

# J. Vincent Nix, Ph.D.

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Motivational and level-headed **organizational development, learning and performance** professional. Familiar with best practices of **organizational development, engagement, assessment, cross-functional project management, collaborative leadership**, and **global HRM**. 20 years developing **international and multicultural** organizations and individuals. *B.A., Sociology and Psychology; Ed.M., Leadership; Ph.D., Administration.*

## Professional Experience

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### **MAY 2011—current | START Coordinator | Idaho State University | Pocatello, Idaho**

*Idaho State University, a Carnegie-classified doctoral research and teaching institution founded in 1901, attracts students from around the world to its Idaho campuses.*

- Develop, implement and oversee Successful Transitions and Retention Track (START) pilot-project (2-year) designed to transition GED students and graduates into post-secondary education. Funded through J.K. and Kathryn Albertson Foundation Continuous Education grant.
- Supervise professionals: IT staff, Math and English instructors, Licensed Counselors.
- Retained 68 of 89 students admitted into program, through three semesters ( <http://www.isu.edu/start> ).
- Budget \$1.2M.

### **2004 - 2010 | OD Consultant, Ph.D. Researcher, Instructor | Kunming, Yunnan, People's Republic of China**

*While working on my dissertation in Sino-U.S. Transnational Education, served in several full- and part-time roles:*

- **Kunming Firmenich Aromatics | Trainer / Consultant** (2004-2010) – Led twice-weekly meetings to help the leadership team build capacity in strategic management, leadership, and international business communications. Formulated and implemented competitive and equitable compensation plans.  
*Firmenich is the world's largest privately-owned company in the perfume and flavor business.*
- **Keuka China Programs | Assistant Professor of International Business** (2007-2010) – Taught Strategic Management, OD, Leadership, HRM, and 1<sup>st</sup>-year seminar to international joint-degree-seeking university students in three major Chinese cities. Implemented Kouzes and Posner's *Leadership Challenge* activities into the curriculum. Achieved average student rating of 4.58/5.00; *Excellent Professor* award.  
*Keuka College's joint-degree programs encompass the largest Sino-U.S. transnational program; 5,000 students.*
- **Kunming University of Science & Technology | Assistant Professor of English** (2006-2007) – Taught English Debate, Research Writing, and Survey of Western Culture to Chinese university students. Two students ranked in the top five (out of 6,000 contestants) at the CCTV national English speaking competition in Beijing.  
*KUST was one of 43 state universities to receive an "Excellent, A Rating" in 2006 by the Ministry of Education.*
- **Kunming Haina Panlong Training School | Vice Principal / OD Consultant** (2004-2006) – Developed an English language school; built-out the rented space, hired and trained the teachers, and marketed the program to adults. In one year, achieved #3 ranking (out of 200 schools) in Kunming. Supervised 26 professionals. Budgeted 720K annually.  
*KHPTS was a locally-owned language school; most are franchisees of one of the "Big Five" language schools.*

### **1998 - 2003 | Washington State University | Pullman, Washington**

*Washington State University is a "Research I" university that provides "World Class, Face-to-Face" learning and research opportunities to 25,000 students in Pullman, Spokane, Vancouver, and Richland, Washington.*

#### **Assistant Registrar (interim) | 2002 - 2003**

- Reduced FTE (full time enrollment) State budget reporting from 24 days to ten days over a one-year period.
- Reallocated one FTE (full time equivalent, 34K) due to Family Educational Rights and Privacy Act (FERPA) training re-design.
- Supervised three classified staff members and two graduate assistants.

## **Assistant Dean of Students (interim) | 2000 - 2002**

- Eliminated a six-month backlog of student conduct casework in one semester (at zero additional cost).
- Recovered over \$1M in lost alumni donations in one semester; nearly \$2M in three semesters.
- Supervised one classified staff member, eight graduate assistants and three undergraduate work-study students.
- Chaired divisional *Diversity Committee*; co-Chaired divisional *Program Assessment & Evaluation Committee*.
- Trained divisional search committees on EEO/AA policy and procedures for WSU's *Center for Human Rights*.
- Managed *Office of Student Affairs* IT/IS/Web functions.

## **Resident Hall Director | 1998 - 2000**

- Transformed (in one year) a last-apply-last-assigned residence hall known as “the Ghetto” into an active community that was voted “Residence Hall of the Year – Most Improved,” by the WSU Residence Hall Association.
- Led and managed (in one year) an athletic dormitory’s metamorphosis into a residence hall with an active hall council and student government.
- Supervised 12 undergraduate staff members.
- Managed campus “Perham Hotel,” including a separate staff of three work-study students, a separate budget of \$28K; managed conferences & events registration and room assignments.
- *Professional Staff Member of the Year* award; *President's Award*.

## **1993 - 1998 | Oxford Wire & Cable Services | Oxford, Mississippi**

*OWCS, a joint-venture between Hayakawa Densen Kogyo and Hitachi Cable, Ltd, provides wire harnesses, cable assemblies, and electrical components to customers around the globe.*

## **Human Resources Manager / Assistant Manager for General Affairs**

- Reduced unemployment tax rate from 14% to 0.7%.
- Slashed annual employee turnover from 30% to 12%.
- Increased productivity from 64% to 89%.
- Initiated successful ISO 9001:1994 registration/certification.
- Supervised 27 direct reports with responsibility for 240 employees.
- Budgeted 1.6M in a manufacturing facility with sales of 2.5M per month.

## **1990 - 1993 | University of Mississippi | University, Mississippi**

*Ole Miss is a doctoral degree-granting institution with 15 divisions and 18,000 students with a main campus in Oxford; the medical campus in Jackson, and regional campuses in Tupelo, Southaven, Grenada, and Booneville.*

## **Resident Hall Director**

- Developed an uninvolved international residence hall into an engaging community with an active hall government.
- Organized men’s football (soccer) and women’s volleyball teams that became the first non-Greek teams in the history of the University of Mississippi to win intramural sports championships.
- Supervised 11 graduate assistants and six undergraduate assistants.
- Managed “International Hotel,” open 365 days, 24hours; conferences & events registration and room assignments.

## **Education, Professional Development, & Languages**

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Ph.D., Higher Education Administration | Washington State University | Pullman, Washington | 2009

Ed.M., Educational Leadership | Washington State University | Pullman, Washington | 2000

B.A., Sociology and Psychology | University of Mississippi | University, Mississippi | 1993

*Project Success Method*<sup>SM</sup> Certification | Project Success, Incorporated (PSI) | Atlanta, Georgia

TEFL Certification | International TEFL Training Institute | Phuket Town, Thailand

*Prime for Life* Alcohol / Drug Educator Certification | Prevention Research Institute | Lexington, Kentucky

*Successful Employee Relations* | Kulman, Inman, Bee, Downing & Banta | New Orleans, Louisiana

Native English speaker; conversant in Mandarin and Japanese.