

Dee Hawks is a trusted leader known for building communities grounded in trust, care, and connection. She leads with empathy and adaptability, balancing the needs of individuals with the broader vision and sustainability of an organization. Her approach to leadership is both relational and strategic, shaped by a commitment to collaboration, stewardship, and helping people and organizations grow.

Education

Northern Kentucky University - Highland Heights, KY | Bachelor of Arts, Political Science (2007-2011)

Western Kentucky University - Bowling Green, KY | Masters of Arts, Student Affairs (2014-2017)

Work & Internships

Director, Fraternity & Sorority Life | Kansas State University, June 2023 - Present

- Provide strategic leadership for a fraternity and sorority community of 35 organizations (13 NPC & 22 NIC), representing 3,200 students.
- Led the reintegration of all 35 chapters into full university recognition after a seven-year disaffiliation, rebuilding trust and partnership across campus and alumni stakeholders.
- Oversee all educational, operational, and developmental initiatives, including chapter coaching, council advising, leadership education, and risk prevention programming.
- Supervise a high-performing team of two full-time professionals and three graduate assistants; cultivated a mission-driven culture recognized for collaboration, accountability, and student-centered care.
- Designed and implemented innovative programs such as the IMPACT Retreat, Rising Leaders Cohort, Greek Education Series, and Chapter Coaching model, credited with revitalizing student engagement.
- Manage a \$600K annual budget and spearhead donor stewardship, securing \$50K in annual programmatic support and establishing 35 chapter-specific Excellence Funds.
- Partner with K-State Foundation to launch new funding streams and build long-term sustainability through IFC and PHC endowments totaling \$700K.
- Advance alignment with university strategic priorities by re-establishing FSL mission and pillars (Achievement, Leadership, Belonging, Wellness, Engagement) and modernizing branding and marketing materials.
- Recognized by supervisors for exceptional leadership (Overall Rating 4.75/5) and praised for “building a cohesive, mission-driven staff culture that balances accountability with community” and “strengthening FSL in visible and lasting ways.”

Associate Director, Sorority & Fraternity Life | Cornell University, October 2021 - June 2023

- Directed the SFL team in developing a comprehensive annual slate of educational programs, trainings, and workshops for 60+ fraternity and sorority chapters.
- Served as primary liaison to campus partners (Public Service Center, Skorton Center, Title IX, Conduct, Housing & Residence Life) to align SFL initiatives with university-wide education efforts.
- Advised the Peer Judicial Board and trained council Vice Presidents Judicial, ensuring consistent, educationally grounded adjudication practices.
- Collaborated efficiently with Student Conduct to triage and adjudicate group conduct cases ethically.
- Oversaw housing education for university- and privately-owned chapter facilities; coordinated with city and campus officials to support compliance and safety initiatives.
- Advised chapter and council risk management leaders on event planning, harm reduction, and crisis response.
- Supervised the Assistant Director, Panhellenic Advisor, and event management interns.

Assistant Director, Sorority & Fraternity Life | Cornell University, November 2017 - October 2021

- Advised the Panhellenic Council (2,000 members; \$135K budget) through recruitment, elections, and major programming initiatives.

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Work & Internships, cont.

- Provided direct advisement to 13 Panhellenic chapters and maintained engagement with national headquarters staff and consultants.
- Designed and implemented a new member education curriculum focused on values, identity, and belonging.
- Rebuilt annual leadership retreats into outcome-driven experiences and modernized training for Event Management, Recruitment Counselors, and Recruitment Chairs.
- Partnered with others to deliver Alternative Dispute Resolution, Body Positive, and Bystander Intervention training.
- Led website accessibility updates and launched Chapter Scorecards to enhance transparency and accountability.
- Supported crisis response as a University Crisis Manager and assisted with professional staff recruitment.
- Combined chapter accreditation and awards processes into a unified end-of-year recognition event.
- Served as Interim IFC Advisor (Feb–Jul 2019).

Sexual Assault Services Intern, Counseling Center | Western Kentucky University, June 2014 - June 2015

- Created multiple advertisements for various programs and educational sessions related to interpersonal violence awareness and education.
- Served on the 10 person planning committee for Sexual Assault Awareness Month, strategizing the coordination of multiple community entities, over various activities throughout the month of April 2016.
- Assisted in planning the inaugural Domestic Violence Awareness Month in conjunction with the local domestic violence shelter, to bring domestic violence awareness and conversation to collegiate students.

Residence Hall Director, Meredith Sorority Hall | Western Kentucky University, July 2014 - October 2017

- Led a residential community of 180 sorority-affiliated students, fostering a safe, inclusive, and values-based environment.
- Hired, trained, and supervised 16 student staff, emphasizing mentorship, accountability, and student development.
- Collaborated with chapter leaders to address conduct concerns through educational and restorative processes.
- Designed and implemented a residential curriculum aligned with Greek Affairs, increasing program participation by 50% in one year.
- Managed a \$47K annual operations budget and enhanced fiscal efficiency.
- Chaired the department's Social Equity & Diversity Committee, leading DEI trainings on identity, allyship, civil discourse, and activism, and served as liaison to the Intergroup Dialogue program.

Admissions Counselor, Undergraduate Admissions | IU: Southeast, July 2012 - June 2014

- Recruited, advised, and supported prospective students through the admissions process, managing a multi-state travel territory and representing IU Southeast at college fairs and high school visits.
- Reviewed applications, evaluated academic credentials, and counseled students and families on enrollment options, financial aid, and campus resources.
- Collaborated with academic departments and campus partners to coordinate yield events and enhance the first-year student experience.

Greek Life Intern, Office of Student Life | IU: Southeast, July 2012 - June 2014

- Strengthened campus perception of Greek Life through cross-campus collaboration and community engagement.
- Advised and mentored the Panhellenic Executive Council, leading the first two-day transition retreat and multiple recruitment trainings.
- Implemented Release Figure Methodology (RFM) and CampusDirector, modernizing the recruitment process.
- Led recruitment efforts resulting in 200% community growth in one year and 400% potential new member growth in two years.
- Initiated Panhellenic Pride Week to promote inclusion, growth, and inter-sorority connection.

Affiliations, Service, & Awards

Delta Gamma Fraternity

- 2024 - Present | Service for Sight Advisory Committee
- 2023 - Present | Fraternity Director: Programming
- 2020 - 2022 | Region One: Elected Representative to the Fraternity Nomination Committee
- 2020 - 2021 | Third Year Programming Think Tank Working Group Member
- 2019 | Region One, Four, & New: Panhellenic Support Specialist
- 2018 - 2019 | Region One: Panhellenic Support Specialist
- 2016 - 2023 | DG Rainbow Facebook Admin & Moderator (Creator)
- 2012 - 2014 | Theta-Indiana: Membership Advisor, Panhellenic Advisor
- 2012 | Theta-Indiana: Scholarship Advisor, Ritual Advisor
- 2009 | Zeta Sigma-Northern Kentucky Chapter Initiate

Association of Fraternity & Sorority Advisors

- 2024 | Graduate Student Experience Committee, Project Job Search Lead
- 2023-2025 | Chi Epsilon (LGBTQ+ Space) President
- 2020 | Nominating & Elections Committee, Region 1 Elected
- 2019 | Educational Programs Critical Review Team, Team Lead Volunteer
- 2018 | Professional Development Committee, Volunteer
- 2014-Present | Member

Circle of Sister, Grant Review Team (2026)

Phi Sigma Sigma Sorority, Outstanding Campus Professional Award Winner (2022 & 2023)

Order of Omega Initiate (2018)

Rho Lambda National AFA Scholarship Winner (2018)

Student Affairs Administrators in Higher Education - NASPA Member (2015)

Kentucky Association of Housing Officers

- 2015 | KAHO Governing Board Member
- 2014 & 2015 | Case Study Winner

My Dog Eats First Weekly Volunteer (2012-2014)

Training & Continued Education

AFA Learning - Online Learning | Financial Management in Higher Education (2025)

AFLV - Los Gatos, CA | The Gathering (2025)

AFA Annual Meeting - Las Vegas, NV | Supervision School (2025)

National Panhellenic Conference - Indianapolis, IN | Release Figure Methodology Training (2013)

Presentations & Facilitations

North American Interfraternity Conference

- 2022 | Impact Small Group Facilitator, Rensselaer Polytechnic Institute
- 2022 | Impact Lead Facilitator, Penn State University
- 2019 | UIFI Small Group Facilitator
- 2015 | Impact Small Group Facilitator, Austin Peay State

Presentations & Facilitations, cont.

Association of Fraternity & Sorority Advisors

- 2025 | Re-Imagining Lifetime Friendship: Delta Gamma's Dawson Institute (Co: Lexie Kiernan)
- 2025 | 'Let Them' Be Experts, So We Can Be Ours
- 2025 | First 90 Days Panelist, Advising Specialist
- 2024 | Project Job Search Co-Lead Facilitator
- 2024 | First 90 Days Panelist, Change Management Specialist
- 2022 | Project Job Search Co-Lead Facilitator
- 2022 | Order of Omega Case Study Judge
- 2019 | Standing OUT: The Challenges and Opportunities of Being an Out Leader at Work
- 2018 | White Washed: Panhellenic Sororities & White Feminism
- 2016 | Sister, Sister: Navigating a Queer Identity as Sorority Women (Co: Kate Wehby)

Association of Fraternal Leadership & Values Conference

- 2026 | Greek Life in Action: A Future Built on Advocacy, Activism, & Service (Central & West)
- 2026 | "That's Between Us, Right?": Vibes, Values, and Vulnerability (Central)
- 2026 | Let Them Do Less (Central & West)
- 2025 | Beyond Philanthropy: Integrating Advocacy & Activism into Greek Life (Central)
- 2025 | Transparent Revolution: Greek Life's Transformation in a Digital World (Central)

Delta Gamma Fraternity

- 2026 | Winter Director Meeting Planner & Facilitator
- 2025 | The Leadership Collective: Director Education Facilitator
- 2025 | Dawson Institute Co-Lead Facilitator
- 2025 | Winter Director Meeting Planner & Facilitator
- 2024 | Lewis Institute Co-Lead Facilitator
- 2023 | Lewis Institute Co-Lead Facilitator
- 2023 | Anchor Academy Co-Lead Facilitator, VP: Social Standards
- 2022 | Human Dignity Workshop Facilitator at Zeta Sigma-Northern Kentucky & Beta Lambda-Gettysburg
- 2021 | Champion Collective- Dear Delta Gamma: A Queer Love Letter & Our Identities Are Not Political
- 2019 | Officer Training Seminar Panhellenic Roundtable Participant
- 2019 | Lewis Institute Co-Lead Facilitator
- 2019 | February Institute Co-Lead Facilitator, VP: Panhellenic
- 2019 | February Institute Breakout Presentation: "GRL PWR: Creating Inclusive Organizational Communities"
- 2018 | Facilitated New Chapter Retreat at Eta Phi-NYU
- 2018 | Recruitment Preparation and Assistance at Beta Nu-Carnegie Mellon
- 2018 | Regional Adviser Training-Membership Advisor Track Facilitator
- 2018 | Lewis Institute Small Group Facilitator
- 2018 | Human Dignity Workshop Facilitator at Beta Lambda-Gettysburg

General Presentations

- 2025, KSU New Member Education | All for One? Navigating Group Tension & Competition
- 2022, Alpha Delta Pi | The Genderbread Person: Pronouns & Gender Identity
- 2021 | Inspiring Transformation: Change Making Leadership
- 2021 | GRL PWR: Anchoring Our Story On Social Media
- 2020, Alpha Sigma Tau | White Washed: Feminism in Alpha Sigma Tau
- 2018 | Let's Talk About Cla\$\$: The Impact of Socioeconomic Status on Membership
- 2016, WKU Greek Leaders Retreat | Authentic Women's Leadership
- 2015, WKU Greek Leaders Retreat | Gay & Greek

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