

# Tiffany Hogue

Baylor University  
One Bear Place 97312  
Waco, TX 76798

[Tiffany\\_Hogue@baylor.edu](mailto:Tiffany_Hogue@baylor.edu)  
254-710-3545 (direct)  
254-710-3050

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## EDUCATION

**Georgetown University Law Center**, Washington, DC  
Juris Doctor, 1998

**Law Review** *American Criminal Law Review* – Business Editor  
“Federal Criminal Conflict of Interest,” *Twelfth Survey of White Collar Crime*, 34  
AM.CRIM.L.REV. 589 (1997).

**Honors** Dean’s List

**Clinic** Domestic Violence Clinic  
Represented domestic violence victims seeking civil protection orders in DC  
Superior Court.

**Baylor University**, Waco, TX  
Bachelor of Arts *cum laude* in Political Science, minor in French, 1995

## PROFESSIONAL EXPERIENCE

**Baylor University** **Waco, TX**  
***Clinical Professor of Higher Education Leadership and Policy*** **2016-present**  
Directs the Leadership Studies program, a minor available to undergraduates across the disciplines.  
Teaches graduate courses in the areas of education leadership, governance, and law and undergraduate  
courses in Leadership Studies.

***Chief of Staff to the Executive Vice President and Provost*** **2011-2016**  
Directed the day to day operations of the Office of the EVP and Provost. Served as a top advisor to the  
EVP and Provost in directing and managing the short and long term critical priorities, initiatives, and  
activities connected to *Pro Futuris*, the University’s strategic vision. Represented the EVP and  
Provost on University-wide task forces that address faculty and staff diversity, Title IX, minors on  
campus, institutional effectiveness in administrative units, and emergency preparedness. Served as a  
liaison between the EVP and Provost, Student Life, and General Counsel on matters pertaining to  
students and parents. Handled all Honor Council matters, graduate student academic appeals, and  
third-party inquiries regarding Baylor policies. In conjunction with the Vice Provost for Academic  
Affairs and Policy, investigated and resolved gender-based complaints and concerns regarding faculty.

Lead training for academic deans, department chairs, and faculty of all ranks on legal issues and policy  
matters. Founded and facilitated the annual Academic Leadership Seminar, a ½ day training for ~150

deans, associate and assistant deans, department chairs, and graduate program directors. Represented the EVP and Provost in working with Human Resources and General Counsel to determine which issues merit mandatory faculty training and how that training should be offered and tracked. Taught “Policies, Procedures, and Legal Issues” seminar for new faculty and new graduate student teachers of record.

Author and co-author of Baylor University personnel policies, including the Maternity and Primary Caregiver Leave Policy for Faculty (BU-PP 418a), and the Fellowships and Externally-Funded Leave Policy (BU-PP 746). Revised the annual faculty performance evaluation form that will be used for ~1,000 annual faculty performance reviews each year.

Managed special projects for the EVP and Provost, most notably the two-year campus-wide strategic visioning process that resulted in *Pro Futuris*.

Established the meeting priorities and agendas for the Council of Deans and EVP and Provost’s staff; created and managed the online Faculty Handbook and Academic Administrative Resource Center; represented the EVP and Provost in campus-wide special events; managed communication and information-sharing between and among the EVP and Provost's office, deans, associate vice presidents, and other units to ensure maximum cooperation and collaboration; and drafted speeches and conducted research on higher education issues for the EVP and Provost.

***Assistant Provost***

***2003-2011***

Directed Baylor’s 2007 reaffirmation of SACS COC accreditation (four-year project); co-wrote and implemented Baylor’s SACS COC Quality Enhancement Plan (a five-year \$1.6 million undergraduate student engagement and research initiative); provided legal counsel to the EVP and Provost; co-chaired the Pre-Law Advisory Council; directed the Engaged Learning Group Program (residential learning communities for up to 400 freshmen and sophomores); managed eight annual budgets that totaled \$800K; developed new assessment instruments for academic deans; chaired committee on use of Baylor’s National Survey of Student Engagement (NSSE) results; chaired committee studying the revision of Baylor’s transfer policies; interviewed 15-20 prospective faculty members annually; handled 40-50 student grade appeals, Honor Code violations, and parental complaints for the EVP and Provost each year; and co-authored multiple faculty personnel policies, including a new university intellectual property policy and Honor Code.

***Assistant Dean of Academics, College of Arts and Sciences***

***2000- 2003***

Responsible for all academic probation and suspension issues for the 6,100 students in the College of Arts and Sciences; assisted the Dean with pre-tenure reviews; resolved conflicts between professors and students; counseled students in crisis; and represented the College at orientation, recruiting and development events.

**Gallagher & Kennedy, P.A.**

**Phoenix, AZ**

*Attorney*

*1998- 2000*

Counseled and represented public and private employers in all aspects of labor and employment law; drafted employee handbooks, conducted seminars on sexual harassment prevention, negotiated severance agreements, prepared responses to EEOC charges and represented management in state and federal court. Clients included the Arizona Board of Regents (the governing body for all three state universities in Arizona), CNA Insurance, Phelps Dodge, and the Arizona Cardinals.

**Mariscal, Weeks, McIntyre & Friendlander**

*Summer Associate*

**Phoenix, AZ**

*Summer 1997*

Wrote dispositive motion in property dispute and motion to admit telephonic recordings by expanding parental exception to federal wiretapping statutes; assisted in depositions and administrative hearings; researched zoning issues presented to Phoenix City Council.

**Prof. Anne Goldstein, Georgetown Univ. Law Center**

*Research Assistant*

**Washington, DC**

*Spring 1997*

Assisted in fundraising and development of new international women's rights clinic; researched African constitutional issues at the Library of Congress; analyzed parental leave provisions on three continents.

**The Honorable Rudolph Gerber**

*Judicial Extern*

**Arizona Ct. of Appeals, Div. 1**

*Summer 1996*

Researched and drafted opinions on criminal, civil and juvenile matters; presented opinions before a panel of three appellate judges; edited memoranda and draft opinions written by law clerks.

**TEACHING EXPERIENCE**

***Adjunct Faculty, Department of Political Science***

***2000-2009***

Taught PSC 2302 (Constitutional Development), PSC 4361/5361 (Constitutional Law), and multiple independent studies for Honors Program students. Taught seminars with as few as 19 students and large lecture classes with as many as 160. Continue to mentor many of these students as they progress in their careers. Considered most influential professor by dozens of former students, one of whom is currently Special Assistant to President Obama and Chief of Staff for Presidential Personnel.

***Frequent Guest Lecturer, School of Education***

***2006-2009***

Taught and worked with graduate students pursuing master's degrees in higher education and student affairs. Lectured on accreditation, assessment, governance, and budgeting.

***Instructor, LSAT preparation course***

***2001-07***

Taught the LSAT preparation course four times per year through the Baylor Continuing Education program.

**SELECT INVITED PRESENTATIONS**

“Women in Leadership”

February 10, 2016. A Panel Presentation for the Baylor University Round Table. Baylor University, Waco, TX.

“Legal Issues in Higher Education.”

May 20, 2015. International Association of Baptist Colleges and Universities Seminar for Academic Leadership. Baylor University, Waco, TX.

“Balancing Work/Life Issues as a Lawyer, Administrator, and Parent.”

April 13, 2013. Texas Women in Higher Education “Women in the Academy” Conference.  
Baylor University, Waco, TX.

“Faith, Gender, and the Law.”

October 25, 2010. Whitworth University, Spokane, Washington.

“Engaged Learning Groups: A Model for Faculty-Student Affairs Collaboration.”

March 10, 2009. NASPA Meeting, Seattle, WA.  
Presenters: Frank Shushok, Tiffany Hogue, et al.

“Baylor’s QEP: Lessons from the First Two Years.”

December 8, 2008. 2008 Southern Association of Colleges and Schools Commission on Colleges  
Meeting, San Antonio, TX.

Presenters: Tiffany Hogue, Frank Shushok, and Jan Nimmo

## **SELECTED BAYLOR UNIVERSITY HONORS**

The 2007 Student Advocate Award from the Division of Student Life

Mortar Board *Outstanding Professor* Award (2002)

## **SELECTED BAYLOR UNIVERSITY SERVICE**

**Chief Diversity Officer Implementation Planning Group** (2015).

**Title IX Case Management Team** (2015-present).

**Task Force on Protecting Minors on Campus** (2013-present).

**Executive Team, Campus Emergency Preparedness** (2013-present).

**Chair, Search Committee for Director of the Mayborn Museum Complex** (2014-15).

**Task Force on Baylor University’s Sexual Conduct Policies** (2014-15).

**Search Committee Member, Title IX Coordinator** (2014).

**Director, Engaged Learning Groups (An initiative stemming from the 2007 SACS COC Quality Enhancement Plan)** (2007-09).

**Chair, SACS COC Reaffirmation of Accreditation Task Force** (2004-07).

**Chair, SACS COC Quality Enhancement Plan (QEP) Development Task Force** (2006-07).

**Chair, SACS COC QEP Topic Selection Committee (2005-06).**

**Honors Thesis Director.** John Hill, B.A. 2004 (Truman Scholar; Harvard Law School, 2007).

**Chair, Honor Code Revision Task Force (2005-06).**

**Pre-Law student adviser (2000-present).** Counsels students about all aspects of applying to law school. In the past 15 years, I have counseled students who have been accepted at law schools including Harvard, Yale, Georgetown, Stanford, the University of Texas, and Baylor.

**Scholarship and Fellowship advisor (2000-present).** Assists Truman Scholarship finalists and winners and Rhodes scholarship finalists with their essays, policy statements, and interviewing skills.

**Honors Colloquium Leader (2000-05).** Led for many years a colloquium for Honors Program students that addressed landmark Supreme Court decisions and current cases on the Supreme Court docket.

**Baylor Line Camp Leader-Outdoor Adventure Track (2002 and 2005).** Co-led week-long wilderness programs in Washington and New Mexico for incoming Baylor freshmen.

**Summer Orientation Featured Speaker (2000-09).** Spoke for 10 years at on topics including Pre-Law, Engaged Learning Groups, Undergraduate Research Opportunities, and various degree plan options within the College of Arts & Sciences.

**Fall, Winter and Spring Premiere.** Speaks at recruiting events to several hundred prospective students and parents about the benefits of a Baylor undergraduate education.

## **COMMUNITY INVOLVEMENT**

Active member of Calvary Baptist Church in Waco since 2001; Sunday school department director (2007-09 and 2014-15), life group leader (2004-09), Vacation Bible School teacher, and children's worship leader. Ordained as a deacon in 2002 and served as chair of the deacon body from 2005-06.

Co-chaired the City of Waco's Equal Employment Opportunity Advisory Commission and volunteered with the Waco chapter of Habitat for Humanity. PTA Executive Board member for Hillcrest Professional Development School (2012-present).

## **INTERESTS**

Running (completed 18 marathons in past 20 years), backpacking, and organic gardening