

Jennifer Hyatt  
Associate Vice Chancellor & Dean of Students  
Washington State University

March 25, 2025

**AP Award Nomination Committee**  
Washington State University

Dear Members of the AP Award Nomination Committee,

I am writing to formally nominate **Dominique “Dom” Fagaautau, Assistant Director & Acting Director for Multicultural Student Services (MSS) on the WSU Pullman campus** for the **WSU AP Contribution Award**. As a dedicated and highly impactful member of our university community, Dom consistently demonstrates an outstanding commitment to service, excellence, and collaboration in his role.

**In November 2024 the current director experienced a significant personal tragedy, and Dom was asked to step in as Acting Director for MSS while also serving as the center lead for Asia American Pacific Islander (AAPI)**. He has continued to do so for the entirety of the academic year. Because of his contributions and commitment to students he has created assurance, leadership, management and guidance to achieve multiple priorities for the university community.

Some of Dom’s **key contributions** include:

Dom has made significant contributions in various capacities at Washington State University, from developing innovative programs, mentoring students to advancing **departmental goals** and fostering positive relationships among colleagues. Dom led the departments **strategic planning** process which provided significant focus and director for the department and staff. Notable priorities include:

- Strategically re-establish and strengthen an **ally network with academic and campus partners**.
- Promote an **inclusive environment** within the center(s).
- Evaluate and operationalize **standard procedures and guidelines**.
- **Design and implement a plan to engage with faculty on a consistent basis**.
- **Review Compass Mentor Program**, structure, organization, and needs of the program and make preliminary changes by July 1st, 2025.
- Develop **Key Performance Indicators**.

- Strategically **collaborate and partner** with RSOs within Student Engagement Services.

**Dom accepts a challenge.** MSS has spent the academic year **down 4 staff positions** and with Dom's leadership, work ethic, and ability to elevate the work of those around them have had a lasting impact on our community and forward movement despite the hardships. As Acting Director, Dom embarked on the co-management (with the AVC) for the **annual performance review process** for staff within MSS. He has contributed to this process with the highest level of professional integrity, staff development and high staff expectations.

Dom consistently delivers high quality work, paying close attention to detail, which enhances the overall success of attending to his responsibilities. **Self-driven to maintain a high standard** of quality in every project, regardless of the workload, and consistently meets or exceeds expectations. Dom is able to identify potential issues early in a process and resolve them, ensuring that the final outcome meets the highest quality standards.

Dom took over the renowned student Compass Mentor Program (CMP) program in 2024. He adjusted to the understanding of levels of need and evaluated a framework to increase the program's **effectiveness as peer to peer** is the most significant **prevention model for retention and student success**. Dom helped create, develop and operationalize/on board the leadership development coordinator position which was a new and developing position for the department. He created clear expectations and worked to transfer roles and responsibilities effectively. With this attention to the department, his center and program initiatives, he standardized a high level of structure and department **standard operating procedures** -SOPs. These efforts all increased collaboration of the CMP student and staff experience. Dom was highly engaged and a leader with the Centers NASPA external review processes. Additionally, Dom has created this same commitment to the **standard structure of NCO Hawaii roles and responsibilities** as a pioneer for this admission and orientation university partner commitment. He structured recruitment, trainings, retention, implementation and coordination/collaboration with NCO program and colleagues to achieve the incredible and positive outcomes in this role.

Dom has a strategic thinking framework as he approaches his work that the dept on whole benefits in his Assistant and Acting Director roles. Dom demonstrates strong planning skills, consistently organizing tasks and resources efficiently to ensure deadlines are met and objectives are achieved for himself and when called upon late in the year (2024) for the department. Dom takes full responsibility for his work, consistently following through on commitments and holding himself accountable for delivering results. Dom sets clear goals and consistently aligns tasks and priorities to ensure that all projects are completed efficiently and to the highest standards. These areas are top strengths for Dom. He is a **strong communicator** and can be counted on. Dom **takes ownership of an entire process**, from planning through to execution, ensuring that the outcome align with expectations and contributes to team success.

Dom has often **demonstrated strong judgment and confidence in making decisions**, consistently identifying the problem, providing options and selecting the best course of action based on available information and considering both short- and long-term impacts. He is not afraid to make a decision and learn from the process of decision making itself. Dom has a strong ability to assess risks and impacts when making decisions, ensuring that outcomes are helpful and aligned with organizational goals. He acknowledges his own scope of roles and situational leadership influence on his colleagues. He has high standards and expectations of himself and others.

Dom's dedication goes beyond simply fulfilling job duties—his approach every task with a **sense of purpose, passion, and a desire to see others succeed**. His work not only advances our division and departmental objectives but also contributes to the broader goals of Washington State University.

In addition to his professional achievements, Dom has consistently demonstrated a deep **commitment to fostering a supportive, inclusive, and welcoming environment for all students**. His compassion and ability to connect with others make him an invaluable asset to our community.

I am confident that Dom's work aligns perfectly with the criteria for this award, and **I strongly believe that his dedication and contributions make them an exceptional candidate for the WSU AP Contribution Award**.

Thank you for considering this nomination. Should you require further details or additional supporting materials, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Hyatt", followed by a horizontal line extending to the right.

Dr. Jennifer Hyatt  
Dean of Students & Associate Vice Chancellor