

Ronald A. Alexander, III

EDUCATION:

2024- Present	Master of Science, Mental Health Counseling Master of Public Health (Expected, 2027) Pace University, New York, NY
2011-2013	Master of Education, Professional Counseling- College Student Affairs University of West Georgia, Carrollton, GA
2006-2011	Bachelor of Arts, Sociology and Criminal Justice Georgia State University, Atlanta, GA

SELECTED PROFESSIONAL EXPERIENCES:

Associate Director of Community Standards & Deputy Title IX Investigator June 2024- Present
Pace University, Office of Community Standards, Pleasantville, NY

Pace University is a private university with three campuses in NY with an enrollment of 8,000 undergraduate students and 5,000 graduate students

- Serve as the main conduct officer for campus violations according to the Student Handbook, Guide to Residential Life, and University Guiding Principles on the Pleasantville (PLV) Campus (6,800 students).
- Oversee student conduct processes, enforcement, and record-keeping consistently across all campuses in partnership with the Senior Associate Dean for Students (PLV), oversee training staff and faculty on policies, incident report writing, and all related Community standards software (Guardian).
- Publish documents related to crisis management and policy enforcement within Residential Life while maintaining records related to judicial outcomes, crisis management, Alcohol & Other Drug interventions, and Clery reporting.
- Participate in campus-wide on-call responsibilities and crisis management for the entire Pleasantville campus community as a Senior Leader on-call.
- Monitor nightly duty reports and overnight incident and security report submissions to maintain up-to-date awareness of conduct issues in the residence halls and on campus; keep the Vice President of Students Affairs & Dean of Students, Senior Associate Dean of Students, and Director of Residential Life informed as appropriate.
- Serves as the campus liaison for the Guardian platform and leads staff members in managing the Guardian database for conduct reporting, including crisis-related reporting.
- Serve as a deputy Title IX investigator to investigate and resolve complaints of sexual misconduct or in other roles that support the University's Title IX processes regarding student-to-student Title IX complaints and mediation.
- Serve as liaison with the security and counseling center. Ensure infrastructure for the management of crises.
- Coordinate communication with various constituents (counseling, dean for students, academic administration, etc.) in response to students in crisis.
- Collaborate with Alcohol and Other Drug specialists to maintain the sanctioning process and procedure for students in the conduct process, and discuss trends across campus.
- Lead and help coordinate monthly campus First Alert meetings for students of concern, serve on campus CARE, BCT, and BIT teams, and attend meetings as needed.
- Work with staff to develop goals for conduct processes and staff development based on assessment, trends, and feedback on conduct from students and staff.
- Work with the NYC counterpart to develop consistent standards across both campuses, in partnership with Senior Associate Deans, for all utilization of reporting tools and confrontation skills during the conduct process.
- Work with the Center for Student Engagement (CSE) staff to ensure policy violations are being addressed properly with student clubs, organizations, and fraternity & sorority life organizations
- Monitor conduct, hearing outcomes, and student compliance with outcomes.
- Maintain situational awareness of conduct trends and issues to strategize staff approach and response.
- Maintain conduct, crisis management, Alcohol and Other Drugs, and Clery-related data.
- Develop metrics to assess student learning outcomes as related to conduct.

CARE Case Manager and Title IX Resource Officer,

October 2022-May 2024

Loyola University Chicago, Dean of Students Office, Chicago, IL

Loyola University is a private Jesuit research institution with an enrollment of 11,500 undergraduate students and 6,500 graduate students.

- Developed, enhanced, and coordinated the Dean of Students (DOS) program for Coordinated Assistance and Resource Education (“CARE”) Services, under which DOS staff responded to situational and circumstantial challenges that posed a significant barrier to student retention and persistence.
- Developed and delivered training, programming, and communication pieces targeting campus partners (faculty, staff, and students) related to housing and food insecurity, negotiating challenging family dynamics, responsiveness to national, state, and local points of tension, etc.
- Developed and maintained the professional expertise and support network necessary to ensure that DOS staff are prepared to meet related challenges with best practices in a trauma-informed manner.
- Served as the liaison for students' basic needs, regarding economic, food, and housing insecurity for the University Rambler Brotherhood Project, a male-identifying success program.
- Enhanced and maintained the DOS/CARE website with engaging and relevant resources for students, faculty, and staff.
- Effectively managed student concern cases using the Maxient case-management system.
- Developed, implemented, assessed, and recommended appropriate intervention strategies to promote student success and persistence for students experiencing co-curricular or extra-curricular (non-academic) hardship or difficulty.
- Built collaborative relationships across all three LUC campuses with units contributing to direct and indirect student success initiatives.
- Coordinated outreach and advocacy programs for specific populations by building relationships within the community to assist in student success and persistence.
- Served occasionally as an ad hoc member of the Behavioral Concerns Team, assisting with the coordination of interventions for students of concern who also fall under CARE services.
- Contributed to the development of training and education on the Center for Student Assistance and Advocacy (CSAA) resources.
- Collaborated and aided with CSAA student concern reports, when necessary, in the areas including but not limited to behavioral, wellness, academic, and personal concerns.
- Assists with Title IX case management by responding to reports and providing students with resources, options, and support, and serves occasionally as advisor/appeal board member for allegations of gender-based (Title IX) or other bias-motivated misconduct.
- Serves in an on-call duty rotation within the Office of the Dean of Students.
- Helps represent the Office of the Dean of Students and provide student support at student-led demonstrations, large-scale celebrations, and other related student-led gatherings.
- Assists with DOS assessment efforts to enhance and sustain data collection and assessment practices.
- Participates in all DOS and Division of Student Development operations, including regular meetings, programs, and activities.
- Serves on division- and university-wide committees, such as the Professional Development & DEI committee.

Equity Specialist and Civil Rights Investigator

April 2022-October 2022

Northwestern University, Office of Equity, Evanston, IL

Northwestern University is a highly selective, private research institution with an enrollment of 8,000 undergraduate and 13,000 graduate students.

- Served as a co-investigator for matters including, but not limited to, reports of sexual assault, sexual misconduct, sexual harassment, stalking, dating, domestic violence, discrimination, and harassment against students, faculty, staff, and third parties.
- Investigated and responded to complaints of sexual violence (including Title IX), discrimination, harassment, and retaliation that were submitted by students, faculty, and staff.
- Conducted fair, timely, unbiased, and thorough investigations and drafted quality investigation reports.
- Serve as a resource person regarding the University's non-discrimination policies, reasonable accommodation process, investigation process, and other procedural and technical questions from faculty, staff, administrators, and committees.

- Maintained consistent communication with the Office of Equity leadership regarding any emerging trends/concerns, complex investigations, and other highly sensitive and confidential matters.
- Collaborated and consulted with the Senior Directors and/or Associate Director to review and process equity complaints to ensure a prompt, thorough, and equitable response to reports and incidents.
- Conducted intake meetings with faculty, staff, and students reporting violations of the University's Policy on Institutional Equity and Interim Policy on Title IX Sexual Harassment; communicated information about reporting options and the University's investigation and resolution process.
- Composed comprehensive written investigative reports that identified the issues investigated, summarized the evidence, made findings, made credibility determinations, applied relevant policies, and, where appropriate, recommended appropriate remedial steps.
- Maintained accurate and thorough records and notes of investigatory processes, including keeping updated case records in Maxient software.

Assistant Director of Residential Life Operations and Community Standards

May 2020- April 2022

Northwestern University, Office of Community Standards, Evanston, IL

Northwestern University is a highly selective, private research institution with an enrollment of 8,000 undergraduate and 13,000 graduate students.

- Served as the primary liaison between the Department of Residential Services and the Office of Community Standards & Dean of Students.
- Oversaw all functions of student conduct as it relates to policy violations in the residence halls, including the functional supervision of full-time resident directors in their role as hearing officers.
- Recruited, supervised, trained, and developed one full-time Area Coordinator and four full-time post-master's Resident Directors in the South Area of campus, which includes the Graduate and Family Housing units.
- Indirectly recruited and supervised approximately 110 Resident Assistants (RAs), 11 Graduate Resident Assistants (GRAs), and 4 Assistant Resident Directors (ARDs)
- Coordinated the Department of Residence Life crisis response and duty protocol procedures for all on-campus staff, which include undergraduate resident assistants, graduate resident assistants, Assistant Resident Directors, and Resident Directors
- Served on the Dean of Students Care and Coordination team in addressing students of concern related to physical and mental health, routing students to appropriate resources and campus partners to address ongoing and long-term care.
- Served as a hearing officer in the University Hearing and Appeals System (UHAS) for cases that have the potential to result in relocation or removal from the residence halls and/or up to separation from the institution.
- Co-investigated, co-heard, and served as a panel member for cases that occur in the residence halls and have the potential to result in separation from the University.
- Facilitated community education and training related to community expectations, standards, and responsibilities, including the Student Code of Conduct and residence hall policies and procedures.
- Facilitated Residential Life staff in the annual revision of the Residence Hall and Housing Policies contained in the Student Handbook and made necessary revisions to the Student Code of Conduct based on the needs of Residential Life.
- Served on the Residence Life leadership team duty rotation, which served in a consulting format for the full-time on-campus professionals.
- Chaired and led the Department of Residence Life Diversity and Inclusion committee that provides educational opportunities for full-time and student staff during the academic year and partners with campus colleagues to provide further content.

Selected Achievements:

- Co-developed a value-based COVID-19 rubric response protocol in alignment with the Office of Community Standards' mission and values in response to the return to campus.
- Co-led the Dean of Students' inaugural Diversity and Inclusion steering committee, addressing issues of equity within the community,
- Attended 2th 020 Gehring Academy, which allowed professional development in the first month in the role in community standards.

Coordinator of Residential Student Conduct (Collateral Assignment)

June 2019- May 2020

Emory University, Office of Student Conduct, Atlanta, GA

Emory University is a highly selective, private institution with an enrollment of 7,000 undergraduate and 12,000 graduate students.

- Serve as the primary liaison between the Office of Residence Life and the Office of Student Conduct on higher-level residential cases as a primary hearing officer and initial reviewer.
- Train residential full-time and student staff on the restorative justice model, Advocate software, adjudication of conduct meetings, incident report writing, medical amnesty, etc.
- Select, train, and co-advise 21 undergraduate student Peer Review Board members by attending hearings and assisting the student board with understanding the undergraduate student code of conduct, decision-making, and sanctioning.
- Serve as the residence life representative on the conduct council board and investigation team with the Office of Student Conduct to assist in adjudication and hearing processes for student organization misconduct, suspension/expulsion-related violations, and training for faculty, staff, and students on restorative justice practice in collaboration with Residence Life and Student Conduct.
- Assist the Director of Student Conduct with the Undergraduate Code of Conduct revision committee by benchmarking host institutions and tracking the progress of necessary revisions and suggestions.
- Enforce the campus student code of conduct and policies through educational mediation and formal hearings meetings as a hearing officer for over 50 student conduct cases in 2019-2020.

Selected Achievements:

- Coordinate and organize a review committee for the undergraduate code of conduct review and revision.
- Created a sustainable partnership agreement with two offices within Campus Life (Residence Life and Student Conduct) by establishing a collateral assignment proposal for the next 3-5 years.
- Created a comprehensive training module and program for the Peer Review Board student leaders (Fall & Spring)
- Benchmarked peer institutions for 2020 code review on the following topics: social justice integration, discriminatory harassment policies, student organization misconduct processes, and Advocate usage.
- Serve on the Southern Student Conduct Conference planning team alongside the creator of the conference for summer 2020 at Emory University.
- Attended the 2020 Association of Student Conduct Administrators (ASCA) annual conference in Washington, DC.

Complex Director, Upper Division

June 2018- May 2020

Emory University, Office of Residence Life, Atlanta, GA

Emory University is a highly selective, private institution with an enrollment of 7,000 undergraduate and 12,000 graduate students.

- Direct a 1300+ residential apartment community of third and fourth-year, transfer, and international students.
- Oversee programming, staff development, special events, and an operational budget of \$38,000.
- Responsible for the selection, training, supervision, and evaluation of approximately 18 paraprofessional staff.
- Supervised a master's level Assistant Complex Director; Implemented conflict resolution strategies to address students and conduct concerns, counsel, and establish relationships with distressed students.
- Instruct a 1-credit leadership course based on the Social Change Model of Leadership and focusing on community development.
- Served in an on-call rotation for emergency response that serves 7000 on-campus resident student populations.

Selected Achievements:

- Created and implemented a crisis/on-call protocol manual for live-on staff alongside the Senior Associate Director of Residence Life.
- Selected to be a certified Title IX investigator and hearing board member for the Office of Residence Life.
- Served on a university-wide committee with the Associate Vice President of Campus Life to create the strategic plan for the Living at Emory initiative that serves over 20,000 undergraduate and graduate students.
- Oversee and lead all special events within the Office of Residence Life such as the annual end-of-year awards and reception, senior staff send-off, student staff recognition efforts, and professional staff development.
- Revamped the Clairmont campus RA to the resident distribution process by focusing on a building-to-building model for upper-division students.

Area Coordinator, Mount Vernon Campus

December 2015 – June 2018

George Washington University, Center of Student Engagement, Washington, DC

George Washington University is a selective, private research institution with an enrollment of 11,062 undergraduate and 15,873 graduate students.

- Recruited, trained, and supervised 2 Graduate Residence Directors and indirectly supervised 16 undergraduate Residential Advisors who planned, executed, and assessed a variety of educational and social programs for approximately 800 first-year undergraduates in 6 residential communities.
- Collaborated with 1 live-on and 2 live-off Faculty members to facilitate various recreational and professional development events on campus and around the greater DC region.
- Oversaw and co-managed the Mount Vernon Campus Residential Engagement budget (Total Budget \$35,000) and advised and collaborated with student organizations' yearly spending (Total Budget: \$94,200).
- Advised 15 multicultural student and Greek organizations (NPHC Council, Black Student Union, Camp Kesem, Black Men's Initiative, Alpha Kappa Psi, etc.), 2 Affinity townhomes, and the co-adviser of the Mount Vernon Programming Board, assisting in administrative processes, event preparation and execution, leadership development and organizational support.
- Served in an on-call rotation for emergency response that served 5,000 on-campus resident students populations.

Selected Achievements:

- Served as the lead of the Fall Move-In Logistics team by implementing and adopting a decentralized process, coordinating over 600 student volunteers, and preparing logistics for colleagues and campus partners in preparation for the Fall Move-In of over 8,000 undergraduate students.
- Created the selection and application process for affinity and identity-based townhome spaces within the configuration.
- Selected to attend the 2016 Regional Entry Level Institute (RELI) through SEAHO under the umbrella of ACUHO-I
- Created, advised, and established the Emory National Panhellenic Council (NPHC) alongside the Area Coordinators of Fraternity & Sorority Life.

Residence Hall Director

June 2013-December 2015

Stony Brook University, Office of Residential Programs, Stony Brook, NY

Stony Brook University is a public, sea-grant, and space grant research institution with a student population of 17, 909 undergraduate students and 9,102 graduate students.

- Managed a living community consisting of suite-styled living units housing approximately 500 students (mostly international students) under the Arts, Culture, and Humanities & International Global Studies Undergraduate Residence Halls.
- Recruited, trained, and supervised 8 Resident Assistants and 1 Office Assistant who coordinated programmatic efforts and addressed student concerns within the residence halls.
- Served as the Summer Conferences Residence Director with supervision of 24 Conference Assistants, EOP Resident Assistants, and maintenance assistants.
- Recruited, trained, and co-advised the Residence Hall Association executive council and large-scale programming efforts with an annual programming budget of \$100,000.

Selected Achievement:

- Responsible for coordinating the bi-yearly evaluation process for approximately 250 Resident Assistants in 8 Quad areas on campus.

Other Relevant Experience(s): Belmont University Residence Director (2012-2013), ACUHO-I intern at Yale University Conference Services, University of West Georgia Graduate Assistant for the Office of Student Conduct (2011-2012).

PROFESSIONAL AFFILIATIONS & MEMBERSHIPS

- Phi Beta Sigma Fraternity, Incorporated
- NASPA – Student Affairs Administrators in Higher Education
 - Black Diaspora Knowledge Community (BDKC) Co-Chair (23-24)
 - NASPA IV-E Board of Directors (21-23)
- ACPA – American College Personnel Association
- Chicago Metropolitan Sports Association
 - Board of Directors- Vice President of Operations (23-25)
 - Flag Football Travel General Manager (23-25)
- ASCA – Association of Student Conduct Administrators