

Curriculum Vitae

Tanaya M. Walters, Ed. D.

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EDUCATION

- Ed.D.** Benedictine University
Concentration: Higher Education and Organizational Change
- Dissertation:** The Relationship Between Emotional Intelligence and Career Intentions of First-Year College Students at Historically Black Universities.
- M.S.** Johnson & Wales University
Concentration: Managerial Technology
- Master Thesis:** Is There A Relationship Between the Enrollment of Minorities in Higher Education and the Perceptions of Enrollment by Minorities in the Education Profession.
- B.S.** Johnson & Wales University
Concentration: Marketing

PROFESSIONAL EXPERIENCE

TW Enterprise Group, LLC **July 2018- Present**
Consult, coach and train individuals and organizations to improve their emotional social capital which impact results and maximizes their performance.

UNIVERSITY ADMINISTRATIVE EXPERIENCE

Benedictine University

Doctoral Dissertation Process **November 2017- June 2018**
Completed graduation requirements for doctoral degree. Prepared course material for final dissertation submission and defense.

Georgia State University, Perimeter Campus

Internship **November 2017-April 2018**
Served as an intern with the Center for Teaching and Learning Office. Conducted research with staff to identify course materials that align with current pedagogy practices. Developed curriculum and facilitated a six-weeks on-line course on emotional intelligence. Evaluated faculty participation based on established rubrics on learning objectives. Responded to weekly discussions and questions on the subject. Contributed to new and tenured faculty development.

Clark Atlanta University

Vice President for Student Affairs

March 2016- June 2017

Served as the Senior Student Affairs Administrator and provided visionary leadership for all student life programs and services on campus. Led 9 departments with 5 direct reports and 30 staff members in the areas of counseling services, disability services, health services, residential life, career services, recreational services, new student & parent orientation, student involvement & leadership and student conduct. Oversaw all fiscal operations including budget development and management of \$1M. Served as the student body advocate for issues relating to the well-being and welfare of students. Served as the appellate body for decisions resulting in suspension of students for judicial reasons and collaborates with the University-system Title IX Coordinator to ensure ongoing compliance and requirements are met. Worked with other Student Affairs professionals from neighboring universities to develop policies and procedures. Served on the President's cabinet and other various external boards as requested by the Campus President.

Johnson & Wales University

Dean of Students, Division of Student Affairs

July 2007 – March 2016

Served as the Chief Student Affairs Officer and provided visionary leadership for all student life programs and services on campus. Led 7 departments, 5 direct reports, a staff of 30, and 150 para-professionals. Worked collaboratively with all areas of the University, especially Academic Affairs and Enrollment Management. Oversaw 30+ full-and part-time staff in the areas of athletics, counseling services, health services, residential life, student involvement & leadership, new student orientation & parent programs, student government association and student conduct. Served as primary point of contact for crisis and behavioral matters involving students. Collaborated with regional deans to develop strategies, review policies, and assessment for the University System Division of Student of Affairs including; student learning outcomes, annual performance reviews, team development. Served as the appellate body for decisions resulting in suspension of students for judicial reasons and collaborates with the University-system Title IX Coordinator to ensure ongoing compliance and requirements are met. Chaired the Behavioral Crisis, Aversion, Risk and Evaluation (CARE) Team. Served on various external boards as requested by the Campus President.

Director of Student Life

June 2004- June 2007

Opened a new regional campus for Johnson & Wales University in Charlotte, North Carolina; developed a comprehensive student affairs and student development program; responsible for establishing vision, direction, operational goals, and strategic planning for the Division of Student Affairs consistent with the Johnson & Wales University mission, vision, strategic goals and other strategic initiatives; served as the senior student affairs officer; oversaw all fiscal operations including: budget development and management of \$2.5M; and worked with student affairs staff to develop student-centered programs that support the student experience in-and-out of the classroom.

Assistant Director of Greek Life

January 2000-June 2001

Oversaw recruitment, selection, and evaluation of four student assistants and a receptionist; provided leadership to Student Organizations and a Greek Life program consisting of 24 fraternities and sororities, 5 governing bodies, 85+ student organizations and 100+ advisors; created shared vision and strategic direction of membership expectation, recruitment, selection, accountability and sustainability and worked with fraternity and sorority members to establish communication and accountability with inter/national offices and chapter advisor.

Assistant Director of Student Activities**June 1999 –June 2001**

Provided leadership to 85+ student organizations and 100+ advisors; provided oversight and management of student allocated funds of approximately \$107,000, responsible for developing the advisor guidelines, expectations, handbooks, training; assisted student groups with event management including; agency contracts, publicity, negotiating contracting, set-up and breakdown; and advised student organizations on program and event planning, recruitment, and leadership development.

Women's Basketball Coach**December 1998 - April 1999**

Served as assistant women's basketball coach and helped with facilitation, instruction, and delivery of a comprehensive women's basketball program.

Assistant Director of Residential Life**June 1997 –May 1999**

Provided leadership to 11 residence halls and management of housing operations to include; housing assignments, hall damages, lottery coordination and other duties relevant to the operations of the Office of Residential Life; provided oversight and leadership for recruitment, selection, and evaluation of 12 professionals, 12 para-professionals and 90 resident assistants; and supervised all departmental operations including: budget development and management, facility planning and record keeping as well as assumed on-call responsibility and served as key decision maker to resolve incidents requiring immediate attention.

Chief Judicial Officer**June 1996 – June 1997**

Oversaw multi-campus judicial system consisting of 12,000 students; served as primary decision maker for sanctioning of all judicial proceedings; developed and facilitated educational programs to engage students in deeper conversations about personal and social responsibility.

University of Massachusetts, Dartmouth**Assistant Director of Student Activities****July 2001 – May 2004**

Developed a comprehensive Student Activities program, which included: developing leadership programs for first-year students and student organizations, led student development of 30+ members Campus Activities Board students; managed a budget of approximately \$93K; developed programs that supported commuter students' acclimation to campus life; 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.

Coordinator of Emerging Leader Program**July 2001 - May 2004**

Provided oversight and leadership to new and returning students with interest in strengthening their leadership skills. Preparing emerging leaders with life-long transferrable skills.

Coordinator of New Students and Parent & Programs**July 2001-May 2004**

Developed, managed, and executed long-range strategic communications plan for the college to support parent and family relations; developed and managed written and electronic content to include website, social media, email, newsletter, handbook, and targeted events; ensured all elements align with established campus standards, branding, messaging and protocols and support the overall mission of the college; collaborated with constituencies across the college, including senior leadership, to establish and maintain positive relationships with diverse individuals and assist in resolving issues; and oversaw a parent and family relations program budget consisting of \$15K.

UNIVERSITY TEACHING & ACADEMIC EXPERIENCE

Johnson & Wales University (1995-2015)

Facilitator

Taught and facilitated discussion with first year students about the fixed verses growth mindset framework.

Adjunct faculty

Taught undergraduate course in Introduction to Computers and Business Concepts.

Adjunct faculty

Taught early enrollment students needing to meet Physical Education requirements in dual-enrollment program.

Facilitator

Taught student's life skills and aided students in their acclimation, transition to college life through the First Year Experience Program.

Facilitator

Taught leadership skills to students interested in pursuing a resident assistant's position within the department of residential life or in need of refining their knowledge and skills for job preparation.

UNIVERSITY SERVICE

Clark Atlanta University (2016-2017)

Member	Campus Student Success & Retention Committee
Member	Emergency Management and Response Team
Member	University Senate Board
Member	President's Executive Cabinet
Member	Alumni Advisory Board
Member	Strategic Enrollment Team

Johnson & Wales University, Charlotte Campus (2004-2016)

Member	Campus Retention Committee
Chair	Campus Aversion Response and Evaluation Committee
Member	Emergency Management and Response Team
Team Captain	Registration and Commencement Committees
Member	Campus Academic Dean's Council

University of Massachusetts, Dartmouth (2001-2004)

Advisor	Campus Activities Board
Advisor	Scrimshaw Yearbook
Co-Advisor	New Student Orientation & Parent Programs
Member	University Conduct Board & University Appellate Board

Johnson & Wales University, Providence Campus (1996-2001)

Advisor	Caribbean Student Association
Advisor	Black Student Association
Co-Advisor	Johnsonian Yearbook
Mentor	Career Connections
Member	Career Conference
Volunteer	Vision 2001 Faculty & Staff Campaign

INVITED PRESENTATIONS (1993-2018)

Guest Lecturer, Benedictine University Doctoral Program, 2018
Guest Lecturer, Dr. Hank's Radio Blog Show, 2018
Dress for Success, Professional Women's Group, Atlanta Dress for Success, 2018
Campus Leadership, Johnson & Wales University, Charlotte, 2004-2015
Faculty Orientation, Johnson & Wales University, Charlotte, 2004-2013
Freshmen Leadership Symposium, University of Massachusetts, Dartmouth, 2003-2004
Goal Setting, University of Massachusetts, Dartmouth, 2003
Emotional Intelligence Workshop, University of Massachusetts, Dartmouth, 2002
Kouzes & Posner: The Leadership Challenge Training, University of Massachusetts, Dartmouth, 2002
Recreation Leadership, Johnson & Wales University, Providence, 2001
Diversity & Inclusion Workshop, Johnson & Wales University, Providence, 2000
Student Government Association, Johnson & Wales University, Providence, 2000
Resident Assistant Leadership Day, Johnson & Wales University, Providence, 1998
Emerging Leader Series, Johnson & Wales University, Providence, 1999
Resident Assistant Leadership Class, Johnson & Wales University, Providence, 1996
Multicultural Workshop, Johnson & Wales University, Providence, 1994
Resident Assistant Training, Johnson & Wales University, Providence, 1993-1998

RESEARCH INTEREST

College Student Development	Fixed Mindset Verses Growth Mindset
Diversity & Inclusion	Fundraising
Emotional Intelligence	Leadership
First-Generation College Students	Technology

CERTIFICATIONS & AWARDS

Certified	Elliot Leadership Institute, Communication Champion, 2007
Certified	Franklin Covey: Four Disciplines of Execution, 2005
Certified	FISH Employee Team Building, 2001
Certified	Lou Tice: Investment in Excellence, 1997
Certified Coach	EQ-i 2.0 Reuven Bar-On and EQ-i 360
Graduate	Leadership Charlotte, 2008
Graduate	Future Business Leaders of America, 2007
Graduate	Charlotte Chamber of Commerce Leadership Institute, 2005
Graduate	Johnson & Wales University Senior Management Academy, 2000
Graduate	Johnson & Wales University Leadership Development Institute, 1999
Graduate	Center for Creative Leadership, 2017
Profiled	Charlotte Post Newspaper, 2010
Profiled	Who's Who in Black Charlotte Publication, 2008, 2009

Profiled	Pride Magazine, 2004
Recipient	Community Service Award, 2008
Recipient	Student Life Team Award, 2007-2008, 2011-2012
Recipient	Advisor of the Year, 1997-1998
Recipient	Most Valuable Player, Student Life Award, 1999
Recipient	Residential Life Achievement Award, 1999
Recipient	Women's History Award, 1999
Recipient	First Year Rookie Staff, 1997

PROFESSIONAL DEVELOPMENT & TRAINING

Title IX Response & Reporting, 2012-2017
 StarRez Housing Management System, 2011-2017
 Sexual Harassment Training, 2004-2017
 Family Education Rights Privacy Act (FERPA) Reporting, 1998-2017
 Emergency Preparedness & Crisis Response, 2004-2017
 Green Dot Bystander Training, 2013-2016
 HR Pulse Human Resource Management System, 2013-2016
 Host Analytics Budget Management System, 2012-2016
 Banner Student Management & Database, 2004-2016
 How to be a Better Communicator, 2012-2013
 Setting Goals to Achieve Career Success, 2011-2012
 Coaching and Feedback Training, 2011-2012
 Secrets to Setting Successful Employee Goals, 2007-2008

COMMUNITY SERVICE

Board Member	Harvey B. Gantt Center for Afro-American Arts & Culture, 2007-2012
Board Member	YMCA Greater Charlotte, 2004-2010
Board Member	United Way of Central Carolina's Young Leaders, 2005-2007
Consultant	Thomasboro Neighborhood Association, 2008-2009
Image Consultant	Atlanta Dress for Success, 2018
Mentor	YMCA Starfish Readership Program, 2008-2010
Mentor	First Ward Child Development Program, 2008-2009
Volunteer	Mecklenburg County Streetcar Advisory Council, 2006-2011
Volunteer	National Association of Student Personnel Administrators, 2002-2003

PROFESSIONAL MEMBERSHIPS

American Council on Education
 Association of College Personnel Administrators
 National Association of Student Personnel Administrators
 Associated College Press & College Media Advisers
 National Association for Campus Activities
 National Orientation Directors Association
 Association of College Unions International
 Society of Emotional Intelligence