

Justin Brown M.Div. and M.S.

ASSOCIATE VICE PRESIDENT OF STUDENT WELLNESS

Student Wellness | Student Affairs Leadership | Campus Safety | Title IX and Conduct

Professional Summary

Strategic higher education executive with 15+ years of experience leading student wellness, engagement, compliance, and support functions. Provides executive oversight for counseling, student conduct, Title IX, campus recreation, campus security, Student Activities, and fraternity and sorority life. Serves as Chief Diversity Officer, Deputy Title IX Coordinator, and chair of the Behavioral Intervention Team, aligning cross-campus partnerships, policy, and student-centered operations to strengthen safety, belonging, accountability, and retention.

Core Competencies

Executive Leadership and Strategic Planning | Student Wellness and Success | Behavioral Intervention and Crisis Response | Title IX and Regulatory Compliance | Campus Safety and Community Policing | Student Conduct and Restorative Practices | Counseling and Recreation Oversight | Fraternity and Sorority Life | Diversity and Inclusion | Budget and Team Leadership

Professional Experience

ASSOCIATE VICE PRESIDENT OF STUDENT WELLNESS | Charleston Southern University | Charleston, SC | 9/2024-Present

- Provide executive leadership, personnel management, and budget oversight for Counseling Services, Student Conduct, Title IX, Campus Recreation, Campus Security, and Fraternity and Sorority Life.
- Serve as Chief Diversity Officer, advising university leadership on institutional practices and initiatives that strengthen inclusion, belonging, and equitable access across campus.
- Chair the Behavioral Intervention Team, coordinating multidisciplinary assessment, intervention, and follow-up for students whose behavior may indicate risk or a need for support.
- Lead student conduct through a restorative and developmental approach; revise policies, procedures, and the Student Handbook to improve clarity, consistency, and accountability.
- Strengthen campus safety through cross-campus collaboration, community-policing principles, emergency preparedness, and coordination among student-facing departments.
- Launch first-generation, parent, cultural, service, and campus engagement initiatives that increase connection and support retention among diverse student populations.
- Created the university's first Day of Service and monthly volunteer programs with 20+ nonprofit partners, generating 500+ service hours and expanding student leadership opportunities.
- Developed standard operating procedures for digital conduct records, improving case management and accelerating fine payments by 50%.
- Advise fraternity and sorority life and student organizations, expanding leadership opportunities while securing a fivefold increase in program funding.

DEPUTY TITLE IX COORDINATOR | Charleston Southern University | Charleston, SC | 8/2026-Present •

Support Title IX intake, reporting, supportive measures, education, policy implementation, and coordination of fair and timely resolution processes.

- Serve as a campus resource on sex-based discrimination, harassment, and retaliation, partnering with university leaders to strengthen prevention, response, and regulatory compliance.

ASSOCIATE DIRECTOR OF ALUMNI AND PARENT ENGAGEMENT | Furman University | Greenville, SC | 6/2022-9/2024

- Led alumni and parent engagement initiatives, supervised two assistants, and managed the Furman Advantage Network, Homecoming, Alumni Journeys, and regional programming, contributing to 65% alumni engagement. • Contributed to a bicentennial campaign that raised \$450 million, surpassing its \$425 million goal, and supported a \$40 million basketball arena renovation.
- Established the inaugural Black Alumni Scholarship Fund with \$25,000 in initial funding and created first-generation student and parent initiatives, including a webinar attended by 80 participants.

- Expanded alumni networks by connecting student groups with Black Alumni, Young Alumni, and LGBTQ+ councils, strengthening mentorship, engagement, and institutional belonging.

ASSOCIATE VICE PRESIDENT FOR CAMPUS MINISTRY AND STUDENT ENGAGEMENT | North Greenville University | Tigerville, SC | 6/2020-5/2022

- Directed Campus Ministries and Student Engagement operations, supervising seven staff members and leading the recruitment, hiring, and development of student leaders.
- Served as Student Conduct Officer, facilitating processes that balanced accountability, policy compliance, community standards, and student development.
- Designed campus-wide spiritual programming that increased chapel satisfaction by 20% and led community service-learning projects involving hundreds of students and 30+ nonprofit partners.
- Advised Black Student Fellowship and advanced inclusion initiatives that strengthened minority student engagement and retention.
- Created a graduate assistant engagement initiative that increased the number of graduate assistants fivefold in one year.

TITLE IX DEPUTY COORDINATOR | North Greenville University | Tigerville, SC | 6/2018-6/2020 • Trained employees and students on sexual misconduct, harassment, reporting responsibilities, and related university policies. • Served on adjudication panels and partnered with the Title IX Coordinator on education, reporting, policy enforcement, and federal compliance.

DIRECTOR OF ATHLETICS MINISTRY | North Greenville University | Tigerville, SC | 5/2019-6/2020 •

Directed holistic student-athlete development through leadership, life-skills, mentoring, spiritual development, and career readiness programming.

- Served as Student Conduct Officer, Deputy Title IX Coordinator, and Student-Athlete Advisory Committee advisor while building cross-campus partnerships that supported student success.

ATHLETICS CHAPLAIN AND CAMPUS MINISTRY DIRECTOR | Mercer University | Macon, GA | 1/2011-5/2018 •

Mentored 600+ students and coaches through individual support, leadership development, character formation, and spiritual care.

- Collaborated with campus partners to integrate character and wellness programming into student life and directed inclusive faith-based events that strengthened community and belonging.

ASSISTANT FOOTBALL COACH | Mercer University | Macon, GA | 1/2011-5/2018

- Coached and developed student-athletes while supporting leadership, accountability, academic success, and engagement within the football program.

Academic Experience

ADJUNCT PROFESSOR | Greenville Technical College | Greenville, SC | 5/2021-5/2022 •

Taught a college success course supporting academic transition and retention for diverse learners.

ADJUNCT PROFESSOR | North Greenville University | Tigerville, SC | 8/2018-5/2020 • Taught

Sports Management and First-Year Experience courses supporting student learning and persistence.

Education and Training

Charleston Southern University | Charleston, SC | Expected 2028

Doctor of Education in Leadership

McAfee School of Theology | Atlanta, GA | 2018

Master of Divinity in Church Leadership

Mercer University | Atlanta, GA | 2018

Master of Science in Organizational Leadership, concentration in nonprofit leadership

Furman University | Greenville, SC | 2009

Bachelor of Arts in Religious Studies and Communication Studies