


# Troy L. Seppelt

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## STUDENT AFFAIRS EDUCATOR + ADVOCATE

### **Doctor of Education: Higher Education Leadership**

Dissertation: "Thriving on campus - The role of on-campus residency and campus involvement in sophomore students."

Azusa Pacific University, California

### **Master of Arts: Counselor Education / Student Affairs**

Western Michigan University

### **Bachelor of Arts: Psychology**

University of Minnesota, Morris

## PROFESSIONAL EXPERIENCE

### **Assistant Vice Chancellor for Student Affairs and Dean of Students**

University of Wisconsin-Stevens Point (2014-present)

*The University of Wisconsin-Stevens Point is a public, four-year, regional comprehensive baccalaureate granting university of approximately 8,260 students, with two branch campuses as part of the state-wide Universities of Wisconsin system.*

The Assistant Vice Chancellor and Dean of Students serves as deputy to the Vice Chancellor for Student Affairs in support of divisional goals and the mission of the institution. The AVC/DOS is also responsible for creating collaborative, student-centered partnerships across campus and with the community. The position oversees the Office of the Dean of Students in administering the UW Code of Conduct for all reports of student academic and non-academic misconduct, campus care teams, and coordination of AODA and interpersonal violence prevention and advocacy efforts. Role also chairs the Threat Assessment Team, is a Deputy Title IX Coordinator, serves as a member of the Emergency Operations Committee, and on the Clery Compliance Committee. The position has oversight of \$2,800,000, thirty staff, and five direct reports to include two Director positions.

- Created mission, vision, values, staffing structure, and protocols for the new Office of the Dean of Students.
- Established and chaired Bias Response Team and Clery Compliance Committee, conceptualized student-focused Care Teams, and updated and expanded the Threat Assessment Team.
- Introduced and launched the Center for Prevention & Health Promotion which coordinates a comprehensive AODA program, interpersonal violence primary prevention, and mental health peer education program.
- Spearheaded campus-wide review of student-focused mental health resources and response protocols to include campus-wide suicide prevention and crisis messaging, creation of EAB/Navigate student help-seeking options, and the adoption of Mantra Whole Campus Care resulting in System-leading student engagement.
- Evaluated and launched campus programs to include innovative interpersonal violence prevention and response activities to include bystander intervention, requiring online and in-person IPV prevention education, IPV advocacy partnerships, the grant funded Safe Night Out Program in partnership with local law enforcement, adoption of the uSafeUS app, the Safe Bar program in collaboration with the Tavern League, the Red Folder Project for all faculty and staff, and resources specific for all incoming students.
- Drafted institution's first-ever Indigenous Land Recognition statement, advised Indigenous student organizations, coordinated law enforcement and student identity group meetings, and supported institutional anti-racism efforts by drafting action items for campus law enforcement and the institution.
- Led institutional compliance efforts as the Clery Compliance Officer and Deputy Title IX Coordinator/Interim Coordinator to include internal and external review of Clery Act compliance, internal and external review of Title IX response, updating institutional trainings and policy review processes, authoring the Annual Security Report and Annual Fire Safety Report, and updating all student-centered Title IX materials and protocols.
- Created campus/community partnerships with the Stevens Point Police Department, CAP Services, The Women's Community, the PDC Orenda Center, Portage County AODA Coalition, Portage County Health and Human Services, Aspirus Hospital Mental Health, and Prevent Suicide Portage County.
- Led review and selection of campus safety smartphone application with a planned launch in spring of 2025.
- Conceived and created institution's free speech / expressive activity website and guidance documents.

## PROFESSIONAL EXPERIENCE CONTINUED

**Director, Residence Life**

Colorado Mesa University (2011-2014)

*Colorado Mesa University is a public, four-year, selective, baccalaureate granting university that includes a parallel community college mission. CMU has an overall student population of approximately 10,600.*

The Director of Residence Life is responsible for vision, leadership, curriculum, and supervision of a comprehensive, 2250 bed residence life program that includes ten professional staff and more than 150 student leaders. The position has auxiliary budget responsibility of more than \$12,000,000, which includes all employee salaries, benefits, departmental learning plan activities, and contributions to facility renovation and construction.

- Introduced budget rightsizing and cost saving measures reducing Residence Life budget by \$300,000.
- Led the development of the Residence Life Learning Plan which included a comprehensive assessment plan for evaluating student learning and understanding the student experience.
- Opened three new residence halls and facilitated the renovation/update of six other buildings.
- Conceived and implemented substance-free and study-intensive themed communities as well as Criminal Justice and Outdoor Experience Living-Learning Communities.
- Researched, wrote, and implemented University service/therapy animal, Good Samaritan/Medical Amnesty, Campus Video Surveillance policies, student conduct process, and created the *Maverick Guide*, a student-centered, university-wide document that includes information about student resources, academic and behavioral misconduct policies.
- Designed and implemented comprehensive recycling program for residence halls through a partnership with CMU Sustainability Council (student org.), CMU Facilities, CMU Custodial, and United Way.
- Spearheaded institutional efforts to create a Sexual Assault Response Team.
- Wrote and received two grants totaling \$7000 that support ongoing educational opportunities focused on sexual assault prevention and the importance of communication in relationships along with creating an ongoing partnership with the Mesa County Domestic Violence Task Force.

**Assistant / Associate Director, Residential Life**

Gustavus Adolphus College (Assistant 2001-2010, Associate 2010-2011)

*Gustavus Adolphus College is a private, faith-based, selective, residential liberal arts college in St. Peter, MN. Gustavus Adolphus College has an on-campus population and enrollment of just over 2,000 students.*

The Assistant / Associate Director's primary role is the overall selection, training, development, and supervision of student and professional staff. The person in this role has also been responsible for promoting and managing the new and returning student room selection process, alternating responsibilities with another member of the staff.

- Directly supervised all professional staff within Residential Life, as well as indirectly supervised all live-in professional and student staff, and related programming.
- Managed over 90% of the Residential Life budget to include the staff selection, training, evaluation, and recognition budget of \$372,000.
- Conceptualized and created department programming model and subsequent Residential Life Learning Plan.
- Lead first-year student initial assignments process, returning student room selection, and partnered with institutional technology department to create online lottery and room selection process as part of managing a 2000-bed system.
- Oversaw all aspects of the first-year student experience to include creation of *Your First 100 Days* calendar for all incoming first-year students and all intentional learning and service programs.
- Coordinated internal and external departmental review to provide an assessment of current performance and information for future planning.
- Advised two student organizations focused on alcohol-free living and engaging in global perspectives.
- Served as a founding member of the college Behavioral Assessment Team and crisis response team.

## PROFESSIONAL EXPERIENCE CONTINUED

### Residence Hall Director, Residential Life

Macalester College (1999-2001)

*Macalester College is a private, highly selective, liberal arts college located in the heart of St. Paul, MN with an overall student population of approximately 2,100 students.*

The primary responsibility of the Residence Hall Director is the coordination of an educational residential facility, housing 250-350 students. This includes areas of academic, student, and community development programs, student activities, student conduct, case management, administration, staff supervision, and leadership coaching. Residence Hall Directors also serve on departmental committees including professional or student staff selection and training.

## COMMUNITY AND INSTITUTIONAL SERVICE

- Alcohol and Other Drugs Committee (MAC)
- AODA Prevention Partnership and Management Team (UWSP)
- AODA Social Norms Committee (GAC)
- Baxter Emergency Grants Committee, Chair (UWSP)
- Campus Compliance and Policy Committee (UWSP)
- Campus Violence Task Force (CMU)
- CAP Services Family Crisis Center Coordinated Community Response Team, Formerly SART/DART (WI)
- Chancellor's Commission on Freedom of Expression and Civil Discourse (UWSP)
- Commission Gustavus 150 (GAC)
- Dismantling Racism Group (MAC)
- Emergency Operations Center / Pandemic Response Team (UWSP)
- Gustavus 150 Strategic Initiatives: Cultural Competence and Learning Communities Committees (GAC)
- Homecoming Committee, Chair (UWSP)
- Mesa County Domestic Violence Task Force (CO)
- Native American Center Coordinator, Interim (UWSP)
- Old Main Neighborhood Association (WI)
- Portage County Coalition for Alcohol and Other Drug Abuse Prevention, Executive Board (WI)
- Portage County Domestic Violence Working Group (WI)
- Portage County United Way Life Report Committee (WI)
- Professional Development Committee (MAC)
- Siasefi Scholarship Selection Committee, Chair (UWSP)
- Sophomore Experience Committee (MAC)
- Student Outcomes Committee (GAC)
- Student Services Learning Goals Group (CMU)
- Title IX Team; Title IX Coordinator (Interim) (UWSP)
- Tuition Appeals Committee (UWSP)
- University Affairs Committee of Common Council, (UWSP)
- University Retention Steering Committee (UWSP)
- UW System Clery Audit Oversight Committee (UWSP)
- Welcome Week Committee, Chair (UWSP)
- Wisconsin Coalition Against Sexual Assault (WCASA), Board of Directors (WI)

## KEY TRAININGS AND CERTIFICATIONS

- Be There – Mental Health Support Certificate
- BIT Best Practices
- Bringing in the Bystander Trainer
- Campus Threat Management Institute
- Civil Rights/Title IX Investigator
- Clery Act Compliance Training Academy
- Clery Center Jeanne Clery Act Compliance
- Intercultural Development Inventory Administrator
- Title IX Certificate, Student Conduct Institute
- Mental Health First Aid
- Make It OK Ambassador
- QPR Gatekeeper Training

## RECOGNITION

- ACPA Commission for Housing & Residential Life, Outstanding Service
- ACPA Diamond Honoree, Class of 2022
- ACPA Senior-Level Community of Practice, "Commission I" Outstanding Contribution Award
- AMDO Inclusive Excellence Award (UWSP)
- Magnuson Leadership and Service Award (GAC)
- National Residence Hall Honorary (CMU)
- Office of Multicultural Programs and Diversity Leadership Council Excellence Award (GAC)
- Selected Military Recognition: Meritorious Service Medal, Army Commendation Medal with Oak Leaf Cluster, Army Achievement Medal with three Oak Leaf Clusters, Good Conduct Medal, EIB

## PROFESSIONAL ENGAGEMENT

- ACPA – College Student Educators International
  - Dean of Students Institute, Chair (2023-present)
    - Conceptualized, proposed, and launched the ACPA Dean of Students Institute.
    - Recruited institute faculty from across the United States.
    - Lead curriculum planning and creation.
  - Senior-Level Community of Practice (SLCoP), Chair (2020-2023)
    - Grew Directorate Body leadership team by over 300%.
    - Created Senior-Level Support Network for senior leaders and hosted monthly meetings.
    - Conceptualized and launched the ACPA Growing Knowledge Series, a webinar series allowing doctoral graduates to share their research.
    - Formalized biannual SLCoP membership drive process.
    - Created first-ever SLCoP Handbook.
    - Directorate Body Member, 2018-2020.
  - Commission for Housing and Residential Life (CHRL), Chair (2015-2017)
    - Launched process to create consistent webinar offerings to membership.
    - Initiated process for creation of current CHRL research grant.
    - Directorate Body Member, 2011-2014.
  - Institute for the Curricular Approach (formerly Residential Curriculum Institute (RCI))
    - Institute Faculty and Planning Team, 2012-2014.
- Association of College and University Housing Officers International – Association of Intermountain Housing Officers (2011-2015)
- Association of College and University Housing Officers – Upper-Midwest Region (1999-2011)
  - Professional Development Committee, 2004-2005
  - Communications Committee, 2011
- College Personnel Association of Colorado (2011-2014)
- Minnesota College Personnel Association (1999-2011)

## PRESENTATIONS AND PUBLICATIONS

- Arcelus, V. J. & Seppelt, T. L. (2012, October). *Connecting mission, culture, and developmental theory to a Residential Curriculum: Engaging in an archeological dig to create an educational priority* [Institute presentation]. ACPA Residential Curriculum Institute, St. Louis, MO, United States.
- Arroyo, L. & Seppelt, T.L. (2014, March). *Reinventing residence life for mid-level professionals: Taking charge of your Future* [Conference session]. ACPA-College Student Educators International, Indianapolis, IN, United States.
- Arroyo, L. & Seppelt, T.L. (2016, March). *Residential curriculum: Faculty collaboration within a liberal arts model* [Conference session]. ACPA-College Student Educators International Convention, Montreal, Canada.
- Arroyo, L., Seppelt, T.L., & Howard, A.L. (2015, March). *Creating connections of learning in residence life* [Conference session]. ACPA-College Student Educators International Convention, Tampa, FL, United States.
- Banks, W. L., Cockrell, P., Frazier, T., Holoman, D., Mull, D., Pearson-Warton, S. & Seppelt, T.L., (2020, June 15). *Campus considerations amid multiple crises: Senior level student affairs administrators' panel* [Webinar]. ACPA-College Student Educators International, United States.
- Howard, A.L., Arroyo, L., & Seppelt, T.L. (2015, March). *Commitment to professional staff in residence life* [Conference session]. ACPA-College Student Educators International Convention, Tampa, FL, United States.
- Howard, A.L. & Seppelt, T.L. (2013, October). *Colorado Mesa University: Residence Life Learning Plan* [Institute presentation]. ACPA Residential Curriculum Institute, Blacksburg, VA, United States.

## PRESENTATIONS AND PUBLICATIONS CONTINUED

- Kerr, K. & Seppelt, T. L. (2012, October). *Writing effective learning outcomes based on an educational priority* [Institute presentation]. ACPA Residential Curriculum Institute, St. Louis, MO, United States.
- Martinez, P. & Seppelt, T.L. (2014, October). *Making the most out of returning to RCI* [Institute presentation]. ACPA Residential Curriculum Institute, Blacksburg, VA, United States.
- Schreiner, L., Kitomary, A., & Seppelt, T. L. (2010, February). *Predictors of thriving among first-year students of color.* [Conference session]. National Resource Center for the First-Year Experiences and Students in Transition, Denver, CO, United States.
- Schreiner, L., Slavin Miller, S., Pullins, T., & Seppelt, T. L. (2012). Beyond sophomore survival. In L. Schreiner, M. Louis, and D. Nelson (Eds.). *Thriving in transitions*. Columbia, SC: National Resource Center for the First-Year Experience & Students in Transition
- Seppelt, T. L. (1996, April). *The role of emotion as mediator between motivation and cognition* [Poster session]. Tenth National Conference on Undergraduate Research, Asheville, NC, United States.
- Seppelt, T. L. (2018, March). *Sophomore thriving: Role of campus involvement and living on campus* [Conference session]. ACPA-College Student Educators International, Houston, TX, United States.
- Seppelt, T. L. (2019, August). *Creating a curricular approach within residence life* [Invited consultation]. South Dakota State University, Brookings, SD, United States.
- Seppelt, T. L. (2024, March). *Caring for the caregiver* [Institute presentation]. ACPA / Senior-Level Community of Practice Dean of Students Institute, Chicago, IL, United States.
- Seppelt, T. L., Babl, T., Harrison, W., Neeb, C., & Roesler, E. (2024, August). *Preparing for and responding to campus unrest: UWSP educational resources, interventions, and preparedness* [Panel]. UW-Stevens Point Chancellor's Leadership Retreat, Stevens Point, WI, United States.
- Seppelt, T. L. & Hollis, M. (2013, October). *Embracing and cultivating ownership* [Institute presentation]. ACPA Residential Curriculum Institute, Columbia, SC, United States.
- Seppelt, T. L. & Howard, A. L. (2012, October). *Colorado Mesa University: Residence Life Learning Plan* [Institute presentation]. ACPA Residential Curriculum Institute, St. Louis, MO, United States.
- Seppelt, T. L. & Howard, A. L. (2017, November). *Creating a curricular approach within residence life* [Invited consultation]. Michigan Technological Institute, Houghton, MI, United States.
- Seppelt, T. L. & Kennedy, E. E. (1999, March). *A question of competency: How prepared are we?* [Conference session]. ACPA-College Student Educators International Convention, Atlanta, GA, United States.
- Seppelt, T. L., Knerr, A., Potts, C. (2015, March). *"The View" from the Director's chair in residential life* [Conference session]. ACPA-College Student Educators International, Tampa, FL., United States.
- Seppelt, T.L. & Penven, J. (2014, October). *Breaking down learning goals into learning outcomes* [Institute presentation]. ACPA Residential Curriculum Institute, Blacksburg, VA, United States.
- Seppelt, T. L. & Phillips, D. (2013, October). *Connecting mission, culture, and developmental theory to a residential curriculum.* [Institute presentation]. ACPA Residential Curriculum Institute, Columbia, SC, United States.

## PRESENTATIONS AND PUBLICATIONS CONTINUED

- Seppelt, T. L., Rogge, R., Dollard, P. (2015, September). *Title IX – Beyond Compliance* [Conference session]. Division of Student Affairs – UW-Stevens Point, Stevens Point, WI, United States.
- Simpson, E., Elkins, B., Jones, M., Seppelt, T.L., & Washington, J. (2022, March). *ACPA @ 100: Reflecting on the importance of entity groups* [Conference plenary session]. ACPA-College Student Educators International, St. Louis, MI, United States.
- Talbot, D., Kennedy, E., Seppelt, T. L., & Harr, B. (1998, October). *Examining "White Privilege": A necessary step in multicultural training* [Conference session]. Annual Conference of the Michigan College Personnel Association, East Lansing, MI, United States.