black Faculty Staff Association (BFSA).
- Served as advisor to the Student Government Association (SGA), attending weekly meetings and serving as a mentor to members (2012-2018).
- In collaboration with the Senior Advisor to the President for Inclusive Excellence, created a cross-divisional team to create a protocol for reporting and responding to all incidents of bias and provide resources.
- Supervising African American Student Initiatives (AASI), AASI implemented and expanded the NKU R.O.C.K.S. retention program, which has led to a fall-to-fall retention rate of 82.5% for first-year students in the program.
- Supervising Disability Programs and Services (DPS), DPS created the cross-divisional web accessibility and compliance team.
- Supervising LGBTQ Programs and Services, NKU received a 5-star rating with Campus Pride Index for creating an inclusive LGBTQ community.
- Supervising Health Counseling and Student Wellness (HCSW), we restructured department leadership to better meet the needs of students.
- Served as a university conduct officer for student judicial cases and hearing board facilitator.
- Served as a member of the Inclusive Excellence Steering Committee, responsible for guiding the Inclusive Excellence strategies for the institution.
- Served as Student Ombudsperson assisting students with dispute resolution.
- Reported directly to the Vice President and serve on the Senior Leadership Team.
- In absence of the Vice President for Student Affairs, reported directly to the President on all issues related to the Division of Student Affairs.

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**Associate Dean/Director of African American Programs & Services, June 2011 - June 2015**

- Supervised Assistant Director, Coordinator, Administrative Assistant, and 10 student staff members.
- Developed, tracked, reconciled, and submitted reports for all departmental budgets.
- Planned and implemented programs to celebrate cultural diversity.
- Facilitated meetings with Director of Latino Programs & Services, LGBTQ Programs & Services, and Disability Programs & Services to coordinate programming calendar and promote events to educate the campus on issues of diversity and multiculturalism.
- Consulted with individual faculty regarding students.
- Oversaw program tracking and assessment to ensure effectiveness of programming.
- Facilitated positive student interactions, purposeful interventions, and manage conflict.
- Managed annual budget of \$300,000.
- Negotiated speaker and vendor contracts.
- Supervised the maintenance of records and generated institutional reports on African American students in partnership with retention and assessment efforts at NKU and the Kentucky Council of Higher Education.
- Developed liaison relationships with departments, faculty, and alumni.
- Coordinated retention initiatives to foster student success.
- Served as advisor for undeclared students assisting with structuring course schedule.
- Coordinated and implemented annual Dr. Martin Luther King celebration for university and Northern Kentucky community.
- Supervised the design and implementation of NKU R.O.C.K.S. retention program for first-time, full-time African American freshmen, which has led to an 82.5% retention rate from fall-to-fall.
- Created and implemented sophomore retention initiative.

## **UNIVERSITY OF TEXAS AT ARLINGTON– Arlington, TX**

*A public four-year, comprehensive institution with a total enrollment of 42,496 students.*

**Assistant Director of Multicultural Affairs, May 2008 – June 2011**

- Oversaw day-to-day operations of Promoting Academic Student Success (P.A.S.S.) peer mentorship program.
- Trained, orientated, motivated, and evaluated eight Peer Leaders to serve as mentors in the P.A.S.S. program.
- Oversaw Multicultural Mavericks program, responsible for planning Hispanic Heritage Month, Asian Heritage Month, Black History Month, and Women's History Month.
- Selected, trained, supervised, motivated, and evaluated four Multicultural Affairs staff members serving as the Multicultural Mavericks executive board.
- Co-Managed annual budget allocated by student services fee allocation committee of \$166,000.
- Assisted the director with departmental reports, assessments, and program evaluation.
- Served on the city of Arlington annual Dr. Martin Luther King celebration planning committee.
- Coordinated Kaleidoscope Multicultural Leadership Retreat for student organization officers.
- Filled in for Director of Multicultural Affairs in her absence

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MARQUETTE UNIVERSITY– Milwaukee, WI

*A private Jesuit four-year, comprehensive institution with a total enrollment of 8,913 students*

**Residence Hall Director, June 2006 – May 2008**

- Managed daily operations of a co-ed residence hall housing 225 first year students.
- Selected, trained, supervised, motivated, and evaluated a staff of one Facilities Manager, eight Resident Assistants (RAs) and two Hall Secretaries.
- Provided crisis intervention and counseling to assist with student issues and concerns.
- Maintained accurate records of all hall expenditures and balanced annual hall budget of \$7,200.
- Served as an on-call administrator for over 4,500 students on campus.

EASTERN ILLINOIS UNIVERSITY – Charleston, IL

*A public four-year, comprehensive institution with a total enrollment of 8,400 students*

**Associate Resident Director, July 2004 – May 2006**

- Co-managed daily operations of a residence hall housing 400 residents.
- Managed student payroll and oversaw all aspects of a front desk operation.
- Advised a seven-member Hall Council Executive Board.

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## GRADUATE INTERNSHIP EXPERIENCE

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EASTERN ILLINOIS UNIVERSITY – Charleston, IL

**Intern, Office of Minority Affairs**, Fall 2005

- Coordinated implementation of new Native American and Asian American Heritage month initiatives.
- Collaborated with other university departments to organize a comprehensive calendar of events.

MARQUETTE UNIVERSITY – Milwaukee, WI

**ACUHO-I Intern, Office of Residence Life**, Summer 2005

- Assisted local host committee in planning the annual ACUHO-I conference.
- Prepared training and orientation programs for student staff.
- Co-planned the RA selection process for the 2005-06 academic year.

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## TEACHING EXPERIENCE

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EASTERN KENTUCKY UNIVERSITY– Richmond, KY

**EDL 951: Higher Education Administration** (3 credit course), Fall 2022

NORTHERN KENTUCKY UNIVERSITY– Highland Heights, KY

**EDD 832: Leading Through Technology** (3 credit course), Spring 2020, Spring 2022

**UNV 101: Orientation to College & Beyond** (3 credit course), Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016

MARQUETTE UNIVERSITY– Milwaukee, WI

**EDUC 005: The Dynamic of Cross-Cultural Engagement** (3 credit course), Spring 2008

EASTERN ILLINOIS UNIVERSITY – Charleston, IL

**RA Class** (1 credit course), Spring 2005, Spring 2006

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## UNIVERSITY SERVICE

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### *Eastern Kentucky University*

Strategic Enrollment Planning Focus Team, October 2023 – Present  
Honors College Advisory Council, May 2022 – Present  
Homecoming Planning Committee, March 2021 – Present  
College of Business Dean Search Committee (Chair), January 2021 – February 2022

### *Northern Kentucky University*

Assistant Vice Provost for Advising Search Committee, December 2019 – March 2020  
Police Chief Advisory Team, September 2019 – July 2020  
Strategic Enrollment Management Steering Committee, April 2019 – July 2020  
Honors College Advisory Council, March 2019 – July 2020  
University Strategic Planning Core Team, September 2018 – July 2020  
NKU Quality Enhancement (QEP) Advisory Committee – September 2018 – July 2020  
President's Council, August 2018 – July 2020  
University of Kentucky/NKU Medical School Operational Team, August 2018 – May 2019  
Admissions Advisory Committee, UK/NKU Medical School, July 2018 – May 2019  
Title 9 Director Search Committee, July 2018 – October 2018  
NKU FUEL Pantry Advisory Board, January 2018 – July 2020  
Director of University Housing Search Committee (Chair), October 2017 – March 2018  
University Assessment Committee, November 2017 – July 2020  
President's Data Team, August 2017 – July 2020  
President Search Committee, Jan 2017 – November 2017  
Title 9 Advisory Committee, May 2016 – May 2018  
Bias Incident Response Team, July 2015 – July 2020  
Inclusive Excellence Steering Committee, January 2015 – July 2020  
Vice President for Enrollment and Degree Management Search Committee, May 2014 – October 2014  
Senior Advisor for Inclusive Excellence Search Committee (Chair), December 2013 – August 2014  
Enrollment Strategies Implementation Team, October 2013 – May 2014  
First-Year Experience Steering Committee, October 2013 – May 2014  
Vice President for Academic Affairs and Provost Search Committee, March 2013 – August 2013  
Associate Degree Support Program (Pathfinders) Steering Committee, October 2012 – July 2020  
Black Faculty and Staff Association Executive Board, June 2012 – May 2015  
Associate VP for Enrollment Management Search Committee, October 2011 – January 2012

### *University of Texas at Arlington*

Athletics Promotions, September 2010 – May 2011  
Division of Student Affairs Retention Committee, June 2010 – August 2010  
Library Multicultural Collection, May 2009 – May 2011  
Dr. Martin Luther King Jr. Celebration Planning (City of Arlington), May 2008 – May 2011  
Parent and Family Weekend Planning Committee, May 2008 – September 2010

### *Marquette University*

Marquette University Diversity Retreat, September 2007 – May 2008  
Residence Hall Director Training, July 2007 – May 2008  
Resident Assistant Training Committee, July 2006 – July 2008

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## SELECTED PRESENTATIONS

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Moore, D.E., *NKU Master Advisor Workshop*, Understanding Student Populations. September 2018  
Moore, D.E., & Robinson, F. *Northern Kentucky University*, Identity, Bias and Advising. September 2018  
Moore, D.E., & Roberts, K. *Northern Kentucky University*, Implicit Bias. February 2015  
Moore, D.E., & Shields, R. *KABHE Conference*, Creating and Sustaining BFSA. April 2014  
Moore, D.E., *NKU Norse Leadership Retreat*, Diversity 101. November 2013  
Moore, D.E., *NKU Organization Meeting*, Dannie's Tips to Graduation. February 2012  
Moore, D.E., *NKU Leadership University*, Relational Leadership. October 2011  
Moore, D.E., *UT Arlington Freshmen Interest Group*, B.E.A.D. Who You Are. September 2010  
Moore, D.E., *UT Arlington Leadership Retreat*, Life after College. September 2010  
Moore, D.E., *UT Arlington Division of Student Affairs*, Retention has a Face. August 2010  
Moore, D.E., *UTAAA Advising Conference*, 50 Years after Brown v. Board of Education. February 2010  
Moore, D.E., *UT Arlington Leadership Retreat*, Leadership through Movies. August 2009  
Moore, D.E., *UT Arlington Orientation Leader Training*, Diversity 101. May 2009  
Moore, D.E., *UT Arlington*, Time Management...The Life of a College Freshman. February 2009  
Moore, D.E., *UT Arlington Diversity Retreat*, Relational Leadership. May 2008  
Moore, D.E., *Marquette University Diversity Retreat*, Dialogues on Race. March 2008  
Moore, D.E., *Marquette University RA Training* Being an Ethical RA. August 2007  
Moore, D.E., *Wisconsin United Residence Hall Association* Programming 101. February 2007  
Moore, D.E., *Marquette University RA Training* the Facebook Fishbowl. August 2006

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## PROFESSIONAL DEVELOPMENT AND AFFILIATIONS

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National Association of Diversity Officers in Higher Education (NADOHE) (Member), June 2021-Present  
NASPA Region 3 Serve Academy (Cohort Member), September 2019 – July 2020  
NASPA Institute for Aspiring VPSA (Institute Participant), January 2019  
ACPA Kentucky: College Personnel of Kentucky (Regional Representative), February 2018 – May 2019  
NASPA Region 3 Summer Symposium (Conference Participant), June 2017  
AAC&U Diversity, Learning & Student Success Conference (Conference Participant), March 2015  
NASPA AVP Institute (Institute Participant), January 2015  
Social Justice Training Institute (Institute Participant), December 2013  
John D. O' Bryant National Think Tank (Regional Representative) October 2013 – June 2014  
Conference of Midwest Deans (Conference Participant), October 2012  
Kentucky Association of Black Professionals in Higher Education (Member), September 2011 – Present  
Allied Zone Training (Participant), October 2011  
National Association of Students Personnel Administrators (Excellence Award Reviewer), October 2011  
Texas Associations of College and University Student Personnel Administrators (Participant), June 2010  
Texas Association of Black Professionals in Higher Ed (TABPHE) (Participant), March 2010  
Texas Associations of Colleges and Universities (Member), May 2008 – May 2011  
National Association of Students Personnel Administrators (NASPA) (Member), May 2008-Present  
American College Personnel Association (ACPA) (Conference Participant), March 2008, 2006  
Association of Student Judicial Affairs (ASJA) (Conference Participant), June 2007  
Diversity Circles Regional Convention (Conference Participant), May 2007  
Wisconsin United Residence Hall Association (WURHA) (Conference Presenter), February 2007  
American College Personnel Association (ACPA) (Member), September 2006 - Present  
Great Lakes Association of College University Housing Officers (Presenter), November 2005  
Association of College and University Housing Officers - International (Member) May 2005 – May 2007



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## ADVISING EXPERIENCE

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Eastern Kentucky University Student Government Association (Primary Advisor), August 2020 – Present  
Northern Kentucky University Student Government Association (Advisor), July 2012 – July 2018  
National Association for the Advancement of Colored People (Advisor), July 2011 – May 2017  
Kappa Alpha Psi, Fraternity Inc. (Pi Pi Chapter Advisor), July 2011 – July 2020  
Alternate Spring Break, Catalina Island California (Delegation Advisor), July 2009  
Kappa Alpha Psi, Fraternity Inc. (Iota Alpha Chapter Advisor), June 2007 – September 2010  
Southwestern Black Student Leadership Conference (Delegation Advisor), January 2009  
Civil Rights Pilgrimage (Marquette University Program Advisor), October 2007  
RHA Large Program – Crazy Fans (Marquette University Program Advisor), December 2006  
Illinois State Resident Assistant Association (ISRAA) (Delegation Advisor), February 2005  
National Pan-Hellenic Council (Chapter Advisor), August 2004 – May 2005

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## HONORS

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Leadership Kentucky, Class of 2022  
Leadership Central Kentucky, Class of 2022  
EKU's Tri Alpha First-Gen Honor Society, Inducted April 2022  
University of Wisconsin Parkside, Distinguished Alumni Award, August 2021  
NKY Young Professionals, Next Generation Leader Award, July 2018  
Dr. Leon Boothe Diversity Award (Northern Kentucky University), May 2018  
Northern Kentucky Chamber of Commerce, Leadership Northern Kentucky, Class of 2017  
YMCA of Cincinnati Black and Latino Achievers Adult Achiever, November 2013  
Omicron Delta Kappa National Leadership Honor Society, October 2010  
Division of Student Affairs New Professional of the Year (University of Texas at Arlington), June 2009  
Honoring our Champions Advisor of the Year (University of Texas at Arlington), May 2009  
NAACP Distinguished Faculty/Staff Award (University of Texas at Arlington), May 2009  
Outstanding Advisor Award (Kappa Alpha Psi), March 2007

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## GRANT ADMINISTRATION EXPERIENCE

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U.S. Department of Education, CCAMPIS (\$154,003 annually) – Principle Investigator, 2017 – 2020  
TANF, KTAP (\$145,741 annually) – Principle Investigator, 2015 – 2016

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## COMMUNITY INVOLVEMENT

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Telford YMCA, Board of Directors, October 2020 – Present  
Northern Kentucky Chamber, Leadercast Steering Committee, January 2020 – July 2020  
Lincoln Grant Scholar House, Mentor, August 2019 – July 2020  
New Haven Elementary School, Site Based Decision Making Council, September 2017 – June 2019  
Brighton Center, Junior Board, September 2012 – May 2014

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## TECHNOLOGY SUMMARY

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MS Office (Word, Excel, PowerPoint, Outlook, Access), SAP, WeaveOnline, Blackboard, Canvas, PeopleSoft, Banner, QuickBooks, Qualtrics, Windows (all), MAC (all), OrgSync, Adobe Master Collection