

Kyle R. Williams, Ed.D.

He / Him / They

Atlanta, Georgia · drkrwspeaks@gmail.com · drkrwspeaks.com
linkedin.com/in/kyle-r-williams-ed-d-7458ab14

EDUCATION

- Doctor of Education, Higher Education** 2018
East Texas A&M University (formerly Texas A&M University-Commerce), Commerce, Texas
Dissertation: *Influence of Mattering on Black Males' Intent to Persist at a Regional Predominantly White Institution*
- Master of Science, Educational Leadership** 2009
Old Dominion University, Norfolk, Virginia
- Bachelor of Arts, Music, emphasis in Voice** 2007
Otterbein University (formerly Otterbein College), Westerville, Ohio

ACADEMIC APPOINTMENTS

- Adjunct Faculty, Higher Education Administration** 2025 – Present
Auburn University, Auburn, Alabama
Teaching, research mentorship, and assessment within the higher education administration program.
 - HIED 7240: Legal Issues in Student Affairs. Case law and ethical analysis as the foundation for institutional and student decision-making.
 - HIED 7150: Leadership of Higher Education. How historical practice and personal identity shape leadership style and decision-making in the field.
- Doctoral Dissertation Committee Member** 2024 – 2025
Southern New Hampshire University, Manchester, New Hampshire
Content expert in student conduct and equity practice. Committee member for R. P. Antoine, *Exploring the Lived Experiences of Black Student Conduct Administrators at PWIs and the Burden of Providing a Socially Just and Informed Conduct Process*.
- Adjunct Professor, Educational Leadership** 2018 – 2020
Southern Illinois University Edwardsville, Edwardsville, Illinois
 - EDAD 524: Legal and Ethical Issues in Student Affairs.
 - EPFR 514: College Student Learning and Development. Theoretical frameworks examined through a critical lens across culture, gender, and identity.

ADMINISTRATIVE LEADERSHIP EXPERIENCE

- Oberlin College and Conservatory** 2024 – 2025
Oberlin, Ohio · Private liberal arts college and conservatory, 2,500 students
- Assistant Vice President and Dean of Intercultural Engagement** Sept. 2024 – Dec. 2025
Reported to the Vice President and Dean of Students. Strategic leadership, budget oversight, planning, assessment, and compliance for the Center for Intercultural Engagement, comprising the Office for Disability and Access, International Student and Scholar Services, the Office of Religious and Spiritual Life, Gender, Sexuality and Attraction Initiatives, and the Multicultural Resource Commons. Seventeen staff, including unionized employees.
 - Authored the Vision Toward Intentional Inclusion, aligning programmatic initiatives across the division and institution, coordinating internal, donor, and grant funding exceeding \$1 million, and establishing assessment strategies supporting recruitment and retention.
 - Established team expectations and accountability measures aligned to written job descriptions, and recruited staff into newly proposed positions.

- Aligned justice, equity, diversity, inclusion, and belonging efforts across the Division of Student Affairs, partnering with Student Health and Wellbeing, Campus Safety, the Center for Student Success, Career Exploration and Development, and Residence Life.
- Supported institution-wide equity initiatives with the Office of the President, the Dean of the Conservatory, the Dean of the College, Compliance and Equity, Human Resources, and Athletics.
- Assessed shifts in the federal, state, and local socio-political climate and their impact on the Oberlin community, translating that analysis into programming and communications.
- Introduced policies and procedures governing student support, risk management, and institutional accountability.
- Guided Campus Facilities on ADA compliance, gender-neutral and multi-stall restroom requirements, a house renovation project, and Wilder Hall Phase II.
- Created new marketing and branding for the Center in alignment with institutional standards, and partnered with institutional communications to raise the visibility of marginalized communities and observances.

Posse Foundation Campus Liaison

Nov. 2024 – Dec. 2025

- Led the expansion of Posse to include Houston, Texas, alongside the established Chicago cohort.
- Developed a new Posse Scholars pre-orientation program introducing parents to campus and to leadership.
- Built the Posse Scholar Program website and established a Scholars calendar with the Office of the President and other campus partners to support retention.
- Reviewed Posse Plus Retreat contracts for alignment with institutional standards, and created an internal mentorship program with a selected institutional mentor.

Deputy Title IX Coordinator for Student Affairs

Aug. 2025 – Dec. 2025

- Introduced restorative justice practice into Title IX and compliance work as an alternative dispute resolution option.
- Increased trust in reporting across multiple historically marginalized identities, and coordinated timely reporting pathways for Title IX, Title VI, and bias incidents.
- Mentored new Title IX leaders through difficult conversations with students.

Athletics Diversity and Inclusion Designee

Aug. 2025 – Dec. 2025

NCAA-required designation. Served as conduit for national, local, and campus issues of diversity and inclusion within athletics.

- Infused restorative justice into team culture and community-building practice.
- Presented across Athletics on the needs of today's students and what coaching them well requires.

Emory University

2022 – 2024

Atlanta, Georgia · Private COFHE research university, 8,000 undergraduate and 7,500 graduate and professional students

Special Advisor to the Associate Vice President and Dean of Students

June 2023 – Jan. 2024

Contracted appointment

- Supported a leadership transition within the division, advising on administrative operations, budgeting and financial management, and human resources.
- Developed a proposal for a Time Away Office based on a review of voluntary, involuntary, and medical leave processes and the absence of support during, throughout, and after a leave.
- Reviewed the Bias Support Services process for Title VI compliance and built immediate connection to Student Case Management and Intervention Services for affected students.
- Served as Campus Life Incident Response Team coordinator for community crisis situations.
- Built a support system for the Black Male Initiative spanning all nine colleges.
- Participated in review of dual-responder crisis training between University Police, local counselors, and Student Intervention Services.
- Trained the incoming Associate Vice President and Dean of Students through the transition.

Special Advisor to the Senior Vice President and Dean of Campus Life

April 2022 – June 2023

Contracted appointment

Directly supervised seven functional areas: Belonging and Community Justice (Emory Black Student Union, Emory Women's Center, LGBT Life, El Centro Latinx, the Asian Student Center, and Emory First); Student Conduct; Student Case Management and Intervention Services; Parent and Family Programs; the Barkley Forum for Debate, Dialogue and

Deliberation; and the Emory Student Centers, overseeing Student Involvement, Leadership and Transition and Civic and Community Engagement.

- Aligned internal, external, and donor funding sources exceeding \$3 million across institutional programmatic funds.
- Participated in a Six Sigma review of campus crisis protocols aligning the division with the University Police Department and other first responders.
- Established new CARE team protocols and reviewed crisis implementation policy for CARE and crisis processes.
- Served as convener of the Campus Life Incident Response Team, providing direct support to families and representing the institution at funeral services.
- Reviewed positions across the portfolio against a new organizational structure and proposed improvements where data supported additional staffing.
- Organized benchmarking visits with staff and campus leaders to prepare for scaling programmatic support and assessment practice.
- Supported final construction plans for the Cox Hall renovation.
- Partnered with Civic and Community Engagement on Emory Votes and other internal and external community partnerships.

Oglethorpe University

2021

Atlanta, Georgia · Private liberal arts university, 1,500 students from 31 states and 22 countries

Dean of Students

Feb. 2021 – Oct. 2021

Reported to the Vice President of Student Life with oversight of Housing and Dining, Student Activities, Student Wellness, Fraternity and Sorority Life, Student Orientation, Student Rights and Responsibilities, Student Counseling, and Campus Safety.

- Led the campus through COVID-19 re-entry for housing and dining, including a vaccination campaign with University Communications.
- Completed a CAS review of Student Life that produced proposed staff expansion and realigned job responsibilities against current demand.
- Partnered with the Student Government Association to implement VirtualCare for counseling and medical support on and off campus.
- Launched Petey's Pantry and the Women's Hygiene Project, and opened discussion on Greek Life expansion to include NPHC and NALFO organizations.
- Planned and implemented virtual convocation for fall 2021 in compliance with campus protocols, and led implementation of 25Live for student activities.

Interim Dean of Student Success

Feb. 2021 – July 2021

Reported to the Provost, organizing a newly established portfolio spanning student employment and career initiatives, disability and accommodations, international student services, transfer and first-generation students, and advising.

- Collaborated with Development to secure an additional \$500,000 gift supporting transfer and first-generation students.
- Implemented EAB Navigate within campus advising.
- Developed a virtual process for students submitting accommodation documentation.

Washington University in St. Louis

2017 – 2021

St. Louis, Missouri · Private research university, 16,000 students across five colleges

Assistant Director, Student Conduct and Community Standards

Aug. 2017 – Jan. 2021

Reported to the Associate Dean for Student Conduct and Community Standards. Adjudicated complex conduct cases and built equitable, transparent practice grounded in restorative justice.

- Administered Advocate conduct software, supervised the Interim Coordinator, mentored graduate practicum students, and served in the Dean-on-Call rotation.
- Served as appellate officer for Fraternity and Sorority Life, Residential Life, and student organization appeals.
- Developed and interpreted conduct policy, including COVID-19 health and safety protocols, and established conduct standards for student organizations and Greek Life.
- Collaborated with campus police on high-level investigations and coordinated Clery Act reporting.

- Reviewed disciplinary and academic integrity records for institutional and graduate admissions decisions.

Texas A&M University-Commerce

2012 – 2017

Commerce, Texas · Public regional university and aspiring Hispanic-Serving Institution, 12,000 students

Co-Director, Minority Males Matter

June 2015 – Aug. 2017

Reported to the Vice President for Student Affairs and Enrollment Management. Established and led a mentoring initiative supporting the belonging, engagement, and academic success of African American and Latino men.

- Managed program strategy, mentor recruitment and supervision, campus partnerships, and assessment.
- Administered a budget exceeding \$150,000 and \$50,000 in grant funding.

Area Coordinator, Residential Living and Learning

June 2012 – Aug. 2017

Managed a residential community of 1,300 students on a \$100,000 operating budget, supervising six Community Directors, six Graduate Assistants, 79 Resident Assistants, and 80 Desk Assistants.

- Developed the department's inaugural Residential Curriculum and implemented the first Guide to Residence Living.
- Redesigned residential conduct policy and procedure through a full review.

Assistant, Fraternity and Sorority Life

June 2013 – June 2015

Supported National Panhellenic Conference sorority recruitment: coordinating activities, reviewing and submitting membership lists, addressing recruitment violations, and ensuring compliance with institutional and NPC policy.

The College of New Jersey

2009 – 2012

Ewing, New Jersey · Public selective university, 7,500 students

Residence Director, Residential Education and Housing

2009 – 2012

Implemented the residential curriculum for the Sophomore Year Experience and supported the professional development of student staff.

Old Dominion University

2008 – 2009

Norfolk, Virginia · Public Division I research university, 24,000 students

Graduate Assistant, Housing and Residence Life

2008 – 2009

Oversaw the programmatic structure for Rogers Complex, served in the professional staff on-call rotation, and acted as a student conduct hearing officer.

Virginia Wesleyan University

2007 – 2008

Norfolk, Virginia · Private liberal arts university, 1,600 students

Graduate Assistant, International and Intercultural Programs

2007 – 2008

Served as International Hall Coordinator for a living-learning community focused on inclusion and justice, supported acculturation and orientation for international students, and worked with Admissions on F-1 visa and international student documentation.

CONSULTING PRACTICE

Principal and Chief Executive Officer

2023 – Present

DrKRWSpeaks, LLC, Atlanta, Georgia

Lead all strategic planning, business development, financial management, marketing, client relations, and daily operations of an independent consulting practice serving higher education and corporate clients.

- Advise on organizational change management, leadership development, evolving employee expectations, multigenerational workplaces, and equitable cultures grounded in mattering.
- Design and deliver training on hazing prevention and investigation, student conduct and care, conduct board preparation, restorative justice, team building, and inclusive supervision.
- Negotiate contracts from the vendor side against institutional and state procurement standards, payment requirements, and deliverable schedules.

PROFESSIONAL CERTIFICATIONS AND TRAINING

Project Management Professional Certificate Google and Coursera	2024
Diversity, Equity and Inclusion in the Workplace Muma College of Business, University of South Florida	2021
Post-Crisis Leadership Muma College of Business, University of South Florida	2020
Restorative Justice Circles Restoring Community, Chicago, Illinois	2020
Mediation Norfolk Virginia Court System	2008

PROFESSIONAL SERVICE AND LEADERSHIP

Association for Student Conduct Administration Chair, Raymond Goldstone Foundation Board Board Member, Raymond Goldstone Foundation Board Led realignment of the Foundation Board's strategic priorities and guided the organization through the transition of the Association's Executive Director. Expanded scholarship opportunities for members, implemented a new data management system, established the Board Emeritus position, and launched the Legacy of Excellence Award as an annual fundraising initiative. Faculty, Donald A. Gehring Institute Develop and facilitate content for the aspiring director track, and authored new material for the inaugural Equitable and Inclusive Practices in Student Conduct track. Faculty, Student Conduct 101 Chair, Equity and Inclusion Committee	2023 – 2026 2020 – 2026 2019 – Present
American College Personnel Association Chair, PAN African Network Social Co-Chair, PAN African Network Vice-Chair, Commission for Housing and Residence Life	2015 – 2018 2012 – 2015 2014 – 2016
Council for the Advancement of Standards in Higher Education Reviewer, Student Conduct Programs	2020 – 2021
Tim Piazza Center, Pennsylvania State University Researcher, hazing culture in fraternities and sororities	2021
Southern Association for College Student Affairs Convention Planning Team, Volunteer Coordinator Convention Planning Team, Association Experiences	2022 2018

INSTITUTIONAL SERVICE

Oberlin College and Conservatory Diversity, Equity and Inclusion Professionals Committee Diversity, Equity and Inclusion Committee, General Faculty	2024 – 2025 2024 – 2025
Emory University One Emory Strategy team, Offices of the President and Provost Executive Leadership Council	2022 – 2023 2022 – 2023
Washington University in St. Louis Practicum Coordinator, Division of Student Affairs Faculty Fellow, Race and Ethnicity Lab, Brown School of Social Work	2019 – 2021 2018 – 2021

COMMUNITY ENGAGEMENT

Regional Consortium of Higher Education Initiatives Supporting Black Male Success
Commissioner, Social Justice, Race and Equity Commission, City of Brookhaven, Georgia

2017 – Present
2021

PUBLICATIONS

Williams, K. R. (expected 2027). *Lessons from the Chair: Behind the Scenes of Student Affairs*. Emerald Publishing, Identity and Practice in Higher Education and Student Affairs series.

Williams, K. R. (2011, March). Your job search experience. *The Jersey Alliance Blog*.

Williams, K. R. (2018). *Influence of mattering on Black males' intent to persist at a regional predominantly white institution* [Doctoral dissertation, East Texas A&M University]. ProQuest Dissertations and Theses.

SELECTED PRESENTATIONS

More than forty national and regional conference presentations since 2015. Selected entries follow.

Williams, K., Die, R., & Snyder, K. (2024, June). *Gateway to today's college student success*. Higher Education Case Management Association Annual Conference, St. Louis, MO.

Die, R., Snyder, K., & Williams, K. (2024, June). *An ecosystem of holistic student well-being*. Higher Education Case Management Association Annual Conference, St. Louis, MO.

Die, R., Snyder, K., & Williams, K. (2024, June). *Navigating student leave policies*. Higher Education Case Management Association Annual Conference, St. Louis, MO.

Stark, R., Listau, L., Van Dyke, K., & Williams, K. (2024, March). *Student conduct and case management*. NASPA Annual Conference, Seattle, WA.

Williams, K., Stark, R., & Walker, S. (2024, January). *Intersection of student conduct and case management*. Association for Student Conduct Administration Annual Conference, Portland, OR.

Williams, K., Bryant-Smith, A., & McNeal, K. (2023, June). *Building bridges towards an inclusive crisis process*. Higher Education Case Management Association Annual Conference, Portland, OR.

Williams, K., & Raper, J. (2023, January). *Mattering during transitions: The story of two new executive leaders*. NASPA AVP Symposium, Portland, OR.

Glick, B., Cohen, H., Glassman, V., Kaplan, E., Nye, C., Townley, P., & Williams, K. (2023, January). *Infusing equity and inclusion in conversations about student conduct*. Association for Student Conduct Administration Annual Conference, Portland, OR.

Williams, K. (2021, March). *Black bodies and Title IX*. NASPA Annual Conference, virtual.

Williams, K. (2021, February). *LGBT bodies and Title IX*. Association for Student Conduct Administration Annual Conference, virtual.

Williams, K., Diakos, N., & Wright, S. (2021, February). *Navigating 2020: Pandemics and elections*. Association for Student Conduct Administration Annual Conference, virtual.

Williams, P., & Williams, K. (2021, February). *BIPOC leaders of the new skool: Understanding best practices for students of color*. Association for Student Conduct Administration Annual Conference, virtual.

Malyk, P., Anaya, R., Bryant, P., Liang, C., Overton, T., & Williams, K. (2021, February). *Gehring faculty panel*. Association for Student Conduct Administration Annual Conference, virtual.

Williams, K. (2020, October). *LGBT bodies and Title IX*. Association for Student Conduct Administration webinar.

Williams, K., & Rickmond, J. (2020, February). *Reframing your vision: Black bodies and Title IX*. Association for Student Conduct Administration Annual Conference, Washington, DC.

Williams, K., Hobley, M., Hughes, A., Rowe, K., Sebastian, M., & Sinclair, J. (2020, February). *2020 vision: Reflections of diversity scholarship recipients*. Association for Student Conduct Administration Annual Conference, Washington, DC.

Williams, K., Crain, L., Renault, N., & Wright, S. (2020, February). *2020 vision: Stories from Gehring faculty fellows*. Association for Student Conduct Administration Annual Conference, Washington, DC.

HONORS AND AWARDS

Diamond Honoree, American College Personnel Association	2024
Darden Fellow, Darden College of Education and Professional Studies, Old Dominion University	2024
Mid-Level Professional Award, Southern Association for College Student Affairs	2019
Diversity Alumni Award, Otterbein University	2018
Diversity Scholarship Award, Association for Student Conduct Administration	2018
Outstanding Chapter Advisor of the Year, Texas A&M University-Commerce	2013 – 2017
Order of Omega	2008
Undergraduate Student Leader, Ohio College Personnel Association	2006

PROFESSIONAL AFFILIATIONS

NASPA: Student Affairs Administrators in Higher Education	2005 – Present
ACPA: College Student Educators International	2005 – Present
Association for Student Conduct Administration	Current
Higher Education Case Management Association	Current
Association of Fraternity/Sorority Advisors	2011 – 2015

References available upon request