

ADRIEL A. HILTON

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Current Professional Experience

Current Position (December 2023 – Present)—DIRECTOR OF PROGRAMS, TRANSITION, and YOUTH SUCCESS PLANNING - WASHINGTON DEPARTMENT OF CHILDREN, YOUTH, AND FAMILIES

- Represent the Department of Children, Youth, and Families Juvenile Rehabilitation (JR) executive team and their Juvenile Rehabilitation across the JR continuum.
- The Department of Children, Youth, and Families was created to be a comprehensive agency exclusively dedicated to the social, emotional, and physical well-being of children, youth, and families regardless of race, ethnicity, sexual orientation, or other socioeconomic factors.

Accomplishments:

- Led successful program development that improved the transition planning process for youth in the juvenile rehabilitation system, reducing recidivism rates by 30%.
- Spearheaded interdepartmental collaboration between Juvenile Rehabilitation and community partners, ensuring seamless support for youth post-release, resulting in a 25% increase in successful community reintegration within the first year.
- Developed and implemented youth success strategies that enhanced individualized care plans, contributing to a 40% improvement in educational and vocational outcomes for youth in care.
- Advocated for systemic reforms within Juvenile Rehabilitation, leading to the creation of a new policy on family engagement that aligned services with best practices in juvenile justice and increased family involvement by 50%.
- Coordinated multi-agency partnerships to launch youth success initiatives that resulted in a 20% reduction in youth homelessness rates post-release and a 35% improvement in employment outcomes for those in the program.

Vice President for Student Affairs and Enrollment Management Experience

April 2021–June 2023, VICE-CHANCELLOR FOR STUDENT AFFAIRS & ENROLLMENT MANAGEMENT & ASSOCIATE PROFESSOR OF EDUCATION - SOUTHERN UNIVERSITY AT NEW ORELANS

- Provided visionary and operational leadership for the division, directly and through direct reports.
- Communicated at all levels including the System Officer, Board of Supervisors, and the Board of Regents.

- Effectively managed divisional changes to meet the University's growth objectives and strategic benchmarks; managed operations, set benchmarks, developed promising practices, and measured progress towards strategic objectives employing empirical data.
- Oversaw the development and coordination of enrollment processes, extra/co-curricular campus initiatives, student judicial processes, student services, and activities to promote the overall academic, personal, and professional development and well-being of students.

Accomplishments:

- Increased student enrollment by 15% over two years through the development and implementation of a data-driven recruitment and retention strategy.
- Spearheaded a university-wide initiative to improve student engagement, leading to a 20% increase in student participation in extracurricular and co-curricular activities within the first year.
- Enhanced student retention rates by 30% by introducing new academic support programs and advising systems tailored to underrepresented student populations.
- Streamlined student services processes, reducing student complaint resolution time by 25% through improved communication and technology integration.
- Developed and launched a comprehensive wellness program, which contributed to a 30% improvement in student satisfaction with campus life and well-being services.
- Improved campus diversity and inclusion efforts, leading to a 40% increase in diversity-related programming and services available to students of all backgrounds.
- Implemented a student judicial process improvement that resulted in a 50% reduction in disciplinary cases and an enhanced student code of conduct through clear communication and educational outreach.

May 2018–Mar 2021, DEAN OF STUDENTS & DIVERSITY OFFICER - SETON HILL UNIVERSITY

- Delivered a strategic vision specific to student success and leadership through campus engagement, while propagating a university-wide culture where diversity is honored and differences respected
- Developed co-curricular programs and effective quantitative/qualitative assessment tools that align with University academic learning outcomes; responsible for New Student Orientation program, Student Handbook, and coordination of university-wide events; serve as a Title IX deputy coordinator, oversee diversity training for student leaders and university staff, and administer department budgets.

Accomplishments:

- Increased student engagement by 25% through the development and execution of co-curricular programs that directly aligned with academic outcomes and student success initiatives.

- Enhanced the New Student Orientation program, resulting in a 20% increase in student retention rates from the freshman to sophomore year, and improving student satisfaction with orientation services by 30%.
- Revamped the Student Handbook, streamlining communication and policies to improve student understanding of university expectations, leading to a 15% reduction in student conduct violations.
- Coordinated and executed over 50 university-wide events that promoted leadership, engagement, and diversity, increasing student participation in extracurricular activities by 35%.
- Successfully managed departmental budgets totaling over \$1.2 million, ensuring cost-effective program delivery and efficient allocation of resources to enhance student life and success initiatives.
- Instituted a new peer mentorship program that helped improve first-year student retention by 18%, fostering a more supportive campus environment and providing students with direct access to academic and social resources.

Oct 2016–April 2018, ADJUNCT ASSISTANT PROFESSOR, WEBSTER UNIVERSITY,
DIRECTOR OF EXTENDED CAMPUS - WEBSTER UNIVERSITY MYRTLE BEACH
METROPOLITAN

- Taught graduate courses in Business & Technology that included curriculum development, assessment of student performance, assigned grades and collaborated with colleagues.
- As Director of Extended Campus, served as Chief Administrative Officer overseeing department administrators of student recruitment, advising, financial aid, and marketing, as well as course planning and monitoring budgets.

Accomplishments:

- Successfully developed and delivered graduate-level courses in Business & Technology, receiving an average student satisfaction rating of 90% for course content, clarity, and effectiveness in teaching.
- Incorporated innovative assessment techniques, including online quizzes and interactive assignments, improving student performance and engagement, with a 20% increase in course completion rates.
- Led curriculum development for business and technology programs, ensuring alignment with industry standards and university goals, resulting in a new program structure that improved student retention by 15%.
- Oversaw a team of 10+ administrative staff across multiple departments (student recruitment, advising, financial aid, marketing), improving cross-department collaboration and efficiency, reducing response times by 25%.
- Increased student enrollment by 18% in the Extended Campus program through the successful implementation of targeted recruitment and marketing strategies, resulting in a broader student demographic.
- Coordinated budgeting and financial planning for the Extended Campus, achieving a 5% cost reduction in operational expenses without compromising program quality or student services.

- Launched a strategic student advising initiative, which improved advising satisfaction scores by 22%, ensuring students received timely and personalized support throughout their academic journey.
- Developed partnerships with local businesses and community organizations, expanding internship and job placement opportunities for students, resulting in a 30% increase in internship placements.
- Designed and monitored marketing campaigns that raised visibility and awareness of the Extended Campus, leading to a 12% increase in applications for the academic year.

Jan 2016–July 2016, CHIEF OF STAFF & EXECUTIVE ASSISTANT TO PRESIDENT - GRAMBLING STATE UNIVERSITY

- Assisted in day-to-day operations of President's Office
- Served as liaison to university administration, faculty, staff, and students
- Attended college-wide councils and committees, conferred with governing boards to implement University policies and procedures, and acted as a representative of the University to legislative officials and community members.

Accomplishments:

- Streamlined daily operations within the President's Office, improving internal communication processes and reducing administrative response time by 20%.
- Coordinated and supported key committees and councils, ensuring that decisions were effectively communicated and acted upon, leading to the successful implementation of three major campus-wide initiatives within a six-month period.
- Represented the President at critical meetings with governing boards, resulting in the successful approval of university policies and procedures that enhanced the academic and operational framework of the institution.
- Led the coordination of high-profile events and meetings, including budgetary reviews and strategic planning sessions, ensuring efficient execution and timely follow-up on action items.
- Implemented organizational improvements within the President's Office, optimizing workflows and reducing administrative bottlenecks, which enhanced overall office productivity by 30%.
- Managed complex scheduling for the President, prioritizing high-stakes meetings with internal and external stakeholders, ensuring efficient use of time and maximizing institutional impact.
- Played a key role in facilitating the University's strategic planning by providing detailed reports, recommendations, and updates to senior leadership, resulting in improved decision-making processes across the administration.

July 2014–Dec 2015, ASSISTANT PROFESSOR & DIRECTOR, HIGHER EDUCATION STUDENT AFFAIRS PROGRAM - WESTERN CAROLINA UNIVERSITY

- Taught graduate-level courses in the Higher Education Student Affairs Program.

- Partnered with university departments concerning student recruitment; benchmarking program policies, curriculum and ensuring academic quality assurance
- Improved funding sources and financial-aid packages for students.

Accomplishments:

- Developed and delivered graduate-level courses in Higher Education and Student Affairs, resulting in a 20% increase in student enrollment within the program over the course of 18 months.
- Implemented a comprehensive curriculum review and restructuring initiative that improved alignment with accreditation standards, resulting in successful re-accreditation of the program.
- Collaborated with multiple university departments to strengthen student recruitment efforts, leading to a 15% increase in student applications for the Higher Education Student Affairs program.
- Introduced innovative academic advising strategies, improving the advising experience for students and increasing overall satisfaction with advising services by 18%.
- Enhanced student engagement and career readiness initiatives through the creation of internship and mentorship opportunities, resulting in a 25% increase in student internship placements.
- Mentored graduate students and junior faculty, helping them develop research and leadership skills, with three mentees publishing peer-reviewed articles during their time in the program.

Nov 2012–Nov 2013, ASSISTANT VICE PRESIDENT FOR INCLUSION INITIATIVES - GRAND VALLEY STATE UNIVERSITY

- Provided inclusion information resources, consultation and other support to college faculty and staff to enhance the University’s strategic goals in this area.
- Served as liaison to the University’s Women’s Center, the LGBT Center, Office of Multicultural Affairs, and interfaced with all University offices through collaborative projects and committee participation.

Accomplishments:

- Led successful diversity and inclusion initiatives, resulting in a 25% increase in participation from faculty and staff in inclusion-related professional development workshops and training programs.
- Collaborated with university departments, including the Women’s Center, LGBT Center, and Office of Multicultural Affairs, to create and launch four university-wide events focused on cultural awareness and inclusion, reaching over 1,000 students, faculty, and staff.
- Increased student and faculty engagement in inclusion efforts by enhancing communication channels between the administration and underrepresented student groups, fostering a 30% improvement in feedback responsiveness.

Sept 2009–Nov 2012, CHIEF DIVERSITY OFFICER, EXECUTIVE ASSISTANT TO THE PRESIDENT & ASSISTANT SECRETARY TO THE BOARD OF TRUSTEES - UPPER IOWA UNIVERSITY

- As Chief Diversity Officer, formulated diversity goals for the University and provided leadership in the implementation of same to promote a campus culture that valued inclusiveness and multiplicity.
- Assisted in day-to-day operations of President's Office
- Collaborated on employment and vendor contracts on behalf of the University and personnel issues.
- As Assistant Secretary to the Board of Trustees, provided necessary support by way of communications, logistics, planning and special projects.

Accomplishments:

- Developed and implemented a comprehensive diversity plan for Upper Iowa University, resulting in a 20% increase in underrepresented student enrollment and a 15% improvement in faculty diversity within the first two years.
- Championed diversity initiatives that fostered a more inclusive campus culture, leading to a 25% increase in participation in diversity-related events and training programs by students, faculty, and staff.
- Enhanced the university's diversity infrastructure, collaborating with key departments to create support systems for marginalized groups, which contributed to a 10% increase in student retention rates among diverse student populations.
- Led the formation of the Diversity Task Force, consisting of faculty, staff, and students, which successfully recommended new inclusivity policies that were adopted university-wide.
- Provided strategic leadership in creating and promoting a university-wide diversity statement, helping to integrate inclusivity into the institution's mission and values, improving campus climate surveys with a 30% increase in positive diversity feedback.
- Provided high-level executive support to the President's Office, coordinating special projects and initiatives that contributed to a 10% increase in campus-wide engagement in university policies and strategic initiatives.
- Supported the Board of Trustees with comprehensive planning, communication, and logistics, ensuring the timely preparation and distribution of materials for meetings, resulting in a 15% improvement in board meeting efficiency.
- Implemented policies that increased transparency around board activities, leading to a 20% improvement in faculty and staff satisfaction with governance processes.

Additional Faculty Position

June 2023–Dec 2023, ASSOCIATE PROFESSOR OF EDUCATION - SOUTHERN UNIVERSITY AT NEW ORLEANS

I brought my extensive research success to the classroom, and was excited to teach

individuals who were considering a career as a teacher, as well as students who were ready to graduate and pursue their dreams of teaching the next generation. Research in education is ubiquitous. Students must learn how to evaluate, question, and discern what they read, especially in controversial issues. My classes covered the basics of research writing in the discipline. They also showed students the importance of utilizing educational research for the development, evaluation, intervention, and improvement of education.

Accomplishments:

- Taught and mentored over 50 students pursuing careers in education, providing them with foundational skills in research writing and the application of educational research to improve classroom practices.
- Incorporated real-world case studies into curriculum, allowing students to critically analyze controversial issues in education, which increased student engagement by 30% and fostered deeper understanding of complex topics.
- Enhanced student comprehension of research processes, improving student proficiency in research design, data analysis, and academic writing by 25%, as measured by pre- and post-course assessments.
- Introduced innovative teaching methods, such as flipped classrooms and group research projects, which improved student retention and understanding of research methodologies by 20%.
- Facilitated discussions on the application of research for educational intervention, which led to a 10% improvement in students' ability to critically evaluate educational policies and practices in their future classrooms.
- Built a positive and collaborative classroom environment that encouraged students to engage with peers and faculty, resulting in a 95% satisfaction rate in end-of-term course evaluations.

Education

MASTER OF BUSINESS ADMINISTRATION
WEBSTER UNIVERSITY

DOCTOR OF PHILOSOPHY, HIGHER EDUCATION (ADMINISTRATION)
MORGAN STATE UNIVERSITY

Dissertation Title: *The Perceptions of Administrators Concerning the One Florida Initiative*

MASTER OF APPLIED SOCIAL SCIENCE (PUBLIC ADMINISTRATION)
FLORIDA A&M UNIVERSITY

BACHELOR OF ARTS IN BUSINESS ADMINISTRATION (FINANCE)
MOREHOUSE COLLEGE
Graduated *Cum Laude*

For a complete listing of my accomplishments in the following areas, please go to my website at www.adrielhilton.com:

Honors and Awards
Professional Affiliations
Volunteer and Community Activities
Research, Publications, and Presentations

Letters of recommendation and/or transcripts available upon request.