

Rusty Fox, Ph.D.

(Norman O. Fox, Jr.)

221 Binnion Hall, Texas A&M University Commerce Rusty.Fox@tamuc.edu

CAREER OVERVIEW

Over twenty years' student affairs, higher education work. Supervising counseling centers as Director, Dean, and VP. Senior student affairs administrative experience, with classroom and online teaching, program design, supervision, publications, presentations, and leadership in student affairs at the national level. Graduate degrees in Counseling, and Higher Education, with advanced studies in Student Affairs and Crisis Intervention.

PROFESSIONAL HIGHLIGHTS

- **Ad-Interim Assistant Professor in Counseling/Human Services, Faculty Advisor for Undergraduates, and Coordinator of Undergraduate Internships**
- Associate Vice President for Academic Affairs (A Lead Academic Affairs Officer)
- Vice President for Student Development (Chief Student Affairs Officer 13 years)
- Dean, Student Success/Development (Multi-institution large, urban, community college districts)
- Director of Academic Advising and Counseling
- Coordinator of Academic Advising
- Adjunct Faculty Counselor/Full-time Counselor
- District-leader at a CAS-Assessed. Achieving the Dream Leader College
- Certified Appreciative Educator/Advisor
- Adjunct Faculty Member, Florida Atlantic University. Course on Appreciative Advising
- Faculty, Appreciative Advising Institute
- 15+ Year Faculty Member with the National Academic Advising Summer Institute
- Board Member of NACADA, Twice-elected Chair, Nat'l Two-Year College Commission
- 10+ Year National Consultant, NACADA Consultant and Speakers Bureau
- Consultant/Presenter with Innovative Educators and PaperClip Productions

HONORS AND COMMUNITY AFFILIATIONS

Board Member (Ten + years)

Martin Luther King Jr. Celebration Committee, City of Arlington. Only four-day celebration in the nation. Serve with colleagues from UTA, TCC, Mayor's Office, City of Arlington, Ministerial Alliance, Arlington ISD, and USPS. Volunteer Casa de Peregrinos, food drive, distributions in Las Cruces, Gadsden, and Sunland Park, NM.

Honors

Kappa Delta Phi, International Honor Society in Education

Chi Sigma Iota, Counseling, Academic and Professional Honor Society International

Finalist for the TCC Chancellor's Excellence Awards, 2013, Creation of the Student Success Center

EDUCATION

Ph.D., Higher Education, Stu Affairs Focus, May 2014
Capella University, Minneapolis, MN

B.A., Speech Communications, May 1990
Texas A&M University, College Station, TX

M.S., Counseling, December 1991
Texas A&M University-Commerce, Commerce, TX
CACREP. Clinical & Student Affairs Internships

Community College Summer Student, 1986-1990
Kilgore College, Kilgore, TX

UNIVERSITY/COLLEGE TEACHING AND ACADEMIC EXPERIENCE

Ad-Interim Assistant Professor

August 2022-Present Texas A&M University Commerce, Department of Counseling,
 Full-time faculty - undergraduate courses in Human Services
Faculty Advisor for undergraduates.
Coordinator of Undergraduate Internships
Chair – Department of Counseling Scholarship Committee
Inaugural Member – College of Education, Communication-Connection-Collaboration Initiative
Outside Member – Assistant Professor of Clinical Psychology Search Committee
Presenter, Texas Department of License and Registration:
 Self-Care and Overcoming Stress Disorders Nov 8, 2022, Feb 7, 2023, June 12, 2023
Panelist: Appreciative Education in Higher Education Classroom, Florida Atlantic
Guest Editor: Journal of Appreciative Education
Faculty: Appreciate Advising Institute, May 15-18, 2023

Adjunct Faculty Member

2017-Present Florida Atlantic University, Graduate Appreciative Advising Course
 2015-2018 Mountain View College, Human Development and Education/Learning Frameworks
 2014 Spring University of Texas at Arlington, College Transitions Class
 1996 Brookhaven College, Career Development Course
 1994 Texas A&M University-Commerce, Freshman Success Course,
 and Doctoral Assistant, Department of Counseling, Masters-level Practicum Courses.

Administrator in the Classroom (Special Topics/Invitation Lectures)

By invitation, presented on key student affairs topics in various classes at:

- Mountain View College, Human Development and Learning Frameworks courses
- Tarrant County College, capstone courses and developmental reading/writing
- The University of North Texas, graduate Student Development classes
- University of Texas at Arlington, graduate Student Development classes

Institute Faculty Member

Appreciative Advising Institute, Florida Atlantic University

Faculty, Summer 2015 and Summer 2018, Palm Beach, FL, Summer 2020, Virtually

NACADA, Academic Advising Summer Institutes, Faculty

2017 – Miami, FL	2006 - Portsmouth, VA	2001 - Vancouver, BC
2015 – New Orleans, LA	2005 - Colorado Springs, Co	2000 - Lexington, KY
2012 and 2008 - Austin, TX	2003 - St. Charles, IL	1999 - Burlington, VT
2007 - Salt Lake City, UT	2002 - Colorado Springs, CO	

One of a dozen faculty members nationally. (Usually only 1 of 3 Community College faculty. Facilitate small group sessions with administrators and advisors, present workshops (Ethics, Learning Communities, Group Advising, Advisor Training, Advising and Student Development Theory, Community College Leadership), and hold a series of individual and institutional team consultations on institutional action plans with participants.

NACADA 2nd Annual Academic Advising Administrator's Institute, Faculty

2004 – St. Pete Beach, FL

One of six professionals invited nationally to serve as a faculty member, and the only Community College representative. Plenary Speaker with Dr. Alice Reinartz, Assistant Provost for Enrollment, Texas A&M University.

Student Affairs and Other Publications

Fox, R. (submitted for review 2023). Book Chapter: *Mood Disorders: A Focus on Mental Health Issues Impacting African Americans*.

Fox, R. Guest Editor, with Editors: Bloom, J. L., Propst-Cueva, A and He, Y. (2021) *The Journal of Appreciative Education: Focus on the Community College edition*.

King, M. C., and Fox, R. N. (2011). Academic advising models to support first year student success. In T. Brown, M. C. King, & P. Stanley (Eds.) [*Fulfilling the promise of the community college: Increasing first-year student engagement and success*](#) (Monograph No. 56, pp 115-125). Columbia, SC: University of South Carolina, National Resource Center for The First-Year Experience & Students in Transition.

Fox, R. (2008) Delivering One-to-One Advising: Skills and Competencies. In Gordon, V.N., Habley, W.R., & Grites, T.J. (Eds.). (2008). [*Academic advising: A Comprehensive handbook*](#) (2nd ed.). San Francisco: Jossey-Bass.

King, M. C., and Fox, R. N. (2007) Achieving student success in two-year colleges. In Kramer, G. L. and Associates (2007). [*Fostering student success*](#). San Francisco: Jossey-Bass.

Consultant/Presenter

National Academic Advising Association, Consultant and Speaker Service

Wayne County Community College District - Presenter for Professional Development Day

Arkansas Technical University, Russellville, AR - Keynote for Faculty Welcome Back Week (300+ participants)

College of Allegheny County, Pittsburg, PA – 3 Person Team, Site Visit

(Five Campuses) Assessment and Recommendations

Lone Star College District, Houston, TX – Team Site Visit (Past President, Exec Dir of NACADA and me)

(Six Campuses) Assessment and Recommendations

J. Sargeant Reynolds Community College, VA – Site Visit, Consultation and Presentations

Griffin Technical Institute, GA - Site Visit, Keynote, and Consultation

Park University, MO - Site Visit, Assessment, Consultation and Report

North Harris Community College, Houston, TX – Site Visit, Consultation and Report

Innovative Educators – Webinar Presenter, with Margaret (Peggy) King

[*Fulfilling the promise of the Community College: Increasing First-Year Student Success*](#)

PaperClip C0mmunications – Webinar Presenter, with Margaret (Peggy) King

[*Models of Academic Advising*](#)

National Conference Presentations - Savannah, GA, Cincinnati, OH, Salt Lake City, UT, Orlando, FL, Denver, CO

Panelist - Standards of Excellence, Florida Atlantic University, Student Services Leaders (Teleconference, 2015)

Board of Directors' Member and National Chair, NACADA Two-Year College Commission – Elected to two terms, from 2000-2003, National Academic Advising Association

Master Advisor – Trained at the nationally recognized Missouri State University Program, Kathy Davis, Director 1999

CRITICAL INCIDENT EXPERIENCE AND TRAINING

- Mountain View College, led state-legislated, Concealed Carry implementation, member of CARE Team
- University of Texas at Arlington, member of University Behavioral Intervention Committee
- Tarrant County College, worked daily with campus police, chairing campus' Risk Management Team (proactive/prevention) and BIT/CARE Team (threat assessment and management)
- With district colleagues, established behavioral intervention teams and created the position of Coordinator of Judicial Affairs for each campus
- Participated in district trainings from National Center for Higher Education Risk Management (NCHERM) and the National Behavioral Intervention Team Association (NaBITA)
- Trained in Incident Command System (ICS) for college and City of Arlington, TX
- Participated in emergency exercises with the City of Arlington and their Police Department
- Ranking administrator on campus, when an active-shooter situation arose
- Also studied with Dr. Morag Harris (only researcher to have pre and post CISD data on Oklahoma City Bombing)

PROFESSIONAL EMPLOYMENT

Ad-Interim Assistant Professor of Counseling

August 2022 to Present

Texas A&M University Commerce

Sole full-time faculty member for Human Services students, the undergraduate major for the Counseling Department. Faculty mentor/advisor for Human Services. Coordinator for undergraduate internships. Chair and serve on departmental and university committees. Present within academic discipline. Individual work and collaboration with colleagues on academic research for future publication. **Courses taught/teaching:** Orientation to the Counseling Profession; Philosophy of Helping Relationships; Group Leadership; Home and Family Living; Cultural Enrichment; Human Services Internship; Suicide Prevention and Intervention (prepared to teach); Bullying, Anger Management, and Domestic Violence

Associate Vice President for Academic Affairs

January 2019 to July 2022

Doña Ana Community College, New Mexico State University – Las Cruces, NM

A senior college administrator overseeing functions of enrollment management and student engagement, supervision of three satellite campuses, and all Academic Resources Centers, and academic advising. Comprehensive community college serving 215,000 residents of Doña Ana County, a geographical service area of over 3800 square miles, approximately 7900 credit students (4800 FTE) and 3200 non-credit students, 128 full-time and 350 part-time faculty, 300 full- and part-time staff, Member of the President's seven member Executive Council, Administrative Council, Strategic Planning Council, Student Success Team, Public Schools Projects Team, and chair Deans and Directors Council, Enrollment Management Committee. Serve on University system-wide Academic Advising taskforce. And college personnel Strike Force for COVID-19.

Dean, Student Success and Adjunct Faculty in Human Development

December 2014 to August 2018

Mountain View College – Dallas, TX (Part of the Dallas County Community College District)

A senior student affairs administrator reporting to the Vice President for Student Success and Enrollment Management. Supervised Academic Advising, Career Development/Job Readiness, Disability Support Services, Health Services, Freshman Year Experience, R.E.A.C.H. program for probation students, Orientation, Success Center, Transfer Center, Student Discipline, and Supervise 40+ full-time employees. Adjunct for EDUC 1300, Student Success Course. District Committee Member for Guided Pathways to Success.

Director of Academic Advising and Coaching and Adjunct Faculty

December 2013 to May 2014

The University of Texas at Arlington – Arlington, TX

The University's administrator for the centralized advising system seeing all new and undecided students. Supervised the university's attorney for students. Served on Behavioral Intervention Team. Taught Learning Frameworks course as an adjunct faculty member. (Accepted position with UTA, while I completed my final stage of dissertation.)

Vice President for Student Development and Educational Services (promoted from Dean)

July 2000 to September 2013 (*Served as full-time Counselor in 2013, while completing my dissertation*)

Tarrant County College Southeast Campus – Arlington, TX (Part of Community College District)

Campus Chief Student Affairs Officer. Supervised Academic Advising, Counseling, Testing, Career Services, Health Services, Disability Support Services, Student Activities, Student Development Services, Student Discipline/Judicial Affairs, Registrar, Graphics, Instructional Media, Campus Learning Center, Writing Center and the Library, New Student Orientation and Supplemental Instruction programs. Supervised 50+ full-time employees and large team of part-time and student employees. Managed budgets in excess of 2.5 million dollars. Chaired district-wide councils for both the Coordinators of Career Services and Coordinators of Disability Support Services. District leader at TCC, an Achieving the Dream, and CAS-assessed institution.

Dean of Student Development Services (promoted from Director of Advising and Counseling)

January 1997 to July 2000

Oklahoma City Community College – Oklahoma City, OK (Community College)

Administrator for Advising, Counseling, Testing and Career Services for the college. Served as a member of the Student Services Leadership Team. Lead organizational redesign, and worked directly with architect on new Advising, Counseling, Testing and Career Centers space.

**Coordinator of Academic Advising
and Adjunct Faculty Counselor**

December 1994 to January 1997

Brookhaven College (Dallas County Community College District) – Farmers Branch, TX

Administrator for all advising services for the college. Concurrently served as Adjunct Faculty Counselor, providing brief-counseling services and intervention to students; and as Adjunct Faculty teaching courses for the Human Development Division, including Freshman Success and Career Development courses.

Paid Graduate Student Assistant/Unpaid Doctoral Intern - Doctoral Supervisor/Clinical Counseling Intern,
Part-time 1990 to 1994

Texas A&M University-Commerce – Commerce, TX

GA/DA Academic Advising Center/Pratica Facilitator. Intern – University Counseling Center; Lead multifamily groups, adolescent unit of Cedar's Psychiatric Hospital, saw court-referred probation clients, Delos Consulting

TAMU-C COURSES TAUGHT/TEACHING

Coursework taught as sole full-time faculty in Human Services at Texas A&M University Commerce:

COUN 301 Orientation to the Counseling Profession
COUN 315 Philosophy of Helping Relationships
COUN 409 Group Leadership
COUN 414 Home and Family Living
COUN 426 Cultural Enrichment

COUN 452 Human Services Internship
COUN 482 Anger Management (summer '23)
COUN 483 Domestic Violence (summer '23)
COUN 484 Introduction to Bullying
COUN 485 Suicide Prevention and Intervention

RELEVANT DOCTORAL COURSEWORK

Completed 99 hours of doctoral-level coursework including:

COUN 606	Student Personnel Service in Higher Educ
COUN 597	Spec Topics: Legal Aspects Colleges
SHED 541	Community College Curriculum
PSY 510	Psychology Educational Statistics
COUN 613	Advanced Statistics Techniques
COUN 610	Advanced Counseling Techniques
SHED 540	American Community College
SHED 651	Curriculum Dev in Higher Education
SHED 657	Gov Policy Making in Higher Educ
COUN 560	Crisis Intervention
COUN 607	Contemporary College Student
COUN 616	Counseling Intern (Univ Coun Cent, Delos Priv Practice and Cedar's Psychiatric Hospital (12 c/h)
COUN 717	Ethics and Professional Development
COUN 611	Intro to Marriage and Family Coun
COUN 620	Supervision of Coun and Human Dev

SHED 528	Philosophy of Education
COUN 625	Res Meth: Theory/Application
COUN 689	Indep Study in Advanced Supervision
SHED 639	Seminar in Supervision of Instruction
SHED 710	Higher Ed, Research Colloquium
ED 815	Future of Educational Institutions
ED 8004	Societal and Cultural Change
PSY 8160	Strategies for Career and Life Planning
PSY 8700	Vocational Psychology
ED 7712	Classroom Assessment in Education
ED 7701	Educational Philosophy and Change
PSY 8720	Psychology of Leadership
ED 9052	Spec Topics: Professional Studies in Education
ED 8113	Adv Studies in Research Methods
PSY 8711	Principles of Organizational Psychology

*Completed 75 hours of graduate-level coursework *in Counseling specifically*, including master and doctoral courses. Completed CACREP accredited MS in Counseling, Community/Clinical Track. Added Student Affairs emphasis. Internships were clinical at master and doctoral levels. Supervised Master's Practica. 18 graduate hours in Psychology.

Professional References for

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FORMER SUPERVISOR, and CHIEF STUDENT AFFAIRS OFFICER:

Amadeo "Ike" Ledesma

Vice President for Student Services, and Former Supervisor

Dona Ana Community College. New Mexico State University

2800 Sonoma Ranch Blvd, Las Cruces, NM 88011

iledesma@dacc.nmsu.edu

575.642.3061

NATIONAL STUDENT AFFAIRS LEADER, and PROFESSOR:

Dr. Jennifer Bloom

Founder of the Appreciative Advising Movement - - Past National President of NACADA

Professor and Coordinator of the Higher Education Leadership Master's Degree Program

Department of Educational Leadership and Research Methodology

Florida Atlantic University

251 Education Building

Boca Raton, FL 33431

bloomj@fau.edu or jennybloom14@gmail.com

217.766.4212 <http://www.appreciativeadvising.net>

FORMER FOUNDING PRESIDENT and DIRECT SUPERVISOR for 13 YEARS:

Dr. Judith J. Carrier, Hiring and Past Supervisor

Founding President and President Emeritus

Tarrant County College Southeast Campus

3720 Wooten Drive

Fort Worth, TX 76133

Jacarr05@aol.com

817.294.7039

Additional and Alternate Professional References:

UNIVERSITY DIRECTOR OF ADVISING/NACADA SUMMER INSTITUTE FACULTY

Dr. Kathleen (Kim) Roufs

Mentor in the Academy for Persistence and Completion, The Higher Learning Commission

Director Emerita, Undergraduate Academic Advising, University of Minnesota, Duluth

1006 Mississippi Avenue

Duluth, MN 55811

kroufs1208@gmail.com

218.310.5117

NATIONAL STUDENT AFFAIRS LEADER and SUPERVISOR:

Dr. Charlie Nutt

Executive Director

The National Academic Advising Association (NACADA)

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