

Michael Roberts, PhD

SUMMARY OF COMPETENCIES:

Student Retention and Persistence Strategy
Strategic Planning

Student Success Leadership
Change Management

PROFESSIONAL EXPERIENCE:

Senior Assistant Dean for Student Success, DePaul University, Chicago, IL July 2021-Present

Student Success Expertise

- Lead the retention and persistence strategy for the College of Science and Health (CSH) at DePaul. Between 2021-2025, developed a \$1,000,000 five-year STEM undergraduate and graduate student success plan with culturally responsive interventions. Over the last two years, combined retention rate for Black and Latine students increased 14% points from 68% to a record 82%.
- Assess student success data to inform strategies to enhance retention, persistence, and graduation metrics in partnership with DePaul leadership. Develop pedagogical and technological support with the Center for Teaching and Learning and CSH faculty to enhance cultural humility across the curriculum and course-based undergraduate research experiences.
- Lead a team of 13 professional CSH academic advising staff and DePaul's pre-health advising team. Provide vision, advocacy, and support for the team. Oversee a \$500,000 operating budget.
- Oversee the Pathways Honors Program's Living and Learning Community. Program has grown 50% since 2020, and it provides a subset of first-year students with more robust student development opportunities to enhance their sense of community and belonging and STEM and health identity.
- Leverage Civitas's Illume data analytics and Salesforce student success retention software to drive change, target undergraduate CSH students most at risk, and develop student success programming.
- Recruit, retain, and support new transfer students with a focus on building their affinity, agency, and sense of belonging. Plan includes developing STEM and health program partnerships with local community colleges.

Student Career Development

- Designed and direct DePaul's post-baccalaureate pre-health program for career-changers. Program has grown 100% over the past three years to 35 students in 2025. As part of the five-year student success plan, the post-baccalaureate program expects to double its enrollment by 2028.
- Drive the increase in rate of internships obtained by undergraduate CSH students. In 2019, developed quantitative and qualitative methods to assess CSH student internship landscape. On track to achieving goal of increasing the rate of CSH student internships from 28% to 45% by 2026.

Strategic Planning

- Co-lead the 2025 CSH strategic plan implementation group and the strategic plan advisory committee with executive leaders across DePaul. Implementation group charged with ensuring that the plan's committee chairs advance their respective groups' goals, priorities, and objectives, manage performance indicator tools, and meet action plan milestones.
- Chair the student retention and inclusion committee for the CSH's strategic plan launched in 2025. Charged with improving STEM students' sense of belonging and inclusion. Lead the development

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of measuring students' sense of community and belonging. Partner with DePaul leaders to develop strategies and deploy interventions to improve student agency and affinity.

Strategic Enrollment Management

- Co-lead recruitment efforts for DePaul's signature Pathways Honors Program. CSH's total STEM and health student enrollment grew 14% from 2011 to 2025.
- Partner with DePaul leadership to align and develop the 2025 DePaul rebranding and digital transformation strategy to promote increase total DePaul student enrollment by 10% by 2030.

Assistant Dean for Academic Services, DePaul University, Chicago, IL

July 2011-June 2021

Academic Advising Leadership

- Founded and launched the CSH's Office of Advising and Student Services (OASS) and Pre-health Program in 2011 and led their strategic development and growth from the ground up to become a 13-person team that provides full-service academic advising and student services to over 2,400 undergraduate CSH students, 700 graduate and doctoral CSH students, and 1,000 DePaul pre-health students. Advising traffic increased every year, including a 10% increase from 2023 to 2024.
- Co-developed the Pathways Honors Program in 2013. Program has grown almost 600% to over 400 continuing students with strong student outcomes, including 100% of students persisting and graduating within four years.
- Co-wrote the approximately \$1M CSH two-phase business plan in 2013 to expand facility and human capital projects over a five-year period.

Director of Academic Advising, DePaul University, Chicago, IL

September 2006-June 2011

- Led day to day operations of a diverse team of eight direct reports and eight indirect reports who provided advising and student services to over 5,000 undergraduate College of Liberal Arts and Social Science students.

Senior Academic Advisor, Loyola University, Chicago, IL

September 2002-August 2006

- Mentored and advised over 4,000 undergraduate School of Business students on progress toward degree and defining career paths.

Strategic Sourcing Project Consultant, Harris Bank, Chicago, IL

March 1999-August 2000

- Identified and implemented cost reduction initiatives to achieve over \$1M in annual savings. Negotiated contracts for real estate, technology, and marketing initiatives that expanded the team's portfolio of savings.

Senior Credit Analyst, American National Bank, Chicago, IL

January 1998-March 1999

- Underwrote commercial loans up to \$25M after analyzing the credit worthiness of middle-market clients. As part of a team, cross-sold and negotiated bank products and services to clients.

EDUCATION:

Doctor of Philosophy; GPA 4.0/4.0

2022

DePaul University: College of Education, Chicago, IL

Concentration: Educational Leadership

Dissertation Title: Understanding Servant Leadership through the Lived Experiences of Higher Education Administrative Leaders

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- Master of Business Administration;** GPA 3.8/4.0 2009
DePaul University: Kellstadt Graduate School of Business, Chicago, IL
Concentration: Leadership and Change Management
Graduated with Distinction
- Master of Education;** GPA 3.9/4.0 2002
DePaul University: College of Education, Chicago, IL
Concentration: Teaching & Learning
- Bachelor of Science;** GPA 3.7/4.0 1997
Northern Illinois University: College of Business, DeKalb, IL
Concentration: Marketing
Magna Cum Laude
University Honors Program

UNIVERSITY TEACHING EXPERIENCE:

- Explore Chicago – Chicago Blues (LSP 111)***
College of Liberal Arts and Social Sciences – DePaul University 2007-Present
- First-Year Seminar (CIEP 113)***
College of Arts and Sciences – Loyola University Chicago 2003-2004

PUBLICATIONS:

- Roberts, M. (2022). Understanding Servant Leadership through the Lived Experiences of Higher Education Administrative Leaders (Doctoral dissertation). DePaul University, Chicago, IL.
- Funk, P., Knott, P., Burdick, L., & Roberts, M. (2018). Development of a novel pathways program for pre-health students by a private four-year university and a private health professions university. *Journal of Physician Assistant Education*, 29, 3, 150-153.

PRESENTATIONS:

- Roberts, M. "The Student Success Summit: *Charting Student Success from Orientation through Graduation*," Student Success Summit. DePaul University, Chicago, IL, December 2024.
- Roberts, M. "Comprehensive STEM Student Success and Retention Initiatives," National Conference. National Association of Student Personnel Administrators (NASPA), Seattle, WA, March 2024.
- Roberts, M. "Chicago Blues Class Demonstration," High School Counselor Visit Day. DePaul University, Chicago, IL, December 2023.
- Roberts, M., Berkowitz, E. "Reimagining the Student Experience Across the Student Lifecycle," Summer Leadership Development Series. DePaul University, Chicago, IL August 2023.
- Roberts, M. "Teaching Panel," Chicago Quarter Best Practices Conference. DePaul University, Chicago, IL, June 2023.

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Roberts, M. & Dance-Barnes, S. "Comprehensive Student Success and Retention Initiatives," Innovation Day. DePaul University, Chicago, IL, January 2023.

Roberts, M., Fingado, E., Moorehead, G., Carbone, S. "Managing Challenging Student Situations," Summer Leadership Development Series. DePaul University, Chicago, IL August 2022.

Funk, P., Knott, P., Roberts, M., & Burdick, L. "Equity and Inclusion among Students in Pathways Programs," Pathway Programs & Bridges. Florida International University, Miami, FL, July 2022.

Roberts, M. "Student Success Measures: Retention, Graduation, DFW Rates, Sense of Inclusivity and Belonging," Summer Leadership Development Series. DePaul University, Chicago, IL August 2021.

Roberts, M. & Davidson, L. "Seven Habits for Advising Leadership," NACADA International Conference. Chicago, IL, October 2008.

COMMITTEE INVOLVEMENT:

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| Co-chair, Pre-health Advising Committee, DePaul University | 2012-Present |
| Co-chair, Graduate Program Directors' Committee, CSH, DePaul University | 2011-Present |
| Co-chair, Alumni, Communication, and External Relations, CSH, DePaul University | 2022-Present |
| Member, Advising, Retention, and Career Outcomes Committee, DePaul University | 2025-Present |
| Member, Retention and Student Success Committee, DePaul University | 2026-Present |
| Member, Pathways Honors Committee, CSH, DePaul University | 2018-Present |
| Member, Advising Managers' Board, DePaul University | 2012-Present |
| Member, Curriculum Committee, CSH, DePaul University | 2011-Present |
| Member, Academic Council, CSH, DePaul University | 2011-Present |
| Member, Dean's Advisory Council, CSH, DePaul University | 2011-Present |
| Member, Advising Committee, CSH, DePaul University | 2011-Present |
| Member, Associate Deans' Council, DePaul University | 2006-Present |

PROFESSIONAL MEMBERSHIPS:

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| Member, National Association of Student Personnel Administrators (NASPA) | 2016-Present |
| Member, National Association of Advisors for the Health Professions (NAAHP) | 2014-Present |
| Member, National Academic Advising Association (NACADA) | 2002-Present |