

Nicole T. Carr, PhD.

Associate Vice President, Student Academic Success
Associate Professor of Sociology

University of South Alabama, 111 Jaguar Drive, Academic Services Center
Mobile, Alabama 36688-0002

Email: ntcarr@southalabama.edu Phone: 251-460-6475
<http://southalabama.edu/departments/academicsuccess/>

Summary of Experience

Academic Leadership

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

Faculty Positions

2007-present 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

2019 Leading for Student Success, Harvard Graduate School of Education
2014 Served as QEP reviewer, SACS onsite team
2014 Served as QEP reviewer, SACS onsite team
2013 2nd Annual Dean's Institute, ACAD Annual meeting, Atlanta GA.
2011 University of South Alabama 2nd 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 three professional level direct reports (2 directors, 1 associate director). Collectively Student Academic Success includes 27 people and an overall 1.3M budget. This position reports directly to the Provost.

Major outcomes:

- 13% point increase in retention
- 10% point increase in four year graduation rates
- 5% point increase in six year graduation rates

Major initiatives and accomplishments in this position:

- Co-PI on APLU/USU Gate's funded Collaborative Opportunity Grant "Pathway USA."
- Collaborator on Lumina funded Mobile AL Talent Hub
- Led development of student persistence/completion resource for academic deans
- Led development of need-based aid awards
- Provides leadership for USA's engagement in APLU's Powered by Publics initiative
- Expanded USA's Student Success Team to engage units across campus in student access and success.
- Charged with developing advising relationships and coordinating curriculum with all partners and students involved in Pathway USA (community college partnerships)
- Lead USA's membership in EAB's Navigate South, implemented the technology across all Colleges and Schools.
- Collaborated in the institutional priority, Student Success and Access, including developing KPIs suited to this priority and our mission.
- Designed and developed the First Year Advising Center. This included hiring a Director and a team of nine professional advisors (2015). This unit expanded into the Academic Advising and Transfer Center (2018) and serves roughly 30% of second year students, transfer students, and provides pre-professional health advising for the campus.
- Initiated attendance outreach, 80% faculty support (2016), now SOP.
- Lead pilot "graduation grant" opportunity (2017), now SOP.
- Implemented learning communities in fall 2011; fall 2015 over 1,470 students/75% of freshman class enrolled, now SOP.
- Developed and implemented the Earn Back scholarship program (2014), now SOP.
- Initiated and co-Chaired the first South Alabama Conference on Teaching and Learning (2011)

- Revised the university First Year Experience (FYE) course learning objectives (2010, 2017)
- Co-authored first USA specific FYE course textbook (2012)
- Implemented peer academic leader program in fall 2010
- Developed and implemented academic probation intervention
- Developed and implemented ongoing faculty development for FYE/LC faculty

HONORS AND AWARDS

2018	Keynote address, NACADA regional meeting, Mobile AL
2017	Return on Education award, Education Advisory Board
2016, 2015, 2005	Mortar Board “Top Prof”
2013	“50 Outstanding Faculty” award, for 50 th anniversary of USA
2011	Barbara Shirvanian Staff Member of the Year Award
2009	Article of the Year*, <i>Feminist Criminology</i>
2007	College of Arts and Sciences, Excellence in Teaching Award
2003	Alpha Kappa Delta, Donald R. South Award
1997-1998	Dissertation Fellowship, LSU
1990	Wilson Fellow, College of William and Mary

STUDENT SUCCESS PRESENTATIONS

2018	Jhaj, Sukhwant, Nicole Carr , Ryan Goodwin. “Redesigning Delivery.” Association of Public and Land Grant Universities, annual meeting. New Orleans, LA.
2017	Sluder, Rick, Brian Highnote, and Nicole Carr . Sustaining Multiyear Results: Ongoing Success Stories from Two High-Performing Members. EAB’s CONNECTED, annual meeting. Washington DC.
2017	Carr, Nicole T. “Seasonality and Student Success: Integrating ‘Just in Time’ Outreach into Operations on Your Campus.” National Symposium on Student Retention, annual meeting. Destin, FL.
2015	Carr, Nicole T. “The Path to 50%: Improving Student Success at a Regional University.” National Symposium for Student Retention, annual meeting. Orlando, FL.

DISCIPLINARY FIELDS OF INTEREST

Gender Crime and Deviance Applied Sociology

COURSES TAUGHT

Introduction to Sociology (in-class, online, blended, Honors)
 Criminology Gender and Society (G/UG)
 Stratification (G/UG) Juvenile Delinquency
 First Year Experience Course Deviance and Social Control (G/UG)
 Applied Sociology (G/UG, in-class and online)

PUBLICATIONS (peer reviewed)

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." 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.
- 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*, 2012.301-322.
- 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)53-45.
- 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): 105-116.
- 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.
- 2006 **Flynn, Nicole T.** "Deindustrialization" in *Blackwell Encyclopedia of Sociology*, George Ritzer, ed.
- 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 \$2,000,000)

- 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 ACHE local education convening, \$1,500.
- 2018 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. Roma S.Hanks and **Nicole T. Flynn**. \$88,738.
- 2006 “The Impact of Secondary Labor Market Employment on Health Insurance Coverage for African Americans” Kenneth Hudson and **Nicole T. Flynn**, USA Center for Healthy Communities Export Grant. \$14,973.
- 2006 “Neighborhood and school effects on persistent youth offending and violence.” Kenneth Hudson, **Nicole T. Flynn**, and Michael Daley. Office of Juvenile Justice

and Delinquency Prevention, YVPP. \$86,000.

- 2005 “Developing a life course model of female crime and deviance” Office of Juvenile Justice and Delinquency Prevention, YVPP. Co-PIs Roma S. Hanks and **Nicole 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, YVPP. PI **Nicole 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**.