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## **Professional Profile**

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- Accomplished career demonstrating consistent success implementing mentoring and retention programs for underrepresented students as an Administrator in higher education. Outstanding track record in assuring student success programs.
- Seasoned in developing and implementing programs from the ground up through proven competencies in administration, program management, and staff development and empowerment.
- Extensive background of developing and implementing special programs for underrepresented students such as racially, ethnically, other diverse populations and first-generation college students.
- Effective communicators with strengths in planning, organizing, and negotiating as well as the ability to lead, problem solve, establish goals, and attain results.

## **Education**

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- **Ph.D., Administration of Higher Education**, Auburn University, Auburn University, AL, 2012  
Dissertation: An Examination of Factors Influencing Collegiate Social Integration of African American Students at a Predominantly White Institution
- **Ed.S., Adult Education**, Auburn University, Auburn University, AL, 2002
- **M.Ed., Adult Education**, Auburn University, Auburn University, AL, 1999
- **B.S., Human Development & Family Studies**, Auburn University, Auburn University, AL, 1998
- **A.A., General Studies**, Faulkner State Community College, Bay Minette, AL, 1995

## **Awards**

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- Who's Who Among America's Teachers, 2003 – 2010
- Finalist, Supervisor of the Year, 2015
- Outstanding Staff Award, Augural University Awards for Inclusive Excellence and Diversity, 2018
- Who's Who in America, 2022

## **Academic/Teaching Experience**

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**Instructor**, Auburn University, Auburn University, AL, 2001 – 2010

- Taught the Auburn Experience (UNIV 1000) course to 22 students per semester.

- Examined common transitional issues and assess their impact on daily life.
- Investigated history, traditions, and mission of Auburn University.
- Demonstrated awareness of the structure and mission of a research university.
- Developed personal competencies regarding living independently.
- Explored career interests and seek the support of an academic advisor.
- Addressed academic policies, procedures, student services, academic resources, study strategies, and leadership opportunities at Auburn University.
- Examined cultural differences and diversity among people.

**Instructor**, Auburn University, Auburn University, AL, 2004 -2006

- Taught and Developed Success in the World of Diversity (COUN 2970) to 40 students per semester. The course had the following objectives:
  - Examined diversity & its meaning
  - Engaged in a continuous process of self-evaluation, looking at personal values, roles, and mission statement of the Office of Diversity and Multicultural Affairs
  - Examined ethical issues dealing with their role as a minority, student and citizen
  - Examined the influence of culture and gender on human interaction
  - Examined barriers to success: academic, personal, and professional
  - Enhanced self-awareness through discussion of controversial topics and personal research

**Guest Lecturer**, Personal and Professional Development (EDLD 8220), Auburn University, Auburn University, AL, Spring 2006

- Addressed various communication skills necessary for effective mentoring
- Addressed various assessing and planning skills necessary for effective mentoring
- Addressed observation skills necessary for effective mentoring

## **Professional Experience**

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**Director, Office of Public Service**, University Outreach, Auburn University, Auburn University, AL 1/2022 - present

- Manages the daily operations of the Office of Public Service including office staff supervision, budget oversight, communication and marketing messaging and event development and management.
- Oversees public service programming such as Campus Kitchen, AuburnServes, health equity and educational equity programming. Develops new public service programming in response to community-based needs that facilitate connections with the university.
- Maintains a database of all public service programming in preparation for the Carnegie report and Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation process.
- Secures external funding for public service programming including grants and other partnerships. Prepares and submits grant proposals, research and fundraising activities on behalf of OPS to sustain new and continual programming.
- Works in conjunction with Outreach leadership, staff and/or volunteers to develop and refine current programs, identify opportunities for new outreach programs, institute

methods of assessing community-based needs, and promote programming. Maintains program metrics and key performance indicators (KPIs) including Carnegie designation and strategic planning.

- Collaborate with city, county, state, and extension partners on initiatives that will provide a better life for Alabamians.
- Executive Committee Chair for the 2024 Gulf-South Summit

**Director, Cross-Cultural Center for Excellence**, Office of Inclusion and Diversity, Auburn University, Auburn University, AL 5/2021 – 12/2021

- Leads, designs, and implements programmatic efforts within the center that supports the attraction, retention, and academic and professional development of underrepresented student populations. Designs, facilitates, and implements DEI focused programs, social justice workshops, and educational sessions.
- Develops and maintains close working relationships with student organizations reporting to the CCCE. Develops and engages an OID undergraduate and graduate Student Advisory Council. Provides leadership development opportunities for student organization officers and training to student organizations. Collaborates with student leaders and student organizations to increase DEI learning.
- Works with related academic and administrative departments to foster greater student diversity and a more inclusive climate. Collaboratively coordinates campus wide activities for MLK Day, Heritage Months and other campus wide DEI programs. Plans, organizes, and fosters student civil discourse events and facilitates student campus-wide dialogue and educational opportunities. Assists in creating and publishing student related DEI reports and articles with the Vice President and Associate Provost/Chief Diversity Officer. Collaborates with key Student Affairs stakeholders in support of broader DEI and cultural competency development across the student body. Works directly with corporations to create professional development opportunities for students to include scheduling meetings with corporate managers, connecting students to internship/externship opportunities, collaborating with University Career Services to host special opportunities for multicultural and diverse students, and organizing all efforts with corporate partners committed to identifying diverse students.
- Manages the Cross-Cultural Center's \$140,000 budget to include mapping out strategic priorities, works with the budget manager on the annual budget process; remains fiscally aware of spending from CCCE student organizations; and creates shadow budgets to monitor center-wide spending. Promotes the use of CCCE's student spaces and resources. Facilitates effective use of university's physical and financial resources among student organizations and leaders.

**Director, Inclusion and Diversity Education**, Office of Inclusion and Diversity, Auburn University, Auburn University, AL 8/2018 – 5/2021

- Directs, plans, and implements diversity initiatives and programs for the university
- Develops and facilitate training, awareness, and assessment initiatives supporting diversity, equity, and inclusion including employee engagement, talent, management, and other people-focused initiatives
- Develop and facilitate training for students working with awareness and assessment initiatives supporting diversity, equity, and inclusion such as race, gender, gender identity, and religion.

- Coordinates, collect, and analyze assessment for the Office of Inclusion and Diversity Education sub-unit
- Develop proposals and reports for policies, programs, and other initiative that align with divisional goals and objectives
- Evaluates and report on the effectiveness of diversity, inclusion and equity activities and their impact on university indicators of success
- Direct and collect all data pertaining to Campus Pride for students, faculty, and staff
- Direct all correspondence and data pertaining to faculty diversity and recruitment of diverse faculty on campus
- Created a guidebook for faculty recruitment

**Director, Student Excellence Programs, Office of Inclusion and Diversity, Auburn University, Auburn University, AL, 3/2017 – 8/2018**

- Led the Student Excellence unit and directs staff in implementing programmatic policies in the areas of student support, development, success and advising. Provides general academic, personal, financial, and career counseling across disciplines and colleges/schools to specialized populations (e.g., low income, first-generation college, and underrepresented populations)
- Worked collaboratively with staff, faculty, administrators, alumni, and students to explore/research innovative approaches to meeting the needs of a diverse and changing student body. Provides multicultural academic advising/counseling, financial and general career counseling, training, and guidance to students in the PLUS retention program
- Collaborated with the Assistant Vice President for Access and Inclusive Excellence on long-term planning that has budget implications for the coordination of components of the Provost's Leadership Undergraduate Scholarship (PLUS) Program, Ever to Conquer, Coca-Cola Scholars and President's Graduate Opportunity Program
- Developed and updated curriculum for all first-year transition seminar classes, as well as innovative academic and personal development seminars/courses
- Directed, advised, and aided staff, graduate students, and student mentors in the provision of direct services to students to assist in the development of a successful graduate school application packet, including a strong statement of purpose, personal statement, and letters of recommendation
- Directed day-to-day activities to ensure students are receiving the support they need by analyzing and assessing students' problems and needs, conducting follow-up and outreach activities to students, monitoring students' academic progress, assisting students in developing problem solving and self-management skills, and advocating on behalf of student concerns
- Managed staff, students and program volunteers by providing feedback, counseling and training opportunities
- Assisted with the production of written materials and publications including student bios, newsletters, existing and new grant applications, websites, and promotional materials
- Supervises recruitment of applicants to PLUS, Ever to Conquer and Coca-Cola Scholars programs

**Coordinator III, Diversity Initiatives, Office of Inclusion and Diversity, Auburn University, Auburn University, AL, 2008 – 2017**

- Served as Director of Student Services

- Coordinated the Intercultural Leadership Program. The program consisted of domestic students mentoring international students
- Directed and managed the Provost Leadership Undergraduate Scholarship Retention Program. The retention program includes the Ever to Conquer Scholarship, Coca-Cola Scholarship, and the PLUS Scholarship.
- Directed and managed the Peer Mentoring Program (P<sup>2</sup>ODS). About 45 freshman students in the program. Provide mentoring, tutoring, leadership training, and scholarships to the students in the program
- Advised students about majors and scheduling in the PLUS and Peer Mentoring Program
- Directed and managed, President's Graduate Opportunity Program (PGOP). 15 students who are receiving a fellowship to complete their doctorate degree. The students receive \$10,000 for 3 years
- Directed and managed the Office of Inclusion and Diversity, Diversity Student Ambassadors
- Directed and managed the Auburn University College Preparation Summer Academy (high school summer camps)
- Directed and managed the Summer Enrichment Experience (SEE Auburn) Summer Bridge Program
- Directed, managed, planned, and implemented diversity initiatives and programs for orientation sessions, student and/or staff diversity training, and various programming for the University
- Compiled data and prepares reports benchmarking other doctoral level institutions in relation to diversity initiatives, programs, and activities
- Acted as liaison to other department, offices, schools, colleges, professional organizations, and private industries
- Developed and implemented programs that focus on recruiting minority and women candidates for admission into Auburn and for student employment opportunities
- Solicits, generate, and coordinate funding by writing grant proposals and reports, tracking contributors, pursuing alternative funding sources for programs, scholarships, and fellowships
- Assisted with the administration and/or coordination of activities of minority and/or diversity committees

**Student Affairs Advisor II**, Office of Diversity and Multicultural Affairs, Auburn University, Auburn University, AL, 2005 – 2008

- Served as Assistant Director for the Multicultural Center
- Coordinated all Student Diversity Initiative Programs. Supported and coordinated all programs for 15 diverse student organizations at Auburn University.
- Managed a \$125,000.00 programming budget for the office
- Coordinated all cultural events for the office such as Black History Month, Native American Festival, World AIDS Day, A Day of Silence, and Ramadan
- Created brochures, pamphlets, programs, promotional items, and display boards for the Office of Diversity and Multicultural Affairs
- Chaired and Coordinated the Provost Leadership Opportunity Scholarship (PLUS). 40 students each year received a \$2,000 scholarship for 4 years
- Advised students about majors and scheduling in the PLUS and Peer Mentoring Program

- Coordinated the Minority Peer Mentoring Program
- Served on university committees for student related issues

**Multicultural Affairs Advisor II**, Office of Diversity and Multicultural Affairs, Auburn University, Auburn University, AL, 2003 - 2005

- Developed retention strategies by working with a Minority Peer Mentoring Program and student organizations
- Advised students about majors and scheduling in the Minority Peer Mentoring Program Liaison for minority scholarships, fellowships, and assistantships
- Developed Freshman Resource Manual that provided information on resources and offices available on Auburn University's campus
- Coordinated the Minority Recognition Reception (awards banquet) for minority and international students that maintained a 3.50 GPA and above

**Academic Advisor I & II**, College of Architecture, Design, & Construction, Auburn University, Auburn University, AL, 2000 – 2003

- Advised undergraduate students with scheduling and evaluating transcripts
- Graduation Advisor. Evaluated and approved students for graduation
- Transfer Student Advisor. Evaluated transcripts and accepted students
- Advised students during Camp War Eagle and SOS. Helped students with class scheduling at orientation
- Coordinated Summer Design admissions. Evaluated students' courses for the summer design program
- Served as a member of the Architecture Curriculum Committee
- Served as a member of the Rural Studio Selection Committee
- Created, distributed, and analyzed advising surveys for SACS Accreditation
- On-Course on-line graduation system lead advisor
- Developed CADC Student Manual (on-line)

**Office Administrator**, College of Architecture, Design, & Construction, Auburn University, Auburn University, AL, 1998 – 2000

- Assisted Associate Dean with special projects such as SACS accreditation and pre-screening of students entering the College of Architecture
- Administered information to prospective students for Architecture, Building Science, and Industrial Design
- Assisted with registration and drop and add; advise and evaluate current, transfer students as well as new freshman
- Handled all other general office operations in student services such as answering the phone, filing, and making appointments

## Extra-curricular Activities

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- Advisor, Auburn University student organization, Campus Kitchen, 2022 – present
- Advisor, Auburn University student organization, Circle K, 2022 - 2023
- Advisor, Auburn University student organization, Ladies Society of Collegiate Success, 2009 – present
- Advisor, Auburn University student organization, AU Rhythm Dance Troupe, 2006 – present
- Advisor, Auburn University College Chapter, National Association for the Advancement of Colored People (NAACP), 2005 – 2014
- Advisor, OID Diversity Ambassadors, 2015 - 2018
- Advisor, Auburn University student organization, Black Graduate and Professional Student Association, 2003 – 2008
- Planned and implemented, St. Mary's Catholic Church Summer Festival, 2014 & 2015
- St. Mary's Catholic Church Parish Council Member, 2014 – present
- St. Vincent De Paul Society Treasurer, 2020 - present

## Presentations

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- Vickers, J. (2025). Empowering Students, Nourishing Communities: A Student-Led Model for Combatting Food Insecurity. Presented at the Gulf South Summit, Nashville, TN.
- Rivera, S., Hewing, V., Vickers, J. & Gutierrez-Gomez, A. (2017). The Deception of Strength: Contextualizing the Experiences of Women of Color. Presented at the NASPA Student Affairs Administrators in Higher Education Conference, San Antonio, TX.
- Rivera, S., Hewing, V., Vickers, J. & Gutierrez-Gomez, A. (2016). The Deception of Strength: Contextualizing the Experiences of Women of Color. Presented at the National Conference on Race and Ethnicity (NCORE), San Francisco, CA.
- Vickers, J., Hewing, V., Hernandez, S., Wolfe, B., & Mitchell, C. (2016). Student Activism: Black Students Moving Forward at PWIS. Presented at the National Conference on Race and Ethnicity (NCORE), San Francisco, CA.
- Vickers, J. & Campbell, C. Y. (2013). Successfully recruiting and retaining underrepresented student at a PWI. Presented at the National Conference on Race and Ethnicity (NCORE), New Orleans, LA.
- Vickers, J & Campbell, C. Y. (2013). Success equals more scholarships for more students. Poster Presentation at the National Academic Advising Association Region 4 Conference (NACADA), Biloxi, MS.
- Vickers, J. & Campbell, C.Y. (2012). Recruiting and retaining underrepresented students at a predominantly white institution. Presented at the Alabama Association of Higher Education Diversity Officers Conference (ALAHEDO), Auburn, AL.
- Vickers, J. & Campbell, C.Y. (2012). Successful ways to recruit and retain diverse at a predominantly white institution. Presented at the National Academic Advising Association Region 4 Conference (NACADA), Miami, FL.
- Vickers, J. & Campbell, C.Y. (2011). Recruiting and retaining underrepresented students at predominantly white institution while providing peer mentors. Presented at the National Academic Advising Association Conference (NACADA), Denver, CO.

- Vickers, J. & Campbell, C. Y. (2010). Recruiting underrepresented students at a predominantly white institution. Presented at the National Conference on Race and Ethnicity (NCORE), Baltimore, MD.

## **Conferences and Committees**

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- Carnegie Classification of Institutions of High Education Committee, 2024 - 2025
- Executive Committee Chair, Gulf-South Summit, 2023 – present
- Attended and Presented Gulf-South Summit, 2023, 2024, 2025
- Attended Campus Compact Annual Conference, 2023, 2024, 2025
- Attended the Engagement Scholarship Consortium 2022, 2024
- Space Representative for Office of Public Service 2022 - present
- Space Representative for the Office of Inclusion and Diversity 2019 - 2021
- Provost Council 2016 - 2017
- AU Together Implementation Team 2016 – 2018
- Enrollment Management Council 2016 – 2018; 2021 - 2023
- Attended NCAA Inclusion Forum 2019
- Attended and Presented NASPA National Conference 2017
- Attended and Presented NACADA Regional Conference 2011, 2012, & 2013
- Attended and Presented ALAHEDO Conference 2012, 2013, & 2015, 2019
- Attended and Presented NACADA National Conference October 2005, 2007, 2008, & 2011, 2016
- Facilitated I-Lead Conference 2011
- Attended and Presented NCORE conference May 2008, 2010, 2013, 2016, 2017
- Attended NASPA regional conference November 2007
- Attended the Black Student Achievement conference in 2004, 2005, 2007, 2008, & 2009
- Attended the American Council of Education Women of Color Conference in 2006
- NACADA National First-Generation College Students Commission Representative 2007 - present
- NACADA National and Regional Career Services Commission Representative 2007 - present
- Member of the Academic Grievance Committee 2005
- Member of the Minority Retention and Recruitment team 2004 – 2008
- Committee member for the Social Life Committee 2003 – 2009
- Member of the University Programs Council Block Party Committee 2003 – 2015

## **Professional Memberships**

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- Campus Compact 2022 - present
- Gulf South Summit 2023 – present
- National Association for Student Personnel Administration (NASPA) 2007 – 2019
- National ACADEMIC ADVISING Association (NACADA) 2000 – 2019
- Auburn University Advising Caucus 2000 – 2010



## **Certifications**

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- Campus Emergency Response Team 2011 – present