


# Tanaya M. Walters, M.S., Ed. D.

Turnaround Specialist

Multi-faceted, efficient and results-oriented turnaround specialist with experience in change management, organization development, leadership, and project management. Looking to leverage my Higher Education skills by seeking new endeavors.

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## Skills

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- ◆ Business Acumen
- ◆ Emotional Intelligence (Certified)
- ◆ Public Speaking
- ◆ Problem Solver
- ◆ Process Improvement
- ◆ Results-Oriented
- ◆ Sound Decision Maker
- ◆ Strategic Planning
- ◆ Team Building

## Technical Skills

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- ◆ Adobe Suite
- ◆ Banner by Ellucian
- ◆ Host Analytics Financial Planning & Reporting
- ◆ HR Pulse
- ◆ Mediat Health
- ◆ Microsoft Word, Excel, Power Point,
- ◆ PeopleSoft by Oracle
- ◆ Social Media Platforms
- ◆ Titanium Counseling Software

## Education

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Benedictine University, IL  
Ed.D. Higher Education &  
Organizational Change, 2018

Johnson & Wales University, RI  
M.S. Managerial Technology, 1996  
B.S. Marketing, 1994

### Vice President for Student Affairs

Clark Atlanta University

March 2016- June 2017

- Led 9 departments, 5 direct reports, a staff of 30 and 25 para-professionals.
- Developed and managed a \$1M budget.
- Contributed to annual bottom-line budget by generating \$23M in housing occupancy (2108 beds).
- Identified root causes of long-standing issues; initiated and implemented new strategies.
- Facilitated gap and needs analysis of staff for development and organizational alignment.
- Instituted accountability measures to begin the process of breaking down internal silos by changing attitudes and instituting new communication strategies, which resulted in improving the department's effectiveness.
- Instituted project management workflow processes to improve the housing management and placement process; reduced risk by cross-training the staff.

### Dean of Student Affairs

Johnson & Wales University, Charlotte

July 2007-February 2016

- Developed and managed a \$2.5M budget.
- Grew enrollment from 1,014 students in 2004 to maintaining close to 3,000 students in 10 years.
- Contributed to annual bottom-line budget by generating \$16.5M in housing occupancy (1288 beds).
- Achieved and maintained 96% housing occupancy rate annually over a 5-year period
- Played a pivotal role in increasing the campus retention rate from 69.4% to 76.9%, subsequently translating to 68% in educated candidates for the workforce.
- Constructed a 33k sq. ft. student center, which enabled the establishment of an intercollegiate athletic program comprised of 5 team.
- Instituted an Electronic Medical Record Retention Management Program.

### Director of Student Life

Johnson & Wales University, Charlotte

June 2004-June 2007

- Open a newly constructed campus.
- Led 7 departments, 5 direct reports, a staff of 30, and 150 para-professionals.
- Implemented a Housing Management System to better account for housing occupancy.
- Created a culture of student success through effective delivery of student-friendly, integrated services.

### Assistant Director of Student Activities

University of Massachusetts-Dartmouth

July 2001 – May 2004

- Developed a comprehensive Student Activities program, which included: developing leadership programs for first-year students and student organizations.
- Oversaw the Campus Activities Board of 30+ members.
- Managed a budget \$93K.
- Advised 7 yearbook staff and the production of annual yearbook.
- Advised and counseled students regarding academic, personal and social development issues; and collaborated with several constituents across the campus to develop co-curricular programs.

### Assistant Director of Student Activities

Johnson & Wales University

June 1999 –June 2001

- Provided oversight and leadership to 85+ student organizations and 100+ advisors.
- Managed student allocated funds of approximately \$107K.
- Developed the advisor guidelines, expectations, handbooks, training; assisted student groups with event management including; agency contracts, publicity, negotiating contracting, event planning and leadership development.

### Assistant Director of Residential Life

Johnson & Wales University

June 1997 –May 1999

- Oversaw 11 residence halls and management of housing operations to include; housing assignments, hall damages, lottery coordination.
- Provided oversight and leadership for recruitment, selection, and evaluation of 12 professionals, 90 student resident assistants; and supervised all departmental operations.
- Served as key decision maker to resolve crisis incidents requiring immediate attention.