

Gary L. Dukes

EDUCATION

Doctor of Philosophy, *The University of Washington, Seattle, Washington*. Educational Leadership and Policy Studies. Minors in Multicultural Education, Business Administration, and Social Foundations. August 1994.

•Dissertation: *Utilizing Audio-visual Media and Facilitated Discussions to Affect White Residential College Students' Racial Attitudes Towards Blacks*.

Master of Education, *The University of Vermont, Burlington, Vermont*. Higher Education and Student Affairs Administration. May 1987.

Bachelor of Science, *Oregon State University, Corvallis, Oregon*. Psychology. Human Services Certificate. June 1985.

PROFESSIONAL EXPERIENCES

Western Oregon University is a Carnegie Classification Master's Larger Programs, regional, liberal arts, Emerging Hispanic Serving Institution comprised of 4,500 undergraduate and 500 graduate students offering 52 majors. It was founded in 1856 as a normal school.

Vice President for Student Affairs, *January 2004-Present*.

Responsible for creating a campus environment conducive to academic enrichment, student participation and growth, and positive interaction between faculty, staff and students. Oversee the operations of Admissions, Associated Students of Western Oregon University, Bookstore, Campus Dining, Center for Equity and Gender Justice, Child Development Center, Financial Aid, Greek Life, Health and Wellness Center, Multicultural Student Services and Programs, New Student and Family Programs, Office of Disability Services, Service Learning and Career Development, Student Conduct, Student Engagement, Student Enrichment Program, Student Health and Counseling Services, Student Media, Teacher Preparation Student Support Services, University Housing, Upward Bound, Veterans Resource Center, Werner University Center, and Non-Traditional Student Services. Responsible for over 110 classified and professional staff members and over 300 student staff. Responsible for budgets in excess of 21 million dollars.

Selected Highlights

- Successfully wrote grant for 1.4 million dollar U.S. Department of Education TRiO Teacher Preparation Student Support Services Grant.
- Secured additional staff to double the service capacity of the Student Enrichment Program.
- Directly oversaw construction of 15 million dollar Health and Wellness Center building, two million dollar artificial turf field, three million dollar Student Health and Counseling Center and indirectly oversaw construction of several residential complexes and renovation projects.
- Created and implemented Veteran's Resource Center and the Center for Equity and Gender Justice.
- Established Food Pantry and professional staff oversight.
- Established Student Affairs Committee on Inclusion, implemented Search Advocate program, and serve as President's Cabinet liaison to University Diversity and Inclusion Committee.
- Created Service Learning program.
- Created CARE Team.
- Realigned Division into three thematic areas.
- Serve as President's Cabinet representative to University Diversity and Inclusion Advisory Committee
- Co-Chaired Vice President for Academic Affairs and Provost Search Committee (2019)
- Chaired Executive Director of Athletics Search Committee (2021)

Semester at Sea, Institute for Shipboard Education, sponsored by Colorado State University offers semester-length programs which integrate multiple-country study, interdisciplinary coursework and experiential learning for meaningful engagement in the global community

Dean of Students, *January 2009-May 2009*.

Served as senior student affairs officer on floating university of 725 college students and 15 life-long learners. Oversaw the residential, counseling, programming, dependent care, conduct and security components of the program.

Colorado State University – Pueblo is a Carnegie Classification Master’s Smaller programs, regional, comprehensive Hispanic Serving Institution, comprised of 4,300 undergraduate and 2,800 graduate students offering 35 majors.

Dean of Student Life and Development, January 2000-January 2004.

Served as senior student affairs officer. Oversaw the operations of the Student Counseling Center, Student Health Center, Housing and Residential Life, Student Activities, Women and Non-Traditional Students’ Center, Greek Life, Leadership Programs, Associated Students’ Government, Student Clubs and Organizations, Multicultural Center, Outdoor Programs, Intramural Sports, Club Sports, Experiential Learning Center, Upward Bound, Veteran’s Upward Bound, Student Support Services, Southern Colorado Educational Opportunity Center, TRiO One-Stop, MASS GEAR-UP, Ombudsman Office, and Judicial Programs. Provided leadership for Division of Student Life and Development and served as liaison to the Provost and President. Managed and oversaw budgets in excess of 4.4 million dollars. Supervised 52 contract and classified staff. Advocated for student issues. Coordinated campus crisis intervention program. Reviewed academic suspension appeals from students with undeclared majors.

Selected Highlights

- Secured U.S. Department of Education TRiO One Stop Grant.
- Secured U.S. Department of Education TRiO Veteran’s Upward Bound Grant.
- Co-created and taught in FOCUS – First-year Opportunities for Collaborative Undergraduate Study program.
- Worked with student government to establish a fee intended to secure a major speaker / entertainer annually.

Southern Oregon University is a Carnegie Classification Master’s Larger Programs, regional, liberal arts, institution comprised of 4,400 undergraduate and 600 graduate students offering 38 majors.

Director of Housing Administration and Residential Life / Associate Professor, July 1994-January 2000.

Directed an 1100 bed housing and residential life program. Oversaw room reservations and assignments, residence hall contracts, and general administration of the residence halls. Recruited, selected, trained, and supervised an assistant director, two area coordinators, housing office manager, four office staff members, five hall directors, 32 resident assistants, three student managers, and 20 student office staff. Managed budget in excess of 1.5 million dollars. Oversaw residence hall judicial process, adjudicated cases, and determined educational sanctions for student violations of University and residence hall policies. Served a principal liaison with Ashland Police Department representative, Director of Safety and Security, and Associate Vice President for Student Affairs to review weekly campus incidents and develop a cooperative working relationship. Served on University Alcohol and Drug Policy Review Committee. Served on Counseling and Health Center Review Committee. Served on Enrollment Management Committee.

Selected Highlights

- Created a Faculty in Residence program.
- Developed *Frosh House*, a cohort experience for new students living together on the same residential floor who also share the same Freshman Year Seminar course.
- Transitioned from student to professional live-in staff in the residence halls.

The University of Washington is a Carnegie Classification Doctoral, Very High Research Activity institution comprised of 32,500 undergraduate and 15,500 graduate students offering over 180 majors.

Area Coordinator, July 1992-July 1994. Department of Housing and Food Services,

Directed overall operation of a residential area housing 2,800 students. Supervised five master-level resident directors, one graduate assistant, and 60 resident advisors. Collaborated with Student Counseling Center, Health Center, University Police, Environmental Health and Safety, academic departments, and other departments within the Division of Student Affairs to ensure delivery of services to resident students. Supervised all aspects of environmental management and assisted in developing and implementing strategic and long-range planning, including goals and objectives for the Residential Life program. Assisted in developing and coordinating the implementation of Housing and Food Services budgets, policies and procedures. Coordinated the implementation of educational, multicultural, leadership development and social programs. Educated students and staff on the concept of responsible freedom through workshops, presentations and disciplinary hearings. Served on the Division of Student Affairs Committee on Diversity Programming. Chaired Committee on Domestic Partnership Agreement for Live-in, Professional Residential Life Staff.

Area Coordinator – Judicial Affairs and Educational Research, September 1989-March 1993.

Coordinated overall judicial process for 4400 student residence hall system. Managed four student judicial boards and advised the Community Appeals Board. Adjudicated cases and determined sanctions for student violations of University and residence hall policies. Supervised three resident directors. Recruited, selected, trained, and evaluated 75 student hearing board members. Mediated and resolved conflicts between students and staff. Presented recommendations and represented Housing Services at Student Affairs Eviction Review Committee hearings. Trained eight resident directors and 90 resident advisors regarding interpretation, rationale and enforcement of University and residence hall policies. Composed quarterly and annual reports compiling statistics of judicial cases. Designed and implemented administration of Residential Life Quality of Life Survey. Conducted retention and informational research utilizing student focus groups and resident exit surveys. Compiled, interpreted, and reported survey results to department administrators and the Vice President for Student Affairs. Served on Diversity Task Force.

Georgia Institute of Technology is a Carnegie Classification Doctoral, Very High Research Activity institution comprised of 16,200 undergraduate and 20,300 graduate students offering 37 undergraduate majors.

Assistant Director, New Student and Parent Programs, July 1987-September 1989.

Developed, implemented, and evaluated seven summer orientation programs for 2200 freshmen, 600 transfer students, and 1700 parents. Communicated with administration, faculty, students, and parents regarding the various needs of new students. Negotiated contracts regarding catering and entertainment. Assisted with the management of the student center during orientation programs. Created, wrote, and edited orientation publications. Managed a \$200,000 operating budget. Recruited, selected, trained, and supervised 11 FASET council members, 100 FASET leaders and office staff. Developed, implemented, and evaluated orientation programs for freshmen and transfer students prior to the beginning of Winter and Spring quarters.

The University of Vermont is a Carnegie Classification Doctoral, High Research Activity institution comprised of 11,500 undergraduate and 2,100 graduate students offering over 100 undergraduate majors.

Coordinator, Parents' Orientation Program, March-July 1987.

Implemented "Transitions," a five-session parents' orientation program. Supervised graduate assistant and six orientation leaders per session. Served as liaison to Department of Residential Life and Marriott Saga Food Service. Organized student life panels and banquet speakers. Coordinated specific orientation program for parents in surrounding county.

Graduate Hall Advisor, August 1985-May 1987.

Directed coeducational residence hall of 165 students and assisted in administration of five building complex of 630 undergraduates in 4200 student residence system. Selected, supervised, directed, and evaluated three undergraduate resident assistants and provided staff development for 19 complex staff. Emphasized concepts of wellness through educational, physical, vocational, and spiritual programs. Advised hall government, implemented leadership training and managed budget. Interpreted and enforced University policies. Provided personal, academic, and disciplinary counseling.

Assistant to Director of Orientation, May-August 1986.

Worked directly with "Transitions" parents' orientation program and assisted with "Beginnings" students' orientation program during five orientation sessions for 1600 parents and 2500 students. Planned and implemented week-long training for 29 orientation leaders. Operated computerized monitoring system to track student and parent participants by session and college. Compiled and presented program evaluations and results in report circulated to central administration and orientation staff.

TEACHING EXPERIENCES

Interdisciplinary College Studies 101. Freshman Year Experience Seminar, Western Oregon University. Served as adjunct faculty member for two-credit course designed to assist students in transitioning to university life.

English 101 and 102. English Composition I and II, Colorado State University - Pueblo. Served as an adjunct faculty member in the English Department. Instructed special section of English 101 and 102 designated for students in the "FOCUS - First-year Opportunities for Collaborative Undergraduate Study" program. Planned and determined course curriculum that integrates college success skills, student life activities and interdisciplinary studies.

Interdisciplinary Studies 151 and 152. *Introduction to Academic Life, Colorado State University - Pueblo.* Instructed special section of year-long course that introduced students to the various services available on campus, and prepared students to be successful in college. This section was specially designed for students completing a leadership component in the residence hall known as Leadership Education and Development (LEAD). Planned and determined course curriculum, prepared lectures, facilitated discussions, constructed examinations, and evaluated student participation, papers, and projects.

CORE 101, 102, 103. *University Colloquium, Southern Oregon University.* Served as adjunct faculty member for three-term, year-long course which integrates University writing and speech requirements and components that increase student retention. Planned and determined course curriculum, prepared lectures, facilitated discussions, constructed examinations, and evaluated student participation, papers, and projects.

Communication 377. *Human Relations in the Residence Halls, Southern Oregon University.* Created, developed, and instructed a three-credit leadership development course for resident assistants. Planned and determined course curriculum, prepared lectures, facilitated discussion, constructed examinations, and evaluated student participation and projects.

Trainer. *“Prejudice Reduction Workshop,” The National Coalition Building Institute, Washington, D.C.* Present and facilitate eight-hour workshop to eliminate prejudice and intergroup conflicts.

Trainer. *“On Campus Talking About Alcohol,” The Prevention Research Institute, Lexington, Kentucky.* Present and facilitate eight-hour workshop to help individuals reduce risk for any type of alcohol or drug problem using a five-step risk reduction process.

Trainer. *“Developing Effective Interpersonal Skills,” The Effectiveness Institute, Redmond, Washington.* Present and facilitate 16-hour workshop to enhance relationships between people by providing training systems to develop the highest level of performance in individuals and organizations.

Trainer. *“Valuing Diversity,” The University of Washington.* Presented and facilitated 11-hour workshop to students, staff, faculty, and private organizations to enhance individual awareness and sensitivity regarding gender, race, sexual orientation, and disabilities, celebrate differences, and integrate these differences into the multicultural workplace and broader community.

PRESENTATIONS AND PUBLICATIONS

Dukes, G.L. & Fuchs, T.M., (March, 2013). “Developing Diversity Competencies as a Part of Staff Expectations.” National Association of Student Personnel Administrators Convention, Orlando, Florida.

Cook, L.A., Dukes, G.L., Howard, M.A., Ward-Roof, J.A. & Wilson, V.K., (March, 2013). “Making Career Dreams a Reality.” National Association of Student Personnel Administrators Convention, Orlando, Florida.

Dukes, G.L., (October, 2008). “Rethinking our Campuses for the New Wave of Students.” Keynote speaker, Northwest Association of Student Affairs Professionals. Sunriver, Oregon.

Dukes, G.L. & McMahon, T.R., (February 2007). “Being a Good Ally.” Oregon Students of Color Coalition Conference, Monmouth, Oregon.

DeShields, R., Dukes, G.L., Empey, C., Schoonover, S., & Shintaku, R.M., (December 2006). “Moving Up in the Profession.” Invited speakers, Northwest Association of College and University Housing Officers International Residence Life Drive-in Seminar, Corvallis, Oregon.

Dukes, G.L., (December 2006). “How to navigate a professional conference: What I wish I would have known BEFORE the conference.” Invited speaker. Oregon State University College Student Services Administration Program lunch series.

Dukes, G.L., (October 2005). “Learning Reconsidered: How does university housing and student affairs in general impact student learning?” Invited feature speaker, Northwest Association of College and University Housing Officers International Residence Life Drive-in Seminar, Portland, Oregon.

Dukes, G.L., (September 2005). Keynote speaker, Resident Assistant Training. Oregon State University.

Carl, T.K., Dukes, G.L., Gocial, T.M., & Johnson, L. (March 2004) "Tricks of the Trade for New SSAO's at Small Colleges and Universities: A Roundtable Discussion." National Association of Student Personnel Administrators Convention, Denver, Colorado.

Dukes, G.L., Hunter P.A., & Thayer, P. (October 2002). "Supplemental Instruction: A Key to Hispanic Students' Academic Prosperity." Hispanic Association of Colleges and Universities Convention, Denver, Colorado.

Dukes, G.L., Gores, C.A., Langdon, E., & Leary, T.A. (March 2002). "Career Moves: Happenstance or Rising to the Challenge?" National Association of Student Personnel Administrators Convention, Boston, Massachusetts.

Dukes, G.L. & Sloan, P.A. (February 1999). "After the ambulance leaves...Dealing with the aftermath of an alcohol related incident." Northwest Association of College and University Housing Officers – International Convention. Sunriver, Oregon.

Amburgy, L., Boyer, K.R., Dukes, G.L., Levy, D.A., & Patton, C. (February 1998). "Making the move from live-in to live-out." Northwest Association of College and University Housing Officers – International Convention. Anchorage, Alaska.

Dukes, G.L. (February 1997). "Incorporating ethics and diversity for effective leadership." Associated Student Board, College of the Siskiyous, Weed, California.

Dukes, G.L. (March 1995). "Programming in the residence halls: Do we really have an impact on students' racial attitudes?" American College Personnel Association Convention, Boston, Massachusetts.

Dukes, G.L. (June 1995). "Programming in the residence halls: Do we really have an impact on students' racial attitudes?" 7th Annual National Conference on Race & Ethnicity in American Higher Education, Atlanta, Georgia.

Dukes, G.L. (Spring 1992). "The racial crisis in American higher education: Is it more than just ignorance?" *The Vermont Connection*.

Dukes, G.L. & Porter, J.D. (March 1992). "Mid-level student affairs professionals and job satisfaction: Factors, functions or fiction." American College Personnel Association Convention, San Francisco, California.

Boyer, K.R. & Dukes, G.L. (July 1991). "Valuing diversity." Association of College and University Housing Officers-International Convention, Vancouver, British Columbia, Canada.

Boyer, K.R. & Dukes, G.L. (April 1991). "Valuing diversity." Northwest Association of College and University Housing Officers-International Convention, Ellensburg, Washington.

Dukes, G.L. & Taylor, C.L. (March 1991). "Developing effective people skills: The distinguishing characteristic of exceptional leaders." Pre-conference workshop, American College Personnel Association Convention, Atlanta, Georgia.

Dukes, G.L. & Woodrick, B.A. (October 1990). "What CHO's want in their candidates." *ACUHO-I Talking Stick*.

Bridge, C.M. & Dukes, G.L. (July 1990). Go ahead...make my day: An examination of a peer review judicial process." Association of College and University Housing Officers-International Convention, Athens, Georgia.

Dukes, G.L. & Woodrick, B.A. (July 1990). "Preparing for the first live-out position." Association of College and University Housing Officers-International Convention, Athens, Georgia.

Bridge, C.M. & Dukes, G.L. (July 1990). Go ahead...make my day: An examination of a peer review judicial process." Voted Best Conference Program, Northwest Association of College and University Housing Officers-International Convention, Portland, Oregon.

Dukes, G.L. & Wheeler, T.K. (April 1989). "Parenting a college freshmen and the freshmen year experience: Utilizing skits as an orientation tool." Southern Regional Orientation Workshop, Knoxville, Tennessee.

Dukes, G.L. & Wheeler, T.K. (April 1989). "Behind closed doors: The experiential training tool." Southern Regional Orientation Workshop, Knoxville, Tennessee.

Clinton, D.L., Dukes, G.L. & Holmen, J.J. (October 1988). "Orientation/Student affairs as a profession: Looking beyond the orientation leader experience." National Orientation Directors Association Convention, Sacramento, California.

Dukes, G.L. (October 1988). "The first year out: Struggles of a new professional." National Orientation Directors Association Convention, Sacramento, California.

Dukes, G.L. (April 1988). "Making a career as an orientation director or other student affairs positions." Southern Regional Orientation Workshop, Starkville, Mississippi.

Dukes, G.L. Kowpak, C.K. & McGreevey, M.A. (October 1987). "Take the orientation challenge: Is your leader training effective?" National Orientation Directors Association Convention, Charlotte, North Carolina.

Dukes, G.L. & McGreevey, M.A. (May 1987). "Teambuilding: Games, simulations and other training techniques." National Orientation Directors Association Region IX Conference, Framingham, Massachusetts.

DeLuca, L.R. & Dukes, G.L. (Spring 1987). "A code of ethics for student affairs administrators." *The Vermont Connection*.

Dukes, G.L. & Porter, J.D. (March 1987). "The agony and the ecstasy: Drug problems on today's campuses." American College Personnel Association Convention, Chicago, Illinois.

Dukes, G.L. & Hunter, D.E. (November 1986). "Unraveling the mystery of student affairs careers." National Association of Student Personnel Administrators Region I conference, Boston, Massachusetts.

PROFESSIONAL AFFILIATIONS AND LEADERSHIP EXPERIENCES

American College Personnel Association

*Past Chair	1998-99	Commission XV, "Campus Judicial Affairs and Legal Issues"
*Sponsored Programs Chair	1997-98	1998 ACPA National Conference Planning Committee
*Chair	1996-98	Commission XV, "Campus Judicial Affairs and Legal Issues"
*Chair Elect	1995-96	Commission XV, "Campus Judicial Affairs and Legal Issues"
*Directorate Body Member	1993-95	Commission XV, "Campus Judicial Affairs and Legal Issues"

Association of College and University Housing Officers – International

*Member	1991-92	Internship Committee
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Association of Student Judicial Affairs

National Association of Student Personnel Administrators

*Program reviewer	2006	Region V and VI Conference
*Colorado Membership Coordinator	2002-04	Region IV-W
*Co-Chair, Program Committee	2002-03	Region IV-W 2003 Conference Planning Committee
*Local Arrangements Chair	2002	Region IV-W Mid-Level Institute
*Member	1992-93	Region V and VI Program Committee

National Orientation Directors Association

*Georgia State Coordinator	1987-89	Region VI, Southern Regional Orientation Workshop
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Northwest Association of College and University Housing Officers – International

*Chair	1997-99	1999 Regional Conference Planning Committee
*Member at Large	1996-98	Executive Board Member
*Member	1990-91	Program Committee

Northwest Commission on Colleges and Universities

*Serve as accrediting team member on evaluation visits.	2005 - Present	
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COMMUNITY INVOLVEMENT

Committee Member, Monmouth Pride Planning Committee. 2021-Present. Serve on committee to plan and organize community events promoting, celebrating, and recognizing LGBTQ+ individuals.

Committee Member, Monmouth Police Chief Selection Committee. 2021. Serve on committee to interview and select the Police Chief for the City of Monmouth.

Committee Member, Cities of Monmouth and Independence 2020 Census Committee. 2019-2020. Serve on committee to strategize how to collect information for 2020 Census.

Committee Member, Salem-Keizer Regional Transportation Stakeholder Committee. 2015-2017. Served on committee to evaluate existing transportation routes and make recommendations for improvement.

Committee Member, City of Monmouth transportation use committee. 2014-2016. Served on committee examining bicycle and pedestrian traffic use and need in and around the City of Monmouth.

Membership Council Member, Oregon Campus Compact. October 2006 – 2017. Serve as liaison for Oregon Campus Compact to Western Oregon University. Advise Director on issues and programs related to Oregon Campus Compact.

Advisory Committee Member, Volunteer and Mentor Center of Mid-Willamette Valley. December 2006 – 2014. Develop marketing and membership guidelines, identify potential resources, and establish staffing needs for new virtual volunteer center. Advise Director on issues related to the Center and perform other duties as necessary.

Committee Member, Central School District 13J School Board Facilities Study Committee. 2006-2008. Served on committee to design addition and renovation of Central High School. Served on Security sub-committee.

Board Member, WIMPEG TV. March 2005 – August 2007. Assisted with operation of a public, educational and local government programming channel operated by Western Oregon University, the City of Independence, and the City of Monmouth. Served as secretary and treasurer of Board.

Advisory Council Member, Care and Share Food Bank, Pueblo, Colorado. July 2003-January 2004. Advised and supported Care and Share staff on programs, services, fund raising, and increasing awareness. Assisted in planning and implementing fund raising activities. Served as advocate for the Pueblo Care and Share Food Bank. Served as liaison with constituencies and provided feedback from the community.

Board Member, Pueblo African American Concern Organization, Pueblo, Colorado. March 2003-January 2004. Assisted with oversight of organization. Established and maintained mentor program between African American high school and junior high school students and students attending Colorado State University – Pueblo and Pueblo Community College. Assisted with annual scholarship fund-raising gala.

Advisory Council Member, Student Support Services Program, Pikes Peak Community College, Colorado Springs, Colorado. March 2002-January 2004. Advised program director regarding activities designed to increase college retention and graduation rates of participants, and increase transfer rates of participants to four-year colleges and universities.

Coach, YMCA, Pueblo, Colorado. March 2002-January 2004. Worked with four and five-year-old girls and boys on basics of soccer, volleyball and basketball.

Standards Board Advisor, Alpha Sigma Alpha Sorority, Colorado State University - Pueblo, Pueblo, Colorado. February 2000-January 2004. Advised Standards Board regarding appropriate sanctions for sorority violations and behavior misconduct.