

# JONATHAN L. HARRINGTON, PH.D.

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## OVERVIEW OF QUALIFICATIONS

20 plus years of student affairs experience encompassing various functional areas including:

- Career Services
- Residence Life
- Student Activities
- Facilities Management
- Judicial Affairs
- Adjunct Teaching and Instruction
- Committee Involvement

## STUDENT AFFAIRS SKILLS AND EXPERIENCE

### Career Services

- **University of Mississippi** - Manage all aspects of the development and delivery of services and processes used to support all areas of employer services, including on-campus recruiting activities and events, employer relationship development, fundraising and experiential learning; Responsible for analyzing current program efficiency, determining new program requirements and evaluating services to determine the needs of consumers and directions for service; Design, implement and present programs and workshops that enhance the job search strategies of university students; Develop and conduct outreach marketing programs on various career-related topics to appropriate faculty, administrators and employers; Advise students individually and in groups on recruiting opportunities/requirements, career planning and vocational issues, job search strategies and the development of strong job-search skills; Supervise two professional staff and graduate assistants who support the employer services unit; Develop and implement revenue generating programs to assist in increasing the operating budget; Manage the use of career center technology used to facilitate connections between students and employers; Instruct students in *Career and Life Planning* courses; Serve as Liaison to The Schools of Pharmacy, Business, and Engineering.
  - **Key Contributions:** Increased employer contacts by 50%; Assisted with the development and execution of the current career center sponsorship program; Obtained over \$100,000 in additional revenue from career fair sponsorships; Revamped the career center software currently used by Ole Miss students, alumni and employers (EmployUM).
- **Abraham Baldwin College** - Served as job placement coordinator; Organized recruiter visits; Taught freshmen 101 classes; Advised undeclared majors; Presented workshops on career topics to students on campus and to citizens in the community and surrounding area of Tifton, GA; Placed students into jobs supporting the College Work Study Program; Organized and executed career fairs, panels, and forums; Served on numerous committees; Developed the position from a part-time role to a full time staff position
  - **Key Contributions:** Increased outside job postings for students by 100%; Designed and maintained a job placement website; Worked to create a nursing career fair; Increased visibility and awareness of office.

### Residence Life

- Designed and implemented training for resident assistants; Recruited resident assistants; Planned activities within residence halls and on campus; Managed budgets; Reviewed policies; Enforced rules; Served as hearing officer for male residence halls; Assisted the Dean of Housing with judicial hearings; Prepared reports and file audits; Served as advisor to the campus activities board, student judiciary and traffic courts; Sponsored and maintained the campus reading initiative through the *Atlanta Journal Constitution*; Served on search committees and chaired the residence life committee; Assisted with student assignments; Directly supervised six resident assistants at Abraham Baldwin College and 27 resident assistants at The University of Mississippi; Counseled residents; Completed file audits; Worked with summer enrichment camps.
  - **Key Contributions:** Assisted in the planning and development of new campus housing; Assisted with the retention of students by planning and organizing committees addressing the “Freshmen Year Experience”

program and alcohol educational programs; Partnered with the *Atlanta Journal Constitution* and started Abraham Baldwin College's Campus Reading Initiative.

### Student Activities

- Served as Advisor to the student programming committee; Recruited and trained students to serve as programming committee members; Attended conferences to secure acts; Completed contracts with agents; Organized events surrounding each act; Served as main point of contact for agents and performers; Supervised the Student Union budget; Planned numerous programs for students living in Residence Life including programs themed as physical, social, educational, spiritual, and community awareness.
  - **Key Contributions:** Increased student participation in events by 50% over a three year period; Increased student committee involvement from two active members to 13; Awarded additional programming money because of increases in student participation.

### Facilities Management

- Served as person responsible for technical issues and updates to the Career Center's equipment including inventory and expense; Maintained twenty married student housing complexes, three freshmen residence halls and one upper class facility; Served as main contact liaison between residence life and Physical Plant; Represented residence life during the planning stages of a new construction project for Abraham Baldwin College; Supervised the first stage of implementation for a Freshmen Year Experience Program in a designated area of a residence hall; Currently serve as Building Mayor for Martindale Student Affairs Building.
  - **Key Contributions:** Assisted in the planning and development of new campus housing, one of the first projects undertaken by a University Systems of GA two-year school.

### Judicial Affairs

- Trained, recruited, and interviewed students to participate in hearing cases dealing with traffic violations and more severe campus rules violations resulting in community service, fines, or expulsion; Recruited faculty to participate on the behavioral standards board; Served as chief hearing officer for four residence halls, three freshmen halls and one upperclassmen hall; Adjudicated hundreds of cases involving offenses in residence halls.
  - **Key Contributions:** Increased awareness regarding university policies and procedures by conducting workshops that were presented in classrooms and residence halls; Incorporated educational component into sanctions involving behavior stemming from underage drinking.

### Teaching

- Currently teach one section of EDHE 301, Career and Life Planning, to 30 students at Ole Miss' Southaven Campus each semester, and one section of BUS 271- Business Communications in Oxford.
  - Taught four sections of a freshman orientation classes with 25 students enrolled in each section; Taught seven classes of BUS 390 to 150 students enrolled in each section; Presented numerous workshops to students instructing them on various career services topics including technical instruction on how to use career center software packages dealing with recruiting and job search
  - **Key Contributions:** Developed workshops for classroom instruction covering all aspects of career services; Achieved high rankings from student evaluations for all classes facilitated; Successfully incorporated guest speakers from the world of work into class room curriculum.

### Committees and Leadership

- Served and chaired numerous committees for residence life, career services, athletics and professional organizations; Chaired search committees for positions within all areas of student services including Abraham Baldwin's minority advising program, residence life office, and office of student support and services; Chaired search committees for The University of Mississippi's residence life program and office of career services; Appointed to the Ole Miss Staff Council and served on the staff appreciation committee and parking committee; Served on program committee for the Southeastern Council for Federal Recruitment, and was appointed Director

of Four Year Colleges and Universities for the Mississippi Association of Colleges and Employers (MACE) and currently serve as President to the MACE organization; Recently appointed “Building Mayor” to the Martindale Student Services Building. Active within the Oxford community serving on committees for a community pool, The Creative Learning Center for the North Oxford Baptist Church, and an active Rotary Club member.

## AREAS OF LEADERSHIP AND COMMITMENT TO SERVICE

### Training and Supervision

- Developed training activities and supervised 150 resident assistants, 35 student workers, 14 graduate assistants and 13 full-time student affairs professionals; Coordinated and planned career development activities with career center and residence life personnel.

### Budget

- Serve as signatory officer for department spending for career services; Assist and participate in routine discussions on budgetary planning on how money is to be raised and allocated for numerous Career Center events and workshops; Oversaw a \$50,000 student programming budget at Abraham Baldwin College; Assisted the Dean of Students and Director of Residence Life at Abraham Baldwin College with expenditures from department's overall auxiliary budget in excess of \$600,000; Audited and maintained residence halls accounts form money acquired through student activity fees, amounts ranged from \$5,000 to \$20,000.

### Development

- Developed and obtained various sponsors for athletic events, career fairs, and on campus programming; Currently assisting in the development and marketing of the Career Center's “Vision Partner's” sponsorship program; Directly responsible for raising over \$70,000 for career fair events for the University of Mississippi; Worked with local business and regional employers to acquire gifts and donations for prize drawings associated with various campus activities.

### Diversity

- Recruited and maintained a diverse staff in each area supervised; Participated, advised and presented to student groups targeting minority participation such as MAP, Summer Bridge, Upward Bound, ELSC, and the HEP and CAMP Hispanic programs; Worked as liaison between financial aid and students who qualified for the Federal Work Study Program placing them into jobs around campus and the community.

### Recruitment

- Assisted with various components of new student orientations at the 2-year and 4-year levels; Presented to parents and perspective students about campus involvement, services provided by counseling services, career counseling, and residence life; Routinely met with parents and students to discuss questions regarding majors, careers, and potential co-ops and internships; Worked with specific programs targeting minority enrollment and retention.

## EMPLOYMENT HISTORY

2007-Present	<b>The University of Mississippi</b> , <i>Associate Director of Employer Services, University, MS</i>
2004-2007	<b>The University of Mississippi</b> , <i>Assistant Director of Employer Services, University, MS</i>
2002-2004	<b>Abraham Baldwin College</b> , <i>Director of Job Placement, Tifton, GA</i>
1999-2002	<b>Abraham Baldwin College</b> , <i>Area Coordinator; Assistant Director of Student Life, Tifton, GA</i>
1995-1999	<b>The University of Mississippi</b> , <i>Residence Director, University, MS</i>
1994-1995	<b>The University of Mississippi</b> , <i>Graduate Assistant for Married Student Housing</i>
1991-1994	<b>Commonwealth Insurance</b> , <i>Sales Agent, Nashville, TN</i>
1988-1991	<b>Middle TN State University</b> , <i>Resident Assistant, Hall Director, Murfreesboro, TN</i>

## EDUCATION

### **Ph.D. HIGHER EDUCATION/EDUCATIONAL LEADERSHIP** May 2002

*The University of Mississippi, University, Mississippi*

### **MASTER OF HIGHER EDUCATION/STUDENT PERSONNEL**, May 1996

*The University of Mississippi, University, Mississippi*

*Graduate Student Body Senate Representative, Kappa Delta Pi*

### **BACHELOR OF SOCIAL WORK**, December 1991

*Middle Tennessee State University, Murfreesboro, Tennessee*

*Who's Who, Joe Ramsey Leatherman Award*

## PROFESSIONAL ASSOCIATIONS

### Active Memberships

- National Association of Colleges and Employers- NACE
- Southern Association of Colleges and Employers-SoACE
- Mississippi Association of Colleges and Employers-MACE
- Society of Human Resource Management- SHRM
- Mississippi Society of Human Resource Management- MSHRM
- Mississippi Association of College Student Affairs Professionals- MACSAP

### Past Memberships

- Georgia Association of Housing Officers- GAHO
- Mississippi Association of Housing Officers- MAHO
- Association for the Promotion of College Activities- APCA
- National Association for Campus Activities- NACA
- Association of Student Judicial Affairs- ASJA
- Southeast Federal Recruiting Council-SEFRC

## PRESENTATIONS

- Mississippi Association of Colleges and Employers- Presented on Graduate Outcomes Assessments 2016
- Rotary Club, Oxford/University Chapter- Career Opportunities and Services, 2014
- Southeastern Association of Colleges and Employers- Linking Federal Jobs to Students, 2006
- Mississippi Association of Colleges and Employers- Moderated Student Panel, 2005
- Community Outreach to First Time Homebuyers, 2005
- Career Forums in Social Services and Business, 2004
- Career Forums in Agriculture and Allied Health, 2003
- ABAC Continuing Studies Workshops, 2002
- High School Equivalency Program Fall Workshop, 2002 and spring 2004
- College Assistance Migrant Program Summer Workshop, 2002 and spring 2004
- Minority Advising Program Conference, 2000
- Southeastern Association of Housing Officers, 2000
- Georgia's New Professionals Conference, 1999

## AWARDS

- Momentum Helping Hands Award, 2007
- High Five Award, 2004
- Superior Pacesetter Award, 2004

- Outstanding Service Award, 2001
- Southeastern Association of Housing Officers Award, 2000

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## **REFERENCES**

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