

Rusty Fox, Ph.D.
(Norman O. Fox, Jr.)
Departmental Curricular Vita

CAREER OVERVIEW

Over twenty-five years in the higher education profession. First, in student affairs, higher education senior leadership. Supervising counseling centers and student services as Director, Dean, and 13 years as Vice President for Students at a 12,000-student college campus, and Associate Vice President Academic Affairs for Enrollment Management, both with classroom and online teaching, program design, supervision, publications, presentations, and leadership in student affairs at the national level. Now as tenured-track faculty and program coordinator in Counseling/Human Services/Student Development. Earned graduate degrees in Counseling, and Higher Education, with advanced studies in Student Affairs and Crisis Intervention.

PROFESSIONAL HIGHLIGHTS

- **Assistant Professor of Counseling/Coordinator for Human Services, Faculty Advisor for Undergraduates, and Coordinator of Undergraduate Internships**
- Associate Vice President for Academic Affairs (A Lead Academic Affairs Officer)
- Vice President for Student Development (Chief Student Affairs Officer 13 years)
- Dean, Student Success/Development (Multi-institution large, urban, community college districts)
- Director of Academic Advising and Counseling
- Coordinator of Academic Advising
- Adjunct Faculty Counselor/Full-time Counselor
- District-leader at a CAS-Assessed. Achieving the Dream Leader College
- Certified Appreciative Educator/Advisor
- Adjunct Faculty Member, Florida Atlantic University. Course on Appreciative Advising
- Faculty, Appreciative Advising Institute
- 15+ Year Faculty Member with the National Academic Advising Summer Institute
- Board Member of NACADA, Twice-elected Chair, Nat'l Two-Year College Commission
- 10+ Year National Consultant, NACADA Consultant and Speakers Bureau
- Consultant/Presenter with Innovative Educators and PaperClip Productions

HONORS AND COMMUNITY AFFILIATIONS

Board Member (Ten + years)

Martin Luther King Jr. Celebration Committee, City of Arlington. Only four-day celebration in the nation. Serve with colleagues from UTA, TCC, Mayor's Office, City of Arlington, Ministerial Alliance, Arlington ISD, and USPS. Volunteer Casa de Peregrinos, food drive, distributions in Las Cruces, Gadsden, and Sunland Park, NM.

Honors

Kappa Delta Phi, International Honor Society in Education

Chi Sigma Iota, Counseling, Academic and Professional Honor Society International

Finalist for the TCC Chancellor's Excellence Awards, 2013, Creation of the Student Success Center

EDUCATION

Ph.D., Higher Education, Stu Affairs Focus, May 2014
Capella University, Minneapolis, MN

B.A., Speech Communications, May 1990
Texas A&M University, College Station, TX

M.S., Counseling, December 1991
East Texas A&M University, Commerce, TX
CACREP. Clinical & Student Affairs Internships
(four at the doctoral level)

Community College Summer Student, 1986-1990
Kilgore College, Kilgore, TX

UNIVERSITY/COLLEGE TEACHING AND ACADEMIC EXPERIENCE

Assistant Professor, and Coordinator of Human Service

August 2022-August 2023 *Ad Interim Faculty Member*

August 2023-Present East Texas A&M University, Department of Counseling,

Full-time faculty - undergraduate courses in Human Services

Faculty Advisor for undergraduates.

Coordinator of Human Services Program and Undergraduate Internships

Senator – East Texas A&M Faculty Senate, Representing the College of Education and Human Services

Chair – Department of Counseling Scholarship Committee

Inaugural Member – College of Education, Communication-Connection-Collaboration Initiative

Outside Member – Assistant Professor of Clinical Psychology Search Committee

Presenter, Texas Department of License and Registration:

Self-Care and Overcoming Stress Disorders 2022 through 2025

Judge: East Texas A&M Annual Research Symposium, 2023 through the present

Committee Member: search committees for faculty in Psychology and Counseling

Panelist: Appreciative Education in Higher Education Classroom, Florida Atlantic

Guest Editor: Journal of Appreciative Education

Faculty: Appreciate Advising Institute, 2022 through 2025

Plenary Speaker: 2024 Collin College Student and Faculty Orientation to Appreciative Advising Theory

Adjunct Faculty Member

2017-Present Florida Atlantic University, Graduate Appreciative Advising Course

2015-2018 Mountain View College, Human Development and Education/Learning Frameworks

2014 Spring University of Texas at Arlington, College Transitions Class

1996 Brookhaven College, Human Development/Career Development Courses

1994 Texas A&M University-Commerce, Freshman Success Course,
and Doctoral Assistant, Department of Counseling, Masters-level Practicum Courses.

Administrator in the Classroom (Special Topics/Invitation Lectures)

By invitation, presented as student development administrator on key topics in various classes at:

Mountain View College, Human Development and Learning Frameworks courses; Tarrant County College, capstone

courses and developmental reading/writing; The University of North Texas, graduate Student Development classes;

University of Texas at Arlington, graduate Student Development classes

National Institute Faculty Member

NACADA, Academic Advising Summer Institutes, Faculty

2017 – Miami, FL

2006 - Portsmouth, VA

2001 - Vancouver, BC

2015 – New Orleans, LA

2005 - Colorado Springs, Co

2000 - Lexington, KY

2012 and 2008 - Austin, TX

2003 - St. Charles, IL

1999 - Burlington, VT

2007 - Salt Lake City, UT

2002 - Colorado Springs, CO

One of a dozen faculty members chosen nationally (Only 1 of 3 Community College faculty). Facilitate small group sessions of administrators and advisors, present facilitated series of individual and institutional team..

Appreciative Advising Institute, Florida Atlantic University

Faculty, Summers 2015-2018 Palm Beach, FL; Summers 2020-2025 Virtually

NACADA 2nd Annual Academic Advising Administrator's Institute, Faculty

2004 – St. Pete Beach, FL; One of six professionals nationally to serve, and the only Community College representative. Plenary Speaker with Dr. Alice Reinartz, Assistant Provost for Enrollment, Texas A&M-Main Campus.

Student Affairs and Other Publications

- King, M. C., and Fox, R. N. (2007) Achieving student success in two-year colleges. In Kramer, G. L. and Associates (2007). [*Fostering student success*](#). San Francisco: Jossey-Bass.
- King, M. C., and Fox, R. N. (2011). Academic advising models to support first year student success. In T. Brown, M. C. King, & P. Stanley (Eds.) [*Fulfilling the promise of the community college: Increasing first-year student engagement and success*](#) (Monograph No. 56, pp 115-125). Columbia, SC: University of South Carolina, National Resource Center for The First-Year Experience & Students in Transition.
- Fox, R. (*submitted with colleagues for review 2025*). The Role of Student Development Theory in the Advancement of Today's College Students.
- Fox, R. (*submitted with colleagues for review 2024*). Book Chapter: *Mood Disorders: A Focus on Mental Health Issues Impacting African Americans*.
- Fox, R. Guest Editor, with Editors: Bloom, J. L., Propst-Cueva, A and He, Y. (2022 to present) *Editorial: The Journal of Appreciative Education: Focus on the Community College edition*.
- Fox, R. (2008) Delivering One-to-One Advising: Skills and Competencies. In Gordon, V.N., Habley, W.R., & Grites, T.J. (Eds.). (2008). [*Academic advising: A Comprehensive handbook*](#) (2nd ed.). San Francisco: Jossey-Bass.
- Smith, D., Barnett, N., Mohdzain, Z, and Fox, R (*submitted with colleagues for review 2024, Periodical*) Conflict resolution, and the value of ombudsmen as mentors,

Consultant/Presenter

National Academic Advising Association, Consultant and Speaker Service

Wayne County Community College District - Presenter for Professional Development Day
 Arkansas Technical University, Russellville, AR - Keynote for Faculty Welcome Back Week (300+ participants)
 College of Allegheny County, Pittsburg, PA – 3 Person Team, (Five Campuses) Assessment and Recommendations
 Lone Star College District, Houston, TX – Team Site Visit (Past President, Exec Dir of NACADA and me) Six Campuses
 J. Sargeant Reynolds Community College, VA – Site Visit, Consultation and Presentations
 Griffin Technical Institute, GA - Site Visit, Keynote, and Consultation
 Park University, MO - Site Visit, Assessment, Consultation and Report
 North Harris Community College, Houston, TX – Site Visit, Consultation and Report

Innovative Educators [*Fulfilling the promise of the Community College: Increasing First-Year and Student Success*](#).

and **PaperClip Communications** [*Models of Academic Advising*](#) Webinar Presenters; King, M., and Fox, R.

Board of Directors' Member and National Chair, NACADA Two-Year College Commission – Elected to two terms, from 2000-2003, National Academic Advising Association

National Conference Presentations - Savannah, GA, Cincinnati, OH, Salt Lake City, UT, Orlando, FL, Denver, CO

Panelist - Standards of Excellence, Florida Atlantic University, Student Services Leaders (Teleconference, 2015)

Master Advisor – Trained at the nationally recognized Missouri State University Program, Kathy Davis, Director 1999

CRITICAL INCIDENT EXPERIENCE AND TRAINING

- Mountain View College, led institutional Concealed Carry implementation. Member of CARE Team
- University of Texas at Arlington, member of University Behavioral Intervention Committee
- Tarrant County College, daily work with campus police; chaired Risk Management Team (proactive/prevention) and BIT/CARE Team (threat assessment and management)
- With district colleagues, established behavioral intervention teams and created the position of Coordinator of Judicial Affairs for each campus
- Participated in district trainings from National Center for Higher Education Risk Management (NCHERM) and the National Behavioral Intervention Team Association (NaBITA)
- Trained in Incident Command System (ICS) for college and City of Arlington, TX, Participated in emergency exercises with the City of Arlington and their Police Department
- Ranking administrator on campus, when an active-shooter situations arose
- Studied with Dr. Morag Harris (only researcher to have pre and post CISD data on Oklahoma City Bombing)

PROFESSIONAL EMPLOYMENT

Assistant Professor of Counseling and Coordinator of Human Services

August 2022 to Present (2022 Ad Interim Faculty)
East Texas A&M University

Sole full-time faculty member for Human Services students, the undergraduate major for the Counseling Department. Faculty mentor/advisor for Human Services. Coordinator for undergraduate internships. Chair and serve on departmental and university committees. Present within academic discipline. Individual work and collaboration with colleagues on academic research for future publication. **Courses taught/teaching:** Orientation to the Counseling Profession; Philosophy of Helping Relationships; Group Leadership; Home and Family Living; Cultural Enrichment; Human Services Internship; Suicide Prevention and Intervention; Bullying, Anger Management, and Domestic Violence

Associate Vice President for Academic Affairs

January 2019 to July 2022 (*4th largest higher education institution in the state of New Mexico*)
Doña Ana Community College, New Mexico State University – Las Cruces, NM

A senior college administrator overseeing functions of enrollment management and student engagement, supervision of three satellite campuses, and all Academic Resources Centers, and academic advising. Comprehensive community college serving 215,000 residents of Doña Ana County, a geographical service area of over 3800 square miles, approximately 7900 credit students (4800 FTE) and 3200 non-credit students, 128 full-time and 350 part-time faculty, 300 full- and part-time staff, Member of the President's seven member Executive Council, Administrative Council, Strategic Planning Council, Student Success Team, Public Schools Projects Team, and chair Deans and Directors Council, Enrollment Management Committee. Serve on University system-wide Academic Advising taskforce. And college personnel Strike Force for COVID-19.

Dean, Student Success

and Adjunct Faculty in Human Development

December 2014 to August 2018 (*Dallas College, 2nd largest higher education institution in the state of Texas*)
Mountain View College – Dallas, TX (Part of the Dallas County Community College District)

A senior student affairs administrator reporting to the Vice President for Student Success and Enrollment Management. Supervised Academic Advising, Career Development/Job Readiness, Disability Support Services, Health Services, Freshman Year Experience, R.E.A.C.H. program for probation students, Orientation, Success Center, Transfer Center, Student Discipline, and Supervise 40+ full-time employees. Adjunct for EDUC 1300, Student Success Course. District Committee Member for Guided Pathways to Success.

Director of Academic Advising and Coaching and Adjunct Faculty

December 2013 to May 2014 (*5th largest university in Texas*)
The University of Texas at Arlington – Arlington, TX

The University's administrator for the centralized advising system seeing all new and undecided students. Supervised the university's attorney for students. Served on Behavioral Intervention Team. Taught Learning Frameworks course as an adjunct faculty member. (Accepted position with UTA, while I completed my final stage of dissertation.)

Vice President for Student Development and Educational Services (promoted from Dean)

July 2000 to September 2013 (*Served as full-time Counselor in 2013, while completing my dissertation*)
Tarrant County College Southeast Campus – Arlington, TX (*Part of TCC District, 4th largest CC in state of TX*)

Campus Chief Student Affairs Officer. Supervised Academic Advising, Counseling, Testing, Career Services, Health Services, Disability Support Services, Student Activities, Student Development Services, Student Discipline/Judicial Affairs, Registrar, Graphics, Instructional Media, Campus Learning Center, Writing Center and the Library, New Student Orientation and Supplemental Instruction programs. Supervised 50+ full-time employees and large team of part-time and student employees. Managed budgets in excess of 2.5 million dollars. Chaired district-wide councils for both the Coordinators of Career Services and Coordinators of Disability Support Services. District leader at TCC, an Achieving the Dream, and CAS-assessed institution.

Dean of Student Development Services (promoted from Director of Advising and Counseling)

January 1997 to July 2000 (*4th largest higher education institution in the state of Oklahoma*)

Oklahoma City Community College – Oklahoma City, OK (Community College)

Administrator for Advising, Counseling, Testing and Career Services for the college. Served as a member of the Student Services Leadership Team. Lead organizational redesign, and worked directly with architect on new Advising, Counseling, Testing and Career Centers space.

**Coordinator of Academic Advising
and Adjunct Faculty Counselor**

December 1994 to January 1997

Brookhaven College (Dallas County Community College District) – Farmers Branch, TX

Administrator for all advising services for the college. Concurrently served as Adjunct Faculty Counselor, providing brief-counseling services and intervention to students; and as Adjunct Faculty teaching courses for the Human Development Division, including Freshman Success and Career Development courses.

Paid Graduate Student Assistant/Unpaid Doctoral Intern - Doctoral Supervisor/Clinical Counseling Intern,
Part-time 1990 to 1994

Texas A&M University-Commerce – Commerce, TX

GA/DA Academic Advising Center/Pratica Facilitator. Intern – University Counseling Center; Lead multifamily groups, adolescent unit of Cedar's Psychiatric Hospital, saw court-referred probation clients, Delos Consulting

TAMU-C COURSES TAUGHT/TEACHING

Coursework taught as sole full-time faculty in Human Services at East Texas A&M University:

COUN 301 Orientation to the Counseling Profession
COUN 315 Philosophy of Helping Relationships
COUN 316 Family and Parenting Dynamics
COUN 409 Group Leadership
COUN 412 Career Development
COUN 414 Home and Family Living
COUN 426 Cultural Enrichment

COUN 452 Human Services Internship
COUN 482 Anger Management
COUN 483 Domestic Violence
COUN 484 Introduction to Bullying
COUN 485 Suicide Prevention and Intervention
COUN 516 Basic Counseling Skills: Foundation for
Master's Practicum and Internship Experiences

RELEVANT DOCTORAL COURSEWORK

Completed 99 hours of doctoral-level coursework including:

COUN 606	Student Personnel Service in Higher Educ
COUN 597	Spec Topics: Legal Aspects Colleges
SHED 541	Community College Curriculum
PSY 510	Psychology Educational Statistics
COUN 613	Advanced Statistics Techniques
COUN 610	Advanced Counseling Techniques
SHED 540	American Community College
SHED 651	Curriculum Dev in Higher Education
SHED 657	Gov Policy Making in Higher Educ
COUN 560	Crisis Intervention
COUN 607	Contemporary College Student
COUN 616	Counseling Intern (Univ Coun Cent, Delos Priv Practice and Cedar's Psychiatric Hospital (12 c/h)
COUN 717	Ethics and Professional Development
COUN 611	Intro to Marriage and Family Coun
COUN 620	Supervision of Coun and Human Dev

SHED 528	Philosophy of Education
COUN 625	Res Meth: Theory/Application
COUN 689	Indep Study in Advanced Supervision
SHED 639	Seminar in Supervision of Instruction
SHED 710	Higher Ed, Research Colloquium
ED 815	Future of Educational Institutions
ED 8004	Societal and Cultural Change
PSY 8160	Strategies for Career and Life Planning
PSY 8700	Vocational Psychology
ED 7712	Classroom Assessment in Education
ED 7701	Educational Philosophy and Change
PSY 8720	Psychology of Leadership
ED 9052	Spec Topics: Professional Studies in Education
ED 8113	Adv Studies in Research Methods
PSY 8711	Principles of Organizational Psychology

*Completed 75 hours of graduate-level coursework *in Counseling specifically*, including master and doctoral courses.

Completed CACREP accredited MS in Counseling, Community/Clinical Track. Added Student Affairs emphasis.

Internships were clinical at master and doctoral levels. Supervised Master's Practica. 18 graduate hours in Psychology.

**Professional References for
Rusty Fox, Ph.D.
(Norman O. Fox, Jr.)**

CHIEF STUDENT AFFAIRS OFFICER and FORMER SUPERVISOR:

Amadeo “Ike” Ledesma
Vice President for Student Services
Dona Ana Community College. New Mexico State University

NATIONAL STUDENT AFFAIRS LEADER, and PROFESSOR:

Dr. Jennifer Bloom
Founder of the Appreciative Advising Movement - - Past National President of NACADA
Professor and Coordinator of the Higher Education Leadership Master’s Degree Program
Department of Educational Leadership and Research Methodology
Florida Atlantic University

FORMER FOUNDING PRESIDENT/PRESIDENT EMERITUS and DIRECT SUPERVISOR for 13+ YEARS:

Dr. Judith J. Carrier, Hiring and Past Supervisor
Tarrant County College Southeast Campus

Additional and Alternate Professional References:

UNIVERSITY DIRECTOR OF ADVISING/NACADA SUMMER INSTITUTE FACULTY:

Dr. Kathleen (Kim) Roufs
Mentor in the Academy for Persistence and Completion, The Higher Learning Commission
Director Emerita, Undergraduate Academic Advising, University of Minnesota, Duluth

NATIONAL STUDENT AFFAIRS LEADER and SUPERVISOR:

Dr. Charlie Nutt
Executive Director Emeritus
The National Academic Advising Association (NACADA)