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David B. Spight, Ed.D.

Administrative//Professional Experience

The University of California, Davis Davis, CA June 2016 - present

Director of Undergraduate Affairs, College of Engineering

- Develop, vet, implement, and sustain strategies for optimal delivery of advising services.
- Conceive strategies and innovate based on current academic advising research to develop and deliver a college advising curriculum consistent with college, campus, and UC goals.
- Provide leadership to advising staff assisting undergraduate students from matriculation through graduation.
- Ensure advising services are consistent with the regulations of the college, campus, and UC.
- Adjudicate appeals from students, in collaboration with the Associate Dean.
- Develop and implement assessment strategies for the college's academic advising program.
- Develop and support training and professional development for academic advisors.
- Implement campus-wide academic advising initiatives.
- Manage and provide direction for the Engineering Undergraduate Office (EUO) staff, including recruitment and selection, delegation of work, and performance evaluation.
- Manage the undergraduate scholar awards process, including the selection of the Ghausi medalist and the college's nomination for the University Medalist.
- Oversee the selection, advising, and student support for the Avenue E program for community college transfer students.

The University of Texas at Austin Austin, TX July 2008 – June 2016

Assistant Dean for Advising and Career Counseling, The School of Undergraduate Studies

- Developed and directed the James W. Vick Center for Strategic Advising & Career Counseling (Vick Center) for the School of Undergraduate Studies (UGS).
- Led advising and career counseling initiatives for the School, including development and implementation of *Wayfinder* (web-based major and career exploration tool), incorporation of career exploration into advising, and collaboration with other academic units on advising for the new core curriculum requirements.
- Served as the Student Dean for UGS, coordinating the processes for add/drop, withdrawals, appeals, and petitions for all UGS students.
- Oversaw new student orientation for UGS students.
- Coordinated the First-Year Interest Group program for students enrolled in UGS, working closely with the First-Year Experience Office.
- Coordinated the core curriculum petition processes.
- Served on core curriculum petition committee.
- Hired, trained, managed, and evaluated personnel in the Vick Center.
- Collaborated with the Director of the Sanger Learning Center and the Sr. Program Coordinator of the Discovery Scholars Program to provide holistic support to students from underrepresented populations in the state of Texas.
- Represented the Dean in matters of advising, retention, and student success at the University.

The University of Texas at Austin Austin, TX September 2006-July 2008

Academic Advisor III, College of Natural Sciences - Transitional Advising Center

- Coordinated the Transitional Advising Center (TrAC), including oversight of academic advisors, advising program implementation, data collection, and reports.
- Provided advising for undeclared and transitional students including students seeking admittance into majors within and outside of the College of Natural Sciences (CNS), students on academic probation, and students pursuing health professions.
- Coordinated the Major Exploration initiative for the TrAC, working across constituencies within and outside of CNS, and exploring new models for effective delivery of advising.
- Determined and evaluated objectives and programmatic initiatives for the TrAC.
- Maintained information regarding internal transfer admissions requirements.
- Collaborated with other CNS advising centers to determine the necessary academic requirements for students' successful transition into CNS majors, and the criteria for non-progressing students transitioning from those centers into the TrAC.
- Facilitated the implementation of the Math-Readiness Initiative for CNS.
- Coordinated the development and implementation of workshops.
- Coordinated advising of first-year and transfer students during orientation sessions.
- Assisted with coordination of the First-Year Interest Group (FIG) seminar selection processes and facilitated FIG seminars.

The University of Texas at Austin Austin, TX September 2005–August 2006

Academic Advisor II, College of Natural Sciences - Transitional Advising Center

- Provided academic advising for undeclared and transitional students including students seeking admittance into majors within and outside of the CNS, students in the Dean's Scholars Honors program, students on academic probation, and students pursuing health professions.
- Assisted with coordination of the Dean's Scholars Honors program, including implementation of the new honors degrees and corresponding degree audits, coordination of seminar scheduling, and working with faculty on the Steering Committee regarding their role in the advising process.
- Assisted with the piloting of the Freshman Research Initiative.
- Coordinated scheduling of group advising for orientation sessions.
- Created materials and facilitated workshops for undecided students exploring majors.
- Performed duties of the Academic Advisor III in her absence.

The University of Texas at Austin Austin, TX May 2004 –August 2005

Academic Advisor I, College of Natural Sciences - Transitional Advising Center

- Provided academic advising for undeclared and transitional students including students seeking admittance into majors within and outside of the CNS, students on academic probation, and students pursuing health professions.
- Created new materials to assist advisors working with undeclared students.
- Created materials and facilitated workshops for undecided students exploring majors.
- Compiled internal transfer information session schedule and disseminated to advisors across campus.

Colorado State University Fort Collins, CO April 2001 –May 2004

Academic Advisor, Center for Advising and Student Achievement

- Provided academic advising for various populations including undecided and transitional students, students seeking admittance into selective majors, provisionally admitted students, and students on academic probation.
- Created materials and facilitated workshops for undecided students exploring majors.
- Developed advising handbook for advisors across campus advising undecided students.
- Assisted with editing of required textbook materials for first-year seminars.
- Served on planning committee for first-year seminars.
- Served as liaison to El Centro, Black Student Services, and the Key Academic Community.
- Assisted with non-resident orientation advising and recruitment.
- Served as staff advisor for the Intra-University College Council and Charge for Technology committee, including oversight of \$200,000 technology fee budget.

Colorado State University Fort Collins, CO May 2002 – September 2002

Interim Transfer Orientation Specialist, Center for Advising and Student Achievement

- Organized and facilitated the Next Step Transfer student orientation program.
- Coordinated faculty advising for the program.
- Coordinated campus resource presentations, room set-up, and catering.
- Coordinated duties and responsibilities of student orientation staff.
- Served as Transfer Orientation Specialist while maintaining Academic Advisor position.

Southern Illinois Univ.-Edwardsville Edwardsville, IL June 1999 – March 2001

Hall Director, Prairie Hall

- Managed the first-year experience residence hall housing 507 co-educational students.
- Provided academic counseling for first-year students on academic probation including assessment and evaluation of students using the Learning and Study Skills Inventory (LASSI).
- Recruited, selected, trained, and supervised 11 Resident Assistants, 1 Graduate Assistant Hall Director, and Prairie Hall Support Staff.
- Attended to judicial complaints within Prairie Hall.
- Coordinated programming efforts within Prairie Hall and campus-wide.

University of Minnesota-Twin Cities Minneapolis, MN August 1997 – June 1999

Residence Hall Director, Pioneer Hall

- Managed a residence hall housing 640 co-educational students.
- Provided academic and personal counseling to residents of Pioneer Hall.
- Recruited, hired, trained, and supervised 10 Resident Assistants and 7 Night Managers.
- Attended to judicial complaints within Pioneer Hall and Frontier Hall.
- Coordinated programming efforts within Pioneer Hall.
- Coordinated summer conference programs for four residence halls.

Education

University of Alabama Tuscaloosa, AL

Doctorate of Education in Higher Education Administration, 2018

- Dissertation: *Early declaration of a college major and its relationship to college student persistence*
- Honor Societies: Kappa Delta Epsilon, Phi Kappa Phi

University of Minnesota-Twin Cities Minneapolis, MN

Master of Arts in Educational Policy and Administration, 2006

- Concentration in Higher Education
- Graduate Minor in Educational Psychology
- Plan B Paper: *Decided, college open option, and university open option students: An examination of changes of major, persistence, and academic achievement*

Truman State University Kirksville, MO

Bachelor of Arts in History, 1997

Scholarly Articles

- Spight, D. B. (forthcoming). Undeclared vs. declared: Who is more likely to graduate? *Journal of College Student Retention: Research, Theory & Practice*.
- Spight, D. B. (forthcoming – June 2020). Early declaration of a college major and its relationship to persistence. *NACADA Journal*.
- Troxel, W., DiGregorio, G., Guertin, E., Harris, V., & Spight, D. B. (2019). *Achieving excellence and assessing impact of academic advising: A landscape analysis of existing national surveys*. Reinvention Collaborative 20/20 Report. Retrieved from <https://www.rc-2020.org/harrisdigregorioguertinspighttroxel>
- Spight, D. B. (2005). The pros and cons of solution-focused advising with the undecided student: A reply to Mayhall and Burg. *NACADA Journal* 25(1), p. 14-15.

Other Publications

- Spight, D. B. (forthcoming, Dec. 2019). Moving the retention needle. *Academic Advising Today*.
- Spight, D. B. (2016). From the President: Revisiting the four challenges. *Academic Advising Today*, 39(3).
- Spight, D. B. (2016). From the President: Change perspective. *Academic Advising Today*, 39(2).
- Spight, D. B. (2016). From the President: Adapting great ideas. *Academic Advising Today*, 39(1).
- Cited in EAB (2016). *Promoting timely degree completion: Reconciling student choice and the four-year graduation imperative*.
- Spight, D. B. (2015). From the President: Four challenges. *Academic Advising Today*, 38(4).
- Cited in Gordon, V. N. & Steele, G. E. (2015). *The undecided student: An academic and career advising challenge. (4th Ed.)*. Springfield, IL: Thomas.

- Cited in Edmondson, M. (2015). *Major in happiness: Debunking the college major fallacies*. New York, NY: Business Expert Press.
- Spight, D. B. (2013). Simply declaring a major early equals timely graduation, right? *Academic Advising Today* 36(1).
- Spight, D. B. (2008). Undecided/exploratory students and persistence. *Academic Advising Today* 31(4).
- Spight, D. B. (2007). The impact of policies and environments on undecided students. *Academic Advising Today* 30(4).
- Cited in Gordon, V. N. (2007). *The undecided student: An academic and career advising challenge*. (3rd Ed.). Springfield, IL: Thomas.
- Spight, D. B. (2006). The game of MACAO: How riding the bus led to rolling the dice in Vegas. *Academic Advising Today* 29(3).

Presentations/Talks

Invited Presentations/Talks

- *Keynote and Workshop Facilitator*, Northeastern Illinois University Advising Symposium, 2019.
- *Keynote*, Boston University 6th Annual Advising Symposium, 2019
- *Keynote*, National Conference on Advising Highly Talented Undergraduates: Research and Engagement, 2018
- *Holistic Advising of First-Generation Students*, University of California First-Generation Conference, 2018
- *Keynote*, Red Rocks Community College Vice President of Student Success Leadership Retreat, 2018
- *Keynote*, Red Rocks Community College Academic Advising Retreat, 2018
- *Linking disciplinary mentoring and advising to promote degree completion – Envisioning complementary roles*, Reinvention Center National Conference, 2016
- *Keynote*, University of Cincinnati Academic Advising Conference, 2016
- *Keynote*, University of California, Davis, Academic Advising Conference, 2016
- *Keynote Panelist*, University of North Texas Advising Conference, 2016
- *Keynote*, Texas A&M University Annual Symposium on Academic Advising, 2016
- *Keynote*, 18th Annual UT Arlington Advising Association Conference, 2015
- *Adversity to Exploration and the Difficulty of Early Foreclosure*, National Symposium on the Future of Advising Highly Talented Undergraduates: Trends, Challenges, and Innovations, 2012 – invited discussion leader
- *Strategic Advising and the Elements of a Successful Freshman Year*, Tulane University, Academic Advisor Professional Development Series, 2012 – invited speaker
- *Keynote*, Texas A&M University Annual Symposium on Academic Advising, 2012
- *Advising Undecided/Undeclared Students for Success*, NACADA Webinar, 2009

Other Presentations/Talks

- *Past President's Forum: In Their Corner: Retaining and Supporting our Advisors*, NACADA Annual Conference, 2019
- *The Mentoring Derby: Engaging advisors to be their greatest!* NACADA Annual Conference, 2019

- *Early Declaration of a College Major and Its Relationship to Student Persistence*, University of California Annual Academic Advising Conference, 2019
- *Achieving Excellence and Assessing Impact of Academic Advising: A Landscape Analysis of Existing National Surveys*, 2018 Reinvention Collaborative Conference
- *Early Declaration of a College Major and Its Relationship to Student Persistence*, NACADA Annual Conference, 2018
- *Past President forum: Leadership sustainability, diversity and inclusivity, and research*, NACADA Annual Conference, 2017
- *Reconciling EXPLORE with finish in four*, NACADA Annual Conference, 2017
- *Student Learning Outcomes in Academic Advising*, NACADA International, 2017
- *Advisor's forum: Using research to empower advising*, NACADA Annual Conference, 2016
- *Student Learning Outcomes in Academic Advising*, NACADA International, 2016
- *Advising Needs of First Generation Students: NACADA Leaders Share Their Stories*, NACADA Webinar, 2015.
- *Integrating Academic and Career Advising*, NACADA Webinar, 2014 – served as moderator
- *Integrating Academic and Career Advising for Undecided/Exploratory Students*, NACADA Annual Conference, 2013; and Annual Conference on the First-Year Experience, 2014
- *Round Table Discussion of Exemplary Undeclared/Exploratory Programs*, NACADA Annual Conference, 2011 – served as a panelist
- *Help: I'm a Junior Trapped Inside a Freshman*, NACADA Annual Conference, 2010
- *Undecided/Exploratory Student Advising Pre-Conference Workshop*, NACADA Annual Conference, 2009
- *Undecided versus Decided: An examination of recent research*, NACADA Annual Conference, 2008
- *Getting involved in NACADA*, NACADA Region 7 Conference, 2007
- *Hot Topic: Undecided/Exploratory Students*, NACADA Annual Conference, 2007; NACADA Annual Conference, 2008
- *Let's Play MACAO*, NACADA Annual Conference, 2006
- *They can't win if you don't play: Why undecided students need advisors who gamble*, NACADA Annual Conference, 2005; and ACA Professional Development Day, 2005
- *ABC's of Choosing a Major*, Colorado-Wyoming Academic Advising Conference, 2003

Teaching Experiences

- Foundations of Career Advising: Principles and Practices, Staff Development and Professional Services Certificate in Academic Advising, 2017-present
- EDP 381 – Academic and Student Affairs in Higher Education – Graduate Course, Guest Lecturer, 2015
- UGS 001/NSC001/UGS018 - First-Year Interest Group (FIG) Seminar, UT, 2004-2013
- EDP 296/496 - Introduction to Residence Life, CSU, Spring 2003, Spring 2004
- IU 281 - Leadership in the Higher Educational Environment, CSU, Fall 2003
- IUCC 180 - First-Year Seminar – Open Option, CSU, Fall 2002
- IUCC 192 - The Individual, University, and Society, CSU, Fall 2001, Spring 2002

Professional Memberships/Involvement

NACADA: The Global Community for Academic Advising

- Member, 2001-present
- Member, Finance Committee, 2018-2020
- Emerging Leaders Program, Mentor, 2017-2019
- President, Board of Directors, 2015-2016
- Vice President, Board of Directors, 2014-2015
- Member, Board of Directors, 2013-2016
- Member, Commission on Undecided/Exploratory Students (CUES), 2001-present
- Reviewer, *Academic Advising and the First College Year*, 2016
- Reviewer, *Academic Advising: A Comprehensive Handbook, 3rd ed.*, 2012-2013
- Member, Commission & Interest Group Division (CIGD) Steering Committee, 2008-2009, 2011-2013
- Member, CIGD Restructuring Implementation Task Force, 2010-2011
- CIGD Division Representative-Elected, NACADA Council, 2009-2011
- Chair, CIGD Restructuring Planning Task Force, 2009-2010
- Chair, CUES, 2006-2008
- Reviewer, *The Handbook of Career Advising*, 2007-2008
- Reviewer, *Advising Special Populations*, NACADA Monograph, 2006-2007
- Member, Professional Development Committee (PDC), 2005-2007

Reinvention Collaborative,

- NACADA Representative, 2017-present
- Co-Chair, Reinvention Collaborative Advising Colloquium, 2019
- Member, 2016-present
- Co-Chair, Specialized Network on Advising and Academic Guidance, 2017-2019

Association of Deans & Directors of University Colleges & Undergraduate Studies

- Member, 2010-2016

University of Texas at Austin – Academic Counselors Association (ACA)

- Member, 2004-2016
- Advisory Council Member, Past-President, 2008-2009
- President, 2007-2008
- President-Elect/Advisory Council Chair, 2006-2007

Awards

- Service to ACA Award, 2010
- UMR-ACUHO Case Study Competition Winner, 1998
- The Jack Reiske Student Developer Award, 1996
- Truman State University Multicultural Affairs Award for Academic Achievement
- President's Honorary Minority Full-Tuition Scholarship

Advising Materials/Resources

- Choosing a Major Student Workbook
- MACAO (Maximizing ACademic Advising Outcomes) Training Activity
- The Undecided Student: Major and Career Exploration Advising, Handbook for Advisors

Additional Experiences/Service

- Closing the Preparation Gap Implementation Team, UC Davis, 2019-present
- External Evaluator for Tenure Review, *Matthew Eng*, University of Hawaii-Manoa, 2016
- External Reviewer/Consultant, University of Notre Dame First-Year Studies, 2013
- Member, Career Services Directors Committee, UT, 2013-2016
- Chair, Assistant Deans Council, UT, 2012-2013
- Member, Assistant Deans Council, UT, 2010-2016
- Member, Student Deans Committee, UT 2008-2016
- Member, New Student Orientation Advisory Committee, UT, 2012-2013
- Chair, Enrollment Management 360 Learning Communities Committee, UT, 2012-2013
- Member, Enrollment Management Policy Implementation Group, UT, 2012-2013
- Member, Provost Advising Technology Committee, UT, 2012-2013
- Member, Provost Council on Academic Advising, UT, 2007-2013
- Co-coordinator, pilot of MAP Works retention software, UT, 2011-2012
- Member, Degree Audit Policy Group, UT, 2010-2012
- External Evaluator for Tenure Review, *Kay Hamada*, University of Hawaii-Manoa, 2012
- Chair, Provost's Assessment of Advising Committee, UT, 2009-2010
- Member, Course Relations Committee, UT, 2009-2010
- Member, Provost Council Sub-committee on Academic Advisor Titles, UT, 2007-2008
- Consultant, Faculty Council – Educational Policy Committee, UT, 2007-2008
- Member of Multi-Ethnic Faculty & Staff Caucus, CSU, 2003-2004
- Revised Resident Assistant Fall Training Program, SIUE, 2000-2001
- Revised Resident Assistant Manual, SIUE, 1999-2001
- Freshman Success Initiative Committee, Truman State University, 1996

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David B. Spight, Ed.D.

October 4, 2019

To Whom It May Concern:

I am writing to express my interest in the Assistant Dean of Undergraduate Studies and Director of University College (ADUS/DUC) position, at the University of North Carolina Wilmington (UNCW).

Currently, I serve as the Director of Undergraduate Affairs for the College of Engineering at UC Davis. In my role, I am responsible for the leadership, strategic planning, and assessment of undergraduate academic advising and student programs. This includes the hiring, training, and evaluation of eight full-time academic advisors and administrative support staff. The advisors in the Engineering Undergraduate Office (EUO) have consistently been recognized with campus, regional, and global academic advising awards for their work with students.

Previously, I served as the inaugural Assistant Dean for Academic Advising and Career Counseling in the School of Undergraduate Studies (UGS) at the University of Texas at Austin (UT). I was hired to develop a new advising and career center. The center's target population included students who were undecided about their major or in transition at the University. In this role, I was responsible for determining and evaluating staffing needs; programs, services, and initiatives to provide; and policies and procedures that affected students enrolled in UGS. I managed the operating budget, which was derived from a \$2.5 million endowment as well as state funds. Additionally, I was responsible for the assessment of advising, which included the development and measurement of student learning outcomes and other metrics associated with advising within UGS and led to my appointment as chair of the campus wide assessment of advising committee to extend those efforts across the institution. I led the development and implementation of Wayfinder, a website designed to assist students with major and career exploration, which was awarded a NACADA: The Global Community for Academic Advising (NACADA) Certificate of Merit for Outstanding Technology Innovation. I also served as the co-coordinator of a pilot of the use of MAP Works, a retention software product by EBI, Inc. The center developed into a well-recognized office on the UT campus and around the country, as evidenced by national award-winning advisors, praise for Wayfinder, and most importantly by the referrals of students by their peers. The Vick Center also received a NACADA Outstanding Advising Program Award.

Over the past two decades, I have gained administrative experience from a variety of positions at several institutions. My previous experiences include management of the Transitional Advising Center (TrAC) in the College of Natural Sciences at UT, coordination of orientation for first-year and transfer students enrolling in the College of Natural Sciences, interim oversight of the Transfer Student Orientation program at Colorado State University, and management of a residence hall on three different campuses. Each of these positions has provided me with opportunities to develop a strong

skill set in supervision (both indirect and direct), assessment, fiscal management, program planning, student organization advising, student discipline appeals, and work group collaboration. I have enjoyed the opportunity to work in both academic affairs and student affairs and have collaborated on a variety of programs across divisional and college lines. In addition to my administrative experience, I have served as an academic advisor for the past 18 years and continue to do so in my current role as Director.

My commitment to advising is reflected in my involvement, both on and off-campus, in professional development organizations and committees that impact undergraduate students. At UT, I served as the President of the Academic Counselors Association (ACA), an organization that connects academic advisors across the campus. During my tenure, I assisted the Provost's Office in reestablishing the Provost Council on Academic Advising (PCAA), bringing together advising representatives from each of the undergraduate colleges and schools. While serving on the PCAA, I worked with campus human resources to revise the University's academic advising career ladder, chaired the Assistant Deans Council, and served as a member of the Student Deans Committee. I also chaired the subcommittee on the campus-wide assessment of academic advising which developed institutional learning outcomes for academic advising.

Off-campus, I have been, and continue to be very involved in NACADA. In recent years, I had the pleasure of serving as the association's President. I have also served as the Vice President, on the Executive Board, and as the Commission and Interest Group (CIG) Division representative on the Council. My involvement in NACADA has also included time serving as the chair of the Commission on Undecided/Exploratory Students, co-presenting webinars, presenting pre-conference and conference sessions at regional and national conferences, and writing articles in the Academic Advising Today electronic publication. I am currently serving as the liaison between NACADA and the Reinvention Collaborative – a consortium of research universities across the country focused on improving the undergraduate experience. My work with advising students also led me to create training materials for advisors and a workbook to assist students with exploring majors and careers. Currently, my work is utilized nationally at schools such as Colorado State University, Kent State University, and Kansas State University. The advisor training materials I have created were recognized as exemplary by the field's foremost scholar, Virginia Gordon, in her book, *The undecided student: An academic and career advising challenge*.

I look forward to an opportunity to interview for this position and ask that you feel free to contact me with any questions. Thank you in advance for your time and consideration.

Sincerely,

David B. Spight, Ed.D.