

FRED W. RHODES, Ed.D.

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PROFESSIONAL HIGHLIGHTS

Over thirty-five years of progressively responsible leadership experience in student affairs administration and education.

Career includes twenty-three years' experience as a senior officer at Bellarmine University, a premier private University of 3,800 students in Louisville, Kentucky; four years as Dean of Students/Assistant Vice President for Student Life at the University of Louisville, a large urban university of 23,000 students; and eight years as Dean of Students at the University of Central Arkansas, a regional university of 10,000 students.

Proven success in developing strong professional staff, that work collaboratively with faculty and other key administrators to build effective and vibrant student life programs and traditions.

As a senior student affairs officer at Bellarmine University, I work directly with all academic units to develop programs and services that positively influence student satisfaction, retention, recruitment and community development.

Excellent planning and budget management background with the ability to effectively assess fiscal priorities and respond to financial challenges.

Strong commitment to international and multicultural education with strong experiences related to diversity programming, international student advising, service learning, third world education and service.

Directed, supervised, and helped coordinate planning and construction of new campus student center, residence halls, chapel, recreational center, campus master plan and numerous renovations.

Selected for participation in the 2007 Fulbright Seminar for U.S. Administrators in International Education in Germany.

Selected faculty member for the University of Kentucky Student Leader Study Abroad Institute (Cambridge University).

John Jones Award as "Outstanding Senior Student Affairs Officer" by the National Association of Student Personnel Administrators (NASPA) Region III for achievements as a senior student affairs officer

Presented the Melveen Draheim Hardee Award for Exceptional Scholarship & Leadership in Student Personnel work by the Southern Association for College Student Affairs (SACSA).

Elected President of the Southern Association for College Student Affairs (SACSA).

Selected as President of state associations for student affairs practitioners in Kentucky and Arkansas.

PROFESSIONAL EXPERIENCE

Professor of Education and Program Chair, Ph.D. Leadership in Higher Education

Bellarmino University January 2015 to present
History, Nature, Role, and Leadership in Higher Education graduate 3 hours
Leadership, Administration and Governance in Higher Education graduate 3 hours
Professor of Ethics and Legal Issues 3 graduate hours
Assessment, Accountability and Affordability of Higher Education graduate 3 hours
Senior Leadership Capstone Internship graduate 3 hours
Dissertation graduate 3 hours

Vice President for Student Affairs/Dean of Students

Bellarmino University August 1991 to present

Report directly to President and serve on the President's Executive Cabinet. Line supervision for all out-of-the-classroom experiences. Units and programs reporting to Student Affairs include:

Residence Life/Student Housing; Student Activities; Student Government Association; Career Planning and Placement; Counseling Center; Orientation; Health Services; Campus Ministry; Internships; Intramurals and Recreation; Recognized Student Organizations; Leadership Programs; International Student Advising; Intercollegiate Sports NCAA Division II (19 team sports and Division I men's Lacrosse); College Food Services; Minority Student Advising; College Spirit Groups (Pep Band, Cheerleading, Mascot); Campus Publications; Conference Center/Master Campus Calendar; Campus Disability Services; Ropes/Challenge Course; Volunteer Programs; and Service Learning. Coordinator of Judicial Affairs and serve as Chief Disciplinarian
Academic Convocation, Graduation
Coordinator of Construction for new residence hall; chapel; and student center
Coordinator for Renovation of University Sports, Recreation and Fitness Center

Assistant Vice President for Student Life/Dean of Students,

Adjunct Assistant Professor of Education

University of Louisville 1987-1991

Reported directly to Vice President for Student Affairs. Line management and supervision for all student life components, which directly enhance out-of-the-classroom experiences. Units included:

Residential Life and Housing; Student Life Programs; Student Leadership programs; Student Activities/Student Activities Center; Recognized Student Organizations (112RSOs); Intramural and Recreational Sports (5 major facilities with staff of 60); Child Care Center (Staff of teachers and professional staff of 30 (130 children); Greek Life (Fraternities/Sororities) 26 National Organizations and Advisor staff of 40; Multicultural Center; Debate (One national championship team); University Marching and Pep Bands (National Pep Band of the Year); Student Grievances; Student Legal Services; Cheerleaders (Varsity, Junior Varsity) and Mascot - National Champions 4 years and National Mascot of the Year; University Dance Team (Varsity and Junior Varsity-National Champion)

Other responsibilities included:

- Chief Disciplinarian for University
- Student Government Association, advisor
- Student Credit Union Advisor - Union established for students by students
- Omicron Delta Kappa, Faculty Advisor - National Education Program Chair for National Conference in Louisville, 1990
- Graduate Council of Student Affairs Students - Faculty Advisor (masters and doctoral students)
- Coordinated development of Black Student Alliance
- Liaison to Athletic Department for Student Life
- Liaison to Health Science Medical Campus for Student Affairs
- Liaison to Department of Public Safety for Student Affairs
- Liaison to Minority Affairs Office for Student Life
- Liaison to Ecumenical Center for Student Affairs
- Served as official coordinator for all student rallies, protests, and demonstrations
- Served as student affairs representative to university-wide Planning Advisory Committee appointed by the President and chaired by the Provost
- Coordinator for construction of new Student Activities Center; and new 200 bed residence hall, Louisville Hall
- Planned and coordinated a major university residence hall renovation projects

Dean of Students

University of Central Arkansas

1979-1986

Responsible for residential campus activities, which provided culturally rich programs for all out-of-the-classroom experiences. Served on President's Cabinet of Vice Presidents and Deans. Direct reporting lines to Dean of Students included: Residence Life and Housing; Judicial Affairs and Councils; International Programs; Commuter Programs; Student Union/Student Activities; Greek Life (Fraternities/Sororities); Orientation/New Student Programs; Student Life Programs and Grievances; and Student Affairs Publications.

Other responsibilities included:

- Student Affairs Professional Development Coordinator
- Student Government Association Advisor
- Interfaith Council (Chair)
- Homecoming Committee (Chair)
- Chair, Student Life Council comprised of faculty, staff, and students.
- University governing board for student life activities.
- Student Affairs representative for University Budget and Planning Committee
- Student Affairs representative for major retention study

Associate Dean of Students

University of Central Arkansas

1978-1979

Responsibilities included direct supervision of the following: Residence Life and Housing; Judicial Affairs and Councils; Orientation/New Student Programs; Student Affairs Professional Development Coordinator.

Hall Director and Assistant to the Vice President for Student Affairs

Mississippi State University

1976-1978

Served as hall director for 220 freshman male residents and quarter time assignment as Career Development Coordinator. Set up satellite centers for career exploration workshops, resume writing, and interviewing skills. Responsible for 5 graduate students in career counseling.

Other responsibilities included: Judicial Affairs; Publications; Honors; and administrative duties as assigned by the Vice President for Student Affairs.

Resident Instructor/Hall Director

University of South Florida

1975-1976

Director for a co-educational facility of 500 residents and Instructor in the Department of Social Sciences. Established Free University Studies Program in Residence Life.

Graduate Assistant

University of Tennessee

1973-1975

Served as University Prosecutor and Administrative Assistant for 4,000 residents in university housing. Assistant Head Resident for complex of 1,100 residents.

EDUCATION

Harvard University, Management Development Program, 1988

Doctor of Education, Student Affairs Administration, Mississippi State University, 1980

Master of Science, Educational Psychology, University of Tennessee, 1975

Bachelor of Arts, Liberal Arts, History, Maryville College, Honors, 1973

Stevens Institute for Senior Student Affairs Administrators, 1991

TEACHING EXPERIENCE

Bellarmino University, Professor of Education

Psychology of Relationships - three-hour undergraduate course (Humanities, senior level)

Freshman Seminar - developed and taught this one-hour required course for all new students (Established this core course that is now required for all freshman.)

IDC Junior Transcultural Experience: Serving the World

University of Louisville, Adjunct Assistant Professor of Education

Legal Issues in Higher Education- three-hour graduate credit course for doctoral/masters students

Introduction to Student Affairs Administration (16 years) - three-hour graduate credit course for masters students

Student Development Theory - three-hour graduate credit course for masters and doctoral students
The College Student: A Study of Student Cultures -three-hour graduate credit course, doctoral students
Internship Coordinator - three-hour graduate credit course for masters and doctoral students
Doctoral Committees - served on twelve doctoral student committees and dissertation committees

Mississippi State University, Instructor

Administration of Housing - three-hour graduate credit course for masters and doctoral students
Graduate Interns - three-hour graduate credit course. Coordinated masters level assignments
Paraprofessionals in Student Affairs - three-hour credit course in leadership for undergraduate students

University of South Florida, Instructor

Introduction to Behavioral Sciences (undergraduate)
Introduction to Psychology - four-hour credit course for undergraduate students

University of Tennessee, Instructor

Career Development Awareness - one-hour credit course for undergraduate students

GUEST LECTURER/FACULTY

National Association for Student Personnel Administrators (NASPA), New Professionals Institute
Director, University of Georgia, 2002, 2003
National Association for Student Personnel Administrators (NASPA), New Professionals Institute
Faculty, University of South Carolina, 1990, and University of Louisville, 1987, 2000, 2001
National Association for Campus Activities (NACA), New Professionals Institute Faculty, University
of Arizona, 1989
College Personnel Association of Kentucky (CPAK), Director of first state conference on "*Introduction to
Career Fields in Student Affairs*" for undergraduates, 1996
NASPA Region III and Southern Association for College Student Affairs (SACSA), Mid-Managers
Institute Faculty, Tulane University, 1992
NASPA Region III and Southern Association for College Student Affairs (SACSA), Mid-Managers
Institute, Director and Faculty, Emory University, 1993, 1994
NASPA Coordinator for first National Conference on Service Learning and Volunteerism, Georgia Tech
University (1997)
State keynote for Resident Assistant Conference, on Legal Issues in Higher Education, Louisville, KY
2002
Keynote SACSA Annual Conference, Orlando, Florida, 2001
Keynote NASPA Region III Summer Conference, Tennessee, 2016
201 Guest Lecturer for numerous graduate and undergraduate classes on leadership, ethics, group
dynamics and the
student affairs profession

SELECTED RESEARCH/PUBLICATIONS/EDUCATIONAL ACTIVITIES

Rhodes, F.W. (2001) Negotiating the Job. James F. Conneely, (Ed.) Planning a Career in College and
University Student Housing.
Rhodes, F. W., Producer and Director of Nationally Syndicated Video, "*Secrets to College Success.*"

Rhodes, F. W., *"The Student Affairs Practitioner as Educator,"* Southern Association of College Student Affairs Newsletter, 42, 2, 1-2.

Rhodes, F.W. & Lamar, A. *"Change and Diversity: The Challenge of the Student Life Professional at Metropolitan Universities."* Metropolitan Universities, 1, 2, 85-95.

Ness, M.D., Rhodes, F. W., & Rhodes, G.S. *"University Studies: The Genesis of an Orientation Class."* NASPA Journal, 26, 3, 202-206.

Publication Award, SACSA, Student Handbook. *"An Assessment of Student Affairs Services, A Study to Determine Quality and Quantity of Services Used by Students,"* University of Central Arkansas.

Awarded Arkansas College Personnel Association Research Grant.

"An Investigation of the Knowledge of Tort Liability among Chief Personnel Officers in the Southern College Personnel Association," published dissertation.

"15-Year Study of Judicial Procedures at Mississippi State University," unpublished paper submitted for administrative study.

"University Public Safety vs. Security -- Image Building," unpublished research in conjunction with Dean of Students at Mississippi State University.

"Programming With Computers in Residence Halls," University of Tennessee, Research for Counseling Center and Residence Life Office.

CONSULTING/GRANTS/ACCREDITATION

Senior Consulting Partner for Type Resources Inc., Louisville, Kentucky (Education and Business clients)

Senior Consultant for Bill Franklin Associates, Austin, Texas (National and International clients)

Consultant for Utah State University

Secured and administered several grants in the area of service learning and alcohol education

Southern Association of Colleges and Schools Accreditation Teams serving as SACS Chair for On-Site Visits and well as served on numerous campus review teams

Consultant for CEO Club of America (Eagle's PAC) in Washington, D.C., Baltimore, MD, Puerto Rico, St. Thomas, and Naples, FL

SELECTED PROFESSIONAL PRESENTATIONS

"Involving Colleges," NASPA Conference, Washington, D.C.

"Ethics in Higher Education," NASPA Region III Conference, Savannah, Georgia.

"The Future of Student Leadership in the 90's," University of Louisville, Leadership Institute, Louisville, Kentucky.

"Maximum Efforts from a Talented Staff," University of Mississippi, Oxford, Mississippi.

"Taking Volunteerism to the Community After Our College Days Are Over," Louisville Community Network, Louisville, Kentucky.

"Goal Setting for the Student Who Has Everything But Time," Student Government Association Retreat, University of Louisville, Louisville, Kentucky.

"Life-Long Learning, Everyone's Business," Louisville Corps of Engineers.

"The Big Chill: The Dual Career Couple and the Professional Move," SACSA Conference, New Orleans.

"A Tough Balancing Act for the Sandwich Generation: Managing the Career, Families, and Self," CPAK Conference, Louisville, KY.

"Volunteerism and Orientation, A Success Story," NACA, San Antonio, Texas.

"Orientation and Professional Affiliation," SACSA Conference, Winston-Salem, North Carolina

"The Art of Teaching -- The Student Affairs Model for the Decade Ahead," Southeast Graduate Forum, Louisville, Kentucky.

"Staff Leadership and Consumer Relations on Your Campus," CASE Regional Conference, Louisville, Kentucky.

"Legal Liabilities in Student Affairs," NACA, San Antonio, Texas.

"Discipline -- A Matter of Work and Worth," ACPA, Little Rock, Arkansas.

"Career Personalities and Work Styles in the 80's," NACA, Washington, D.C.

"Sexual Awareness in University Housing Programs," Southeast Association of Housing Officers Conference, Memphis, Tennessee.

"The Legal Aspects of Residence Life Judicial Procedures," University of Tennessee, Knoxville, Tennessee.

"Effective Communication," University of Tennessee, Knoxville, Tennessee.

"Assertiveness Training," University of South Florida, Tampa, Florida.

"Student Service in the Third World," NASPA Conference, Memphis, TN

"Leading Through Service," SEAHO Conference, Louisville, KY

"Time Management," University of South Florida, State Resident Assistant Workshop, Tampa, Florida.

"Systematic Human Relations," University of Tennessee, Knoxville, Tennessee.

"Low Cost, No Cost Programs for your University," Delta State University, Cleveland, Mississippi.

"Study Skills with Fraternities," Mississippi State University, Starkville, Mississippi.

"The Advisor's Role in Programming," Southeastern Association of Housing Officers, Memphis, Tennessee.

"A Model for Student Development," Southern College Personnel Association, Birmingham, Alabama.

"Programming for Student Activities," University of Southern Mississippi, Hattiesburg, Mississippi.

"Programming and Goal Setting," SECURA Conference, Atlanta, Georgia.

"Professional Goal Setting," Mississippi Personnel and Guidance Association, Jackson, Mississippi.

"Human Potential Seminar, Motivation," Mississippi Personnel and Guidance Association, Jackson, Mississippi.

LEADERSHIP POSITIONS/PROFESSIONAL AFFILIATIONS

Southern Association for College Student Affairs (SACSA)

President and Board of Directors, 1991; Secretary and Board of Directors, 1985-1987;
Conference Program Chair, 1984

National Association of Student Personnel Advisors (NASPA)

Chair, NASPA Region III Summer Symposium, Savannah, Georgia 2006 and 2011
Executive Committee Region III; International Education Committee Region III National Representative
Service and Volunteer National Committee for the "Forum"; NASPA Coordinator for first National Conference on Service Learning and Volunteerism, Georgia Tech University (1997)

Southwestern Association for College Personnel Administrators (SWASPA)

Vice President and Board of Directors, 1984; Conference Chair 1983-84

Arkansas College Personnel Association (ACPA)

President, 1984; Vice President, 1983; Conference Program Chair, 1983

College Personnel Association of Kentucky (CPAK)

President/Board of Directors, 1994; Treasurer/Board of Directors, 1992, 1993; Conference Chair, 1992, 1993

HONORS

The Endowed Fred Rhodes Servant Leader Award established 2016, Bellarmine University
Student Government, Bellarmine University, established the annual Fred Rhodes Inspirational Award 2016
University of Central Arkansas University, established the Student Orientation Staff (SOS), leadership award 2012
Horrigan Medal, Bellarmine University
Southern Association of College Student Affairs (SACSA) *Pillar of Profession Award*
NASPA *Pillar of the Profession*
Southern Association of College Student Affairs (SACSA) Melveen Draheim Hardee Award for Exceptional Scholarship and Leadership in Student Personnel Work
The John Jones Award for Outstanding Performance as a Dean of Students – NASPA Region III
Southern Association of College Student Affairs Senior Scholars, (Chair)
Southern Association for College Student Affairs (SACSA) H. Howard Davis Award for Outstanding Service to the Association
International Who's Who of Professionals in Education
"Outstanding Service Award for Leadership & Service to the State" – College Personnel Association of Kentucky
Harold Adams Student Life Award for Outstanding Service at University of Louisville
Outstanding Administrator, Student Government Award, University of Louisville
Fraternity Administrator/Campus "Impact Award," University of Louisville, April
Administrator of the Year, University of Louisville
Arkansas College Personnel Association "Outstanding Service Award"
Golden Key National Honorary (Faculty Member)
Omicron Delta Kappa (Faculty Advisor)
Omicron Delta Kappa Outstanding Faculty Secretary for Province X
Pi Gama Mu Honorary

INTERNATIONAL SERVICE

Rotary Club of Louisville, Inc., International Committee working in collaboration with Bellarmine University's Rubel School of Business on developing a micro lending project for Belize, March 2007.
Established international service opportunities for students, faculty and staff: Central America (El Salvador, Guatemala), South America (Peru), and the Caribbean (Jamaica).

INTERNATIONAL TRAVEL

Organized and conducted international travel program for students and faculty (Germany, England, Ireland, Greece, Italy, Switzerland, and Austria)
Team Member, US Student Affairs Delegation to France, representing NASPA, October 2001
Team Leader, US Student Affairs Delegation to United Arab Emirates, representing NASPA, February 2005
Hosted International Delegates at Bellarmine University from Ireland, Germany, and Spain

COMMUNITY SERVICE/VOLUNTEERISM

Greater Louisville, Inc. (Chamber of Commerce), Executive Committee for Educate Greater Louisville
Chairman, Board of Directors, Assumption High School, Louisville, Kentucky
WLKY-TV's Spirit of Louisville Foundation, Board of Directors, (The Bell Awards -Greater Louisville
area service award)
Rotary International, International Committee
Kiwanis Club Board of Directors
Hospice, President, Board of Directors
St. Vincent de Paul Volunteer
Kentucky Harvest Volunteer
Special Olympics
YMCA Coach
St. Matthew's Little League Coach (7 years)
Volunteer, Center for Women and Families, Louisville, KY

PERSONAL

Married to Dr. Gale Strouse Rhodes, Associate Provost and Assistant Professor of Education, University
of Louisville. Two children: Zack and Abigale.