

**CYNTHIA NANEVA FULFORD, PH.D**  
1015 N. 24<sup>th</sup> Street, Apt E3C, Allentown, PA 18104  
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naneva@yahoo.com

## **EDUCATION**

**PhD (2009) Higher Education Administration**, Bowling Green State University, Ohio  
Dissertation Topic: *Preparing Students to Work in a Globally Diverse World:  
The Relationship of College Students' Backgrounds and College Experiences to their Orientation toward Diversity*

**M.S. (1997) College Student Personnel**, Syracuse University, New York

**B.A. (1993) Business Administration-Entrepreneurial Studies**, Washington and Jefferson College, Pennsylvania

## **PROFESSIONAL EXPERIENCE**

Cedar Crest College 2010-present

**Bachelor's/Master's College:** selective four-year, small Liberal Arts, private, 1,500 students

**Executive Director, Office of Leadership & Student Development (OLSD)**

**Director, Student Activities and Commuter Life**

Reporting directly to the Vice President of Student Affairs, the OLSD is comprised of the offices of Career Planning, Community Services, Student Activities, and Commuter Life. Directly supervise four full-time staff members with a unit of 20 professional and paraprofessional members. Manage the development of budgets, assessment, Middle States Accreditation Reports, and annual strategic plans. Administer an annual budget for unit and over 50 clubs and organizations in excess of \$500,000. Campus coordinator for Public Leadership Education Network (PLEN), who hosts public policy seminars for women in D.C. Oversee the Emerging Leaders Program. Collaborate with Academic and Student Affairs units to create and incorporate co-curricular initiatives into the curriculum. Advise Student Government Association, Commuter Awareness Board, Black Student Union.

**Selected Accomplishments:** Created signature campus programs where students assume primary planning leadership (Influence U Leadership Conference and Weekendpalooza). Pioneered and collaborated with Academic Services and Financial Aid to design a leadership program directly tied to the college mission called, Leadership Scholars Program- later renamed (LEAD: learn, experience, aspire, distinguish). Worked with student leaders to create a new institution wide leadership award ceremony to honor the work of faculty, staff, and students called, *Best of the Crest*.

### **Committee Involvement:**

**Campus Wide:** Middle States Standard 7 - *Institutional Assessment*, Academic and Student Affairs Retention Council, Athletic Advisory Board Traditional and Commuter Admissions, Multicultural Initiatives. **Student and Academic Affairs:** First Year Experience, Fall Family Weekend, Orientation, Weeks of Welcome, and Living Learning Community (Co-Chair, 2010-2011)

Bowling Green State University

2006-2009

**Graduate Assistant (President's Office, University Bookstore, Women's Center)**

Researched and wrote the initial draft for a five-year, \$800,000 diversity grant to the Ford Foundation. Developed a three-year strategic plan for the creation and implementation of a new student employee orientation program.

**Committee Work**

University Academic Honesty Committee (2008-2009), Diversity Committee (2008-2009), Student Affairs  
Student Judicial Board (2007-2009)

## Northeastern State University

**Master's Colleges and Universities:** medium, inclusive four-year, public, primarily nonresidential university, enrolling 9,455 students.

**Director, Student Development**

**2005- 2006**

**Interim Director, Student Activities and Greek Life**

Reporting directly to the Dean of Students, responsibilities included: Supervised the work of two full-time professional employees, eight graduate/undergraduate student workers, and 30 Diversity Week volunteers. Evaluated and updated campus manuals, policies and programmatic initiatives to reflect inclusive language, student development theories, and ensured legal compliance with state laws. Consulted with faculty on academic and judicial issues of students. Placed Greek chapters and students on probations for hazing. Created an IFC judicial board to promote more leadership development opportunities for students. Administered judicial sanctions on behalf of the Dean of Students.

**Selected Accomplishments:** Restructured Diversity Week planning committee and significantly increase attendance. Managed leadership development of student leaders in over 60 clubs and 12 Greek Organizations governed through IFC, NPHC and Panhellenic councils.

**Committee Involvement**

(2005-2006) Appointed by the University President for the following university-wide committees: Black Heritage Committee, Homecoming Committee, Miss Northeastern Pageant, Affirmative Action, Financial Aid Appeals Board, Special Admissions Committee-Felons (2005) Search Chair: Director of Student Activities, University Counselor, and Spirit Staff Coordinator.

## Syracuse University

1997-2005

**Research Universities:** Large Private, more selective four-year, highly residential, enrolling 18,000 students; Comprehensive doctoral granting institute.

**Associate Director, Office of Multicultural Affairs**

2002- 2005

**Special Assistant to the Senior Vice President, Student Affairs**

Fall 2004

Assessed multicultural student needs and improved program offerings in response to changing needs and institution goals. Trained and consulted with university leaders in the recruitment and retention of students of color as well as designed, developed, and implemented specific methodologies targeting this population. Increased employer involvement with students of color through partnerships on specific projects, programs, and job opportunities. Supervised the work of six graduate/undergraduate students and 16 DIMENSIONS mentors.

**Selected Accomplishments;** Gospel Extravaganza and DIMENSIONS (a retention group for women of color).

**Residential House Director**

Gamma Phi Beta Sorority

2004 –2005

Supervised three full-time staff members and a \$125,000 budget that included payroll, food services, and property management for a Greek house with 34 women. Responsible for managing the property, safety, educational concerns and communicating with the chapter's local alumnae board.

**Assistant Director, Center for Career Services,**

1997- 2002

Trained university leaders and employers on effective recruitment and retention strategies for students of color. Raised over \$20,000 in campus co-sponsorship/collaboration funds for campus programming. Established and maintained partnerships with non-career student service units on campus to collaborate on programming and improve the visibility of the office around campus. Conducted training workshops and presentations to the campus and employers on the intersection of diversity and career development.

**Selected Accomplishments:** Black Business Summit (renamed Diversity Business Summit) Career Advocate Program. Converted the Career Advocate Program (peer advisors) into a paraprofessional program. Developed and co-instructed a Career Enhancement Course for adult students in collaboration with Higher Education Opportunity Program (UC HEOP).

#### **Committee Involvement**

- Member, Division of Student Affairs Advisory Committee for Diversity 2000-2004
- Member, Chancellor's Advisory Committee on Diversity 2001-2004
- Programming Grants Committee 2001-2004
- Member, Institutional Diversity Committee on Recruitment 2001-2003
- Team Against Bias and Diversity, Co-chair Race Relations 1999-2004
- Member, Diversity Grants committee 2002-2004

### **HONORS/RECOGNITIONS**

#### **Cedar Crest College**

- Staff Member of the Year, nominated 2011, 2012

#### **Bowling Green State University**

- Student Contribution to Bowling Green State University 2009

#### **Syracuse University**

- Vice President of Student Affairs Award of Excellence for Diversity 2002
- University Senate 2001-2002 Diversity Recognition Award 2002
- Chancellor's Exemplary Achievement Award, Career Services Network 2002
- Francis McMillan Parks, Woman of Influence Award, African American Male Congress 2001
- Honorary Member, National Society of Collegiate Scholars 2000

#### **Washington and Jefferson College**

- Entrepreneurial Studies, Eagle Scholar (4 year academic scholarship) 1989-1993
- American Field Service (AFS) Exchange Student: Yugoslavia 1988

### **PROFESSIONAL ASSOCIATIONS**

- American College Personnel Association (ACPA) Currently Active
  - Completed Donna M. Bourassa Mid-Level Management Institute (MMI) January 2013
  - Commission on Administrative Leadership Directorate 2009- 2012
    - Commission Chair Award 2012
    - Chair, State Mandated Retention Thought Paper 2010-2012
    - Secretary 2010 -2012
    - Sustainability Committee (lead to Sustainability Institute) 2009- 2010
- Student Affairs Administrators in Higher Education (NASPA) Active Member
- Delta Sigma Theta Sorority, Inc. Diamond Life Member Since 1993

## Selected Presentations

### **Multicultural Initiatives:**

- *Strategies for Students of Color*, Student Institute: NCORE Miami
- *Creating Multicultural Understanding in Our Institutions*, Syracuse University Human Resources Staff to Staff Professional Development Series
- *Training Campus Professionals To Work With Diverse Students: Syracuse University's Career Services Model*, Syracuse University
- *Retaining Diversity and Creating Multicultural Understanding In Our Institutions: Reflections On The Book, Dismantling Racism: The Continuing Challenge To White America*
- *RACE: The Unsolvable Problem in Career Counseling?* 2001-2002 Professional Development Team

### **Leadership Development:**

- *What Every Parent of a College-Bound Student Needs to Know*, Summer Parent Workshop Series, Willingboro Memorial Middle School
- *Leadership 101: Leading So That Others Will Follow*, AESNJ Fall Leadership Conference
- *Facilitation: The Key to Organizational Success*, Tiffin University
- *Leadership 101: The Basics of Leading Others*, Tiffin University
- *Qualities of a Successful Leader* Center for Career Services, Emerging Student Leaders Reception
- *Truth About Leadership: It's More Than a Position, It's a Lifestyle*. Office of Greek Life, President's Retreat
- *Visionary Leadership* C-STEP Leadership Conference, Sagamore, NY

### **Employer Relations:**

- *Employers & Colleges in Partnership; Building a Diverse Workforce*, EACE Conference
- *Emotional Intelligence: Why It Can Matter More Than IQ.*, Facilitator, EACE Conference

### **(Invited) Keynote Addresses:**

- *Are You Leading or Merely Taking a Walk?* Alliance of Educational Opportunity Fund Students for the State of New Jersey (AESNJ) Student Leadership Conference
- *If Not You then Who, If Not Now, When?* Awards for Leadership, Professionalism, Humanities and Academics (A.L.P.H.A.) Awards-Syracuse University, Keynote Speaker
- *Qualities of a Successful Leader*, Center for Career Services-Syracuse University, Emerging Student Leaders Reception
- *Student Activism: Diverse Leadership for the New Millennium*, Black Artist League and Multiracial Experience, Syracuse University
- *Getting to the Promised Land, Together*, Awards Banquet, Daughters of Isis, Eleppo Lodge #140
- *The Journey to Success*, Cazenovia College, Division of Supportive Services Awards Banquet

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August 14, 2013

Dr. Patti McSteen,  
Associate Dean of Students  
mcsteenp@ohio.edu

Dear Dr. McSteen

It is a pleasure to have the opportunity to submit my application for the advertised Assistant Dean of Students position at Ohio University. This position is a wonderful next career opportunity to utilize my extensive experience in higher education for a top ranked institution. I would love to serve the institution and the division by marketing and promoting the inclusive and student development initiatives to parents, students, and financiers alike.

The passion that I continue to hold for the work that we do in the field will make me a great sounding board for parents, students, colleagues, and other stakeholders. Based on the description, you seek a number of qualities that I possess. As the founding director for four of my former positions, I have created office strategic plans, budgets, staff, and marketing plans with very little or no initial resources.

I have over 16 years' experience partnering with on- and off-campus colleagues. I am proud to share with you that because of these relationships, I have created inclusive and sustainable programs that continue to run. Sample programs include retention diversity, and leadership programs that promote experiential learning for students. I am confident that I can help enhance or create new parent and inclusive programs on the campus. Further, I would enjoy sharing our successes in the Athens community and with alumnae or business owners willing to invest in solid programs.

In my current position, I oversee the budgets of three offices and all the clubs and organizations on campus. Despite continuous fluctuations and decreases in our budgets, we have not sacrificed the quality of services for students. I am very comfortable with managing money as I used to work in accounting managing million dollar accounts for General Electric and a small family business in New Jersey. At Syracuse University, I raised over \$20,000 in funding from colleagues and business owners to implement cutting edge programs, internship opportunities, and other initiatives for students.

At Northeastern State University, I assisted the Dean of Students on a number of initiatives including; hearing judicial cases, working with community members, and representing the institution with crisis situations. In addition, as the office ombudsperson, I was responsible for reviewing office policy and practices and developing diversity programming based in student development theory for students.

Below is a summary of other accomplishments in student affairs that will provide a sense of the contribution I can make as the Assistant Dean of Students.

**Summary of Related Student Affairs Experience:**

- Currently oversee the Leadership and Student Development Unit which includes the offices of Community Service, Student Activities, Commuter Life and Career Planning.
- Advise and collaborate with Student Government Association, Student Activities Board, Commuter Awareness Board, and Black Student Union to host campus wide initiatives.

- Collaborate or organize Opening Weekend and other campus events: Summer, Fall and Spring Orientations, Welcome Week, Fall Family Weekend, Convocation, Commencement, Diversity Receptions.
- Chaired or been a member of numerous institutional, division, and academic committees that have positively influenced the creation of organizations and policies that have contributed to a more inclusive environment for students.
- Partnered with a) **faculty** to create courses or teach professional development classes, b) **administrators** to implement and assess programmatic and retention initiatives, and c) **students and community/business leaders** to solicit, fill and fund experiential learning opportunities.
- Develop and implement unit assessment measures that support the mission of the college.
- Completed a Periodic Program Review Report which will be used for the college's accreditation with the Middle States Association.
- Hire, train, discipline, and conduct performance evaluations of professionals and students.
- Member of ACPA and NASPA professional associations. Chair committees in ACPA.
- Using our website, social media, publications, and campus intranet, I have been able to substantially increase the visibility of the work on campus.
- The Living Learning Community initiatives on campus are dependent upon faculty support. The partnerships that I have developed with our faculty have been instrumental to our success.

Overall, I have a well-rounded portfolio in higher education, experience working with diverse student populations, and a passion that shows in the quality of the work that I produce. I have a strong work ethic, a great sense of humor, and I love to laugh and play as hard as I work. As a middle manager, I am always advocating for students to the administration and vice versa. My ability to successfully manage both sides through difficult times has helped to make all the difference in the lives of some of my students.

I have worked in a variety of student affairs offices that have prepared me to deal with the broad and complex issues that Deans of all levels must encounter. I would value the opportunity to work at Ohio University to help prepare students to lead and work in an increasingly diverse and global community. I would value an opportunity to further discuss our mutual interests. I can be reached at 419-494-5725 (cell) or my personal e-mail address at [naneva@yahoo.com](mailto:naneva@yahoo.com)

Sincerely,



Cynthia Fulford, PhD

**PROFESSIONAL REFERENCES FOR CYNTHIA N. FULFORD**

<p>Christine Nowik, Assistant Dean Student Success and Retention Cedar Crest College 100 College Drive Allentown, PA 18104 <a href="mailto:Christine.Nowik@cedarcrest.edu">Christine.Nowik@cedarcrest.edu</a> Office: 610-606-4666 ext. 3582 <b>Colleague</b>-major collaborator on the development of major co-curricular initiatives in academic affairs</p>	<p>Allison Valentine, Director of Events Delaware Valley College 700 East Butler Avenue Doylestown, Pa 18901 215-489-2335 (office) 484-515-1737 (cell) <b>Former Director of College Center at CCC.</b> <b>Collaborated on student affairs/activities initiatives</b></p>
<p>Maynard Cressman, Chair Social Work Department Cedar Crest College 100 College Drive Allentown, PA 18104 Email: <a href="mailto:mlcressm@cedarcrest.edu">mlcressm@cedarcrest.edu</a> 610-606-4666 ext.3574 <b>Co-Advisor of Student Government Association</b></p>	<p>Tammy Bean, Director Community Service Programs 100 College Drive Allentown, PA 18104 <a href="mailto:tebean@cedarcrest.edu">tebean@cedarcrest.edu</a> Office: 610-606-4666 ext. 3392 <b>Colleague and Direct Report</b></p>
<p>Dr. William Knight, Executive Director The Office of Institutional Effectiveness Ball State University West Quad, Room 200 Ball State University Muncie, IN 47306 <a href="mailto:wknight@bsu.edu">wknight@bsu.edu</a> Office: 765-285-5974 <b>Professor and Dissertation Co-Chair</b></p>	<p>Dr. Bettina C. Shuford Associate Vice Chancellor for Student Affairs 106 Carr Building, Campus Box 5000 Chapel Hill, NC 27599-5000 Office Telephone: 919-966-4045 Fax Number: 919-962-2090 Email: <a href="mailto:bcshuford@unc.edu">bcshuford@unc.edu</a> <b>Colleague/Mentor</b></p>
<p>Aarti Ramdaney, (Former SGA Vice President) 2121 Hepburn St, Apt 721 Houston, TX 77054 814-232-1688 (Cell) Email: <a href="mailto:Aramdaney@gmail.com">Aramdaney@gmail.com</a> <b>CCC Alumna and former advisee</b></p>	<p>Ashley Day (Former SGA President) Cedar Crest College Alumnae c/o 2012 56 Carol Lane, Malvern, PA 19355 Cell: 610-301-1168 Email: <a href="mailto:Ashley.Day1990@gmail.com">Ashley.Day1990@gmail.com</a> <b>CCC Alumna and former advisee</b></p>
<p>Dr. Ronald "Ron" Cambiano, Assistant to the President Northeastern State University 601 N. Grand Avenue Tahlequah, OK 74464 Office: 918-458-2120 (office) Email: <a href="mailto:Cambiano@nsuok.edu">Cambiano@nsuok.edu</a> <b>Former Supervisor (as Dean of Students)</b></p>	<p>Dr. Mary Krueger, Director Women's Center Bowling Green State University Bowling Green, Ohio 315-372-7227 <a href="mailto:Mkruege@bgsu.edu">Mkruege@bgsu.edu</a> <b>Former Supervisor</b></p>