

DEIDRA GRAVES STEPHENS

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EDUCATION

UNIVERSITY OF NEBRASKA AT LINCOLN – Lincoln, Nebraska

May 2009

Doctor of Philosophy, Higher Education Administration, Curriculum & Instruction.

UNIVERSITY OF NORTH TEXAS – Denton, TX

December 1997

Master of Education, Counseling, Development & Higher Education. Specialization: Student Affairs. GPA: 4.0

TEXAS TECH UNIVERSITY – Lubbock, TX

December 1993

Bachelor of Science, General Home Economics, GPA: 3.9, Summa Cum Laude.

PROFESSIONAL EXPERIENCE

THE UNIVERSITY OF TEXAS AT AUSTIN, McCombs School of Business - Austin, Texas

2008-Present

Director, Texas MBA+ Leadership Program

- Design, develop and deliver a curriculum of 60 leadership development initiatives that support the core mission of six Texas MBA programs in a matrix organization serving 1,200 students with an annual budget of \$1M.
- Establish relationships with over 500 corporate partners that result in 150 projects for student-led consulting teams per year; manage corporate outreach to 60-80 global firms in 9-12 countries to recruit projects for international study tours and lead project outreach, scoping, budgeting, and management.
- Recruit, hire, and supervise 30 professional communication and executive coaches; recommend appropriate coaches to students based on coaching styles and students' goals and needs.
- Supervise the McCombs Global Connections (MGC) program of 10 day international study tours with 200 participants as well as the McCombs Adventure Program (MAP) pre-orientation trips of 100 participants.
- Develop and manage \$2 million departmental budget including lines of funding from six different programs with signature authority.
- Supervise and train two full-time professional staff, one full-time support staff, and ten graduate assistants.
- Develop five year departmental strategic plan, including the identification of strategic initiatives, actions, and metrics.
- Create surveys for collection and assessment of programs in order to streamline dissemination of information and make program adjustments each year.
- Develop and teach three credit hour leadership course (MAN 385 Leadership Development) at the MBA level.
- Research commercially available 360° and peer evaluation assessments and custom designed and implemented peer assessment tool for MBA study teams.

THE UNIVERSITY OF TEXAS AT AUSTIN, McCombs School of Business - Austin, Texas

2005-2008

International Program Coordinator

- Implement the McCombs Global Connections (MGC) program of 10 day international study tours with 200 participants and the McCombs Adventure Program (MAP) pre-orientation trips of 100 participants with an annual budget of \$750K.
- Recruit MGC faculty and collaborate on curriculum and itinerary design for six MGC study tours each year; negotiated faculty course loads with department chairs.
- Review 20-30 student resumes, interview candidates, select, supervise, and train six graduate assistants.
- Develop training workshops and materials for Graduate Assistants and staff liaisons to address issues in working/communicating across cultures, risk management, and university rules and regulations. Edit written and electronic communications from graduate assistants to alumni and corporate partners to mitigate cross-cultural and language issues.
- Explore and propose new regions for MGC study tours based on student interest, alumni presence, and viability of corporate contact development. Implemented student feedback system to determine future study tour and adventure program destinations.
- Launched use of Request for Proposal (RFP) and contract processes to allow for competition in the selection and utilization of travel vendors.
- Launched use of internet-based portal to maintain required emergency information and indemnification agreements, organized risk management sessions, served as point of contact for all emergencies, and developed risk management plans for all MBA students traveling or studying abroad; coordinated with university study abroad office and division of student affairs to manage crises.
- Administered the MBA outbound study abroad program supporting approximately 20 students. Develop relationships with students, 25+ partner school exchange coordinators, and the university's study abroad office. Assist students in completing all

requirements to study abroad. Communicate with partner schools to coordinate exchange ratios and answer questions. Manage the foreign course evaluation process. Advised students on partner school selection, application procedures, cultural issues, and logistical challenges.

- Awarded McCombs Employee of the Month, November 2006.
- Promoted to Director of the Texas MBA+ Leadership Program and negotiated the departmental restructuring of MGC/MAP in order to provide continued oversight of programs.

TEXAS A&M UNIVERSITY –CORPUS CHRISTI – Corpus Christi, TX

1997-2005

Director of Student Activities & Facilities (2004-2005)

Director of Student Activities/Judicial Affairs Officer (2000-2004)

Director of Student Activities (1999-2000)

Assistant Director of Student Activities (1997-1999)

- Promoted three times; increasing responsibilities and number of staff supervised with each successive promotion
- Directed the merger of two university departments and supervised the resulting department; managed a budget of \$2 million and supervised 16 full-time and 50 paraprofessional staff.
- Developed Student Affairs Division strategic plan, including the identification of strategic initiatives, actions, and metrics.
- Created annual report with building usage and numbers and demographics of students participating in programs to support university accreditation and grant funding and giving opportunities.
- Designed, drafted, and enforced university-wide policies on student travel, student publications, and free speech and assembly.
- Planned, reviewed, and approved building renovations and maintenance. Developed and interpreted facility usage policies and procedures. Planned and approved the acquisition of technology for building scheduling and operations. Served as contract administrator for campus bank and cell tower rental. Managed building operations, scheduling and maintenance. Reviewed and approved plans for revenue generation.
- Conducted hearings with students and determined, communicated and enforced appropriate sanctions. Created and revised student code of conduct, student handbook, and judicial publications, policies and procedures. Created student judicial board and trained student justices to handle cases.
- Conducted welfare checks on students and served as student advocate during times of crisis. Provided consultation services for faculty and staff regarding disruptive conduct, academic integrity, and harassment. Created and distributed campus alcohol and drug standards of conduct as required by federal law.
- Served and chaired campus wide committees on varying subjects such as distance learning, students with disabilities, enrollment management, strategic planning and budgeting, institutional effectiveness, retention, drug and alcohol abuse, accreditation, and diversity.
- Visualized and implemented the design of a student leadership development website (URL: <http://paths.tamucc.edu>)
- Designed student publications operating papers to guide the operation of a weekly student newspaper and annual yearbook.
- Developed and managed an online student government elections and referendum program.
- Organized a campus spirit team including cheerleaders and mascot, including selection of mascot, uniforms, practice facilities, coaching, tryouts, and contracts.
- Initiated the colonization of seven Greek fraternities and sororities on campus, including advising Interfraternity and Panhellenic Councils, implementing risk management plans, and providing leadership development and guidance.
- Directed the development of campus multicultural programs, including founding a campus cultural center and student organization dedicated to intercultural communication.
- Developed an annual student memorial service and division-wide leadership and service awards ceremony.
- Advised Student Government Association and provided resources, information, and guidance on policies and procedures.
- Advised weekly student newspaper. Obtained resources, hired staff of 20, provided training on newspaper writing and design, offered guidance for advertising sales, and resolved staff conflicts.
- Advised campus programming board and planned, implemented, publicized and evaluated campus-wide cultural, social, recreational, educational and service-related activities. Provided training on leadership, programming, promotions, budgeting, and organizational skills to 50 board members.

DEVRY UNIVERSITY – Dallas, TX

1995-1997

Student Development Coordinator

- Managed housing concerns such as collections, maintenance and relationships with outside managers. Researched and prepared monthly accounts reconciliation report, bad debt report, and delinquency status report. Supervised and trained five resident assistants. Mediated housing conflicts and counseled students regarding financial, personal and academic concerns. Investigated and determined outcome of housing discipline cases.

- Visualized and organized housing and student activities. Advised 5 member student activities board and managed \$10K budget.
- Coordinated Federal Work Study financial aid program, including tracking of funds, placement of students, administering payroll, and maintaining relationships with internal and external agencies. Administered campus emergency loan fund.
- Developed and administered cooperative employment program, including conducting bi-monthly resume and interview workshops, critiquing resumes, and establishing and maintaining relationships with employers.

WESTERN TEXAS COLLEGE – Snyder, TX

1994-1995

Director of College Relations

- Developed, implemented and coordinated comprehensive marketing plan for recruitment and retention.
- Recruited 200 students traveling three days per week to college fairs and high schools within a 100 miles radius. Communicated with prospective students and connected them with contacts in various programs of study. Designed walking tours of campus. Created and maintained database of prospective students.
- Designed and produced college viewbook, printed brochures for each area of study, and radio and TV commercials. Managed community and public relations.
- Taught one credit hour, required, special topic freshman orientation course on personal financial management.
- Launched part-time job center on campus.

TEACHING EXPERIENCE

COURSES:

- **MAN 385: Leadership Development**, 3 credit hour MBA course, The University of Texas at Austin, Fall Semesters 2011-2016
- **Leadership Development Independent Study**, 3 credit hour MBA course, The University of Texas at Austin, Spring 2016
- **ORIE 101: Freshman Seminar Special Topics Course (Financial Management)**, 1 credit hour undergraduate course, Western Texas College, Fall 1995

INVITED LECTURES & SEMINARS:

- **Turning Points: Reflections from Previous TACUSPA Presidents/Caswell Award Winners**, Texas Association of College & University Student Personnel Administrators, Corpus Christi, Texas, October 2015
- **Fierce Conversations**, McCombs School of Business, The University of Texas at Austin, Leadership Growth Program, Austin, Texas, June 2012 & June 2013
- **Turning Points: Reflections from Texas Chief Student Affairs Officers**, Texas Association of College & University Student Personnel Administrators, San Antonio, Texas, October 2012
- **Developing a Fulfilling Career Path & Plan**, Texas A&M University-Corpus Christi Student Affairs Staff Development, Corpus Christi, Texas, April 27, 2012
- **Leadership Lab: Learn to Make Complex Decisions, Keep on Point, and Manage Work Processes Effectively**, McCombs School of Business, The University of Texas at Austin, Leadership Growth Program, Austin, Texas, June 2011
- **A Correlational Study on Parental Attachment and Moral Judgment Competence of Millennial Generation College Students**, Texas Association for College & University Student Personnel Administrators Fall Conference, October 5, 2010
- **Serving the Millennial Generation: 411 (Info) for the 404 (Clueless)**, Texas A&M University-Corpus Christi Student Affairs Staff Development, Corpus Christi, Texas, November 12, 2010
- **Decision Making, Problem Solving, & Conflict Resolution**, McCombs School of Business, The University of Texas at Austin, Leadership Growth Program, Austin, Texas, June 2009
- **True Colors of Leadership**, McCombs School of Business, The University of Texas at Austin, Austin, Texas, MBA Program Office Retreat, Summer 2007; Recruitment Services Retreat, Summer 2008; Development Office Retreat, Summer 2008
- **Planning & Implementing International Study Tours**, Short-Term Study Abroad Conference, Fuqua Business School, Duke University, May 2007
- **Impact of Extracurricular E-Communities on Distance Learners**, Texas Association for College & University Student Personnel Administrators Fall Conference, October 17, 2006
- **Capstone Case Study**, Association for Campus Activities Student Government Workshop, San Antonio, Texas, July 22, 2006
- **Survey What? Using Surveys & Assessment in your Organization**, National Association for Campus Activities Student Government Workshop, San Antonio, Texas, July 22, 2006
- **Conflict! Resolve it Before the Fireworks Take Over**, National Association for Campus Activities Student Government Workshop, San Antonio, Texas, July 21, 2006
- **Ocean Crossings: Integrating Academic & Student Affairs via International Study Tours**, Texas A&M Student Services Symposium, Corpus Christi, Texas, May 18, 2006

- **Hunters vs. Howlers: Assessing & Managing Threatening Students**, Texas Association of College & University Student Personal Administrators (TACUSPA) Summer Conference, Corpus Christi, Texas, June 28, 2004; A&M System Student Affairs Symposium, Kingsville, Texas, May 17, 2004
- **The Space Between Courses: Using Weblogs to Create E-Communities**, University of Nebraska-Lincoln Student Research Conference, Lincoln, Nebraska, April 3, 2004
- **Do Welcome Programs Really Work?**, National Orientation Directors' Association (NODA) Regional Conference, Corpus Christi, Texas, February 9, 2002
- **Learning to Serve, Serving to Learn**, South Texas Leadership Conference, Kingsville, Texas, August 13, 2001
- **Don't Sweat: Be a Goal-Setting SUPERSTAR!**, NACA Huge Leadership Weekend, Glen Rose, Texas, May 18, 2001
- **Special Delivery: Proactive Event Planning**, South Texas Leadership Conference, Corpus Christi, Texas, August 14, 2000
- **Chrematophobia?** NACA Huge Leadership Weekend, Glen Rose, Texas, May 20, 2000
- **Oh Behave: Everything I Need to Know I Learned from Austin Powers**, South Central Regional Conference, Little Rock, Arkansas, September 30, 1999
- **You've Got the Power: Planning a Leadership Retreat**, South Central Regional Conference, Little Rock, Arkansas, October 1, 1999
- **Kick Off a Winning Season: Coaching Student Leaders**, South Central Regional Conference, Little Rock, Arkansas, October 2, 1999
- **The Future is Now: Goal-Setting for the Millennium**, South Texas Leadership Conference, Laredo, Texas, August 18, 1999
- **Managing Change & Transition**, NACA Huge Leadership Weekend, Glen Rose, Texas, May 19, 1999
- **Breaking the Ice: A Prescription for Group Dynamics**, South Central Regional Conference, Houston, Texas, October 8, 1998

RESEARCH & PUBLICATIONS

Stephens, D.G. & Madigan, M.E. (2013). **Relationship between Parental Attachment and Moral Judgment Competence of Today's College Students**. *Student Affairs on Campus*, 1(1), retrieved from <http://www.studentaffairsoncampus.com/>.

A Correlational Study on Parental Attachment and Moral Judgment Competence of Millennial Generation College Students. Unpublished dissertation finalized in 2009. 2010 & 2011 University of Nebraska Library Influence Award Winner (#18 of the top 20 downloaded dissertations). Cited in international journals.

A Correlational Study on Parental Attachment and the Spiritual Development and Moral Judgment Competence of Millennial Generation College Students. Unpublished research finalized in 2009.

A Correlational Study on Parental Attachment and Spiritual Development of Millennial Generation College Students. Unpublished research finalized in 2008.

Longitudinal Study of the Impact of Peer Assessment of Leadership Characteristics on Student Success. Ongoing unpublished research launched in 2008.

Effects of an International Study Tour Experience on MBA Students' Worldview of Business. Ongoing unpublished research launched in 2007.

SERVICE

TEXAS ASSOCIATION OF COLLEGE & UNIVERSITY STUDENT PERSONNEL ADMINISTRATORS (TACUSPA)

Positions held:

- Foundation Past-Chair, 2015-2016
- Foundation Chair, 2014-2015
- Foundation Chair-Elect, 2013-2014
- Past President, 2012-2013
- President, 2011-2012
- President-Elect, 2010-2011
- Director, Database Management & Technology, 2009-2010
- Vice-President for Membership & Marketing, 2004-2008
- Co-Chair, 2003 Fall Conference, South Padre Island, TX

Duties:

- Managed Foundation assets; set yearly fundraising goals; acknowledge donors; and oversee silent auction and golf tournament.
- Appointed fall 2012 conference chairs, negotiated hotel contract, and identified keynote speakers.
- Launched professional development webinar series.
- Updated and maintained membership directory on Access database.
- Created and updated professional organization website using FrontPage and FileZilla (URL: www.tacuspa.net)
- Developed and implemented marketing plan and recruitment and retention plan.
- Recruited chairs and members for multiple membership constituency committees. Supervised these committees and provided recommendations to the TACUSPA Executive Board.
- Developed and launched new initiatives such as faculty awards, complimentary faculty registration program, research and article competitions, graduate fellows program, and graduate student site visits.
- Received organizational awards: Article Competition Winner (2010), Dissertation of the Year (2009), Mid-Level Professional of the Year (2004), Research Grant Recipient (2004).

NATIONAL ASSOCIATION OF CAMPUS ACTIVITIES (NACA)

- National Convention Education Session Review Committee, 2010
- Education & Professional Development Coordinator, South Central Region, 1998- 2001
- Coordinator, Huge Leadership Weekend Professional Development Workshop, May 1998
- Southeast Texas Unit Rally Leader, Regional Conference, Houston, TX, October 8-10, 1998
- Coordinator-Elect, Huge Leadership Weekend Professional Development Workshop, May 1997

Texas Intercollegiate Press Association (TIPA)

- Previously Published Contest Review Committee, 2003

COMMITTEE SERVICE:

- Graduate School of Business Rowling Hall Committee, The University of Texas at Austin, 2013-present
- Leadership Growth Program Advisory Board, The University of Texas Austin, 2008-present
- McCombs Strategic Planning Committee, The University of Texas at Austin, 2009
- MBA Curriculum Renewal Task Force, The University of Texas at Austin, 2008
- Drug and Alcohol Abuse Task Force - Texas A&M University-Corpus Christi, 1997-2005
- Student Affairs Council - Texas A&M University-Corpus Christi. 1998-2005
- Women's History Month Committee - Texas A&M University-Corpus Christi, 1998-2005
- Hispanic Heritage Month Committee - Texas A&M University-Corpus Christi, 1998-2005
- Homecoming Committee - Texas A&M University-Corpus Christi, 1999-2005
- Student Publications Committee, Chair, Texas A&M University-Corpus Christi, 2001-2005
- Waves of Welcome Committee, Chair, Texas A&M University-Corpus Christi, 2001-2005
- Strategic Planning & Budgeting Council - Texas A&M University-Corpus Christi, 2004-2005
- Facilities and Events Management Committee - Texas A&M University-Corpus Christi, 2004-2005
- American Democracy Project Campus Team - Texas A&M University-Corpus Christi, 2004-2005
- Ceremonies Committee - Texas A&M University-Corpus Christi, 2005
- Food Services Request for Proposal Committee, Texas A&M University-Corpus Christi, 2004
- Distributed Learning Council - Texas A&M University-Corpus Christi, 2003-2004
- Academic Calendar Committee - Texas A&M University-Corpus Christi, 1999-2003
- Senior Companion Program Advisory Board, City of Corpus Christi, 2002-2003
- Institutional Effectiveness Committee - Texas A&M University-Corpus Christi, 2002-2003
- Director of Counseling Center Search Committee, Chair, Texas A&M University-Corpus Christi, 2002
- Strategic Enrollment Management Council - Texas A&M University-Corpus Christi, 2001-2002
- Strategic Enrollment Management Integration Sub-Committee, Chair, Texas A&M University-Corpus Christi, 2001-2002
- Heritage Park Docent, City of Corpus Christi, 1998-2001
- Staff Advisory Council - Texas A&M University-Corpus Christi, 2000-2001
- SACS Student Development Services Committee - Texas A&M University-Corpus Christi, 1999-2000
- Disabilities Advisory Council - Texas A&M University-Corpus Christi, 1998-1999
- National Coalition Building Institute Team - Texas A&M University-Corpus Christi, 1998-1999
- Retention Committee - Texas A&M University-Corpus Christi, 1998-1999
- University Center Grand Opening Committee, Chair, Texas A&M University-Corpus Christi, 1998

- Greek Expansion Committee - Texas A&M University-Corpus Christi, 1997-1998
- Charter Class Committee - Texas A&M University-Corpus Christi, 1997-1998
- A.P.P.L.E. Advisory Board, Texas A&M University-Corpus Christi, 1997-1998
- Student Activities Association Executive Board, DeVRY University, 1995-1997
- Student Advisory Committee, Chair, DeVRY University, 1996-1997
- Adult Learners Committee, Chair, DeVRY University, 1996-1997
- Student Activities Needs Assessment Committee, Chair, DeVRY University, 1996-1997
- Senior Project Fair Committee, DeVRY University, 1997
- Math Competition Committee, DeVRY University, 1997
- Company Picnic Committee, DeVRY University, 1996
- Daycare Investigation Committee, Chair, DeVRY University, 1996