

# **GREGORY V. WOLCOTT, Ed.D.**

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## **EDUCATION**

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### **Doctor of Education**

International and Multicultural Education

May 2006

- Dissertation: Critical Reflections of College Sophomores about Preparation and Persistence during their Freshman Year
- Outstanding Research Award, National Orientation Directors Association (October 2006)
- Outstanding Doctoral Student Award, School of Education, USF (May 2006)
- Dean's Merit Scholar, School of Education, USF (2005-06)

**University of San Francisco**

**San Francisco, CA**

School of Education

### **Master of Education**

College Student Personnel

June 1999

- Seminar Paper: Benefits of Fall Orientation Programs

**Ohio University**

**Athens, OH**

College of Education

### **Bachelor of Arts**

English

August 1997

**Ohio University**

**Athens, OH**

College of Humanities and Arts

### **Bachelor of Science**

Education

August 1995

**Ohio University**

**Athens, OH**

College of Education

## **PROFESSIONAL EXPERIENCE**

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### **Associate Vice President for Student Success**

Division of Student Affairs

Aug 2018-Present

**San José State University**

**San José, CA**

Supervisor: Patrick Day, Vice President for Student Affairs

Serve as senior student affairs officer to foster the success and graduation of SJSU students.

Responsibilities and highlights:

- Manage, plan, and evaluate the Asian Pacific Islander/Desi American Student Success Center, Black Leadership & Opportunity Center, Centro Chicax/Latinx Student Success Center, Educational Opportunity Program, Guardian Scholars Program (former foster youth), New Student and Family Programs, Precollege Programs, and TRIO Programs
- Supervise dissemination of work responsibilities, priorities, training, and personnel development for 30 professional staff and 200 student employees; write and distribute performance evaluations and mentor staff to achieve peak performance
- Manage \$4 million-dollar unit including stateside, fee based, and trust funding
- Direct the undergraduate orientation process for over 8500 new students from intent to enroll through matriculation, resulting in 90% frosh and 85% transfer yield rate

- Increased four-year graduate rates for frosh from 11% to 30% by partnering with Academic Affairs on student success initiatives and academic interventions
- Lead the SJSU Parent and Family Program, initiating the first Family Advisory Board of 18 parent volunteers, facilitating Parent and Family Weekend with over 1,000 participants, and launching online parent portal resulting in over 10,000 users
- Increasing by 25% the participation of historically underrepresented students in a creative new mentoring program called Spartan Village
- Conduct assessment across Student Success departments, including reviewing student-level data, conducting focus groups with parents, students, faculty, staff, administrators, and community partners, and analyzing climate surveys
- Create and administer early alert systems to survey and track student experiences related to academic success, sense of belonging, mental health, equity gaps, and persistence
- Develop strategies with Institutional Research to collect data, evaluate retention efforts, analyze retention data, and improve graduation and retention rates
- Identify the service needs of transitioning students, with special focus on underrepresented, first gen, Pell eligible students to remove administrative barriers and provide resources
- Ensure exceptional customer service and timely responses on matters related to the needs of prospective and current students and parents
- Serve on university and divisional committees, including VPSA Council, Student Affairs Leadership Team, Academic Senate (Instruction and Student Affairs, Student Success), Racial Justice and Equity, Orientation Advisory Team, Strategic Enrollment Management Steering Committee, Spartan Connect/EAB Steering Committee, New Student Convocation, and the Academic Advising Steering Committee

**Director, New Student and Family Programs**

Division of Student Affairs

February 2017-Aug 2018 (promoted 8/18)

President

**San José State University**

San José, CA

Supervisor: Dr. Debra Griffith, Associate Vice

Served as member of the Transition and Retention Services Team and supervised signature initiatives of New Student and Family Programs including:

- Planned and developed comprehensive Frosh and Transfer Orientation program working with student and academic affairs departments to serve over 4600 frosh and 4300 transfers. Program evaluation results indicated CAS standards were met at 85<sup>th</sup> percentile or higher.
- Implemented Parent Orientation for new students serving over 2000 parents/family members
- Directed the creation and activities of the Family Advisory Board
- Managed programming in support of Parent and Family transitions and engagement including Parent and Family Weekend, e-newsletters, website, and social media
- Supervised three professional staff and provided guidance for 40 orientation leaders
- Administered \$1 million student/parent fee-based orientation budget
- Developed relationships with campus partners to foster an inclusive environment, leading to the creation of a Spanish Orientation for parents/families and affinity-based programming in collaboration with our cultural centers

**Assistant Vice Provost for Student Engagement**

Division of Student Life

July 2011-January 2017

**University of San Francisco**

San Francisco, CA

Supervisor: Julie Orio, Vice Provost for Student Life

Served as member of Divisional Core Team and supervised eight functional areas in the division, including Career Services, Cultural Centers, ASUSF Senate, Graduate Student Services, New Student Orientation, Greek Life, and Student Leadership and Engagement with 30 professional, graduate, and student staff. Highlights included:

- Led various co-curricular programs including campus activities, career and leadership development, spirit and traditions, and student organizations
- Developed policies governing student activities, student organization adjudication, fundraising, protests, posting, event promotion, and University Center facilities
- Coordinated new student programs, including USF 101 freshman seminar course, HESA Open House and Preview Days, New Student Orientation and Welcome Weekends
- Marketed on-campus events to students via e-newsletters, flat screen technology, and swipe-card technology at events to incentivize participation through Student Rewards Program
- Supervised staff and programs of the Intercultural Center and Gender and Sexuality Center
- Served as advisor to the ASUSF Senate and Graduate Student Senate
- Cultivated internship and practica opportunities for graduate students in the Higher Education and Student Affairs (HESA) master's program in collaboration with Department of Organization and Leadership chair and faculty. Increased cohorts from 10 to 30 and doubled the number of graduate internships in five years
- Led graduate intern training program and performance appraisal process
- Initiated the campus-wide Dons Helping Dons Mentorship Program through Career Services, matching undergraduate students and alumni through LinkedIn
- Served as Interim Director of the Intercultural Center (March-July 2011; July-December 2014), directing IC operations, staff, and programs, including Creating Community Retreat and graduation ceremonies (API Grad, Latin@ Grad, Lavender Grad, and Vizuri Kabisa)

**Director, Student Leadership Engagement**

Division of Student Life

January 2007-July 2011 (promoted 7/11)

**University of San Francisco**

San Francisco, CA

Supervisor: Dr. Christina Sanchez, Associate Dean

Led all aspects of the SLE department, including program development and delivery, personnel management, professional development, and budget management. Supervised student leadership programs, new student programs, student government, clubs and organizations, Greek Life, family programs, vendor program, and resource center management. Highlights included:

- Created mission and goals for department and led staff in strategic planning.
- Conducted research and benchmarking. Evaluated program and service effectiveness to assess how departmental programs impacted student development, learning, and success
- Designed and implemented a comprehensive student leadership program, using the Social Change Model of Leadership to inform curriculum design

- Directed on-going leadership development and training programs for student leaders (e.g., skill building, goal setting, transition workshops). Met regularly with student leaders to enhance active participation, communication, and collaboration
- Managed financial resources for department and ASUSF (\$1 million annually) and co-advised the Finance Committee
- Led the implementation of New Student Orientation programs with the Division of Academic and Enrollment Services and Academic Colleges. Co-chaired the Orientation-Advising-Registration Committee. Chaired the Housing Move-In Day Committee
- Won Team Merit Award for creating the Welcome Weekend Program, which recognized the city as an educational partner and extended orientation activities into the fall semester

**Associate Director, Student Involvement**

Division of Student Affairs  
February 2004-January 2007

**San José State University**

San José, CA  
Supervisor: Meredith Moran, Director

Supervised Orientation and Transition program area, including Student and Parent Orientation, Welcome Week programming, and other first-year initiatives. Assisted director with overall management of programs, services, and staff, including fraternity and sorority life, leadership, new student orientation/convocation, and student organizations. Highlights included:

- Created goals and learning outcomes for New Student Orientation based on CAS
- Led orientation program delivery, budget management, and negotiation with campus constituents such as faculty, deans, and staff
- Created specific parent orientation programs to serve first-generation families, including First Year Transition Guides and translation of orientation materials into Spanish
- Coordinated professional staff recruitment, hiring, orientation, and training for entire department
- Supervised two program coordinators and two administrative support coordinators
- Led the student organization recognition process, and coordinated the Student Organization Fair and Student Organization Leadership Conference
- Provided administrative guidance to the Associated Students (A.S.) Officers and Board of Directors, including the provision of historical information and precedents from previous years
- Led training program to enhance the effectiveness of student government, including conflict management, Robert's Rules, committee facilitation, group dynamics, and budget development
- Advised the A.S. Rules Committee, A.S. Finance Committee, and A.S. Election Board, overseeing all aspects of the election logistics, verification of election results, candidate orientation, election programs and events, and supervision of election board members
- Appointed as University President's designee to confirm students' eligibility for student government and committees; consulted with Director and the Vice President for Student Affairs on A.S. matters and adjudication

**Coordinator of Orientation, Student Involvement**

Division of Student Affairs  
January 2001-February 2004 (promoted 2/04)

**San José State University**

San José, CA  
Supervisor: Meredith Moran, Director

Responsible for management of freshman and transfer orientation program for 2400 freshmen, 2000 transfers, and 1000 parents annually. Guided program development, publicity, scheduling, registration, student leader recruitment/training and budget management. Taught UNVS 199 leadership course each spring semester. Highlights included:

- Led the campus-wide process to redesign the orientation and advising program for new students. This resulted in the creation of a mandatory, overnight freshman orientation program supported by a CSU mandatory fee
- Coordinated advising programs for 2000 transfer students in cooperation with college deans and administrators
- Marketed orientation programs to students, parents, faculty, and staff
- Chaired the campus-wide Orientation Advisory Team, which created a collective strategy to meet the goals of the student affairs division and schools/colleges
- Coordinated scheduling of all events and negotiated contracts with Student Union, University Housing, Catering, University Police, and other university departments as needed
- Facilitated orientation leadership training program and supervised staff of 25 orientation leaders, five office staff members, and one graduate intern
- Managed orientation budget of over \$400,000 annually
- Conducted program assessment using CAS Standards, participant surveys, and campus feedback

**Coordinator of Orientation and Parent Programs**

Dean of Students Office, Division of Student Affairs  
June 1999-December 2000

**Virginia Tech**

Blacksburg, VA

Supervisor: Tom Brown, Associate Dean

Coordinated orientation programs for 4500 freshmen and 1000 transfer students. Programs included advising and registration of all new students. Taught three-unit leadership/training course for Orientation Leaders. Highlights included:

- Fostered opportunities for student and academic affairs collaboration
- Coordinated meetings and activities of the campus-wide orientation management team
- Supervised one administrative assistant, one practicum student, and one graduate associate
- Coordinated the selection, hiring, and training of 25 Orientation Leaders
- Coordinated publication of the *Hokie Handbook*, the university's student handbook
- Coordinated *Parents of the Year Award* and *Parents' Day* program
- Participated in Dean of Students programming such as Celebration of Diversity, Black History Month, Deaf Awareness Week, and Sexual Assault prevention programs
- Member of on-call rotation for emergency response and student advocacy

**TEACHING EXPERIENCE**

**USF 101 Freshman Seminar Program**  
Co-Director, USF 101 – Exploration USF

**University of San Francisco**  
2015-2017

- Managed all aspects of course delivery (24 sections and 250 students) including curriculum design, learning outcomes, budget, instructor development, and co-curricular programming
- Taught one section of USF 101 – Exploration USF (Fall 2015)
- Co-led collaborative effort between academic and student affairs to create freshman seminar program incorporating university mission and values and new student transition concepts

**Counselor Education Department**

Adjunct Faculty  
EDCO 266: Education and Career Planning

**San José State University**

San José, CA  
Spring 2015; Fall 2015

- Led class of 30+ graduate students pursuing master’s degree in counseling
- Course provided knowledge and skills necessary for individual career counseling as well as program development that supports educational and career planning
- “Story” presentations showcased diversity and personalized application of theories

**National Orientation Directors Association Conference**

Faculty Member, Orientation Professionals Institute

**Boston, MA**

October 2008

- Co-taught institute for 50 new orientation professionals from across the U.S. and Canada
- Led modules on navigating campus realities, conducting staff training, and designing orientation programs

**Anthropology Department**

Adjunct Faculty/Co-Instructor with Dr. William J. Reckmeyer  
ANTH 187 Leadership, Culture, and Change

**San José State University**

San José, CA  
Fall 2005, Fall 2006

- Co-taught leadership course for 25 advanced leaders (Associated Students, Greek Life)
- Led lectures and simulations to foster understanding of leadership concepts, application of leadership theories, and development of practical skills

**University Studies**

Adjunct Faculty/Instructor  
UNVS 199 Orientation Leadership Studies

**San José State University**

San José, CA  
Spring 2001, 2002, 2003, 2004, 2005

- Instructed three-unit leadership course of 40 students on topics such as leadership theory and practice, group dynamics, facilitation skills, and diversity awareness

**University Studies**

Instructor  
UNVS 2984: Leadership Skills for Peer Educators

**Virginia Tech**

Blacksburg, VA  
Spring 2000

- Taught leadership class for 25 orientation leaders focused on leadership development, campus history and traditions, and facilitation skills for discussions on diversity

Instructor

UNVS 1704: First Year Experience Seminar

Fall 1999, Fall 2000

- Taught weekly class sessions for freshman seminar course of 20 first-year students

- Facilitated first-year students' adjustment in classroom setting through the introduction of problem-solving skills, career planning and exploration, and self-assessment instruments.

**Higher Education and Student Affairs**

Co-Instructor with Dr. Victoria Guthrie

EDCP 5201: Foundations in Professional Practice in College Student Personnel

**Ohio University**

Athens, OH

Fall 1998

- Co-instructed foundations class for first quarter graduate students focusing on transition, theory, and reflective practice

**University College**

Instructor

University College 1000: Mastering the University Experience

**Ohio University**

Athens, OH

Fall 1998

- Co-instructed orientation class for new students focusing on transition, resources, and involvement

**Foreign Languages and Literature**

Instructor and Faculty-in-Residence

Conversational English Courses

**Feng Chia University**

Taichung, Taiwan

Fall 1995, Spring 1996

- Planned and taught six sections of conversational English classes with 50 students/section

**RELATED EXPERIENCE**

**After Class Enrichment (ACE)**

Co-Founder (2014-2017)

**Limited Liability Corporation**

San José, CA

Coordinated after-school enrichment programs for students in SJUSD elementary and middle schools. Provided exposure to performing arts, dance, sports, homework club, and more. Trained teachers, parents, and community members to serve as instructors and mentors to children.

**PROFESSIONAL PUBLICATIONS AND PRESENTATIONS**

***Publications***

**Wolcott, G.V., Reckmeyer, W., Kaiwi, A., & Flores, R.** (2021). *Becoming a Champion of Orientation*. In Miller & Gearhart (Eds.) *Handbook of research on the changing role of college and university leadership*. Hershey, PA: IGI Global Publishing.

Hower, A. & **Wolcott, G. V.** (2019). *Engaging parent and families in the orientation and transition process*. In J. Ward-Roof & J. M. Mastrogiovanni (Eds.) *Building successful foundations: Best practices in orientation, transition, and retention*. (p. 91-99). Minneapolis, MN: NODA – Association for Orientation, Transition, and Retention.

**Wolcott, G.V.** (2016). *How female Asian American college student development impacts student retention*. In (Betty Taylor, Ed.), *Listening to the Voices: Multiethnic Women in Higher Education*. A Global Anthology by USF Graduate Students.

**Wolcott, G.V.** (Ed.) (2011). *Orientation and academic advising: Essential partners in new student success*. *Journal of College Orientation and Transition, Special Edition* (2011), Volume 19 (1).

- Novak, P. & **Wolcott, G.V.** (2011). Digital advising: How it changed a university. *Journal of College Orientation and Transition*, (2011), Volume 19 (1), pp. 99-102.
- Wolcott, G.V.** & Mann, D. G. (2009). The cycle of college student transition to campus. In (Michael T. Miller, Ed.), *College Student Athletes: Challenges, Opportunities, and Policy Implications*. IAP Publishing, Charlotte, NC.
- Wolcott, G. V.** (2006). Critical reflections of college sophomores about preparation and persistence during the freshman year. *Journal of College Orientation and Transition*, (2006), Volume 14 (1), pp. 5-25.

### ***Presentations***

- Hower, A. & Wolcott, G.V.** (2020). Engaging parent and families in the orientation and transition process. NODA Webinar, November 19, 2020.
- Wolcott, G.V.** (2015). How to network at professional conference. Professional development workshop for Higher Education and Student Affairs (HESA) master's program, San Francisco, CA.
- Wolcott, G.V.** (2014). University structure and governance. Presentation at graduate Student Affairs Internship Program training, San Francisco, CA.
- Wolcott, G.V.** (2013). Life happens on your way to a degree: Navigating graduate school. Presentation at National Orientation Directors Association Conference, San Antonio, TX.
- Novak, P. and **Wolcott, G.V.** (2012). Using multi-modal orientation models to educate new students. Co-Presenter at National Orientation Directors Association Conference, Las Vegas, NV.
- Taylor, B. and **Wolcott, G.V.** (2008). Multicultural educational issues: Research focus on theories, models, and strategies involving student learning, adjustment, and success. Presentation at National Symposium, sponsored by the Faculty Resource Network, San Francisco, CA.
- Wolcott, G.V.** (2008). Collaboration for change: A campus-wide approach to leadership development. Co-Presenter at National Association of Student Personnel Administrators Conference, Philadelphia, PA.
- Wolcott, G.V.** (Fall 2007, Fall 2008). Guest Lecturer, IME 729: Dissertation Proposal Development. By invitation of Dr. Rosita Galang, Associate Professor, School of Education, University of San Francisco, San Francisco, CA.
- Wolcott, G.V.** (2003). Master proposal for new student programming. Paper presented at National Orientation Directors Association Conference, Toronto, Canada.
- Wolcott, G.V.** (2001). Diversity and technology: Reaching students at a metropolitan university. Presentation at National Orientation Directors Association Conference, Baltimore, MD.
- Wolcott, G.V.** (2000). The key to success: Multiculturalism in orientation leader training. Presentation at National Orientation Directors Association Conference, San Diego, CA.

### **PROFESSIONAL SERVICE**

<b>Member, National Association of Student Personnel Administrators</b>	<b>2007-Present</b>
AVP Steering Committee	2015-2017
<b>National Orientation Directors Association</b>	
Inaugural Member of Consultant Team, NODA Consultant Program	2012-Present
Chief Editor, Special Edition of <i>Journal of College Orientation and Transition</i>	Fall 2011
Faculty Member, Orientation Professionals Institute	October 2008
Associate Editor, <i>Journal of College Orientation and Transition</i>	2004-2008
Conference Co-Host, NODA Region 2 Conference, San José, CA	February 2003
At-Large Member, NODA Board of Directors	2001-04

**Jesuit Association of Student Personnel Administrators**

Chair, Functional Area Networking Committee

2012-2014

**Member, American College Personnel Association**

1999-2006

**Inductee, Phi Kappa Phi Honor Society**

2005

**CAMPUS LEADERSHIP AND SERVICE**

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**San José State University**

**2001-2006; 2017-Present**

- Academic Senate – Instruction and Student Affairs Policy Committee (2018-present)
- Academic Senate – Student Success Special Agency Committee (2018-present)
- Spartan Connect Steering Committee (EAB Academic Intervention System) (2018-present)
- Racial Justice and Equity Committee, Division of Student Affairs (2021-present)
- Chair, Student Success Leadership Team (Academic Affairs/Student Affairs/Institutional Effectiveness and Strategic Analytics) (2021-present)
- Joint Enrollment Management Committee (2018-present)
- Project Manager – Spartan Village First Year Engagement Program (2021-present)
- Project Manager, Spartan Link Online Orientation (2017-2019)
- Co-Chair for Convocation Committee (2017-2021)
- First Year Experience Subcommittee, Strategic Enrollment Management (2017-2019)
- Divisional Representative, Freshman Year Experience Panel (2006)
- Divisional Representative, Panel on Integrative Learning/Contributor to WASC Article
- Division of Student Affairs Diversity Committee (2005-06)
- Divisional Representative, Leadership Minor Curriculum Committee (2005-06)
- Academic Senate Task Force on Student Leader Support (2005-06)
- Tunnel of Oppression Facilitator, MOSAIC Cross Cultural Center (2005)
- Divisional Representative, Next Steps Committee, Enrollment Services (2004-06)
- Grants and Sponsored Programs Committee, Division of Student Affairs (2003-05)
- Chair, Subcommittee on Programming for New Students, Academic Senate New Student Task Force (2002-03)
- Chair, Welcome Convocation and University Welcome Week Committee (2001-06)
- Chair, Orientation Advisory Team (2001-05)
- Member, Professional Development Committee, Division of Student Affairs (2001-03)

**University of San Francisco**

**2007-2017**

- Co-Director, USF 101 Course – Expedition USF (2014-2017)
- Chair, New Student Orientation Steering Committee (2012-2017)
- Divisional Core Team Member, Office of the Vice Provost (2011-2017)
- Divisional Representative, HESA Master’s Program Curriculum/Program Committee, School of Education (2011-2017)
- Member, Crisis Management and Behavioral Intervention Team (2011-2013)
- Chair, Welcome Weekend Planning Committee, Team Merit Award Winner (2010-2012)

- Member, Mentorship Program Committee, Career Services Center (2011-2012)
- Divisional Liaison, Student Philanthropy Committee (2011-2012)
- Divisional Representative, Internal Communications Task Force, (2011-2012)
- Divisional Representative, Council on Equity and Inclusion (2008-10)
- Divisional Representative, Co-Curricular Resource Board (2008-09)
- Chair, Student Freedoms and Responsibilities (2008-09)
- Chair, Move-In Day Committee (2008)
- Chair, Divisional Strategic Priority Committee on Leadership (2007-10)
- Co-Chair, Orientation-Advising-Registration Committee (2007-08)
- Member, First Year Experience Committee (2007-2009)
- IME Representative, Graduate Student Association, University of San Francisco (2004-06)

**Virginia Tech**

**1999-2000**

- Member, First Year Experience Learning Communities Curriculum Committee

**CONSULTANT WORK**

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External Reviewer: Towson University – New Student & Parent Programs	Jan 2020
External Reviewer: Cal State San Marcos – New Student Programs	May 2015
External Reviewer: Texas A&M University – New Student Programs	July 2015
External Reviewer: Central Ohio Technical College – New Student Orientation	Nov 2014
External Reviewer: Cal Poly Pomona – New Student Programs	July 2014
Retreat Facilitator: Sonoma State University – Student Affairs Division	May 2014
Consultant: Samuel Merritt College – Student Affairs Division	Oct 2013
External Reviewer: Notre Dame de Namur – New Student Orientation	July 2013

**CIVIC AND VOLUNTEER ACTIVITIES**

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Coach, Girls Basketball and Soccer Teams, Hoover Middle School	2014-2021
Youth Coach/Coaching Commissioner, Upward Basketball	2009-2019
Member, Parent-Teacher Association, Bachrodt Charter Academy	2008-2018
Volunteer, Los Dichos Reading Program, San José Unified School District	2008-2017
Youth Girls Head Soccer Coach, South Bay Youth Soccer	2007-2017
Treasurer, Rosemary Gardens Neighborhood Association	2013-2015
Volunteer, Raul Peralez Campaign for San José City Council	2013-2014
Member and Volunteer for Youth Ministries, Westgate Church	2006-2013