

JOSHUA QUINN TUCKER, J.D., Ph.D.

jtucker1@olemiss.edu | 662-549-5450 | www.linkedin.com/in/joshuaquinntucker/

EDUCATION

- Doctor of Philosophy** May 2022
University of Mississippi
Department of Higher Education
Dissertation: The Perceptions of Black Law Students Regarding the Barriers of Access to Public Law Schools
Located in the South
- Juris Doctor** May 2020
University of Mississippi School of Law
- Bachelor of Arts, cum laude** May 2017
University of Mississippi
Political Science
- Bachelor of Business Administration, cum laude** May 2017
University of Mississippi
Management; Emphasis: Human Resources

SCHOLARLY INTEREST

Higher Education and the Law; Enrollment Management; Diversity in Higher Education; Academic Skills; College Preparedness; Legal Analysis, Research, and Writing; Law School Preparation; Law and Leadership; Critical Race Theory.

TEACHING EXPERIENCE

- Department of Political Science, Tougaloo College**
Adjunct Professor, POL 439: Advanced Legal Writing and Legal Analysis for Law School Spring 2022
- Taught the mandatory survey course for senior law school applicants to provide them with the foundational skills for legal writing in their first year of law school.
 - Collaborated with other professors and the department chair to design and revise content for the legal analysis component of the pre-law program.
 - Designed syllabus, selected assigned readings, prepared assignments, and graded assignments.
- Center for Student Success & First-Year Experience, University of Mississippi**
Teaching Assistant, EDHE 105: Freshman Year Experience Fall 2018, Fall 2015
- Assisted in introducing students to the mission, values, and constituencies of a comprehensive public university, and to ethical and social concerns affecting its functioning.
 - Collaborated with instructor to design syllabus, select assigned readings, prepare assignments, and grade assignments.
- Center for Student Success & First-Year Experience, University of Mississippi**
Teaching Assistant, EDHE 101: Academic Skills for College Spring 2016
- Assisted students with the development of academic skills, including time management, note taking, reading textbooks, preparing for and taking examinations, and orientation to university life.
 - Collaborated with instructor to design syllabus, select assigned readings, prepare assignments, and grade assignments.

PROFESSIONAL EXPERIENCE

School of Law, University of Mississippi

Assistant Dean for Diversity, Equity, and Inclusion & Chief Diversity Officer

February 2023 – Present

- In conjunction with faculty/ administrative advisors, provide support and guidance for affinity group organizations and diverse students and historically underrepresented students including, but not limited to, “African Americans, Asian Americans, South Asian Americans, Latinos, Native Americans, and other underrepresented and marginalized students, including first generation students, gay, lesbian and transgender students, students with physical or mental disabilities, veterans, older students, religious students, and students with children.”
- Develop relationships and partnerships with local groups and organizations that support diversity in the legal profession.
- Represent the School of Law as a Diversity liaison to the Vice Chancellor for Diversity and Community Engagement.
- Partner with the Office of Admissions to develop and implement strategies to enroll students from traditionally underrepresented populations and to evaluate the success of these efforts.
- Develop and oversee pipeline programs and projects with high schools, colleges, and community groups targeting students from groups underrepresented in the legal profession.
- Attend targeted recruiting events and conferences on behalf of the School of Law and engage with prospective applicants from traditionally underrepresented groups who are considering applying to and/or enrolling at the School of Law.
- Develop and maintain relationships with HBCUs (Historically Black Colleges and Universities) and predominately Hispanic serving institutions as well as Diversity offices at local colleges and universities.
- In collaboration with the Division of Diversity and Community Engagement, develop and manage training programs for the School of Law, including but not limited to workshops, support groups, conferences, alignment of topics, and activities focused on specific issues to educate community members and student leaders on issues relating to diversity, equity, and inclusion and to foster a culture of belonging.
- Plan and oversee events and programs that promote and highlight diversity, equity, and inclusion within the Law School.
- In collaboration with the Division of Diversity and Community Engagement, develop institutional assessment instruments, consistent with national standards, and use such instruments to regularly assess and report on the Law School’s progress in achieving the mission and goals of its diversity plan, including goals regarding diversity, equity, inclusion, and cultural competence.
- Collaborate with The University of Mississippi Foundation and Alumni Affairs to identify and communicate opportunities to support diversity, equity, and inclusion related programs and services.
- Develop and maintain current web resources pertaining to diversity, equity, and inclusion.
- Communicate the Law School’s commitment to diversity, equity, inclusion, and cultural competence to students, faculty, staff, and the community at large, by using websites, periodic statements in social media, and other information outlets.
- Assist with crisis intervention, collaborating with other university departments as appropriate.
- Act as a confidential report, supporting all members of the School of Law by recommending appropriate resources and services both on campus and in the broader community.
- Monitor national trends, peer institution efforts, and seek benchmarks for successful diversity, equity, and inclusion initiatives in law schools.
- Manage departmental budget, including sponsorship of community events.

Recruiter

July 2021 – August 2022

- Developed and implemented innovative recruitment strategies in an effort to increase law school attendance; developed annual recruitment calendar; and coordinated recruitment visits to other universities through their prelaw advisors and career centers.
- Established and maintained relationships with prospective and admitted students to assist them with the law school admissions process.
 - Increased incoming class credentials within two years of being in current position.

- Increased racially/ethnically diverse applications by 38% within two years.
- Maintained familiarity with admission procedures, curriculum, scholarships, financial aid, and other university procedural requirements.
- Coordinated and executed diversity, equity, and inclusion recruiting program initiatives at HBCU campuses.
- Acted as a liaison to other departments on campus in assisting students with the law school admissions process.

Student Recruiter

September 2020 – July 2021

- Represented the Law School at various recruitment events to prospective students.
- Planned and executed online and in-person recruiting events.
- Assisted the Office Admissions with student outreach communications.

Division of Student Affairs, University of Mississippi

Graduate Assistant for the Assistant Vice Chancellor for Wellness & Student Success

August 2020 – May 2021

- Assisted with the development and implementation of the University's COVID-19 safety initiatives.
- Selected and advised members of The Columns Society who served as the official hosts and hostesses for the University of Mississippi.
- Collaborated with the student affairs team to provide leadership and support for a broad range of programs and services to University of Mississippi students.
- Developed and implemented student retention initiatives for a student population of 22,000.

Luckyday Success Program, University of Mississippi

Retreat Coordinator

June 2017 – September 2019

- Developed and maintained organized procedures for monitoring compliance with regulations to include tracking of student volunteer service hours, programming, and academic training.
- Implemented and evaluated the goals of the program during retreat week.
- Assisted in managing and maintaining the student staff and retreat budget.
- Provided supervision to student staff through daily leadership and guidance, completion of performance evaluations, work schedules, staffing, and payroll management.

Team Leader

June 2014 – May 2017

- Planned and executed recruitment opportunities for the Program.
- Managed the full recruiting lifecycle across a variety of open roles helping the Assistant Director find, hire, and retain quality talent to meet the needs of the Program.
- Supervised and monitored assigned program areas including, but not limited to, leadership programming, student activities, and student organization management.

LEGAL EXPERIENCE

Equal Opportunity & Regulatory Compliance, University of Mississippi

Independent Decision Maker and Mediator (contract/part-time)

- Participates in complaint investigations, reviews draft findings, and makes recommendations, as assigned.
- Prepares written investigation reports for the disposition of complaints.
- Notifies all pertinent parties of findings and “next steps” including right of appeal or right to pursue remedies outside of the University processes.
- Briefs the Director on the status of complaints received and investigations in progress where the respondent is a student.
- Manages and facilitates formal and informal resolution processes for complaints.
- Serves as subject matter expert for the development, implementation, interpretation and associated training for Title IX related policies.

Swingtech Consulting, Inc.

Contracts Manager (contract/part-time)

June 2022 – Present

- Provides support on the full range of Federal Government contracting and procurement functions including formulation, solicitation, negotiation, modification, administration, and termination for high-dollar, long-term, highly visible and critical programs.
- Directs and performs the full range of contract administration responsibilities including incremental funding, preparation of rate and cost adjustments, redirection of effort, coordination of time extensions, incorporation of change orders.
- Use and improve existing enterprise tools, systems, and work processes to assist Project Management Practitioners in effective management control and reporting on cost, schedule and progress measurement for a low complexity project.
- Develop project schedules, cost performance reports and risk registers in close collaboration with assigned Project Manager and other team members.
- Work with Project Manager and team to develop project schedule, risk register and project budget baseline using standard templates and tools within prescribed parameters of assigned project.
- Collect project performance data such as installed quantities, expended labor and other progress measurement data.
- Track potential changes and ensure estimates of cost and schedule changes are given visibility with leadership.
- Integrate of cost and schedule data to facilitate schedule and budget performance reporting.
- Work with and assist Project Managers with maintenance and baseline reviews of project schedules in accordance with approved project parameters.
- Assist with assessment of identified project risks to enable project team with applicable data for development of risk mitigation plans and contingencies.
- Partners closely with business partners to assess new and ongoing projects to determine readiness for governance stage gates.
- Monitors actuals and works with the project managers and leadership to review forecasting against budgets.
- Manages Controls data via internal systems and tools.

Workforce Management and Consulting, Department of Veterans Affairs

June 2019 – August 2019

HR Intern

- Configured and maintained human resources systems for assigned functional areas.
- Developed, implemented, and evaluated departmental policies, programs, functions, and activities.
- Extracted, revised, and sorted information from files and databases.
- Developed objectives and strategies for professional development programs by identifying the needs of departmental staff.

Lawrence Livermore National Laboratory, Department of Energy

June 2018 – August 2018

Legal Intern

- Provided advice and counsel on various legal, regulatory, compliance, and administrative matters, including, but not limited to, procurement, commercial transactions, ethics, governance, academic research and copyright, data privacy, intellectual property, conflicts of interest, licensing, and employment law.
- Effectively managed multiple legal matters with competing and overlapping deadlines.
- Developed training materials and conducts training sessions for laboratory employees and interns.
- Conducted in-depth legal research and composes memos, policies, letters, or other work product to support the Office of the General Counsel.

SELECT SERVICE

Admissions Committee <i>University of Mississippi School of Law</i>	August 2023 – Present
Appointments Committee <i>University of Mississippi School of Law</i>	August 2023 – Present
Adjunct Review Committee <i>University of Mississippi School of Law</i>	February 2023 – Present
Diversity Committee <i>University of Mississippi School of Law</i>	February 2023 – Present
Capital Campaign Committee, Member <i>University of Mississippi School of Law</i>	November 2022 – Present
Program Coordinator Search Committee, Member <i>University of Mississippi School of Law</i>	June 2022
Admissions Specialist Search Committee, Member <i>University of Mississippi School of Law</i>	February 2022
Diversity Council, Member <i>University of Mississippi School of Law</i>	July 2021 – Present
University Police Department Chief of Police Search Committee, Member <i>University of Mississippi</i>	June 2021
William Magee Center for AOD and Wellness Education Coordinator of Wellness Education Search Committee, Member <i>University of Mississippi</i>	February 2021
Deans Leadership Council, Advisor <i>University of Mississippi School of Law</i>	July 2021 – August 2022
Columns Society, Graduate Advisor <i>University of Mississippi</i>	August 2020 – May 2021
Wellbeing and Mental Health Task Force, Member <i>University of Mississippi</i>	August 2020 – May 2021
Curriculum Committee, Member <i>University of Mississippi School of Law</i>	August 2019 – May 2020
UG Application Selection Committee, Member <i>University of Mississippi</i>	January 2019 – Present

HONORS AND AWARDS

Distinguished Alumnus Award, Recipient <i>West Point Consolidated School District</i>	April 2019
Departmental Distinction, Honoree <i>University of Mississippi, Political Science Department</i>	April 2017

Howerton and Fortenberry Award , Recipient <i>University of Mississippi, Political Science Department</i>	April 2017
Frank R. Day Award , Recipient <i>University of Mississippi, Luckyday Success Program</i>	March 2017
Howard H. Stone Political Science Award , Recipient <i>University of Mississippi, Political Science Department</i>	April 2015

TRAININGS, CERTIFICATIONS, AND LICENSES

Independent Decision Maker and Mediator Training University of Mississippi	June 2023
Understanding Sex, Gender, and Sexuality to Foster Inclusive and Equitable Spaces University of Mississippi	April 2023
Disability Awareness Training University of Mississippi	April 2023
Bridging Differences for Better Mentoring Southeastern Conference (SEC), University of Florida, and International Mentoring Association (IMA)	April 2023
Why Mentoring Matters for Diversity, Equity and Inclusion: Moving from Research to Practice Southeastern Conference (SEC), University of Florida, and International Mentoring Association (IMA)	April 2023
Digging Deeper, Doing Better: Optimizing Inclusive & Culturally Responsive Mentorship Southeastern Conference (SEC), University of Florida, and International Mentoring Association (IMA)	March 2023
How to Handle Extremely Stressful Circumstances University of Mississippi	March 2023
Information Security Awareness Training University of Mississippi	March 2023
Title IX and Sexual Harassment Employee Training University of Mississippi	February 2023
Systems Application and Products (SAP) University of Mississippi	January 2022
Diversity by Design: Strategies for Developing a Successful Diversity Action Plan <i>NASPA Multicultural Institute: Advancing Equity and Inclusive Practice</i>	December 2021
Inclusive and Equitable Hiring Processes: Faculty and Staff Searches <i>Division of Diversity and Community Engagement</i> University of Mississippi	November 2021
Diversity, Equity, and Inclusion in Law School Admission and the Legal Profession <i>Law School Admission Council</i>	September 2021
ACES and Unite Training <i>Law School Admission Council</i>	September 2021

Bar Admissions <i>Mississippi Board of Bar Admissions</i> State of Mississippi	October 2020
Being An Effective Advisor <i>Southern Region</i> Alpha Phi Alpha Fraternity, Inc.	February 2023
Allies Training <i>Center for Inclusion and Cross-Cultural Engagement</i> University of Mississippi	February 2020
Diversity, Equity and Inclusion Training <i>Division of Diversity and Community Engagement</i> University of Mississippi	January 2020
Leading Wisely: Learning the Nuances of Risk Management Sexual Assault Advocacy and Prevention <i>Southern Region</i> Alpha Phi Alpha Fraternity, Inc.	March 2019
Emotional Intelligence <i>Southern Region</i> Alpha Phi Alpha Fraternity, Inc.	January 2019
Certified Academic Instructor <i>Center for Excellence in Teaching and Learning</i> University of Mississippi	April 2016

PROFESSIONAL AFFILIATIONS

National Association of Student Personnel Administrators	November 2021 – Present
Mississippi Bar Association	October 2020 – Present
Magnolia Bar Association	October 2020 – Present
Law School Admission Council	September 2020 – Present
National Black Law Students Association	August 2017 – Present
Southern Region Black Law Students Association	August 2017 – Present
American Bar Association	August 2017 – Present
Alpha Phi Alpha Fraternity, Inc. General Convention Team Member Alpha Phi Alpha Fraternity, Inc.	September 2016 – Present March 2023 – Present
Associate Director of Conventions and Meetings Southern Region	August 2021 – Present
President Pi Sigma Lambda	August 2020 – July 2022

Elections Committee District Representative Southern Region	March 2019
Time & Place Committee District Representative Southern Region	March 2019
World Policy Council Regional Representative Southern Region	November 2018
Special Assistant to the Executive Director Southern Region	October 2018 – August 2019
Associate Director of Conferences & Meetings Mississippi Alpha Network	October 2018 – August 2019
Vice President Pi Sigma Lambda	August 2018 – August 2020
Director of Membership Development Pi Sigma Lambda	January 2018 – August 2018
Member Pi Sigma Lambda (Current Chapter)	June 2017 – Present
Member Nu Upsilon (Initiation Chapter)	September 2016 – May 2017