

Curriculum Vitae

## GAVIN R. HAMMS, PH.D.

Grambling State University • College of Business • Department of Management and Marketing  
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### PROFESSIONAL PROFILE/OBJECTIVE

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- **Dr. Gavin R. Hamms is an accomplished higher education leader and business educator with over a decade of progressive experience in enrollment management, strategic planning, and student success initiatives. As Associate Vice President of Enrollment Management at Grambling State University, Dr. Hamms has spearheaded transformative efforts, driving a 39% growth in new student enrollment and achieving a 7-percentage-point increase in first-to-second-year retention rates. His innovative leadership has fostered operational efficiency, enhanced student engagement, and streamlined financial aid processes, resulting in measurable institutional gains.**
- An experienced business instructor, Dr. Hamms brings practical insights into business management, economics, and financial literacy, inspiring students to excel academically and professionally. Recognized for his commitment to excellence, he is a three-time recipient of the Student Choice Award for Staff Member of the Year and has been instrumental in developing programs that support academic achievement and financial well-being.
- Dr. Hamms holds a Ph.D. in Urban Higher Education from Jackson State University, where his research focused on institutional factors influencing student loan default at HBCUs. He also earned an MBA from the University of Louisiana at Monroe and a Bachelor of Science in Business Management, graduating Summa Cum Laude from Grambling State University.
- With a proven track record of fostering institutional growth, promoting student success, and delivering exceptional classroom experiences, Dr. Hamms is dedicated to empowering students and organizations to reach their full potential.

### EDUCATION

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- **Ph.D. in Urban Higher Education**, Jackson State University, Jackson, MS, December 2016  
Dissertation: *Institutional Factors That Influence Student Loan Default at Historically Black Colleges and Universities*
- **Master of Business Administration**, University of Louisiana at Monroe, Monroe, LA, Dec. 2012
- **Bachelor of Science in Business Management**, Grambling State University, Grambling, LA, May 2010

### PROFESSIONAL CERTIFICATION

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- None

### ACADEMIC HONORS AND AWARDS

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- G.P.A. 3.93 / 4.0 Honors: President's List (8 semesters) Summa Cum Laude <Dates????????>

### ACADEMIC/TEACHING EXPERIENCE

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**Adjunct Instructor of Business, Grambling State University, College of Business, Grambling, LA, January 2019 to Present**

- Hired in 2019 by the Dean of the College of Business. The major responsibilities of this position were to develop curriculum to educate students about fundamental business concepts, to advise students on the pathway to degree completion, to facilitate classroom lectures to promote learning, and to promote innovative thinking to bring clarity about business issues

**Director of Student Financial Aid, Grambling State University, Grambling, LA, January 2015 to Present**

- Selected by the search committee in December of 2015. The Director of Financial Aid reports directly to the Vice President of Enrollment Management. The Director is responsible for developing policies to ensure compliance with Title IV regulations, strategically assigning tasks to office personnel to promote office efficiency, evaluating performance of office personnel, and enforcing standards that will promote high quality customer service

*Significant Accomplishments*

- Led office through a Department of Education Program Review with minimal findings
- First director to lead office through institutional audit with no findings
- Developed compliant institutional Title IV policies
- Played critical role in initiating several articulation agreements
- Implemented process that increased the amount of weekly award packages by 16%
- Implemented campaign that led to earlier submission of FAFSA applications
- Created visible social media presence to communicate effectively with students
- Led office to receive "Campus Customer Service Award"
- Helped increase enrollment by helping defaulted student loan borrowers regain Title IV eligibility
- Helped lead Enrollment Management Division to 20 year high in New Freshmen enrollment
- Helped lead Enrollment Management Division to increased enrollment each year as Director
- Implemented fundraising campaigns for the Enrollment Management Division to assist with university capital campaigns
- Played essential role in developing GAP Scholarship to retain students with financial dilemmas
- Helped implement program to rehabilitate and retain students not making Satisfactory Academic Progress (SAP)

**Adjunct Instructor of Economics, BPCC at GSU, Grambling, LA, January 2013 to Dec. 2015**

- Hired in 2013 by program director. The major responsibilities of this position were to develop curriculum to educate students about global economy, to advise students on the pathway to degree completion, to facilitate classroom lectures to promote learning, and to promote innovative thinking to bring clarity about economic issues

*Significant Accomplishments*

- Achieved passer rate of 90%
- 75% of students went on to receive Bachelor's Degree

**Manager of Default Prevention, Grambling State University, Grambling, LA, March 2011 to Jan. 2015**

- Selected by search committee in March of 2011. The Manager of Default Prevention Reported directly to the Director of Financial Aid. The Manager of Default Prevention was responsible for managing the university's Cohort Default Rate, coordinating and lecturing in financial literacy

seminars for student body, preparing mandatory reports for Dept. of Education for Title IV eligibility, servicing students with funding for the pursuit of higher educational aspirations, and presenting vital financial aid information to students, faculty, and alumni

*Significant Accomplishments*

- Reduced Fiscal Year Cohort Default Rate by 12% within first year of employment
- Overall Reduction of Cohort Default Rate by 25% during time in position
- Led office to lowest 3-year cohort default rate since its inception
- Created institutional financial literacy program
- Wrote USA Funds Capacity Grant (Received Funding)
- Received USA Funds "Excellence in Default Prevention Award"

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## **COURSES TAUGHT**

- None

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## **TEACHING INTERESTS**

- None

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## **PROFESSIONAL EXPERIENCE**

### **CEO or Other Executive Positions In Companies.**

- None

### **Position In Companies That Are Related To Teaching Field**

- None

### **Owned Companies or Owned Businesses Related To Teaching Field**

- None

### **Consulting Related To Teaching Field**

- None

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## **SCHOLARLY CONTRIBUTIONS**

### **Peer Reviewed Journals**

- None

### **Editorial-Reviewed Journals and Articles**

- None

### **Peer Reviewed Proceedings**

- None

### **Peer Reviewed Academic Conference/meeting Paper Presentations**

- None

### **Competitive Research Awards Received**

- None

**Relevant Books/Textbooks**

- None

**Published Case Studies**

- None

**Professional Practice Standards or Public Policy**

- None

**Research Monographs/unpublished thesis/dissertation**

- None

**Organized peer-reviewed Conference(s)/Professional meeting(s), per conference/meeting**

- None

**Editor/Board member of a peer-reviewed/editorial Journal, per Journal**

- None

**Editor/Board member of peer-reviewed Conference Proceedings, per Proceedings**

- None

**Research in progress**

- None

**Other**

- None

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**RESEARCH INTERESTS**

- None

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**PROFESSIONAL SERVICE**

- None

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**UNIVERSITY SERVICE**

- SACSCOC Reaffirmation of Accreditation Committee (Chair)
- Strategic Enrollment Management Council (Chair)
- Satisfactory Academic Progress (SAP) Committee
- Employee Search Committee
- New Student Summer Orientation Committee
- Institutional Policy Committee
- Student Satisfaction Research Committee
- GSU Employee Pilot Group
- Institutional Attendance Policy Committee

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### **COLLEGE OF BUSINESS SERVICE**

- None

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### **DEPARTMENT OF ACADEMIC PROGRAM SERVICE**

- None

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### **COMMUNITY SERVICE**

- None

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### **PROFESSIONAL AFFILIATIONS**

- Kappa Alpha Psi Fraternity, Inc. (Campus Advisor)
- Earl Lester Cole Honor's College
- Beta Gamma Sigma Business Fraternity
- Golden Key National Honor's Society
- National Association of Student Financial Aid Professionals
- Louisiana Association of Student Financial Aid Professionals

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### **PROFESSIONAL DEVELOPMENT**

#### **Classes Attended**

- None

#### **Seminars Attended**

- None

#### **Workshops Attended**

- None

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### **GRANTS**

#### **Sponsored**

- None

#### **Non-sponsored**

- None