

BRENDA ICE

EXECUTIVE SUMMARY

- ❖ Visionary leader with extensive experience developing, improving and managing programs that enhance student success
- ❖ Purposeful, data-driven leader, highly skilled at working collaboratively and fostering positive relationships with students, faculty, staff, and members of the community
- ❖ Proven record of developing and leading a team of talented practitioners while advancing the profession of student affairs

AREAS OF EXPERTISE

Student Services | Event Management | Crisis Intervention | Leadership | Strategic Planning | Student Life | Advising | Relationship Building | Diversity & Inclusion | Residential Education | Student Activities | Community Engagement | Student Wellness | Orientation | Campus Conduct | Fiscal Management | Student Unions | Program Management | Fraternity & Sorority Affairs | Enrollment Management

PROFESSIONAL EXPERIENCE

Senior Associate Dean, Senior Director of Residential Life
Brown University, Providence, RI

September 2021 – Present

Brown University is a highly selective, private, residential, Ivy-league institution with an enrollment of 6,792 undergraduate and 2,561 graduate students.

Reporting to the Associate Vice President for Campus Life/Dean of Students, oversee a renewed vision for the Office of Residential Life staff, programs, and operations, using a relational and strategic approach; lead the development and implementation of students' residential education, administration and management of the housing programs and residence halls (including the opening and construction of new residence halls), fiscal management for a divisional budget of \$48M (operational \$4.4M), set short and long-term goals and priorities, and establish implementation strategies for all aspects of the organization; supervise four directors responsible for residential operations, first year experience houses and orientation, program, theme, and Greek houses, and upper-division houses and lead a department of approximately 30 staff; collaborate with other Campus Life and University departments to provide programs and services and to develop and implement policies within a student development framework; responsible for oversight of the University's crisis response (on-call) system and collaborates with a wide range of colleagues to respond to student in need of support.

Selected Achievement

- ❖ Assessed strengths and challenges of Resident Peer Leader (RPL) position, developed a comprehensive change model to realign duties and responsibilities of student staff, in collaboration with campus identity centers; redesigned role to become Community Coordinator (CC) to support community engagement; successfully recruited student leaders for the 2022-2023 academic year
- ❖ Created pathways of engagement for faculty and staff to partner with Residential Life to reach the residential student population with targeted programs and workshops that align with the goals of their departments as well as those of Residential Life
- ❖ Assumed responsibility of Greek Life and housing during staffing changes within the Student Activities Office; realigning student engagement to mirror that of the residential program and theme houses

First Year Student Advisor
Brown University, Providence, RI

August 2022 – Present

Coordination by The College, support new first-years students with academic and co-curricular advising; meet regularly with assigned students (cohort of four), individually and as a group; provide guidance related to course selection and navigating their first year at Brown; facilitate group discussions about the first-year common read with assigned students (cohort of fifteen)

Assistant Dean, Director of Campus Life
Scripps College, Claremont, CA

September 2017 – September 2021

Scripps College is a highly selective, private, residential, historical women's college, and is part of The Claremont Consortium serving 1050 undergraduate students.

Reporting to the Vice President of Student Affairs/Dean of Students and the Associate Dean of Students, oversaw the daily operations and management of the Campus Life unit, comprised of the offices of Residential Life, Student Engagement and New Student Programs and Orientation; managed daily operations of housing, establishing a residential experience for students as an important component of their overall Scripps experience; supervised staff in support of residential vibrancy initiatives; strengthened outcomes and assessment model for evaluation of programs and operations with Campus Life; supported students in their skill development of team building, problem solving and working effectively as part of team, organizational management, and inclusive leadership; chaired campus-wide strategic plan committee advancing inclusive student success; assisted with projects as assigned by Vice President of Student Affairs/Dean of Students

Selected Achievements

- ❖ Implemented communication and programming strategies to improve the orientation experience of new students; established bi-weekly newsletter for incoming students – sharing information as needed in preparation of their arrival to college
- ❖ Implemented comprehensive learning community model, establishing strong partnerships with campus partners interested in enhancing the residential experience for students; developed first-year experience residential community for new incoming students

Assistant Dean of Campus Life

July 2016 – June 2017

University of California-Riverside, Riverside, CA*UC Riverside is a highly diverse, public California-system institution with an enrollment of 19,799 undergraduate and 3,122 graduate students.*

Reporting to the Vice Chancellor of Student Affairs, oversaw the development and management of Residential Life, Student Conduct and Academic Integrity Programs, the Highlander Union Building administrative, program, and scheduling functions, Student Life, and the Associated Student Program Board; provided leadership and accountability for the administration, development, assessment, and improvement of student services and experiences which met the institutional and divisional missions and strategic plans; provided strategic direction with focus to student development and service; served as member of institutional student behavioral assessment team and crisis management team; managed projects as assigned by Vice Chancellor of Student Affairs

Selected Achievements

- ❖ Assessed strengths and challenges of departments in Campus Life, developed a comprehensive change model to realign duties and responsibilities of staff
- ❖ Proposed and effectively implemented staffing changes to support Campus Life unit, specifically Directors of Highlander Union Building and Residential Life that led to new collaborative initiatives with Academic Affairs

Assistant Dean of Residential Life and Campus Conduct

September 2015 – June 2016

University of California-Riverside, Riverside, CA

Reporting to the Vice Chancellor of Student Affairs, oversaw matters of development and management of Residential Life & Services' programs for 7,100 students residing in University-owned or affiliated housing units and the Office of Student Conduct and Academic Integrity Programs; responsible for professional and paraprofessional staff recruitment and selection; staff orientation, training and development; staff supervision of both offices; directed campus adjudication procedures; assist with system-wide compliance relative to Title IX, VAWA and ADA; served as member of institutional student behavioral assessment team and strategic planning; managed projects as assigned by Vice Chancellor of Student Affairs

Selected Achievements

- ❖ Evaluated conduct-related functions in Residential Life and Student Conduct and Academic Integrity Programs to consolidate processes and/or competing priorities
- ❖ Successfully navigated merger of residential student conduct staff with campus conduct staff and practices

Senior Director of Residential Life and Services

January 2015 – August 2015

University of California-Riverside, Riverside, CA

Reporting to the Associate Vice Chancellor of Housing, Dining and Residential Services, oversaw the day-to-day development and management of Residential Life & Services programs and services that ensures the quality of life, well-being, learning and personal development (beyond the classroom) for 7,100 students residing in all University owned or affiliated housing units; responsible for the management of an operating budget (over \$2.2M) and an activity budget (over \$250,000); responsible for professional and paraprofessional staff recruitment and selection; staff orientation, training and development; staff supervision and evaluation; housing programming, academic programming, leadership development, and community development; counseling, student conduct, and crisis management; budget and administrative responsibilities; and coordination with other programs within Student Affairs

Selected Achievement

- ❖ Integrated ACUHO-I housing professional competencies into student staff training and departmental exceptions; redesigned annual performance evaluation to incorporate standard professional competencies for leadership team (direct reports)

Associate Dean of Residential Facilities and Administration

January 2014 – January 2015

Colgate University, Hamilton, NY*Colgate University is a highly selective, private, residential liberal arts institution with an enrollment of 2,830 undergraduate students.*

Reporting to the Associate Vice President and Dean of Residential Programs and Student Support, oversaw matters related to residential facilities and business operations; managed operating budget of \$14.3 million; coordinated renovation schedule of residence halls associated with residential learning communities; worked with architects on design and construction of new 336 bed residential facility; collaborated with Facilities department to maintain high level of custodial and maintenance services in residence; assisted Dean of the College with implementing vision of residential learning communities over the next ten years; served as member of institutional emergency management team, safety advisory committee and equity grievance panel (Title IX investigator); trained facilitator of intergroup dialogues

Selected Achievement

- ❖ Chaired the Residential Learning Communities Planning Committee, which was responsible for the renovation and construction phase of the campus strategic plan; coordinated weekly meetings with Facilities, Dean of the College division, Dean of the Faculty division and Administration and Finance; worked closely with architectural firms hired to develop feasibility studies of residential facilities aligned with the residential learning community concept

July 2011 – December 2013

Director of Residential Life
Colgate University, Hamilton, NY

Reporting to the Dean and Associate Dean of the College, oversaw efficient management of residential life, including facilities, assignments, budgets, assessment, staffing, conduct and emergency issues; planned, coordinated and implemented comprehensive residential life program grounded in community development supportive of university and division missions; supervision of professional and student staff ranging from associate directors, assistant directors, Greek house managers and student community leaders; served as member of divisional behavioral assessment team and dean on-call protocol

Selected Achievement

- ❖ Assisted faculty with the development of living-learning program for fifty sophomores in six months; conducted site visit at University of Richmond, bringing the program to developed website content for inaugural program in May 2013; coordinated interview process for selection of participants and three student advisors; served as resource to faculty for programming, orientation, roommate conflicts and housing related issues

Assistant Director of Residence Life
Towson University, Towson, MD

June 2009 – June 2011

Towson University is a public, coeducational research institution with an enrollment of 18,780 undergraduate and 3,720 graduate students.

Reporting to the Director of Residence Life, oversaw residential area comprised of 1,300 students and 7 residential facilities; supervised three professional staff, two graduate assistants and 50 paraprofessional staff to maintain health and safety standards; supported staff during crisis as member of on-call duty rotation; collaborated with faculty to develop additional residential thematic communities; represented department on divisional assessment committee; chaired departmental committee responsible for recruitment, selection and training of professional and graduate staff; designed competency-based training for professional and graduate staff

Selected Achievement

- ❖ As the chair of the Student Affairs Divisional Diversity and Inclusion committee, developed proactive and reactive strategies to student issues related to hate, bias and discrimination; researched possibility to create intergroup dialogue model for student leaders; served as divisional representative on institutional committee on diversity; trained to facilitate *Speak Up* training which focuses on challenging language and its intent and impact

Director of Residence Life and Coordinator of Learning Communities
Wilkes University, Wilkes-Barre, PA

April 2007 – June 2009

Wilkes University is a private, coeducational independent institution with an enrollment of 2,300 undergraduate students.

Reporting to the Dean of Students, oversaw residential program comprised of 1,050 residential students and 24 facilities; supervised three professional, one support and 40 paraprofessional staff in maintaining health and safety standards in the halls; served as chief judicial officer for all residential student violations; managed operating budget of \$500,000; advised residence hall council; developed and promoted three learning communities (servant leadership, multicultural competencies and sophomore year experience); served as member of behavioral assessment team; provided professional development opportunities for staff

Selected Achievement

- ❖ Approached by Provost to develop inaugural learning communities; scheduled meetings with campus partners to gain institutional support, like Admissions, Faculty, International Student Services, SGA and Facilities; assisted Provost with selection of first 3 faculty leaders; developed curriculum for course offerings in servant leadership, sustainability and diversity

Area Director
Salisbury University, Salisbury, MD

August 2005 – March 2007

Salisbury University is a public, coeducational comprehensive institution with an enrollment of 8,000 undergraduate and 600 graduate students.

Reporting to Assistant Director of Housing and Residence Life; oversaw residential area of 300+ residents and four residential facilities; supervised two graduate hall directors and 14 paraprofessionals; adjudicated residential disciplinary hearings; chaired professional recruitment and selection process; coordinated structure and programming for campus learning communities; developed training program for graduate hall directors and paraprofessionals

Selected Achievement

- ❖ Assisted Director of Multicultural Student Services with facilitating new student experiential program with focus on diversity (MOSAIC – Maximizing Opportunities for Students to Achieve an Inclusive Campus); developed curriculum and schedule associated with program; arranged travel and lodging associated with program; selected, trained and supervised MOSAIC peer leaders

Director of Telecommunications
Salisbury University, Salisbury, MD

June 1997 – August 2005

Reporting to Associate Director of Information Technology, oversaw all voice communications for campus; implemented installation and programming of new call accounting package, voicemail and telephone system; developed series of training manuals for new telephone

system to share with end users; supervised student workers who managed the campus switchboard; presented telecommunications information to incoming students and parents during new student orientation

TEACHING EXPERIENCE

- Instructor, College of Arts, Humanities and Social Sciences** **Fall 2008**
Wilkes University, Wilkes-Barre, PA Taught FYF 101/Cross Cultural Dialogue
- Instructor, Seidel School of Education and Professional Studies** **Fall 2006**
Salisbury University, Salisbury, MD. Taught EDUC 210/Schools in a Diverse Society
- Instructor, Office of Housing and Residence Life** **Spring 2006 – Spring 2007**
Salisbury University, Salisbury, MD. Taught GENL 151/Resident Assistant Leadership
- Instructor, Office of New Student Experience** **Fall 1999 – Fall 2006**
Salisbury University, Salisbury, MD. Taught GENL 001/New Student Seminar

PRESENTATIONS

- Ice B., Crisler, S., & Campbell, N. (June 2021), *Taking Charge of Your Own Professional Development*, ACUHO-I Annual Conference, Virtual.
- Ice B., Crisler, S., & Campbell, N. (March 2021), *Taking Charge of Your Own Professional Development*, NASPA Annual Conference, Virtual.
- Ice, B. (March 2020), *Asking All the Questions: Interview Preparation for TPE Candidates*, The Placement Exchange Virtual Roundtable.
- Ice, B. (February 2019), *It's All in the HIPs: High Impact Practices to Enhance Student Engagement*, Claremont Student Affairs Conference, Claremont CA.
- Ice, B. (February 2018), *Work Smarter Not Harder: Life Hacks for S.APros*, Claremont Student Affairs Conference, Claremont, CA.
- Ice, B. (January 2018), *I Got a NEW Attitude: A Growth Mindset for New Directors*, Women of WACUHO Conference, Irvine, CA.
- Ice, B. (February 2017), Keynote Speaker, *Meeting at the Intersections*, Women of WACUHO Conference, Northridge, CA.
- Ice, B. (March 2016), Facilitator, *Acing the On-Campus Interview*, The Placement Exchange Roundtable, Indianapolis, IN.
- Ice, B. (November 2015), Panelist, *Taking Your Resume to the Next Level*, The Placement Exchange Webinar
- Ice, B. (January 2011). Facilitator. *LeaderShape*. Towson University. Towson, MD.
- Ice, B. (November 2010). Facilitator. *Retreat for Social Justice*. Towson University, Towson, MD.
- Ice, B. (October 2010). *How to A.C.E. Your Interview*. NASPA II Careers in Student Affairs Conference. Towson University. Towson, MD.
- Ice, B. (May 2010). Faculty, *Working with Change*. MACUHO/NEACUHO Regional Entry Level Institute. University of Maryland, Baltimore County. Baltimore, MD.
- Ice, B. (June 2009). Faculty, *Managing Multiple Priorities*. MACUHO/NEACUHO Regional Entry Level Institute. Westfield State College. Westfield, MA.
- Ice (Stanley), B. and Broderick, M. (October 2007). *The Silent Resident: A Case Study in Managing Troubled Students*. MACUHO Annual Conference. West Virginia University. Morgantown, WV.

PROFESSIONAL AFFILIATIONS

- Association of College and University Housing Officers International (ACUHO-I)** **2005 – Present**
Faculty, James T. Grimm National Housing Training Institute, 2023
Leadership Academy Co-Chair, 2023
Leadership Academy Mentor, 2021-2022
Content Developer, James T. Grimm National Housing Training Institute, 2015
Chief Housing Officer Institute Committee, 2014-2016
Participant, Chief Housing Officer Institute. 2014
Chair, Social Issues Committee, Northeast Regional Association, 2012-2013
Co-Chair, Annual Conference Host Committee, Mid-Atlantic Regional Association, 2012
Chair, Special Speakers, Program Committee, Mid-Atlantic Regional Association, 2011-2012
Regional Coordinator, Northeastern PA, Mid-Atlantic Regional Association, 2007-2009

National Association of Student Personnel Administrators (NASPA) 2006 – Present
 Black Diaspora Knowledge Community, Mentoring Co-Chair, 2023
 Alice Manicur Symposium, 2023
 Virtual Experience Planning Committee, 2022
 Program Reviewer, Annual Conference, 2014 and 2011

Association for Orientation, Transition, and Retention in Higher Education (NODA) 2018 – Present

The Placement Exchange (TPE) 2014 – 2021
 Planning Committee Chair, 2021
 Planning Committee, Chair Elect, 2020
 Employer Development Committee Chair, 2016-2019
 Resume Reviewer and Candidate Coach

CERTIFICATIONS

Higher Education Consortium for Student Affairs Certification January 2023 – January 2028
 Student Affairs Educator
 Student Affairs Educator with Campus Housing & Residential Life specialty

INSTITUTIONAL SERVICE

Brown University 2021 – Present
 Behavioral Assessment and Response Team
 Community Engagement Convening Group
 Brook Street Residence Hall Principles Group
 Campus Life Strategic Pathway Committee Chair, Responsible and Equitable Community Engagement
 Displaced Student Response Team
 Future of Work – Collaboration and Space (University working group)
 University Commencement Council

Scripps College 2017 - 2021
 COVID-19 Safe Operations Group – Isolation/Quarantine and Residential Spaces
 CARE Team
 Campus Strategic Planning Committee – Inclusive Student Success
 The Claremont Colleges Residential Deans Committee, Chair

University of California, Riverside 2015 - 2017
 North District Planning Subcommittee Chair, Student Experience and Member, Living-Learning Communities, 2016-2017
 University of California CORO Leadership Collaborative, January-June 2017
 Critical Student Incident Team

Colgate University 2011-2015
 Residential Learning Communities Planning Committee, 2013-2015
 Title IX Investigator & Student Advocate, 2012-2015
 Intergroup Dialogue Facilitator, 2014-2015

Towson University 2009-2011
 Student Affairs Diversity and Inclusion Chair, 2010-2011
 Professional Development Chair, Residence Life, 2009-2011

EDUCATION

Doctor of Education University of Wisconsin, La Crosse, WI August 2024
Student Affairs Administration and Leadership

Master of Education Salisbury University, Salisbury, MD May 2005
Post-Secondary Education

Bachelor of Arts Washington College, Chestertown, MD May 1995
Psychology