

John M. Howe

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EDUCATION

Ph.D.	Higher Education · International & Comparative Education (minor) Indiana University · Bloomington, Indiana
M.Ed.	Student Affairs Administration in Higher Education Texas A&M University · College Station, Texas
B.B.A.	Business Administration / Management Angelo State University · San Angelo, Texas

EMPLOYMENT EXPERIENCE

Associate Dean of Students (usd.edu/student-life)
University of South Dakota January 2015 – present

The University of South Dakota (USD) is the state's liberal arts & flagship institution. USD's fall 2020 enrollment of 9,459 included 7,103 undergraduate students. The Division of Student Services includes University Housing, Auxiliary Services (Aramark and Student Health), Student Rights & Responsibilities, Student Grant Funded Programs, Center for Diversity & Community, Native Student Services, Student Counseling Center, Wellness Center, Muenster University Center, Student Programming, Disability Services, and Sorority & Fraternity Life.

Responsibilities include:

- Reporting directly to the Vice President for Student Services/Dean of Students and providing leadership and direct supervision of University Housing, Office of Student Rights & Responsibilities, Student Veterans Resource Center, Coyote Card Office, and grant funded programs (South Dakota JumpStart and South Dakota Gear Up).
- Providing oversight for USD's auxiliary services offered through third-party vendors for dining (Aramark), Student Health (Sanford Hospital Vermillion), and until a recent organizational restructure and change in vendor, the University Bookstore (Barnes & Noble College).
- Providing crisis response through chairing USD's Student Behavioral Intervention Team and service on the Threat Assessment Response Team, the Emergency Operations Procedure group, and administrative on-call responsibilities.
- Serving as a Title IX deputy coordinator and investigator.
- Development and implementation of long-range planning for renovation of USD's nine residence centers with an estimated replacement value of \$100,000,000. Work with the Repair & Replacement Reserve Fund Committee to plan large-scale housing renovation and maintenance projects exceeding \$2,200,000 annually.
- Budgetary development and administration for student services departments. With a 96% occupancy rate, University Housing generated over \$10,200,000 (net revenue of \$5,040,000) in the 2018 fiscal year.
- Formulating and administering institutional policies and implementing best practices.
 - Examples include implementation of gender inclusive housing, revisions to the housing exemption process, establishing guidelines for emotional support animals in residence halls, and crafting procedures for student absences for religious observations.
- Program evaluation and assessment for the Division of Student Services, including creating a graduate student employment assessment tool and departmental Council for the Advancement of Standards (CAS) reviews.
- Representing the Division of Student Services in parent presentations at USD's summer orientation programs.
- Leading the workgroups that prepare USD's Annual Fire Safety & Security (Clery) and Drug-Free Schools and Communities Act (DFSCA) reports.

- Membership within numerous institutional committees, including the Higher Learning Commission workgroup (focusing on criterion 1 & 2 of USD's 2020 accreditation assurance argument), University Assessment Committee, Graduate Council, Veterans and Dependents Committee, Provost's Committee on Student Success, BlackBoard/Transact Workgroup, Student Banner Transition Committee, Student Services – Facilities Management Team, and the Assessment Committee for I-Care (USD's Department of Justice / Office of Violence Against Women grant).
- Leading monthly Division of Student Services professional development / staff meetings.
- Advisorship for the Student Government Association.
- Serving as a graduate faculty member for the Adult & Higher Education (AHED) Department in USD's School of Education.

Assistant Dean for Student Services & Operations
Navarro College - Waxahachie Campus

(navarrocollege.edu)
 Sept. 2011 – Dec. 2014

Navarro College is a fast-growing, public, two-year institution serving five counties in north Texas. The Waxahachie & Midlothian campuses of Navarro College are located 30 miles south of Dallas. Waxahachie is home to the largest campus of the Navarro Community College District with over 3,400 students.

Responsibilities included:

- Reporting to the President of Ellis County Campuses and serving on the Executive Leadership Team.
- Supervising a staff of 25 full-time and 15 part-time employees in Admissions & Records, Academic Advising, Business Services, Computer Center, Financial Aid, Campus Police, Food Services, Testing Center, Learning Resource Center, Student Activities, Physical Plant, and the College Bookstore.
- Development and oversight for unit budgets in student services and operational areas.
- Authoring student affairs section responses for Navarro College's accrediting body (Southern Association of Colleges and Schools Commission on Colleges – SACSCOC).
- Serving on Navarro College's Strategic Planning and Program Review Committees.
- Planning facility improvements to enhance the quality and delivery of instructional programs and student services, including the design & construction of a new 24,000 square-foot academic building.
- Serving as principal college official for discipline and academic suspension appeals for Ellis County Campuses.
- Revising, creating, and implementing procedures for student services, campus safety, and facility usage.
- Organizing Commencement and Faculty Convocation for Navarro College Ellis County Campuses.
- Working with community and college members to organize and host the Brilliance Gala, a fundraising event for scholarships for students attending Navarro College Ellis County Campuses.
- Serving on numerous instructional, operational, and student services committees to create and facilitate policy recommendations for the President of Ellis County Campuses & the District President.

Assistant Director – Flagship Chinese Center
Indiana University

(chinese.indiana.edu)
 July 2009 – Aug. 2011

The Language Flagship is a federally sponsored grant program of the National Security Education Program to promote the study of critical languages. The Indiana University Chinese Flagship Center is home to an undergraduate and graduate Chinese Flagship Program as well as the national domestic summer study center, the Flagship Chinese Institute.

Responsibilities included:

- Budgetary administration, grant management, and grant reporting for the Flagship Center and Flagship Chinese Institute programs funded by the National Security Education Program/Department of Defense.
- Creation and enactment of policies and procedures for Flagship programs, students, and staff.
- Program planning, development, and administration for day-to-day activities of the center.

- Administration and analysis of external assessments to demonstrate program effectiveness and student language gains.
- Recruitment and advisement of Flagship program students from diverse academic disciplines.
- Development and oversight of the creation of departmental publications, recruitment materials, & promotional videos.

**Student Affairs Coordinator
American University of Afghanistan**

(auaf.edu.af)
Summers 2007 & 2008

The American University of Afghanistan (AUAf) is a private, USAID-supported institution of higher education located in the capital city of Kabul. AUAf opened in 2005 attracting a traditionally aged cohort of day scholars as well as a cadre of non-traditional students/professionals largely enrolling in evening courses.

Responsibilities included:

- Serving as the American University of Afghanistan's first student affairs officer.
- Conducting focus groups and interviews with students and staff to inform institutional policies.
- Working with students, faculty, and administrators to implement organizational structures for student government, including crafting the Student Body Constitution, Election Codes, and overseeing the first student government election in Afghanistan in over thirty-five years.
- Reviewing and amending the Student Code of Conduct to ensure cultural context and relevancy for Afghan learners.
- Creating student affairs policies for housing, recognition processes for student organizations, and guidelines for faculty advisors.
- Supervision of burgeoning housing operations, including property modifications to expand boarding opportunities for provincial students.
- Teaching and generating culturally relevant curriculum for University 101, a required university success course for first semester students.

**Graduate Supervisor – Residential Programs & Services
Indiana University**

(rps.indiana.edu)
Aug. 2006 – July 2009

Read Center is one of Indiana University's 11 residence halls operated by Residential Programs and Services. Graduate Supervisors serve with professional staff members on the center's leadership team to safeguard successful academic and residential experiences for Read Center's 1,000 undergraduate residents.

Responsibilities included:

- Providing emergency response and crisis intervention for residents of Read Center.
- Direct supervision of seven resident assistants of Read Center's Academic, Thematic, and Living-Learning Communities.
- Budgetary oversight of learning community activity fees.
- Advising Read Center's diversity education work group for multicultural initiatives and programs.
- Co-facilitation of fall and spring semester resident assistant training.
- Serving as a conduct/hearing officer on behalf of the Office of the Dean of Students.
- Selection, training, and advising of Read Center's Student Judicial Board.

**Project Manager: Student Life
Kodaikanal International School (Tamil Nadu, India)**

(kis.in)
Jan. 2006 – May 2006

Kodaikanal International School (KIS) is recognized as one of India's most prestigious private schools. KIS was established in 1901 as an autonomous, Christian, multicultural, residential school with a co-educational program

for pre-school to grade 12 students that hail from over 30 nations. In the past 50 years, the student population of KIS has changed from predominantly international/expatriates to majority Indian nationals.

Responsibilities included:

- Assessing, evaluating, and revising the disciplinary, housing, and student life policies and procedures to reflect the school's changing student demographics while honoring the institution's history and ethos.
- Serving as advisor to StudCo, Kodaikanal International School's student council.
- Assisting the Dean of Students with housing administration, including weekly meetings with house-parents, ensuring facility maintenance, and establishing plans for construction of future student boarding houses.

Instructor & Academic Advisor
Zayed University (Dubai, United Arab Emirates)

(zu.ac.ae/main/en/)
Aug. 2002 – Jan. 2006

Zayed University was founded in 1998 by the federal government of the United Arab Emirates in order to provide higher education opportunities for Emirati females. Faculty in University Seminar and Advising serve as instructors and academic advisors to pre-major students, many of whom are first-generation college students studying in a second-language (English) environment.

Responsibilities included:

- Instructing and advising students in their first three semesters of baccalaureate studies and advisement of pre-baccalaureate students in the English Readiness Program.
- Serving as course coordinator for Colloquy 105 (World of Work) for the Dubai and Abu Dhabi campuses, overseeing curriculum development and course assessments.
- Heading the Dubai campus Colloquy 120 committee charged with the development of curriculum, unit readings, and assessments for this three-credit hour general education course.
- Co-authoring and implementing a departmental advising effectiveness assessment plan.
- Serving on various university-wide committees, including the General Education Council, the Oversight Committee for the Center for Teaching and Learning, and the University Social Committee.

SELECTED TEACHING

- AHED 763 – University of South Dakota's Adult & Higher Education program's introduction to higher education & student affairs course (Spring 2016, 2018 & 2020)
- Facilitator, EDUC-C 547 – Indiana University's Higher Education Student Affairs practicum course with Dr. Danielle DeSawal (Spring 2008)
- Facilitator, EDUC-U549 – Indiana University's Higher Education Student Affairs environmental assessment course with Dr. Tomas Nelson Laird (Fall 2008 & 2009)

SELECTED SERVICE

- NASPA SERVE (Supporting, Expanding, and Recruiting Volunteer Experience) Academy invited member (2019 – present)
- NASPA IV-W Board Public Policy Representative (March 2020 – present)
- South Dakota Shakespeare Festival – Board Member (2018 – present)
- South Dakota Special Olympics Summer Games Planning Committee (2018 – present)
- NASPA 100th Anniversary Committee (2017 – 2019)
- NASPA IV-W Board / International Education Knowledge Community Representative (2015 – 2018)
- Daniel's Den – (Ellis County's homeless & transitional living center; Treasurer & Board (2013 – 2014)
- Editorial Team Member – *Journal of College Student Development* (Research in Brief and About Campus) with Dr. Vasti Torres (2008 – 2011)

SELECTED AWARDS & FELLOWSHIPS

- University of South Dakota Union of African American Students (USD-UAAS) Unity Award (2020)
- Finalist, ASHE (Association for the Study of Higher Education) Bobby Wright Dissertation of the Year Award (2011)
- Recipient, Virginia G. Piper Charitable Trust Fellowship (\$3,400), Indiana University (2009)
- Recipient, Raleigh Holmstedt Dissertation Award (\$4000), Indiana University (2009)

SELECTED PUBLICATIONS

- Howe, J. M. (2021). *Negotiating Public Policy*. NASPA. <https://naspa.org/blog/negotiating-public-policy>
- Howe, J. M. (2017). Enhancing student learning through global engagement. In J. Fried & R. Harper (Eds.) *Teaching strategies for student affairs professionals* (pp. 109-125). Routledge.
- Grieve, K. & Howe, J. M. (2018, February). *The Prosper Act and TRiO Students*. <https://www.naspa.org/blog/the-prosper-act-and-trio-students>
- Grieve, K. & Howe, J. M. (2017, March). *The Importance of Joining the Conversation*. <https://www.naspa.org/blog/the-importance-of-joining-the-conversation>
- Grieve, K. & Howe, J. M. (2016, March). *The Dance of Diversity*. NASPA. <https://www.naspa.org/blog/the-dance-of-diversity>
- Howe, J. M. (2009). Lessons from abroad. In S. M. Marshall (Ed.), *More stories of inspiration* (pp. 76-79). NASPA.
- Howe, J. M. (2008). A Journey of a thousand miles. In N. V. Chism (Series Ed.), *New directions for higher education: Faculty at the margins*, 143, (pp. 73-79). Wiley Higher Education.

SELECTED PRESENTATIONS

- Howe, J. M. (2021, March) *Engagement Roundtable: Leadership Challenges & Opportunities through COVID-19*, NASPA Virtual Conference.
- Grieve, K., Hornak, A., Howe, J., Farrell-Cole, P. (2019, Nov.) *The Lived Leadership Experience of Women Student Affairs Administrators*. Association for the Study of Higher Education meeting, Portland, OR.
- Howe, J. M., & Grieve, K. (2018, March). *The Lived Leadership Experience of Women Student Affairs Administrators*. NASPA Annual Conference, Philadelphia, PA.
- Howe, J. M. & Mahon, P. (2016, February) *Lessons Learned*. South Dakota Higher Education Association Conference, Spearfish, SD.
- Flagstad, L., Mahon, P., Isaacson, M., Howe, J., Jennings, S. (2015, February) *Senior Student Affairs Roundtable*. South Dakota College Personnel Conference, Mitchell, SD.
- Shaw, M. D, Ribera, T., Haywood, A., & Howe, J. M. (2012, March) *Getting In! (Gaining Research Access to Educational Institutions & Populations)*. American College Personnel Association Annual Meeting, Louisville, KY.
- Whitehead, D. M., LeBeau, G. L., & Howe, J. M. (2010, November) *Programming to Meet the Needs of International Faculty*. NASFA Region VI Regional Conference, Indianapolis, IN.
- Howe, J. M. (2009, November) *Journey Stories Toward Education*, Association for the Study of Higher Education meeting, Vancouver, BC.
- LeBeau, G. L., & Howe, J. M. (2009, November) *Strangers in the Academy: Scholarly Practice in International Faculty Development*, NASFA Region VI Regional Conference, Cincinnati, OH.
- Howe, J. M. (2008, May) *Afghanistan Reflections*, Fifth International Congress of Qualitative Inquiry, Champaign, IL.
- Howe, J. M. (2008, November) *Searching for Astin in Afghanistan*, Association for the Study of Higher Education meeting, Jacksonville, FL.