

Nikeshia D. Nesbitt

P.O. Box 976
State University, AR 72467
Phone (870) 972-3574
nnesbitt@astate.edu

EDUCATION

Ed.D., Educational Leadership December 2020
Arkansas State University, Jonesboro, AR

Educational Specialist, Community College Teaching December 2010
Arkansas State University, Jonesboro, AR

Masters of Arts, English December 2007
Arkansas State University, Jonesboro, AR

Bachelor of Arts, English May 2006
University of Arkansas Pine Bluff, Pine Bluff, AR
Summa Cum Laude

ACADEMIC APPOINTMENTS

Dean August 2023-Present

University College, Arkansas State University, Jonesboro, AR

- Chief Academic Officer (CAO) of University College (UC)
- Chief Retention Officer – Campus-Wide- Undergraduate
- Coordinate all Student Success initiatives and academic & student support services
- Support the university’s mission and operationalize the decisions of higher administration and the Board of Trustees
- Lead and oversee the governance, operations, and strategic planning of University College
- Develop University College budget and manage the fiscal affairs of UC
- Serve on Dean’s Council and as an advocate/liaison for University College to the Provost
- Oversee academic standards, program review, accreditation, and assessment matters
- Review and resolve curricular and programmatic issues
- Coordinate Campus Wide- Advising, Retention, & Degree Completion Pathways
- Address student academic concerns and grievances and serve as a referral source for all undergraduate students needing general assistance through the framework of Student Success
- Provide leadership and maintain supportive relations with all units and departments within University College
- Chair the Dean’s University College Leadership Council
- Provide support, direction, and oversight for Associate Dean, Program Directors, and Directors
- Perform annual performance evaluations of Program & Unit Directors
- Represent University College at university events and activities
- Serve as a liaison for University College and Athletics
- Cultivate and develop relationships with alumni and industry partners
- Develop and promote fundraising campaigns in collaboration with Advancement to support the University College's goals, as well as outreach and public service efforts.
- Engage faculty, staff, and students and provide a positive, high quality working and learning environment
- Serve on academic and curriculum councils and recommend policies or change in policies that would enhance recruitment, retention, and the overall operations for University College

Associate Dean

July 2020-July 2023

University College, Arkansas State University, Jonesboro, AR

- Assist Assistant Vice Chancellor for Academic Services and Dean of University College in division operations and strategic planning
 - Serve as the chief academic curriculum officer for the college and advocate for and support the development of innovative curriculum and programs
 - Directs special projects as assigned and serves a member of the Dean's Executive Leadership Team
 - Collaborate with Assistant Vice Chancellor for Academic Services and Dean of University College to oversee academic and student support services
 - Oversee academic standards, program review, accreditation, and assessment matters.
 - Review and resolve curricular and programmatic issues
 - Coordinate Degree Completion Pathways
 - Address student academic concerns and grievances and serve as a referral source for all undergraduate students needing general assistance
 - Provide leadership and maintain supportive relations with all units and departments within University College
 - Represent University College at university events and activities
 - Serve as a liaison for University College and Athletics
 - Cultivate and develop relationships with alumni and industry partners
 - Engage faculty, staff, and students and provide a positive, high quality working and learning environment
 - Serve on academic and curriculum councils and recommend policies or change in policies that would enhance recruitment, retention, and the overall operations for University College
-

HIGHER EDUCATION EXPERIENCE

Associate Director

January 2017-2020

Undergraduate Studies, Arkansas State University, Jonesboro, AR

- Assist Assistant Vice Chancellor for Undergraduate Studies in division operations and strategic planning
- Collaborate with Assistant Vice Chancellor for Undergraduate Studies to oversee academic and student support services
- Address student academic concerns and complaints and serve as a referral source for all undergraduate students needing general assistance
- Provide leadership and maintain supportive relations with all units and departments within Undergraduate Studies
- Represent Undergraduate Studies at university events and activities
- Serve as a liaison for Undergraduate Studies and Athletics
- Engage faculty, staff, and students and provide a positive, high quality working and learning environment
- Serve on academic and curriculum councils and recommend policies or change in policies that would enhance recruitment, retention, and the overall operations for Undergraduate Studies
- Provide oversight for all non-faculty members, including graduate assistants, in the office of Undergraduate Studies

Program Director

July 2014-August 2023

Department of Integrative Studies, Arkansas State University, Jonesboro, AR

- Act as the representative of a new department, Integrative Studies (IS), to administration and internal and external constituencies
- Develop mission statement and goals for the Department of Integrative Studies
- Promote the academic quality and integrity of the Department of Integrative Studies
- Oversee academic degree programs that foster interdisciplinary education, leadership development, and experiential learning
- Design and implement department curricula and educational activities
- Advise BGS and BSIS majors
- Initiate new student recruitment activities and oversee retention of current students in the department
- Manage the department's assessment process and conduct periodic departmental reviews and evaluations
- Organize and preside over department meetings
- Generate reports, including annual reports and data requests

- Manage resources and department budget
- Supervise academic advisors, faculty, and staff

Academic Advisor

August 2010- June 2014

Wilson Advising Center, Arkansas State University, Jonesboro, AR

- Assisted undecided students with advising
- Taught First Year Experience courses for undecided majors
- Taught Restart and mentored students who were in academic distress
- Worked collaboratively with director of the center to coordinate Advising Matters Campaign
- Developed a newsletter and other educational marketing material to promote advising among the college campus
- Presented at various advising workshops and facilitated New Student Orientation (NSO) operation for students and faculty
- Participated in professional development trainings and events
- Served as WAC representative to College of Humanities and Social Science
- Provided chairs, faculty, and staff with needed resources to promote academic advising within their respective departments

BSIS Advisor

August 2010- June 2014

University College, Arkansas State University, Jonesboro, AR

- Assisted BSIS student-athletes with advising
- Provided instruction for undergraduate BSIS students
- Assisted in the development of new BSIS degree
- Participated in leadership trainings
- Served as liaison for University College to Athletics Department
- Promoted higher education in Athletic Recruitment Events

TEACHING EXPERIENCE

Instructor

Department of Integrative Studies, Arkansas State University, Jonesboro, AR July 2014-Present

- Teach Interdisciplinary Foundation and Research undergraduate courses
- Develop and update curriculum that fosters creativity and innovation for BGS and BSIS majors
- Serve as faculty advisor
- Guide, mentor, and supervise student in honors experience projects
- Serve as faculty director for short-term Study Abroad programs within the Department of Integrative Studies
- Assess and evaluate student progress and provide timely feedback
- Prepare course materials such as syllabi, rubrics, assignments, and projects

Instructor

First Year Studies, Arkansas State University, Jonesboro, AR August 2009- August 2010

- Created an environment that was conducive to learning and the overall academic success of new freshman
- Taught undergraduate developmental writing courses
- Developed curriculum to assist at risk first year students

Instructor

January 2008-July 2009

Department of English & Philosophy, Arkansas State University, Jonesboro, AR

- Taught English Composition I & II
- Taught Writing Fundamentals
- Worked intensively with freshmen students in a scholastic setting to provide an understanding of the curriculum that emphasized standardized English usage.

Graduate Assistant

June 2006- December 2007

Department of English & Philosophy, Arkansas State University, Jonesboro, AR

- Assisted undergraduate students in the English Writing Lab with the development of Composition papers
- Taught introductory English courses to undergraduate students

DEPARTMENT AND INSTITUTIONAL SERVICE

- Eligibility and Academic Accountability Team (EAAT) Committee Member August 2012-2021
- Create @STATE Faculty Advisory Committee Member August 2013-2020
- Undergraduate Studies Leadership Team Member July 2014-July 2020
- Chair's Council Member August 2014-2022
- Faculty Senate Representative August 2014-2023
- Honors Council Committee Member August 2014-Present
- Program-Level Assessment (PAC) Committee Member August 2016-Present
- Undergraduate Curriculum Committee Member August 2016-2023
- Learn@ASTATE Leadership & Planning Committee October 2016-2021
- Pack Support Mentoring Program July 2017-Present
- First in the Pack Mentoring Program September 2019-Present
- University College Executive Leadership Team July 2020-Present
- Pathway's Retention Council August 2020-2023
- General Education Taskforce August 2020-2022
- University College Advisory Board July 2022-Present
- Sister 2 Sister Faculty Advisor August 2022-Present
- Student Success Leadership Team May 2023-Present
- HLC Accreditation Committee May 2023-Present
- NASH Transfer Success Initiative May 2023-Present
- Emerging Young Alumni Selection Committee June 2023-Present
- Dean's Council August 2023-Present
- CARE TEAM September 2023-Present
- Computer and Technology September 2023-Present
- Intercollegiate Athletics Committee September 2023-Present
- Undergraduate Graduation and Academic Appeals Committee September 2023-Present
- Undergraduate Enrollment and Academic Policy Committee September 2023-Present
- Chancellor's Enrollment Strategic Planning Committee March 2024-Present

PRESENTATIONS & PROFESSIONAL DEVELOPMENT FORUMS

Nesbitt, N. (2024). *Student Success & Retention*
Presented at New Faculty Fall Orientation, Jonesboro, AR.

Nesbitt, N. (2024). *Bridging the Gap from Retention to Graduation*
Presented at Student Success Retreat, Jonesboro, AR.

NASH (National Association of System Heads) Improvement Community: *Transfer Success*, Long Beach CA, February 7, 2024

Nesbitt, N. (2024). *A Legacy of Transformational Impact*
Presented at Sixth Annual Living Legends Awards Ceremony, Jonesboro, AR.

NASH (National Association of System Heads) Improvement Community: *Transfer Success*, Chicago, IL July 21, 2023

The Future of Individualized & Interdisciplinary Studies Programs, IMP Conference, The City University of New York (CUNY), New York City, NY, March 15, 2023

Dialogues on Student Success, 35th Annual Meeting of the Association of Deans & Directors of University Colleges and Undergraduate Studies, Indianapolis, IN, March 30, 2022

Nesbitt, N. (2021). *Lets' Talk About It: Analyzing and Deconstructing Social Bias & Microaggressions*.
Presented at University Housing Executive Retreat, Jonesboro, AR.

Nesbitt, N. (2020). *Creating Common Curriculum for Individualized Majors*
Presented at 12th Annual Individualized Majors Conference, University of Central Florida, Orlando, FL.

Administration of IMP Majors, Serving IMP Students, & Future Planning for IMPs, 11th Annual IMP Conference, The University of Oklahoma, Norman, OK, February 28, 2019

The 10th National Conference for Individualized Major Program Conference, Duke University, Durham, NC April 5, 2018

9th Annual Individualized Major Program Conference, Rochester Institute of Technology (RIT), Rochester, NY, March 30, 2017

Gilbert, B. & Nesbitt, N. (2016). *Join the Red Wolf Nation: An Introduction to A-State Online for Adult Learners*.
Presented at Region VI Head Start Annual Conference, Oklahoma City, OK

Nesbitt, N. (2016). *Designed with You in Mind: An Introduction to Online Education/General Studies*.
Presented at 46th Annual Statewide Early Childhood Education Conference, Jonesboro, AR.

8th Annual Individualized Major Program Conference, California College of Arts, San Francisco, CA, March 3, 2016

Nesbitt, N. (2016). *The Journey: Making the Transition from High School Graduate to College Freshman*.
Keynote Speaker at Black Professional's Network Scholarship Luncheon, Jonesboro, AR

7th Annual Individualized Major Program Conference, University of Massachusetts Amherst, MA, March 4, 2015

Nesbitt, N. (2015). *Developing a 2 +2 Thematic Study Framework*.
Presented at Saitama University, Saitama, Japan.

Thomas Edison State College Presents: The 2014 National Institute on the Assessment of Adult Learning, Princeton, NJ, June 11, 2014

6th Annual Individualized Major Program Conference, Drexel University, Philadelphia, PA March 5, 2014

Nesbitt, N. (2014). *An Advising Model: Connecting Character, College & Career for Academic Success*.
Presented at the NACADA Region 7 Conference, St. Louis, MO.

5th Annual Individualized Major Program Conference, Metropolitan State University of Denver, Denver, CO, March 7, 2013

Nesbitt, N. (2013). *An Advising Model: Connecting Character, College & Career for Academic Success*.
Presented at the ArkAAN State Conference, Conway, AR.

Nesbitt, N. (2012). *Arkansas State University: Gateway to Academic Success*.
Presented at College Athletic Recruiting Day, Jonesboro, AR.

UNDERGRADUATE THESES/RESEARCH PROJECTS

(Arkansas State University)

Name	Work Term	Title of Thesis (Honors)	Service Contribution
A. Bland	04/2017-05/2018	Integrative Review of Parent-Implemented Intervention for Children with ASD	Committee Member
A. Hughart	05/2018-05/2019	A Qualitative Analysis of Perceived Factors Effecting Collegiate Retention & Success at Arkansas State University	Advisor
R. Morris	03/2017-05/2018	Improving Freshmen Recruitment and Retention Through Marketing Efforts	Committee Member
S. Black	02/2017-05/2018	Effectiveness of the Health Care Systems in Australia, Canada, and the United States of America	Advisor

PROFESSIONAL ORGANIZATIONS

- | | |
|---|-----------------------|
| • National Association of Fellowships Advisors | August 2024-Present |
| • Arkansas Deans Association | August 2023-Present |
| • Association of Deans & Directors of University College (AD&D) | February 2021-Present |
| • Arkansas Academic Advising Network (ArkaAN) | January 2011-Present |
| • Individualized Majors Association | March 2015-Present |
| • National Academic Advising Association (NACADA) | January 2011-Present |
| • Phi Kappa Phi- National Honor Society | January 2007-Present |
| • Sigma Tau Delta- International English Honor Society | August 2004-Present |

AWARDS AND DISTINCTIONS

Sunbelt Conference Faculty of the Year Institutional Award, New Orleans, LA August 2023

- Annual award recognizes a faculty member from each Sun Belt institution who has a passion for teaching, engaging and inspiring students, while also separating themselves from their peers outside the classroom by regularly supporting and displaying enthusiasm for student-athletes and the athletics department.

Professor of the Game, Arkansas State University, Jonesboro, AR August 2023

- Award, recognized by the Athletic department and student- athletes, is given to select professors who promote excellence in teaching and who have made a significant impact on the lives of his or her students.

Professor of the Month, Arkansas State University, Jonesboro, AR March 2017

- Awarded to one individual who showcases student learning assessment to improve their teaching

Student-Athlete Service Award, Arkansas State University, Jonesboro, AR May 2016

- Awarded to one individual who showcases outstanding leadership, empowerment, and dedication to helping students

ArKAAN Best in State Award, Hendrix College, Conway, AR

April 2013

- Awarded to one academic advisor in the state in recognition of outstanding performance in the field of academic advising

Crystal Award, Arkansas State University, Jonesboro, AR

May 2011

- Awarded to individuals in recognition of outstanding mentorship for new freshmen

COURSES & PROGRAMS DESIGNED:

- Bachelor of Interdisciplinary Studies
- IDS 2013, Introduction to Interdisciplinary Studies
- UC 1103, Introduction to Leadership Development
- UC 3023, Seminar in Leadership Development

COURSES TAUGHT:

- Writing Tutorial
- Writing Fundamentals
- Language Development
- Composition I
- Composition II
- ACT Prep-English
- College Choices
- Restart Seminar
- Making Connections (FYE)
- Introduction to Interdisciplinary Studies
- Introduction to Service Learning
- Advanced Service Learning
- Critical Thinking in the Profession
- Leadership in the Profession
- Seminar in Professional Development
- Introduction to Leadership Development
- Special Problems: Japan
- Special Problems: South Korea
- Special Problems in Leadership
- Seminar in Leadership Development
- University College Internship