

Zebadiah L. Hall



EDUCATION

Doctor of Philosophy in Leadership for the Advancement of Learning and Service in Higher Education

Cardinal Stritch University, Milwaukee, Wisconsin, Anticipated December 2023

Master of Business Administration in Applied Management

Indiana Wesleyan University, Marion, Indiana December 2015

Bachelor of Science in Business Management

Calumet College of St. Joseph, Whiting, Indiana December 2009

PROFESSIONAL EMPLOYMENT HISTORY

Director Cornell Health	Student Disability Services Cornell University	2019 - Present Ithaca, NY
Director Office of the Provost	Access and Accommodations Resource Center Valparaiso University	2013 – 2018 Valparaiso, IN
Director Academic Affairs	Disability Support Services Calumet College of St. Joseph	2010 – 2013 Whiting, IN
Liaison for Academic Support Academic Affairs	Academic Support Services Calumet College of St. Joseph	2009 - 2010 Whiting, IN
Assistant Coach Athletics Department	Men's Basketball Calumet College of St. Joseph	2009 – 2013 Whiting, IN
Counselor Enrollment Management	Admissions Department Calumet College of St. Joseph	2008 - 2009 Whiting, IN

SUMMARY OF QUALIFICATIONS

- 14 - years of progressive experience in higher education, academic and student affairs administration
- Shifted Student Disability Services from a medical model to a Civil Rights for Social Justice model
- Led and facilitated articulation agreements between two-year and four-year institutions
- Demonstrated leader who exudes confidence, diplomacy, and integrity
- Detail-oriented, highly adaptable, and motivated, with strong ability to work independently
- Recognized as an expert for Americans with Disability Act (ADA), Section 504 compliance and accommodations
- Skilled at fostering collaborative relationships with campus partners, students, faculty and staff
- Used data to make system changes to improve access, customer service and reduce response times

PROFESSIONAL CERTIFICATIONS

Search Process Advocate	Affirmative Hiring Process Management Training	2017
Six Sigma Certified– White Belt	Project Management & Continuous Improvement	2016
Certified Diversity Facilitator	Building a Culture of Diversity & Inclusion	2014
Menu Trinfor – AllerTrain	Managing Food Allergies & Gluten	2014

AWARDS

ACT College and Career Readiness Champion – Indiana Postsecondary Champion, (2018)

Recognition for time, effort, and dedication towards academic and social development – Calumet College of St. Joseph, (2012)

Outstanding Leadership Award – Black Student Union - Calumet College of St. Joseph, (2010)

Outstanding Leadership Award – Student African American Brother Hood – Calumet College of St. Joseph (2009)

PROFESSIONAL EXPERIENCE

INSTITUTIONAL LEADERSHIP AND SUPERVISION

- Serve as one of the ADA (American with Disability Act) and Section 504 compliance officer, with oversight of the Student Disability Services (SDS) department that consist of 17 full-time staff members and over 100 plus students' workers
- Supervise the Associate Director, Assistant Directors, Central Testing Coordinator and Health Leave of Absence Coordinator, who are the leadership team of SDS and responsible for determining accommodations, student intake interviews, and facilitating access
- Philosophical, organizational, and restructuring to shift SDS to a Civil Rights for Social Justice model that focuses on access while determining accommodations and moving away from a medical model to determine accommodations
- Member of Cornell Health's Senior Staff, which is the C-cabinet of Cornell Health
- Member on the Divisional Leadership Team for Student and Campus Life, whose role is to plan and discuss the guiding principles for the division
- Member on the Prorated Tuition Policy committee whose role is to create policies for students who need to fall below full-time status as a student
- Served as the chair for the Staff Employee Advocacy Council (SEAC), whose role is to advocate for hourly and salary staff members at the University.
- Served as ADA representative for the Committee on Motivation Persistence and Student Success (COMPASS) and the Council for Directors of Academic Support Centers (CODASC), two retention committees charged with strategically supporting at-risk students.

POLICY AND PROPOSAL CREATION

- Wrote proposal to successfully hire five new staff members
- Wrote a proposal to Human Resources to change staff titles from Disability Counselor to Disability Access Consultant to de-medicalize our Student Disability Services
- Wrote proposal for Provost to fund the centralize Testing Coordinator position
- Changed and implemented new registration and documentation guidelines for students to receive accommodation
- Collaborated with the Health Leave of Absence Coordinator to write the HLOA policy 7.2 and retain the process and procedures under my oversight within SDS
- Wrote and implemented the Disability Accommodations as a Reduced Credit Load (DARC) policy, which allows students to take a part-time credit load while still receiving all the rights and benefits of full-time student status under the university control.
- Collaborated with the Foreign Language Department to create the Foreign Language Substitution Policy (FLSP) to accommodate disabled student's foreign language requirements.
- Implemented the Residential Life policy for room accommodations that requires Access and Accommodation Resource Center to determine room accommodation.
- Created a policy that all SEAC members receive five paid hours per month dedicated to SEAC's advocacy, which includes a two-hour per month meeting during the fiscal year.
- Facilitated SEAC members to review the newest copy of the Employee Handbook.
- Wrote proposal for a site license for Read and Write Gold Software so AARC could provide assistive technology to students' campus wide.
- Wrote successful proposal for a Testing Center for AARC.

COURSE INSTRUCTION

- ICP 621 Global Leadership and Team Perspective, a graduate level course focused on leadership theory and organizational development.
- Association on Higher Education and Disability (AHEAD) – AHEAD Start – Faculty Member
 - Introduction to disability concepts, history, and intersectionality

NEW STUDENT ORIENTATION AND FAMILY SUPPORT

- Represent SDS at New Student/Family Orientation and conduct informational sessions to explain access and accommodations provided by the University.
- Created virtual opportunities for students and their families to participate in orientation remotely
- Facilitated orientation sessions for satellite campuses for degree completion and graduate programs.
- Ordered and delivered textbooks to satellite campuses for degree completion and graduate programs.
- Provided academic support services to satellite campuses' students by advising and linking them to the main campus resources.

BUDGETING AND FINANCIAL MANAGEMENT

- Oversight and manage a 1.5-million-dollar budget to determine access and accommodations for disabled students
- Oversaw and managed three operating budgets: AARC, ADA Compliance, and SEAC.
- Oversaw and distributed funding for staff professional development and events

STRATEGIC PLANNING

- As a member of the ADA Coordinator team, we wrote a three-year Institutional Disability Access Management Strategic Plan for Cornell University, timeframe: 2019 - 2022
- As the Chair of the university's Staff Employee Advocacy Council (SEAC), I appoint one hourly and one salaried employee to the university's Strategic Planning Committee.
- Participated in the University-wide strategic planning process designed to support the mission, vision, and long-term sustainability of the University.
- Designed and implemented strategic plan for the AARC to be congruent with the University's plan for academic support.
- Worked with other directors of academic support services to create goals and tasks to align with the strategic plans in a collaborative effort to retain students.

DIVERSITY AND INCLUSION

- Changed process and procedures to determine accommodations using universal design based on identity of staff members to increase access for underrepresented students
- Chair of the Diversity Working Group at Cornell Health whose role is to strive for an environment where students, staff, and faculty feel welcome
- Co-chair the Men of Color Colleague Network whose role is to provide space for men of color to connect and engage to support one another within the Cornell community
- Facilitate and engage in the Diversity includes Disability campaign that is geared towards bringing awareness to Ableism while giving the disabled students, faculty, and staff a platform to express their experiences on campus
- Provide outreach, training, and programming to faculty and staff about creating accessible and inclusive learning environment to serve marginalized identities
- Served on the Belonging at Cornell committee for Student and Campus Life to focus on retaining staff of color
- Served as a member of the University's Rev. Dr. Martin Luther King Jr. Day event, which celebrates his life and legacy.
- Served as a *Search Process Advocate* whose role is to support affirmative hiring processes and practices for staff hiring.
- Served as a *Discrimination Complaint Advisor* advising people who either are targeted or accused, who are involved in bias incidents.
- Chaired the Minority Support Group on campus for two years.
- Served as the *Adviser* to the Black Student Union and *Adviser* to the Student African American Brotherhood

PUBLICATIONS

Q and A: Cornell Director of Student Disability Services talk Race, Disability and Teaching (March 2021)

<https://www.wiley.com/network/instructors-students/teaching-strategies/q-a-cornell-director-of-student-disability-services-zebadiah-hall-talks-race-disability-and-teaching>

Q and A: Cornell Director of Student Disability Services talks Race and Disability for Students (March 2021)

<https://www.wiley.com/network/instructors-students/teaching-strategies/q-a-cornell-university-director-of-student-disability-services-zebadiah-hall-talks-race-and-disability-for-students>

Focus on Social Justice when addressing COVID-19, Disability Compliance for Higher Education, Wiley Online library (September 2020)

<https://onlinelibrary.wiley.com/doi/10.1002/dhe.30918>

KEYNOTES - PRESENTATIONS – TRAININGS

NATIONAL

Association Higher Education and Disability – AHEAD

Panelist, Cleveland, Ohio, *Fostering a positive Culture as a Leader*, (2022)

Coalition Symposium Allyship Statement

Co-wrote and Co-presented Allyship Statement to the membership of the Coalition on Disability and Access in Health Science Education (2022)

New York State Disability Services Council for Association Higher Education and Disability - NYSDSC AHEAD

Keynote Speaker, New York State Disability Services Council's state conference), *Reflection equal Regenerate, Recharge, and Renew*, (2022)

Kentucky State Chapter for Association Higher Education and Disability - KY AHEAD

Keynote Speaker, Kentucky's state disability services conference, *Intersectionality within Disability Practices*, (2022)

University of Michigan

Presenter, Student with Disability Office, *Intersectionality as a pathway to Allyship*, (2022)

Board of Regents - New York State Education Department

Keynote (SED)- Advisory Council on Postsecondary Education for Student with Disabilities, *Ableism in Education*, (2021)

Rutgers University: Abbott Leadership Institute

Trainer, Two sessions: *The Importance of Language and Intersectionality to deconstruct Ableism*, (2021)

Ohio State University

Presenter, Ken Campbell Lecture on Disability, Policy and Practice, *Intersectionality Flirts with Belonging and Inclusion to Deconstruct Ableism*, (2021)

Sandford University

Trainer, Three sessions: *Disability Services, Racial Justice, Equity and Inclusion*, (2021)

Virginia V Union

Trainer, Faculty Development Initiative, *Students with Disabilities and Creating an Environment of Inclusiveness*, (2021)

University of Pennsylvania,

Co-Presenter, *Transformational Leadership Married to Social Justice with a Kid named Disability Inclusion*, (2020)

UNIVERSITY

Cornell University

Enhancing Access in the Vet College, Cornell University College of Veterinary Medicine: Disability Inclusion, (2021)

Fostering Collaboration with CAPS and SDS, Counseling and Psychological Services (CAPS), (2021)

Disabled Students of Color at PWI, Office of Academic Diversity Initiatives (OADI), (2021)

Inclusion, Accessibility, Accommodations in Online Learning, Co-Presenter, Center for Teaching Innovation, (2020)

Engaging with Disabled Students, College of Engineering, TA Training, (2020)

Access and Inclusion in the classroom, College of Agriculture and Life Sciences, Workshop, (2020)

Non-medicalized approach to Engaging with Disabled Students, Medical Department, (2019)

Association Higher Education and Disability – AHEAD

Panelist, Albuquerque, New Mexico, *Embracing your Diversity and Identity as a Leader*, (2018)

Northwest Indiana Urban League Diversity Symposium

Co-Presenter, Purdue Northwest University, *Difficult Dialogue: Diversity and Difference in the Workplace*, (2017)

College Pathways for Accessibility Service Traditional Lunch

Keynote Speaker, Indiana University Kokomo, *Accommodations - Accessible Transition from High School to Higher Education*, (2015)

Valparaiso University

Accommodations and the Negotiation Process using All Relevant Factors – Provost Council (2018)
 The Need for Essential Functions to Determine if an Accommodation Alter the Curriculum – Provost's Council (2018)
 Accommodations and the Negotiation Process - The Political Science Department, (2018)
 Accommodations and the Negotiation Process - The Art Department, (2017)
 ADA Compliance for Website and Academic Material – Provost's Council, (2017)
 Read and Write Gold Software for Assistive Technology (proposal) – I T Department, (2017)
 Keynote Speaker, Serving the Community as a Leader - National Residence Hall Honorary, (2016)
 Accommodating Students from an Admissions Standpoint – Admissions Department, (2016)
 Testing Center for Disability Support Services (proposal) – Space Planning Committee, (2015)
 Tutoring Student with Documented Disabilities – Writing Consultant - Valparaiso Writing Center, (2015)
 Collaborating with Student Affairs to Accommodate Students, (2015)
 Disability Accommodations as a Reduced Credit Load (proposal) – Dean's Council (2015)
 Attendance Accommodations as it Related to American with Disability Act (ADA) – Arts & Science Department (2014)
 Academic Accommodation without Hindering the Objectives of the Class – Faculty (2014)

National Association for Student Foreign Advisors (NASFA) – Association of International Educators

Co-Presenter, Purdue University, *Diversity & Inclusion in Education Abroad: Moving beyond a Luxury Good*, (2015)

Indiana Association Higher Education and Disability (AHEAD) – State Conference

Master of Ceremony – Fall and Spring Conferences (2013 & 2014)

SELECTED SERVICE

Coalition on Disability and Access in Health Sciences		2021 – 2022
Member	Board of Directors, Presidential Appointee	
Association on Higher Education and Disability		
Equity Officer	Board of Directors	2020 – Present
President	AHEAD-Indiana chapter	2013 – 2014
American College Health Association		
Member	COVAC Steering Committee	2021 – 2022
Cornell University		
Chair	Diversity Working Group – Cornell Health	2019 – Present
Member	ADA Coordinator Team	2019 – Present
Member	Belonging at Cornell – Student and Campus Life	2019 – 2020
Opportunity Enterprise		
Member	Board of Directors	2017 – 2018
Valparaiso University		
Chair	Staff Employment Advocacy Committee, Valparaiso University (SEAC)	2016 – 2018
Member	Council of Director of Academic Success Centers (CODASC)	2016 – 2018
Member	Committee on Motivation, Persistence & Student Success (COMPASS)	2016 – 2018
Chair	Minority Employment Support Group	2015 – 2017
Member	Housing Exemption Committee	2015 – 2017
Member	Diversity Concerns Committee	2014 – 2015
Member	Diversity Facilitator Committee	2014 - 2016
Member	Equity and Diversity Athletic Committee	2014 – 2016
Calumet College of St. Joseph		
Member	Safety Committee	2011 – 2013
Member	Graduate Studies Committee	2011 – 2013
Adviser	Black Student Union	2010 – 2013
Adviser	Student African American Brotherhood	2009 – 2013
Member	Enrollment Management Committee	2009 – 2011

CONFERENCES

- 2022** Association on Higher Education and Disability (AHEAD) National Conference held in Cleveland, Ohio
- 2021** Association on Higher Education and Disability (AHEAD) National Conference held in Austin, Texas
- 2020** When striking the balance becomes difficult: How should event that are disruptive to the educational process be managed by Salome Heyward
- 2019** Accommodation Determinations: The Key to avoiding common mistakes by Salome Heyward
- 2019** Association on Higher Education and Disability (AHEAD) National Conference held in Boston, Massachusetts
- 2018** Association on Higher Education and Disability (AHEAD) National Conference held in Albuquerque, New Mexico
- 2018** AHEAD – Master Class Disability Law: Lessons in Application for the Advanced Disability Professional held in Atlanta, GA
- 2017** Council for Independent Colleges – Student Success Conference at Indiana State University
- 2017** Search Process Advocacy Training – Understanding and Interrupting Unconscious Bias during the Hiring Process
- 2016** Association on Higher Education and Disability (AHEAD) National Conference held in Sacramento, CA
- 2016** Indiana Association of Higher Education and Disability (AHEAD) Conference
- 2016** Paper Clip Communication, ADA & Technology Accessibility: Step to Ensure Campus Compliance
- 2015** Indiana Commission on the Social Status of Black Males 2015 State Conference
- 2015** Indiana University Health Bloomington Hospital Neuroscience Committee – Managing Concussions in the Community and on the Athletic Field
- 2014** Diversity Facilitator Training: Building A Culture of Equity and Inclusion facilitated by Dr. Kathy Obear
- 2014** Safe Zone Training: Providing Support for the Lesbian, Gay, Bisexual, Transgender, Queer Community
- 2014** Professional Educator's Partnership (PEP): Mindful Teaching