

David Hibbler, Jr., Ph.D.

Education

Doctor of Philosophy (Ph.D.): Curriculum and Instruction

University of South Florida, Tampa, FL (May 2020)

Master of Science (MS): Student Affairs in Higher Education

Colorado State University, Fort Collins, CO (May 2012)

Bachelor of Science (BS): Business Marketing

Butler University, Indianapolis, IN (May 2010)

Professional Experience

Executive Director of Housing & Residence Life, Associate Dean of Students

The University of Chicago

January 2023 – Present

- Serve as Chief Housing Officer (CHO) for a \$48M auxiliary enterprise supporting 4,500 undergraduate students, with oversight of a \$22M operating budget, housing strategy, and residential experience within a highly decentralized institutional environment.
- Lead a complex, integrated portfolio spanning housing operations, occupancy strategy, facilities, capital planning, and auxiliary retail (bookstore), aligning business operations with the university's academic and student experience mission.
- Directs a \$12.5M summer conference operation, optimizing bed-night utilization and expanding revenue strategies to maximize asset use during non-academic periods.
- Oversee 1.9M+ square feet across seven residence halls, partnering with Facilities Services on deferred maintenance, capital planning, and long-term asset strategy.

Organizational Transformation & Leadership Architecture

- Reorganized and professionalized a historically decentralized residential model, transitioning from a faculty-led structure to a comprehensive professional staffing model to improve consistency, accountability, and risk management across 48 residential communities.
- Designed and implemented a new leadership structure, introducing Community Directors, expanding Assistant Director functional roles, and creating Associate Director positions across Residence Life, Facilities, Operations, Occupancy, and Care & Community.
- Elevated senior leadership roles to full directors with defined strategic portfolios, shifting the organization from reactive operations to proactive, multi-year planning and performance accountability.
- Developed and implemented staff performance metrics within institutional systems within Workday, establishing clear expectations, accountability, and evaluation standards across all levels of the organization.
- Standardized the residential experience across 48 houses, reducing variability, strengthening alignment with institutional priorities, and mitigating operational and reputational risk.
- Strategically expanded central staffing and salary investments to support long-term sustainability, improve service delivery, and create defined career pathways, strengthening retention and organizational capacity.

Auxiliary Strategy, Vendor Transformation & Retail Operations

- Led strategic auxiliary and retail transformation initiatives through competitive RFP processes, improving operational performance, customer experience, and alignment with institutional priorities.
- Directed the transition and renovation of campus retail and dining spaces to create more integrated, experience-driven environments supporting community engagement and brand identity.

Growth Strategy, Capital Planning & Institutional Alignment

- Lead housing strategy in support of institutional enrollment growth from 7,500 to 9,000 undergraduate students by 2030, expanding housing capacity from 4,573 to 5,483 beds through new development and long-range planning.
- Oversee development of a new 1,100-bed residence hall, including a 22,000 sq. ft. dining facility and 22,000 sq. ft. fitness center, aligning capital investment with enrollment growth and student experience priorities.
- Implement interim capacity strategies, including master leasing of off-campus housing, making deliberate financial tradeoffs to maintain the undergraduate residential experience and mitigate institutional and reputational risk.

Enterprise Leadership & Institutional Impact

- Supervise an organization of 300+ staff, including senior leadership (3 directors), (30) professional staff, and 100+ unionized employees, driving performance, alignment, and culture across a multi-layered workforce.
- Navigate complex stakeholder environments across academic leadership, student affairs, finance, and facilities, aligning priorities and advancing initiatives without direct authority across all units.
- Provide executive leadership in crisis management and student support, including large-scale incident response and mental health coordination within residential and campus environments.

Director of Residential Education

University of South Florida

April 2022 – January 2023

- Advanced the mission of student success by strategically engaging over 6,400 residents through a nationally recognized residential curriculum.
- Collaborated with staff and campus partners to enhance the living-learning experience.
- Supervised 27 full-time staff and 200 student employees; managed a budget of \$7.2 million.
- Provided strategic leadership for residential life and academic initiatives, supported student safety and community development.

Title IX Investigator

University of South Florida

March 2017 – January 2023

- Resolved complaints of sexual misconduct, harassment, and protected class discrimination involving undergraduates, graduates, and employees.
- Conducted thorough investigations, drafted detailed reports, and ensured compliance with federal Title IX guidelines.

Associate Director for Residential Education

University of South Florida

June 2018 – March 2022

- Supervised 3 Area Assistant Directors and 16 Residence Life Coordinators; provided leadership for Residential Education programs.
- Managed the programming budget and strategic visioning for the department.
- Served on crisis management teams and acted as the acting director in the absence of the Director for Residential Education.

Assistant Director for Residential Education

University of South Florida

July 2016 – June 2018

- Managed housing operations for approximately 2,500 students, including crisis management and technical troubleshooting.
- Supervised Residence Life Coordinators, Graduate Assistants, and Resident Assistants; collaborated with various Housing units.

Residence Life Coordinator, Senior

University of South Florida

July 2014 – June 2016

- Managed a residential complex with 634 residents; served as the Manager on Call for a community of 5,500 students.
- Coordinated Living-Learning Communities and advised on community-wide programming.

Residence Life Coordinator

University of South Florida

July 2012 – June 2014

- Oversaw daily operations of a residential complex; supervised Resident Assistants and Graduate Assistant Residence Life Coordinator.
- Adjudicated student conduct cases and managed community development initiatives.

Honors and Awards

ACUHO-I Outstanding Mid-Level Professional (June 2019)

Ric Baker Advisor of the Year, Residential Life & Education, *University of South Florida*, (April 2013)

Black/African American Cultural Center Dawn Pearson Outstanding Graduate Student, *Colorado State University*, (April 2011)

Affiliations

National Housing Training Institute (Summer 2015)

Association of College and University Housing Officers-International (Fall 2012)

American College Personnel Association (Fall 2014)

National Association of Student Personal Administration (Fall 2010)

Alpha Phi Alpha Fraternity, Incorporated (Fall 2007)

Board Membership

Hibbler

Elm Ridge At Oak Creek Neighborhood Board of Directors

President: February 2020 – October 2023

Board Member November 2023 – Present

- Led a comprehensive assessment of community assets and long-term capital needs, informing a strategic increase in association fees to ensure financial sustainability and address deferred maintenance.
- Built stakeholder alignment among homeowners by communicating financial tradeoffs, long-term risk, and investment strategy, resulting in adoption of a forward-looking financial model.

Butler University Alumni Board of Directors

July 2025 – Present