

TONY MILLER, JR., PHD

"The function of education is to teach one to think intensively and to think critically.
Intelligence plus character – that is the goal of true education."
Martin Luther King Jr. – 1948

CliftonStrengths® Themes: Belief. Harmony. Consistency. Positivity. Relator.

EDUCATION

Doctor of Philosophy, Higher Education

Texas Tech University
Lubbock, Texas

Dissertation: "The Psychological Consequences of Code-Switching for Black Men Vice Presidents for Student Affairs at Predominantly White Institutions."

Master of Science, Leadership & Policy Studies

University of Memphis
Memphis, Tennessee

Bachelor of Science, Political Science

Georgia Southwestern State University
Americus, Georgia

PROFESSIONAL EXPERIENCE

Assistant Dean of Students & Director of Student Accountability and Academic Integrity Sept. 2023 – present
Old Dominion University; Norfolk, Virginia
Research One: Doctoral Universities: Very High Research Activity; 24K enrollment

Select Accomplishments

- Filled three vacancies in first 11 months
- Reduced Incident Date to Adjudication Date for cases from 76 days to 17 days in two months
- Increased % of students who felt respected by their conduct officer from 78% to 98%
- Revised and implemented a new Code of Student Conduct
- Created the University Accountability Board to provide leadership opportunities for students and collaborations with faculty and staff
- Added a student conduct record expungement process to assist with student success post-graduation
- Increased the followership of the Office Instagram account by 207%
- Implemented Pathway Plan sanctioning model, which allows students to choose their educational sanctions
- Oversee \$325,000 departmental budget and supervised four professional staff members

Director of Student Conduct and Title IX Coordinator

Oct. 2020 – Aug. 2023

Director of Student Conduct and Title IX Coordinator for Students

May 2019 – Sept. 2020

Director of Student Conduct and Deputy Title IX Coordinator

May 2018 – April 2019

University of Montevallo; Montevallo, Alabama

Master's Colleges & Universities: Medium Programs; 2.6K enrollment

Select Accomplishments

- Revamped student conduct process and implemented a new restorative-oriented sanctioning model (Pathway Plans) that collaborates with students in selecting their educational sanctions
 - 100% of survey respondents felt respected, listened to, and able to share their perspective
- Drafted and implemented a new student-centered code of conduct
- Created a three-year strategic plan for the Office of Student Conduct (OSC) (2019-2022)
- Led and oversaw the implementation of 2020 Title IX regulations policy, process, and procedures
 - Created a stand-alone Title IX website
 - Created parenting and pregnancy process
 - Created and trained Title IX Team (20 faculty/staff members & executive cabinet members)
- Facilitated Title IX & Consent Presentation to 500+ student-athletes and fraternity & sorority members; 89% post-assessment response rate
 - 99.6% of respondents reported that the information was useful
 - 98.9% of respondents reported they had a better understanding of consent after the presentation
- Since 2018, more than 2,600 incoming students have completed the VAWA online training videos, with a completion rate of 72%
- Led the Office of Student Conduct and Title IX Office through the COVID-19 pandemic
- Established relevant social media presence for OSC – @um2ndchance (510 followers)
- Facilitated and trained Division of Enrollment and Student Affairs Directors and other staff members and Samford University personnel on Maxient software

Coordinator of Student Conduct & Community Standards

July 2015 – May 2018

Southern Methodist University; Dallas, Texas

Doctoral Universities: High Research Activity; 12K enrollment

Select Accomplishments

- Created, designed, and implemented a new restorative-oriented sanctioning model (Pathway Plans)
 - Created 18 new educational sanctions for student relevancy
- Increased overall student experience by 16% with Pathway Plan implementation
- Department Assessment Representative; collaborated with the creation of assessment of annual learning outcomes, program goals, and departmental strategic plan
- Facilitated five Honor Council hearing in the last five weeks of the Spring 2017 semester in conjunction with leading two hazing investigations during the final two weeks of the semester
- Responsible for a 500% increase in our social media following
- Created and implemented new outreach programs such as Campus Cab, Cookies with Conduct, and Cocoa with Conduct
- Enhanced the Decision-Making Workshop to aid students in ethical and moral decision-making
- Adjudicated and monitored sanction compliance for more than 300 cases annually

UNIVERSITY SERVICE AND COMMITTEES

- Member, Division of Student Enrollment, Engagement & Services Professional Development Committee|ODU
- Member, Student Communication Journey Taskforce|ODU
- Member, Division of Student Enrollment, Engagement & Services Strategic Planning Committee|ODU
- Member, Current Issues Group|ODU
- Co-Advisor, Student Government Association (SGA) |ODU
- Chair, Director of Fraternity & Sorority Life |ODU
- Member, CARE Team|ODU
- Member, Threat Assessment Team|ODU
- Co-Chair, Threat Assessment Team|University of Montevallo
- Member, CARE Team|University of Montevallo
- Member, Student Needs & Outreach Task Force|University of Montevallo
- Senator, Staff Senate|University of Montevallo
- Chair, Assistant Director of Disability Support Services Search Committee|University of Montevallo
- Chair, Assistant Director of Counseling Services Search Committee|University of Montevallo
- Chair, Career Development Center Director Search Committee|University of Montevallo
- Chair, Residence Life Coordinator Search Committee|University of Montevallo
- Member, Women's Volleyball Head Coach Search Committee|University of Montevallo
- Member, Loan Officer Search Committee|University of Montevallo
- Member, Career Development Center Counselor Search Committee|University of Montevallo
- Member, Coordinator of Veteran & Military Affairs Search Committee|University of Montevallo
- Member, Case Manager & Prevention Services Search Committee|University of Montevallo
- Member, Safe Zone Committee|University of Montevallo
- Member, Falcon Success Center Advisory Board|University of Montevallo
- Advisor, Golden Key International Honour Society|University of Montevallo
- Advisor, Crocs Club|University of Montevallo
- Advisor, Black Men Emerging |SMU
- Advisor, Honor Council | SMU
- Member, Student Affairs Division Strategic Planning Committee| SMU
- Member, Student Affairs Staff Development Committee| SMU
- Member, Director of Violence Prevention & Support Services Search Committee| SMU
- Member, Multicultural Student Affairs Coordinator Search Committee| SMU
- Student Affairs Chair, Black Faculty & Staff Association| SMU
- Member, Presidential Award of Excellence – Scholar Volunteer Award Committee| SMU

PROFESSIONAL ASSOCIATION LEADERSHIP

Chair – Membership Benefits Task Force

Association for Student Conduct Administration (ASCA)

Oct. 2022 – Present

- Gather and communicate the membership resources that ASCA has and highlight those resources
- Plan for what ASCA needs to begin to create to deliver a valuable resource by accepting ASCA memberships
- Work with colleagues across the country to create useful resources for ASCA members that assist them in doing their jobs

Director-at-Large – Board of Directors (Small Colleges & Universities)

Association for Student Conduct Administration (ASCA)

Feb. 2021 – Jan. 2023

- Lead Membership Benefits Presidential Task Force (ongoing role post-elected term)
- Promoted the needs, views, and concerns of small colleges and universities

- Served as liaison to the Sexual Misconduct & Title IX Community of Practice
- Collaborated with other board members on decisions to help move the Association forward
- Reviewed and vetted the Association's budget for the upcoming fiscal year before voting to approve
- Co-facilitated the African American Male Summit at the ASCA National Conference

State Coordinator – Alabama

Association for Student Conduct Administration (ASCA)

March 2019 – May 2020

- Created the ASCA-AL website to enhance state communication, engagement, and resource sharing
- Maintained monthly communication updates with state members
- Created a state leadership infrastructure to enhance educational and professional development
- Reported to the Regional Chair any issues that needed attention
- Increased the ASCA membership across the state, institutionally and individually

Parliamentarian – Board of Directors

Association for Student Conduct Administration (ASCA)

Feb. 2019 – Feb. 2020

- Advised board on parliamentary procedures and Roberts Rules of Order
- Provided guidance and support on governance-related issues
- Assisted President during meetings to ensure bylaws were being followed
- Bylaws and Operating Policies and Procedures Committee Member

NASPA Undergraduate Fellows Program (NUFP) Co-Coordinator

Student Affairs Administrators in Higher Education (NASPA) – Alabama

Jan. 2019 – Dec. 2019

- Provided information about the NUFP program to institutions across the state
 - Served as liaison with Regional Coordinator
- Recruited and maintained contact with Fellows and Mentors and oversaw the NUFP scholarships

Member-at-Large – Board of Directors

Student Affairs Administrators in Higher Education (NASPA) – Alabama

Jan. 2019 – Dec. 2020

- Recruited new members to become members of NASPA-AL
- Provided intentional support to graduate students and new professionals
- Developed new programs/workshops that would serve the interests of members and other professionals
- Promoted NASPA-AL activities throughout the state

CIVIC LEADERSHIP AND ENGAGEMENT

Big Brother

Big Brothers Big Sisters of Greater Birmingham – Montevallo, Alabama

Aug. 2019 – March 2020

- Visit with two middle school little brothers and help with schoolwork, life skills, or play games once a week

Volunteer

Montevallo Drug Prevention Team Compact – Montevallo, Alabama

Sept. 2018 – May 2019

- Met monthly to discuss strategies on how to keep the community safe and keep drugs away from K-12 students

PRESENTATIONS & KEYNOTES

- **Miller, Jr., T.** (2022, February 9). "Choose your own pathway: Implementing a restorative-oriented student conduct process to increase the engagement, education, and experience of students." [Pre Conference Workshop]. 2022 ASCA National Conference, Arlington, VA.

- **Miller, Jr., T.** (2021, June 9). "It's Greek to me: Title IX 101 for fraternity & sorority professionals." [Webinar]. Association of Fraternity/Sorority Advisors.
- **Miller, Jr., T.** (2019, February 9). "Student conduct & social media: The missed opportunity to engage students." [Conference Presentation]. 2019 ASCA National Conference, Jacksonville, FL
- **Miller, Jr., T.** (2019, January 25). "Choose your own adventure (pathway)." Workshop presented at Region III Alabama Drive-In Conference, Birmingham, AL
- Keller, J. and **Miller, Jr., T.** (2018, September 8). "Elephants and onions." Diversity Workshop presented to Lander University, CAMPUSPEAK, Greenwood, SC.
- Antoine, R., **Miller, Jr., T.**, and Steelman, K. (2018, February 24) "Navigating your first year as a student conduct professional." [Conference Presentation]. 2018 ASCA National Conference, Jacksonville, FL.
- **Miller, Jr., T.** and Ramey, J. (2018, February 22). "Choose your own adventure (pathway)." [Conference Presentation]. 2018 ASCA National Conference, Jacksonville, FL.

AWARDS AND PROFESSIONAL ASSOCIATIONS

- NASPA African American Knowledge Community Stellar 50 Recipient • 2022
- Association for Student Conduct Administration (ASCA) State Coordinator of the Year • 2020
- Falcon Success Champion Award, University of Montevallo • 2019
- Association of Title IX Administrators (ATIXA) • 2018 – Present
- Outstanding Master's Higher & Adult Education Student Award, University of Memphis • 2015
- Association for Student Conduct Administration (ASCA) • 2015 – Present
- Southern Association of College Student Affairs (SACSA) • 2014 – 2019
- Student Affairs Administrators in Higher Education (NASPA) • 2013 – Present
 - NASPA NUFP Fellow Class of 2013

PROFESSIONAL DEVELOPMENT

- Association of Title IX Administrators (ATIXA), 504/ADA Coordinator Higher Ed. Certification • 2023
- Association of Title IX Administrators (ATIXA), Title IX Coordinator Two Certification • 2023
- Association of Title IX Administrators (ATIXA), Title IX Coordinator One Certification • 2023
- Association of Title IX Administrators (ATIXA), Civil Rights Investigator Two Certification • 2023
- Association of Title IX Administrators (ATIXA), Civil Rights Investigator One Certification • 2022
- Association of Title IX Administrators (ATIXA), Title IX & Decision Maker Certification • 2022
- Institutional Compliance Solutions (ICS) Title IX Coordinator Certification • 2020
- UAB Title IX Hearing Panel Certification • 2019
- Association of Collaborative Partnerships Title IX Bootcamp • 2018
- Southern Association of College Student Affairs, New Professionals Institute • 2017
- Association of Title IX Administrators (ATIXA), Title IX Investigator Certification • 2017
- Association for Student Conduct Administration, Gehring Academy (Foundations Track) • 2016
- UNT Texas Higher Education Law Conference • 2016
- Multicultural Competence in Higher Education, Southern Methodist University • 2015

PUBLICATIONS

- Ashley, E. L. and **Miller, Jr., T.** (2022). Choose your pathway: How letting students choose their sanctions revolutionized the student conduct process. *College Student Affairs Journal*. Volume 40(2), pp. 62 – 73.
- **Miller, Jr., T.** (Host). (2020-2023). *So You Want to Talk about Leadership* [Audio Podcast]. Buzzsprout. <https://soyouwanttotalkaboutleadership.buzzsprout.com/>