

Kathryn Kay Coquemont, Ph.D.

Education

The University of Utah, Salt Lake City, Utah

Doctor of Philosophy (Ph.D.): *Educational Leadership & Policy*

The University of Georgia, Athens, Georgia

Master of Education (M.Ed.): *College Student Affairs Administration*

The University of Georgia, Athens, Georgia

Bachelor of Journalism with Honors (A.B.J.): *Broadcast News*

Minors: *French, Religion*

Studied abroad at Cambridge University and Oxford University in the U.K.

Professional Experience

Salt Lake Community College

Salt Lake City, UT

Associate Vice President for Student Success

July 2019-present

- Implement strategic change and care for students so they can find academic and personal success, while supporting staff and faculty to do the same through their respective roles
- Manage 7 departments with approximately 250 staff in the areas of Academic Advising, Career and Employment Services, TRiO Programs, Student Life and Leadership, Orientation and Student Success, Thayne Center for Service and Learning, and the Office of Diversity and Multicultural Affairs
- Plan and implement institutional retention and completion efforts and strategies to close the completion gap for historically underrepresented populations (students of color, first-gen students)
- Co-chair the institutional Pathways collaborative work team, comprised of approximately 40 deans, faculty, and administrators to create integrated communities to better support student success
- Collaborate regularly with Development to support donor relationships and private gifts and grants
- Investigate and support strategic changes/updates to institutional technologies and platforms such as Hobson's Starfish, OrgSync, Handshake
- Co-lead the planning of Points of Pride, the annual Student Affairs staff recognition and celebration
- Serve on the President's Senior Leadership Team, President's Leadership Institute, Student Affairs Leadership Team, President's Committee for Inclusivity and Equity, President's Call (with Student Leaders), College Planning Council, Institutional Analytic Strategy Committee, Competency-Based Education Implementation Team, Joint Academic Student Affairs leadership team, Student Center Masterplan Steering Committee, the LGBTQ+ Steering Committee, and the Undocumented Student Resource Committee

Assistant Vice President for Student Development

November 2017-June 2019

- Managed 5 departments with approximately 200 staff in the areas of Academic Advising, Disability Resource Center, Career and Employment Services, TRiO Programs, and the Office of Diversity and Multicultural Affairs
- Created TRiO 5-year strategic plan to increase the grants serving first-generation, low-income students
- Advocated and served as a leader within the institutional budget process and serve as the fiscal steward for downstream budgets of approximately \$7 million
- Supported the strategic planning and implementation of an institutional Pathways initiative to promote student retention, success, and transfer to four-year institutions
- Co-led the Access U program, a bridge program from Salt Lake Community College to the University of Utah
- Co-led the planning of the Student Affairs Summer Conference for the Division
- Served on the President's Senior Leadership Team, President's Committee for Inclusivity and Equity, the Student Affairs Leadership Team, College Coordinating Council, LGBTQ+ Steering Committee, Joint Academic Student Affairs leadership team, and institutional collaborative work teams
- Supported the development and creation of the SLCC Dream Center, the SLCC Gender and Sexuality Student Resource Center, the First-Gen Celebration, and Women's History Month programming

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Professional Experience (continued)

University of Utah

Director of New Student & Family Programs

Director of Orientation

Salt Lake City, UT

July 2014-October 2017

February 2012-July 2014

- Managed 7 teams with approximately 125 members
- Developed and managed budgets of approximately \$2 million
- Implemented large-scale University programs to support the first-year class of approximately 3,600 new students, the transfer class of approximately 2,300 new students, and parents of new students
- Strategically grew parent Orientation engagement by 70.4% from 2013-2016 (724 to 1234 participants)
- Led only mandatory summer intervention (Orientation) to decrease summer melt from enrollment deposit to new, fall-enrolled student from 18.7% in 2015 to 15.6% in 2016
- Created the Transfer Student Experience serving 4,300 students annually through weekly workshops, peer mentors, Crimson Transfer Honor Society, monthly newsletters, & scholarships
- Created 3 extended Orientation programs (Swoop Camps) with outdoor recreation and traditions foci
- Developed & facilitated Campus Life Mentors program with first-year, transfer, Honors, veterans, and women's groups, impacting 563 students annually
- Created NODA-award winning Picture Your First Year program
- Created and facilitated Welcome Week, including the New Student Welcome with the President, First-Year Class Photo, Transfer Swag Swap, Community Engagement Pledge Drive, kick-off event, and receptions for out-of-state, transfer, & deferred students
- Directly supported the Parent Association and the creation of an endowment for student scholarships
- Oversaw Parent & Family Weekends, Moms & Dads programs, Parent Welcome, and Parent & Family Orientations, which served 2,100 parents annually
- Created new diversity & inclusion initiatives including Spanish-language Parent & Family programs, Women in Motion, program fee waivers for low-income students, 9-hour training all staff members complete, gender-neutral travel policies, financial policies inclusive of undocumented students, campus tours & videos accessible to all abilities, & 40% increase in staff of color from 2012 to 2017
- Led quantitative and qualitative assessment and data collection of all programs, processes, and staff
- Managed University publications (Undergraduate Bulletin, Parent Handbook, Parent Calendar)
- Supported and collaborated daily with campus partners, community members, and corporate sponsors
- Oversaw website, social media, newsletters (first-years, transfer, parents) and marketing presence
- Managed the University's National Student Exchange process of matching, orienting, and assessing
- Served on leadership team to develop Sophomore Rise and Advance Registration initiatives
- Chaired Second-Year Experience, Leadership Studies Advisory, & College Coordinator Committees
- Served on the Presidential Commission on the Status of Women, Strategic Enrollment Management and Retention Team, Academic Appeals Committee, University Strategic Enrollment Management Task Force, Orientation Task Force Deferment & Leave of Absence committee, University Academic Advisors Committee, Human Resources Student Employee Committee, Undergraduate Student Success Committee, Student Leadership Awards Committee, Student Affairs Diversity Committee, Student Affairs Assessment Committee, LEAP Learning Community Policy Board, Academic Registration Committee, and University Integrated Systems Team

Instructor of Leadership Studies

February 2012-present

- Taught in the Leadership Studies academic minor, including LDRSP 2020, 3960, 4100, and 4750
- Developed syllabi templates for LDRSP 2020, 3960, 4100, and 4750 and trained Instructors

Director of Leadership Development

February 2012-July 2015

- Increased participants in leadership programs by 1,750% from 40 in 2012 to 700 in 2015
- Created and implemented all leadership programs, including the Learning to Lead conference, Leadership Workshop Series, Peer Mentor Institute, ULEAD, the U of U Leadership Awards, Undergraduate Leadership Interns, the LeaderShape Institute, and the Leadership Newsletter
- Coordinated biannual, campus-wide student involvement fair (PlazaFest), serving 200 organizations
- Supported Resident Assistant and Leadership Living Learning Community of 25 residents
- Oversaw the academic minor in Leadership Studies, including instructor selection and training
- Created and developed the University of Utah Women's Leadership Summit with over 300 participants
- Managed \$100,000 budget and raised over \$20,000 to fund the 2015 Women's Leadership Summit

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Professional Experience (continued)

University of Utah

Salt Lake City, UT

Student Affairs Leadership Team (SALT) Fellow

July 2014-July 2015

- Served on Vice President of Student Affairs' leadership team
- Planned and facilitated Student Affairs Directors' overnight retreat and monthly meetings
- Led University-wide special projects and initiatives including relationship development with student groups of color, allocation of student travel scholarships, and campus safety lighting projects

Georgetown University

Washington, DC

Director of New Student Orientation (NSO)

August 2009-February 2012

Assistant Director of Student Programs

August 2009-February 2012

- Directed annual freshman, transfer, and family orientations for 1800 students and their families
- Supervised 4 professional staff members and approximately 250 student leaders
- Served as a free speech moderator to ensure free speech & safe protests at controversial events with Ann Coulter, Michael Moore, Karl Rove, President Obama, President Clinton, Secretary Clinton, etc.
- Managed the publication of the New Student Guide, Parent & Family Blog, and new student mailers
- Implemented Pluralism in Action, a robust diversity dialogue for incoming students
- Supported 7 pre-orientation programs focused on international students, leadership, social justice, faith development, underrepresented populations, academic preparation, and outdoor education
- Managed an annual budget of approximately \$400,000 from fees and sponsor and alumni support
- Assessed programs and staff development by creating learning objectives, outcomes and assessments
- Advised over 45 undergraduate & graduate student groups, including the Freshman Class Committee
- Advised the Lecture Fund, which approves, programs, and funds speaking engagements at Georgetown
- Managed new club development & group registration processes and advised the Graduate Student Organization, which advises and funds all graduate student groups
- Managed the reservation process for multiple programming spaces, conference rooms, and resources
- Planned and facilitated multi-day student leadership retreats, trainings, and workshops
- Managed the creation of a new NSO website and all content updates
- Chaired Georgetown University Orientation Advisory Committee and Pluralism in Action Committee
- Served on Student Affairs Strategic Planning Team, Georgetown Day Committee, Coalition Against Sexual Assault, First Year Experience Working Group, Graduate Student Life Working Group, Parent Communications Working Group, & New Student Move-In Working Group

Co-Coordinator of R.U. Ready?

August 2009-February 2012

- Co-planned sexual assault education for 200 students and faculty/staff
- Co-trained the student and staff facilitators for R. U. Ready?
- Co-trained and co-advised the Sexual Assault Peer Educators throughout the academic year

Co-facilitator of A Different Dialogue: Intra Communities of Color

July 2011-February 2012

- Co-facilitated weekly intergroup dialogue to critically examine dynamics among communities of color
- Co-created course description and syllabus

Student Neighborhood Assistant Program (SNAP) Conduct Officer

August 2010-February 2012

- Patrolled off-campus areas to assist students & respond to neighbor concerns about student conduct
- Worked with DC Police to respond to issues and complaints, including as a first responder to sexual assault, alcohol or drug abuse, mental health or self-harm concerns, bias incidents, and violence

Washington Internship Institute

Washington DC

Adjunct Faculty

August 2011-January 2012

- Created syllabus to support the internship experience and professional development of 20 students
- Taught weekly undergraduate lectures for a 3-hour credit course

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Professional Experience (continued)

Accenture

Atlanta, GA

Analyst, Business Consulting Workforce

August 2005-July 2007

- Created and facilitated corporate training programs for clients such as Bank of America & BellSouth
- Served as communication lead among international business teams, consulting teams, and clients
- Led assessment efforts by collecting and analyzing feedback and creating need assessments
- Coached clients to own methodology and processes introduced to them by the consulting team, ensured smooth transition of responsibilities and tools
- Developed process workflows, system requirements, business processes and methodology
- Managed personal travel and expense budget of approximately \$72,000 annually

Professional Service

NASPA, Student Affairs Administrators in Higher Education

Fall 2008-present

Chair of 2019 Western Regional Conference

Fall 2018-present

- Chaired committee of 30 NASPA leaders to create and facilitate a four-day professional development conference for approximately 1,000 participants
- Created and managed budget to generate annual revenue for Regions V and VI of NASPA

Annual Conference Engagement Committee Member

Spring 2017-present

- Aided in programing, communications, and engagement opportunities for conference attendees
- Supported conference volunteer opportunities coordination and training and recognition of volunteers

Region V Board Member

Summer 2016-present

- Served as the Utah State Representative and led Institutional Representatives
- Created sense of belonging for Utah members through communications and events

NASPA Undergraduate Fellows Program (NUFP)

Spring 2013-present

- Served as a mentor to 6 undergraduate students from historically marginalized populations who are pursuing a career in Student Affairs
- Coordinated overall University of Utah program for all NUFP mentors and mentees during 2015-16

Center for Women, Board Member

October 2012-March 2017

- Created and supported programming and advocacy to help women excel in Student Affairs
- Served on Policy & Climate, Outreach, Strategic Planning, and Scholarship & Recognition Committees
- Mentored women professionals via *Candid Conversation* program

Asian Pacific Islander Knowledge Community (APIKC),

January 2015-March 2017

Mentoring Program Co-Coordinator

- Coordinated mentee/mentor matching process and provided information related to the program
- Created quarterly mentoring newsletter for the APIKC

2016 Western Regional Conference, Major Speakers Chair

May 2016-November 2016

- Served as a committee member for overall conference planning
- Coordinated 3 keynote speakers and opening ceremony to honor and include local Duwamish people

2016 Dugy Leadership Institute, Faculty member

February 2016-July 2016

- Served as faculty for the five-day leadership institute for students from marginalized identities
- Focused on growing cultural competencies, leadership skills, and technical skills for career preparation

2014 Western Regional Conference, NUFP Institute Co-Chair

Spring 2013-Fall 2014

- Served as a committee member for overall conference planning
- Planned and facilitated NUFP Institute for approximately 100 participants

National Conference on Race and Ethnicity (NCORE), a production of the University of Oklahoma Outreach.

Journal Committed to Social Change on Race and Ethnicity

Spring 2019-present

- Serve as reviewer to critically examine manuscripts submitted to JSCORE
- Provide recommendation and feedback regarding publication in and fit with the mission of JSCORE

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Professional Service (continued)

NODA, Association for Orientation, Transition, & Retention in Higher Education *Fall 2007-present*

NODA External Review Program, Consultant

Spring 2018-present

- Provide recommendations (strategies, tactics, and program design) to clients for increased effectiveness and organizational engagement via orientation, transition and retention practices
- Assess organizational strengths while identifying opportunities for rejuvenation and change through conference calls, site visits, and creation of final reports

Diversity & Inclusion Ad Hoc Committee Chair

Spring 2016-Summer 2017

- Led inaugural committee in diversity & inclusion strategic planning regarding education, membership & leadership diversification, and intentionality & transparency of increased inclusiveness
- Conducted diversity and inclusion audit for the Association around diversity and inclusion
- Developed a set of immediate and long-term recommendations regarding future directions

Leadership Development Committee Chair

Spring 2012-Fall 2014

- Led inaugural committee and reported to the Board regarding leadership development of members
- Created matrix of necessary skills for each NODA leadership position
- Managed the development of the Leadership Spotlight in the NODA Newsletter, the re-creation of a leadership orientation, the volunteer recognition initiative, and the NODA mentor program

Region 3 Conference Chair

Spring 2013-Spring 2014

- Led a team of 10 conference committee members to plan and facilitate a regional conference
- Created budget for conference and increased revenue for Association
- Reached record attendance for a Region 3 NODA conference

Region 8 Coordinator

Spring 2010-Spring 2012

- Served on the Board of Directors to represent the interests of Region 8 (PA, NJ, MD, DE, WV, VA, DC)
- Served on the NODA Marketing Committee as a co-developer of the New Member Online Orientation and led the creation of a social media communications policy
- Appointed and led the State Coordinators of region 8 to provide state programming & communications
- Supported the Regional Conference by selecting hosts & ensuring policies & procedures were followed

Region 8 Conference Planning Committee

Fall 2010-Spring 2011

- Led committee to manage the awards process
- Managed the marketing and communication of the conference to members

Publications

Antunes, A. C., Connor, R., Coquemont, K. K., Folau, K., Martin, A., Todd, L., & Parker, L. (2016). Chapter Four: The Utility of “The Space Traders” and Its Variations as CRT Teachable Moments. In Ladson-Billings, G., & Tate, W. (Eds.). *Covenant keeper: Derrick Bell’s enduring education legacy*. New York: Peter Lang.

Coquemont, K. K. (2016). Issue of Ethics, Justice, and the Common Good in Critical Leadership. In Dugan, J. P., Turman, N. T., Barnes, A., & Torrez, M. A. (Eds.). *Leadership theory: A facilitator’s guide for cultivating critical perspectives*. San Francisco, CA: Jossey-Bass.

Kathryn Kay Coquemont, “Identity, Intersection, and Collision,” *Feminists in Student Affairs* (blog), August 18, 2016, <https://studentaffairsfeminists.wordpress.com/2016/08/18/identity-intersection-and-collision/>.

Squire, D. D., & Coquemont, K. K. (2019). Expanding Possibilities through Anti-Oppressive Orientation, Transition, and Retention Programming. In J. Ward-Roof & J.M. Mastrogiovanni (Eds.). *Building successful foundations: Best practices in orientation, transition, and retention*. Minneapolis, MN: NODA – Association for Orientation, Transition, and Retention.

Professional Speeches & Presentations

NCORE, Portland, OR

May 2019

- Panelist, *Breaking the Black/White Binary, a Town Hall*

ACPA Webinar

March 2017

- Panelist, *Impacts of Negotiating Multiple Identities*

NASPA Western Regional Conference, Seattle, WA

November 2016

- Presenter, *Considering Intersecting Identities and Women’s Leadership*

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Professional Speeches & Presentations (continued)

NASPA Annual Conference, Indianapolis, IN	March 2016
- Presenter, <i>Understanding Women's Leadership: Intersecting Identities</i>	
Asian American Student Association High School Conference, University of Utah	February 2014
- Keynote Speaker, <i>Alliances and Advocacy Fatigue</i>	
Student Leadership & Mentoring (SLAM) Conference, Utah Valley University	February 2014
- Keynote Speaker, <i>Transformative Mentoring</i>	
Student Equity and Diversity – Plugged In, University of Utah	October 2013
- Keynote Speaker, <i>Mischief Managed: The Magical World of Leadership</i>	
Leadership Forum, Utah Domestic Violence Council	June 2013
- Keynote Speaker, <i>Importance of Community Leadership</i>	
NODA Annual Conference, San Antonio, TX	November 2013
- Presenter, <i>NODA Leadership & You</i>	
- Presenter, <i>Establishing Balance</i>	
- Panel Member, <i>Seasoned Professionals Panel</i>	
Asian American Student Association program, University of Utah	January 2013
- Keynote Speaker, <i>Asian Americans' Responsibility As Allies</i>	
NODA Annual Conference, Las Vegas, NV	November 2012
- Presenter, <i>NODA Leadership & You</i>	
NODA Annual Conference, New Orleans, LA	November 2011
- Presenter, <i>Beyond Speakers and Skits: Sustainable Sexual Assault Education</i>	
- Presenter, <i>Is Bigger Better? The Spirit, Service, and Soul of a Large Student Staff</i>	
Women Administrators in Higher Education (WAHE) Conference, Washington, DC	2011
- Presenter, <i>Their Stories: The Unique Experiences of Women of Color in Higher Education</i>	
NODA Annual Conference, St. Louis, MO	November 2010
- Presenter, <i>SuperAdvising: Explore the Balance of Supervising and Advising</i>	

Awards and Recognition

President's Award, NODA	2017
Outstanding Mid-Level Professional, NASPA, Region V	2017
Catalyst Grant Award, NODA	2017
Outstanding Orientation, Transition & Retention Professional Award, NODA, Region 3	2017
Pursuit of Inclusion Award, University of Utah	2016
Outstanding Mid-Level Professional, NASPA, Utah	2016
Equity & Diversity Award for Sustained Contributions, University of Utah	2016
Innovative Program Award, NODA, Region 3	2015, 2014
AASA Outstanding Individual of the Year, University of Utah	2013
Showcase Educational Session Award, NODA, Region 8	2011
University Union Advisor of the Year, University of Georgia	2009
Outstanding NODA Intern, NODA	2008

Training & Skills

Antidiscrimination Response Training	Spring 2017
Social Justice Training Institute graduate (SJTI)	December 2011
French language skills	Conversational-level