

# Dahlia Gabrielle Hylton, Ph.D.

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## **SKILLS**

Strong Collaborator  
Decisive Team Leader & Critical Thinker  
DE&I Program Development & Management  
Budget Management & Revenue Generation

Diverse Student Recruitment, Advising & Mentoring  
Staff Supervision and Coaching  
Effective Communication and Presentation Skills  
Keen Leadership, Organization, and Strategic Planning

## **EDUCATION**

**Ph.D.: Higher Education Administration**, May 2012

*Auburn University*, Auburn, Alabama

Dissertation Title: *"In Her Own Voice: A Narrative Study of the Persistence Strategies of Eight African American Women Vice Presidents for Student Affairs"*

**M.S.: Human Resource Management**, May 2010

*Troy University*, Troy, Alabama

**M.Ed.: Adult Education**, December 2007

*Auburn University*, Auburn, Alabama

**B.S.B.A.: Marketing**, December 2005

*Auburn University*, Auburn, Alabama

## **CERTIFICATION**

**Journey to High Performance** (Leadership and Management Program); November 2018-June 2019

*Lehigh University*, Pennsylvania

## **STUDENT SUCCESS CONSULTING**

**Affiliate Consultant**; July 2021-Present (project-based consulting)

Credo Higher Education Consulting Firm

- Assist in the design, delivery, and assessment of student success initiatives for Credo's Move the Needle initiative.

**National College Match**; September 2020-October 2020 (Seasonal Consulting)

QuestBridge

- QuestBridge aims to increase the percentage of talented low-income students attending the nation's best colleges and to support them to achieve success in their careers and communities.

## **HIGHER EDUCATION EXPERIENCE**

**Director, Office of Black Student Development**; January 2020-October 2020

*Division of Student Affairs*, University of California, Santa Barbara

- Hired as the inaugural Director for the Office of Black Student Development.
- Made informed decisions from an evidence-based approach, utilizing multiple forms of quantitative and qualitative data.
- Co-collaborated with campus partners on the development of an Anti-Black workshop series.
- Managed the department's \$700,000 budget and development efforts.
- Established partnership agreements with Office of Admissions, Development, Alumni Relations, etc. to identify and address barriers that enhance or impede the curricular and co-curricular success for Black students, and other marginalized groups.
- Supervised a team that's responsible for the Academic Success, Holistic Support, Recruitment and Retention, and Advocacy of Black student community.

## **Campus Leadership and Service (UC Santa Barbara)**

*University Committees*

- uscbBLACK (2020) – affinity group for Black faculty and staff
- Campus Community Council (2020)

**Director, Office of Multicultural Affairs; June 2017-December 2019**

*Office of Diversity, Inclusion, and Equity, Lehigh University, Pennsylvania*

- Reported to Lehigh's inaugural Vice President for Equity and Community (Chief Diversity Officer).
- Provided clear vision and direction for the Office of Multicultural Affairs (OMA) in fulfilling ongoing and long-term strategic planning for diversity and inclusion.
- Managed a departmental budget and other financial indexes to the amount of \$100,000 to develop and promote multicultural experiences.
- Assisted in the development and implementation of diversity and inclusion training campus leadership, including a staff and faculty-focused series entitled, *Diversity Champions: Inclusive Excellence Program*.
- Built department-wide capacity for assessment for Office of Multicultural Affairs, creating a culture of assessment and data-based decision making; including engaging with a diverse audience to drive operational initiatives.
- Collaborated with multiple stakeholders in addressing bias related incidents across campus.
- Served as the chair for three affinity groups, including the Faculty and Staff of Color Network, Women of Color Network, and the Dr. Martin Luther King, Jr. Celebration Committee.
- Developed successful talent recruitment and development strategies with Human Resources for the OMA staff (one Associate Director, Graduate Assistant, Office Coordinator, and six Student Employees).

Select Accomplishments:

- Developed five-year strategic plan for Office of Multicultural Affairs.
- Chaired and hosted the 2019 LVAIC *Bridging the Gap Diversity Leadership Summit*, a full-day immersive conference serving over 200 students focusing on acknowledging challenges, building resiliency, and inspiring student leaders to achieve success.
- Created Women of Color Network, a campus-wide support group comprised of faculty and staff women of color to learn, analyze, and discuss topics, issues, and current events facing the community of women of color in higher education.
- Established, in partnership with the Office of Student Engagement, *LU Legacy Program*, a mission-driven accreditation program for multicultural student organizations to assist in their maintaining appropriate organization status.
- Chair of Umoja House 30<sup>th</sup> Anniversary Celebration – a campus-wide celebration honoring Lehigh's designated multicultural residential facility.

**Campus Leadership and Service (Lehigh University)**

*University Committees*

- Faculty and Staff of Color Network (Chair, 2017-2109)
- MLK Committee (Co-Chair, 2017-2019)
- Enrollment Management Network (2017-2019)
- Advocate – sexual assault student support group led by staff/faculty (2019)

*Division of Student Affairs Collaborations*

- LeaderShape Faculty (2018)
- SpringSERVE Faculty Lead (2018)

**Director, Intercultural Center and Multicultural Student Programs; August 2014-May 2017**

*Division of Student Affairs, University of North Carolina at Asheville, North Carolina*

- Strengthened the retention and success of Asian/Pacific Islander, Black, Native American, Latino/a, and multiracial students by fostering a sense of community through intellectual, social, and cultural exchange.
- Created, designed, and implemented programs, services, events, and educational programming that support a diverse and inclusive learning environment for the UNC Asheville campus community.
- Served as primary resource for academic deans, faculty, athletics, and other campus community members for issues related to multiculturalism, diversity, and inclusion.
- Created an ongoing departmental assessment plan and use results to create, enhance, and modify programming to fit the needs of the student body.
- Collaborated with Human Resources in the recruitment of a diverse talent pool and created a professional development plan for their individual and collective success.
- Served as liaison between the University of North Carolina Asheville and community organizations related to issues of diversity, equity, and inclusion.
- Provided administrative oversight of Hyannis House – a space that provides resources, education and awareness on LGBTQ and women's issues.
- Served on various organizational committees dedicated to advance diversity and inclusion across campus, including the Diversity Action Council (DAC) and the MLK Celebration Committee.

- Managed the annual operating budget of approximately \$155K for the Intercultural Center and Office of Multicultural Student Programs, including expenditure review involving multiple sources of funds.

Select Accomplishments:

- Appointed by the Chancellor as Chair of UNC Asheville's Staff Council.
  - Re-built council to have more campus-wide presence.
  - Provide recommendations to Chancellor on how to mitigate staff issues and concerns.
  - Work closely with Minority Affairs Commission on best practices to recruit and retention staff of color.
- Created first multicultural student leadership awards banquet – awards ceremony to highlight significant accomplishments of both multicultural and international community members.
- Streamlined efforts of engaging alumni of color with Office of Advancement.

**Assistant Director, Intercultural Center and Multicultural Student Programs;** June 2013-August 2014

*Division of Student Affairs, University of North Carolina at Asheville, North Carolina*

- Created and facilitated multicultural and inclusion trainings.
- Created our monthly "Lunch-n-Learn" series, an intimate educational forum which critically explores current topics around diversity and inclusion.
- Managed and advised the Connections Peer Mentoring Program for first year and transfer multicultural students.
- Assisted in the creation, design, services, events, and educational programming that support a diverse and inclusive learning environment for all students.
- Designed and coordinated the Multicultural Leadership Council – an interdisciplinary group of diverse student leaders where collaboration was paramount to enhancing organizational change.
- Managed \$12,000 programming budget for the development of diversity and inclusion programming.

Select Accomplishments:

- Restructured the Connections Peer-Mentoring Program which assists first-year students from diverse backgrounds to transition into the university. Students who participate in Connections are retained at 94%, a higher retention rate than the university's overall retention rate of underrepresented students.
- Increased the number of diversity education programs within department's Heritage Awareness Months.

**Campus Leadership and Service (University of North Carolina Asheville):**

*University Committees*

- Staff Council (Chair 2016-2017)
- Diversity Action Council (DAC)
  - Student Experience – Outside of Classroom (Chair 2014-2017)
  - Steering Committee (2014-2017)
  - Strategic Planning (2014-2017)
- Bias Incident Response Team Committee (Co-Chair 2014-2017)
- Martin Luther King, Jr. Celebration Committee
  - Chair (2014-Present)
  - Member (2013-2014)
  - Day of Service Chair (2016)
- AVID for Higher Education Implementation Team Member (2013-2017)
- Minority Recruitment & Retention Strategic Plan Committee (2013-2017)
- Committee on Substance Abuse Prevention (2013-2017)
- Minority Affairs Commission (2016-2017)

*Division of Student Affairs Committees*

- Care & Crisis Committee (2015-2017)
- Learning Partner – Alternative Service Experience (2016-2017)
- L.E.A.D. LLC Leadership Team (2015-2017)
- Sexual Misconduct Hearing Board (2014-2016)
- LEAP Awards Selection Committee (2014-2015)
- Campus Experience Committee (2014-2016)
- Citizenship Education Hearing Board Officer (2013-2016)
- Bulldogs Advancing Radical Kindness (BARK) Committee (Bystander Intervention) (2013-2016)
- National Society of Leadership and Success – Co-Advisor (2013-2014)

**Admissions Advisor/Coordinator, Minority VIT Recruitment Program; August 2010 – February 2013**

*Office of Admissions and Recruitment, Auburn University, Alabama*

- Maintained an active recruitment territory to advance minority student recruitment opportunities.
- Coordinated personalized campus tours and academic appointments for high-ability prospective students (20% increase in minority applications).
- Collaborated with campus partners and various constituents to develop and enhance diversity recruitment efforts.
- Served on a division-wide assessment and evaluation workgroup where we reviewed, assessed, evaluated, and made recommendations on issues related to student leadership, student retention, student engagement, and diversity and inclusion.

**Select Accomplishments:**

- Created “Minority VIT (Very Important Tiger) Program” – a personalized recruitment program for high-achieving underrepresented students. Within first year, program increased 20% enrollment of minority students.
- Created Diversity and Multicultural Affairs marketing and recruitment packets for minority students to showcase Auburn’s commitment to building a diverse and inclusive campus community.

**Graduate Assistant: Multicultural Center; August 2009 – August 2010**

*Office of Diversity and Multicultural Affairs, Auburn University, Alabama*

- Developed creative marketing presentations to promote awareness of the Multicultural Center among the campus community.
- Acted as a liaison for the Multicultural Center student organizations, the Office of Diversity and Multicultural Affairs, Division of Student Affairs, and the Office of Admissions and Recruitment to increase cross-cultural communication among the campus and the greater community.
- Assisted with multicultural programming events such as MLK week and the Native American Festival.
- Created press releases to promote multicultural events on campus and within the community.

**RELEVANT TEACHING EXPERIENCE**

**SOC 178: Protest and Social Change: Local to Global; August 2015-2017**

*AVID for Higher Education, University of North Carolina Asheville, North Carolina*

**IST 171: The Bulldog Experience Creator and Instructor; August 2014-December 2014**

*AVID for Higher Education, University of North Carolina Asheville*

**IST 271: STRIVE Mentors Co-Creator and Co-Instructor; August 2014 - May 2015**

*Multicultural Student Programs & Office of Service Learning, University of North Carolina Asheville*

**AWARDS**

- Champion for Students Award; University of North Carolina Asheville – April 2014
- Isaac Dickson Community Award; University of North Carolina Asheville – April 2014
- Charlotte Hawkins Brown Award; University of North Carolina Asheville – April 2015

**PROFESSIONAL AFFILIATIONS & DEVELOPMENT**

National Association of Student Personnel Administrators; 2010-Present

- **North Carolina State Liaison** – African American Concerns Knowledge Community; 2015-2016
- **Graduate Student Liaison Coordinator**; NASPA African American Knowledge Community; 2012-2013
- **The Dr. Theresa A. Powell African American Scholarship Committee Member**; NASPA African American Knowledge Community; 2012-2013

National Association of Diversity Officers in Higher Education; 2016-Present

American College Personnel Association; 2011 – Present

Association for Financial Counseling and Planning Education; 2020-Present

NACADA – Global Community for Academic Advising; 2021 – Present

**PRESENTATIONS**

**Hylton, D., Burden, S., Fullerton, C., & Machiniak, S. (2018).** *Bringing Intersectionality Theory to Practice: A Model for Cross-Cultural Center Collaboration.* A peer-reviewed educational session for 2018 NASPA Annual Conference. Philadelphia, PA.

**Hylton, D., Burden, S., Fullerton, C., & Machiniak, S. (2017).** *We are Family: Building Purposeful Collaborations through Intersectional Theory*. A peer-reviewed educational session for NASPA Multicultural Institute. New Orleans, LA.

**Hylton, D., Kloppel, L., Martin, K., & Mayer, A. (2016).** *L.E.A.D. the Change: A Living Learning Community focused on Social Justice, Service-Learning, and Leadership*. A peer-reviewed educational session for Citizenship, Service, Networking, and Partnership Conference (CSNAP). Asheville, CA.

**Hylton, D., Kloppel, L., Martin, K., & Mayer, A. (2016).** *L.E.A.D. the Change: A Living Learning Community focused on Social Justice, Service-Learning, and Leadership*. A peer-reviewed educational session for National Conference on Race & Ethnicity (NCORE). San Francisco, CA.

**Hylton, D., & Keith, P. (2015).** *Helping Minority Students Succeed: Connections Peer Mentoring Program*. A peer-reviewed educational session presented at the Southern Association for College Student Affairs (SACSA) National Conference. Greenville, SC.

### **COMMUNITY AFFILIATIONS**

- Black Alumni Council - Auburn University (2021-2023)
- The Links, Incorporated
- YMI Cultural Arts Center (Asheville, NC) – Board Member (2014-2017)
  - YMI Young Professional Leadership Program (Chair, 2014-2017)

### **COMPUTER SKILLS**

- **Social Media:** LinkedIn, Facebook, Twitter, and Skype
- **Design:** Adobe Illustrator and Photoshop
- **Higher Education:** Access, Banner Admin, Banner Finance, Banner Relationship Management, Blackboard, Blackboard Toolkit, Maxient, Canvas, Microsoft Outlook, Google Suites, Zoom, Cisco WebEx, Microsoft Teams