

Z PAUL REYNOLDS

StrengthsFinder: Achiever | Learner | Individualization | Activator | Relator

EDUCATION & HONORS



Phi Kappa Phi National Honorary Society – January, 2019 – Present

Doctor of Education (Ed.D.) in Higher Education (ABD)/Certificate of Advanced Study (CAS), University of Pennsylvania, Philadelphia, Pennsylvania 19104, December 2010, (GPA 3.5).

Master's Degree in Higher Education (Student Affairs/Personnel emphasis), University of Pennsylvania, Philadelphia, Pennsylvania 19104, December 1992, (GPA 3.3).

Bachelor's Degree in Secondary Education (Business and Office/Technology Education), The University of Toledo, Toledo, Ohio, December 1989, (GPA 3.0).

EMPLOYMENT EXPERIENCE

Gannon University
Director of the Waldron Campus Center
November 2021 – Present

Responsible for the overall short- and long-term management, operation, and administration of a comprehensive student center that serves approximately 4,500 students.

- Supervise two full-time, professional staff members – one Assistant Director of Operations and one Assistant Director for Event Scheduling and Logistics – in addition to the overall human resource administration for the department;
- Responsible for vision, planning, and assessment of comprehensive developmentally-based student employment program;
- Responsible for overseeing and managing the centralized campus-wide scheduling and reservations system on campus (currently Ad Astra); primary point of contact for RFI/RFP process;
- Act as the primary departmental liaison and project manager with other campus partners such as Police and Safety, Dining Services, Information Technology Services, Physical Plant, Marketing, other Student Development & Engagement departments, and academic and administrative departments at-large;
- Responsible for developing and administering annual campus center budget and for constantly evaluating other sources of incremental revenue streams;
- Responsible for departmental strategic plan and alignment with best-practice activity and ensuring that we exceed the standards set forth by the University, our accrediting bodies, and various professional associations (Middle States Commission on Higher Education, the Association of College Unions International, the Council for the Advancement of Standards, etc.);
- Responsible for acting as primary departmental driver on capital improvement projects and equipment (construction, purchase of furniture, fixtures, and equipment, etc.); serve on the campus-wide Space Utilization Committee
- Assist with campus-wide coordination of annual ceremonies such as Convocation and Commencement exercises.
- Serve as an authorized Title IX advisor, investigator, and hearing panel member
- Gannon GU+ Service Award Nominee, March, 2024: ENGAGED

Adjunct Lecturer
College of Humanities, Education, and Social Sciences/Division of Student Development & Engagement
August 2022 – December, 2022

- Teach *Gannon 101* (required intro to college/Gannon course)
- Teach *Foundations of Academic Writing*

**Decatur Public Schools (DPS)
Permanent Roving Substitute Faculty
September 2021 – December 2021**

- **Teach in one of more than 25 DPS schools on a daily basis**
 - Teach a variety of subject matter to students in grades K-12 (with primary focus on middle school students)
 - Perform essential classroom duties and management responsibilities such as attendance recording; observing and assessing behavior issue and performing interventional strategies or writing appropriate referrals; communicating with administrators, peer-professional colleagues, support staff, and parents verbally, in writing, and via phone; advise students on matters of personal interest, career interests, and academic interests, maintain knowledgeable and awareness of emergency and first-aid procedures and protocols

Millikin University

**Director of Campus Life Administration & Operations (title/responsibility change)
June 2019 – July 2020 (All responsibilities of most-previous position as well)**

Manage residential housing facilities and programs to include:

- Administration and operation of housing facilities consisting of 7 residence halls and approximately 550 beds as well as coordinating with private-public housing partnership accounting for 13 additional buildings and 650 beds; traditional and LLC halls account for approximately \$4 million in annual revenue
 - Supervision of one Assistant Director (who supervises an additional Residential Communities Coordinator) in traditional and living-learning style communities;
 - Implementation and administration of housing placement software (eRezLife).
- Administration and management of University-wide developmental, restorative, trauma-informed student conduct program
 - Administrator of ReportExec – the software cooperatively used by Millikin University Police for report writing, investigation tracking, and sanction management;
 - Serving as a Level II (including Title IX) conduct investigator, hearing officer, and adjudicator;
 - Serve on campus crisis response team as rotating Director-on-Call.

Millikin University

**Director of Student Development and the University Commons
August 2014 – June 2019**

- **Manage and coordinate the university-wide retention efforts; work collaboratively with faculty, administrators, and staff across the University to increase retention and understand attrition themes; serve as the primary retention specialist for the University utilizing a strengths-based, trauma-informed approach:**
 - Coordinate and manage the cutting-edge student development advisor program, Milli-KINship;
 - Coordinate and work closely with the Office of Inclusion and Student Engagement to ensure ideals of diversity, inclusion, and engagement were upheld and advanced;
 - Act as primary liaison with Information Technology, Student Financial Services, Office of the University Registrar, Athletics and Institutional Research;
 - Set and maintain attributes that comprise students' retention scores (a primary indicator of student success, persistence, and graduation);
 - Handle a caseload of approximately 50 at-risk students per semester; ensure that 13 other student development staff are handling their caseloads appropriately; collect, analyze, and disseminate useful and informative data on caseloads;
 - Administer the university-wide withdrawal/exit interview process;
 - Administer a semesterly non-registration process and report to increase student-persistence toward continuing academic pursuits;
 - Collect data and administer bi-annual University-wide retention reports; present annual retention findings to four academic colleges
- **Manage the long-term and daily operations of the fusion student center/library facility:**
 - Supervision of the Assistant Director of the University Commons and Campus Scheduler (who also oversees and advises the campus-wide student programming board);
 - Collaboration with architects on the development of a new fusion University Center/Library building project; co-chair transition team from old student center to new building;
 - Act as the primary liaison with Public Safety, Facilities Management, Dining Services, and Media Services;

- Manage all University Commons budgets (income and expenditure accounts);
- Manage and administer a comprehensive student employment program that focuses on Performance Learning and relies on successfully meeting learning outcomes;
- Administer the campus-wide scheduling process and software, 25Live;
- Oversee the administration and operation of the comprehensive summer camps and conferences program
- **Manage the Office of the Dean of Student Development including:**
 - Serving as the primary authorized signatory on Student Development contracts and accounts;
 - The development of professional development opportunities for the Student Development Staff, to include summer retreats, webinars, and site visits;
 - Assisting with budgetary auditing and allocation for Student Development;
 - Creating faculty development opportunities, presentations, and trainings for the wider campus community
- **Partner with Key Stakeholders to Demonstrate Valued-Added by Student Development to include:**
 - Development and maintenance of a social media presence to include the Student Development website, Facebook, Twitter, etc.;
 - Serve as the liaison with the Marketing Department on press releases and other marketing materials within Student Development; serve as web master for all Student Development websites.
- Serve on various University standing-committees and search-committees including the University Facilities Committee; the Performance Learning Assessment Committee; the Performance Learning Committee for the Division of Student Development; the 2015 Nyberg Study Group/Taskforce on Performance Learning Assessment; the search committee for Assistant Director of Inclusion and Student Engagement, Coordinator of Student Success, and Residential Communities Coordinator; serve as the Chair of the Student Development Awards and Recognition Committee, Chair of the University Commons Partners Workgroup, etc.

Millikin University
College of Arts and Sciences
Adjunct Faculty/Lecturer
July 2016 – December 2017

Develop curriculum and teach first-year seminar classes on topics including Politics and Political Identity, College Student Development/Success and Leadership, and Ethical Reasoning.

Carmelo Ruta, Inc./Ruta Hotels, Inc.
Consultant, Guest Relations, System Design, and Social Media Marketing
April 2012 – August 2020

Assist, guide, and advise the executive officers with the company's online presence including the effective use of TripAdvisor, Twitter, FaceBook, GooglePlaces, Yelp, etc. Also monitor guest satisfaction at all company locations which include 10 hotel properties and one up-scale dining establishment; respond to guest concerns appropriately and educate the public with regard to property amenities, construction and renovation updates, special promotions, etc. Also actively train personnel on policies and procedures, system designs and property management systems (ChoiceAdvantage, ChoiceCentral, MSI, SoftHotel, etc.)

Days Inn and Super8 of El Paso, Illinois
Part-Time Night Auditor and Project Manager
January 2014 – August 2014

Perform auditing functions for 41-room hotel; provide excellence in customer service; manage reservations, check-ins, check-outs, etc. Supervise, hire, and train housekeeping staff. Perform other management tasks as assigned. Work fluently with WynGuest property management system.

McLean County Unit 5 School District
Adjunct Faculty/Substitute Teacher
January 2013 – May 2014

Teach grades K-12 in a variety of subject matters on an as-needed basis.

**Illinois State University
Associate Director, Bone Student Center & Braden Auditorium
January, 2009-July, 2012**

- **Budgets and Planning**

Manage a budget of \$5 million; chart the course of the department financially; work to contain expenses while realizing growth in revenue; oversee the central coordination of all major purchases; works with the Division of Student Affairs finance staff to prepare and maintain reports as necessary; directly supervises the Bone Student Center Business Office which services all budgets within the Bone Student Center as well as the Dean of Students Office.

- **Education and Human Resources**

Responsible for the overall student employment program of the department which includes 11 functional areas and over 175 student employees; directly supervise 6 full-time/professional staff members and indirectly supervise nearly 20 additional full-time staff members. Coordinate and oversee all human resource functions, training functions, and evaluative efforts; coordinate and administrate salary and wage scales; administer departmental disciplinary program; co-chair Student Employee Task Force.

- **Retail Services**

Oversee all University-owned retail services including the Braden Auditorium Box Office, a convenience store, a creative signage solutions shop, a 10-lane bowling center, and a 17-table billiards area; also acts as primary and secondary liaison with privately-owned shops and services including Barnes and Noble, PIP Printing, ISU Credit Union, Campus Dining Services, TechZone, Dean of Students Office, and the Redbird Card Office.

- **Facilities Management**

Responsible for facilities management functions of a nearly 300,000 square foot student center complex. This includes housekeeping services, project management, construction, renovations, and long-term space planning. Also coordinates the safety and security functions of the complex in cooperation with Environmental Health and Safety and the Illinois State University Police Department.

**Texas A&M University-Corpus Christi
Senior Assistant Director, University Center & Student Activities
December 2002-December 2008**

- **Education and Human Resources**

Responsible for human resource functions of the unit; Directly supervise 3 full-time professional staff members, indirectly supervise 8 full-time professional staff members and supervise over 25 student employees; Author and maintain all training programs/records/organizational structure materials; Determine appropriate staffing levels for maximum customer satisfaction/most efficient and economic utilization of talent; Determine and administrate salary and wage scales; Produce staff training and development materials and seminars; Oversee evaluation/raise program; Administer recruiting/retention program; Administer departmental disciplinary program; Serve on various search committees for professional staff searches; Ensure compliance with all University, local, state, and federal laws regarding employment.

- **Quality Control**

Ensure that building is clean and neat in appearance at all times; supervise custodial staff and professional custodial supervisor; Gather information on customer satisfaction and improve attention to customer service wherever possible; Oversee all meeting rooms/areas and public spaces; Meet regularly with all direct reports to ensure that quality control is paramount and central in our management of resources; serve as one of the lead administrators in benchmarking and assessment.

- **Publications, Media, Technology, & Marketing**

Coordinate all publications and media in an effort to portray a confident and trustworthy departmental identity; Work cooperatively with all other "like" departments to ensure a coordinated marketing approach; Oversee and develop all customer-related print and display media; Coordinate all internal technology needs; oversee all technology acquisitions; Oversee the selection and placement of all signs, placards, etc. to ensure conformity with established departmental and university identity; Design all internal forms and processes to carry out the procedures of the unit; Work collaboratively with the Director to produce a successful overall marketing plan and theme; assess the effectiveness of marketing plans; Post-production critique of the college newspaper, the *Island Waves*; Manage the department's intranet and internet site as well as supervise a web/marketing student assistant; Manage and direct the Islander Information Network (campus-wide digital signage system).

- **Programming & Community/Campus Relations**

Chair of the University Center Holiday Celebration Committee; Calendar Committee Member; Web Committee Member; Chair of the Division of University Services Student Recognition Committee; Co-Advisor of PRIDE; Waves of Welcome Committee Member; New Student Orientation Committee Member; Member of the Enrollment Management Advisory

Committee; Presenter for the Division of Student Affairs Orientation Program; Tournament Co-Director, College Bowl, 2005-6 and 2006-7; Elected Delegate of the Staff Advisory Council.

- **Budgets and Planning**

Manage a budget of over \$1 million; chart the course of the department financially; work to contain expenses while realizing growth in revenue; Assist the Department of Community Outreach to maximize profits from external organizations; Assist the Accountant with streamlining administrative efficiencies and to ensure that our accounts receivables are up-to-date; Develop and lead strategic planning initiatives, ensure that proper benchmarks are in place; Responsible for the central coordination of all operational purchases and budgets.

TechKnow Designs

President and CEO

August 1997-May 2002

Founding owner of technology-design company; web page design, human resource consulting, office systems integration and design, organizational development consulting, desk-top publishing, etc.

Island Express Boatlines, Ltd.

Interim Managing Director

February 2002-May 2002

Responsible for overall operation and direction of a ferry boat business. Duties included hiring and supervising staff, coordinating projects for the opening of the season, working with owners to prioritize corporate needs, establishing policies and procedures, interacting with suppliers, staff and city officials, other area business leaders, etc.

Sandusky City Schools-Division of Continuing Education

Instructor

January 2000-January 2001

Teach business- and technology-related courses in the Division of Continuing Education

Carmelo Ruta, Inc./Ruta Hotels, Inc.

Executive Director of Administration and Operations

May 1999-November 2001

Responsible for general management and administration of 11 hotels properties (3 Comfort Inns, 1 Rodeway Inn, 1 Ramada Inn, 2 Best Westerns, 2 AmeriHost Inns, 1 Holiday Inn Express Hotel & Suites (New Comer of the Year Award), and 1 Travelodge) including the oversight of human resources, revenue management, guest relations, budgeting, operations, marketing, staffing, benefits, administrative efficiency, policy and procedure design and implementation, etc.

Temple University

Associate Director of Student Activities and Director of the Student Faculty Center

May 1998 – November 1998

Senior administrator responsible for overall management and administration of the campus center on the Health Sciences Campus of Temple University including building operations, all human resource functions (four full-time positions, six graduate assistants, and over 50 part-time positions), policy and procedure design, budgeting (administer a \$1,000,000 budget), purchasing, etc. Also responsible for the student activities program on the HSC Campus; act as the primary student activities contact for all student organizations; act as the primary programmer for the HSC Campus. Also responsible for all marketing initiatives, all desk-top publishing, internal forms and processes, etc.

University of Pennsylvania

Assistant Manager of Student Life Activities and Facilities

January 1990 – May 1998

Responsible for overall evening and weekend management of the student center complex (consisting of several facilities) including staff supervision, safety and security, training and development, space and utilization planning, construction and renovation, strategic planning, programming, payroll processing, and budget supervision; participate in many university-wide committees and task forces, serve as the primary marketing and technology applications professional for the department.

PROFESSIONAL MEMBERSHIP & VOLUNTEER POSITIONS

- Association of Student Conduct Administrators
- National Association of Student Personnel Administrators (NASPA): Professional Member
- National Association of Campus Auxiliary Services (NACAS): Professional Member
- National Student Employment Association
- Association of College Unions International (ACUI): 1989-2015—Region 3 Conference Planning Committee Member, Region 3 Host Chair, Region 3 Conference Committee Chair, Region 3 Technology Applications Chair, Regions 3 and 12 Conference Presenter, Regions 3 and 12 Leadership Team; Region 12 Conference Planning Team; Region 9 Leadership Team; 2011 National Conference Planning Team; Communities of Practice Leader;
- ACUI, Content Expert
- ACUI, Institute for Leadership, Education and Development (I-LEAD) Facilitator
- ACUI, Volunteer Editor-*Promises to Generations: Community Building at its Best*-An ACUI Publication
- ACUI, Contributing Author-*Enhancing Student Learning through College Employment*, Association of College Unions International, April, 2009
- ACUI, 2022 faculty – Student Employee Supervisors Training and Development Program
- TAMUCC Staff Advisory Council Delegate
- TAMUCC Staff Advisory Council Ad Hoc Committee on Employee Compensation and Benefits
- TAMUCC College Bowl Official
- TAMUCC College Bowl Tournament Director
- TAMUCC Momentum 2015 Working Group-Moving Off the Island
- TAMUCC Momentum 2015 Working Group-Alternative Technologies and Operations
- TAMUCC, Council for the Advancement of Standards (CAS) Self-Study Review Team
- TAMUCC, Chair, Campus Signage Task Force Committee
- TAMUCC, Chair, Bylaws and Constitution Committee
- TAMUCC Staff Advisory Council
- TAMUCC, Advisor, Gay-Straight Alliance
- TAMUCC, Advisor, College Republicans
- TAMUCC, Campus Coordinator, College Town Profile Publication
- Sandusky City Commissioner’s Board of Human Relations
- Sandusky Citizens’ Police Academy
- Corpus Christi Citizens’ Police Academy
- Secretary-City of Corpus Christi Animal Care Advisory Committee
- Corpus Christi Academic Decathlon Judge
- State of Texas Charitable Campaign Team Leader
- American Red Cross Certified Instructor-CPR/AED/First Aid
- Who’s Who in America Designee
- ISU, Co-Chair, Student Employment Task Force, Bone Student Center
- ISU, Faculty Advisor, Delta Chi National Fraternity
- ISU, Member, Campus Violence Prevention Committee
- ISU, Communications Director, Triangle Association
- ISU, National Academic Quiz Tournament Director
- ISU, Steering Committee, Bone Student Center Revitalization and Master Planning Project
- ISU, Student Affairs Information Technology Steering Committee
- ISU, Student Affairs Business Managers' Council
- ISU, iPeople/PeopleSoft Departmental Liaison
- Millikin – Facilities Committee
- Millikin – Performance Learning Assessment Task Force
- Millikin – Student Development Performance Learning Committee
- Millikin – Food Drive Committee
- Millikin – Heart Walk Committee
- Millikin – 2015 Nyberg Workgroup on Performance Learning Assessment
- Millikin – Chair, Student Development Awards and Recognition Committee
- Millikin – Co-Chair, University Commons Transition Team
- Millikin – Greek Life 5-Star Review Committee
- Millikin – Chair of the University Commons Partners (UCP) Working Group
- Millikin – Member of the Presidential Steering Committee of the Celebration of the University Commons
- Millikin – Advisor to the Newman Catholic Club
- Sts. James and Patrick Parish Choir
- Mentor, Big Brothers & Big Sisters of Macon County
- Gannon – Chair, RFI/RFP Event and Operations Committee
- Gannon – Chair, Task Force on Late Night Events Policies
- Gannon – Member, Gannon 101 Assessment Committee
- Gannon 2023 Presidential Inauguration Steering Committee
- Gannon – Member, Space Utilization and Allocation Committee
- Gannon – Member, Subcommittee on Enterprise Application Software
- Gannon – Member, Provost’s Leadership Team

PUBLICATIONS AND PRESENTATIONS

Reynolds, Z Paul and Germany, Candice. RETAIN Like Your Position Depends On It. *Association of College Unions International Conference*. Indianapolis, Indiana, March 2019

Reynolds, Z. Paul, Brown, Kyle, Cross, Lindsay, Evans, Kei’Von, Germany, Candice, and Sanchez, Erik. Student Employment at Millikin University: Doing a LOT with a Little. *Association of College Unions International Region V Conference*. University of Illinois - Chicago, Chicago, Illinois, November 2018.

- Reynolds, Z. Paul and Gullidge, Alicia. Administering Performance Learning-Based Student Employment Programs: Examples and Evolution. *Associated Colleges of Illinois Professional Development Conference*. Microsoft Technology Center, Chicago, Illinois, November 2018.
- Reynolds, Z. Paul and Germany, Candice. Performance Learning Through Student Employment. *Associated Colleges of Illinois Professional Development Conference*. Morningstar Investment Management Company, Chicago, Illinois, November 2017.
- Reynolds, Z. Paul and Prange, Raphaella. Designing Budget-Neutral Retention Initiatives that Work. *Associated Colleges of Illinois Student Engagement Seminar*. Dominican University, October 2016 and April, 2017.
- Reynolds, Z. Paul. Retention is Everyone's Job. *Association of College Unions International 2016 Annual Conference*. New Orleans, Louisiana, March 2016.
- Reynolds, Z. Paul and Prange, Raphaella. Increasing Student Retention Using a 3-Prong Approach. *National Association of Student Personnel Administrators 2016 Annual Conference*. Indianapolis, Indiana, March 2016.
- Reynolds, Z. Paul. So, you are on Academic Probation: How to Cope and Begin Your Academic Recovery. *Millikin University Office of Student Success*. Decatur, Illinois, January 2015.
- Reynolds, Z. Paul and Paul, Michelle. Student Building Manager Roundtable/Presentation. *Association of College Unions International Region 8/9 Conference*. Valparaiso, Indiana, November 2010.
- Reynolds, Z. Paul. Administration of Student Employment Programs. *Association of College Unions International Region 8/9 Conference*. Valparaiso, Indiana, November 2010.
- Reynolds, Z. Paul, Halpin, Suzi, Simms, Tyler. Student Employment Extended Learning Session. *Association of College Unions International Annual Conference*. New York, New York, March 2010.
- Reynolds, Z. Paul. Administration of Student Employment Programs. *Association of College Unions International Region 9 Conference*. Urbana, Illinois, November 2009. (<https://www.youtube.com/watch?v=ILygVCDJN94>)
- Reynolds, Z. Paul. "Administration of Student Employment Programs." Enhancing Student Learning through College Employment. Brett Perozzi. Bloomington, Indiana: Association of College Unions International, 2009.
- Reynolds, Z. Paul. Administration of Student Employment Programs. *Association of College Unions International Annual Conference*. Anaheim, California, April 2009.
- Reynolds, Z. Paul, McGuire, Sara, & Scogham, Eve. Hiring and Training Student Employees-A Webinar. *Association of College Unions International*, March 2009.
- Reynolds, Z. Paul. Administration of Student Employment Programs. *Association of College Unions International Region 12 Conference*. Lubbock, Texas, October 2008.
- Reynolds, Z. Paul and Sanders, James R. Glitter and Red Punch, Oh My! *Association of College Unions International Region 12 Conference*. Corpus Christi, Texas, October 2007.
- Reynolds, Z. Paul and Maczko, Kimberly. University Center Facilities & Scheduling-A Presentation to the University Council of Student Organizations. *University Center & Student Activities, Texas A&M University-Corpus Christi*, Corpus Christi, Texas, September 2007.
- Reynolds, Z. Paul. Parliamentary Procedure Made Simple. *Texas A&M University-Corpus Christi Student Government Association*, Corpus Christi, Texas, November 2006.

Z. Paul Reynolds, M.S. Ed.

Page 8

Reynolds, Z. Paul and Sanders, James R. Glitter and Red Punch, Oh My! *Association of College Unions International Region 12 Conference*. San Marcos, Texas, October 2006.

Reynolds, Z. Paul. Using Technology to Enhance Your Student Organization. *South Texas Leadership Institute Conference*. Corpus Christi, Texas, November 2004.

Reynolds, Z. Paul and Davidson, Rick. A Model Student Employment Program. *Association of College Unions International Region 12 Conference*. Austin, Texas, October 2003.

REFERENCES

Paul C. Perrine
Dean of Student Development & Engagement
Gannon University
109 University Square
Erie, Pennsylvania
814-871-5680
perrine004@gannon.edu

Raphaella Prange
Vice President for Student Life
Maryville University
650 Maryville University Drive
Town and Country, Missouri 63141
217-521-1733
rpalmer@millikin.edu

Molly Berry
Director of Admission
Millikin University
1184 West Main Street
Decatur, Illinois 62522
217-424-6354
mberry@millikin.edu

Angie Bravo-Hernandez ()
Assistant Director
Collis Center for Student Involvement
Dartmouth College
Hanover, New Hampshire 03755
815-768-0180
angelica.hernandez@dartmouth.edu

Kelly Finn
Office Coordinator
PawPrint Ministries
2555 East Federal Drive
Decatur, Illinois 62526
217-520-2307
kfinn1218@comcast.net

Dr. Patrick White
President Emeritus
Millikin University
1184 West Main Street
Decatur, Illinois 62522
217-521-2441
pwhiteuofc71@gmail.com

Boyd Beckwith
Director of the Student Center
Georgia State University
360 Student Center
Atlanta, Georgia 30302
404-413-1864
bbeckwith@gsu.edu

Dr. Lisa O. Perez
Associate Vice President for Student Support and Dean of Students
Texas A&M University-Corpus Christi
6300 Ocean Drive
Corpus Christi, Texas 78412
361-825-5207
lisa.perez@tamucc.edu

SELECTED RECOMMENDATIONS (additional recommendations available at <http://www.linkedin.com/in/zpaulreynolds>)

"I had the fortune to work with Z. Paul as volunteer members of the Association of College Unions International Regional Leadership Team while I was working at Rice University in Houston. I also had the opportunity to observe him in his work environment on the campus of Texas A&M Corpus-Christi. His dedication and skills related to student development, marketing and facility management were evident as he went about both his volunteer and paid work experiences. He is a great team player and a pleasure to work with."
-Boyd Beckwith, Director of the Student/University Center, Georgia State University

"Paul was a fine member of our campus team who consistently produced outstanding results. He worked very well with students, faculty, and staff. He is an extremely knowledgeable professional who is a tremendous resource and a person you want to have on your team or committee."

-Samuel Ramirez, Director of Employee Development and Compliance, Texas A&M University-Corpus Christi

"I have had the pleasure of knowing Paul professionally through the Association of College Unions International which is a higher education association for individuals working in student unions and student activities. Prior to working at IUPUI [and the University of Houston], I was the director of Student Activities at Western Illinois University and have known Paul while at both institutions. I have found Paul to be a team player, knowledgeable of our profession, willing to contribute and easy to work with on projects. While Paul and I have never worked on the same campus together, he demonstrates to me his willingness to do his work with an ethic of care and a commitment to student success. He is a good guy with much to offer."

-Daniel Maxwell, Interim Vice Chancellor for Student Affairs, University of Houston

"I had the pleasure of working with Paul when he was the Assistant Director of the University Center & Student Activities at Texas A&M University-Corpus Christi. At that time, I was a student leader on campus and also worked for the office as a student assistant. What I

remember most about Paul was his professionalism. He displayed a professional style and I found that he was always working on ways to elevate the presence of the University Center but also worked extremely hard on developing us as employees. Paul was also very involved and concerned with making the University Center more accessible to the community. He would create excitement around our university traditional activities as well as work hard supporting and shaping the creation of new traditions and programs with all of our various groups and departments on campus. I believe that Paul is a very accomplished Student Affairs professional who puts STUDENTS FIRST and encourages involvement. In short, it was a pleasure to work with Paul and under his leadership."

-Liza Wisner, Management Consultant, PowerUp-Texas Techies Organization, former contestant on *The Apprentice*.

"Paul has tremendous strength in union administration. He taught me so much about facility management during the time we worked together. Paul is also very developmental with his staff. He takes the time needed to ensure that his staff at all levels understand their work and the developmental purpose of a student union. He also is a strong advocate for his staff. Paul is focused on continual improvement and always works hard to foster this in not only his work environments, but also himself. Paul is a strong asset to any organization."

-Deidra Stephens, Director of Texas MBA+ Leadership Program, University of Texas at Austin

"Paul and I worked closely on many student support initiatives at Texas A&M-Corpus Christi where he provided insight and direction on numerous marketing and public relations projects that we used to build student interaction and increase public awareness of the university. He is meticulous in his approach to ensure that project objectives are met and goals are achieved. Paul is enjoyable to work with because he believes in the team approach in achieving results. Having been in this career for nearly 30 years, I consider Paul among the cadre of great people to know and depend upon."

-Marshall Collins, Former Associate Vice President for Institutional Advancement, Texas A&M University-Corpus Christi

"I had the pleasure of working with Paul at Illinois State University. Although we were not in the same department, we both worked in the Bone Student Center. My position was in partnership with Paul and his position at the Bone. Paul seemed to be very capable in his duties at the Bone. He seemed to have a good grasp of the finances associated with the Bone Student Center. I think he was moving the Bone in the right direction."

-Gail Kirkwood, Former Assistant Director of Campus Dining, Illinois State University

"Working with Paul is a pleasure; he comes to the table prepared with ideas, expectations and a clear insight on how to successfully complete projects. During our work experience, our offices collaborated on several summer recruiting projects that were ultimately adopted as university-wide activities during summer orientations. As we progressed in our careers, Paul and I worked on executive level events, and Paul has consistently demonstrated his ability to build successful teams to execute complex tasks and seamlessly troubleshoot issues when they arose."

-Carrie Miller, Former Director of Marketing for the Division of University Services, Texas A&M University-Corpus Christi