

# NICOLE M. WEST, PH.D.

Phone: (978) 238-9378 (WEST)

Email: [drnmwest@gmail.com](mailto:drnmwest@gmail.com)

## EDUCATION

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**Graduate Certificate**, Critical Methods of Inquiry in Educational Research (*expected Summer 2023*)  
Missouri State University, Springfield, MO

**Doctor of Philosophy**, Higher Education Administration  
University of South Florida, Tampa, FL

West, N. M. (2011). *The African American Women's Summit: A case study of a professional development program by and for African American women student affairs professionals* (Publication No. 3466832) [Doctoral dissertation, University of South Florida]. ProQuest Dissertations and Theses Global. Advisor: Wilma J. Henry, Ed.D.

**Graduate Certificate**, College Teaching  
University of South Florida, Tampa, FL

**Master of Education**, College Student Affairs  
University of South Florida, Tampa, FL

**Bachelor of Arts**, Psychology  
University of South Florida, Tampa, FL

## RESEARCH EXPERIENCE (\*Mentored student collaborations)

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### Agenda

Enhancing the experiences (i.e., academic achievement, professional success, and personal well-being) of Black women enrolled (i.e., undergraduate, masters, and doctoral students) and employed (i.e., student affairs administrators and faculty) in postsecondary education via the study and development of critical cultural theories, research methods, and praxes to explore:

1. the status of Black women in higher education;
2. Black women's definitions of achievement, success, and well-being;
3. the impact of theory on Black women's identities and experiences; and
4. Black women's interim persistence strategies.

### Refereed Journal Publications

**West, N. M.** (in press). Defining the contours of a participatory action research counterspace developed by, for, and about Black women in higher education. *International Journal of Qualitative Studies in Education*.

Payne, A. N., & **West, N. M.** (2022). The (re)construction of Black womanhood among Black college women at PWIs: A hip hop feminism model of multiple identities. *Journal of College Student Development*, 63(2), 168-184. [doi:10.1353/csd.2022.0013](https://doi.org/10.1353/csd.2022.0013)

**West, N. M.**, Payne, A. N., Smith, M. D., \*Alston, A. D., Bonds, N. T., \*Akalugwu, W. N. (2022). A collaborative autoethnography of six Black women walking tightropes in higher education. *Negro Educational Review*, 72(1-4), 131-163.

**West, N. M.** (2021). Embodying Black feminist epistemology to make green grass grow: The transition from administrator to academic for a Black woman in student affairs. *The Journal of Diversity in Higher Education*. [doi:10.1037/dhe0000375](https://doi.org/10.1037/dhe0000375)

# NICOLE M. WEST, PH.D.

- West, N. M., & Smith, M. D. (2021). Determining our destination: The future of professional counterspaces for African American women in student affairs. *Journal of African American Women and Girls in Education*, 1(1), 39-60. [doi:10.21423/jaawge-v1i1a73](https://doi.org/10.21423/jaawge-v1i1a73)
- West, N. M. (2020). A contemporary portrait of Black women student affairs administrators in the United States. *Journal of Women and Gender in Higher Education*, 13(1), 72-92. [doi:10.1080/26379112.2020.1728699](https://doi.org/10.1080/26379112.2020.1728699)
- West, N. M., & Greer, A. J. (2020). Forecasting the future success of Black American women in student affairs. *Negro Educational Review*, 70(1-4), 27-54.
- West, N. M. (2019). Another lesson from the outsider within: The transcendent relevance of Black Feminist Thought. *Journal of Student Affairs Research and Practice*, 57(4), 371-384. [doi:10.1080/19496591.2019.1662797](https://doi.org/10.1080/19496591.2019.1662797)
- West, N. M. (2019). By us, for us: The impact of a professional counterspace on African American women in student affairs. *Journal of Negro Education*, 88(2), 159-180.
- West, N. M. (2018). In the company of my sister-colleagues: Professional counterspaces for African American women student affairs administrators. *Gender and Education*, 31(4), 543-559. [doi:10.1080/09540253.2018.1533926](https://doi.org/10.1080/09540253.2018.1533926)
- West, N. M. (2017). Withstanding our status as outsiders-within: Professional counterspaces for African American women student affairs administrators. *NASPA Journal About Women in Higher Education*, 10(3), 281-300. [doi:10.1080/19407882.2017.1363785](https://doi.org/10.1080/19407882.2017.1363785)
- West, N. M. (2017). A decade of a student affairs preconference program: Perceptions and characteristics of African American Women's Summit participants (2005-2015). *The College Student Affairs Journal*, 35(1), 69-85. [doi:10.1353/csj.2017.0006](https://doi.org/10.1353/csj.2017.0006)
- West, N. M. (2017). The African American Women's Summit: A student affairs professional development program. *Journal of Student Affairs Research and Practice*, 54(3), 329-342. [doi:10.1080/19496591.2016.1202118](https://doi.org/10.1080/19496591.2016.1202118)
- West, N. M. (2015). In our own words: African American women student affairs professionals define their experiences at PWIs. *Advancing Women in Leadership Journal*, 35, 108-119. <https://awl-ojs-tamu.tdl.org/awl/index.php/awl/article/view/138>
- Henry, W. J., Butler, D. M., & West, N. M. (2011). Things are not as rosy as they seem: Psychosocial issues of contemporary Black college women. *Journal of College Student Retention: Research, Theory, & Practice*, 13(2), 137-153.
- Henry, W. J., Fowler, S. R., & West, N. M. (2011). Campus climate: An assessment of students' perceptions in a college of education. *Urban Education*, 46(4), 689-718.
- Henry, W. J., West, N. M., Jackson, A. (2010). Hip-Hop's influence on the identity development of Black female college students: A literature review. *Journal of College Student Development*, 15(3), 237-251.
- Henry, W. J., & Glenn (West), N. M. (2009). Black women employed in the ivory tower: Connecting for success. *Advancing Women in Leadership Journal*, 29(2), 1-18.

## Book Chapters

# NICOLE M. WEST, PH.D.

**West, N. M.** (2022). Repurposing my status as an outsider within: A Black feminist scholar-pracademic's journey to becoming an invested indifferent. In C. J. Porter, V. T. Sulé, & N. N. Croom (Eds.), *Black feminist epistemology, research, and praxis: Narratives in and through the academy* (pp. 115-131). Routledge. [doi:10.4324/9781003184867](https://doi.org/10.4324/9781003184867)

**West, N. M.,** & Bertrand Jones, T. (2018). Architects of change in the ivory tower: The role of professional counterspaces for Black women in higher education. In U. Thomas (Ed.), *Navigating micro-aggressions toward women in higher education* (pp. 23-52). IGI Global. [doi:10.4018/978-1-5225-5942-9](https://doi.org/10.4018/978-1-5225-5942-9)

## Edited Books

**West, N. M.,** & Porter, C. J. (Eds.). (forthcoming, 2023). *The state of Black women in higher education: A critical perspective 20 years later*. New Directions for Student Services, Wiley.

## Manuscripts Under Review

McCloud, L., & **West, N. M.** (2022). *For ALL my sisters: The impact of cisbeteronormativity on scholarship about the gendered and sexualized experiences of Black college women* [Submitted to *New Directions for Student Services*].

**West, N. M.** (2022). *Black women faculty and administrators leveraging Black feminist consciousness to enhance the experiences of postsecondary college students* [Submitted to *New Directions for Student Services*].

**West, N. M.,** & Porter, C. J. (2022). *Editors' notes*. [Submitted to *New Directions for Student Services*].

## Manuscripts in Preparation

**West, N. M.** (2022). *Allyship outcomes for Black and White women in a participatory action research counterspace for Black women in higher education* [Manuscript in preparation].

**West, N. M.** (2022). *Black bachelorettes beyond the baccalaureate: The intimate relationship experiences of college educated Black women* [Manuscript in preparation].

**West, N. M.** (2022). *A love letter to Black womexn: Theorizing Afemiconpolitical Love* [Manuscript in preparation].

## Conference Presentations

**West, N. M.,** Townsend, C., et al. (2023, March). *African American Women's Summit: Professional competency as a compass for our future in student affairs* [Full-day, pre-conference workshop]. NASPA Annual Conference, Boston, MA (refereed).

Porter, C. J., Sulé, V. T., Croom, N. N., **West, N. M.,** et al. (2022, November). *The convergence of intersectional epistemologies: Humanizing Black women's knowing and being in the academy* [Interactive symposium]. ASHE Annual Conference, Las Vegas, NV (refereed).

**West, N. M.,** Smith, M. D., & Payne, A. N. (2022, April). *Enhancing the experiences of Black women in higher education via Participatory Action Research Counterspaces* [Paper presentation]. AERA Annual Meeting, San Diego, CA (refereed).

**West, N. M.** (2022, March). *Defining the contours of a Participatory Action Research Counterspace for Black women in higher education* [Paper presentation]. NASPA Annual Conference, Baltimore, MD (refereed).

Townsend, C., **West, N. M.,** et al. (2022, March). *African American Women's Summit: Sistas doin' it for ourselves—Reinventing DEI in the academy* [Full-day, pre-conference workshop]. NASPA Annual Conference, Baltimore, MD (refereed).

## NICOLE M. WEST, PH.D.

- Payne, A. N., **West, N. M.**, Smith, M. D., & \*Akalugwu, W. N. (2021, April). *Funambulism in higher education: A collaborative autoethnography of the experiences of Black women* [Paper presentation]. AERA Virtual Annual Meeting (refereed).
- West, N. M.**, Payne, A. N., Smith, M. D., & \*Akalugwu, W. N. (2021, March). *A collaborative autoethnography of six Black women walking tightropes in higher education* [Paper presentation]. NASPA Virtual Conference (refereed).
- Davis, D., **West, N. M.**, et al. (2021, March). *African American Women's Summit: Elevated sisterhood—Navigating a field in flux* [Full-day, pre-conference workshop]. NASPA Virtual Conference (refereed).
- Smith, M. D., & **West, N. M.** (2021, March). *NASPA Faculty Institute: Re-engaging our role as faculty—Finding our “why”* [Half-day, pre-conference workshop]. NASPA Virtual Conference (refereed).
- Payne, A. N., **West, N. M.**, \*Hickman, J., & \*Akalugwu, W. N. (2020, April). *Safe spaces at PWT's: How Black college women use Hip Hop to (re)construct Black womanhood and navigate academic and social spaces on campus* [Paper presentation/travel cancelled due to Covid-19]. AERA Annual Meeting, San Francisco, CA (refereed).
- West, N. M.**, Smith, M. D., \*Alston, A. D., \*Coleman, E. R., \*Williams, A. J., & \*Peak, H. J. (2020, March). *Developing an AER toolkit to make your statement in student affairs* [Conference session/travel cancelled due to Covid-19]. Undergraduate Student Pre-conference at NASPA Annual Conference, Austin, TX (refereed).
- West, N. M.** (2020, March). *Another lesson from the outsider within: The transcendent relevance of Black Feminist Thought* [Paper presentation/travel cancelled due to Covid-19]. NASPA Annual Conference, Austin, TX (refereed).
- Davis, D., **West, N. M.**, et al. (2020, March). *African American Women's Summit: Sisterhood—Creating authentic relationships to elevate one another* [Full-day, pre-conference workshop/travel cancelled due to Covid-19]. NASPA Annual Conference, Austin, TX (refereed).
- West, N. M.** (2019, March). *Addressing the student affairs leadership gap: A contemporary portrait of Black women student affairs administrators in the United States* [Paper presentation]. NASPA Annual Conference, Los Angeles, CA (refereed).
- West, N. M.** (2019, March). *Developing an AER toolkit to make your statement in student affairs* [Conference session]. Undergraduate Student Pre-conference at NASPA Annual Conference, Los Angeles, CA (refereed).
- Lovelace, R., **West, N. M.**, et al. (2019, March). *Growing on the path to success (GPS): Defining the next 15 years of the African American Women's Summit* [Full-day, pre-conference workshop]. NASPA Annual Conference, Los Angeles, CA (refereed).
- Bergerson, A., **West, N. M.**, et al. (2018, March). *Emerging research on women in student affairs: A NASPA Journal About Women in Higher Education author panel* [Paper presentation]. NASPA Annual Conference, Philadelphia, PA (refereed).
- Brown Young, D., **West, N. M.**, et al. (2018, March). *African American Women's Summit: Heritage, honor, and health—A Time to remember, restore, and rejuvenate* [Full-day, pre-conference workshop]. NASPA Annual Conference, Philadelphia, PA (refereed).

## NICOLE M. WEST, PH.D.

- West, N. M.,** Heath, M. P., Davis-Salazar, K. L. (2017, March). *Leveraging lessons learned: A model for creating collaborative, integrated global learning programs on campus* [Conference session]. International Symposium, NASPA Annual Conference, San Antonio, TX (refereed).
- Shuford, B., **West, N. M.,** et al. (2017, March). *African American Women's Summit: Navigating campus climate—Identifying ideas, challenges, and opportunities* [Full-day, pre-conference workshop]. NASPA Annual Conference, San Antonio, TX (refereed).
- Davis-Salazar, K. L., & **West, N. M.** (2016, October). *Innovative and high-impact practices: Evidence-based teaching practices for global learning* [Invited affinity group discussion]. AAC&U Global Learning in College Conference, Denver, Colorado.
- West, N. M.,** & Davis-Salazar, K. L. (2016, October). *Engaging faculty in global learning: Strategies for curriculum design and development*. [Conference session]. AAC&U Global Learning in College Conference, Denver, Colorado (refereed).
- West, N. M.,** & Davis-Salazar, K. L. (2016, October). *Examining the experiences of underserved students participating in USF's Global Citizens Project* [Innovation/ideation conference session]. AAC&U Global Learning in College Conference, Denver, Colorado (refereed).
- Mosley, J., **West, N. M.,** et al. (2016, March). *African American Women's Summit: Shaping a vision that defines our purpose* [Full-day, pre-conference workshop]. NASPA Annual Conference, Indianapolis, IN (refereed).
- Davis-Salazar, K. L., & **West, N. M.** (2016, February). *Global citizenship as a high quality and equity-focused framework for general education* [Invited, sequenced session workshop]. AAC&U General Education and Assessment Conference, New Orleans, LA.
- West, N. M.,** Shuford, B., et al. (2015, March). *African American Women's Summit: Navigating our next steps with confidence and courage* [Full-day, pre-conference workshop]. NASPA Annual Conference, New Orleans, LA (refereed).
- Tillery, C., **West, N. M.,** et al. (2014, March). *African American Women's Summit: Engaging in authentic self-worth—A multi-dimensional approach to transforming leadership* [Full-day, pre-conference workshop]. NASPA Annual Conference, Baltimore, MD (refereed).
- West, N. M.,** & Henry, W. J. (2013). *By us, for us: Professional development for Black women in the academy* [Conference session]. NASPA Annual Conference, Orlando, FL (refereed).
- West, N. M.** (2011). *The African American Women's Summit: A case study of a professional development program developed by and for African American women student affairs professionals* [Paper presentation]. Florida Education Fund MDF Mid-year Research and Writing Conference, Tampa, FL.
- Henry, W. J., & **West, N. M.** (2010, March). *Hip-hop feminism and psychosocial issues among Black college women* [Conference session]. NASPA Annual Conference, Chicago, IL (refereed).
- West, N. M.,** & Henry, W. J. (2009, November). *Hip-hop, Black college women, and identity development* [Conference session]. SACS Annual Conference, Nashville, TN (refereed).
- Henry, W. J., **West, N. M.,** & Butler, D. (2009, October). *Black undergraduate women in college: Things are not as rosy as they seem* [Conference session]. NASPA FL Drive-In Conference, Tampa, FL (refereed).

# NICOLE M. WEST, PH.D.

Henry, W. J., & **West, N. M.** (2009, July). *Multicultural competence: Exploring dimensions of diversity* [Continuing education session]. 47<sup>th</sup> Annual Convention of the National Dental Hygienists' Association, Jacksonville, FL.

Henry, W. J., Brightharp, C., Shuford, B., **West, N. M.**, et al. (2009, March). *African American Women's Summit: Fostering relationships to strengthen our resiliency in the academy* [Full-day, pre-conference workshop]. NASPA Annual Conference, Seattle, WA (refereed).

Henry, W. J., Butler, D. M., & **West, N. M.** (2008, October). *Black female millennial college students: Dating dilemmas and identity development* [Conference session]. NASPA FL Drive-In Conference, Tampa, FL (refereed).

Henry, W. J., **West, N. M.**, & Butler, D. M. (2008, October). *African American women in student affairs: Survival & success in the 21<sup>st</sup> century* [Conference session]. NASPA FL Drive-In Conference, Tampa, FL (refereed).

**West, N. M.**, Koshko (Pippen), S. A. (2005, March). *NCBI Welcoming Diversity Workshop* [Pre-conference workshop]. NASPA Annual Conference, Tampa, FL (refereed).

## Media Appearances

Christian, N. (Senior Producer). (2021, April 5). Black Faculty Tenure with Eleanor Seaton & Dr. **Nicole M. West**. In E. Seaton (Host), *Break It Down*. Arizona PBS.

## Grants

Mulligan, Z., Jahnke, T., Smith, M., **West, N. M.**, Carden-Jessen, M., Odun-Ayo, T., Rebaza, J., Templer Rodrigues, A. (Fall, 2022). *Access, Climate, and Equity (ACE) Initiative*. ADVANCE Adaptation Grant—National Science Foundation (NSF). \$989,608: Under review.

**West, N. M.** (2021, Spring). *Exploring the Impact of Participatory Action Research Counterspaces (PARCs) on the Experiences of Black Women Enrolled and Employed in Higher Education*. Research Grant on Education: Small —Spencer Foundation. \$54,901: Unfunded.

**West, N. M.**, & Payne, A. N. (2020, Summer). *Exploring the Impact of Participatory Action Research Counterspaces (PARCs) on the Experiences of Black Women Enrolled and Employed in Higher Education*. Research Grant on Education: Large —Spencer Foundation. \$447,457: Unfunded.

**West, N. M.** (2020, Fall). *Exploring the Impact of Participatory Action Research Counterspaces (PARCs) on the Persistence and Retention of Black Women in Higher Education*. Faculty Research Grant—Graduate College, Missouri State University. \$6,874: Funded.

**West, N. M.** (2019, Summer). *The essence and epistemology of Black feminist thought: Informing research, teaching, and service/administration in higher education*. Summer Faculty Fellowship—Graduate College, Missouri State University. \$6,000: Funded.

**West, N. M.** (2019, Spring). *Exploring barriers to effective writing among graduate student researchers*. Assessment Grant—Office of Assessment, Missouri State University. \$500: Funded.

**West, N. M.** (2018, Summer). *Addressing the student affairs leadership gap: A contemporary portrait of Black women student affairs administrators in the United States*. Summer Research Support for New Faculty—College of Education, Missouri State University. \$6,000: Funded.

# NICOLE M. WEST, PH.D.

Davis-Salazar, K. L., West, N. M., & McCollum, B. (2016, Spring). *Assessing underserved students' engagement in global learning as a high-impact practice*. IDEA Impact Grant. \$25,835: Unfunded.

West, N. M. (2014, Summer). *An exploration of the impact of the African American Male Summit on the professional development of African American men in student affairs*. Channing Briggs Small Grant—NASPA Foundation, Student Affairs Administrators in Higher Education (NASPA). \$4,740: Unfunded.

West, N. M. (2014, Spring). *An exploration of the impact of the African American Male and Female Summit on the professional development of African American student affairs professionals*. Research Grant—ACPA Foundation, College Student Educators International (ACPA). \$2,458: Unfunded.

West, N. M. (2011, Spring). *The African American Women's Summit: A case study of a professional development program developed by and for African American women student affairs professionals*. Dissertation Research Grant—McKnight Doctoral Fellowship Program, Florida Education Fund. \$12,000: Funded.

West, N. M. (2010, Spring). *Hip-hop feminism and psychosocial issues among Black college women*. Conference Presentation Grant—Student Government, University of South Florida. \$400: Funded.

West, N. M. (2010, Spring—2008, Fall). Kosove Enrichment Fund Grant—Alumni Association, University of South Florida. \$3,000: Funded.

## TEACHING EXPERIENCE

### (Tenured) Associate Professor

2022-present

Missouri State University, Springfield, MO  
Student Affairs in Higher Education M.S. Program

### Assistant Professor

2018-2022

Missouri State University, Springfield, MO  
Student Affairs in Higher Education M.S. Program

- Foundations of Research (SAE 729)
- Research Methods & Data Analysis (SAE 766)
- Assessment & Evaluation (SAE 767)
- Student Outcomes (SAE 749)
- Philosophies of Education (SFR 750)

### Adjunct Instructor

2014

University of South Florida, Tampa, FL  
Higher Education Administration Ph.D. Program

- Seminar in College Teaching (EDH 6938)

### Adjunct Instructor/Dissertation Chair

2013

Grand Canyon University, Phoenix, AZ  
Organizational Leadership Ed.D. Program

- History and Politics of Higher Education (EDU-805)
- Developing the Formal Proposal (RES-885)

### Adjunct Instructor

2009-2015

University of South Florida, Tampa, FL  
College Student Affairs M.Ed. Program

- Issues in Diversity (SDS 6701)
- CSA Internship (EDG 6947)
- CSA Field Experience (EDF 6944)
- Introduction to Student Affairs-*Online* (SDS 6042)
- Workshop and Conference Design-*Online* (EDG 6281)
- Ecology of Campus Life-*Online* (SDS 6624)

# NICOLE M. WEST, PH.D.

## Adjunct Instructor

2001-2006

- The University Experience (SLS 1101)
- Leadership Fundamentals (LDR 2010)

University of South Florida, Tampa, FL

Undergraduate Studies

## Doctoral Committee Service

- *Content Expert/Dissertation Committee Member*, Shalon Anderson, Grand Canyon University, Ph.D. in General Psychology (Degree in progress)
- *Dissertation Committee Member*, Tasha M. Myers, North Carolina A&T State University, Ph.D. in Leadership Studies (Degree in progress)
- *Content Expert/Dissertation Committee Member*, Alicia Bates, Grand Canyon University, Ed.D. in Organizational Leadership (Successful defense, Oct. 2021)

## ADMINISTRATIVE EXPERIENCE

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### [Missouri State University | Springfield, MO](#)

*Four-year, public, primarily nonresidential, doctoral/professional, predominantly white institution in the Midwest with 23,000+ students and a 20:1 student-to-faculty ratio (19,000+ undergraduates; 25% receiving Pell Grants). Carnegie community engaged campus, located in a mid-sized city (Population: 169,000+) with an additional campus in West Plains, MO.*

## Dean's Fellow for STEM Gender Equity

Aug. 2022-present

Missouri State University, Springfield, MO

College of Natural and Applied Sciences (CNAS)

### **Key Responsibilities**

- Supporting the College of Natural and Applied Sciences (CNAS) in implementing the 5-year strategic plan adopted from their NSF ADVANCE Catalyst grant (Award #: 1936641)
- Spearheading initiatives related to increasing gender diversity in STEM departments including the development of a search committee training program for faculty, staff, and students in the College of Natural and Applied Sciences (CNAS), the McQueary College of Health and Human Services (MCHHS), and the College of Humanities and Public Affairs (CHPA)
- Spearheading initiatives related to fostering a more welcoming and gender equitable STEM culture including the development of a communication plan (e.g., blog posts, website, networking opportunities, spring conference, etc.) for faculty in the College of Natural and Applied Sciences (CNAS), the McQueary College of Health and Human Services (MCHHS), and the College of Humanities and Public Affairs (CHPA)
- Serving as a member of the Co-PI team applying for an NSF ADVANCE Adaptation grant

## FCTL Fellow for Diversity & Faculty Development

Aug. 2020-present

Missouri State University, Springfield, MO

Faculty Center for Teaching and Learning (FCTL)

### **Key Responsibilities**

- Served as an Online Teaching Mentor to support faculty with tools and techniques to enhance remote/virtual learning via Blackboard and Zoom
- Developed and implemented a year-long Participatory Action Research Counterspace (PARC) for students, faculty, staff, and administrators to improve the experiences of minoritized groups in majority settings
- Conceived of, coordinated, and facilitated training during the Unlikely Allies Conference (UAC) for students, faculty, staff, and administrators to focus on racial allyship on campus
- Strategized the development and implementation of faculty learning communities (FLC) related to assessment & feedback, student engagement, inclusive teaching practices, and teaching with technology
- Facilitating the inaugural Faculty Women Writing Circle FLC, which resulted in four manuscript submissions/resubmission within the first month

### **Selected Achievements**



# NICOLE M. WEST, PH.D.

- Secured and managed \$6,874 Faculty Research Grant to support the design, delivery, and assessment of a campus-wide PARC
- “Friend-raised” and managed approximately \$30,000 of institutional funding for the UAC
- Developed and administered Campus Racial Allyship Training (CRAT) instrument
- Conceptualized Faculty Women of Color (WOC) Writing Circle to enhance the personal well-being and professional success of WOC faculty by increasing their scholarly productivity and providing a community of collegial support

## **Graduate Program Director**

2019-2020

**Missouri State University, Springfield, MO**

Student Affairs in Higher Education (SAHE) M.S. Program

### ***Key Responsibilities***

- Coordinated recruitment/marketing, student advising, and faculty/alumni engagement for the University’s student affairs master’s degree program
- Oversaw graduate curriculum and course scheduling in adherence with CAS Standards and ACPA/NASPA Professional Competencies
- Facilitated monthly meetings and semester retreats for four full-time faculty members at the Assistant, Associate, and Full rank, and four affiliated, per-course faculty members
- Planned and facilitated New Student Orientation, Graduate Recruitment Weekend, SAHE Assessment Symposium, and Hooding Ceremonies
- Managed programming budget of \$6,900 in carry forward funds (not including personnel and operational expenses)
- Direct reports included one graduate assistant and two undergraduate research assistants
- Reported to the Department Head for Counseling, Leadership, and Special Education in the College of Education

### ***Selected Achievements***

- Increased cohort diversity by 47% by strategically recruiting and enrolling racially minoritized, international, and disabled students via GradCAS/WebAdMIT
- Developed and participated in a new student advising plan for SAHE students
- Worked with program faculty to overhaul comprehensive examination process, which included integrating affiliated faculty in the development and evaluation of questions and facilitating a newly conceptualized Pre-Comps meeting with students
- Developed and administered an alumni survey, which was used to enhance program-alumni relations and increase alumni giving

## **University of South Florida | Tampa, FL**

*Four-year, public, primarily nonresidential, doctoral/very high research activity, predominantly white institution in the Southeast with 50,000+ students and a 22:1 student-to-faculty ratio (38,000+ undergraduates; 34% receiving Pell Grants). Carnegie community engaged campus, located in a large city (Population: 384,000+) with additional campuses in St. Petersburg and Sarasota, FL.*

## **Assistant Director**

2016-2017

**University of South Florida, Tampa, FL**

Global Citizens Project

### ***Key Responsibilities***

- Oversaw the implementation of the University’s Quality Enhancement Plan (QEP), which included general education and non-general education global course certification, global degree program certification, curricular and co-curricular global student award program, global living learning community, global faculty development, and assessment/program evaluation
- Developed sophisticated Canvas course to manage student participation in the Global Citizen Award program (was consulted by several campus entities looking to replicate the course infrastructure)
- Successfully oversaw the information architecture, implementation, and UAT of CampusNexus CRM via the agile process

## NICOLE M. WEST, PH.D.

- Created a variety of dynamic print and web-based marketing materials (Adobe Illustrator, Adobe Photoshop)
- Managed personnel, operational, and programming budget of \$730,000 in Education and General (E&G) state-appropriated funds
- Direct reports included four full-time staff members and up to six graduate assistants
- Reported to the Associate Dean for Undergraduate Curriculum in the Division of Student Affairs and Student Success

### ***Selected Achievements***

- Launched and managed Global Citizen Award program resulting in 122 award recipients and +1,250 participating students within first three years of program (278% achievement of 5-year program target)
- Launched and managed Study Abroad Scholarship program resulting in the awarding of \$316,455 in student scholarships to 153 students within first three years of program (57% achievement of 5-year program target)
- Oversaw the development of Global Pathways program resulting in 11 fully certified global degree programs and 10 in-progress global degree programs within first three years of program (47% achievement of 5-year program target)
- Oversaw the development of General Education Global Citizens Course Certification program resulting in 49 fully certified global courses within first three years of program (49% achievement of 5-year program target)
- Oversaw the development of Non-General Education Global Citizens Course Certification program resulting in 83 fully certified global courses and 25 in-progress global courses within first three years of program (72% achievement of 5-year program target)
- Spearheaded the development of the Global Competency Test, which included a campus-wide collaborative comprised of faculty and student affairs administrators

### **Assistant Director**

2012-2015

**University of South Florida, Tampa, FL**  
Academy for Teaching and Learning Excellence

### ***Key Responsibilities***

- Consulted with faculty regarding effective teaching practices and course design methods and the use of technology tools in order to enhance instruction and improve student success
- Planned, developed, and facilitated faculty development workshops to increase understanding of instructional design and the use of various instructional technologies
- Developed multiple Canvas courses and instructional technology examples to provide hands-on instructional experiences for faculty, adjunct instructors, and graduate teaching assistants
- Taught multiple sections of graduate-level Preparing for College Teaching (PCT) course
- Led Faculty Learning Communities and SoTL book clubs
- Reported to the Assistant Dean for Teaching & Learning in the Division of Student Affairs and Student Success

### ***Selected Achievements***

- Was instrumental in facilitating the University's successful transition from Blackboard to Canvas by developing and delivering training and assisting faculty with migration of course content
- Developed and facilitated faculty writing groups, which resulted in peer-reviewed publications for faculty in a number of disciplines
- Designed, edited, and contributed content to the inaugural and subsequent issues of the *Faculty Voices* newsletter (Adobe InDesign)
- Redesigned and migrated existing office website to new OU Campus platform
- Was promoted from Coordinator to Assistant Director

[Village of Excellence Academy | Tampa, FL](#)

# NICOLE M. WEST, PH.D.

*A Hillsborough County Public Schools Charter School in the Southeast serving approximately 345 elementary and middle school students with a 19:1 (K-5<sup>th</sup>) and 15:1 (6<sup>th</sup>-8<sup>th</sup>) student-to-faculty ratio (economically disadvantaged student enrollment between 90-91%; minority student enrollment between 97-98%). Two distinct campuses located in a large city (Population: 384,000+).*

## **Assistant Principal**

2011-2012 (temporary appointment)

**Village of Excellence Academy, Tampa, FL**

A Hillsborough County Public Schools Charter School

### ***Key Responsibilities***

- Provided administrative support to Principal and managed central office operations, including co-oversight of \$1.5 million budget
- Supervised campus operations in Principal's absence
- Coordinated human resources for administrative and instructional staff members
- Planned daily school activities by participating in the development of class schedules, teacher assignments, and extracurricular activity schedules
- Participated in development of campus improvement plans with staff, parents, and community members including implementation of Village Council recommendations
- Provided disciplinary support for instructional staff

### ***Selected Achievements***

- Successfully managed school-wide, state assessment administration process including maintaining required chain of custody protocols
- Coordinated school-wide field trips including identifying sites, securing transportation, obtaining parent permission, and securing chaperones
- Developed and managed new personnel leave request policy and process
- Enhanced parent communication via the development and distribution of a monthly calendar

## **Senior Graduate Research Assistant**

2008-2011

**University of South Florida, Tampa, FL**

Psychological and Social Foundations

### ***Key Responsibilities***

- Conducted research related to the psychosocial development experiences of individuals with multiple cultural identities enrolled and employed in various types of higher education contexts
- Facilitated College Student Affairs (CSA) M.Ed. program admission interviews and provided admission recommendations
- Advised first and second year cohorts of CSA program students
- Assisted with the coordination of CSA Open House, Orientation, and Graduation and Pinning Ceremonies
- Reported to the Coordinator of the CSA M.Ed. program in the Department of Social and Psychological Foundations

### ***Selected Achievements***

- Successfully managed and reviewed contributions of graduate research assistant team
- Maintained annual reports, mid-tenure, and final tenure review documents for faculty supervisor who successfully earned tenure and promotion
- Co-published article about the impact of hip-hop on the Black college women in the *Journal of College Student Development*
- Was promoted from Graduate Assistant to Senior Graduate Research Assistant

## **Assistant Director**

2006-2007

**University of South Florida, Tampa, FL**

Office of Undergraduate Admissions

### ***Key Responsibilities***

- Recruited students from the following historically underrepresented populations: first-generation-to-college students; students from limited income backgrounds and/or economically disadvantaged

# NICOLE M. WEST, PH.D.

schools and communities; and African American/Black, Hispanic, Native American/American Indian, multiracial and recent immigrant families

- Reported to the Associate Director of Undergraduate Admissions

## ***Selected Achievements***

- Worked collaboratively with summer access program staff to streamline and simplify the summer access scholarship program application processes
- Consistently commended for delivering dynamic admission presentations and for being extremely knowledgeable about admissions policies
- Was promoted from Recruiter to Assistant Director

## **Coordinator, Office of Multicultural Affairs**

2001-2006

## **University of South Florida, Tampa, FL**

Office of Student Activities

### ***Key Responsibilities***

- Directed multicultural student services, which included advising, supporting, and training registered multicultural student organizations and coordinating campus-wide multicultural events and heritage celebrations
- Coordinated and presented more than 500 multicultural workshops for various campus constituencies and provided culturally educational in-service activities for student union staff
- Direct reports included one full-time staff member, two graduate assistants, and four undergraduate students responsible for advising multicultural student organizations and coordinating multicultural student events and services
- Managed programming budget of \$69,000 in student Activity & Service (A&S) fees (not including personnel and operational expenses)
- Reported to the Director of Student Activities in the Phyllis P. Marshall Student Center

### ***Selected Achievements***

- Developed the office's first strategic plan, including the design and deployment of a related outcomes assessment and climate survey
- Enhanced the vision/mission, resources, scope, and services of the office, including budget increase (\$6,700 to \$69,000), facility expansion (208 sq. ft. to 778 sq. ft.), staff growth (1 Graduate Assistant to 2 Graduate Assistants, 1 Senior Clerk, and 4 Student Assistants), and program development (creation of the Multicultural Community [MCC], MCC Retreat, and MCC Awards Program)
- Established the first National Coalition Building Institute (NCBI) campus program in Florida
- Revitalized Multicultural Welcome Week and the university's Rev. Dr. Martin Luther King, Jr. Annual Commemorative Celebration
- Chaired campus-wide committee responsible for the implementation of the Safe Zone Ally Training program

## **Office Administrator**

2000-2001 (temporary appointment)

## **Village of Excellence Academy, Tampa, FL**

A Hillsborough County Public Schools Charter School

### ***Key Responsibilities***

- Provided administrative support to Principal and managed central office operations
- Assisted with student, staff, and teacher recruitment and oversaw human resource operations
- Coordinated facility improvements including administrative, recreational, and instructional spaces
- Served as school data processing clerk including maintaining student information records
- Processed all accounts payable and receivable including oversight of student nutrition program

### ***Selected Achievement***

- Was instrumental in successfully opening the first charter school in Hillsborough County specifically designed to enhance the academic achievement of students frequently suspended and/or expelled from traditional school settings

# NICOLE M. WEST, PH.D.

## [North Carolina Wesleyan College | Rocky Mount, NC](#)

*Four-year, private, highly residential, baccalaureate, predominantly white institution in the Southeast with 1,700+ students and a 13:1 student-to-faculty ratio (1,600+ undergraduates; 60% receiving Pell Grants). Located in a small city (Population: 54,000+).*

**Coordinator of Student Development**  
1999-1999

**North Carolina Wesleyan College, Rocky Mount, NC**  
Office of Residence Life

### ***Key Responsibilities***

- Managed residence hall operations as full-time, live-in staff responsible for an all-male, mixed-classification, traditional style, double occupancy building (Nash/Pash Hall)
- Coordinated department-wide recruitment, training, staff development, and evaluation
- Administered student discipline process via disciplinary conferences, crisis teams, and parent intervention
- Served as member of on-call team responsible for coordinating responses to student crises and physical plant issues

### ***Selected Achievement***

- Developed and advised Nash Hall Council, which led to an improvement in residence hall culture, climate, and maintenance

**Resident Director**  
1997-1999

**University of South Florida, Tampa, FL**  
Department of Residence Services

### ***Key Responsibilities***

- Managed residence hall operations as part-time, live-in staff responsible for an all-female, first-year, traditional style, double occupancy building (Gamma/Castor Hall)
- Served as a member of the Residence Services team by assisting with resident assistant recruitment, training, staff development, and evaluation
- Initiated and conducted student disciplinary conferences and judicial hearings and maintained confidential student judicial files
- Served as member of on-call team responsible for coordinating responses to student crises and physical plant issues
- Advised Residence Hall Association
- Managed a \$3,500 annual hall budget

### ***Selected Achievement***

- Actively participated in departmental committee convened to explore cultural implications of hosting annual staff training at university-owned retreat site, Chinsegut Hill, with antebellum history of colonization and enslavement, which led to the identification and use of another site

**PEP/SSS Resident Assistant**  
1995-1997

**University of South Florida, Tampa, FL**  
Department of Residence Services

### ***Key Responsibilities***

- Oversaw residence hall floor operations as part-time, live-in staff in coeducational, first-year, suite style, and all-female, first-year, traditional style double occupancy buildings (Gamma/Castor & Delta Halls)
- Developed and implemented social and educational programming related to wellness wheel programming model
- Enforced residence hall policies by participating in lobby duty schedule and documenting violations

### ***Selected Achievement***

- Contributed to the retention of students enrolled in the University's TRiO programs by serving as a peer mentor

# NICOLE M. WEST, PH.D.

## **PROFESSIONAL SERVICE**

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### **Refereed Journals**

*Multicultural Perspectives*, Reviewer (2022-present)  
*International Journal of Qualitative Studies in Education*, Reviewer (2022-present)  
*Educational Researcher*, Reviewer (2019-present)  
*Journal of Women and Gender in Higher Education*, Editorial Board Member (2018-present)  
*Journal of Negro Education*, Reviewer (2018-present)  
*Urban Education*, Reviewer (2015-present)

### **Grants**

Watson, A., Thomas, S., Lane, T., Pierre, D., Walker, B. (2019). *The AGEP Florida Alliance Model: Improving Minority Women Success in STEM Faculty Careers* (Award #: 1916098). Alliances for Graduate Education and the Professoriate (AGEP)—National Science Foundation (NSF). \$1,316,600: Funded. Research Advisory Board Member (2019-present)

### **Professional Organizations**

NASPA Florida Drive-In Conference Program Review Committee Member (2008)  
SACAC Drive-in Conference Committee Member (2007)

### **Missouri State University**

CLSE Promotion and Tenure Guidelines Revision Committee (2022)  
Division of Student Affairs Dean of Students Search Committee (2021)  
College of Education Assessment Committee (2020-present)  
CLSE Graduate Faculty Status Committee (2019-present)  
Bias Response Team (2019-present)  
CLSE Department Head Search Committee (2019)  
CLSE Promotion and Tenure Guidelines Revision Committee (2019)  
Student Affairs in Higher Education M.S. CAS Program Review Committee (2018-present)  
Division of Student Affairs Planning and Assessment Committee (2018-present)

### **University of South Florida**

Center for Leadership & Civic Engagement Director Search Committee (2017)  
Harrison and Ruth Kosove Undergraduate Fellowship Selection Committee (2017)  
Harrison and Ruth Kosove Graduate Fellowship Selection Committee (2017)  
Mobilizing the Dream, USF Climate of Cultural Competency Workgroup (2015-2017)  
Golden Bull Award Selection Committee (2016)  
Florida Consortium of Metropolitan Research Universities, Hi-Tech Pathways Team (2014-2017)  
Outstanding Undergraduate Academic Advising Award Committee (2013)  
International Service Break Participant, Ghana, Africa (2011)  
Adult, Career, and Higher Education Associate/Full Professor Search Committee (2009)  
Office of Undergraduate Admissions Recruiter Search Committee, Chair (2007)  
Associate Vice President for Student Affairs Search Committee (2006)  
Office of Student Programs Sr. Coordinator Search Committee, Chair (2006)  
Diversity Task Force (2005)  
Students Against Discrimination Everywhere (SADE), Advisor (2004-06)  
Black Student Union, Advisor (2004-06)  
Intercollegiate Athletics Diversity Committee (2004-05)  
Phyllis P. Marshall Center Staff Development Committee (2004-05)  
Residence Services Area Coordinator Search Committee (2003)  
Residence Services Assistant Director Search Committee (2002)  
P.R.I.D.E. Alliance, Advisor (2002-03)  
Commissioned in Destiny (CID), Advisor (2001-03)

# NICOLE M. WEST, PH.D.

USF Gospel Choir, Advisor (2001-05)  
Lambda Theta Alpha Latin Sorority, Inc., Advisor (2001-02)  
Enrollment Management Advisory Group, Students of Color Project Team (2001-02)  
Associate Vice President for Diversity & Equal Opportunity Search Committee (2001)

## **ORGANIZATIONAL AFFILIATIONS**

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Student Affairs Administrators in Higher Education (NASPA), Member  
American Educational Research Association (AERA), Member  
USF Alumni Association, Life Member  
Alpha Kappa Alpha Sorority, Inc.

## **PROFESSIONAL DEVELOPMENT**

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LinkedIn Learning: Diverse Talent in Recruiting and Hiring Course (2022), 1.25 SHRM® PDCs  
LinkedIn Learning: Uncovering Unconscious Bias in Recruiting and Interviewing (2022), 1.25 SHRM® PDCs  
LinkedIn Learning: Unconscious Bias (2022), .25 PMI ® PDUs  
USF Diversity, Equity, and Inclusion in the Workplace Certificate (2022), 1.4 CEUs  
MSU Facing Racism Institute (2022)  
National Coalition Building Institute (NCBI) Leadership for Diversity Institute (2021)  
MSU Diversity Scholars Program (2020)  
MSU Blackboard Black Belt Series (2019)  
USF Fundamentals of Supervision Certificate (2017)  
Certified Online Educator (successful completion of USF's TO101: How to Teach Online) (2014)  
NASPA/SACSA Mid-Manager's Institute Participant (2009)  
National Coalition Building Institute (NCBI) Welcoming Diversity Train the Trainer (2002)

## **HONORS AND AWARDS**

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Division of Student Affairs Bridge Builder Award (2021)  
NASPA Faculty Council & Faculty Assembly Excellence in Teaching Award (2021)  
NASPA Ruth Strang Research Award (2018)  
Florida Education Fund's McKnight Doctoral Fellowship Program (2010-11)  
USF Graduate School's Top-Up Funds for Outstanding Doctoral Students (2010-11)  
Graduate & Professional Student Council Graduate Student Award (Spring 2010)  
Harrison and Ruth Kosove Graduate Fellowship (2008-09; 2009-10)  
Alpha Kappa Alpha Sorority, Inc. Wolfe Sisters' Endowment Fellowship (Spring 2009)  
SUS Summer Enrichment Program (Summer 2008)  
USF Division of Student Affairs' Lighting the Way Award (2003)