

Dr. Thomas J. Gibson

LEADERSHIP EXPERIENCE

7/2016 – 8/2020 **Vice President for Student Affairs and Vice Provost Bowling Green State University**

Bowling Green State University: A high research activity public university in Bowling Green, OH, offering more than 200 undergraduate and 78 graduate degree programs. Student enrollment is approximately 19,000. The Firelands regional campus is located in Huron, Ohio, offering associate and baccalaureate degree programs.

Responsibilities:

- Provided overall leadership to the following departments/units: Office of the Dean of Students, Center for Health (Counseling Center, Accessibility Services, Falcon Health, Student Insurance Office), Recreation and Wellness, Residence Life, Center for Women and Gender Equity, Violence Prevention Center, Title IX compliance, Clery Reporting, Student Legal Services, Fraternity/Sorority Life, Diversity and Inclusion Programs (Office of Multicultural Affairs, TRIO Programs, Project Search, and LGBTQ+ programs).
- Served as an advocate for student interests, development, and wellness.
- Performed strategic planning, visioning, and stakeholder engagement.
- Advised the University president and provost on student matters.
- Promoted a well-balanced educational experience encompassing both in-class and co-curricular learning.
- Developed policies and programs that support student success.
- Promoted a culturally aware and welcoming environment for students and Division of Student Affairs staff.
- Managed a divisional budget of \$46.4 million.
- Served as divisional liaison to the Department of Higher Education and Student Affairs (HESA)

Accomplishments:

- Raised, in partnership with University Advancement, approximately \$8 million in support of the university's comprehensive campaign; Raised approximately \$80 thousand, in 36 hours, for dedicated annual day of giving.
- Partnered with educational technology company, *Informed-U*, to develop a gamification product aimed at sexual assault prevention and bystander intervention.
- Established an undergraduate minor in Leadership Studies in partnership with the College of Education and Human Development.
- Led Student Success Council to increase first to second year student retention rates by 1.5% in four semesters from 75.5% to 77%.
- Secured resources and support for the creation of an LGBTQ+ Resource Center and the Multicultural Student Center.
- Provided leadership to a student retention program within Residence Life recognized by NASPA.
- Created a student peer development curriculum recognized by ACPA.
- Partnered with University Advancement to secure a major gift to name the Center for Student Leadership.
- Selected for APLU's Powered by Publics: Scaling Student Success Initiative.
- Recognized by *Diverse Issues in Higher Education* as one of 2019's and for a second consecutive year 2020's "Most Promising Places to Work in Student Affairs".
- Created a Parent Advisory Council to engage parents in University life and matters most important to them.

10/2013 - 6/2016 **Associate Vice President for Student Affairs, Ball State University**

Ball State University: A high research activity public research university offering more than 180 undergraduate majors and more than 100 graduate degree programs, including several associate degree programs and certificates. Student enrollment is approximately 20,500.

Responsibilities:

- Provided overall leadership, evaluation, planning, budgeting, reporting, and assessment for the areas of Disability Services, Student Center and Programs, Campus Hotel, Student Legal Services, Student Life and SGA, Greek Life, Excellence in Leadership Program, Leadership Studies Minor, Student Voluntary Services, Multicultural Center, Retention and Graduation Specialists, and Summer Bridge Programs.
- Served the institution as senior leader for student retention efforts.
- Responsible for the University's strategic plan student retention and graduation metrics.
- Oversaw Student Activity Fee Budget Allocation process for student organizations.
- Responsible for \$6 million budget and supervised 31 professional staff and 8 support staff.
- Coordinated and convened Parent Advisory Council (PAC) bi-annual meetings.
- Served as administrative liaison to the Graduate Program in Student Affairs Administration in Higher Education.
- Served as an active member of the divisional strategic planning team and participated in decision-making.
- Served as staff to the board of directors for the Cardinal Funds, Inc. (a 501(c) (3) nonprofit corporation created to oversee donor advised funds).

Accomplishments:

- Provided leadership to the Retention and Graduation staff to execute an 81.7% first to second year retention rate.
- Secured institutional strategic planning grants for \$280,000 for Sophomore Engagement, and Diversity and Inclusion efforts.
- Created University Prevention Team (UPT) to coordinate sexual misconduct prevention, alcohol and other drugs, programming and educational training.
- Led efforts to launch *Think About It*, an online harm-reduction training course for all new students, resulting in an 87% completion rate.
- Led efforts to develop the *Beneficence Dialogue*, a forum for students and administration to discuss issues of diversity and inclusion.
- Co-authored accessible technology policy.

10/2011 - 2013

Associate Dean of Student Development, York College (CUNY)

York College/CUNY: A public urban college that is part of the City University of New York (CUNY) enrolling more than 8,400 students. York College is also home to the CUNY Aviation Institute and the Northeastern Regional Laboratory of the U.S. Food and Drug Administration (FDA).

Responsibilities:

- As a senior member of the president's cabinet, provided overall leadership, evaluation, planning, budgeting, reporting, and assessment to the SEEK Program and Counselor Faculty, Student Disciplinary Proceedings (Judicial Affairs), Jumpstart (Volunteerism), Men's Center-Males Initiative, Counseling Department/Student Development Faculty, Office of Career Services/Career Development Faculty, and Office for Students with Disabilities (STAR Program).
- Directed York College First-Year Experience and Retention Programs.
- Responsible for managing a \$3 million divisional budget; supervised 27 professional staff and 4 support staff.
- Led College's Sophomore Initiatives.
- Organized Transfer Student Engagement Initiatives.

- Managed campus CUNYCAP Program (Graduate Assistantships).
- Administered the Petrie Foundation Student Emergency Grant Fund (\$500,000)
- Served as liaison to Public Safety and Campus Police.
- Served as liaison to Academic Integrity Committee.
- Developed and coordinated campus-wide mentoring program for students.
- Coordinated Academic Advisement and Registration for Special Student Groups (Athletes, SEEK, ESL, TRIO SSS/YES, Students with Disabilities).
- Led Counsel for the Advancement of Standards (CAS) self-study and assessment activities.
- Coordinated new student orientation.

Accomplishments:

- Created a First-Year Experience Program that was recognized by the American Association of State Colleges and Universities (AASCU) Innovations Exchange and the U.S. Department of Education’s *Promising and Practical Strategies to Increase Postsecondary Success*.
- Developed Week of Welcome and Spirit Week programming to support student engagement and retention.
- Increased first to second year student retention rates by 2.1%.
- Co-led Foundation of Excellence (FoE) self-study for first-year and transfer students.
- Created a customer service model with the aim of increasing student satisfaction with student services.

1/2010 – 2011 **Administrator-in-Charge/Interim Vice President for Student Development, Division of Student Development, Department Chair, Student Development, York College (CUNY)**

Responsibilities:

- As a senior member of the president’s cabinet, provided overall leadership, evaluation, planning, budgeting, reporting, and assessment to a large portfolio of student services: Health Services Center, Child Care and Family Center, Athletics (shared responsibility with Provost), Office of Career Services, Office of Student Activities-SGA, Counseling Department, Office of Student Disability Services/STAR Program, Women’s Center, Men’s Center, Veterans’ Center, TRIO YES/SSS, SEEK Program, First-Year Experience and Retention Programs, Jumpstart, Student Disciplinary Proceedings (Judicial Affairs), and Educational Opportunity Center (GED and Workforce Development).
- Developed, implemented, and enforced college policies.
- Managed \$6 million divisional budget, allocation of resources and responsible for divisional leadership of 53 professional staff and 10 support staff.
- Advised college president on student population trends and student matters.
- Led assessment activities for divisional programs and services.

Accomplishments:

- Established and led divisional retreats for strategic planning, which encouraged transparency and collaboration.
- Led initiative to restructure academic advisement and registration process for first year students allowing college to meet its enrollment target.
- Co-Chaired the study away/study abroad fund that provided scholarships to students which led to increased student participation and engagement.
- Co-led the “Get Further Faster” enrollment management initiative which encouraged students to attempt and complete more credits per semester including summer sessions.

9/2009 – 2010

Assistant Dean, Division of Student Development, York College/CUNY**Responsibilities:**

- Served as a senior member of the president's cabinet participating in institutional strategic decision-making.
- Provided overall leadership, evaluation, planning, budgeting, reporting, and assessment to the SEEK Program, Veterans' Center, Student Disciplinary Proceedings (Judicial Affairs), Women's Center, Jumpstart, and Men's Center.
- Served as liaison to Campus Public Safety and Security.
- Directed College's First-Year Experience and Retention Programs.
- Developed and led service-learning initiatives.
- Coordinated Academic Advisement and Registration for Special Student Groups (Athletes, SEEK, ESL, TRIO SSS/YES, Students with Disabilities).
- Led Counsel for the Advancement of Standards (CAS) assessment activities.
- Developed and designed new student orientation.
- Managed divisional budget and allocation of resources.

5/2009 – 9/2009

Interim Executive Director, Upward Bound Program, Queens College (CUNY)

Queens College/CUNY: A public urban college that is part of the City University of New York (CUNY) with enrollment totaling approximately 20,000, serving the Queens Borough.

Responsibilities:

- Served as Principal Investigator for the U.S. Department of Education TRIO funded grant.
- Supervised and evaluated professional staff and adjunct instructors.
- Managed Program budget.
- Served as liaison to Research Foundation.
- Created participant recruitment plan to meet program enrollment targets.
- Designed summer immersion program.
- Developed and implemented an academic support services plan.
- Oversaw Program relocation into a new space on campus.

4/2005 – 9/2009

Assistant Director and Academic Coordinator, SEEK Department, and Project Coordinator, CUNY BMI, Queens College (CUNY)**Responsibilities:**

- Hired, supervised, trained, and evaluated the academic support services unit staff: Supplemental Instruction, Learning Center, Computer Lab, Graduate Assistants, and College Assistants.
- Administered and tracked the academic support services unit budget.
- Responsible for course scheduling, learning communities, enrollment monitoring and priority registration.
- Developed curriculum for new credit-bearing "Senior Seminar" course.
- Served as coordinator for academic integrity issues.
- Served as the Program chief student retention officer.
- Co-Authored the Program's curriculum/academic plan.
- Directed Peer Mentoring Program, Summer Immersion Program and Summer Math/Science Enrichment Program.
- Served as liaison to College's academic department Deans/Chairs, Registrar, Testing, Bursar, and Admissions Office.

8/1998 – 4/2005 **Regional Coordinator, Center for Academic Programs (CAP) and Student Support Services (SSS), University of Connecticut at Stamford**

University of Connecticut at Stamford: A very high research activity public university and regional campus of the University of Connecticut (UConn). UConn Stamford campus serves approximately 2,100 undergraduate and graduate students contributing to the university's 30,000 student enrollment.

Responsibilities:

- Managed Center for Academic Programs and Student Support Services budget.
- Advised students on degree progress and completion.
- Authored semester and annual reports.
- Collected data for federal reports (first-generation, income, retention, attrition).
- Administered University Placement Exams.
- Participated in recruitment efforts and activities to meet university targets.
- Coordinated alumni mentoring program.
- Coordinated academic support services program.
- Tracked and monitored students' academic performance to identify those at-risk and created appropriate academic support interventions.
- Led assessment activities for program improvement.
- Designed, developed and managed six-week Summer Pre-Collegiate Experience Program.
- Hired, supervised, and evaluated five (5) adjunct instructors.

8/1997 – 8/1998 **Resident Director/Student Activities, Mitchell College**

Mitchell College: A private independent college offering associate and bachelor's degrees in the liberal arts. Mitchell College has an enrollment of approximately 900 students.

Responsibilities:

- Supervised six Resident Assistants and twelve student employees.
- Managed residence hall and student programming budgets.
- Acted as Judicial Officer for students in violation of college housing policies.
- Served on the college's C.A.R.E. Team (behavioral intervention team).
- Participated in the campus emergency on-call weekend administrator rotation.
- Coordinated residence hall and student involvement programming campus-wide.
- Served as an advisor to student organizations.
- Created student involvement opportunities to foster community building.
- Participated in new student orientation.

6/1997 – 8/1997 **Educational Consultant (Part-time), Project L.E.A.P**

Responsibilities:

- Conducted academic and personal development workshops for program counselors.
- Assisted in the development of summer curriculum.
- Served as an on-site resource for best methods of classroom instruction.

8/1996 – 6/1997 **Educational Assistant (Part-time), Center for Educational Services Gateway
Community College, North Haven, CT.**

Gateway Community College: A public community college serving the greater New Haven County. Gateway Community College has an enrollment of approximately 14,000 students.

Responsibilities:

- Served as Interim Coordinator for the Center for Educational Services.
- Supervised and evaluated the academic support services staff.
- Tutored students in Composition, Literature, and Communication Courses.
- Conducted study skills workshops.

FACULTY/TEACHING EXPERIENCE

2017-Present **Bowling Green State University**, Higher Education Administration (Ph.D. Program)
HIED 7105: Foundations of Higher Education
HIED 7110: Governance and Organization

2014 -2015 **Ball State University**, Graduate Program in Student Affairs Administration in Higher Education
EDHI 690: Assessing Student Retention
EDHI 698: Principles and Practices in Student Affairs Administration (guest lecturer)
EDHI 698: Student Persistence: A Focus on Underrepresented Minority (URM) students

2001-2005 **University of Connecticut**, Interdisciplinary Studies
INTD 180: First-Year Experience Seminar
INTD 181: Introduction to Leadership Seminar
INTD 182: Race, Class, Gender, and Hip-Hop Music Seminar
INTD 182: Peer Education Seminar (Focus on Healthy Life Choices)
INTD 182: ePortfolio Seminar

1997-1998 **Mitchell College**
English 101: Introduction to College Writing
FC 101: First Year Experience Seminar

EDUCATION

Ed.D. Johnson & Wales University
Educational Leadership in Higher Education Administration

M.S. University of New Haven
Education

B.S. Eastern Connecticut State University
Mass Communication
Minor: English/Contemporary Drama

POST GRADUATE STUDIES

Certificate in Strategic Planning, Society for College and University Planning, 2016
Certificate in New Designs for Fundraising, Humboldt State University, 2015
Project Management Seminar, CUNY Graduate Center, New York, NY, 2007
SPSS for Windows Training, University of Connecticut, Storrs, CT, 2004
Grantsmanship Training, Gateway Community College, North Haven, CT, 2003

FELLOWSHIP

AGB Institute for Leadership and Governance in Higher Education: Pathways to the Presidency, 2019
The Thomas Lakin Institute for Mentored Leadership, 2014
Summer Fellow at Peabody College Higher Education Management Institute, Vanderbilt University, 2011

COMMUNITY ACTIVITIES

University liaison for the City of Bowling Green Eastside Neighborhood Association, 2016-Present
Community partnership with City of Bowling Green Mayor, BGSU President, and BGSU VPSA, 2016-Present
Board Member, Community Social Integration, Hamden, CT, 2009-Present
Member, Whitely Community Council Resource Development and Fundraising Committee, 2015 - 2016
Lilly Endowment Scholarship Selection Committee, Indianapolis, IN, 2013 - 2016
Chair, Campus Community Coalition (town and gown relationship), 2013-2016

SELECTED PROFESSIONAL ACTIVITIES

Education Advisory Board (EAB) Institutional Liaison, 2013-Present
Student Affairs Professionals in Higher Education (NASPA), 2009-Present
American College Personnel Association (ACPA), 2016-Present
New York Metro Area Partnership for Service-Learning (NYMAPS), 2009-2013
Tri-State Opportunity Programs Leadership Institute, 2008
American Educational Research Association (AERA), 2001-2004
Connecticut Association of Educational Opportunity Programs (CAEOP), 1998-2005
Phi Beta Sigma, Inc., Beta Omicron Sigma Chapter

SELECTED COLLEGE/UNIVERSITY ACTIVITIES

Bowling Green State University

COVID-19 Executive Group, 2020
Parent Advisory Council, 2020
Mental Health Steering Group, 2019-Present
President's Cabinet, 2016 – Present
Student Affairs Advisory Board, 2016-Present
SA Retention Committee, 2016-Present
International Students Advisory Board, 2016-Present
Student Success Council, 2016-Present
President's Executive Council, 2016-Present
Board of Trustees Academic Affairs and Student Affairs Committee, 2016-Present
Deans Council, 2016-Present
Learning Communities Advisory Council, 2016-Present
Intercollegiate Athletics Advisory Committee, 2016-Present
President's Advisory Committee on Intercollegiate Athletics, 2016-Present
Falcon Health Center/Wood County Hospital Partner Meetings, 2016-Present
Bowling Green Community Action Plan Task Force, 2016-Present
Enterprise Risk Management Council, 2016-Present
Residence Life Master Plan Committee, 2019-Present
Search Committees (Dean for the College of Technology, Architecture and Applied Engineering; Dean for the College of Health and Human Services; Provost and Senior Vice President, Vice President for University Advancement; BGSU Football Coach; BGSU Hockey Coach, General Counsel, Associate Vice President for Capital Planning and Campus Operations, 2016-2020

Ball State University

Chair, Behavioral Intervention Team (BIT), 2013-2016
Chair, Large Events/Programing Initiatives, 2013-2016
Chair, University Prevention Team focusing on alcohol education and sexual misconduct prevention, 2013-2016
Chair, Residency Appeals Board, 2013-2016
Co-Chair, University Student Success Team, 2015-2016
Member, Campus Crisis Management Team, 2013-2016
Member, Academic Affairs Planning Task Force: Subcommittee on Student Success, 2013-2016

Member, International Travel Oversight Committee, 2013-2016
Member, Steering Committee for Workplace Environment Survey, 2013-2016
Co-Chair, University Diversity Committee, 2014-2016

York College/City University of New York (CUNY)

Member, President's Executive Cabinet, 2009 – 2013
Member, Academic Recovery Program Taskforce, 2012 - 2013
Co-Chair, Academic Advisement Taskforce, 2012 - 2013
Member, Middle States Commission Subcommittee for Periodic Review Report (PRR), 2011 – 2013
Member, Academic Village and Conference Center Construction Planning Committee, 2011 – 2013
Co-Chair, Enrollment Management Group, 2011 – 2013
York College team to Middle States Commission on Higher Education Annual Periodic Review Report, 2011
Chair, Student Retention Working Group, 2010 – 2013
Chair, Behavioral Intervention Team (BIT), 2010 – 2013
Chair, Service-Learning Advisory Board, 2010 – 2013
Co-Chair, YC Radio.Org Station Advisory Board, 2010 – 2013
Member, College-Wide Personnel and Budget Committee, 2010 – 2011
Chair, Student Development Departmental Personnel and Budget Committee, 2010 – 2011
Member, CUNY Chief Student Affairs Officers Council, 2010-2011
Chair, SEEK Advisory Board (2009), Member, 2010-2011
Chair, Board of Directors York College Child and Family Center, Inc., 2010 – 2011
Chair, York College Association, Inc., 2010 – 2011
Member, Strategic Planning Committee, 2009 – 2013
Member, Strategic Retention Committee, 2009 – 2013
Co-Chair, Enrollment Management Group, 2009 – 2013
Co-Chair, First-Year Experience Working Group, 2009 – 2013
Member, Coordinated Undergraduate Education (CUE) Group, 2009 – 2013
Standing Member, Presidential Committee for Ceremonial Events (Commencement, etc.), 2009 – 2013

Queens College/City University of New York (CUNY)

Member, Africana Studies Major/Minor Advisory Board, 2008-2009
Founder and Co-Chair, Advising and Counseling Consortium (ACC), 2008-2009
Advisor, Habitat for Humanity Queens College Campus Chapter, 2008-2009
Member, Coordinated Undergraduate Education (CUE) Council: University Summer Immersion Program (USIP)
Project Coordinator, CUNY BMI, 2007-2009
Member, Planning Committee for Student Leadership Summer Retreat, 2007, 2008
Strategic Planning Committee: Strengthening the Quality of the College Experience for all Students, 2006-2007
Chair, CUNY-Wide Council of SEEK/College Discovery Academic Coordinators, 2006-2008
Member, Middle States Accreditation Task Force: Student Retention Committee, 2006-2007

University of Connecticut

Founder and Advisor, Husky Entertainment: Student-run record label, 2003-2005
Chair, Cultural Months Committee, 2001 – 2002
Chair, Professional Staff Association: Campus Life, 2001- 2002
Member, Associate Vice-Chancellor Coordinating Council: Student Life Committee, 2001-2005
Member, Student Retention Committee, 1998-2005
Member, Dismissal Committee for Unsatisfactory Academic Performance, 1998-2005
Member, Dismissal Appeals Committee for Reinstatement, 1998-2005

SELECTED PROFESSIONAL PRESENTATIONS

- Gibson, T., Campbell, J., & Priehs, A. (2020). *What keeps you up at night: Student Affairs Risk Factors*. ACPA 2020 Annual Convention in Nashville, TN.
- Gibson, T., & Campbell, J. (2018). *Schlossberg's Transition Theory*. Work Transitions Strategies for Success in a New Role, ACPA 2018 Annual Convention in Houston, TX.
- Gibson, T. (2017). Panelist as part of the ACPA PAN African Summit for the ACPA 2017 Annual Convention in Columbus, Ohio.
- Gibson, T., Isaacs, M., & Pavlik, G. (2015). *Using Data to Identify and Support At-Risk Students*. 2nd Annual Assessment Forum, Office of Institutional Effectiveness, Ball State University, Muncie, IN.
- Gibson, T. (2014). *Promoting Opportunities for Student Success*. Presentation at Indiana Student Affairs Association Conference, Indianapolis, IN.
- Gibson, T. (2013). *Strategies for Providing Exemplary Customer Service*. Presentation at York College President's Directors and Cabinet Retreat, Jamaica, NY.
- Gibson, T. (2012). *Graduation and Retention Task force Report: Institutional Action*. Report presented at York College President's Directors and Cabinet Retreat, Jamaica, NY.
- Gibson, T. (2011). *The Sophomore Initiative: Supporting Sophomore Persistence*. Paper presented at York College President's Directors and Cabinet Retreat, Jamaica, NY.
- Gibson, T. (2010). *Best Classroom Practices: Preventing Student Misconduct in the Classroom*. Paper presented at the York College Center for Excellence in Teaching and Learning, Jamaica, NY.
- Gibson, T., & Daraviras, T. (2008). *Soul Train-ing: Using Case Studies to Train Tutors*. Paper presented at the National College Learning Center Association's Conference: The Rhythm & Blues of Research and Practice, Memphis, TN.
- Gibson, T. (2007). *Reflective Learning: Using ePortfolios in Immersion Programs*. Paper presented at the Tri-State Opportunity Programs Conference, Tarrytown, NY.
- Gibson, T. (2006). *Retention begins with Admissions*. Paper presented at the Council for Opportunity in Education's Silver Anniversary Conference, New York, NY.

BOOK PUBLICATIONS

- Gibson, T., & Cockrell, P. (2019). The Untold Stories of Black and Brown Students who participate in Traditionally White Fraternities and Sororities. In Hoffman-Miller, P. Editor, James, M.C. Editor, & Hermond, D.S. Editor (Eds.), *African American Suburbanization and the Consequential Loss of Identity* (pp. 153-171). Pennsylvania: IGI Global.
- Gibson, T. (2012). Supporting Student Persistence. In S. Thompson (Ed.), *Views from the Frontline: Voices of conscience on college campuses* (pp. 7-18). Champaign, IL: Common Ground Publishing.