

# Deiderie (Dei) C. Allard

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## EDUCATION

### **Doctor of Education in Educational Leadership**

Cognate: Higher and Adult Education

December 2019

The University of North Florida, Jacksonville, Florida

Dissertation Title: *First-Generation College Students of Color's Success at a Predominantly White Institution: Exploring the Influence of Student Engagement in a High-Impact Program*

### **Master of Science**

Major: Higher Education with an emphasis in Student Affairs

August 1997

Specialty: Multiculturalism

The Florida State University, Tallahassee, Florida

### **Bachelor of Science**

Major: Psychology

Minor: Criminology

August 1995

The Florida State University, Tallahassee, Florida

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## PROFESSIONAL EXPERIENCE

### **Executive Director**

**August 2017-Present**

**Department of Housing and Residence Life, Mississippi State University,**

**705 George Perry Dr., Mississippi State, MS 39762**

*Public, 4-year, Research I, Land-Grant, SEC institution of approx. 23,000 students, 5500 beds on campus*

- Lead the daily operations of housing & residence life organization for 5500 students and 420 staff members across 20 buildings
- Direct the business and administrative functions of the student housing operation including housing facilities, custodial and maintenance, renovation, and capital projects
- Ensure the presence of a vital, residence life and education program designed to support the academic success and personal growth of residents
- Recruit, hire, train, supervise, and evaluate up to 4 senior housing educators
- Responsible for the fiscal and budgetary management of the department; authorized expenditures from the overall \$32 million operating budget, designed funds, plant fund accounts, renovation, and repair accounts, and EBC bond monies
- Work collaboratively with university entities on public-private partnerships related to university housing
- Determine short-range and long-range strategic planning goals following university-wide plans and academic initiatives

#### Significant Accomplishments

- Spearheaded the construction of a new residence hall and program to MS State housing program as a collaboration and single-bedroom options for first-year students to open in fall 2025
- Directly supervised facilities, occupancy management, marketing, and communications, as well as residential education for extended periods
- Launched the one-stop-shop for MS State summer conference services experience

### **Associate Director, Residence Life**

**June 2010-July 2017**

### **Interim Director of Residence Life**

**June 2012-January 2013**

**Department of Housing and Residence Life, University of North Florida,**

**1 UNF Dr., Jacksonville, FL 32224**

*Public, 4-year regional institution of approximately 16,000 students, 3700 beds on campus*

- Responsible for direction and leadership in the daily operation of residence life areas for approximately 3000 students and 90 staff members in 18 buildings
- Recruited, hired, trained, supervised, and evaluated 3 mid-level Assistant Director, 1 administrative assistant, and indirect supervision of 6 live-in, entry-level staff members and 3 graduate students
- Served as lead housing and residence life conduct hearing officer based on educational philosophy, including sanctions from a written warning to housing contract removal, policy management, creation, review, and enforcement

- Oversaw administrative procedures, policies, and personnel for housing areas, including development and recruitment
- Coordinated and assessed departmental program and community development initiatives
- Facilitated departmental initiatives for academic affairs and faculty communication and engagement opportunities

**Significant Accomplishments**

- Created, developed, marketed, and enhanced academic, educational initiatives, and living-learning communities in collaboration with university colleges that include Brooks College of Health Living-Learning Community (LLC), Coggin College of Business LLC, Pre-Med LLC, STEM LLC community, and Gender Inclusive Housing theme housing programs
- Developed, coordinated, and assessed departmental programs and community development initiatives such as a residential tutoring program and implemented the Residential Curriculum program

**Assistant Director**

**February 2005-June 2010**

**Staff Training and Selection Coordinator**

**July 2003- February 2005**

**Dept. of Housing and Residential Education, University of North Carolina at Chapel Hill, CB# 5500, Chapel Hill, NC, 27599**

South Campus Communities - June 2007-June 2010

Apartments and Summer Operations – February 2005-June 2007

*Public, 4-year, Research I, ACC, flagship institution of approximately 26,000 students, approximately 10,000 beds on campus*

- Managed area of primarily first-year student communities of over 3500 students in 8 residence halls
- Established and maintained undergraduate and student family housing apartment communities of over 2000 residents in over 50 building facilities
- Hired, supervised, trained, developed, and evaluated up to 6 master's degree, professional entry-, and mid-manager staff members and functionally supervised 17
- Assessed, planned, implemented, and evaluated the needs of staff and students to create intentional, inclusive communities
- Managed summer operations for conferences and summer school residents including the coordination of facility, maintenance, guest billing, and housekeeping efforts for campus
- Advised Residence Hall Association campus-wide organization
- Coordinated chair search processes for full-time professional staff positions
- Developed a departmental recognition plan for student staff employees
- Assessed and evaluated selection, training, development, and recognition processes
- Served on-call crisis intervention with full decision-making authority for approximately 10,000 students

**Significant Accomplishments**

- Oversaw the department's student and professional staff recruitment, training and development, and student leadership development processes
- Developed a comprehensive recruitment, selection, training, development, and performance standards plan for over 10 student staff positions and 5 professional positions

**Area Coordinator, Eastridge Community**

**July 2000-June 2003**

**Department of Housing and Residence Life, Appalachian State University, PO Box 32111, 287 Rivers St., Boone, NC 28608**

*Public, 4-year regional institution of approximately 12,000 students, approximately 5,000 beds on campus.*

- Trained, supervised, evaluated, and provided professional development to 5-9 graduate resident directors and 34-64 undergraduate resident assistants in a residence hall community housing approximately 1200-2500 undergraduates
- Provided 24-hour crisis counseling with a weekly on-call rotation, for a campus housing approximately 5000 students
- Oversaw the management of Greek Housing communities in the area
- Assisted with the selection, orientation, and training of residence life staff in the residential community
- Actively promoted and assisted in the educational programming efforts in on-campus residence hall communities
- Managed and administered aspects of Summer conference housing operations

**Significant Accomplishments**

- Implemented, managed, and coordinated community-specific new judicial process for graduate staff
- Organized conference housing for approximately 4000 summer guests

**Residence Hall Director, Mysch and Hurst Halls**

**July 1997-June 2000**

**Office of Housing and Residence Life, Ball State University, North Dining Hall,  
Muncie, IN 47306**

*Public, 4-year regional institution of approximately 18,000 students, approximately 5,000 beds on campus.*

- Managed residence community for 426 traditional-age students in a co-educational environment, including hall council advising, hall desk operation, community occupancy management, adjudicated student discipline hearings, and sanctions
- Supervised and evaluated one graduate student/assistant residence hall director, 8 resident assistants, 1 administrative assistant, 12 desk assistants, and 8 residence hall ambassadors
- Freshmen Connections Learning Team Member with faculty and professional staff members
- Developed connections with the approximately 10 faculty members connected with first-year student courses
- In-hall room assignments coordinator to assign students and manage room change requests
- Implemented community-specific summer conference housing

**Significant Accomplishments**

- Oversaw hall programming for students under the Cardinal Living / Learning Community model and the Wellness model of development with the Fisher Institute for Wellness
- Worked with five learning communities each academic year to assist students in connecting their learning in the classroom with real-life learning environments
- Successfully chaired recruitment and selection of participants for the department's Resident Advisor positions

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**SELECT RECENT COMMITTEES AND CONSULTING EXPERIENCES**

Behavior Intervention Team (BIT)	August 2017-February 2025
Program Review Team, University of Tennessee-Knoxville, University Housing	March 2024-May 2024
Program Review Team, Colorado School of Mines, Residence Life, chair	Nov. 2023-Mar. 2024
Director of Student Counseling Services, search chair	July 2023 – Dec. 2023
MSU DSA Professional Development Committee	August 2019-May 2022
Adjunct faculty, HED 8113: Administration of Student Personnel Services in Higher Education, <i>Mississippi State University</i>	Spring 2020
Director of Disability Support Services, search chair	July 2020 – Dec. 2020

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**RECENT PROFESSIONAL AFFILIATIONS, LEADERSHIP, INSTITUTES, PRESENTATIONS, AND HONORS**

Association of College and University Housing Officers-International (ACUHO-I)	1995-Present
Program Committee	October 2024 - Present
Program Committee, Career Connections	January 2024 – June 2024
Nominations Committee, member	March 2022-June 2023
Leadership Academy, mentor	August 2021-May 2022
ACUHO-I/NASPA Certification Practice Analysis	April 2021-July 2022
National Training Institute of Housing Officers (NHTI), faculty	2016
National Association of Student Personnel Administrators (NASPA)	1996-1997, 2004-Present
NASPA Region III Mid-Manager Institute (MMI), participant	2005
Southeastern Association of Housing Officers (SEAHO)	2000-Present
SEAHO Fireside Chat, coordinator	2025
President (President-Elect and Past President)	February 2020-March 2023
Conference Coordinator, 2019 SEAHO Annual Conference	Feb. 2017-Feb.2020
SEAHO Regional-Entry Level Institute (RELI), faculty	2016
Director of the Year, Division of Student Affairs, Mississippi State University	May 2019

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**SELECT PRESENTATIONS AND PUBLICATIONS**

- Allard, D. with M. Hertlein and K. Wagner (2024, June). *A Fresh Perspective: Exploring a New Model for First Year Housing*. ACUHO-I Annual Conference, Milwaukee, WI.
- Allard, D. with Walicki, E.J. (2024, February). *Charting a Budgetary Journey in Housing*. SEAHO Annual Conference, Charleston, SC.