

# WYNDE JONES

Over 25 years' experience in college administration with a special emphasis in program development for students, faculty, and staff. Experienced in leading and motivating student groups and staff. Excellent presentation and public speaking skills. Successful track record in building campus-wide programs through the collaboration of university departments engaged in high-level student contact. Effective in overseeing programs and staff dedicated to the overall development of college students and influencing university culture.

## EDUCATION

---

### **Doctorate of Philosophy, Human Capital Development, May 2020**

*Dissertation topic: The Influence of Emotional Intelligence Training on College Student Employees*  
The University of Southern Mississippi, Hattiesburg, MS

### **Master of Education, Counseling and College Student Personnel, 1997**

The University of Southern Mississippi, Hattiesburg, MS

### **Bachelor of Science, Journalism with a minor in Marketing, 1991**

The University of Southern Mississippi, Hattiesburg, MS

## PROFESSIONAL EXPERIENCE

---

### **Assistant Vice President for Student Connections**

Division of Student Affairs, The University of Southern Mississippi July 2019 - present

- Provide leadership, management and daily support to the Student Affairs units committed to the holistic development of the student and the creation of evolving campus culture: Office of Leadership and Student Involvement Office, the Center for Community Engagement, Inclusion and Multicultural Engagement, and Fraternity and Sorority Life.
  - Manage campus activities of student groups, develop, implement comprehensive leadership programming for campus, serve as the hub for student engagement, execute large scale events and programming for students, and coordinate the Leadership Certificate program, including teaching and curriculum development. Manage operations of the Student Government Association and the Southern Miss Activities board.
  - Coordinate large campus service projects, facilitate student volunteer initiatives within the community, implement service learning into the classroom, facilitate Alternative Spring Break programs, and coordinate Reach programs.
  - Advise student organizations affiliated with underrepresented student groups, plan and implement diversity and inclusion programs, plan and execute initiatives and services aimed at the retention and persistence of marginalized populations, train university staff, students and faculty on topics including diversity, inclusion and LGBTQIA+.
  - Guide the three governing councils, advise the twenty-six fraternities and sororities, and provide educational programs and services that create, promote, and foster a learning community.

- Supervise, lead, coach and support four department directors while indirectly supervising and supporting an additional 10 professional staff and guide, support, and mentor 300+ graduate staff, student staff and student organization leadership.
- Manage the strategic planning, employee onboarding, short term and long term goal setting and collaborative programming initiatives for the Connections team.
- Monitor, guide and tactically manage the budgets of the Connections team Including development accounts, student fees, grant allocations, and university apportionment.
- Serve as a member of the Vice President of Student Affairs core leadership team to guide the overall direction of student engagement, student advocacy and strategic campus cultural change.
- Collaborate with campus partners regarding recruitment, orientation, retention, and persistence and serve as Divisional representative presenter during recruitment, orientation and retention programs.
- Direct, recruit and teach in the co-curricular Leadership Certificate program.
- Design, implement and train staff and students on communication, emotional intelligence, leadership, teamwork and motivation.
- Collaborate across campus with faculty and staff to build and maintain relationships that deliver programs and create policy to positively affect student outcomes.

### **Senior Associate Dean of Students**

Dean of Students Office, The University of Southern Mississippi

July 2017 - June 2019

- Supervised the Leadership and Student Involvement Office and the Center for Community Engagement.
  - Managed campus activities of student groups, developed, implemented comprehensive leadership programming for campus, served as the hub for student engagement, executed large scale events and programming for students, and advised the programming board and Student Government Association.
  - Coordinated large campus service projects, facilitated student volunteer initiatives within the community, implemented service learning into the classroom, facilitate Alternative Spring Break programs, and coordinated the Americorp and Reach programs.
- Crafted changes in student conduct policy to reflect current university mission and reflect national standards.
- Provided leadership and system follow-up to the Campus Action Referral and Evaluation System (C.A.R.E.S.) Team, otherwise known as BIT team, by serving as Co-Chair.
- Created and conducted new comprehensive training for Conduct Hearing Panels to include faculty, staff and students.
- Created, implemented and delivered an awareness program for new students regarding inclusion, behavior, and the University Creed.
- Supported the Dean of Students in the supervision and management of reporting offices Multicultural Programs and Services, Office of Disability Accommodations, Student Ombudsman Services, and University Police.
- Assessed and performed duties of the Associate Dean position.

### **Associate Dean of Students**

Dean of Students Office, The University of Southern Mississippi

June 2012 - June 2017

- Developed and provided comprehensive long term and short term plans for the department and the university regarding student conduct.
- Conducted the day-to-day operations of the student conduct system including assessments, hearings and follow-up with students.
- Trained and supervised the student conduct boards.
- Advised the Student Government Association including all five branches and freshman leadership development program.
- Coordinated and evaluated large-scale, university-wide student events increasing visibility and inclusivity.
- Created coaching units and implemented leadership training for SGA committees, individuals and student organizations.
- Facilitated one-on-one intentional student development opportunities for the SGA and its partners.
- Managed the budget of both the Student Government Association and the Student Activity Fee allocation, implementing changes to ensure equity and inclusivity in distribution.
- Advised and supported the SGA President on organization and campus initiatives and challenges.

### **Interim Director of Greek Life**

Greek Life Office, The University of Southern Mississippi

July 2013 - Nov. 2013

- Provided direction and leadership to the professional staff and its affiliated student organizations.

### **Director**

First Year Experience Office, The University of Southern Mississippi

July 2003 - June 2012

- Provided comprehensive long term and short-term plans for the department and the university community regarding retention
- Designed, implemented, supervised, and assessed orientation and student engagement.
- Expanded department programs and personnel in addition to improving department processes with level funding, while also successfully managing an auxiliary budget and E & G budget totaling over \$500,000.
- Directed, selected, and trained student orientation and retention groups.
- Hired, supervised, and evaluated clerical, professional, graduate student, and student staff.
- Instituted changes in new student orientation for freshmen and transfer students and upgraded processes to reflect current technology and student trends.
- Strengthened the parent's orientation program and began intentionally intrusive work with at risk students.
- Collaborated across campus with faculty and staff to build and maintain relationships that deliver programs and create policy to positively affect student outcomes.
- Achieved high volume of one-on-one counseling and advising of students resulting in a department wide philosophy of student advocacy.

**Director of Greek Life**

Greek Life Office, The University of Southern Mississippi

Aug. 1999 - June 2003

- Restored a formerly struggling fraternity housing auxiliary budget and successfully managed 14 account strings totaling over \$800,000. Originally over 1.2M in debt, successfully eliminated debt by June 2003.
- Facilitated communication between Greek Organizations, individual councils and other University partners and organizations.
- Hired, supervised, and evaluated program professionals and student staff working with Fraternity Housing, NPHC, IFC, and CPC.
- Advised Interfraternity Council, Panhellenic Council and National Pan-Hellenic Council and their committees.
- Advised individual fraternity and sorority chapters on areas of particular concern.
- Planned and conducted IFC and CPC recruitment and advised NPHC chapters on intake.
- Designed and implemented comprehensive leadership and officer transition programs for all councils and individual chapter officers.
- Developed and presented educational programs for the Greek community and individual chapters including alcohol education, member education and retention, membership recruitment, leadership development and community relations.
- Interpreted and enforced university and Greek policies.
- Cultivated and maintained relationships with university faculty and staff to educate the campus on Greek community values.

**Director**

Student Support Services, William Carey University

Jan. 1999 - Aug. 1999

- Provided a comprehensive plan for the TRIO program grant as stated in the Department of Education's goals and objectives.
- Created yearly budgets and managed expenditures accordingly, totaling over \$200,000.
- Maintained an efficient record keeping system that addressed planning, development, and evaluation of student participation and of the program.
- Supervised and evaluated program staff including staff selection, orientation, and on-going staff training.
- Worked cooperatively with college faculty to provide proactive and progressive academic support for students.
- Worked directly with students for advisement, curriculum goals, financial aid, and personal intervention.
- Maintained an effective system for formatting and monitoring educational progress of students.
- Created the peer tutor and peer mentor program and facilitated the yearly selection of participants.

**Counselor**

Student Support Services, William Carey University

Oct. 1994 - Dec. 1998

- Designed and implemented an individual education program for all advisees.
- Counseled students on both personal and career goals.
- Advised student athletes in regard to college academic and NAIA eligibility requirements.
- Evaluated needs and implemented educational support for students with disabilities.
- Served as a liaison with college faculty and staff in redirecting probation students toward academic success.

- Administered and assessed self-concept, learning styles, and interest inventories.
- Acted as central student referral service to outside federal, state, private, and volunteer agencies (i.e. healthcare, mental health, sexual assault, drug, or alcohol rehabilitation).
- Selected, trained, and advised the college's student orientation staff.
- Organized and directed follow-up studies for the tracking of graduates and non-returning students.

### Senior Coordinator

Continuing Education, The University of Southern Mississippi Jan. 1992 - Oct. 1994

Coordinated on and off-campus credit activities by providing support in the areas of program formulation, student registration, advising, promotion, budget control, and maintenance of related records.

- Secured instructors for the programs, initiated proper approval forms, formulated and monitored a budget for each program.
- Served as a liaison and advisor with university personnel and university service departments in scheduling non-traditional format credit classes.
- Developed and implemented promotion methods for advising off-campus non-traditional students and prospective students regarding extension course offerings.

### UNIVERSITY TEACHING EXPERIENCE

---

#### Graduate

- HE 705 Social Justice in Higher Education (FA21)
- HE 714 Higher Education Finance (Su21)
- HE 800 Leadership Theory and Practice (SP21)

#### Undergraduate

- IDS 181 Leadership in Practice: Course using the "The Leadership Challenge" (SP20, SP19)  
Curriculum designed to anchor the Leadership Certificate program
- IDS 110 Course on Social Change Model and servant leadership (FA17)  
Curriculum designed to complement the Luckyday Citizenship Scholarship
- UNIV 101 Course on university success techniques  
(FA03, FA04, FA05, FA06, FA07, FA08, FA09, FA11, SP12)
- UNV 325 Peer Educators as Paraprofessionals: Understanding, educating, and helping  
(SP04, SP05, SP06, SP07, SP08, SP09, SP10, SP11, SP12)
- UNV 301 Course on the transition issues for new transfer students (FA08, SP09, FA09)
- UNV 120 Course on the theory and practice of student leadership  
(FA 05, FA06, FA07, FA08, FA09)
- UNV 122 Course on servant leadership, service-learning, and community engagement  
(FA03, FA04, FA05)
- CHS 490 Course using "21 Irrefutable Laws of Leadership" (FA00, FA01, FA02)

### SELECTED COMMITTEE APPOINTMENTS

---

Title IX Sexual Misconduct Investigation Team (SMIT) 2013 to 2019

Campus Action Referral Evaluation System, co-chair, 2010 to 2019

Student Affairs Professional Development committee, co-chair, 2018 to present

ALLIES/Safe Space team, 2014-present

Student Affairs Strategic Planning Committee, 2016 to present

Student Awards Committee, 2000 to present (chair 2016-present)  
Student Success/Sophomore Experience Committee, 2021  
Student Affairs Leadership Team, 2020 to present  
Traditions Committee, 2020 to present (chair)  
Calendar Collaboration Committee, 2020-2021 (chair)

### **ADDITIONAL EDUCATION**

---

#### **Certificate in Diversity and Inclusion**

Cornell University, online, 2021

#### **The ASCA Donald D. Gehring Academy for Student Conduct Administration**

Association for Student Conduct Administration, Indianapolis, IN, 2016

#### **LGTBQIA+ Training**

Southern Miss ALLIES, Hattiesburg, MS, 2014, 2015, 2018, 2020

#### **Title IX Training**

The NCHERM Group, LLC, Hattiesburg, MS, 2013

#### **College Speakers Academy**

Campuspeak, Orlando, FL, 2013

#### **Training & Development Certificate Program**

Workplace Learning and Performance Institute, The University of Southern Mississippi Gulf Coast, 2011

### **SELECTED PROFESSIONAL AND COMMUNITY HONORS**

- 2021 USM Association of Office Professionals, Educational Administrator of the Year
- 2019 Sprit of Southern Style Award, Office of Transition Programs, The University of Southern Mississippi
- 2017 Woman of Excellence Award, Men of Excellence, The University of Southern Mississippi
- 2016 Outstanding Staff Award, Office of Greek Life, The University of Southern Mississippi
- 2016 Peggy Jean Carter Heart of Hattiesburg Award, Alpha Phi Alpha, Mu Xi chapter
- 2013 Staff member of the Year, African American Student Association, The University of Southern Mississippi
- 2012 Cable Award, Delta Gamma National Fraternity
- 2012 Most Outstanding Presentation for Professionals, Southern Regional Orientation Workshop
- 2011 Outstanding Presentation for Professionals, 2nd place, Southern Regional Orientation Workshop
- 2011 Student Activities Hall of Fame, The University of Southern Mississippi
- 2008 Strong Woman Award, Mentor Category, Wesley Medical Systems
- 2008 Most Outstanding Graduate Assistant and Practicum Provider, College Student Personnel Program, The University of Southern Mississippi
- 2007 Most Outstanding Presentation for Professionals, Southern Regional Orientation Workshop
- 2006 Greek Life Hall of Fame, The University of Southern Mississippi
- 2002 Outstanding Citizen, Omega Psi Phi, Nu Eta chapter
- 2001 Phenomenal Woman Award, Sigma Gamma Rho, Eta Tau chapter
- 1997 Outstanding Sorority Advisor, The University of Southern Mississippi

**SELECTED PRESENTATIONS, WORKSHOPS, & KEYNOTES****Selected Conference and Professional Presentations**

- Fitts, W. (2018). Creating a diversity and inclusion program. Presented at the Mississippi Association of Housing Officers. Hattiesburg, MS.
- Fitts, W. (2018). The influence of emotional intelligence training on college student employee readiness. Presented at the Graduate Research Symposium. Hattiesburg, MS.
- Fitts, W. (2015). The value in you. Presented at the Southeastern Panhellenic Conference. Atlanta, GA.
- Fitts, W. (2014). The value in you. Presented at the Southeastern Panhellenic Conference. Atlanta, GA.
- Fitts, W. (2014). Millennials and freshmen programming. Presented at the Conference on Student Government Associations. College Station, TX.
- Fitts, W. (2012). Ready, set, #golden. Presented at the Southern Regional Orientation Workshop. Charlotte, NC.
- Fitts, W. (2011). Let your gleek flag fly. Presented at the Southern Regional Orientation Workshop. Baton Rouge, LA.
- Fitts, W. (2007). Naughty and nice: Santa's leadership secrets. Presented at the Southern Regional Orientation Workshop. Tallahassee, FL.
- Fitts, W. & LaRocca, C. K. (2006). Naughty and nice: Santa's leadership secrets. Presented at the Southern Regional Orientation Workshop. Tuscaloosa, AL.
- Fitts, W. (2005). Building a legacy from a polyester gold jacket. Presented at the Southern Regional Orientation Workshop. Clemson, NC.
- Fitts, W. (2005). Training orientation leaders roundtable," Presented at the Southern Regional Orientation Workshop. Clemson, NC
- Fitts, W. (2003). Hints for panhellenic recruitment in small greek communities. Presented at the Southeastern Panhellenic Conference. Atlanta, GA.
- Fitts, W. (2002). Friend or foe: Understanding your greek adviser. Presented at the Southeastern Panhellenic Conference. Atlanta, GA.
- Fitts, W. (2002). Cross council communication: The power of a unified greek community. Presented at the Southeastern Panhellenic Conference. Atlanta, GA.
- Fitts, W. & Rasheed, R. (2002). Ritual: Understanding how it all began. Presented at the Southeastern Interfraternity Conference. Atlanta, GA.
- Fitts, W. (2001). Building a rho chi program. Presented at the Southeastern Panhellenic Conference. Atlanta, GA.

**Selected Workshops**

- Emotional intelligence in the workplace. Workshop delivered to the Division of Student Affairs. The University of Southern Mississippi, Hattiesburg, MS. January 2020.
- Emotional intelligence and you. Workshop delivered at Student Connections Retreat. The University of Southern Mississippi, Hattiesburg, MS. January 2020.
- The Southern Miss story. Workshop delivered at Orientation Leader Training. The University of Southern Mississippi, Hattiesburg, MS. April 2019.

- Diversity inclusion and you. Workshop delivered to the Student Government Association. The University of Southern Mississippi, Hattiesburg, MS. March 2019.
- Understanding emotional intelligence. Workshop delivered as a professional development seminar. The University of Southern Mississippi, Hattiesburg, MS. February 2019.
- Communication, carefrontation, mattering and motivation. Workshop delivered to the Mississippi Catholic Diocese educators. Jackson, MS. November 2018
- Diversity, inclusion and you. Workshop delivered at The University of Southern Mississippi, Hattiesburg, MS. February 2018.
- The art of carefrontation. Workshop delivered at Residential Learning Coordinator training. The University of Southern Mississippi, Hattiesburg, MS. January 2018.
- "Creating an inclusive campus. Workshop delivered as part of the Student Success Series. The University of Southern Mississippi, Hattiesburg, MS. November 2017.
- H.E.R.O. training. Workshop series delivered to university community. The University of Southern Mississippi, Hattiesburg, MS. 2009, 2010 and 2011.
- Recruitment and Retention. Workshops delivered to Phi Mu, Delta Gamma, Kappa Alpha Theta, Alpha Tau Omega, and Alpha Delta Pi. The University of Southern Mississippi, Hattiesburg, MS. 2005, 2006, 2007, and 2008.

### **Selected Keynotes**

- The power in you. Keynote delivered at the state meeting of Mississippi Association of Office Professionals. Hattiesburg, MS. October 2019.
- How to light the fire when you are all burned out. Keynote delivered at annual staff development of Southern Bone and Joint Physicians Center. Hattiesburg, MS. April 2019.
- Differences don't matter, people do. Keynote delivered at inaugural SGA High School Leadership Summit. Hattiesburg, MS. April 2019
- You and the interview. Keynote delivered at Mission Possible sponsored by the Area Development Partnership. Hattiesburg, MS. September 2019, 2018, 2017.
- The strength of powerful women. Keynote delivered at The PowHer Symposium by Ideal Women. Hattiesburg, MS. March 2018.
- Gearing up for greek life, Keynote delivered at Greek Leadership Summit at Millsaps College. Jackson, MS. January 2017.
- We're all in this together. Keynote delivered at SAACURH. The University of Southern Mississippi, Hattiesburg, MS. October 2016.
- Leadership to me. Keynote delivered at Leadership Speaker Series. The University of Southern Mississippi, Hattiesburg, MS. November 2016.
- The value in you. Keynote delivered at The American Legion Auxiliary Girls State. Hattiesburg, MS, 2014.
- Giving greek life a hand. Keynote delivered at Greek Week at Southeastern Louisiana University. Hammond, LA. 2013
- Differences don't matter, people do. Keynote delivered at The American Legion Auxiliary Girls State. Hattiesburg, MS, 2013.
- Succeeding in college. Keynote delivered at closing ceremonies of Golden Eagle Welcome Week. The University of Southern Mississippi, Hattiesburg, MS. August 2012.



Leading with vision. Keynote delivered Lion's Lead Retreat at Southeastern Louisiana University. Hammond, LA. 2012

Stereotypes to success. Keynote delivered at Mississippi Association of Residence Hall Students. Hattiesburg, MS February 2011.

Real women make mistakes. Keynote delivered at Kappa Delta's Stand Up, Stand Out. The University of Southern Mississippi, Hattiesburg, MS. November 2007.

College survival skills: 24/7/365. Keynote delivered at Survival Weekend. William Carey University, Hattiesburg, MS. August 1998, 1999, 2000.