


Tanaya M. Walters

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

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 [linkedin.com/in/tanayamwalters](https://www.linkedin.com/in/tanayamwalters)

Skills

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

Technical Skills

- ◆ 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

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

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

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.

Doctoral Studies Benedictine University

July 2018- June 2018

- Prepared final course materials for dissertation defense

Internship

November 2017- April 2018

Georgia State University-Clarkston

- Interned 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.
- Contributed to new and tenured faculty development.

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.