

**Hal H. Haynes, Jr.**  
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### **Professional Summary:**

Innovative and experienced professional with leadership and strong administrative experience in the areas of student affairs administration, intercollegiate athletic administration, college student retention/persistence, emergency management/crisis communications, and globalization in higher education.

- Excellent service skills with ability to focus and demonstrate patience, especially in challenging situations.
- Solutions and team-oriented work style with attention to detail.

### **Education:**

#### **Educational Leadership: Higher Education Administration**

Ph.D. in Education Leadership at the University of North Dakota, Grand Forks, North Dakota  
Dissertation Topic: Spirituality and Student Engagement in Higher Education, Summer, 2016.

#### **M.Mgt. Masters in Management**

University of Mary, Bismarck, North Dakota 2002

#### **B.A. in History and Political Science**

Berea College, Berea, Kentucky 1983

### **Professional Experience:**

#### **Dean of Student Services, Iisagvik College, Barrow, Alaska, April 2021 to present**

Served as the chief student affairs officer for the only public, Tribal college in the state of Alaska. Advised the President of the college and the Board of Trustees on all matters related to student life and other related administrative and leadership issues. Also served as Title IX Administrator and Clery Report management. Additional areas of oversight included Adult Education, Recruitment, Wellness and first year experience programs.

#### **Vice President for Student Affairs and Dean of Students, Northland College, Ashland, Wisconsin, 2016 to 2019**

Served as the chief student affairs officer of the college and advised the President of the college and the Board of Trustees on all matters related to student life and intercollegiate athletic administrative, and leadership issues. The Vice President served as the senior executive officer responsible for providing leadership and general management of units in the divisions of student affairs and intercollegiate athletics:

Co-Chair of the Campus Retention and Enrollment Workgroup, Intramural and Recreational Sports Director, First Year Experience Program, Residence Life and Dining Services, Coordination of New Student Convocation, Outdoor Orientation, Chair of the Campus Crisis Response Team, Chair of the Administrative Cabinet, Student Conduct, Campus Safety and Security Office, Coordination of the Behavioral Intervention Team, Student Government Association, Academic Support Services, Career Counseling, Student Health, Diversity Center, Emergency Psychological Services, Mental Health Counseling, Intercollegiate Athletics comprised of 15 competitive team sports at the NCAA Division III level, Title IX Administrator for the campus, member of the Campus Budget and Finance Council, Designated SEVIS Officer (DSO), responsible for compiling and submitting to the Department of Education the Campus Crime and Fire Safety Report (Clery).

**Weekend Case Supervisor, Montgomery County Coalition for the Homeless, Rockville, Maryland October, 2014 to 2015**

While working on a dissertation, responsible for all services provided for 120 men housed in the county shelter in Rockville, Maryland. Drug/alcohol screening, intake review, client supervision. Overall building services including lodging, meals, medical services, and vocational/employment resources. Serve as an advisor to many clients seeking higher education as an option for future plans. Management and oversight for the administrative office.

**Personal Fitness Trainer and Facility Management, Chevy Chase Athletic Club, Chevy Chase, Maryland February, 2015 to November, 2015**

While working on a dissertation, responsible for the advisement of clients at the athletic club. Fitness, diet and nutrition plans for clients. Assist with the front desk management of the facility, Proper instruction on the use of free weights and aerobic/cardio machines.

**Interim Associate Dean of Students, University of North Dakota, Grand Forks, North Dakota 2012-2013**

Served as primary student services officer to supervise all campus judicial review for a campus student population of over 15,000. Responsible for the enforcement of the University Code of Student Life. Supervise three full time student services officers. Responsible for editing and updating the University Code of Student Life. Data management through Conduct Coordinator and ImageNow6. Served as on call for crisis management team and served on a variety of campus committees. Acted on behalf of the Dean of Students in their absence.

**Student Affairs Division, Dickinson State University, Dickinson, North Dakota**

**Vice President and Senior Director for Student Development 2003-2012**

Was responsible for university initiatives to enhance the student experience at Dickinson State University. Also served as Senior Director for the Student Life Department with direct oversight for Student Activities, Residential Life, Campus Security and the Student Judicial Review. Was the initial campus contact for all campus based emergencies and crisis management. Provided leadership and supervised the Academic Advising and Success Center, Student Health Services, Career Services and Placement, Wellness Program, Office of Financial Aid, Campus Security, Center for Multicultural Affairs, Residential Life and Student Activities. Created and established the Dickinson State University Emergency Management Plan and had direct oversight and responsibility for the university

emergency management and response systems. Assumed the full duties of Vice President for Student Development in July 2007.

**Selected accomplishments:**

- Chaired Emergency Management and Enrollment Management teams to establish the current policies, processes, and procedures.
- Authored the proposal, and negotiated the establishment of a Confucius Institute in a joint partnership between Dickinson State University and Taiyuan University of Technology; Confucius Institute Headquarters at the HANBAN; Beijing, China April 7, 2011

**Interim Director for Student Life**

**January 2002-July 2003**

In the absence of the Vice-President for Student Development; assumed the leadership role and was the key contact person for the Office of Student Development. Established and maintained communication with the university president and other cabinet members. Fulfilled all duties associated normally with the Vice President for Student Development including supervision and administrative oversight for Residential Life, Student Activities, Campus Security, Student Health Services, campus Wellness Programs, Career Services and the Office for Multicultural Affairs. Advised student government, represented the university at all state Student Affairs Council meetings and acted as Chief Judicial Affairs Officer.

**Director of Student Activities**

**1995-July 2003**

Directed and supervised the Office of Student Activities. Advised student government, represented the university at all state Student Affairs Council meetings and acted as chief judicial affairs officer. Planned and implemented all university social programming efforts. Advised the Campus Activities Board, Student Senate, Homecoming Steering Committee and supervised all campus new clubs and organizations. Managed the Campus Activities Board, Campus Program Committee and Student Senate budgets. Assumed responsibility to organize and implement Cheerleading, Dance team and supervised the Intramural Athletics Program. Supervised and managed student union operations including building reservations, fiscal union management and personnel supervision. Planned and organized Parents Weekend, diversity programming including a new African American student organization, and assisted with all New Student and Parent Orientation Programs. Supervised and trained residential life staff while maintaining a rotational on-duty role with fellow student affairs staff members in the residence halls. Supervised and managed the campus fitness center and aquatic facilities.

**Coordinator of Residence Life/Resident Director**

**1992-1995**

Directed and supervised the operations of a diverse residential life department. Responsibilities included hiring, training, and supervision of a professional live-in staff and student staff of fifty for traditional university residence halls and family student housing and apartments. Supervised maintenance and custodial staff in residence halls. Implemented a comprehensive training program which included promoting positive working relationships with the Physical Plant staff and oversaw the residential student judicial process. Planned and supervised the summer conference program. Implemented a new seven year plan for upgrading residential living facilities.

## **Student Life Department, Blackburn College, Carlinville, Illinois**

### **Director of Student Life**

**1989-1991**

Directed the operation of the Student Life/Support Services area for a residential campus of over 400 students. Supervised all administrative functions related to Housing & Student Activities. Proposed and implemented a new format for the judicial code of the college. Responsible for the judicial/discipline review system and supervision of the Residential Life Staff, Campus Security and Student Government.

### **Director of Student Activities**

**1983-1991**

Administered all campus programming. Advised the Board of Student Activities and acted as an information/support liaison for all campus clubs and organizations. Coordinated travel services for students and advised many independent clubs and organizations. Coordinated and directed all new student orientation programs.

### **Director of Housing**

**1983-1991**

Supervised all operations of the college's six residence halls. Building maintenance, repairs, furniture purchasing, and inventory. Managed and accounted for the residential life budget. Devised and implemented a Resident Assistant Program. Hired and supervised a residential life staff of 25 persons.

### **Resident Director**

**1983-1989**

Directed the overall operation and management of two co-ed college residence halls numbering 102 and 52 residents. Advised hall government, actively planned and implemented programming, counseled residents, and administered discipline.

### **Professional Leadership Activities:**

- Chair, Project A.C.E. Regional Planning Committee for Southwest North Dakota, 2005-2009
- Member, NASPA Student Affairs Administrators in Higher Education 2002-present
- Member, National Association for Campus Activities (NACA) 1995-present
- Member NASPA National Foundation Diamond Club 2004-present
- Representative NASPA Region IV-West North Dakota Public Policy 2008
- Membership Coordinator, NASPA Region IV-West North Dakota 2005-2008
- Coordinator, NASPA North Dakota Membership 2005-2008
- Member, North Dakota University System Diversity Council 2008 - 2012
- Conference Planning Committee, North Dakota Human Rights Commission June 2006
- Planning Committee for NASPA Region IV-West Conference 2004
- Chair, Planning Committee, Dakota Athletic Conference Student Leadership Symposium Spring 2003
- Chair, Dickinson State University/Community Alcohol Task Force 2002-2003
- Chair, Dickinson State University Crisis Management Planning Committee 2003
- Attended the Department of Education Assessment of Student Support Services Retention Components for Institutional Teams Winter 2003
- Dakota's Unit Coordinator NACA - National Association for Campus Activities 1997

- President, Staff Senate, Dickinson State University 1996-2000
- NDCPA North Dakota College Personnel Association 1992-1996
- Secretary/Treasurer NDSHOA – North Dakota State Housing Officers 1993-1994
- Program Chair, North Dakota Strength Through Sharing Conference 1994
- Chair, Blackburn Student Life Committee, Orientation Committee 1988-1991
- Representative, NIRSA regional and national events (National Intramural Recreational Sports Association)
- Submitted for publication, “*Student Success in College: Creating Conditions That Matter.*” Book review for the NASPA Region IV-West, Summer 2007 Newsletter
- Administered Predictive Index for Career Choice/Placement
- Administered the College Student Inventory (CSI) to new students
- Administered national tests: ACT, SAT, Praxis Series, GMAT, LSAT
- Proficient with Microsoft Office Software: Word, Excel, PowerPoint

## Professional Presentations:

- *Retention and the First Year Experience*  
Northland College, Ashland, Wisconsin June, 2017 & 2018
- *Globalization in American Higher Education*  
Taiyuan University of Technology, Taiyuan, China December, 2011
- *Globalization Presentation*  
Beijing Jiaotong University, Beijing, China April, 2011
- *Globalization in Higher Education*  
North Dakota State University System Diversity Conference, Bismarck, North Dakota April, 2010
- *Student Life at an American College*  
Presented at Voronozeh State University, Moscow, Russia May, 2008
- *Student Personnel Point of View*  
Student Affairs Division, Dickinson State University, Dickinson, North Dakota October, 2008
- *Assessment in Higher Education and Student Affairs Practice*  
Student Affairs Division, Dickinson State University, Dickinson, North Dakota October, 2008
- *13 Federal Laws That All Higher Education Employees Should Know*  
Faculty and Staff, Dickinson State University, Dickinson, North Dakota August, 2008
- *Assets Innovations, Solutions: Building Powerful and Responsible Partnerships Addressing Community, Wellness Issues*  
NASPA/ACPA National Convention, Orlando, Florida April, 2007
- *Violence on Campus*  
Project A.C.E. Regional Meeting, Dickinson, North Dakota Spring, 2006
- *Alcohol on Campus and Campus Violence*  
Project A.C.E. Regional Meeting, Dickinson, North Dakota Spring, 2005

•*Values and 5 Key Components for Leadership* October, 2004  
Dakota Athletic Conference/Leadership Symposium, Black Hills State, Spearfish, South Dakota

•*Weekend Programming* 1997  
Regional NACA Conference, Sioux Falls, South Dakota

•*The Live-In Professional: Pressures and Realities* 1995  
Strength Through Sharing Housing Conference, Bismarck, North Dakota

### **Teaching Experience:**

- International Freshmen Seminar 2009-2012
- Paraprofessionals in Student Development ASC 281 Spring 2007-2012
- Alcohol and Education Class 1992-1996, 2002-2012
- Freshmen Seminar/University Studies 1995-2012
- Student Government Political Science 491 1996- 2012
- Yearbook Production Journalism 461 1995-2000

### **Professional Affiliations:**

National Association of Student Personnel Administrators (NASPA)  
National Association of Campus Activities (NACA)  
Association of College and University Housing Officers, International (ACUHO-I)  
College Student Educators International (ACPA)  
Upper Midwest Athletic Conference – Administrative Direct Report (ADR) for Northland  
ATIXA – Association of Title IX Administrators

### **Honors and Awards:**

- Recipient of the Dickinson State University Outstanding Campus Advisor of the year 2011
- Recipient of the North Dakota National Guard “Patriotic Employer” Dickinson, North Dakota 2009
- 1918 Society for Support of the University, Dickinson State University, Dickinson, North Dakota 2008
- Outstanding Professional Staff Member Award Dickinson State University, Dickinson, North Dakota 2000
- Outstanding Professional Staff Member Award, Blackburn College Carlinville, Illinois 1988
- Selected to represent the Upper Midwest Athletic Conference (UMAC) as ADR at the 2019 National NCAA Convention in Orlando, Florida 2019

### **Community Activities:**

- Cub Scout Volunteer, Dickinson, ND 1996-2007
- Member, Rotarian Club, Dickinson, ND 2008
- United Way Volunteer and Planning Committee, Dickinson, ND 1995
- Big Brother-Big Sister Program, Sangamon County, IL 1985-1988

