

## Zachary Reeves-Blurton, Ed.D.

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### SUMMARY

Higher education professional, leader, and champion of diversity and inclusion with 12+ years experience in mentoring, community engagement, university transition/persistence and student development. Doctoral action research (Educational Leadership and Innovation) focused on community engagement, identity development, resilience-building and agency-creating among LGBTQIA+ and underrepresented/minoritized (URM) student populations.

### EDUCATION

- **Doctorate of Educational Leadership and Innovation** (May 2019); Arizona State University, Glendale, Arizona. Dissertation: [All Our Many Hues: Supporting LGBTQ+ Students through Mentorship, Identity Development and Community Engagement in College](#).
- **Master of Arts in English** (May 2003); Washington State University, Pullman, Washington.
- **Bachelor of Arts in English** (May 2001); University of Alaska Fairbanks, Fairbanks, Alaska.

### PROFESSIONAL HISTORY

**Program Manager**, Mentoring Initiatives and Professional Development Engagement, Graduate College, Arizona State University; Director: Amanda Athey; December 2016 – current.

*Under limited supervision, designs, develops, promotes, implements and assesses initiatives for graduate student professional development, support, mentorship, community-building, and affinity-building.*

- **Curriculum development and implementation:** created content for and taught multiple sessions of GRD-598, an introduction to interdisciplinary collaboration and academic research for new Master's and doctoral students primarily from first-generation college-going and underrepresented student populations.
- **Training, workshop, and orientation development and presentation:** develops and presents new graduate student orientation sessions + half-day Teaching Assistant Orientation programming; scripts content for [orientation](#) and mentoring videos + web content; researched, developed and delivered [Mentoring Matters](#) three-part workshop series; regular content creation for [Grad15](#) monthly webinar series.
- **Content creation - web, newsletter/blog, handbooks, best practice articles + tip sheets:** lead content creation around [mentorship](#), student success, mitigating [imposterism](#), graduate student mental health and [wellness](#), [negotiating conflict](#), and other common graduate student challenges.
- **Program development, implementation, and management:** maintains day-to-day oversight (recruitment, training/onboarding, support and assessment) of Graduate College's mentoring portfolio, including the SHADES (BIPOC) and [HUES](#) (LGBTQ+) identity-based mentoring programs, [CIRCLES](#) peer group mentoring program, and [Outstanding Faculty Mentor Awards](#); assisted in development and launch of broader Graduate College initiatives including the Arizona 3-Minute Grad Slam research competition (2016), Knowledge Mobilization Impact Awards/Scholar Showcase (2017), TRIO Graduate School Day (2016-2017), and Barrett Honors College *Wicked Problems* graduate degree showcase event (2016-2020).
- **Student and community engagement:** develop, coordinate, implementation and assessment of student-facing mentoring, resilience-development, affinity-building, career exploration and community engagement programming (up to 8 programs/semester);
- **Identification and cultivation of strategic programming partnerships:** cultivates and maintains relationships across multiple resource and academic units both within ASU and with

community partners and other Arizona four-year institutions to provide curated, context-specific programming around mentorship, community engagement, diversity and equity, and graduate student success.

- **Program consultation:** works with academic units, leadership teams, mentoring programs, and graduate student organizations to develop, implement and assess best practices in graduate student mentorship, specifically around issues of justice, equity, diversity and inclusion and the needs of underrepresented graduate student populations.
- **Educational awareness and visibility:** in quadrupling nominations for Outstanding Faculty Mentor Awards over five years, has increased awareness around the importance of graduate student mentorship.

**Program Manager**, New Student and Family Programs, Arizona State University; Director: M. Regina Matos; May 2012 – December 2016.

*Under supervision of Director, New Student and Family Programs, oversaw development and day-to-day operations of Family Programs team and programming, including Family Weekend and Fall Welcome engagement programming, parent and family communications, parent programming at new student/family orientation, and ongoing support, connection, and issues escalation for student university transition and success resources. Grew signature event participation by over 150%*

- **Led multi-departmental teams:** coordinated development, marketing and implementation of Fall Welcome (2012, 2013), Spring Spotlight/Night of the Open Door (2013, 2014), and Family Weekend (2012, 2013, 2014, 2015) engagement events; successfully coordinated programs for up to 10,000 participants.
- **Maintained administrative oversight of Family Programs operations:** supervised, trained and evaluated program staff and benchmarked, analyzed, and reported on program initiatives; oversaw recruitment and training of 500+ student and staff volunteers annually for Fall Welcome.
- **Maintained fiscal accountability of programming:** maintained project budgets (up to \$150,000), identifying sponsorship opportunities to ensure maintenance of sustainable business models (Fall Welcome, Family Weekend) and increasing event attendance by over 150% from 2012-2015.
- **Advising and presentations:** regularly presented to audiences of 50-300+ at New Student Orientation, Sun Devil Send-Offs, and other events (Sun Devil Family Association donor receptions, Cesar Chavez Leadership Institute, ASU Leadership Scholarship Program, admissions/recruitment sessions).

**Student Support Specialist**, Undergraduate Admissions, Arizona State University; Director: Melissa Pizzo; July 2010 – May 2012.

*Under director and assistant director of National First-Time Freshman (FTF) Recruitment, was responsible for first-time student recruitment for 13 states.*

- **Advised prospective and incoming first-time students:** provided advisement on admissions criteria, scholarship eligibility and deadlines, financial literacy, academic programs, student services, campus/student life and application processing and timelines.
- **Represented** ASU at college fairs, high school visits and incoming student events.
- **Presented** admissions processes to new and prospective students and parents, individually and in groups up to 75+.
- **Scheduled** high school visits and college fair attendance, coordinating and networking with high school administrators throughout assigned regions (East Coast, Michigan; New Mexico and Texas).
- **Developed and nurtured relationships** with administrators and guidance counselors in assigned high schools; presented in-classroom on college planning.

**Assistant Director, Enrollment & Student Relations**, College of Science, University of Idaho; Dean:

Scott Wood; October 2008 – July 2009.

*Reporting to the Dean of the College of Science and with minimal supervision, worked with administrators and staff in the college's academic departments, university's New Student Services office and residential housing to develop and implement recruitment and retention strategies in support of enrollment and student success goals.*

- **Planned and coordinated student programming** within the College, including New Student Orientation and Commencement.
- **Advised student and volunteer organizations:** maintained leadership program databases, scholarship and internship registries, and advised individual students and student organizational leadership on opportunities.
- **Advised prospective students:** provided incoming students with curricular offerings and requirements for six academic departments and worked with New Student Services to provide college transitional support.
- **Submitted reports and made recommendations** on enrollment and recruitment Dean's Office and department chairs for six academic departments.
- **Worked with community partners to identify educational outreach opportunities:** coordinated programming for state's first Women in Science symposium, led college's participation in American Indian Leadership Conference, and won bid to host and coordinate Northwest Regional Middle School Science Bowl for 2008 and 2009.

**Recruitment & Retention Coordinator, Project Specialist**, TRIO Pre-College Programs (Upward Bound Math-Science) and TRIO Training, University of Idaho/Lewis-Clark State College; Executive Director: Scott Clyde; February 2007 – October 2008.

*Under supervision of executive director and program director, responsible as Project Specialist for program operations including fiscal reconciliation, operational and logistical support, student programming and college-readiness curricular development and implementation, and student staff supervision. Upon advancement to Recruitment Coordinator, planned and implemented recruitment/retention strategies and participant support for grant providing TRIO compliance training and best practices to TRIO programs nationwide.*

- **Coordinated academic and residential engagement programming** for first-generation college-bound students from under-represented populations during 6-week residency program.
- **Implemented recruitment and retention efforts** to ensure compliance with grant enrollment goals.
- **Tracked participant enrollment and persistence outcomes**, generating reports and providing analysis and suggested measures for improvement to grant administration;
- Worked with campus and community entities to create college-preparatory and student success/engagement programming;
- **Met with high school administrators, teachers and counselors** in underserved communities to assess community needs and identify prospective program participants and partnerships
- **Maintained program participant data** and assisted in compiling annual reports to university and US Department of Education;
- **Monitored budget** and ensured program grant's budgetary compliance;
- **Supervised** and assisted in hiring staff of 15 educators, student mentors, and program assistant;

## **COMMITTEES AND UNIVERSITY SERVICE**

- *Provost's Advisory Committee, Graduate Assistantships for Underrepresented Students, Arizona State University (Proposal Funding Review Committee Member, January - March 2021).*
- *University Academic Program Review, Arizona Board of Regents, Mary Lou Fulton Teachers College (Student Representative, March 2019).*
- *ASU LGBTQ+ Faculty and Staff Association; 2016 – current (President, 2020 – current).*

- *Committee for Campus Inclusion*; 2014 – current (Co-chair, CCI Tempe, 2014 – 2019).
- *Dean of Students Situational Response Team (SRT)*; member, 2016 – present.
- *Student Rights and Responsibilities First 6 Weeks Program*, student conduct advisor, 2015 – 16.
- *ASU Pride/Trans Awareness Week Committee*; 2014 – current.
- *ASU Staff Council*; 2013 – 15 (Program/Communications chair, 2014 – 15 Events Committee).

## CONFERENCE PRESENTATIONS

- *The Significance of Pride: Why Representation on Campus Matters*. Co-presented at Annual Conference, ASU Committee on the Status of Women, Arizona State University, October 2018.
- *Supporting Gender and Sexual Minority Student Identity Development: An LGBTQ+ Mentoring Model*. Presented at Annual Conference, Diversity and Inclusion Science Initiative, Arizona State University, February 2019.
- *All Our Many HUES: Supporting LGBTQ+ Students through Mentorship, Identity Development and Community Engagement in College*. Presented at Annual Conference, University of New Mexico Mentoring Institute, University of New Mexico, October 2019. Published in *Chronicle of Mentoring and Coaching* 2(1): UNM Mentoring Institute, University of New Mexico (2019).
- *Creating Agency for URM Students: the Graduate College CIRCLES Mentoring Initiative*. Presented at 1st Annual Diversity and Inclusion Conference, Arizona State University Staff Council, Arizona State University, April 2021.
- *Lending Agency to LGBTQ+ Students through Mentorship and Community Space*. Co-presented at 1st Annual Diversity and Inclusion Conference, Arizona State University Staff Council, Arizona State University, April 2021.

## AWARDS

- Outstanding Staff Award (2007-08) for exemplary work in student relations and recruitment, University of Idaho.
- Catalyst Award (2018-2019) for igniting change and promoting diversity and inclusion, HUES LGBTQ+ Mentoring Program, Arizona State University.
- Provost's Service Award (2019-2020) in recognition of service to the Committee for Campus Inclusion, Vice Provost for Inclusion and Community Engagement, Arizona State University.

## REFERENCES

*Tamara Underiner*, Associate Dean of Graduate Academic Affairs, Graduate College, Arizona State University; (480) 965-3542; [Tamara.Underiner@asu.edu](mailto:Tamara.Underiner@asu.edu).

*Amanda Athey*, Director of Graduate Student Support Resources, Graduate College, Arizona State University; (480) 965-8968; [Amanda.Athey@asu.edu](mailto:Amanda.Athey@asu.edu).

*Regina Matos*, Assistant Dean of Students, ASU Polytechnic Union Administration, Arizona State University; (480) 727-1264; [Regina.Matos@asu.edu](mailto:Regina.Matos@asu.edu).