

Shanté C. Hearst

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EDUCATION

Texas A&M University , College Station, TX Doctor of Philosophy in Educational Administration (Higher Education Administration) Certificate in College Teaching	May 2024, Anticipated
University of the Pacific , Stockton, CA Master of Arts, Educational Administration & Leadership (Student Affairs)	May 2011
California State University San Bernardino , San Bernardino, CA Bachelor of Arts, Business Administration (Advertising Management)	June 2009

PROFESSIONAL EXPERIENCE

TEXAS A&M UNIVERSITY

College Station, TX

Assistant Director, Department of Student Activities: June 2017 – present

Director, Office of Fraternity and Sorority Life: September 2022 – present

Fraternity and Sorority Life

- Develop, manage, & assess the strategic plan, goals, & initiatives for the Office of Fraternity and Sorority Life & the fraternity and sorority community of 58 chapters of 6,000 students
- Supervise five professional staff members & responsible for two graduate assistants, practicum students & student workers
- Strategically manage an \$800,000 annual budget. Designed, implemented, & currently manage a student enhancement fee (Greek fee) system & structure (began January 2020).
- Oversee the education & training of student leaders to effectively the manage the dues allocation process
- Provide programmatic oversight to ensure that the office & fraternity and sorority community are meeting compliance requirements
- Provide oversight & direction for the annual chapter assessment program that informs our transition to a chapter coaching model
- Primary advisor to the Interfraternity Council comprised of 18 chapters with approximately 1,600 members
- Secondary advisor to the Collegiate Panhellenic, Multicultural Greek & National Pan-Hellenic councils
- Provide strategic guidance, support, & collaboration to the student organization conduct process
- Serve as the liaison for the Greek Former Student Network (alumni organization)
- Collaborate with academic colleges to re-establish accreditation for NPHC's female leadership developed course
- Collaborate with departments/offices to implement & assess programs supporting Greek student development
- Serve as liaison for, and manage communications with, internal and external stakeholders
- Designed & facilitated inaugural SEC Student Leadership Conference – executed virtually

COVID-19 Response

- Provide strategic guidance, support, & decision making in transitioning office and community operations to virtual and digital platforms during COVID-19 – includes strategic transitions back to in-person operations
- Operationalized emergency protocols to mitigate the spread of virus throughout the fraternity & sorority community
- Initiated strategic partnership and collaboration with key stakeholders to provide adequate support for chapter & council operations
- Provided guidance and support to facility management (residential and non-residential) to align with university protocols and CDC guidelines (Note: all chapter facilities operate independent of the institution)

EASTERN KENTUCKY UNIVERSITY

Richmond, KY

Associate Director of Student Life: July 2015 – June 2017

Greek Life

- Supervised the Coordinator of Greek Life
- Revised, maintained & advocated for policies governing fraternities & sororities
- Proficiently managed a \$12,000 operating & programming budget
- Advised the Interfraternity Council, National Pan-Hellenic Council & Panhellenic Council (26 chapters)

- Advised Order of Omega Greek Honors Society
- Co-chaired the Greek Housing Taskforce that oversees policies & initiatives related to fraternity/sorority housing

Community Service Programs

- Supervised the Assistant Director of Community Service
- Supported the supervision of the AmeriCorps VISTA & the Kentucky Campus Compact Grant
- Provided oversight of community service & civic engagement initiatives including an on-campus food pantry
- Assisted with the planning & coordination of alternate break trips
- Managed a \$33,000 operating & programming budget

Hazing Investigation Committee, Chair

- Recruited & trained a committee of three investigators – one staff member, one faculty member, & one student
- Interpreted & administered the Student Code of Conduct related to hazing
- Coordinated & facilitated the investigations process for all alleged hazing violations reported
- Oversaw the execution of all sanctions issued by the committee

Registered Student Organizations (RSO): July 2015 – September 2016

- Chaired the RSO Risk Management Committee
- Coordinated the online registration and recognition process for registered student organizations via OrgSync™
- Facilitated special trainings & workshops for 300 student organizations
- Advocated for policies governing registered student organizations
- Revised a student organization handbook to assist with organizational management

MOREHEAD STATE UNIVERSITY

Morehead, KY

Coordinator of Student Organizations, Leadership Development & Greek Life: October 2013 – July 2015

Greek Life

- Advised the Interfraternity, Panhellenic & National Pan-Hellenic Councils (21 chapters)
- Established judicial procedures of integrity & accountability specific to the fraternity/sorority community
- Coordinated, implemented & analyzed a strategic plan with community-wide assessment through EBI/Map Works©
- Co-chaired the Greek Housing Taskforce to re-establish fraternity & sorority housing
- Supervised the bi-annual homecoming NPHC step show & stroll off

Student Organizations

- Established & coordinated the online registration/recognition process for student organizations
- Served as a liaison for the Office of Enrollment Services to answer questions about student engagement
- Collaboratively worked with the Center for Regional Engagement to increase student participation in service learning
- Developed publications & maintain marketing plans for the department

Leadership Development

- Proficiently managed a \$10,000 training & programming budget
- Restructured the infrastructure, curriculum & facilitators training for the Leading Edge leadership program
- Supervised & train Graduate Assistants/Interns
- Assisted with supervision of the Administrative Assistant and student staff
- Maintained the department's website regularly

Coordinator of Multiculturalism & Inclusion: July 2011 – October 2013

- Managed a \$25,000 programming budget
- Advised the African-American, International & LGBT student organizations
- Coordinated activities to promote professional & social growth towards the retention of faculty & staff of color
- Planned, implemented & assessed monthly cultural awareness programs for faculty, staff, students & local community
- Provided special leadership, inclusion & diversity trainings/workshops for student leaders & athletes
- Coordinated activities to promote educational, cultural & social growth for underrepresented student populations
- Coordinated & executed the semi-annual graduation recognition ceremony for students of color
- Coordinated the 18th Annual Come Together Kentucky Conference – a 3-day statewide LGBT collegiate conference
- Established relationships with the African-American Alumni Club for support of minority retention initiatives
- Collaborated with the Office of First-Year Programs and Retention to implement & assess programs for minority retention initiatives

Interim Coordinator of Student Activities, Programming & Student Engagement: October 2011 – September 2012

- Managed a \$72,000 operating & programming budget

- Supervised five Student Programming Board (SPB) student coordinators & one Graduate Assistant
- Created a new student coordinator position to oversee marketing & social media efforts for SPB
- Created a reporting system to evaluate & assess the effectiveness of programs & events produced by SPB
- Served as a University liaison to talent agencies as negotiator & reviewer of contracts
- Partnered with the Office of First-Year Programs and Retention to implement & assess New Student Days & Family Weekend
- Coordinated Homecoming activities in collaboration with the Office of Alumni Relations

UNIVERSITY OF THE PACIFIC

Stockton, CA

Greek Residence Director (Graduate Assistantship): August 2009 – May 2011

Residence Life

- Managed the daily operations, health and safety for 1 traditional Greek residential facility with 36 residents
- Served in an on-call rotations providing crisis management, intervention & counseling for 2,500 residents
- Coordinated Winter & Spring trainings for Residence Directors & Resident Assistants

Fraternity & Sorority Life

- Advised the Multicultural Greek Council (4 chapters) & Order of Omega Greek Honor Society
- Co-advised the College Panhellenic Council (4 chapters)
- Coordinated of the annual Greek Awards process
- Supported health & safety initiatives for the Interfraternity Councils (4 chapters)
- Developed & implemented needs-based programming for a community of 600 students

UNIVERSITY SERVICE

TEXAS A&M UNIVERSITY

General Service

- Member, AggieUp Committee, November 2020 - present
- Member, Game Day (Football) Coordination Team, August 2017 – present
- Member, Writing for Publication Professional Learning Community, October 2017 – May 2019

Division of Student Affairs

- Member, Howdy Week Committee, June 2020 – present
- Investigator, Office of Student Conduct, October 2017 – present
- Member, Assistant Coordinator for Student Conduct Hiring Committee, May 2021– September 2021
- Member, Residence Life Ad Hoc Committee on Move-In Fall 2021, December 2020 – February 2021
- Member, Activity Resource & Response Team (ARRT), June 2018 – February 2020
- Volunteer, Department of Residence Life Housing Fair, October 2017

Department of Student Activities

- Member, Off-Campus Banking Exemption Committee, November 2017 – present
- Member, Advising Planning Committee (AdCo), August 2017 – May 2021
- Subcommittee Co-Chair, COVID-19 Continuity Planning Committee, March 2020 – August 2020
- Volunteer, Fish Camp Directors' Retreat (Extended Orientation), February 2020
- Subcommittee Chair, Hazing Prevention & Education Work Group, May 2018 – December 2019
- Volunteer, Midnight Yell Practice, August 2017 – December 2019
- Member, Retreat Planning Committee, September 2017 – July 2018
- Member, Relief Effort Taskforce, December 2017 – February 2018

EASTERN KENTUCKY UNIVERSITY

Division of Student Affairs

- Member, Diversity Day Committee, February 2016
- Mentor, Freshman Academy, September 2015 – May 2016

Office of Student Life

- Chair, Program Director of Greek Life Hiring Committee, May 2017
- Member, Assistant Director for Facilities and Member Services Hiring Committee, July 2016
- Member, Coordinator for International Student Programs and Services Hiring Committee, November 2015

MOREHEAD STATE UNIVERSITY*General Service*

- Volunteer, Commencement Ceremony, December 2011 – May 2015
- Leader of Ceremonies, Commencement Ceremony, May 2015
- Member, Professional Learning Community for Diversity Initiatives, August 2013 – May 2015
- Judge, Celebration of Student Scholarship Oral & Poster Presentation, April 2013

Office of the President

- Member, President's Lecture Series Committee, August 2014 – December 2014
- Member, President's Diversity Council, September 2011 – July 2014

Division of Student Affairs

- Member, Assistant Vice President/Dean of Students Hiring Committee, 2015
- Member, Assistant Director of Housing Operations Hiring Committee, 2014
- Member, Student Life Coordinator (Area Coordinator) Hiring Committee, 2012
- Member, Student Conduct Hearing Review Board, October 2012

Office of Student Activities, Inclusion & Leadership Development

- Chair, Coordinator of Student Activities, Programming & Student Engagement Hiring Committee, 2014
- Mentor & Advisor, Much More to Me (MM2M) Female Mentoring & Leadership Program, July 2012 – July 2014
- Mentor, Dedicated to Retention and Education at Morehead State (DREAMS) Mentoring Program, August 2011 – July 2014

UNIVERSITY OF THE PACIFIC*General Service*

- Member, Student Conduct Hearing Review Board, August 2010 – April 2011
- Member, Celebration of Student Affairs Month Committee, August 2010 – October 2010

Office of Housing & Greek Life

- Member, Paraprofessional Development Committee, August 2010 – May 2011
- Member, Assistant Director of Greek Life Hiring Committee, August 2010 – October 2010
- Member, Social & Special Events Committee, August 2009 – May 2010

TEACHING

EDAD 636: Working with Adult Groups. Guest Lecturer, December 2022

EDAD 689: Intersectionality: Theory, Praxis and Scholarship. Teaching Assistant, Spring 2022

EDAD 618: Practicum Seminar. Guest Lecturer, October 2021

EDAD 603: Advanced Student Development Theory. Guest Lecturer, February 2021

REFEREED PUBLICATIONS

Stewart, S., Haynes, C., Elgoharry, Y., & Hearst, S. C. (under review). Black liberation research methodology.

Hearst, S. C., & Bazner Jr., K. J. (2022). Book Review: Pietro A. Sasso, J. Patrick Biddix, & Mónica Lee Miranda. (2020). Supporting Fraternities and Sororities in the Contemporary Era: Advancements in Practice. Myers Education Press. *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors*, 16(2), 75-78. <https://scholarworks.wm.edu/oracle/vol16/iss02/1>

INVITED TRAININGS

2019-2022 **Pi Kappa Alpha Chapter Leadership Consultant Training FSA Panelist**, Virtual

2021 **Interfraternity Institute (IFI) Fellow**, Virtual

2021 **Sigma Alpha Mu Chapter Leaders Day Facilitator**, Virtual

2020 **Pi Kappa Phi Advisor Symposium Co-Facilitator**, Dallas, TX

2017 **Kappa Alpha Theta Emerging Leaders Institute Facilitator**, DePauw University, DePauw, IN

2016 & 2017 **North-American Interfraternity Conference IMPACT Facilitator** (University of Louisville & Arizona State University)

2016 **North-American Interfraternity Conference UIFI Facilitator**, University of Indiana, Bloomington, IN

2013-2014 **Governor's Minority Student College Preparation Program Summer Institute Leadership Facilitator**,
Morehead State University, Morehead, KY

REFEREED PRESENTATIONS

- Hearst, S. C.**, McCollum, S., Nelson, B., Mackie, T., & Haynes, C. (2022). *Black Women Doctoral Students Create Intersectional Interventions to Address Intersectional Failures of the Academy*. Presented at the Association of Fraternity and Sorority Advisors Annual Meeting, Las Vegas, NV.
- Hudock, M., & **Hearst, S. C.** (2021). *Party Culture and Socialization Among Black Undergraduate Students at Predominantly White Institutions*. Presented at the Association for the Study of Higher Education Conference, Virtual.
- Hearst, S. C.** (2018). *In the Pressure Cooker: How to Create a Strategic Plan While All Eyes Are On You*. Presented at the Association of Fraternity and Sorority Advisors Annual Meeting, Indianapolis, IN.
- Britt, E. P. & **Hearst, S. C.** (2018). *Tailgate to TailGREAT! Two Approaches for Improving Tailgate Policies*. Presented at the Association of Fraternity and Sorority Advisors Annual Meeting, Indianapolis, IN.
- Hearst, S. C.** & Williams-Johnson, M. A. (2017). *You Don't Even Go Here! Developing Healthy Alumni Relationships*. Presented at the University of Houston ELEVATE Fraternal Leadership Conference, Houston, TX.
- Idehen, S., White, A., **Hearst, S. C.**, & Pierre, L. (2015). *Can I Touch Your Hair? Dissecting the Portrayal of Black Women with Natural Hair*. Presented at the American College Personnel Association National Convention, Tampa, FL.
- Tidrick, A. & **Hearst, S. C.** (2014). *Promoting Creativity in Programming*. Presented at the Kentucky Fraternity and Sorority Advisors' Conference, Lexington, KY.
- Hearst, S. C.** (2014). *Campus Pride: Supporting our "Alphabet" Community*. Presented at the Kentucky Association of Blacks in Higher Education Annual Conference, Lexington, KY
- Hearst, S. C.** (2013). *I Love Onions!: Intersectionality & Diversity Training*. Presented at the Morehead State University Student Activities Leadership Training, Morehead, KY
- Hearst, S. C.**, Moore, J. C., Lackey, K. L., Young, M., & Davis, C. (2013). *African American Student Leadership Experience: Preparing the Next Generation for Leadership*. Presented at the Kentucky Association of Blacks in Higher Education Annual Conference, Richmond, KY.
- Hearst, S. C.** (2013). *Building Consensus: Leadership for Any Occasion*. Presented at the Morehead State University Emerging Leaders Symposium, Morehead, KY.

AWARDS & RECOGNITION

- 2023 **Department of Student Activities Values Award in Respect**, Texas A&M University, College Station, TX
- 2023 **First Place**, GRAB Graduate Research Poster Competition, College Station, TX, **Amount:** \$500
- 2018 **Outstanding Fraternity/Sorority Advisor**, Pi Kappa Phi Fraternity, Indianapolis, IN
- 2018 **Department of Student Activities Values Award in Excellence**, Texas A&M University, College Station, TX
- 2015 **Distinguished Staff Service Award**, Morehead State University, Morehead, KY
- 2015 **Hats Off to Women Recipient**, Black Student Union at Morehead State University, Morehead, KY
- 2013 **Staff Member of the Year Nominee**, Student Government Association at Morehead State University, Morehead, KY
- 2013 **Pan African Network Outstanding New Professional**, American College Personnel Association, Louisville, KY
- 2011 **Greek Residence Director of the Year**, Order of Omega at University of the Pacific, Stockton, CA
- 2009 **William J. Brennan Graduate Assistant Fellowship**, Order of Omega National Headquarters, Jacksonville, FL, **Amount:** \$500

PROFESSIONAL SERVICE & INVOLVEMENT

American College Personnel Association (ACPA)

General Service

- Program Reviewer, Annual Convention Program Committee, October 2014 & October 2017
- Member, Annual Convention Special Events Committee, November 2014 – March 2016

Commission of Multicultural Affairs (CMA)

- Co-Chair, Culture Fest (annual signature event), October 2012 – June 2015

Pan African Network (PAN)

- Co-Chair, Awards Committee, May 2017 – March 2018
- Co-Chair, Public Relations Committee, May 2014 – June 2015
- Co-Chair, Awards Committee, May 2010 – March 2012

Association for Fraternity & Sorority Advisors (AFA)

- Member, Annual Meeting Programming Committee, December 2017 – December 2018

Association of Student Conduct Administrators (ASCA)

Association for the Study of Higher Education (ASHE)

National Association of Student Personnel Administrators (NASPA)

- Reviewer, Region III Awards Committee, 2020

Delta Sigma Theta Sorority, Inc. (ΔΣΘ)

Fraternal Values Society

Graduate Representative Advisory Board (GRAB)

- GRAB Research Symposium Chair, 2021-2023
- Treasurer, 2022-2023
- Communications Chair, 2021-2022

Order of Omega Greek Honor Society