

**Nicole T. Carr, PhD.**

Associate Vice President, Student Academic Success and Professor of Sociology

<http://southalabama.edu/departments/academicsuccess/>

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**Summary of Experience**

**Academic Leadership**

- 2016-present Associate Vice President, Student Academic Success
- 2015-2016 Executive Director, Student Academic Success
- 2010-2015 Director, Student Academic Success and Retention
- 2009-2010 Graduate Coordinator, MA program in Sociology

**Faculty Positions**

- 2021-present Professor, University of South Alabama
- 2007-2021 Associate Professor, University of South Alabama
- 1998-2007 Assistant Professor, University of South Alabama
- 1998 Adjunct Instructor, Springhill College
- 1997-1998 Instructor, Louisiana State University

**Education**

- 1998 Ph.D., Sociology, Louisiana State University.
- 1993 M.A., Sociology, College of William and Mary, Williamsburg, VA.
- 1991 B.A. Government and Philosophy, College of William and Mary, Williamsburg, VA

**Leadership Development**

- 2023 Served as a reviewer, SACSCOC Reaffirmation Committee, On-site team
- 2022 Served as reviewer, SACSCOC Reaffirmation Committee, On-site team
- 2021 Leader-led Coaching Certification, The Leader's Coaching Mentorship.
- 2020 Served as QEP reviewer, SACSCOC Reaffirmation Committee, On-site team
- 2019 Leading for Student Success, Harvard Graduate School of Education
- 2016 Served as QEP reviewer, SACSCOC Reaffirmation Committee On-site team
- 2014 Served as QEP reviewer, SACSCOC Reaffirmation Committee On-site teams (2 institutions)
- 2013 2<sup>nd</sup> Annual Dean's Institute, ACAD Annual meeting, Atlanta GA.
- 2011 University of South Alabama 2<sup>nd</sup> Academic Leadership Class, Mobile AL
- 2010 Planning for First Year and Transfer Student Success and Persistence. Gardner and Barefoot, SACSCOC Annual Meeting, Louisville KY.
- 2010 Washington Center National Summer Institute on Learning Communities, Evergreen State College, Olympia WA

## **ADMINISTRATIVE ROLES, RESPONSIBILITIES, AND OUTCOMES**

### *Associate Vice President, Student Academic Success*

Responsible for providing vision, leadership, and strategic direction for student academic success, focusing on access, persistence, and graduation. This includes development, implementation, and assessments of initiatives to improve institutional retention and graduation rates. The role includes line management and supervision for five professional level direct reports. Collectively Student Academic Success includes 32 people and an overall budget of roughly 2.3 M. This position reports directly to the Provost.

### *Major outcomes:*

- 13% point increase in retention
- 21% point increase in four year graduation rates
- 9% point increase in six year graduation rates
- USA recognized by APLU as finalist for Degree Completion Award

### *Major leadership accomplishments in this position:*

- Provide leadership for USA's engagement in APLU's Powered by Publics initiative
- Developed USA's Student Success Team and expanded membership to engage units across campus in student access and success.
- Developed student persistence/completion dashboard for academic deans
- Developed need-based aid awards, including internal completion grants and externally funded awards.
- Developed Summer Start program for summer admission path
- Developed advising relationships and coordinating curriculum with all partners and students involved in regional partnership with 2 year institutions (Pathway USA)
- Provide leadership for USA's membership in Education Advisory Board's product Navigate, implemented the technology across all Colleges and Schools.
- Designed and implemented the First Year Advising Center (2015); expanded into Academic Advising and Transfer Services (2018)
- Implemented learning communities in fall 2011; fall 2019 over 75% of freshman class enrolled in a learning community
- Developed and implemented scholarship Earn Back scholarship program

### *Additional significant accomplishments achieved through cross unit collaborations:*

- Collaborated in the institutional priority, Student Success and Access, including developing KPIs suited to this priority and our mission
- Collaborated in development of USA's One Stop and SouthCARES, for student needs, bridging two institutional divisions.
- Collaborator on Lumina funded Mobile AL Talent Hub
- Initiated and co-Chaired the first South Alabama Conference on Teaching and Learning (CoTL- 2011)
- Co-authored first USA specific FYE course textbook



## **PUBLICATIONS (peer reviewed)**

- 2020 McDermott, Ryon C., Hsiu-Lan, Cheng, Joel Wong, April Berry, Nicholas Borgagna, and **Nicole T. Carr**. "Revisiting the Paradox of Hope: the Role of Discrimination among First Year Black College Students." *Journal of Counseling Psychology*. Forthcoming.
- 2018 Browning, Brandon R, Ryon C. McDermott, Marjorie E. Scaffa, Nathan R. Booth, and **Nicole T. Carr**. "Character Strengths and First Year College Students' Academic Persistence Attitudes: An Integrative Model." *The Counseling Psychologist*. Vol. 46(5), Pp 608-631.
- 2017 Kroska, Amy, James D. Lee, and **Nicole T. Carr**. "Juvenile Delinquency, Criminal Sentiments, and Self-Sentiments: Exploring a Modified Labeling Theory Proposition." *Advances in Group Processes*. Vol 34, Pp 21-47.
- 2016 Kroska, Amy, James D. Lee, and **Nicole T. Carr**. "Juvenile Delinquency and Self-Sentiments: Exploring a Labeling Theory Proposition." *Social Science Quarterly*. 98(1) 73-88.
- 2013 **Carr, Nicole T.** and Roma S. Hanks. "Everything I've done I've done for men: One woman's deployment of femininities and her pathway to crime." *Sociological Spectrum*, 33:433-452.
- 2012 **Carr, Nicole T.** and Roma S. Hanks. "If 60 is the new 40, is 35 the new 15? Late Onset Crime and Delinquency." *Deviant Behavior*, 33:393-41.
- 2012 Langhinrichsen-Rohling, Jennifer, Kenneth Hudson, Dorian Lamis, and **Nicole T. Carr**. "Psychometric Properties of a Suicide Screen for Adjudicated Youth in Residential Care." *Death Studies*, 2012 pp.323-329.
- 2011 Block, Rebecca & **Carr, Nicole T.** Age and Women's Offending. in *Encyclopedia of Women and Crime: Issues and Cases*, Jensen and Baird-Olsen (ed). Westport, CT: Greenwood Publishing, pp: 99-120.
- 2008 Gupta, Nidhi and **Nicole T. Carr**. "Understanding the Patient-Physician Interaction: Potential for Reducing Health Disparities." *Applied Social Science* 2(2)54-65.
- 2008 **Nicole T. Carr**, Kenneth Hudson, Roma Hanks, and Andrea Hunt. "Gender in the Juvenile Justice System: Evidence of a Gendered Organization." *Feminist Criminology* 3(1) 25-43.\*
- 2007 Roma S. Hanks and **Nicole T. Carr**. "Lifelines of Women in Jail as Self-Constructed Visual Probes for Life History Research." *Marriage and Family Review* 42(4) 105-116.

- 2007 **Nicole T. Flynn**, Roma S. Hanks, and Lindsey Gurley. “Stirred, shaken, or blended? Gender differences in processing and treatment of juvenile offenders.” *Women and Criminal Justice* 18(4): 17-36.
- 2007 Kimberly Noble, **Nicole T. Flynn**, James D. Lee and David Hilton. “Predicting successful college experiences: evidence from a freshman retention program.” *Journal of College Student Retention*, 9(1): 39-60.
- 2004 Mencken, F. Carson, and **Nicole T. Flynn**. “Oil and Natural Gas and Rural Local Government Finances in the Gulf of Mexico Region.” *Journal of Southern Rural Sociology* 20(1)64-79.
- 2004 **Flynn, Nicole T.**, Roma S. Hanks and David M. Bowers. “Process Evaluation of Juvenile Programming: Evidence for Using Multiple Methodologies.” *Journal for Juvenile Justice and Detention Services*, Fall 2004
- 2003 **Flynn, Nicole T.** “The Differential Effect of Labor Market Context on Marginal Employment Outcomes.” *Sociological Spectrum* 23(3)305-330.
- 1996 Shihadeh, Edward S. and **Nicole T. Flynn**. “Segregation and Crime: The Effect of Black Social Isolation on the Rates of Black Urban Violence.” *Social Forces* 74(4):1325-52.
- 1992 Aday, David P. Jr. and **L. Nicole Thomson**. “Social Control and the National Drug Policy: A Critical Analysis.” *Journal of Applied Behavioral Science* 28(3):417-31.

**GRANTS FUNDED (totaling over \$5,000,000)**

- 2022 “Summer Bridge”. Alabama Commission on Higher Education. **Nicole T. Carr**, PI. \$100,000.
- 2021 “Title III, Strengthening Institutions Program (SIP). Department of Education, 2021-2026. **Nicole T. Carr, PI.** Kristi Clayton, Co-Investigator. \$2,500,000
- 2021 “Transforming Institutions to Increase Student Success: Integrating coaching skills and techniques into an appreciative advising model and creating an assessment plan to reduce equity gaps between student groups.” Association of Public and Land Grant Universities, Intermediaries for Scale Opportunity. **Nicole T. Carr**, Catherine Preston, Andre’ Green. \$15,000.
- 2019 “Linking Community College Students to Engineering.” National Science Foundation. Christy West, PI. Co-PIs: Eric Steward, Joseph Richardson, Thomas Thomas, **Nicole T. Carr**. \$1,000,000.
- 2018 Alabama Commission of Higher Education local education convening, \$1,500.

- 2018 Association of Public and Land Grant Universities (APLU) cross-institutional collaboration (USA and PSU), \$5,000.
- 2018 “Pathway USA” Collaborative Opportunity Grant, APLU and Gates Foundation. Andre` Green, **Nicole T Carr**, and Raj Chadhury. renewal \$55,000.
- 2017 “Pathway USA” Collaborative Opportunity Grant, APLU and Gates Foundation. Andre` Green, **Nicole T Carr**, Raj Chadhury, and Kathy Thompson. \$50,000.
- 2008 “Building a Strong Relationship” Office of Juvenile Justice and Delinquency Prevention, YVPP. J. Langhinrichsen- Rohling, **Nicole T. Carr**, and J. Stefurak.
- 2006 “Linking lives: developing intervention strategies based on a life course model of female crime and deviance.” Office of Juvenile Justice and Delinquency Prevention, YVPP. R. S. Hanks and **N..T. Flynn**. \$88,738.
- 2006 “The Impact of Secondary Labor Market Employment on Health Insurance Coverage for African Americans” K.Hudson and **N. T. Flynn**, USA Center for Healthy Communities Export Grant. \$14,973.
- 2006 “Neighborhood and school effects on persistent youth offending and violence.” K. Hudson, **N. T. Flynn**, and M. Daley. Office of Juvenile Justice and Delinquency Prevention. \$86,000.
- 2005 “Developing a life course model of female crime and deviance” Office of Juvenile Justice and Delinquency Prevention. Co-PIs R. S. Hanks and **N.T. Flynn**. \$77,049.
- 2005 “They think they are good, so why are they in trouble? Using juvenile delinquents’ definitions of self and others to predict delinquency” Office of Juvenile Justice and Delinquency Prevention. PI **N.T. Flynn**, \$27,500.
- 2004 “Process and Outcome Evaluation of NAS at Strickland Youth Center” Office of Juvenile Justice and Delinquency Prevention. Co-PIs **N. T. Flynn** and R. S. Hanks. \$73,268.
- 2003 “Process and Outcome Evaluation of NAS at Strickland Youth Center” Office of Juvenile Justice and Delinquency Prevention. Co-PIs **N. T. Flynn** and R. S. Hanks. \$103,000.
- 2002 “Evaluation of NAS at Strickland Youth Center.” Office of Juvenile Justice and Delinquency Prevention. Co-PIs: **N.T. Flynn** and R.S. Hanks. \$96,000.
- 2001 “Evaluation of NAS at Strickland Youth Center.” Office of Juvenile Justice and Delinquency Prevention. Co-PIs: **N.T. Flynn**, D. Bowers, and C.M. Arata. \$75,000.

- 2001 “Rising tides and sinking boats: does the expanding service economy provide equal protection against employment inequality?” University of South Alabama Research Council Proposal. \$1,995.
- 1998 “Benefits and Burdens of OCS Activities on Selected Communities and Public Institutions,” U.S. Department of Interior, Minerals Management Service: \$650,000. Co-Principle Investigator with PI John S. Petterson and Co-PIs Karl Eschbach, Jeanne S. Hurlburt, F. Carson Mencken, and **Nicole T. Flynn**.

### **OTHER PRESENTATIONS (2007-PRESENT)**

- 2014 Boettcher, Anne and Nicole Carr. “Igniting the FYRE: Integrating Diversity, Ethics, and Research into First Year Experience Classes and Learning Communities.” Council for Undergraduate Research Annual Meeting, Washington DC.
- 2013 Carr, Nicole T. and Susan Brochu “My JagPAL Rocks: Using Peer Coaches in Learning Communities.” National Learning Community Conference. Corpus Christi, TX.
- 2013 Carr, Nicole, Cecelia Martin, and Krista Harrell. “Learning Communities and First Year Experience Courses: A Match Made in Heaven?” National Learning Community Conference, Corpus Christi, TX.
- 2012 Carr, Nicole and Cecelia Martin. “Making a Difference Learning Together: Wide scale implementation of learning communities at the University of South Alabama.” National Learning Community Conference, Indianapolis, ID.
- 2011 Carr, Nicole, Marshall, Doug, Carr, Philip, and Axsmith, Brian. “Laevedi: Why we need a Lower Alabama Evolution Education Initiative” Southern Sociological Society annual meeting, New Orleans LA.
- 2010 Hanks, Roma S. and Nicole T. Carr. “Like mother, like daughter: insights into family and crime through life histories of a mother and daughter sharing jail time.” Southern Sociological Society annual meeting, Atlanta GA.
- 2009 Carr, Nicole T. and Roma S. Hanks. “The oversimplification of gender-specific programming: developing crime prevention and punishment strategies for adult onset women offenders.” Association for Applied and Clinical Sociology annual meeting, San Antonio, TX.
- 2009 Carr, Nicole T. “Pedagogy in Practice and Producing Practicing Sociologists.” Workshop Organizer and Chair. American Sociological Society annual meeting, San Francisco CA.

- 2009 Carr, Nicole T, James Stefurak, Jennifer Langhinrichsen-Rohling, Lisa Turner, and Shannon Shelley-Tremblay. "In their own words 'keepin' it real': the importance of authenticity in treatment programs." Southern Sociological Society annual meeting, New Orleans, LA.
- 2007 Carr, Nicole T and Roma S. Hanks. "Like a kid again: analysis of life histories of women in jail and late onset criminality." American Society of Criminology
- 2007 Carr, Nicole T and Roma S Hanks. "Conflicting gender identity and misbehavior: Amber's story of struggling femininities." Mid South Sociological Association annual meeting, Mobile, AL.
- 2007 Carr, Nicole T and Roma S. Hanks. "If '60 is the new 40,' is 35 the new 15? Late Onset Crime and Delinquency." Society for the Study of Social Problems annual meeting, New York, NY.
- 2007 Hanks, Roma S and Nicole T Carr. "Like mother like daughter: analysis of intergenerational linkages in criminality." Society for the Study of Social Problems annual meeting, New York, NY.
- 2007 Flynn, Nicole T and Roma S Hanks. "Negotiating sex, sexuality, and gender across the life course." Southern Sociological Society annual meeting, Atlanta, GA.
- 2007 Hudson, Kenneth, Nicole T Carr, Michael Daley, Felicia Nystrom, and Harmony Beale. "The Impact of Neighborhood Characteristics on Persistent Youth Offending: Preliminary Results." Southern Sociological Society annual meeting, Atlanta, GA.

**PROFESSIONAL SERVICE** (selected)

University Committees

2017-present	Chair, Student Success Team (formerly Retention Task Force)
2017- present	University Community Engagement Advisory Committee
2016- present	Academic Calendar Committee
2016- present	Admission Appeals Committee
2015- present	Undergraduate Curriculum Committee
2016- present	General Education Committee
2017- present	Pre-Health Advisory Committee
2013- 2020	Quality Enhancement Plan Advisory Council
2015- present	Prior Learning Assessment Committee
2014- present	Co-Chair, Week of Welcome Steering Committee
2011-2017	Chair, Retention Task Force (RTF)
2011-present	Chair, First Year Experience Course Committee
2010-2016	Chair, Learning Community Coordinating Committee



2009-2011	Academic Success Team
2010-2016	University Advising Council
2009- 2012	University Committee on Electronic Learning
2009- 2011	Course Management Subcommittee
2008- 2016	Violence Prevention Alliance
2006-2009	Institutional Review Board
2004-2007	Faculty Senate
2005-2007	Chair, Faculty Senate Planning/Development Committee
2005-2007	Faculty Senate Executive Committee
2006-2007	Writing Committee
2000-2003	Sickle Research Advisory Committee

Service to the Discipline

2020	S-STEM review panel, National Science Foundation
2012-2013	Chair, Committee on Nominations, Mid South Sociological Association
2011-present	Editorial Board, <i>Journal of Applied Social Science</i>
2011-2013	Committee on Status of Students, Southern Sociological Society
2009-2012	Board Member, Association for Applied and Clinical Sociology
2008-2009	Chair, Committee on Nominations, Mid South Sociological Association
2009-2012	Editorial Board, <i>International Journal of Sociological Research</i>
2008-2009	Program Committee, Southern Sociological Society Annual Meeting 2009
2007-2010	Council Member, ASA Section, Sociological Practice,
2006-2008	Committee on Women, Mid South Sociological Association
2005-2006	Program Committee, Mid South Sociological Association
2003-2015	Editorial Board <i>Sociological Spectrum</i> (two terms)
2003, 07, 08-10, 14	External reviewer, Accreditation Review Committee (Commission on Applied and Clinical Sociology)
2002-2003	Program Committee, Southern Sociological Society Annual Meeting 2003
2002-2005	Committee on Status of Students, Southern Sociological Society

Service to Students

2012-2014	Co-faculty sponsor First Year Council
2000-2009	Co-faculty advisor U.S.A. Sociology Club
2002-2003	Co-faculty advisor Gender Diversity Collective

1999-2009 Faculty advisor  
Zeta Chapter of Alpha Kappa Delta

Service to the Community

2014-2020 Housing First, Inc. Corporate Board (including Executive Committee, 2018-2020)  
2007-2008 The Quest for Social Justice, Board Member and Treasurer  
2004-2006 Women's Fund of South Alabama, Grants Advisory Committee.  
2005-2006 Advisory Board, POINTE Academy, Vice President

**PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

Member, Association for Applied and Clinical Sociology  
Member, Mid South Sociological Society