

Deborah A. Hebert, Ph. D., Statement of Student Affairs Philosophy:

I have spent the last 30 years putting Student Affairs philosophy into practice. Putting this philosophy into words is much more challenging. Perhaps this is because during my career, I have witnessed, and actively participated in, the evolution of the profession. During that time, this profession has been called “Student Personnel”, “Student Services”, “Student Affairs”, or more recently, “Student Development.” Similar terms all defining the same basic work, but each with a slightly different focus. The profession and practice have changed to reflect new research, changing demographics and the multitude of internal and external factors impacting our life’s work. Ours is not a static profession.

To me, Student Affairs integrates elements of all of those terms used to describe the administration of programs and services, based on human development theory, that are designed to holistically educate students in higher education. My Student Affairs philosophy incorporates my experiences with the underlying foundation of student development theory. This philosophy is grounded in the four tenets first outlined in the *Student Personnel Point of View* statement by the American Council on Education (ACE) 1937, and summarized by Miller and Prince (1977, pg. 4): “(1) the individual student must be considered as a whole; (2) each student is an individual and must be treated as such; (3) the total environment of the student is educational and must be used to achieve his or her full development; (4) the major responsibility for a student’s personal and social development rests with the student and her or his personal resources.” My Student Affairs Philosophy statement is “The education of the whole student is crucial and that all members of the campus community must work collaboratively to create a learning environment which provides each student with opportunities for this holistic education and enables each student to achieve his/her full potential.”

To put Student Affairs theory into proper practical frame of reference, it is necessary to consider the academic mission of the university. Student Affairs work must compliment and support the academic operations. Education of the whole student means that in addition to the intellectual pursuits of pursuing a course of formal academic study, the student also learns about issues of physical, psychological, spiritual, emotional, and social growth and development. Effective Student Affairs operations facilitate this growth and development by providing intentional programs, services, and activities. Students themselves may not always be conscious of the convergence of curricular and co-curricular learning and it’s beneficial impact on them. For example, residence life provides a safe, convenient, and affordable living option for students and allows them to attend classes away from home. But students living in residence halls also benefit from intentional opportunities which allow them to learn and experience things about themselves and other people, as well as developing and practicing various life skills. During a residence hall program on the Governor’s race several things occur simultaneously. Students socialize with others, listen to faculty teach about the subject, discuss issues of importance and concern, and some practice leadership skills in organizing and running the program. This integration occurs because of knowledgeable Student Affairs staff intentionally putting their philosophy into practice to achieve desired student development outcomes.

As a Student Affairs practitioner, I believe that the education of the whole student is crucial. I further believe that it is my role to draw upon and share my experience and knowledge with others. I seek to facilitate a collaborative, holistic approach by bringing together administrators, staff, students, faculty, and other resources to create environments that enable students to achieve and reach their full potential.

Reference: Miller, T. K., and Prince, J. S., The Future of Student Affairs, Jossey-Bass Publishers, San Francisco, CA, 1977.

Deborrah A. Hebert, Ph.D.



WORK ADDRESS:

[REDACTED]

HOME ADDRESS:

[REDACTED]

EDUCATION:

- 1990 **Ph.D. Major: Counseling and Student Personnel Services.**
Area of Concentration: Higher Education Administration.
The University of Georgia, Athens, GA.
Dissertation: Involvement In The Collegiate Experience As A Predictor Of Psychosocial Development Of Students Enrolled In Small Colleges And Universities In The Southwest, June, 1990, under the direction of Dr. Roger B. Winston, Jr. (Major Professor).
- 1977 **M.A. Major: Student Personnel Services.**
Area of Concentration: Student Relations Coordination.
Northwestern State University of Louisiana, Natchitoches, LA.
- 1975 **B.A. Major: General Studies.**
Area of Concentration: Liberal Arts.
Northwestern State University, Natchitoches, LA.

PROFESSIONAL EXPERIENCE:

1998- **Dean of Student Life**
present **Angelo State University, San Angelo, Texas**

Responsible to the Provost/Vice President for Academic and Student Affairs for overall administration, management, and leadership of Student Life personnel, programs and operations, including residence life, judicial, Greek life, disability services, medical and mental health services, student government, new student orientation programs, alcohol and other drug education, student organizations, leadership development, student insurance, I.D. services, in-service training, intramurals/recreational sports, and cultural, social, educational and psychosocial programming. Supervise the Associate and Assistant Deans of Student Life, Health Clinic Director, Spirit Squad Directors, Director of Residence Life, (1998-August, 2004), and secretarial staff. Added supervision of University Counselor (2000), University Recreation and Intramurals (March, 2002), and Program Office (September 2002). Prepare and oversee budgets, including financial allocations, budget control, revenue projections, and Student Services Fees distribution. Responsible for the administration of the Rules and Regulations of the Board of Regents, Texas State University System, and University Policies, Rules, and Regulations regarding student services, activities, and organizations. Initiated Student Government advising, Residence Life improvements (including USA Today Readership Program, microfridges, single room conversions, Texas Trips, privately constructed housing, and other enhancements), Summer Student Services mailout, Student Affairs Team meetings, Volunteering In San Angelo (VISA), and expanded and enhanced the Dine-A-Dozen program for new resident students and community members. Coordinated TSUS Regents Rules revisions for Student Services and Activities, and General Provisions for Campus Activities. Reorganized and added student services functional areas, programs, and staffing. Directed Student Life Institutional Effectiveness/Assessment efforts, including Student Opinion Survey (SOS), Council for Advancement of Standards (CAS) Departmental Guidelines Implementation, and participation in National Survey of Student Engagement (NSSE) US and Texas Six Consortium, and the NASPA/Bearing Point National Student Affairs Benchmarking Project. Represented the VP at Board of Regents, Coordinating Board, and Council of Student Services Vice Presidents. Prior to August 2002, Student Life reported to the VP for University Relations and Development.

Committees: Served on University Budget Committee, Administrative Council, Academic Master Plan, Deans Council, SACS Reaffirmation, Fiscal Reorganization, Council for Deans and Department Heads, Emergency Response, International Travel Advisory Group, Travel Regulations, Institutional Effectiveness and Space Planning committees, as well as Texan Hall, LLC Policy Board (new residence hall under 501ciii Foundation). Chaired committees on Student Life, Housing, Homecoming, Health Services, Student Life Master Plan, Student Life Reorganization, Student Endowment Scholarships, and various search committees.

1991- **Assistant Dean of Student Life**

1998 **Southeastern Louisiana University, Hammond, Louisiana**

Assist the Vice President, Dean of Student Affairs and Assistant Deans with division planning, reorganization, in-house projects, staff development programs, and assessment. Prepare and regulate budgets for Student Life, ADA Compliance, Community Service, and International Students. Supervise Directors/Coordinators and budgets, services and activities associated with the Career Development (1992-97), Testing (1992-96), Student Publications/Technology (1995-98), Adult, Commuter, and Veterans (1997-98), Multicultural/International Student (1997-98) offices. Provide leadership/direction for new and reorganized Student Life components. Directly manage:

Disability Services: Develop and coordinate strategies and services to address needs of students with disabilities, including documentation review, identification and record keeping, accessibility and accommodation issues, class scheduling, and liaison with service providing offices on and off campus. Served as advisor to PRIDE, an organization for Students with Disabilities.

Community Service: Conduct research and develop SLU's new Community Service program, Lions Involved in Volunteer Efforts (LIVE). Spring '98: Create program policies and materials and set up steering committee and clearinghouse for community/volunteer service opportunities.

Student Judicial: Advise Assistant Dean of Residential Life/Judicial Programs regarding student conduct and legal issues during transition period. Prior to August '97, served as chief hearing officer for alleged violations of university Conduct Standards. Organize and distribute the Student Handbook. Implement and administer a comprehensive program including education, training, advising, counseling, and supervision of students, faculty, staff, administrators, boards, and hearing panels; Student Conduct Standards policy development, dissemination, and enforcement, including student responsibilities and rights, preparation of charges, hearing procedures, discipline related correspondence, appeals process, and advising community members involved in hearings as a witness, accuser, and/or accused. Educate, train, advise, and monitor student hearing boards.

International Students: Coordinate and supervise programs and services for International Students, including immigration documentation, employment authorization, orientation, counseling, and records. Serve as advisor to the International Student Organization.

Student Insurance: Coordinate and administer student insurance program, including bid proposals, policy brochure review, and processing international student premium payments.

Parking Appeals: Advise Assistant Dean of Residential Life and Judicial Programs regarding Parking Appeals program during transition period. Prior to August '97, administered program, including directing the parking appeals committee and advising University Police in the development of parking/traffic policies and literature. Maintain traffic appeals files.

Campus Committees: Student Development and Planning Process for SACs accreditation, Black History Month, Diversity, On-Line Courses, Signage, World Wide Web, Environmental Scanning, Discipline, Enrollment Services Strategic Planning, Traffic and Transportation, Academic Affairs, and Dean's Council. Committee Chair: DSA Mission & Goals, President's Award for Excellence in Service: Unclassified Staff (1996 & 1997), and Vice-President for Student Affairs Search.

1989- **Director of Student Services**

1991 **Longwood College, Farmville, Virginia**

Reported to the Vice President for Student Affairs and directed preparation and regulation of budgets for Student Services/Student Development areas. Managed parking/traffic appeal program, policies and literature.

Student Honor and Judicial Systems: Administered student operated boards, including training, advising, counseling, and supervising students, advisors, student boards, and hearing officers.

Alcohol/Other Drug Education: Presented Alcohol Education workshops, directed Awareness Weeks, peer assistance program, and policy development and dissemination. Assisted students in chartering new organization for responsible alcohol use (SOAR), and served as advisor.

Community Service: Coordinated implementation of the campus Clearinghouse for community/ volunteer service, supervised student coordinators, and chaired the Clearinghouse Steering Committee. Assisted students in chartering new organization for community service (REACH).

Longwood Seminar Leader: Instructor/academic advisor for freshmen student success course.

Committees: Served on planning/presentation committees for the Longwood Honor Symposium, Student Leadership Conference, Emerging Leaders program, Leadership Awards Banquet, and Civility Week. Served on VPSA Administrative Council and SACS Self-Study committees. Representative to the Virginia Consortium for Alcohol and Substance Abuse Studies. Member of the Virginia State Task Force for Student Community Service (Mini-Conference Chair, 1990) and Campus Outreach Opportunity League (Administrative Associate, 1990). Initiated a recognition program for community service and alcohol education volunteers.

1988- **Residence Education Coordinator**
1989 **Longwood College, Farmville, Virginia**

Managed residence hall complex and supervised paraprofessional staff members. Provided educational and social programming, and advised individuals, Hall Councils, and student groups. Adjudicated Student Conduct Standard violations. Served on Residence Life Advisory Group, Alcohol Policy Review, Community Service, Special Interest House selection, and Student Development Conference Planning Committees. Coordinated RA Inservice program development and presentations and training. Co-directed residence hall program for Summer Conferences.

1986- **Director of Residential Life**
1988 **Incarnate Word College, San Antonio, Texas**

Directed the housing operation of the college, including traditional residence halls and one apartment complex. Supervised assistant directors and paraprofessional resident assistants. Prepared and monitored department budget. Served as chief hearing officer for Residence Life disciplinary cases. Responsible for student policy development and contract reviews. Served on the following committees: Administrative Planning Commission, Drug and Alcohol Task Force, and New Student Recruitment Weekend Planning Team. Participated in college programs for graduation, awards convocation, alumni fundraising, and prospective students and their parents. Developed a computerized data management system for applications, room assignments, billings, housing records, and budgets. Revised and authored new RA and resident student handbooks. Coordinated and expanded summer conference and residence hall activities programs. Participated in the design of and policy formulation for the college's first student apartment complex.

1983- **Graduate Assistant, Division of Developmental Studies**
1986 **The University of Georgia, Athens, Georgia**

Taught the program's course "Strategies for Academic Success." Provided advising and personal, academic, and career counseling for academically at-risk students; assisted with student orientation and registration. Edited the University System of Georgia Developmental Studies Newsletter.

1980- **Assistant Dean of Students/Director of Residential Life**
1982 **St. Mary's Dominican College, New Orleans, Louisiana**

Supervised all aspects of the housing program including selection and training of graduate assistants and resident assistants, budget preparation, and summer conferences. Directed new student orientation and advised student organizations, including: Panhellenic Council, Judicial Board, Residence Hall Council, Commuter Students, student government committees, and student literary magazine. Member of the College Planning Team and SACS Self-Study Team. Initiated Parents Orientation Program. Developed and wrote the college's first RA Handbook.

1979- **Resident Director**

1980 **University of Denver, Denver, Colorado**

Responsible for student development program for a large, thematic residence complex, including supervision of associate and assistant directors and student paraprofessionals. Conducted judicial hearings, and provided personal and disciplinary counseling for students. Served on the Administrative Retention, Parents' Weekend, and University Discipline committees.

1978 **Assistant Head Resident, Department of University Housing**

Southern Illinois University, Carbondale, Illinois

Half-time graduate assistant for a large residence hall complex. Assisted with resident assistant and desk staff selection, training and supervision. Advised Hall Programming Council. Provided personal and disciplinary counseling for paraprofessional staff and residents.

1977- **Coordinator of Student Activities/Director of Katherine and Virginia Halls**

1978 **Tusculum College, Greeneville, Tennessee**

Developed and implemented campus-wide activities program for resident and commuter students. Initiated and advised Student Activities Committee. Participated in program development for folk festival, women's conference, parents weekend, RA Training Course instruction team, and initiated a speaker series. Managed women's housing program, supervised RA Staff and Hall Councils.

TEACHING EXPERIENCE:

Practicum in Higher Education, College of Education, Angelo State University, Spring 2006.

University Studies 1201. Academic Affairs, Angelo State University, 1999, 2000 and 2005.

Longwood Seminar. Academic Affairs, Longwood College, 1989-1991.

***Organization and Leadership of Pupil Personnel Services**. Co-instructed with Dr. Roger B. Winston, Jr., The University of Georgia, 1985.

Strategies For Academic Success. Developmental Studies, The University of Georgia, 1984-85.

***Principles Of Student Personnel In Higher Education**. Co-instructed with Dr. Theodore K. Miller, The University of Georgia, 1984.

Resident Advisor Training and Development. with Dr. Richard K. Mullendore, Tusculum College, 1978.

Orientation 101. Northwestern State University, 1976.

*Denotes co-instructor for graduate level courses as part of doctoral teaching internships.

RELATED PROFESSIONAL PARTICIPATION:

Southern Association for Colleges and Schools (SACS), Accreditation Site Visitation Team member (Student Services and Athletics), Jacksonville University, FL, March 2003.

PROFESSIONAL PUBLICATIONS AND PRESENTATIONS:

Professional Associations for Student Affairs Practitioners: Benefits and Involvement Opportunities for New Professionals. **Invited** speaker for the Texas Association of College and University Student Personnel Association (TACUSPA) New Professionals Institute, Denton, TX, October, 2005.

Strategic Alliances: Locally and Nationally

Invited panel member for Opening Plenary Session at the Association for Higher Education and Disability International Conference, Dallas, TX, July, 2003. **With** T. Moorman, R. Borst, D. Parrot, and G. Loewen.

Retention By The Dozen.

Program presented at the Southwest Association of College and University Housing Officers Regional Conference, San Antonio, TX, February, 2002. With C. Frazier.

Post-Secondary Education Options for Students with Disabilities.

Invited program presented at the West Bank College Career Night, Marrero, LA, October, 1997.

Hot Topics in ADA Issues.

Program presented at the Louisiana College and University Student Personnel Association Annual Conference, Hammond, LA, October, 1997. With B. Borsky and T. Bryant.

In Step and Out of Court: ADA Compliance in the 1990's.

Program presented at the American College Personnel Association/National Association of Student Personnel Administrators Joint National Conference, Chicago, IL, 1997. **Coordinator**, with J. Jarrow and S. Lissner.

The Courage to Demand Documentation & Grant Accommodations.

Program presented at the Louisiana College and University Student Personnel Association Annual Conference, Natchitoches, LA, October, 1996. **Coordinator**, with B. Borsky and T. Risch.

Northwestern's Student Personnel Services Program: A Long And Distinguished Experience.

Panel Discussion presented at the Louisiana College and University Student Personnel Association Conference, Natchitoches, LA, October, 1996. With P. Newman, D. Seymor, and G. Boutte..

College Students With disABILITIES: Today's Dream? Today's Reality!

Program presented at 16th Annual Education Conference, Baton Rouge, LA, March, 1996. With P. Williford.

A President's Perspective on Student Affairs.

Panel Discussion presented at the American College Personnel Association National Conference, Baltimore, MD, March, 1996. With J. Bruhn, A. Ceddia, S. Clausen and T. Jackson, Jr.

University Police and Student Affairs: Collaborative Student Development Practices for the 90's.

Invited program presented at the Southwest Association of Student Personnel Administrators Conference, New Orleans, LA, February, 1996. **Coordinator**, with P. Marek and B. Shelton.

International Students Learn From Community Service.

Program presented at the Region III NAFSA (Association of International Educators) Conference, San Antonio, TX, October, 1995. With D. Erikson and R. Hill.

Student Press Access To Campus Disciplinary Hearings.

Invited program presented at the Southwest Association of Student Personnel Administrators Conference, San Antonio, TX, February, 1995. **Coordinator**, with V. Couvillion.

Meeting The Challenges To A Free Press on Campus.

Program presented at the Texas College and University Student Personnel Association Annual Legal Conference, San Antonio, TX, June, 1994. **Coordinator**, with V. Couvillion.

Putting the CAS Standards to Work: The Darn Things Really Do Work!

Program presented at the Louisiana College and University Student Personnel Association Annual Conference, Monroe, LA, October, 1993. **Coordinator**, with L. Garrett and J.M. Quarles.

ASJA (Association for Student Judicial Affairs): Legal Update.

Program presented at the Louisiana College and University Student Personnel Association Annual Conference, Monroe, LA, October, 1993. With O. Simmons.

ABCD, D is for Dissertation: If I Had Known Then What I Know Now.

Program presented at the American College Personnel Association National Conference in Atlanta, GA, March, 1991. **Coordinator**, with R. Nicholas and M. Vahala.

Getting A New Community Service Program Started.

Program presented at the Virginia State Task Force On Student Community Service Mini-Conference in Farmville, VA, October, 1990. **Coordinator**, with S. Young.

"Professional Staff Development As A Management Tool." The College Student Affairs Journal, Vol. 6(2),1985, with R. B. Winston, Jr. and R. B. McGonigle.

A Model For Developmental Staff Supervision.

Program presented at the American College Personnel Association National Conference in Boston, MA, March, 1985. With D. DeCoster, T. Miller, W. Taylor, J. Thompson and T. Walter.

Leadership Workshop. Student Commission on Excellence. Co-developed/implemented retreat utilizing instruction and structured group experiences to facilitate the development of leadership, programming, and planning skills for high school students and faculty advisors, 1985 and 1984.

Professional Standards: Criteria For The Future.

Program presented at the University of Georgia Student Personnel Association Winter Conference, Athens, GA, February, 1985. With T. Miller, M. Hughes and D. LoBiondo.

A Model For Developmental Staff Supervision: Unity Through Diversity.

Program presented at the University of Georgia Student Personnel Association Winter Conference, Athens, GA, February, 1985. With T. Walter.

PROFESSIONAL ASSOCIATIONS AND ACTIVITIES:

American College Personnel Association (ACPA)

Mid-Level Management Module One Instructor, 1999- present; Core Council for Professional Development, 1999-2001; Summer Leadership Retreat Delegate, 1992-95, and 2000; 1999 National Conference Planning Team Marketing/Publicity Chair; Educational Leadership Foundation Diamond Anniversary Campaign Chair. Media Board, Commission Chair Rep., 1994-96. Commissions: Administrative Leadership, **Chairperson, 1994-96**; International Dimensions of Student Development; Alcohol and Other Drugs; Assessment for Student Development; Campus Judicial Affairs and Legal Issues.

Council for Student Services Vice Presidents (Texas-COSSVP), 1998-present; Legislative Issues Committee, 2000- present; Mission and Values Revision Task Force, 2005.

Texas College and University Student Personnel Association (TACUSPA)

Legislative Issues Chair, 2004-05; Committee member 2000-2004.

National Association for Student Personnel Administrators (NASPA)

National Convention Local Arrangements Exhibit Chair, New Orleans, LA 1999; State Coordinator for Region III Newsletter, Texas 2001; Louisiana 1996-97

Association for Student Judicial Affairs (ASJA)

Legislative Issues/Government Relations, 1995-98, Diversity 1997-98; Membership, 2000-02.

Louisiana College and University Student Personnel Association (LACUSPA)

President, 1997-98, President-Elect 1996-97, Executive Council 1994-96

Association on Higher Education and Disability (AHEAD/AHSSPPE)

PROFESSIONAL DEVELOPMENT:

NASPA Region III/TACUSPA Summer Conference, June 2005

American College Personnel Association, National Conference, 1979-2001, 2003-2005

Council for Student Services Vice Presidents (Texas-COSSVP), Annual Retreat 1999, 2001-05

Texas College and University Student Personnel Association, State Conference, 1998, 2000-05; Legal Conference, 1992-94, 1997-98

National Association of Student Personnel Administrators, National Conference, 1997-99, 2002

Southern Association for Colleges and Schools Accreditation Review Project, Regional meeting: "Principles for Accreditation: Foundations for Quality Enhancement", Dallas, TX, October, 2002.

Texas State Higher Education Recruitment and Retention, Annual Conference, June 2002

National Intramural Recreational Sports Association, National Conference, April 2002

Southwest Association of College and University Housing Officers, Annual Convention, 2002

National Survey of Student Engagement (NSSE), Effective Educational Practices Workshops, Texas Consortium, San Marcos, TX, October 2000, 2001

Developing Online Student Services, Student Affairs.com Online Course, April 2001

Southern Greek Leadership Conference, San Marcos, TX, February, 2001

Association for the Study of Higher Education, National Conference, 1999

Adapting Computers for Persons With Disabilities, AAHE/EASI On-Line Seminar, 1997

Stetson Law and Higher Education, International Conference, 1994-97

Virtual Legality: Computers in Higher Education Stetson Post-Conference Workshop, 1997

Making Effective ADA Decisions, Stetson Post-Conference Workshop, 1996

Association for Student Judicial Affairs, National Conference, 1994-97

Southwest Association for Student Personnel Administrators, Regional Conference, 1995-96

Association for International Educators, Region III 1995-97; International Conference, 1995-96; Louisiana State Update Workshops, 1993-98

LaNASPA/LACUSPA Drive-In Workshops: *Benchmarking in Student Affairs*, Hammond, LA 1997; Legal Issues Update, New Orleans, LA, 1997; *Mediation Workshop*, Natchitoches, LA, 1996; *Legal Update: A Day With Gary Pavela*, Lafayette, LA, 1995

Association on Higher Education and Disability National Conference, 1996

Exemplary Products and Strategies from Successful Projects and *In A Positive Light: Insight Into Legal Issues and Disability Images*, AHEAD Regional Workshops, 1996

Mid-Managers Institute, Graduate, July, 1994 institute sponsored by the National Association of Student Personnel Administrators/Southern Association for College Student Affairs, Atlanta, GA.

Virginia Involving Colleges Consortium **Involving College Audit Protocol (ICAP)** Training, 1991

Training for Intervention Procedures By Servers Of Alcohol (TIPS) Certification, 1991

SELECTED HONORS & COMMUNITY INVOLVEMENT:

"2005 Friend of SGA", Special Service Award presented by the Angelo State University Student Government Association, San Angelo, Texas, May, 2005.

The University of Georgia, College Student Affairs Program Award for **Outstanding Doctoral Graduate in Student Affairs Administration, 2000.**

Southeastern Louisiana University, Vice President's Award for **Outstanding Service Among The Professional Staff, 1998.**

American College Personnel Association, Administrative Leadership **Distinguished Service Award, 1992.**

1995 Distinguished Service Award, NAFSA Region 3, **Association for International Educators**

Order of Omega Greek Honor Society, 1995 Alumni Initiate

Concho Valley Mental Health and Mental Retardation (MHMR) Advisory Board Nominating Committee, Chair, 2000- present, San Angelo, TX.

Concho Valley Meals for the Elderly, Christmas Open House Fundraiser, Volunteer, 2005, San Angelo, TX.

Rotary International, San Angelo, TX 1998-2003; Board of Directors 1999-2002.

Sigma Kappa National Sorority, Concho Valley Alumni Chapter, Vice President for Programs, 1999; Panhellenic Delegate, 2000; Vice President for Membership, 2001-2004, President 2004-current.

Kiwanis International, Hammond, LA, Distinguished Service Award, 1996; Outstanding New Member, 1994.