



# LOUISIANA TECH UNIVERSITY

DIRECTOR OF STUDENT CONDUCT  
AND ACADEMIC INTEGRITY

May 3, 2018

Dear University Senate Members:

Honestly, I am both shocked and humbled to be nominated for this year's Student Outreach Award. However, I am extremely appreciative of the unnamed University Senate member(s) who felt my contribution to supporting students worthy of nomination.

I have worked in higher education for almost three decades. Over the last nine and a half years, I have worked in the Division of Student Affairs. Currently, I serve as the Director of Student Conduct and Academic Integrity.

My department, Student Conduct and Academic Integrity, is responsible for ensuring a fair, just and impartial restorative justice process for students and organizations accused of violating the Code of Conduct or Honor Code, with a goal of educating and providing resources to achieve respect, civility and integrity for all members and stakeholders of the University community.

The aforementioned mission keeps me grounded and focused on meeting the needs of students. When I took the role of director, I brought the practice of restorative justice to Conduct at Tech. The focus on restorative justice is central to how I deal with students. My approach to aiding students in what I sometimes refer to as "Conduct Crisis" is fairly simple: 1) I advocate for them using honesty and transparency; 2) I afford them dignity by not kicking them while they are down; 3) I allow them latitude to express their sometimes raw emotions; 4) I provide them with opportunities to self-reflect and take ownership; 5) I challenge them to learn from their current situation; and 6) I hold them accountable.

Many students, who have previously gone through the Conduct process, some with less than favorable outcomes, have sought me out in pursuit of guidance on both Conduct and non-Conduct matters. A significant number of these students over the years have become my mentees. I think this phenomenon springs from the fact that these students felt they were treated fairly and were heard, and they perceived someone exemplified care for their overall wellbeing.

I see myself as genuinely student-centered, and I am most proud that students see this. As a result, I take both personal and professional satisfaction in providing quality service to students. Thank you for nominating me as a candidate for this year's Student Outreach Award.

Sincerely,

Adam Collins | Director  
Student Conduct and Academic Integrity

A MEMBER OF THE UNIVERSITY OF LOUISIANA SYSTEM

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LOUISIANA TECH  
UNIVERSITY

ASSISTANT VICE PRESIDENT  
FOR STUDENT ADVANCEMENT

May 3, 2018

Selection Committee,  
Student Outreach Award  
Louisiana Tech University  
Ruston, LA 71272

Dear Committee Members:

I am writing to recommend Adam Collins for the Student Outreach Award. I have had the privilege of working with Adam for several years at Louisiana Tech University. In Adam's position in Student Conduct, he has the opportunity to counsel students who have potentially violated the University's Code of Conduct. Adam will spend hours meeting with, mentoring, and helping the student get back on track toward success and graduation. He likes to use the term "restorative justice." By this, he intends to communicate that a student who has made a mistake deserves an opportunity to be restored, while being held accountable and potentially facing sanctions. It is amazing to see the number of times that a student who has had the misfortune of going through this process thank Mr. Collins for his grace, fairness, and compassion.

Adam also is actively involved with the Office of Multicultural Affairs and the African American Male Initiative, mentoring minority students and providing guidance. On the weekends, Adam spends time at the Lambright Health & Wellness Center playing basketball with college men and building relationships through this venue.

Adam is one of the most fair-minded professionals that I have ever had the opportunity to work with. If you would like to talk to me personally about Adam, you may reach me at 318-257-2445.

Sincerely,

Dickie Crawford  
Assistant Vice President for Student Advancement



# LOUISIANA TECH UNIVERSITY®

OFFICE OF MULTICULTURAL AFFAIRS

May 2, 2018

Dear University Senate Staff Subcommittee:

I am writing to show my support for Adam Collins to be considered for the Student Outreach Award. Mr. Collins and I have been colleagues in the Division of Student Advancement for the past two years. Mr. Collins has been a great asset to my onboarding at Louisiana Tech as he previously was employed in my position prior to his current position as the Director of Student Conduct and Academic Integrity.

Dedicated, disciplined and equitable are three words that summarize my impression of Mr. Collins' personality. He has a keen sense of observation and desire to assist students improve their current situation. These traits and skills are critically important in the area of student conduct and academic integrity.

As a chair of one of the behavioral standards committees, I have witnessed first hand Mr. Collins' direct impact on students at Louisiana Tech University. As you can probably imagine, his work with students is at times challenging and demanding, however, he maintains and creates an environment where students do not feel judged, chastised or mistreated. What students experience is an equitable and consistent experience delivered by a dedicated and compassionate professional.

I have also had the opportunity to observe Mr. Collins' interactions and impact with students outside of the scope of his daily work. He often shares his wisdom and life lessons with the students that are advised through the Office of Multicultural Affairs, Student Government, Union Board and other student organizations on campus.

It is my professional opinion that you could not find a more deserving nominee. His dedication to the students of Louisiana Tech University is unique and extremely valuable to the integrity of this great university.

Should you have additional questions regarding my support of Adam Collins' nomination for the Student Outreach Award please feel free to contact me at (318)257-2532.

Respectfully,

Devonia Love-Vaughn, MSW  
Director of Multicultural Affairs

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A MEMBER OF THE UNIVERSITY OF LOUISIANA SYSTEM

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COLLEGE OF ENGINEERING AND SCIENCE

April 30, 2018

Student Outreach Award Subcommittee  
University Senate  
Louisiana Tech University

Senators,

I enthusiastically support the nomination of Mr. Adam Collins for the Student Outreach Award.

I have known Mr. Collins for several years. Adam earns gold stars for each of the criteria for this award. He immerses himself in activities focused on improving the quality of student life. He exceeds the standard for delivering quality service to students. He invests the time and energy to create and maintain a climate where students feel a strong positive connection, knowing that they are uniquely valued as a part of the team here at Louisiana Tech. He remains a committed leader serving all in our campus community. He has been visibly improving services at our university for several years.

One of my first interactions with Mr. Collins was when we served together on a Behavioral Standards Committee (BSC). If I recall correctly, he was Coordinator for Multicultural Affairs at that time. It was clear to me why he had been chosen for that position and also why he was asked to serve on the BSC. He is a true professional who cares deeply about the welfare of students. Later, as his unique outstanding leadership abilities continued to be recognized, he was selected to become Director of Student Conduct. As a result, I have had the pleasure of having more interaction with him for the last four years since I regularly serve as a chair of a BSC group. Over and over again I see his passion for our students. He treats students, faculty, and staff with respect; and he has a way of shaping the conversation in an appropriate and positive manner and steering others to do the same. I have not seen many leaders be able to do this as well as Adam does. His personal example makes me strive to do a better job. If that is not part of the definition of leadership, it ought to be. Adam easily earns my strongest recommendation for this award.

If you have any questions, I hope you will contact me by phone or email at (318) 257-2520 or [jpik@latech.edu](mailto:jpik@latech.edu). I would be glad to talk about this further.

Sincerely,

Jeffrey A. Pike, P.E.  
Senior Lecturer  
Civil Engineering & Construction Engineering Technology Programs

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A MEMBER OF THE UNIVERSITY OF LOUISIANA SYSTEM

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# LOUISIANA TECH UNIVERSITY

OFFICE OF THE DEAN  
OF STUDENT ENGAGEMENT AND  
UNDERGRADUATE RECRUITMENT

May 3, 2018

Dear University Senate Members, Deans and Department Heads:

With honor I write this letter of recommendation for Mr. Adam Collins. I have had the privilege of working alongside Mr. Collins while he interacts with students, which has allowed me to identify his ability to engage, realize and release their full potential. Mr. Collins has impacted our campus community as the Coordinator of Multicultural Affairs, Advisor for the Student Government Association, and currently as the Director of Student Conduct and Academic Integrity. Therefore, I highly recommend that he be given serious consideration as a candidate for the Student Outreach Award.

During his time at Louisiana Tech, Mr. Collins has consistently displayed a wide range of exceptional administrative attributes while building a positive rapport with students. I have witnessed Mr. Collins use his various positions to challenge the mindset of students by getting them to think beyond their current positions and to embrace the possibilities of their future. In his current role overseeing student conduct he has emphasized the need for restorative justice, which helps not only the perpetrators but countless students who witness the procedures involved in affording individuals due process. I have had multiple students tell me how much they have learned from serving in a leadership capacity as they serve as student representatives during our conduct hearings because of the leadership of Mr. Collins. He approaches very sensitive situations with extreme care, knowledge, compassion, sternness, and professionalism. Mr. Collins is a true educator. We can take extreme pride in the work done by Mr. Collins knowing students on both sides of the table are learning from these processes.

Adam's ability to pay close attention to minute details while understanding the complete picture of how we improve the quality of our student body is what makes him an outstanding administrator on our campus. Outside of his job responsibilities Mr. Collins serves as a mentor and role model for many students. He can be found playing pick up basketball games most Saturday mornings at the Lambright Sports Center. This may seem small but what I have witnessed is how approachable it has made him to a large segment of the student population. These strong connections pay dividends when instructing students in life.

Mr. Collins is dedicated to serving students. If selected, there is no doubt that he will prove he possesses the attributes needed for the Student Outreach Award. It is my opinion that he would be an outstanding selection. Please contact me at (318) 257-3036 if you have any questions.

Sincerely,

Samuel L. Speed  
Dean of Student Engagement &  
Undergraduate Recruitment

A MEMBER OF THE UNIVERSITY OF LOUISIANA SYSTEM

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