

# LATOYA SMITH, PH.D.

20617 Lukes Cv | Pflugerville, Texas 78660 | 512-773-9191 | latoya.smith@athletics.utexas.edu

## Education

- |   |  |                    |
|---|--|--------------------|
| <b>Ph.D.</b>  | <b>Higher Education Administration</b> | <b>August 2006</b> |
| The University of Texas at Austin, Austin, TX   |  |                    |
| Dissertation: "Racial and Sexual Identity of African American Gay, Lesbian and Bisexual Students at a Religiously Affiliated Historically Black University" |  |                    |
| <b>M.S.</b>   | <b>Marriage and Family Therapy</b>     | <b>August 2001</b> |
| Texas Tech University, Lubbock, TX  |  |                    |
| <b>B.A.</b>   | <b>Psychology (with Honors)</b>        | <b>May 1999</b>    |
| The University of Texas at Austin, Austin, TX   |  |                    |

## Professional Experience

---

- |  |                                |
|--|--------------------------------|
| <b>Vice President</b>  | <b>December 2020-Present</b>   |
| <i>Division of Diversity and Community Engagement</i>          |                                |
| <i>The University of Texas at Austin, Austin, TX</i>           |                                |
| <b>Senior Associate Athletics Director of Student Services</b> | <b>July 2017-December 2020</b> |
| <i>Intercollegiate Athletics</i>                               |                                |
| <i>The University of Texas at Austin, Austin, TX</i>           |                                |
- Provide administrative and budgetary oversight of the Student Services program including academic support, eligibility and enrollment management, learning services and student-athlete development, which includes a staff of 25 fulltime professionals, 125 part-time staff, with an overall operating budget of \$800,000
  - Member of the senior leadership team responsible for strategic direction and decision-making
  - Oversee athletic eligibility and degree completion metrics and reporting, including APR, GSR and degree program certification
  - Represent Athletics on campus, conference and NCAA committees; serve as Athletics academic liaison to faculty, staff, administrators and University constituents in Admissions, Registrar, Financial Aid, Student Affairs, Faculty Athletics Representative, athletics council members and faculty committees on athletic academic services
  - Collaborate with coaching staff and campus personnel to conduct effective prospective student-athlete recruiting visits, orientation events, career fairs, graduation ceremonies and student development events
  - Serve as the Athletics Title IX Deputy and ensure incidents are promptly reported to the Title IX Coordinator. Oversee implementation of institutional directives and student-athlete programming that aligns with NCAA sexual assault prevention best practices

- Representative on the Athletics Diversity and Inclusion Committee and serve as Athletics liaison to University Diversity and Inclusion Action Plan (UDIAP)

- **Selected Achievements**

- Development and implementation of the 4EVER TEXAS student-athlete development program, a comprehensive program focused on personal development, leadership skills, community engagement and career development
- Aligned Football and Olympic Sports units into one academic support program focused on student-athlete self-advocacy, learning outcomes, and educational autonomy
- Provided leadership in the creation of the Leverage Program, an initiative focused on Name, Image and Likeness education for student-athletes
- Pioneered Agents of Change program which promotes study abroad opportunities and global community engagement for student-athletes

**Associate Vice President and Title IX Coordinator**

**Sept 2015-July 2017**

*University Compliance Services*

*The University of Texas at Austin, Austin, TX*

- Provided oversight and coordination of University Title IX program including Title IX Office, investigations and disciplinary process, support, training, compliance, policy development, prevention and assessment
- Provided administrative and budgetary oversight to a comprehensive Title IX Office, which includes a staff of 2 fulltime professionals, 1 part-time, 1 graduate assistant, and 5 Title IX Deputies, with an overall budget of \$320,000
- Formulated innovative partnerships with athletics, student affairs, academic affairs, and human resources to improve educational awareness of students, faculty and staff around Title IX reporting and bystander intervention
- Collaborated with the Institute of Domestic Violence and Sexual Assault to implement campus climate survey, and develop assessment metrics to evaluate the effectiveness of training and prevention programming
- Collaborated with University Athletics to implement training and programming that align with NCAA sexual assault prevention best practices
- **Institutional Involvement**
  - Chaired the Title IX Taskforce which provides guidance on institutional strategic efforts aimed at education and prevention of sexual violence and gender-based discrimination
  - Served on Executive Compliance Committee to update the President and executive leadership on high-risk Title IX issues and regulatory mandates pursuant to Title IX
  - Presidential appointment to chair the UT Cares Committee that provides support to University community in times of trauma and loss, and hosts the annual UT Remembers Ceremony that honors students, faculty, staff and alumni that have passed during the year
- **Selected Achievements**
  - In collaboration with Texas A&M, Baylor and UT Southwestern hosted Spring 2017 conference to enhance knowledge and share best practices that cultivate inclusive and equitable environments in higher education and university athletics programs

- Selected as one of 35 schools to serve as *Its On Us* Campus Innovation Partner to implement interpersonal violence prevention and bystander intervention programs within Athletics and University community
- Provided leadership in creation of Title IX Office, which resulted in 2 permanently funded positions and new Title IX Deputy structure within University Athletics and School of Social Work
- Pioneered institutional initiatives to reduce sexual assault, gender discrimination and harassment at the University, a collaboration between Office of the Provost, Dean of Students, University Athletics, and Human Resources and Division of Diversity and Community Engagement

### **Associate Dean of Students**

**July 2012-Sept 2015**

#### *Student Conduct and Emergency Services*

*The Office of the Dean of Students, The University of Texas at Austin, Austin, TX*

- Provided administrative and budgetary oversight to Student Judicial Services, Title IX Investigations, Student Emergency Services and Behavior Concerns Advice Line, which includes a staff of 20 fulltime professionals, a faculty member, 3-4 graduate assistants, and 2-3 undergraduate student assistants, with an overall budget of 1.1 million dollars
- Oversaw Student Judicial Services that adjudicated approximately 1500 student conduct cases each academic year, including Title IX allegations, general misconduct, and academic integrity violations
- Oversaw student organizational discipline and the Hazing Investigation Team
- Supervised the creation of new programs and initiatives to improve student engagement in the conduct process such as the Student Conduct Board- a student/ faculty hearing panel that adjudicates academic integrity violations; the Student Judicial Services Peer Ambassador Program and the Student Conduct Advisory Committee, a group of 12 students who provide input on the discipline process and plan programs to increase ethical leadership and academic integrity across campus
- Served as liaison to Athletics, responsible for NCAA policy compliance and adjudication of student athlete hearings
- Designed collaborative initiatives between student affairs and academic affairs to educate faculty and students to improve academic integrity and retention
- Provided direct oversight over Title IX investigation and disciplinary process, compliance and policy development; served as Title IX campus security officer
- Provided training to University Hearing Officers and Student Conduct Board on Title IX investigations and student discipline process
- Partnered with the Office of the President and the Office of the Vice President for Legal Affairs to develop and compose institutional rule policy revisions and Title IX process
- Supervised all aspects of Student Emergency Services that addressed over 2000 student crisis issues annually, including, sexual assault, suicide ideation, death, financial issues and threat assessment
- Provided leadership for campus-wide emergency response and individual student behavior concerns; served as chair of the Behavior Assessment Team (BAT), and co-chair of the Critical Incident Response Team (CIRT)

- Provided workshops and trainings on various crisis management, bystander intervention topics to students, staff and faculty
- Collaborate with University Police Department and Division of Housing and Food Service to address victim advocacy and improve access to campus and community resources
- Participate in strategic planning and organization efforts for the Office of the Dean of Students as a senior member of the management team within the Office of the Dean of Students
- **Institutional Involvement**
  - Presidential appointment to serve on the Gay, Lesbian, Bisexual, Transgender and Queer Initiatives committee to examine issues related to GLBTQ student and staff experiences at the University
  - Presidential appointment to chair the UT Cares Committee that provides support to University community in times of trauma and loss, and hosts the annual UT Remembers Ceremony that honors students, faculty, staff and alumni that have passed during the year
  - Appointed by the Vice President of Student Affairs to serve on the Parking and Transportation Services Taskforce that was responsible for evaluating parking policies and the strategic plan for the next 5 years
  - Served on the Title IX Taskforce responsible for Title IX policy, process, prevention and federal compliance
  - Served on various executive level search committees, including Executive Director of Housing and Food Service and Chief of University of Texas Police Department
- **Selected Achievements**
  - In collaboration with Faculty in Residence Program and Office of the Provost led the efforts to research and implement tools and marketing materials for faculty members to reduce academic dishonesty within classroom
  - Led the efforts to host the first campus-wide symposium on academic integrity, a collaborative initiative between Office of the Provost, Dean of Students, Office of the President and Senate of College Councils to enhance academic integrity within the culture of the University
  - Provided leadership in creation of Title IX investigation process, which resulted in six permanently funded positions

#### **Assistant Dean of Students and Liaison**

**June 2008-June 2012**

##### *Student Emergency Services*

*The Office of the Dean of Students, The University of Texas at Austin, Austin, TX*

- Reported to the Senior Associate Vice President and Dean of Students for the University and served as a senior member of the management team within the Office of the Dean of Students
- Provided leadership, administrative and budgetary oversight over Student Emergency Services, Behavior Concerns Advice Line, and Student Veteran Services, which included 4 fulltime professional staff, two graduate students, and Emergency Duty with an overall budget of 150,000 dollars.
- Provided direct oversight over Student Emergency Services that addressed over 2000 student crisis issues annually, including suicide ideation, death, financial issues and threat assessment.
- Chaired the Behavior Assessment Team (BAT), co-chaired Critical Incident Response Team (CIRT), and served on university wide committees that respond to campus emergencies and address student behavior concerns

- Served as Title IX campus security officer, which includes investigation of allegations of sexual assault, harassment and discrimination
- Provided direct oversight over Student Veteran Services that supported over 1200 student veterans and military dependents in providing campus, community and academic resources
- Provided leadership in the development and construction of the Student Veteran Center, a facility that provides tutoring, Veteran Affairs benefits, and space for veterans on campus. Opened on November 11, 2011, the facility houses tutors, Veteran Affairs counselor, and full-time staff who coordinate programs, services and support for military dependents and veterans
- Participated in strategic planning and organization efforts for the Office of the Dean of Students as a senior member of the management team within the Office of the Dean of Students
- Served as the Dean of Students emergency team member responding to crisis and emergency calls during and after business hours
- Provided workshops and trainings on various crisis management, bystander intervention topics to students, staff and faculty
- Served as the Office of the Dean of Students Liaison to University Athletics, Graduate School, and International Student and Scholar Services that led to new initiatives and responsibilities listed below:
  - Served on the International Oversight Committee, responsible in maintaining guidelines to ensure health and safety of students, staff and faculty who study and conduct research abroad
  - Liaison to University Athletics, responsible for NCAA policy compliance, student athlete orientation/programming and adjudication of student athlete transfer appeal hearings
  - Chaired the Graduate Assistant Development committee focusing on Higher Education Administration Student Development and training within the Office of the Dean of Students
  - Collaborated with College of Education to conduct focus groups related to student veteran concerns on college campus; research led to national presentations and as a result a \$300,000 grant awarded by Department of Veteran Affairs, to fund a licensed psychologist to provide mental health support and resources to veterans at the University
  - Developed and facilitated the Cultural Immersion Program for the Office of the Dean of Students which included planning and executing cultural excursions to China and India for students, faculty and staff
- **Institutional Involvement**
  - Chaired the taskforce on veteran students and support services to work with University in conducting research and increasing campus and community resources for student veterans and military dependents
  - Appointed by the Vice President of Student Affairs to serve on the President Policy Advisory Committee responsible for developing policy and guidelines related to institutional budget, graduate student recruitment and undergraduate graduation rates

• **Selected Achievements**

- Led efforts to research, and implement Student Veteran Services, a new unit within Office of the Dean of Students, responsible for providing ongoing and comprehensive support to student veterans, military personnel and dependents of military families
- Increased number of student crisis addressed from 800 in 2008 to over 2500 students in 2012
- In collaboration with University development office and various student affairs departments, secured permanent funding of over \$30,000 to the Student Emergency Fund
- In collaboration with Division of Housing and Food Service, Employee Assistance Program and University of Texas Police Department, led the efforts in hosting, the 1<sup>st</sup> annual threat assessment conference for faculty and staff in Central Texas

**Coordinator**

**August 2005-June 2008**

*Student Emergency Services*

*The Office of the Dean of Students, The University of Texas at Austin, Austin, TX*

- Reported to the Dean of Students and served as a member of the management team within the Office of the Dean of Students
- Offered immediate and on-going support to students, by collaborating with campus and community services to ensure comprehensive approach to students and families in crisis
- Developed prevention and intervention strategies as it related to student safety and threat assessment
- Investigated allegations of sexual assault, harassment and discrimination
- Provided consultation and support to the Critical Incident Response Team, Behavioral Assessment Team, and Sexual and Interpersonal Violence Team

• **Selected Achievements**

- Led efforts in developing the Behavior Concerns Advice Line, which serves as a 24/7 resource line to address student, faculty and staff behavior concerns; with a successful implementation that led to over 250 calls addressed the first year
- Increased number of student crisis addressed from 500 in 2005 to over 800 students in 2008
- Led efforts in providing support and resources to over 200 transfer students from Louisiana, Mississippi and Alabama due to Hurricane Katrina in 2005

**Huston- Tillotson University**

**August 2002-Aug 2005**

Small four year private, religiously affiliated, historically black college with a student population of over 800 students.

**Director**

**August 2003-Aug 2005**

*Counseling and First Year Experience*

*The Office of the Dean of Students, Huston- Tillotson University, Austin, TX*

- Reported to Dean of Students and served as a senior member of the leadership team within the Office of the Dean of Students
- Provided leadership, administrative and budgetary oversight over Counseling Services, and First Year Experience Program, which included a staff of 2 fulltime professionals and 9 student paraprofessionals. Counseling Services was a comprehensive mental health services program that included individual sessions, assessment and group counseling. First Year Experience Program was responsible for new

student orientation, welcome week events, First Year seminar classes, academic advising and transition programs.

- Served on the admissions and appeal board for students on scholastic probation
- Advised and coordinated Ms. Huston- Tillotson Scholarship Pageant
- **Selected Achievements**
  - Developed a comprehensive mental health services program for 650 students, which resulted in a 75% increase in student participation and increased the overall mental health education on campus
  - Coordinated a state student leadership conference for 150 students

### **Residence Hall Director**

**June 2002-August 2003**

*The Office of the Dean of Students, Huston- Tillotson University, Austin, TX*

- Reported to the Dean of Students and served as a member of the management team within the Office of the Dean of Students
- Provided oversight and development of the residence life program for two residence halls that resulted in new residential programming and student development initiatives
- Supervised ten resident assistants and one fulltime administrative associate
- Conducted weekly judicial hearings to address policy violations of community standards

## **Teaching Experience**

---

*Assistant Professor of Practice*

Fall 2016 – Present

**EDA 395L – Higher Education Law, Department of Educational Leadership and Policy (ELP), The University of Texas at Austin, Austin, TX**

**EDA 391P – College Student Personnel Administration, Education Administration Department, The University of Texas at Austin, Austin, TX**

*Lecturer*

Spring 2010 – Spring 2011

**EDP 369K – Training Processes in Intergroup Dialogue, Educational Psychology Department, The University of Texas at Austin, Austin, TX**

*Lecturer*

Spring 2004 – Spring 2005

**UNIV1201 – First Year Seminar, Huston -Tillotson University, Austin, TX**

## **Relevant Professional Conference Presentations Experience**

---

**NASPA National Conference (Student Affairs Administrators in Higher Education) Common**

*Theme in Stories from Women of Color: Resiliency and Self-Care*, San Antonio, TX, March 2017

**NASPA National Conference (Student Affairs Administrators in Higher Education)** *Purposeful Communication: Managing Your Reputation in Cyberspace*, Indianapolis, IN, March 2016

**NASPA Assessment and Persistence Conference (Student Affairs Administrators in Higher Education)**  
*In Crisis: Measuring the Success of an Emergency Office*, Boston, MA, June 2015

**NASPA National Conference (Student Affairs Administrators in Higher Education)**  
*Ready to Face the Media: Strategies to Employ During a Crisis*, Baltimore, MD, March 2014

**ACPA National Conference (American College Personnel Association)**  
*From Crisis to Commencement: Reaching Out Beyond Boundaries*, Indianapolis, IN, April 2014

**NASPA National Conference (Student Affairs Administrators in Higher Education)**  
*Welcoming Home Student Veterans: A Supported Education Model*, Phoenix, AZ, March 2012

**Central Texas Women in Leadership Symposium**  
Panelist, Austin, TX February 2012

## **Professional Association Membership**

---

N4A (National Association of Academic and Student-Athlete Development Professionals)–August 2017–Present

NASPA (Student Affairs Administrators in Higher Education)- August 2002–Present

ASCA (Association for Student Conduct Administrators) – January 2010–2011, January 2013– Present

NaBITA (National Behavioral Intervention Team Association)- September 2009–2010, December 2012–July 2015

Credential Victim Advocate October 2014–Present

## **Fellowships and Awards**

---

**Leadership Texas Attendee, 2016**

Nominated and selected to represent University of Texas at Austin at Leadership Texas, oldest women's leadership development program in the United States

**NASPA Alice Manicur Symposium Attendee, 2008**

Nominated and selected to attend a symposium for professional women aspiring to be Senior Student Affairs Professionals

**Eyes of Texas Award, University of Texas, Austin, TX 2006**

Awarded by an anonymous student organization for outstanding dedication to the University

**NASPA GLBT Doctoral Research Award, 2006**

**Outstanding Masters Student Award, Texas Tech University, Lubbock, TX, 2001**