

MICHAEL R. WILLIAMS, Ed.D.

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EDUCATIONAL TECHNOLOGY PRACTITIONER

ONLINE LEARNING | PEDAGOGICAL INNOVATION | EDUCATIONAL ACCESSIBILITY EMPOWERING EDUCATORS TO TRANSFORM LEARNING EXPERIENCES

An expert in online learning and pedagogical innovation, I bring 15+ years of experience designing and delivering engaging virtual learning experiences that cater to diverse learning styles. I've led successful transitions to online learning, increasing student retention and course satisfaction. I'm passionate about creating inclusive online communities where every student thrives.

SIGNATURE ACHIEVEMENTS:

- ✓ **2x Finalist for Program of the Year with Carnegie Project on the Educational Doctorate (CPED)**
- ✓ **Chair, ACPA's Commission for Online Engagement and Experiences (COEE)**
- ✓ **Editor, SPARK Magazine in partnership with University of Michigan National Center on Institutional Diversity**

EDUCATION

Ed.D. – Higher Education Administration | Northeastern University, Boston, MA

M.S. – Kinesiology & Exercise Science | California University of Pennsylvania, California, PA

B.S. – Physical Education | Chowan University, Murfreesboro, NC

Agile Project Management | The JobHackers

SIGNATURE STRENGTHS & COMPETENCIES

TEACHING & LEARNING

Online Learning
Pedagogical/Andragogical
Innovation
Learning Management Systems
Curriculum Design

LEADERSHIP & COLLABORATION

Relationship Building
Program Management
Inclusive Communication
Strategic Planning
Detailed Oriented

SCHOLARSHIP & RESEARCH

Qualitative Research
Data Analytics (Surveys)
Google Suite
Microsoft Office
Qualtrics

TEACHING EXPERIENCE

VIRGINIA COMMONWEALTH UNIVERSITY – RICHMOND, VIRGINIA | JULY 2025 -

Assistant Professor, Educational Leadership

Designed and deliver master's and doctoral courses in higher education administration and leadership.

- Advise mater's students on academic planning and professional development
- Serve as chair and committee member for doctoral dissertations and capstone projects
- Actively participate in community and professional service at national and international levels
- Published scholarly articles, white papers, and book chapters in peer-reviewed journals and edited volumes.

FROSTBURG STATE UNIVERSITY – FROSTBURG, MARYLAND | AUGUST 2022 – JUNE 2025**Assistant Professor, Educational Leadership**

Designed and delivered graduate-level courses on human resources, educational leadership, organizational change, research methods, and diversity in education.

- Curate, deliver, and assess adult online learning courses with the assistance of instructional design theories and promising practices.
- Supervised and mentored doctoral students (13), providing guidance on research design, methodology, and dissertation completion.
- Actively participated in university diversity, equity, and inclusion committees, contributing to strategic decision-making and policy development related to institutional priorities, assessment, and effectiveness.
- Published scholarly articles, white papers, and book chapters in peer-reviewed journals and edited volumes.
- Serve as dissertation advisor, mentor, and qualitative methodologist.

THE UNIVERSITY OF OKLAHOMA – NORMAN, OKLAHOMA | MAY 2021 – AUGUST 2022**Teaching Faculty, Human Relations Management**

Developed curriculum and taught courses in the Inclusive Leadership Master of Human Relations program, focusing on strategic leadership, organizational behavior, and systemic change.

- Recruited, interviewed, and onboarded graduate cohort of students each semester
- Incorporated evidence-based practices and interactive learning methodologies to enhance student engagement and learning outcomes.
- Collaborated with colleagues to refine and enhance the Inclusive Leadership program by staying updated with advancements in learning sciences and adult education, ensuring its relevance and effectiveness in preparing future leaders.
- Served as thesis advisor and mentor for multiple students.

WILMINGTON UNIVERSITY – WILMINGTON, DELAWARE | AUGUST 2020- AUGUST 2024**Graduate Lecturer, Higher Education Administration**

Served as graduate lecture in the College of Education at Wilmington University, where I delivered two key graduate courses:

- MHE 7100: History of Higher Education
- MHE 7101: Equity and Inclusion in Higher Education

ADMINISTRATIVE EXPERIENCE**FROSTBURG STATE UNIVERSITY– FROSTBURG, MARYLAND | AUGUST 2024****Associate Chair**

Led graduate programs administration and operations, ensuring effective resource management, faculty, staff, and student collaboration, and continuous improvement

- Served as a liaison between faculty, students, the graduate office, the registrar, and external entities, facilitating effective communication and collaborative partnerships.
- Led program assessment initiatives and utilized data analytics tools (Compliance Assist) to drive continuous improvement and ensure compliance with accreditation standards.
- Acted as the primary point of contact for students in advanced graduate programs, addressing their concerns, providing guidance, and facilitating their academic success.
- Contributed to and reviewed program assessment reports for Master of Education Programs and Doctoral Program in Educational Leadership, identifying areas for enhancement and implementing data-driven solutions to improve program quality.

VIRGINIA TECH– BLACKSBURG, VIRGINIA | AUGUST 2019 - MAY 2021

Assistant Director, Student Success Center

Spearheaded the development and implementation of comprehensive student success initiatives impacting over 27,000 undergraduate students.

- Provided leadership and oversight for the creation of educational support programs, co-curricular initiatives, and academic skills development programs designed to enhance the undergraduate student experience.
- Partnered with development teams to secure funding for student success programs, ensuring their sustainability and impact.
- Led initiatives aimed at supporting marginalized student populations, including the creation and implementation of the Embrace VT program and the Ujima Living Learning community.
- Collaborated with faculty to design and implement curriculum focused on promoting student retention, successful matriculation, and timely graduation.

WESTERN ILLINOIS UNIVERSITY– MACOMB, ILLINOIS | AUGUST 2017 – AUGUST 2019

Director, Gwendolyn Brooks Cultural Center

Championed equity, diversity, and inclusion initiatives by fostering a welcoming, accessible, and supportive environment for underrepresented students.

- Led efforts to recruit and retain African American and other marginalized students, creating a sense of belonging and enhancing their academic success.
- Managed a \$150,000 budget to support multicultural programming and initiatives, ensuring effective resource allocation and impactful outcomes.
- Developed and facilitated multicultural training and development programs for students, faculty, and staff, promoting cultural awareness and sensitivity across the university community.

DISSERTATION [CHAIR/METHODOLOGIST]

[Chair] Hodson, D. (2025)

[Chair] Roberts, J. (2025)

[Qualitative Methodologist] Kamen, S. (2024) If You Built It.. A Multi-Institutional Case Study Analysis Exploring the Establishment of a Transfer Center at Four Year Public Institutions

[Chair] Oriekwu, D. (2024) A Personal Narrative of Impact: An Autoethnographic Study of the Coaches' Voice on Student-Athlete Identities of Civic Engagement & Social Activism

[Chair] Crawford, C. (2024). Creating a More Culturally Appropriate Scholarship Program for Secondary Students in Rural Guatemala: A Dissertation in Practice

[Qualitative Methodologist] Gingery, K. (2024). Missing Voices in Education: Using Leverage Student Voice as a Design Tool for Building More Just, Functional, and Engaging Learning Models.

[Qualitative Methodologist] Vanwright, S. (2024). On Our Own Terms-First Generation Student Success: A Case Study of Student Support Services Participants at the University of Maryland College Park

[Chair] Pinckney, A. (2024). Stop. Drop, and Scroll: Digital Natives of Color and the Manifestation of Safer and Braver Social Spaces.

[Qualitative Methodologist] Cicero, C. (2024). Beyond Burnout: Illuminating Systemic Barriers Facing Women Working in Higher Education

[Qualitative Methodologist] Pongratz, L. (2024). Achieving Digital Equity: Utilizing EdTech to Create an Equitable and Inclusive Elementary Classroom Environment

[Chair] Britt, T. (2024). Renaissance: Cozy in My Skin as a Gay Black Male at an All-Male HBCU.

[Chair] Rudder, E.R. (2023). Wading in the Waters: A Narrative Exploration of Black Women Mid- Level Administrators.

[Chair] Peer, A. (2023). Implementation of Restorative Practices, on Student Conduct Processes: A Case Study of Three Institutions.

RESEARCH GRANTS

Williams, M.R. (February 2022). Commensurate with Experience the understudied Compensation Discrimination. A grant was submitted to the Data Institute for Societal Challenges (DISC) at The University of Oklahoma. (\$5000). Role: Principal Investigator. (Funded)

Williams, M.R. (December 2017). Black Male Identity in the Landscape of Twitter. A grant was submitted to the Northeastern Academic Excellence Committee for the study of digital identity. (\$500). Role: Principal Investigator. (Funded)

Williams, M.R. (December 2018). Black Masculinity Formation through Language. A grant was submitted to the Northeastern Academic Excellence Committee for the study of digital identity. (\$500). Role: Principal Investigator. (Funded)

PUBLICATIONS

Articles

Hurst, H., Kiel, G., & **Williams, M. R.** (2023). Engaging The Community Through A Consultancy-Based Group Practicum. *Impacting Education: Journal On Transforming Professional Practice*, 8(3), 50-57.

Booker, D. L., & **Williams, M. R.** (2022). An Inclusive Leadership Model Insights From The Tech Industry. *Advances In Developing Human Resources*, Doi: 15234223221118955.

Canlas, A. L., & **Williams, M. R.** (2022). Meeting Belongingness Needs: An Inclusive Leadership Practitioner's Approach. *Advances In Developing Human Resources*, Doi:10.1177/1523422322111895

Williams, M.R. (2021). Reclaiming Racial Authenticity Through Tweets, Hashtags, And Images. *The Journal Of Social Media In Society*, 10(2), 162-174

Williams, M. R. (2020). Hashtags As Identity: Black Male Authenticity Online. *Successes And Setbacks Of Social Media: Impact On Academic Life*, 64.

Arthur, C., Paige, F., Perkins, L., Weiss, J., & **Williams, M.R.** (2020). Culturally Responsive Community Engagement Programming And The University Library: Lessons Learned From Half A Decade Of Vtditc. <http://www.inthelibrarywiththeleadpipe.org/2020/vtditc/>

Williams, M.R. (2020) Establishing Sense Of Belonging Through Identity Based Living-Learning Communities For African American Males. *Glyphed Blog*.
<https://www.glyphed.com/blog/2020/2/10/Establishing-Sense-Of-Belonging-Through-Identity-Based-Living-Learning-Communities-For-African-American-Males>

Williams, M.R., & Seaberry, M.J. (2019). Deconstruct Patriarchy Or Pacify It. *Naspa's Men And Masculinity Blog*. <https://www.naspa.org/blog/deconstruct-patriarchy-or-pacify-it>

- Williams, M.R.** (2019). In Attempts To Challenge Our Implicit Biases Towards Black Men, Social Media Is A Wrecking Force. Naspas's Men And Masculinity Blog. <https://www.naspa.org/blog/in-attempts-to-challenge-our-implicit-biases-towards-black-men-social-media-is-a-wrecking-force>
- Williams, M.R.** (2016). Down In The Dm's: Social Media's And Music's Desensitization Of Rape. Commission For Social Justice Educators' Blog. <https://acpacsje.wordpress.com/2016/08/02/down-in-the-dms-social-medias-and-musics-desensitization-of-rape-culture-by-michael-williams/>
- Williams, M.R.** (2016). Defining The Moral Arena Within Student Affairs. Commission For Social Justice Educators' Blog. <https://acpacsje.wordpress.com/2017/10/19/defining-the-moral-arena-within-student-affairs-by-michael-r-williams/>
- Book Chapters**
- Williams, M.R.** (2024). Navigating Black Masculinity: A Journey Through Hip-Hop And Mental Health In. Mcmickens, T. L., & Palmer, R. T. (Eds.). (2024). Black Male College Students' Mental Health: Providing Holistic Support In Higher Education. Taylor & Francis.
- Williams, M.R.** (2024) Workplace Policy, Practices, & Procedures: Moving From A Select "Anti-Ism" Framework Toward A Collective Approach. In. Byrd, M.Y., Scott, C.L. (Eds). The Palgrave Handbook Of Antiracism In Human Resource Development. Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-031-52268-0_14
- Williams, M.R.** (2020). Power Within. I'm New To Putting Me First. Embracing The Whole: Sentience And Interconnectedness In Higher Education. The Vermont Connection: Vol 41.
- Gilliam, D., Seaberry, M., Stroud, B., & **Williams, M.R.** (In Press). For Brothers: Developmental Struggles Of Black Male Graduate Students. #Blackout: Real Issues And Real Solutions To Real Challenges Facing Black Student Affairs Professionals, 149.
- Engram Jr, F. V., Perkins, K. A., & **Williams, M. R.** (In Press). Find A Way Or Make One. No Ways Tired: The Journey For Professionals Of Color In Student Affairs: Volume Ii-By And By: Mid-Level Professionals, 55.

PRESENTATIONS

- Hilton, A.A. & **Williams, M.R.** (2022 March) Commensurate with Experience the understudied Compensation Discrimination. Lecture Presentation at the Conference of Minority Public Administrators (COMPA). Virtual
- Holloway, J & **Williams, M.R.** (2021 March) Minimizing Masculinity to Make Room for Peace. Lecture Presentation at the 2021 NASPA Virtual Conference
- Love, J, Overby, K & **Williams, M.R.** (2020, November) #GirlDad: Explorations of Black Fatherhood, Masculinity, Identity and Discourse on Twitter. Roundtable Discussion at the 106th National Communication Association. Virtual
- Williams, M.R.** (2020, April 17-21) Transitioning to Digital Recruitment for institutions of Higher Learning [Workshop]. AERA Annual Meeting San Francisco, CA
- Williams, M.R.** (2020, March) My Masculinity, My Way: Identity and Social Media Rhetoric. Lecture Presentation at the American Association of Blacks in Higher Education Conference. North Charleston, SC

- Hilton, A.A., & **Williams, M.R.** (2020, February). Publishing as a Student Affairs Professional Facilitated Workshop at 66th Annual NASAP Conference. Charlotte, NC
- Hilton, A.A., & **Williams, M.R.** (2020, February). Driving Divisional and Institutional Effectiveness Towards Students, Community, and Cultural Capital. Lecture Presentation at 66th Annual NASAP Conference. Charlotte, NC
- Williams, M.R.** (2020, February). Black Masculinity Development Beyond Physical Spaces. Lecture Presentation at 66th Annual NASAP Conference. Charlotte, NC
- Williams, M.R.** (2019, November) #AmIManEnough: Masculinity, Implicit Bias, and the Media. Lecture Presentation at the 8th Annual international Colloquium on Black Males in Education. Milwaukee, WI.
- Williams, M.R.** (2018, March) Developing Digital Identity and Masculinity through Social Networking Sites. Lecture Presentation at the American College Personnel Association (ACPA). Houston, TX.
- Williams, B. M., **Williams, M.R.** (2018, March) #StartWithI: Engaging Resistance & Activism as Higher Education Professionals. Lecture Presentation at the American College Personnel Association (ACPA). Houston, TX.
- Williams, M.R.** (2018, March) Contradictions Maze: Religious Compass Usage by African America males in Higher Education. Lecture Presentation at the Student Affairs Administration in Higher Education (NASPA). Philadelphia, PA.
- Williams, M. R** (2017, June). Down in the Dm's: Social Media Desensitization of Rape Culture. Lecture Presentation at the National Conference on Race & Ethnicity in American Higher Education (NCORE). Fort Worth, TX.
- Gilliam, D., Seaberry, M., Stroud, B., **Williams, M.R.** (2017, June). Professional or Student: Mastering Your Place During Racial Unrest. Lecture Presentation at 2017 National Conference on Race & Ethnicity in American Higher Education (NCORE). Fort Worth, TX.
- Williams, M. R.** (2017, March). Down in the Dm's: Social Media Desensitization of Rape Culture. Lecture Presentation at the 99th NASPA Annual Conference. San Antonio, TX.
- Williams, M.R.** (2021, November) Systematic v Systemic Thinking: The Development of Inclusive Leadership. PowerPoint Presentation at the Northeastern Graduate Student Convening
- Williams, M.R.** (2019, June). Free Speech & Equal Access. Lecture Presentation at Philander Smith S.T.A.R.T. Program. Little Rock, AR.
- Williams, M.R.** (2019, February). #AmIManEnough: Black Male Masculine Identity Development in the Digital Landscape of Black Twitter. Lecture Presentation at 65th Annual NASAP Conference. Atlanta, GA
- Gilliam, D., Seaberry, M., Stroud, B., **Williams, M.R.** (2017, February). Professional or Student: Mastering Your Place During Racial Unrest. Lecture Presentation at the 16th Cross-Cultural Counseling and Education Conference for Research, Action, and Change. Savannah, GA
- Andrews, L., Whitehead, M., Williams, B. M., **Williams, M. R.**, Williams, Q. (2017, October) What Will I Wear Today? Misogynoir, Homoantagonism, & Anti-Blackness in "Professional Dress". Panel Presentation at the Southern Association for Colleges in Student Affairs (SACSA). Chattanooga, TN.
- Williams, M.R.** (2018, October). Free Speech & Equal Access: How Multicultural Centers Use Freedom of Speech on College/University Campuses. Lecture Presentation at Western Illinois University Fall Leadership Conference (FLC). Macomb, IL

- Williams, M. R.** (2017, December) Defining the Moral Arena within Student Affairs. Lecture Presentation at the Western Illinois University Professional Development Day. Macomb, IL
- Williams, M. R.** (2017, November) Codename: Suite Next Door, Change Agents. Lecture Presentation at the Western Illinois University Fall Leadership Conference (FLC). Macomb, IL
- Williams, M. R.** (2017, October) The Day I Became Twitter Famous: Developing Digital Identity and Masculinity through Social Networking Sites. Lecture Presentation at the Southern Association for Colleges in Student Affairs (SACSA). Chattanooga, TN
- Williams, M. R.** (2016, July). Down in the Dm's: Social Media Desensitization of Rape Culture. Lecture Presentation. 2nd Annual Division of Student Affairs Summer Summit. Norfolk, VA.
- Williams, M.R.** (2017, February). Brave Space: Why my office has a Barber's Chair. Lecture at Norfolk State University Black History Month. Norfolk, VA.

HONORS AND AWARDS

- BMEN Achievement Award**, Black Male Excellence Network – Virginia Tech, 2024
- PAN-Scholar**, 30 under 40 “Sawubona”, 2024
- PAN-Scholar**, ACPA College Student Educators International, 2019
- Scholar in Residence**, NASPA – Men's and Masculinity KC, 2019- 2021
- Research Fellow**, Asa G. Hilliard and Barbara Sizemore, 2019
- Academic Excellence Grant**, Northeastern University 2017, 2018
- Best Professional Development Proposal**, Western Illinois University, 2017
- 2017 Brother4brothers Appreciation Award**, Ferrum College, 2015

UNIVERSITY SERVICE

Frostburg State University

- Committee Member – Ed Professions Recruitment and Retention Committee, 2024
- Chair, APLC- Advanced Programs Leadership Council, 2024-
- Committee Member - Institutional Priorities and Resources Committee (IPR), 2023
- Committee Member - Assessment and Institutional Effectiveness Council (AIEC), 2023
- Committee Member - African American Studies Committee, 2023
- EDD Advisory Committee - FSU's Educational Leadership Program, 2022
- Sectary - University Undergraduate Curriculum Committee, 2022
- EDD Program Committee - Department of Educational Professions, 2021

The University of Oklahoma

- Capstone Committee - Inclusive Leadership – Master of Human Relations, 2021

Virginia Tech

- Advisory Search Committee - Staff Counselor, 2021- 2021
- Treasure - Virginia Tech Black Caucus, 2020 - 2021
- Co-Chair - Uplifting Black Male Conference, 2019 - 2021
- Advisory Search Committee - MOAP Assistant Director, 2019 - 2021
- Advisory Search Committee - Black Cultural Center (BCC) Program Director, 2019 - 2021
- Committee Member - Virginia Tech Digging in the Crates #VTDITC, 2019 - 2021

Committee Member - Ujima Steering Community, 2019 - 2021
Assistant Program Director - Ujima Leadership Team, 2019- 2021
Advisor - Student African American Brotherhood 2019 - 2021

Western Illinois University

Committee Member - Soar Advisory Committee - 2017 – 2019
Committee Member - Homecoming Inclusivity Group - 2017 – 2019
Black History Month Planning Committee - Chair, 2017 – 2019
Chair - Gwendolyn Brooks Foundation, 2017 – 2019
Chair - Gwendolyn Brooks Endowment, 2017 – 2019
Chair - Black Male Achievement Network, 2017 – 2019
Committee Member - Presidential Excellence in Diversity, 2017 – 2019
Committee Member - Division of Student Services Diversity, 2017 – 2019

Norfolk State University

Coordinator of Male Initiatives for Renaissance Scholars Learning Community, 2016 – 2017
Student Academic Success Liaison, 2016- 2017
Ideal Spartan Branding Committee Member, 2016 - 2017
Divisional Programming Committee Member, 2016 - 2017
Community Health Fair Committee Member, 2016 - 2017 Homecoming Committee, 2016 - 2017
NSU Male(s) Task Force, 2016 – 2017

Ferrum College

Program Advisor, Mentor, & Senior Events Coordinator for Brother4brother Mentoring, 2014-2016

SELECTED PROFESSIONAL SERVICE

Chair, Commission for Online Engagement and Experiences, 2023 -
Editorial Board, Spark Magazine 2023-2025
Reviewer, Impacting Education, 2022-
Reviewer, Advancing in Developing Human Resources, 2021-
Editorial Review Board, Journal Committed to Social Change on Race & Ethnicity, 2021
Editorial Board, Journal of African American Males in Education, 2020 -
Reviewer, Western Journal of Black Studies 2019-
Committee Member, Pan-Scholars – ACPA 2019 - 2020
Committee Member, NASPacts Coordinating Committee (EISJ) Division 2019-
Committee Member, NASPA AER KC – Communication & Outreach 2019
Member, Humanities and Social Sciences Online (Race and Ethnicity) 2019 –
Member, Humanities and Social Sciences Online (Digital Rhetoric) 2019 –
Member, Humanities and Social Sciences Online (Africa: Past and Present) 2019 –
Reviewer, Journal of African American Males 2018 –
Reviewer, Journal of Negro Education 2018 –
Reviewer, NASPA Multicultural Institute 2018 –
Committee Member & Reviewer, NASPA Conference on College Men: Men and Masculinities 2017 –
Reviewer, Georgia Southern University Cross-Cultural Counseling Conference 2017 – 2018
Conference Volunteer, Association for Student Conduct Administration 2016 – 2017
Reviewer, National Association of Student Personnel Administrators 2016 –

CIVIC AFFILIATIONS

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Carnegie Project on the Educational Doctorate
American Association of Blacks in Higher Education
Northeastern University Alumni, Washington, DC
American College Personnel Association
American Educational Research Association
Association for the Study of Higher Education Association for Black Culture Center
Chowan University Alumni, Life Member
The National Association for the Advancement of Colored People
The National Association of Student Personnel Administrators
The National Association of Student Affairs Professionals