

Carol Millie

Education

- M.A., Counseling & Educational Psychology — University of Nevada, Reno
- B.A., Public Administration; Paralegal Certificate — California State University, Chico

Professional Experience

Oregon State University (OSU), Corvallis, Oregon

Assistant Dean of Students–Director of Student Community Standards, September 2023–Present; additionally, July 2021–May 2022

Director, Student Conduct and Community Standards, April 2017–June 2021

- Provide strategic vision, leadership, and management for Student Community Standards and contribute to the Associate Vice Provost and Dean of Students executive leadership team, advancing divisional priorities and advising unit leaders.
- Serve as a subject matter expert to senior leaders and campus partners on the Code of Student Conduct, student conduct processes, Title IX, and related institutional policy; oversee fair and equitable implementation for more than 30,000 students across OSU locations and Ecampus.
- Lead staff recruitment, supervision, evaluation, performance planning, professional development, and office assessment; oversee use of Maxient and coordination of sensitive case information across multidisciplinary partners.
- Selected for university leadership roles including Chair of the Criminal History Attendance and Participation Committee (CHAPC), Faculty Teaching Guidance Group, Title IX Team, Bias Response Team, Academic Integrity Work Group, Interpersonal and Gender-based Violence advisory work, and OSU Police Advisory Board.
- Led or contributed to major institutional initiatives including revisions to the Code of Student Conduct and sexual misconduct resolution processes, CHAPC charter/process development, service as a member of the University Protest Response Team, and cross-unit administration of the First Year Live-on Experience Exemption process.
- Selected Recognition: Vice President for Student Affairs Student Impact Award, May 2025, recognizing a demonstrated commitment to championing student success and transforming students' lives through teaching, mentoring, and meaningful engagement.

Senior Employee and Labor Relations Officer and Compliance Assistant Director, May 2022–September 2023

- Served as university liaison to the Coalition of Graduate Employees; advised deans, department heads, supervisors, managers, and employees on labor relations, grievances, policy, and graduate employee matters.
- Supervised UHR Compliance staff; led policy development, compliance monitoring, and university training, including design and implementation of required Creating and Sustaining Respectful Work Environments training.
- Served on bargaining teams for Oregon Paid Family and Medical Leave discussions with the Coalition of Graduate Employees and United Academics of Oregon State University; helped advance the emerging UHR Compliance Center.

University of Oregon, Eugene, Oregon

Senior Equal Opportunity Specialist, March 2015–March 2017

- Investigated and adjudicated reported discrimination and sexual harassment involving students and employees; advised community members on equal opportunity and Title IX policies and processes.
- Mentored investigators, coordinated case assignments, developed training and informational materials, and used process/outcome data to recommend policy and practice improvements.
- Collaborated with the AAEO Director/Title IX Coordinator, General Counsel, and Student Conduct to redesign the student investigation and resolution process into a single investigator/decision-maker model and developed implementation templates.

University of Nevada, Reno, Reno, Nevada

Assistant Dean of Student Conduct, April 2012–March 2015

Assistant Director of Student Conduct, April 2011–March 2012

Coordinator, Student Conduct, January 2004–April 2011

Campus Coordinator, Prevention Programs Enforcing Underage Drinking Laws, January 2003–January 2004

- Progressed through increasingly responsible conduct leadership roles, ultimately directing the Student Conduct office with fiscal oversight and supervision of seven professional and three student staff.
- Led investigation, adjudication, and resolution of behavioral, academic, and sexual misconduct; collaborated with the Title IX Coordinator, General Counsel, and senior Student Affairs leaders on policy and process development.
- Oversaw alcohol and other drug prevention, education, intervention, and treatment initiatives; coauthored grants and reports, managed grant compliance and assessment, and served as Student Services liaison to community and municipal partners.
- Led campus-wide prevention and education initiatives including sexual misconduct programming for New Student Orientation, the I STAND violence prevention campaign, and evidence-based alcohol and other drug programs.
- Secured approximately \$1.5 million in federal and state grant funding to advance student conduct, alcohol and other drug prevention, and student support initiatives, including funding for a full-time Victim Services Coordinator.

Graduate Student — Counseling and Educational Psychology, August 1998–May 2003

Truckee Meadows Community College, Reno, Nevada

Part-time Instructor, EPY 101: Education, Career and Personal Development, August 2010–December 2014

- Designed and taught a learner-centered course integrating established learning outcomes and adult learning theory; awarded Excellence in Teaching, April 2013.

Sierra Nevada College, Incline Village, Nevada

Director of Student Housing, May 1996–August 1999

Coordinator of Student Housing, April 1994–May 1996

- Directed housing, food services, summer conferences, transportation, budgets, student conduct, crisis response, staff supervision, orientation, and retention-related programming.

- Led departmental reorganization toward a student-centered persistence and completion mission; partnered on fiscal planning, retention initiatives, and the design/opening of two residence halls.

Career College of Northern Nevada, Reno, Nevada

Education Coordinator, January 1993–June 1994

Admissions Representative, December 1991–January 1993

- Provided administrative and supervisory support, taught student success and job-seeking courses, advised student government, and collaborated on orientation, recruitment, and retention initiatives.
- Helped implement a multifaceted retention initiative that produced the college's highest retention percentages over three terms.

Rutgers University, New Brunswick, New Jersey

Assistant Coordinator of Residence Life, July 1989–May 1990

- Supervised and developed residence life staff; managed conduct and crisis response; served as athletics liaison; and helped open and operate a six-building, 1,200-bed living-learning complex.

California State University, Chico, Chico, California

Hall Director–Shasta Hall, June 1988–May 1989

Coordinator–Kon Kow Hall, June 1986–May 1988

Program Coordinator, Kon Kow Hall, August 1985–May 1986

- Held progressively responsible residence life roles encompassing staff supervision, hall administration, student conduct, crisis response, student government advising, and academic/social programming in traditional and living-learning communities.

Relevant Professional Development

- Association for Student Conduct Administration (ASCA) Annual Conference — ongoing attendance since 2005
- ASCA Student Organization Misconduct Institute — Faculty, November 2025
- Donald D. Gehring Academy 2025: Expressive Activity & The First Amendment — July 2025
- Dialogue Facilitation Lab: Free Expression in Higher Education — Oregon State University, Summer 2025 cohort
- Donald D. Gehring Academy 2021: Equitable and Inclusive Practices — July 2021
- ACPA Program Design School — October 2020
- Title IX Hearing Officer and Decision Maker Training & Certification — June 2019
- Association of Title IX Administrators, Bias & Cultural Competencies — June 2019
- “Writing Learning Outcomes for Student Conduct and Intervention Programs” — Association of Student Judicial Affairs/Reslife.Net, Participant, April 2007
- Selected additional development: OSU Leading Change for Diversity, Equity, and Inclusion (2021); Oregon Annual Title IX Training (2021); OSU Social Justice in Practice (2018); Oregon Attorney General's Sexual Assault Task Force Advanced Campus Investigation and Adjudication Training (2016); NACUA Writing Investigative Reports (2015).

Relevant Professional Activities and Presentations

- ASCA Student Organization Misconduct Institute — Faculty, November 2025
- “Title IX for Student Organizations” — ASCA Webinar, Presenter, July 23, 2024
- ASCA Title IX Working Group — Member, May 2024
- “Navigating Engagement & Behavior in Course Settings” — Mt. Hood Community College, Consultant and Presenter, May 2026
- “Telling the Story of our Work—the Second Novel: Utilizing Learning Assessment Techniques to Assess Sanctions” — Oregon student conduct administrators, Spring 2019
- “Telling the Story (Novel) of Student Conduct: Using Assessment to Describe the Impact the Student Conduct Process Has on Student Success” — Oregon student conduct administrators, Spring 2018
- OSU Training Days: Working with Distressed and Disruptive Students — Co-presenter, Fall 2017, 2018, and 2019
- “Dealing with Disruption in the Classroom” — Faculty training, University of Nevada, Reno, March and September 2014
- New Jersey College Summit on Underage Drinking Prevention — Paid keynote speaker, 2011 and 2014
- National Leadership Conference for Enforcing Underage Drinking Laws — Program presenter, 2010 and 2011; Judicial Plenary panelist, 2010
- Field Advisor — University of Nevada, School of Social Work, 2008–2009