

Trisha-Ann Hawthorne-Noble, LMSW

PROFESSIONAL SUMMARY

Mission-driven campus leader with a holistic approach to student development and a record of building inclusive, high impact programs. Known for bridging strategy and empathy to lead teams, shape policy and foster institutional growth.

CORE COMPETENCIES AND SKILLS

- **Core Competencies:** Strategic planning, leadership development, staff supervision, budget management, fundraising, program development, collaborative engagement, diversity, equity and inclusion, effective communication, program evaluation, resource management, service, facilitation, public speaking and advising.
- **Certifications/ Assessments:** Mental Health First Aid for Adults, DiSC, MBTI, StrengthsQuest, *True Colors*.
- **Licensure:** Connecticut Master's Level Social Worker (*LMSW*).
- **Systems & Platforms:** Microsoft Office Suite, Zoom, WebEx, Teams, Blackboard, Concur, Nexus, Quali Build, Core-CT, Student Admin; proficient in social media strategy.

PROFESSIONAL EXPERIENCE

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| University of Connecticut, Department of Student Activities, Storrs CT | <i>2022-Present</i> |
| <i>Interim Director</i> | <i>(2024-Present)</i> |
| <i>Director, Leadership and Organizational Development / Associate Director, Student Activities</i> | <i>(2022-Present)</i> |
- Provide executive leadership for student engagement, leadership development, compliance, and operations during a critical transitional period in Student Activities.
 - Streamline policies, operational processes, and strategic planning across all areas under leadership, improving efficiency, accountability, and long-term impact.
 - Oversee the following area offices within Student Activities, inclusive of policies: Leadership and Organizational Development, Community Outreach, Major Events and Programs, Trustee Student Organizations Support, Student Activities Business Affairs, Center for Fraternity and Sorority Development as well as administrative team.
 - Lead the development, implementation, and enforcement of departmental policies and procedural guidelines across all area offices, ensuring compliance, consistency, and alignment with institutional goals.
 - Manage 10 direct reports, supervising a department of 40+ professional staff and 100+ student employees across multiple units.
 - Oversee financial operations at multiple levels, including a \$5.7 million departmental budget, \$175K in area funds, over \$200K in scholarships, and stewardship of multiple foundation accounts, ensuring fiscal accountability, donor alignment, and sustainable resource management.
 - Use data to shape departmental strategy, implement campus-wide assessment models, and measure program impact, leadership outcomes, and student retention to drive engagement and continuous improvement.
 - Apply leadership theories to guide staff and student development, foster inclusive leadership, and align with institutional goals.
 - Co-created the inaugural Leadership Conference for the department, overseeing vision, structure, and execution while ensuring high-level strategy and institutional alignment.
 - Develop and enforce structured leadership expectations for managers, implementing recurring team meetings, performance-driven objectives, and professional development initiatives.
 - Strengthening institutional partnerships across the Division of Student Success, Division of Student Life, Office for Diversity and Inclusion, University of Connecticut Foundation, Student Union, Dean of Students Office, and Division of Athletics as well as Schools and Colleges to enhance student engagement efforts.
 - Partner closely with Community Standards to address student organization conduct, ensuring compliance with the Student Code for Tier I, Tier II, and Trustee organizations.
 - Collaborate with the Graduate School on programming and initiatives that foster sense of belonging, student success, and inclusive engagement for graduate students.
 - Engage regularly with the Dean of Students and Student CARE team to support students of high concern, contributing to case discussions and coordinated intervention strategies.
 - Lead in critical dialogue around student organization governance, risk management, and compliance.

- Meet regularly with 5–10 students per week to provide individualized support related to academic progress, leadership goals, campus engagement, and personal concerns.
- Work closely with regional campus leadership to extend access and opportunities to student leadership development across all UConn campuses.
- Direct fundraising and donor engagement efforts collaborating with the University of Connecticut Foundation to increase financial support for student leadership and engagement programs.

Director, Leadership and Organizational Development (concurrent)

- Manage and oversee the Leadership and Organizational Development area, including staff supervision, strategic planning, student and organization education and advisement, policy and procedure development, budgeting, program advisement, and assessment.
- Provide strategic oversight and direction for flagship leadership programs—including the Leadership Learning Community, Legacy Experience, Certificate Series, and Four Arrows—ensuring high-impact delivery, continuous innovation, and facilitation of over 100 annual workshops.
- Oversee the development of policies and procedures related to SOLID – registered student organization training, risk management, event management, and officer requirements for over 700 clubs.
- Developed and launched a revenue-generating initiative through leadership development offerings, contributing over \$20k to the department's operational budget and supporting long-term program sustainability.
- Create and participate in programs, services, and initiatives focusing on antiracism, social justice, and the fostering of a more diverse, equitable, and inclusive campus community.
- Serve as Faculty Director for Leadership House, overseeing curriculum, teaching the UNIV course, mentoring first-year students, and supervising student staff to foster leadership development and community engagement.
- Oversee the collection and analysis of program evaluation and assessment data to inform service improvements, guide decision-making, and enhance overall program effectiveness.

University of Connecticut, School of Social Work, Hartford CT

Director, Office of Student and Academic Services

2020-2022

- Oversaw the day-to-day operation and administration of the Office of Student and Academic Services (OSAS) in accordance with the program goals and objectives related to the BSW, MSW, PhD and Non-Degree programs; oversaw departmental policies and procedures, program coordination and logistics; and prepares data reporting.
- Managed departmental budget and expenditures, identifying and prioritizing needs to ensure effective resource allocation.
- Coordinated recruitment, admissions, and enrollment processes for academic programs, while coordinating resources and support for admitted students.
- Developed and maintained policy and procedure manuals to guide academic operations and enhance service delivery.
- Designed, implemented, and evaluated programs and services aimed at supporting student enrollment, engagement, and persistence, aligning with institutional goals.
- Selected, trained, led, and evaluated staff; established and monitored employee performance objectives; prepared and presented employee performance reviews; provided or coordinated staff development.
- Developed and executed a comprehensive outreach and recruitment strategy to support student advisement and enrollment across all academic programs.
- Provided leadership for School of Social Work signature events, including Commencement, Diversity Seminar, and Convocation.

University of Connecticut, Division of Athletics, Storrs, CT

Director, Office for Student-Athlete Development (formerly Coordinator, Community Outreach)

2015-2020

- Established the Student-Athlete Development department through written proposal and strategic advocacy, leading its implementation and overseeing hiring, training, budgeting, staff evaluations, and student-focused programming.
- Led a \$1M department grant in partnership with a local organization, overseeing all grant writing, reporting, board communications, and renewal efforts to secure sustained annual funding.
- Secured a \$125K donation for a new student-athlete service initiative by partnering with the Athletics Foundation, crafting a targeted proposal, and leading donor engagement efforts.
- Created and implemented the Division of Athletics inaugural leadership academy for upper division student-athletes.
- Regularly planned leadership, personal and career development workshops for student-athletes and athletic staff.
- Led the creation and implementation of signature events and initiatives, including orientation, athletics mentorship program, career fairs, senior receptions, award shows, and DEI-focused programming for student-athletes and staff.

- Expanded a department-led community outreach program, managing logistics and executive updates while strengthening external partnerships and program visibility.

ADDITIONAL LEADERSHIP EXPERIENCE

- NobleDreamers LLC, Founder – CEO, Manchester CT** 2021-present
- Deliver diversity and inclusion workshops, leadership sessions, and career consulting, including motivational speaking and professional development for diverse audiences.
 - Collaborate with organizations to lead sessions focused on personal, spiritual and career development for young adults.

- EMG, Consultant and Facilitator East Hartford CT** 2020- present
- Lead and conduct Diversity, Equity, Inclusion, Belonging and Justice workshops, as well as assist in developing engaging workshop content and deliver these workshops to diverse audiences, in person or virtually.

SERVICE AND LEADERSHIP EXPERIENCE

- *Founder/President*, UConn Moms4Moms, support group for UConn faculty/staff mothers (2019-Present)
- *Reviewer*, UConn Office of Institutional Equity (2020-Present)
- *Committee Member*, Student Parenting for UConn campuses (2022-Present)
- *Committee Member*, University of Connecticut Professional Employees Association, Social Justice (2021-2024)
- *Field Education & Practicum Committee, School of Social Work Strategic Planning Sub-Committee* (2021-2022)
- *Vice President*, UConn African American Faculty and Staff Association (2019-2022)
- *Co-Chair*, Division of Athletics Diversity, and Inclusion Leadership Committee (2019-2020)

UNIVERSITY LEADERSHIP AND DEI PRESENTATIONS

- The Power in Your Team – StrengthsFinder – Mount Holyoke Foundation Department (2024)
- Expose the Imposter – *Overcoming Imposter Syndrome* – UConn, Women’s Advance Conference (2024)
- Managers StrengthsFinder for Senior Administrators within Higher Education & Development – Mount Holyoke (2024)
- Know Your Worth – Black Student Summit – University of Connecticut (2024)
- Disc Assessment and Knowing Your Dominant Behavioral Style– University of Connecticut, CLAS (2024)
- What’s Your Superpower – StrengthsFinder – *multiple UConn organizations* (2023, 2024)
- Implicit Bias Trainings, *multiple UConn organizations and UNIV courses* (2023, 2024)
- Communication Strategies utilizing True Colors, UConn School of Pharmacy Professional Development Committee (2023)
- Communication and Navigating Difficult Conversations utilizing DiSC, DCF Academy Workforce, CT State Office (2023)
- Effective Communication Utilizing Disc, Connecticut Office of the Attorney General (2023)
- Team Building and Team Dynamics, Connecticut Office of the Attorney General (2023)

AWARDS AND HONORS

- UConn, Martin Luther King Jr. Legacy Award (2024)
- BSOUL Learning Community, Campus Partner Award (2024)
- Alexander Hamilton High School Hall of Fame Inductee (2020)
- Outstanding Senior Woman Academic Achievement Recipient (2018)
- AAC Indoor Coaching Staff of the Year (2015)
- IAAF World Challenge Bronze Medalist (2014)
- Penn Relays Champion, Jamaica Relay (2014)
- Olympic Trials & World Championship Qualifier and Participant (2008-2015)
- Sixteen Time Big East Champion as well as Big East Most Outstanding Athlete and Record Holder (2008-2011)
- Two Time All American and Six Time NCAA Qualifier (2008-2011)

EDUCATION

University of Connecticut, Storrs CT

Doctor of Education, EdD

(Anticipated, May 2026)

Research: Examining the underdevelopment and post collegiate career transitions of former Black Male student athletes at PWIs

University of Connecticut, Hartford, CT

Master’s in Social Work, Magna Cum Laude

University of Connecticut, Storrs, CT

Bachelor of Liberal Arts- English and Minor in Women Studies