

Richard ‘Cody’ Nicholls

EDUCATION:

Ph.D., Higher Education, ABD – anticipated Dec 2016 University of Arizona, Tucson, AZ
Major concentration; Organization and Administration, The Center for the Study of Higher Education.

Minor concentration; Entrepreneurship, The McGuire Center for Entrepreneurship.

B.S., Business Management – 1999 University of Wyoming, Laramie, WY

EXPERIENCE:

The University of Arizona (a top 25 Research, AAU, Land Grant university), Tucson Arizona

The Dean of Students Office

Assistant Dean of Students, July 2012 - Present

Veterans Education and Transition Services (VETS)

Provide program wide organization, direction, leadership, and budget management for our VETS program to include the Student Union Memorial and Arizona Health Sciences VETS Centers. Collaborate with our Professor of Practice in Psychology, supervise one graduate assistant who supervises two student program leads, 25 VA work studies and 5 VA work study tutors. The SUMC VETS Center hosted just over 11,000 total visits in the fall of 2015. Over the last two years’ female veteran usage of the SUMC VETS Center increase by over 200%. Overall usage has steadily increased since the fall of 2012 with an increase of 42%. Supervise a Welcome Back Week for our military and Veteran population at the onset of the fall and spring semesters. Coordinate Veterans Day/Week activities. Conduct an annual assessment of our military and veteran population to determine needs and create new initiatives as indicated. Direct informal town hall meetings throughout the year to identify any immediate needs and concerns. Some examples include transitioning to civilian life, financial, medical, and educational concerns. Work directly with our military and veteran population to resolve issues that arise throughout the year. Engage university federal and state relations staff in support of our military and veteran population to include meeting with federal and state representatives and their staff, providing input on proposed legislation to include Arizona House Bill 2033 the Post 9/11 Veteran Education Relief Fund, and representation on committees. Collaborate with the Southern Arizona VA Health Care System (VA) to include hosting the Transition Patient Advocate for Operation Iraqi Freedom, Operation Enduring Freedom, and Operation New Dawn, host a Nurse Practitioner to enroll student veterans into the VA Health Care System, and host a female counselor specifically for our female veterans. Secured a \$100,000 donation in the spring of 2015 to support programmatic efforts including the creation of an online version of our Supportive Education for Returning Veterans curriculum, UA sponsoring Honor Flights for current student veterans to serve as guardians, and increased networking and mentorship opportunities. Recently completed the first UA Honor Flight that allowed 19 student veterans, 5 staff, and the donor to serve as guardians. Secured a \$99,000 donation in the spring of 2016 to further support programmatic efforts including offering a one unit for credit course for free for 50 student veterans. Partner with various companies to provide opportunities for student veterans to seek employment to include Major League Baseball’s “Veterans Day” portion of their 2016 Diversity Summit, Raytheon, USAA, Amazon, and others. Partnering with the Warrior Scholar Project to host an academic intensive boot camp August 5 – 13, 2016. Conduct outreach efforts to the campus community to share the uniqueness that our military and veteran population bring to our campus community. Provide outreach efforts to the community in an effort to extend the university vision for

supporting our military and veteran community. Attend educational fairs at military installations to promote military and veteran enrollment. Maintain and provide information specific to the various services (both on campus and Southern Arizona) available to our military and veteran population. Launched our new Website in the fall of 2015. In 2011 collaborated with student veterans and administration to move into our current SUMC VETS Center.

Supportive Education for Returning Veterans (SERV)

Collaborating with our Professor of Practice in Psychology & Director of our Supportive Education for Returning Veterans curriculum and our Associate Provost for Enrollment Management in an effort to scale our SERV curriculum, creating a minor entitled Professional Resiliency with the core content being the SERV courses, and creating all five courses in an online format.

Reserve Officer Training Corps (ROTC)

University liaison to the commanding officers of Army, Air Force, and Navy ROTC and three full time and one part time university staff personnel who support ROTC. Currently updating our IT infrastructure and business support team organizational structure.

Collaborated with Facility Management to implement increased security measures to the facility housing our ROTC units to include external cameras, required use of university ID card for entrance, added bouldering in designated areas, and re-designed foliage on the exterior of the facility. Recently awarded \$750,000, 3-year grant from the Office of Naval Research (ONR) in collaboration with UA Stem Learning Center, Department of Geospatial Sciences, Navy ROTC, VETS Center, and Raytheon.

Graduate and Professional Student Council (GPSC), July 2012 – June 2015

Provided department wide direction and supervision to one Program Coordinator who supervised 5 graduate assistants, 5 student program administrators, and provided advising to our GPSC executive board and general council. Diligently worked with the Program Coordinator to create a collaborative working environment between GPSC and campus partners through strategic hiring and advising of elected officials. In conjunction with the Assistant Dean of Students, Advisor to the Associated Students of the University of Arizona, successfully merged the undergraduate and graduate student governments under one Assistant Dean.

The Department of Campus Recreation

Senior Assistant Director, Facilities and Services, August 2011 – June 2012

Oversaw hiring, training, supervision and evaluation of staff; Staff included professional staff (approx. 3-4), graduate assistants, undergraduate students, and part time non-student staff. Developed and implemented facility major maintenance / replacement schedules, annual preventive maintenance schedules, and equipment repair / replacement schedules. Collaborated with Facilities Management on facility construction, renovation, annual preventive maintenance, non-routine or emergent facility repairs, custodial services and overall facility presentation. Researched and purchased capital and non-capital equipment. Developed and approved Department policies and procedures for the safe operations of all facilities. Lead department efforts in regards to safety and risk management. Lead staff towards creating a facility that offers exceptional service in the most customer friendly manner possible; this included all front line staff at registration, the front desk, facility attendants, equipment check-out/sales, security staff, etc. Developed and managed facility and services budgets. Provided oversight and accountability for cash handling, sales and transactions. Maintained open communication with the programs division and each program area. Facilitated a positive, team orientated environment. Assisted the Director with the

management and operation of the Department; this includes tactical leadership, short and long range planning and strategy that will place divisions in a position to achieve the goals of the Department. Lead and advanced collaborative relationships on campus and within the greater Tucson community. Served on Director's leadership team. Created an environment that supports development opportunities for professional and student staff and encourages innovation, creativity and collaboration. Promote the Department through public speaking appearances and advertising in cooperation with Student Affairs Marketing.

Director of Hockey Operations (additional duty as assigned) March 2011 – June 2012

Coordinated the hiring of a new head coach, negotiated a contract with the Tucson Convention Center for games and practices, negotiated a contract and collaborated with an outside vendor (Harrow) on the creation of new uniforms, Coordinated the logistics of travel with an outside vendor (BCD Travel), negotiated a contract with an outside vendor (GEO Advertising) on promotions, provided assistance in the creation of game schedule for the upcoming season. (All contracts were completed in conjunction with our Contracting Department)

Assistant Director, Student and Business Development, July 2010 – July 2011

Provided department wide direction and supervision of recruiting, hiring, and retention of over 350 student staff. Supervised the administration and advising of professional development initiatives for student staff. Supported and participated in university recruitment and retention initiatives on behalf of the department such as Wildcat Welcome, Freshman Orientation, and Career Service Days. Supervised one Membership Coordinator, Guest Services Coordinator, and one graduate assistant for student development. Collaborated with outside vendors and university departments to provide a massage therapy service within our facility. Supervised the administration of a 2000 square foot retail store with a budget of XX. Department representative for the 15,000 square foot, 3.5 million dollar remodel of the entrance and front lobby to the facility.

Graduate Assistant for Club Sports, August 2006 – June 2010.

Assisted in the administration, supervision, and facilitation of 33 sport clubs, many of which were nationally ranked including; synchronized swimming, men's lacrosse, men's soccer, men's volleyball and men's rugby. Monitored and supervised the allocation and financing of the 33 sport club budgets totaling \$200,000. Recruited, hired, trained, supervised and scheduled student employees for all practices and events. Recorded, maintained, and monitored student employee payroll. Developed the Sport Club Council. Designed to allow students to directly oversee all aspects of Sport Club activities, funding, requests, and general administrative procedures.

United States Army Reserve
Camp Arifjan, Kuwait

257th TC, Operations Center

Communications Non Commissioned Officer in Charge (NCOIC)

Information Management NCOIC, April 2008 – February 2009.

Maintained a 99% operational readiness rate on communication equipment valued at over \$9,000,000. Provided critical communication support to 66 combat Logistic Patrols allowing them to complete each mission without incident. Itemized and returned over 1000 excess communication components to the Army supply system for redistribution. Supervised the installation of 7 DUKE systems valued at over \$280,000. Coordinated the communication training to over 220 soldiers on the ANCD, Harris Radio, MTS, BFT, PLGR, and DAGR systems.

Camp Al Taqaddum, Iraq

208th TC, Company Headquarters

Non Commissioned Officer in Charge, August 2004 – January 2005.

Compiled and reported company daily personnel status reports to Battalion. Briefed the Company Commander and First Sergeant daily on convoy movements and personnel location. Supervised all company administration needs for individual soldiers.

Leadership Experience & Service:

- NASPA (Student Affairs Administrators in Higher Education) Veterans Knowledge Community Leadership Team, NASPA/SACSA Conference Liaison, March 2016 - Present
- Southern Arizona Military / Veteran Community Network – Steering Committee, Tucson Arizona, May 2014 – Present
- Association of the United States Army Tucson Chapter, Executive Board member, June 2015 – Present
- Tucson Committee on Foreign Relations, Executive Committee, Secretary, June 2016 – Present (end June 2018), Member November 2014 – Present
- Higher Education Reauthorization Act Committee, Member – Military and Veteran Specialist, University of Arizona, July 2013 – Present
- UA Online Task Force, Member – Military & Veteran Specialist, University of Arizona, October 2014 – February 2015
- Higher Education Graduate Assistant Interview Weekend Committee, Member, January 2011-February 2011.
- Staff Representative, Recreational Advisory Committee (RAC), Department of Campus Recreation, The University of Arizona, August 2009 – May 2010.
- Health & Recreation Fee Proposal Development Committee, University of Arizona, September 2009 – March 2010.
- Marketing Advisor, 2008 National Collegiate Leadership Conference, The University of Arizona, February 2007 – December 2007 (Deployed for Operation Iraqi Freedom in January 2008).
- Team Advisor, The University of Arizona Blue Chip Phase III Leadership Retreat, January 2007.
- Staff, NIRSA National Club Volleyball Tournament, Louisville, KY, April 2007.
- Staff, NIRSA National Club Soccer Tournament, Tempe, AZ, November 2006.
- Wyoming Army National Guard, US Army Reserve 2000 – 2009. Honorable Discharge
- Graduate Assistant Football Coach, The University of Wyoming, 1998 Season

Selected Presentations, Panels, and Writing:

- “Veteran Student Services: Analyzing a National Model and Envisioning the Future”, Mini-Institute, co-presenter. Student Affairs Administrators in Higher Education (NASPA), 2015 NASPA Veterans Conference. Louisville, KY. February 8th, 2015
- “Student Veterans’ Centers: Design to Implementation to Upgrading”, Closing Panel, panelist. Student Affairs Administrators in Higher Education (NASPA), 2015 NASPA Veterans Conference. Louisville, KY. February 9th, 2015
- “University of Arizona update on services provided to students who are veterans of the U.S. Military”, University Services for Veterans Update, presenter. Arizona Board of Regents, Academic Affairs Committee Meeting. Tempe, AZ. November 19th, 2014

- “Defining and Improving Success for Student Veterans”, co-author of written and spoken testimony. US House of Representatives Subcommittee on Economic Opportunity of the House on Veterans’ Affairs. Washington, DC. May 8th, 2014.