

LaTonya M. Nixon-Stith, EdD

PROFESSIONAL SUMMARY

A seasoned administrative leader with extensive experience in academic affairs, student services, and enrollment management within community college settings. Specializing in fostering collaboration, driving innovation, and enhancing campus culture. With a strong background in supporting faculty development, curriculum design, student success initiatives, and enrollment strategies, used systems thinking to tackle complex challenges and improve institutional operations. A proven track record of building cross-departmental relationships, streamlining administrative processes, and leading initiatives that enhance academic programs, student services, and enrollment management. As both an administrator and faculty member, consistently bridge the gap between academic and student-facing functions, ensuring alignment between faculty, staff, and students to achieve shared educational goals. Work is focused on creating a cohesive, high-performing academic community that supports student achievement, retention, and institutional excellence.

FORMAL EDUCATION

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|------|--------------------------------|---|
| 2011 | Ed.D. Walden University, | Higher Education Leadership, Teacher Leadership |
| 1996 | M.A. Norfolk State University, | Clinical Psychology |
| 1990 | B.S. Longwood University, | Psychology |

PROFESSIONAL EXPERIENCE:

August 2019 TO PRESENT

VICE-PRESIDENT OF STUDENT SERVICES

Beaufort Community College, Washington, North Carolina

BCCC is a rural community college serving a 4 county region covering over 200 square miles

Position Description

Reporting directly to the President, the Vice-President of Student Services is the chief student advocate for the institution and responsible for implanting senior staff initiatives, actively engaged in strategic planning, budget management, student success, resource development and fundraising, assist with corporate and business partnerships, staff development, and all other areas of collaboration to maintain the organization.

Duties and Responsibilities (Overview)

The Vice Present of Student Services is responsible for the successful implementation and maintenance of the full student life cycle from recruitment to graduation. This role directly supports academic affairs, financial and administrative services, student success and engagement, institutional effectiveness, research and technology.

Provide visionary leadership for the Division in the following areas:

- Student services advocacy and programming
- Strategic Enrollment planning
- Fiscal management of 250K annual
- Student focused policies and procedures
- Institutional/strategic planning
- Community/industry engagement

Key Accomplishments

In collaboration with the divisions, senior staff and staff governance structure at BCCC:

- Co-Developed and successfully implanted a student-centered pandemic management plan
- Developed and implemented a professional development plan for the student services staff. The 3C operational plan: Collaboration, Communication and Customer Service
- Created and implemented the Diversity Equity and Inclusion Strategic Committee
- Conducted an extensive policy review and promulgated new and /or revised policies

- Created a structured professional development program for divisional staff
- Created a collaborative model between Academic Affairs and Student Services to increase customer satisfaction by 62%
- Successfully acquired 2 TRIO grants in excess of 5.5 million dollars for a 5-year grant cycle

March 2018- April 2019

INTERIM DEAN OF ACADEMIC AFFAIRS

Roanoke-Chowan Community College, Ahoskie, North Carolina

RCCC is an extremely rural community college serving Hertford County, NC

Position Description

As the Interim Dean of Academic Affairs provided temporary leadership and strategic direction for all academic programs, faculty, and curriculum development. Reported directly to the President, served as a key member of the senior leadership team, focused on enhancing the academic experience and promoted student success through innovative teaching and learning initiatives. Served in this capacity temporarily, while also serving as the Dean of Student Services.

Key Accomplishments:

- Led the implementation of the college's strategic plan, aligning academic initiatives with institutional goals.
- Oversaw the redesign of the curriculum to better support student engagement and career readiness.
- Successfully co managed the accreditation process and supported the college through a successful reaffirmation of accreditation with SACSCOC.
- Played a pivotal role in the development of new academic programs and certificates in response to regional workforce needs.
- Maintained partnerships with regional universities to develop transfer pathways for R-CCC students, increasing post-graduation opportunities.

October 2017-June 2019

DEAN OF STUDENT SERVICES

Roanoke Chowan Community College, Ahoskie, North Carolina

Position Description

Divisional executive position providing visionary leadership for all student programming and services on all campus locations. (Reported to the President).

Duties and Responsibilities (Overview)

Leadership:

- Responsible for providing strategic leadership and direction for student services division
- Administered leadership in compliance with student policies and procedures and other accrediting bodies.
- Provided leadership and strategic direction for a student success and completion plan
- Advised the president on relevant matters related to student and community centered programs

Human Resources:

- Supervised a diverse staff of 24 student leaders and employees
- Oversaw the training and development of all employees reporting to the student services division.
- Ensured compliance with all HR policies and procedures related to student services

Fiscal:

- Ensured strategic and appropriate allocation of student services budget in excess of 2.5mil annually
- Collaborated with the Foundation to assist in donor opportunities

- Collaborated with the Grants Department to seek grant applications that support student learning, success and completion

Internal and External Relationships:

- Worked collaboratively with division vice presidents to advance the institutional needs of the colleges
- Collaborated with four-year universities to assist in the development of articulation agreements and pathways for R-CCC students
- Interfaced with community and political partners to advance R-CCC capital agenda

Key Accomplishments

- Led task forces toward the implementation of the Strategic Plan
- Led the transformation of Student Services
- Assisted the college through a successful affirmation status with SACSCOC
- Assisted the college through several third-party accreditation visits
- Created and successfully implanted a comprehensive college readiness service model
- Provided leadership for the development and implementation of the competition agenda for the college

October 2005-September 2017

EXECUTIVE DIRECTOR OF TRIO PROGRAMS

Pitt Community College, Greenville, North Carolina

PCC is a large rural community college serving Pitt county NC and surrounding areas with an excess of 22 thousand students

Position Description

Community College position providing visionary leadership for student's services, success strategic initiatives as well as the programs and services for at risk students (Reported to the Vice President Student Affairs.)

Duties and Responsibilities (Overview)

- Planned, implemented, and assessed student development and programs and services across the college
- Provided visionary leadership and support for the student success initiatives through the community
- Supervised and supported the continued development and implementation of TRIO programs, College Access, Community Outreach, Title III, and Achieving the Dream
- Worked collaboratively with Vice Presidents to continuously improve processes and services for at risk students
- Ensured student services met accreditation (SACSCOC) requirement
- Developed and managed personnel and operational budgets (approximately \$2.5M)

Key Accomplishments

- In collaboration with internal stakeholders, provided administrative leadership for the development of a comprehensive retention plan for at risk students
- In collaboration with internal stakeholders, developed and implemented programs and services (i.e., online advising and success coaching) to enhance student learning and success at the college
- Provided administrative leadership of Achieving the Dream to Leader College status

April 2002-September 2005

REGIONAL ONE STOP COORDINATOR

Tidewater Community College, Norfolk Campus, Norfolk, Virginia

TCC is a large multi campus community college serving urban areas in Virginia

Position Description

Executive multi campus-level leadership position providing sound operational management and strong community leadership for workforce initiatives.

Duties and Responsibilities (Overview)

- Supported district-wide instructional initiatives supporting student access and workforce development success
- Supervised and supported staff assigned to the division (approximately 125 people)
- Worked collaboratively with academic and student affairs colleagues to achieve college-wide consistency and coordination in the delivery of workforce programs and services
- Provided administrative oversight for processes and procedures for overall management of the regional one stop centers
- Implemented the hiring process for staff as delineated by college policy and procedures
- Managed personnel and operational budgets (approximately 3.5MILLION)
- Provided administrative oversight and leadership of workforce programming

Key Accomplishments

- Provided strong leadership through the relocations and construction of the regional one stop centers
- Let instructional initiatives for the campus and district resulting in the following outcomes
 - Redesigned and implementation the Workforce Advisory Council
 - Collaborated with faculty to implement work first learning communities within the Tidewater area
- Authorized grants to expand the fiscal health of the campus and support the student access and success
 - Successfully authorized a U.S. Department of Education Educational Opportunity Centers
 - Successfully authored an Instructional Technology, Teaching and learning grant for distance learning
- Expanded and deepened the partnership between the campus and Business and Industry leaders
 - Expanded course offerings in the workforce service programs
 - Expansion of the Work First Collaboration Program

August 2000-July 2002

TRIO: STUDENT SUPPORT SERVICES COUNSELOR

Tidewater Community College, Norfolk and Portsmouth Campuses, Virginia

Position Description

Administrative assignment responsible for management, planning and implementation of policies and procedures for counseling TRIO: SSS students

Duties/Responsibilities

- Provided leadership for a team that upheld the goals and mission of the TRIO grant
- Created and implemented a class schedule for all campus learning communities
- Supervised and effectiveness of faculty and the learning communities' counselors
- Developed and managed the annual budget (approximately \$75,000)
- Collaborated with classified administrative staff on social and academic issues
- Collaborated and implemented a calendar of interactive education activities for participating students

Accomplishments

- Assisted in writing the college Equity Plan
- Coordinated special programs/performances geared towards increasing the college community's awareness on issues pertaining to diversity programming
- Served as a role model/mentor for marginalized students

- Coordinated annual student TRIO mini-conference

ADJUNCT INSTRUCTOR – SOCIAL SCIENCES and COLLEGE SUCCESS (MULTI-INSTITUTIONS)

- Martin County Community College, Williamston, North Carolina. 2022-Present
- Beaufort County Community College, Washington, North Carolina. 2022- 2023
- Roanoke Community College, Ahoskie, North Carolina. 2018-2019
- Tidewater Community College, Norfolk, Virginia. 2005-2010
- Pitt Community College, Greenville, North Carolina., 2005-2007

Position Description

As the Adjunct Instructor in Social Sciences, serve as a part-time faculty member responsible for providing quality instruction in the field of social sciences, including but not limited to sociology, psychology, anthropology, and related subjects. Reporting to the Department Chair and the Dean of Academic Affairs, the Adjunct Instructor is expected to deliver engaging, student-centered instruction that supports the college's academic mission, fosters student success, and promotes a positive learning environment. This role involves preparation and delivery of course content, assessment of student performance, and active participation in departmental and college-wide initiatives related to academic excellence and student engagement.

Duties and Responsibilities (Overview)

The Adjunct Instructor in Social Sciences plays a key role in fostering an inclusive and effective learning environment. Responsibilities include:

- **Instructional Delivery:**
 - Teach assigned social science courses as outlined in the course syllabus.
 - Prepare course materials, including lectures, assignments, and exams, in alignment with the department's curriculum.
 - Use a variety of teaching methods and technologies to engage students and promote active learning.
- **Student Support:**
 - Provide academic advising and support to students, including office hours, mentoring, and guidance on course-related issues.
 - Assess and evaluate student performance through assignments, quizzes, exams, and other assessments.
 - Maintain regular and constructive communication with students regarding academic progress.
- **Course and Curriculum Development:**
 - Collaborate with department colleagues to review, update, and develop social science curricula and course materials.
 - Stay current with trends and developments in the field of social sciences and integrate this knowledge into course content.
- **Academic and Institutional Collaboration:**
 - Participate in departmental meetings, faculty professional development activities, and other college-wide initiatives aimed at improving student success and institutional effectiveness.
 - Engage with students and colleagues in a manner that supports the college's values of diversity, equity, and inclusion.
- **Compliance and Reporting:**
 - Adhere to all college policies, academic regulations, and professional standards of conduct.
 - Submit required reports, grades, and course materials on time, as directed by the Department Chair and Academic Affairs.

Key Accomplishments

In collaboration with faculty and staff, the Adjunct Instructor in Social Sciences contributes to the following initiatives:

- Provide high-quality instruction that enhances student engagement and academic performance in the social sciences.
- Support initiatives that promote student success, including retention, graduation, and career preparedness.
- Contribute to ongoing efforts to integrate diversity, equity, and inclusion into course content and classroom practices.
- Participate in collaborative efforts to review and revise curriculum and teaching methodologies to ensure alignment with current academic standards and student needs.

PROFESSIONAL ROLES AND ACCOMPLISHMENTS:

EDUCATIONAL CONSULTING

- Central Carolina Community College, Sanford, North Carolina. (2023) Staff development to increase workplace harmony
- Awakenings Conference: Organizational Leadership and Development Community Alliance Group. Greenville, North Carolina (2022): Provided professional development for local business owners
- Roanoke Chowan Community College, Ahoskie, NC (2021) Developed the curriculum for institutional leadership development academy

FUNDRAISING ACCOMPLISHMENTS

- Successfully wrote for the refunding the Title IV (Educational Opportunity Center and Student Support Services) grant, \$500,000 annually between both grants, 2012-2015, Pitt Community College
- Successfully acquired funds for cultural events through campus and community resources. Koinonia Community Solutions \$6,000-\$10,000 annually.
- Successfully wrote Title IV grant through U.S. Department of Education, Tidewater Community College, Student Support Services totaling \$1,250,000.00

SCHOOL AWARDS

- Woman of Substance Award, Pitt Community College, 2017
- Distinguished Alumni Award, Longwood University 2014
- The 2012 Community Service Award, United Way

STRATEGIC LEADERSHIP ACCOMPLISHMENTS

- NCCCS Equity Coach Academy, December 2023
- Thomas Lakin Institute for Mentored Leadership. Presidents Roundtable, 2022
- North Carolina Community College Leadership Program, 2019
- Greenville-Pitt Chamber of Commerce Leadership Institute, 2018
- Parents and Public Schools Leadership Institute. Pitt County Schools, 2016
- Emerging Leaders Institute, SAEOPP, 2013

STATEWIDE HIGHER EDUCATION SERVICE

- Student Development Administrators Association (SDAA, Vice President) 2023-present
- Strategic Enrollment Management Steering Committee, NCCCS, 2021-present

CIVIC ENGAGEMENT, 2008-present

- AMEXCAN, Education Committee, 2008- present
- Koinonia Community Solutions, Vice -Chair, 2012-present
- Pitt County Chamber of Commerce, 2014-2017

- Brighter Futures, Board Member 2020-2023
- Washington United Way, Vice-Chair Board 2021-2023
- Diversity, Equity, and Inclusion Task Force, Vice Chair, 2021-present
- Rotarian, August 2023- present

PUBLICATIONS

- Nixon, L. *Trio Works!* New York, April 2011
- Nixon, L. *Ethics in Leadership*, May 2013
- Nixon, L. *Workplace Harmony*, November 2021