

Jay W. Hays

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SUMMARY

A dedicated higher education professional with a proven record of accomplishment, dynamic leadership abilities, project management, relationship building, technological integration, and policy development. As a Social Psychologist, I have expert knowledge self-concept and interpersonal relationships to work well within a team.

EDUCATION

- Ph.D. 2017 Kent State University— Sociology**
Dissertation: “Interactional Commitment: ‘Like Me’ and ‘Not Like Me,’ An Extension and Test of Identity Theory”
Chair: Richard T. Serpe
- M.A. 2011 Kent State University – Sociology**
Thesis: “Factors Affecting Identity among Minority and Female Science Students”
- M.Ed. 2001 Kent State University – Higher Educ. Admin and Student Personnel**
- BA 1998 Mount Union College – English**

ADMINISTRATIVE EXPERIENCE

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|--------------------------------|--|
| Sept 2005 - Present | Kent State University College of Nursing |
| May 2014 – Present | Academic Program Director |
| October 2013 – May 2014 | Senior Advisor II |
| June 2013 – October 2013 | Academic Advisor II |
| June 2007 – June 2013 | Academic Advisor |
| Sept. 2005 – June 2007 | RETAIN Advisor (Undergraduate Studies) |
| Summary: | Established policies and procedures for all enrollment management functions for the graduate programs. I lead the faculty through a series of catalog updates to make their admissions process more equitable and efficient. Constructed communication chains via the CRM for prospective students as well as newly admitted students. Designed an online orientation program. Advise 600 students annually. |
| August 2001 – Sept 2005 | Kent State University East Liverpool Campus |
| May 2004 – Sept 2005 | Interim Director of Enrollment Management and Student Services |
| August 2001 – May 2004 | Program Officer |

August 2000 – June 2001	Kent State University Admissions Office Graduate Assistant
August 1999 – May 2000	Thiel College Residence Hall Director & Assistant Director of Greek Life (Graduate Assistant)
July 1998 – June 1999	Sigma Nu Fraternity, Inc. Leadership Consultant

GRANTS

- Robert Wood Johnson Foundation: New Careers in Nursing- Co-investigator 2008-2009. (\$10,000)
- Robert Wood Johnson Foundation: New Careers in Nursing – Co-investigator 2009-2010. (\$20,000)
- American Association of Colleges of Nursing: Supplemental Leadership Training Grant – Co-investigator 2009. (\$2,500)
- Robert Wood Johnson Foundation: New Careers in Nursing – Co-investigator 2010-2011. (\$10,000)
- American Association of Colleges of Nursing: Supplemental Leadership Training Grant – Co-investigator 2010. (\$2,500)
- Robert Wood Johnson Foundation: New Careers in Nursing – Co-investigator 2011-2012. (\$10,000)
- American Association of Colleges of Nursing: Supplemental Leadership Training Grant – Co-investigator 2011. (\$2,500)
- Robert Wood Johnson Foundation: New Careers in Nursing – Co-investigator 2012-2013. (\$10,000)
- American Association of Colleges of Nursing: Supplemental Leadership Training Grant – Co-investigator 2012. (\$5,000)

HONORS

- Sandy Beaver District Cub Master of the Year 2017
- Alpha Kappa Delta: Sociology Honors Society 2009
- Pi Gamma Mu: Social Sciences Honors Society 2009
- Kent State University, President's Excellence Award 2009
- Lance Green Alumnus of the Year Award, Sigma Nu Fraternity. 2007
- Warren (OH) Sports Hall of Fame Team inductee. 2001
- Order of Omega. 1996
- Eagle Scout Award. 1994

TEACHING

- Sociology of Education (Hybrid; Mount Union University)
- Deviant Behavior (web-based; Kent State University)
- First Year Experience/University Orientation (Kent State University)
- Special Topics: Self-Exploration(Kent State University)
- Special Topics: The Helping Hand: Careers in Nursing and Healthcare (Kent State University)

ACADEMIC PRESENTATIONS AND POSTERS

- Hays, Jay W. 2016. *The Congregation: The effects of intermediate social structures on religious identity and behavior*. North Central Sociological Association and Midwestern Sociological Association Joint Meeting. Chicago, IL.
- Hays, Jay W. 2014. "Like me" and "Not Like Me:" A Comparison of two forms of Interactional Commitment across Four Identity Structures. North Central Sociological Association Annual Meeting 2014, Cincinnati, OH.
- Hays, Jay W., and Richard T. Serpe. 2013. *Refining Interactional Commitment in Identity Theory-Roundtable*. American Sociological Association Annual Meeting 2013, New York, NY.
- Hays, Jay W. 2013. *Specialized Identities: Role Requirements, Salience, and Prominence*. North Central Sociological Association. Indianapolis, IN.
- Hays, Jay W. 2012. *Mixed Martial Arts: From Illegal to Sanctioned Sport: A Case Study in Legitimation*. Poster: KSU Graduate Symposium. Kent, OH.
- Hays, Jay W. 2010. *Leadership Development among Adult Nursing Students* Poster: Robert Wood Johnson Foundation – New Careers in Nursing Annual Summit. Washington, DC.
- Hays, Jay W. 2010. *Volunteer Identity Salience*, North Central Sociological Association and Midwestern Sociological Association Joint Meeting. Chicago, IL.
- Hays, Jay W. 2007. *Advising for Leadership: Navigating the Leadership Identity Development Model*, National Academic Advising Association Annual Conference. Baltimore, MD.
- Hays, Jay W. 2007. *Leadership for Liberal Arts Majors*, Case Western Reserve University Winter Leadership Conference. Cleveland, OH.
- Hays, Jay W. 2006. *Academic Success Plans: Individualizing Student Success*, Kent Academic Support and Advising Association Annual Conference, Canton, OH.
- Hays, Jay W. 2006. *Authentic Leadership: Be true to yourself before others can be true to you*, Case Western Reserve University Winter Leadership Conference, Cleveland, OH.
- Hays, Jay W. 1999. *Professional Ethics*, Graduate Assistants and Student Personnel Practitioners Conference. Kent, OH.

MAJOR GROUP/PROGRAM FACILITATION AND WORKSHOPS

- Kent State Summer Reading Group Facilitator, 2007-present
- Leadership Facilitator at the Sigma Nu Fraternity summer leadership academy. 1999, 2001, 2003, 2005, 2007
- LEAD Institute, Bowling Green State University 2003 & Kent State 2005, 2007
- Facilitating Student Success*. Kent State East Liverpool Campus 2005.
- Learning Reconsidered: The Role of Advising in Student Learning Outcomes*. Kent Academic Support and Advising Association Advising Jumpstart. 2005.
- National Interfraternity Conference IMPACT, Indiana State University 1999.

CONSULTING

- Buckeye Council, BSA, Utilizing Social Media in Recruitment, May 2019.
- East Liverpool Country Club 2005.
- Kent State University East Liverpool Advisory Board Strategic Planning 2004.
- East Liverpool Area American Red Cross Strategic Planning 2003.

PROFESSIONAL ACTIVITY

North Central Sociological Association Aida Tomeh Distinguished Service Award
selection committee member 2015.
Student Leadership Programing Steering Committee member, 2009.
Kent Academic Support and Advising Association, Treasurer, 2008-2009.
Kent State University Leadership Academy 2004-2005.
Ohio College Personnel Association Conference Committee 2001.

COMMUNITY INVOLVEMENT

Cub Scout Pack 2052, Alliance, OH
Cub Scout Master, October 2016-January 2019.
Pack Trainer, January 2019 - Present
Alliance Community Soccer Club, Tenderfoot Team Parent/Coach, 2014-2016, 2019.
Pastoral Internship Committee, St. Paul's Lutheran Church, Alliance, OH 2012.
Sigma Nu Fraternity, Division Commander 2007-2009.
Board of Directors Nominations Committee, 2007-2010.
Chapter Advisor, Kent State, 2004-2009.
Alumni Chapter President, Mount Union, 2008-2011.

PROFESSIONAL MEMBERSHIPS

Member, American Sociological Association
Member, North Central States Sociological Association

CERTIFICATIONS

Boy Scouts of America – Youth Protection Training (expires August 2020)
Mental Health First Aid – Adult (expires November 2019)
Mental Health First Aid – Youth (expires March 2021)