

Robert Braswell, Ph.D.

StrengthsQuest™: *Consistency, Arranger, Relator, Strategic, Responsibility*

Professional Experience

Associate Dean, Student Rights and Responsibilities Dallas College, Dallas, Texas

December 2024- Present

- Manage the Student Rights and Responsibilities Office, overseeing all student conduct operations and investigatory processes.
- Supervise the Director of Student Rights and Responsibilities and provided indirect leadership to student conduct officers across seven campuses.
- Ensure institutional compliance with key federal laws, including the Clery Act, FERPA, VAWA, and Title IX.
- Collaborate with the Student Rights and Responsibilities team to enhance the student Code of Conduct and improve adjudication protocols.
- Act as a liaison with campus police to streamline incident reporting and no-contact order enforcement across all campuses.
- Lead strategic planning, decision-making, and budget management for the department.
- Provided support and resource referrals to students, faculty, and family members regarding institutional policies and conduct processes.

Virtual Student Experience Program Director Paul Quinn College, Dallas, Texas

January 2024- December 2024

- Develop and execute programming for student leadership, professional, career, and academic development.
- Serve as advisor to the Student Government Association.
- Co-organize and lead large campus events such as Welcome Week, Spring Fest, and Homecoming.
- Provide strategic support and direction for student-led organizations and clubs.
- Develop, maintain, and present risk management training to all registered student organizations.
- Advise and mentor PQC's Greek Life community.
- Investigate Title IX complaints of student misconduct and gender discrimination.
- Assess and evaluate programs and services for institutional effectiveness and requirements for Title III Grants

Deputy Title IX Coordinator Tarrant County College District, Fort Worth, Texas

January 2023- January 2024

- Served as the primary investigator for Title IX complaints for Trinity River and Connect Campus and District Employees
- Supervised the Title IX Case Manager for Trinity River and Connect Campus and District Employees
- Coordinated the initial outreach to potential complainants (students, employees, faculty, and third parties) and ensured they were provided with information about the rights, resources, and processes under Title IX.
- Recommended policy and procedure changes based on current or emerging laws, litigation, and regulations and assisted the District Title IX Office in developing, preparing, and reviewing related policies and procedures.
- Coordinated and managed the formal and informal Title IX Grievance Process, including investigations, hearings, and appeals under Title IX regulations and College District policies.
- Served as a member of Trinity River and Connect campus Care Team
- Coordinated, in partnership with institutional partners, education and outreach activities to increase campus awareness of services and resources available to students, staff, and faculty (i.e., Sexual Assault Awareness Month, Welcome Week Events, Domestic Violence Awareness Month, New Student Orientation)

Director, Student Conduct & Community Standards
Southern Methodist University, Dallas, Texas

June 2021- January 2023

- Supervised two staff members within the Office of Student Conduct and Community Standards.
- Oversaw and facilitated the hearing, adjudication, and determinations of responsibility for alleged violations of the Student Code of Conduct and university policies for individuals and student organizations.
- Advised and consulted faculty and staff members regarding the student conduct process and university policies and procedures.
- Served as a Dean of Students crisis response and CARE team member.
- Coordinated training and education for the University staff and faculty communities, and external units to ensure proper understanding of and connection to resources provided by the Office of the Dean of Students.
- Recommended, developed, and implemented policies, procedures, and practices that fostered and promoted student success; recommended department and operational structures, personnel, and resources to ensure a student-centered environment at all levels.
- Coordinated assessment initiatives and regular reporting regarding student conduct investigation, including Clery reporting, SACS reporting, and database management.
- Oversaw developing and implementing an outreach plan designed to build relationships that help educate the SMU student community about the Code of Conduct, responsible behavior, and other university policies.
- Served as the Bias Education Response Team co-chair in fostering a university investigation and response to bias incident occurrences on campus.
- Developed and facilitated training for Student Conduct Hearing Officers and investigators.

Director, Student Life
Dallas College- El Centro Campus, Dallas, Texas

July 2020- June 2021

- Directed and administered cocurricular events, including planning, promoting, and evaluating programs and services focused on providing a diverse student body with opportunities for personal growth and leadership development.
- Served as advisor to the Student Government Association.
- Developed and implemented procedures and guidelines for student programs and organizations; recommended and interpreted policy while maintaining compliance to achieve the organization's vision, mission, and goals.
- Responsible for implementing all DCCCD policies regarding clubs/organizations, student travel, and health and safety rules.
- Established and developed productive and collegial relationships, collaboration, and communication with campus constituencies and external partners and built effective teams as needed.
- Managed and maintained the operational budget, including activities, program expenditures, expense reports, purchase orders, and disbursement requests.
- Established and fostered relationships and partnerships with Dallas community partners.
- Served on several Dallas College Student Life Diversity and Inclusion committees and served as chair for the Black History Month Committee, Sexual Assault Awareness Month, and Males Achievement Program Summit.

Senior Associate Dean of Students
University of North Texas, Denton, Texas

March 2019- July 2020

- Oversaw student conduct process and Title IX investigations, ensuring due process and fairness for Denton, Frisco, and Discovery Park campuses comprising 40,000 students.

- Oversaw Maxient software as a Level 5, maintaining the accuracy of letters, forms, and links, and provided weekly analytics for Behavioral Intervention, CARE team, student conduct, and Title IX.
- Spearheaded the Behavioral Intervention Team to assess student behavior and provided recommendations to campus partners regarding immediate actions.
- Developed and implemented university and office policies and procedures.
- Supervised Associate Director for Investigations, three Assistant Directors, and Senior Administrative Assistant and indirectly supervised 13 Community Directors and two Graduate Assistants
- Investigated and adjudicated student, faculty, and staff allegations of sexual misconduct, including sexual harassment, sexual assault, stalking, sexual coercion, and sexual exploitation.
- Served as a member of the Dean of Students crisis response team, CARE team, and Rally team.
- Provided advisement and coaching to faculty regarding student concerns, employee matters, and university policies and procedures.
- Developed training for Committee on Student Conduct hearing board members and Title IX Investigators.
- Delivered and ensured appropriate responses and recommendations to campus partners for all student conduct, Sexual misconduct, and employee investigations.
- Reviewed and provided feedback for investigators' written report of the investigation.
- Provided weekly updates regarding all misconduct investigations.
- Co-led university diversity efforts such as Black Student Experience, Men of Color Network, and monthly Faculty, Staff, and Students of Color Network mixers.

Assistant Director for Community Standards

August 2017- March 2019

University of North Texas, Denton, Texas

- Supervised two Full-time Community Directors, one Graduate Assistant and indirectly supervised 28 Resident Assistants.
- Trained and oversaw residence life staff in the enforcement of community living standards, Code of Student Conduct, and other university policies.
- Investigated and adjudicated student, faculty, and staff allegations of sexual misconduct, including sexual harassment, sexual assault, stalking, sexual coercion, and sexual exploitation.
- Delivered and ensured appropriate responses and recommendations to campus partners for all student conduct, sexual misconduct, and employee investigations.
- Provided detailed written reports of the investigation and outcome to all parties involved and university partners.
- Served as a member of the department management team, responsible for executing department-wide initiatives and decision-making.
- Served in the Housing Senior on-call rotation and the Dean of Students CARE Team, responding to referrals to assess and support students in crises.
- Served as a liaison between Housing and Residence Life and the Dean of Students Office, Denton Police Department, and UNT Police Department.

Stevenson Residence Hall Complex Coordinator

July 2016- August 2017

Northern Illinois University, DeKalb, Illinois

- Coordinated and facilitated new employee recruitment, selection, hiring, and training.
- Directly supervised one full-time Hall Director, and three Graduate Hall Directors and indirectly supervised one Graduate Hall Director, 40 Community Advisors, and 55 Desk Assistants

- Developed diversity training curriculum and assessment for employees.
- Facilitated and managed the effective teamwork of the complex team, including hall directors, chief clerk, building service workers, counseling staff, facilities staff, and police liaisons.
- Responded to emergency and crisis situations and participated in campus-wide on-call duty rotation for 3500 residential students.

**Student Life and Career Services Coordinator
Methodist College, Peoria, Illinois**

February 2015- July 2016

- Served on the Student Life Senior Leadership team and Senior Staff for Residence Life, Student Activities, Career Services.
- Communicated and enforced Residential Life housing policies and procedures to residents.
- Developed and promoted student activities.
 - Developed college signature events and established the school mascot.
 - Established a positive, inclusive environment for all students through inclusive programming.
 - Encouraged and developed values that supported the development of students.
 - Encouraged an awareness of and commitment to multiculturalism's educational and cultural benefits.
- Provided career development for students and graduates.
 - Planned, promoted, and implemented a community health sciences career fair for students.
 - Created innovative programming, workshops, and classroom presentations to assist students in their career development and job search process.
 - Developed and maintained relationships with health sciences community employers to aid in student job placement.
- Served as co-chair for the college-wide diversity committee and was a member of the campus-wide emergency management committee, student behavior intervention team, and campus engagement and service-learning committee.

**Residence Hall Coordinator - University Housing Services
Illinois State University, Normal, Illinois**

August 2011- February 2015

- Supervised a full-time Assistant Residence Hall Coordinator, 18 Resident Assistants and indirectly supervised 60 service area student staff members, three mail centers, and a fitness center serving 2200 students.
- Selected, trained, and advised University Housing staff members throughout the year.
- Provided on-call emergency coverage for a campus area of 3500 students.
- Investigated alleged violations of housing and university policies.
- Provided recommendations and decisions regarding investigations to university partners.
- Advised residence hall government and diversity councils.
- Created and served as an advisor for the Black and Latino Male Movement to address academic, social, cultural, and retention issues for Black and Latino men at Illinois State University.
- Served on the inaugural planning committee for the Black and Latino Male Summit, providing Black and Latino men with the necessary tools and support to thrive in society.
- Served as a member of the African American Cultural Dinner planning committee to help expand students' cultural competence and humility.

Multicultural Student Recruiter- Graduate Assistant
Iowa State University, Ames, Iowa

August 2009- May 2011

- Coordinated personalized campus visits for prospective high-ability multicultural students.
- Facilitated designated activities for Multicultural Visit Day for prospective students.
- Designed and implemented a recruitment initiative for National Achievement Scholars.
- Conducted campus visits and off-campus recruitment programs (college fairs, high school presentations).
- Coordinated Admissions staff participation in the Multicultural Vision Program interviews and scholarship selection.

Professional Organizations & Certifications

- QPR Institute Suicide Prevention Training since 2011
- ATIXA Title IX Coordinator Level Two certification
- ATIXA Civil Rights Investigator Level Once certification
- Clery Center's Comprehensive Jeanne Clery Act Training
- Alpha Phi Alpha Fraternity, Incorporated

Education

Illinois State University, Normal, IL

Ph.D., Educational Administration & Foundations-Higher Education Administration

Iowa State University, Ames, IA

M.Ed., Educational Leadership & Policy Studies-Higher Education Student Affairs

North Carolina Agricultural & Technical State University, Greensboro, NC

B.S., Journalism & Mass Communications- Broadcast Production