

Q1.

2026 Executive Board - Candidate Application Form

The ACUHO-I Executive Board is a dynamic and forward-thinking group of individuals committed to using their diverse perspectives to expand the work of the Association. Guided by [the strategic plan](#) and the [ACUHO-I Constitution and bylaws](#), the Executive Board is charged with providing the strategic direction for the Association. This work ensures that ACUHO-I's efforts are aligned with our shared vision and mission to support campus housing and residence life professionals as they work towards student success. Thank you for your interest.

In order to slate the most qualified and representative candidates, the ACUHO-I Nominations Committee uses a number of categories/criteria in its review and slating process. You can find more information on these criteria at <https://www.acuho-i.org/who-we-are/executive-board/elections/>.

Please use this form to submit your application for a 2026 Executive Board position.

The Candidate Application closes at 12pm ET (US) on May 15, 2025.

Q2. Applicant First Name:

Dei Allard

Q3. Applicant Last Name:

Allard

Q4. Position Desired:

- ☐ Vice President (3 Year Presidential Cycle, 2026-2028)
- ☐ Globalization Director (3 Year Term, 2026-2028)
- ☐ Inclusion & Equity Director (2 Year Term, 2026-2027)
- ☐ Regional Affiliations Director (2 Year Term, 2026-2027)
- ☒ Residence Education Director (2 Year Team, 2026-2027)

Q5. Current College/University:

Mississippi State University

Q6. Current Job Title:

Executive Director

Q7. Email Address:

Q8. Cell Phone Number:

Q10. Administrative Assistant's Name:

Q11. Administrative Assistant's Email Address:

Q12. Upload a Professional Headshot:

Note: This image is collected should you be slated for a position. The selection committee does not have access to this file during the process.



[453_PhotographyG_653A6329.jpg](#)

804.4KB

image/jpeg

Q13. Upload a Current Resume:

Note: The Nominations Committee will use your resume to evaluate your ability to fulfill the duties of the position for which you are applying. Please review the duties and qualifications for your position of interest in the 2026 board nomination packet and address them within your resume. The 2026 nomination packet can be found here: <https://www.acuho-i.org/who-we-are/executive-board/elections/>

Q14. Upload a Short Bio (Approximately 250 Words). This bio will be shared publicly if you are slated.

[Allard Bio 2025.pdf](#)

94.1KB

application/pdf

Q20. Short Answer Prompts:

Note: These short answer prompts allow the membership to evaluate your qualifications for your desired position on the 2026 Executive Board. Your responses will be shared publicly if you are slated. Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answers: <https://www.acuho-i.org/who-we-are/executive-board/elections/>

Q15. **Qualifications:** Please discuss the job positions, professional development activities, and other qualifications that prepare you for the board position for which you are applying.

Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answer: <https://www.acuho-i.org/who-we-are/executive-board/elections/>

As Executive Director for Housing and Residence Life at Mississippi State University, I lead a dynamic program serving 5,500+ students. My career in student affairs began over 30 years ago as a resident assistant and has spanned six institutions. I am passionate about student success, inclusive community building, and leadership development. I believe every individual deserves respect and dignity, and I lead with empathy and a commitment to collaboration. My involvement in the profession includes serving as SEAHQ President, contributing to ACUHO-I through committee work and philanthropy, and remaining active in NASPA and Women in Housing. Presenting and attending conferences keeps me inspired and engaged in evolving best practices. Mentorship is central to my leadership. I supervise a diverse team, supporting their unique growth paths and encouraging contributions to the field through writing, presenting, and service. I also mentor professionals across institutions, building meaningful relationships that foster mutual development. I am committed to shaping a student affairs profession that is inclusive, forward-thinking, and responsive to the needs of both our students and staff.

Q16. **Thought Leadership and Technical Credibility:** Please describe what you would bring to the board in the realm of this competency (as defined below).

Understands and keeps up to date on local, national, and international policies and trends that affect housing and residence life. Is aware of the organization's impact on the external environment and has pride in the campus housing profession. Is considered a thought-leader with a commitment to continuous learning about ACUHO-I organization. This includes a foundational understanding of the organizational structure, culture, and core programs/services to support the mission of ACUHO-I. Possesses an area of expertise that helps the Association meet one or more of its strategic initiatives. Understands and appropriately applies principles, related to specialized expertise in campus housing and other areas of importance.

Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answer: <https://www.acuho-i.org/who-we-are/executive-board/elections/>

I am a lifelong learner who leads with a growth mindset. Earning my doctorate in Educational Leadership in 2019 deepened my commitment to ongoing reflection and professional development. I continue to explore new ideas to better navigate the evolving landscape of higher education and its intersection with broader social and political dynamics. My strengths lie in leadership, supervision, student success, teamwork, and supporting today's college students. I advocate for the voices often left out—first-generation students, marginalized populations, and those impacted by systemic barriers on campus and in the broader community. I believe in the power of self-compassion and extend that philosophy to how I lead others. In high-demand environments, grace and empathy are essential to sustaining people and progress. To stay informed and effective, I engage regularly with a range of professional resources, including The Chronicle of Higher Education, The Talking Stick, APPA publications, and NPR. I draw inspiration from leadership and DEI thought leaders such as Brené Brown, Simon Sinek, StrengthsQuest, and FranklinCovey. These resources keep me grounded in research, insight, and action, and fuel my commitment to serve my institution and our profession with integrity, courage, and care.

Q17. Openness to a Multitude of Perspectives: Please describe what you would bring to the board in the realm of this competency (as defined below).

Fosters an environment where individual differences are valued and leveraged to achieve the vision and mission of the organization. Treats others with courtesy, sensitivity, and respect. Listens effectively; clarifies information as needed and is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles. Prioritizes the best interests of the board, organization, and members over individual priorities, such as pet projects and personal advancement. Encourages and supports a positive culture between volunteer leaders, staff, and members. Willingness to solve problems as a group.

Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answer: <https://www.acuho-i.org/who-we-are/executive-board/elections/>

I lead with a mindset of empathy and curiosity. My first instinct is always to listen and seek to understand, especially when navigating differing perspectives. I have long been an advocate for those whose voices are often overlooked, and I actively pursue opportunities to broaden my own perspective by engaging with ideas and experiences that differ from my own. This intentional approach helps me build bridges, find common ground, and facilitate win-win solutions. Whether collaborating with campus partners or navigating internal dynamics within my own organization, I focus on shared goals rather than individual agendas. I believe in the power of teamwork and collective purpose, especially when that purpose is student success. By centering the “we” over the “me,” I strive to create inclusive, sustainable solutions that serve both people and mission.

Q18. Strategic Thinking: Please describe what you would bring to the board in the realm of this competency (as defined below).

Board members should be able to provide both strategic and innovative thought leadership. Strategic thinking involves analyzing issues and making decisions that support the organization's overarching mission. Board members with the capacity for innovative thinking make new ideas and solutions possible. Articulate current conditions and anticipate future trends that impact campus housing programs. Ability to influence strategic direction and collaborate with ACUHO-I to create programs and services that meet the need of campus housing professionals. Ability to embrace an adaptable and flexible mindset.

Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answer: <https://www.acuho-i.org/who-we-are/executive-board/elections/>

There is no shortage of leadership challenges in today's higher education landscape. As campus leaders, we must continually adapt our facilities, services, and practices to align with shifting institutional priorities and student needs. I embrace these challenges as opportunities for innovation and growth. Whether it's addressing enrollment declines, navigating workforce expectations, or improving student engagement, I enjoy developing strategic, future-oriented solutions rooted in collaboration and insight. I actively work within my organization to enhance engagement and identify innovative approaches to better serve students, staff, and stakeholders. I rely on both internal feedback and external research to inform my strategies—staying current on topics such as Generation Z, the evolving workplace, manager support systems, and hiring and retention trends. These insights help ensure our work is proactive rather than reactive. At the regional level, I've contributed to SEAHO's efforts to reengage inactive professionals and institutions by listening to their needs and finding strategic ways to reconnect them to the association's mission and resources. I believe leadership is not just about addressing the problems in front of us, but also about anticipating future needs and building inclusive pathways forward.

Q19. Developing Others: Please describe what you would bring to the board in the realm of this competency (as defined below).

Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and opportunities to learn through formal and informal methods.

Please respond pertinently, limit your answers to 200 words, and use the relevant EB position description when formulating your answer: <https://www.acuho-i.org/who-we-are/executive-board/elections/>

As a supervisor, I work closely with a diverse team of five professionals, ranging from new supervisors to seasoned leaders. I recognize that each person brings unique strengths, needs, and aspirations, and I tailor my approach to ensure they feel empowered to lead authentically. I provide guidance, encouragement, and feedback as needed, always with the goal of helping them grow in their own leadership journey. Professional involvement is another area where I actively encourage growth. I challenge my team not just to attend conferences, but to give back to the field in meaningful ways, whether by serving on committees, presenting, writing for publications, or participating in leadership institutes. These experiences not only enhance individual development but also strengthen our field. Mentorship is one of the most fulfilling aspects of my professional life. I continue to mentor both current colleagues and former team members, many of whom have become lifelong friends. These relationships are reciprocal and sustaining; they nourish my own growth just as much as I hope they enrich others.