

Duane A. Williams, Ph.D.

EDUCATION

- Ph.D. 2022 **Doctor of Philosophy in Family Science and Human Development**
Montclair State University, Montclair, NJ
Dissertation: Black First-Generation Professionals: Leaders That You Never Heard Of Before – An Exploratory Study Of Lived Experiences
- M.P.A. 2006 **Master of Public Administration**
Kean University, Union, NJ
Thesis: *Influence of Policy and Societal Norms on Work Performance*
- B.S. 2004 **Management Science**
Kean University, Union, NJ
Cum Laude Graduation Honors

PROFESSIONAL EXPERIENCE

Texas A&M University - San Antonio, San Antonio, TX

2022 - Present | Associate Vice Provost of Student Success and Retention

- Provide strategic vision and leadership for university-wide student success initiatives, directly impacting enrollment, retention, and completion rates
- Oversee critical academic support units, including Academic Advisement, Student Academic Success Center, and First-Year Experience programs
- Lead cross-divisional student success and retention committee, fostering collaboration across university departments
- Lead cross-functional university strategic scheduling and academic policy team
- Develop and implement data-driven retention strategies, resulting in improved student persistence
- Design and execute initiatives promoting inclusive excellence, improving equitable outcomes for all students
- Establish comprehensive support systems for underrepresented, low-income, first-generation, military-connected, and transfer students
- Create and maintain a university-wide retention plan, aligning resources to achieve specific retention goals
- Implement high-impact practices in collaboration with academic deans, department chairs, and faculty, enhancing student engagement and success
- Develop and manage an efficient student alert system, enabling timely interventions for at-risk students
- Secured \$3,000,000.00 in U.S. Department of Education funding through grant proposals for innovative student success programs
- Regularly brief university leadership on the progress and outcomes of retention strategies
- Maintained expertise in national trends and best practices in student success, applying cutting-edge approaches to university initiatives
- Perform other duties as assigned

Montclair State University, Montclair, NJ

2018 – 2022 | Director, Center for Leadership and Engagement

- Supervised six (7) professional staff positions
- Provided leadership and oversight for the Coordinator of Montclair State Orientation Experience, which serves approximately 3500 freshmen and 2250 transfers each year
- Oversaw comprehensive programs and initiatives to foster engagement, growth and success for Adult Learners, Veteran/Military Students, and Knowledge is Power Program (KIPP) students
- Oversaw Experience Montclair Initiative to increase student engagement campus-wide
- Oversaw development, implementation and assessment of the Presidential Scholars Programs
- Oversaw summer bridge program which provides opportunities for incoming freshman to get a jump-start on their college tenure
- Oversaw the development and implementation of Financial Education for campus community
- Oversaw a comprehensive set of programming and initiatives for First Generation College students
- Oversaw programming and support measures by the Retention Specialist which provided to support students served in the center
- Oversaw the training, mentorship and functions of graduate students and interns throughout the year
- Provided oversight in the evaluation, placement, training and supervision of graduate interns
- Served as the fiscal agent for five University budgets; two revenue generating and 3 general ledgers: approximately \$600,000+
- Participated in all non-registration efforts as needed
- Monitored rates of course completion in respective student populations
- Monitored the academic progress of students served by the department
- Met with students to address problem areas that impede academic success
- Developed programs and initiatives that facilitated student retention and graduation
- Worked closely with departments to design effective and efficient systems for eliminating roadblocks that impact students' degree completion
- Worked closely with departments to design and offer programs that foster exploration and cross-pollination of personal interests
- Worked collaboratively with the offices of Institutional Research, Information Technology and other stakeholders, to collect, categorize, and review pertinent data related to student retention.
- Provided updates, wrote reports, and made presentations to various University constituents
- Assist the Associate Vice President in other related projects
- Perform other duties as assigned.

2016 – 2018 | Director, Office of Academic Success and Retention Program

- Supervised eight (8) professional staff positions.
- Provided leadership and oversight for the Coordinator of Montclair State Orientation Experience, which served approximately 3,500 students each year.
- Provided leadership and oversight for the Coordinator of Transfer Student Orientations, which served approximately 2,250 students each year.
- Guided the Coordinator of Adult Learning and Veteran Military Services in the creation of comprehensive programs and initiatives to foster engagement, growth, and success of these populations.
- Oversaw the programming and support measures that the Retention Specialist provided to all students served within the department.
- Oversaw the training, mentorship, and functions of rotational graduate interns throughout the year. Graduate interns assisted in fostering the initiatives and goals outlined by the department.
- Served as the fiscal agent for two University budgets: revenue-generating and general ledger, totaling approximately \$450,000.00.
- Participated in all non-registration efforts as needed.
- Monitored rates of course completion in respective student populations.

- Monitored the academic progress of students served by the department.
- Met with students to address problem areas that impeded academic success.
- Developed programs and initiatives that facilitated student retention and graduation.
- Worked closely with departments to design effective and efficient systems for eliminating roadblocks that impacted students' degree completion.
- Worked closely with departments to design and offer programs that fostered exploration and cross-pollination of personal interests.
- Collaborated with the offices of Institutional Research, Information Technology, and the Director of Enrollment Management Data and Technology to collect, categorize, and review pertinent data related to student retention.
- Provided updates, wrote reports, and made presentations to various University constituents.
- Assisted in the evaluation, placement, training, and supervision of graduate interns.
- Assisted the Associate Vice President in other related projects and duties as assigned.

2014 – 2016 | Associate Director, Freshman and Sophomore Programs, Center for Advising and Student Transitions

- Oversaw the academic advising initiatives and activities designed to promote freshman and sophomore success and retention.
- Provided leadership and oversight in the execution of new student and family orientation programs; expanded the online orientation component.
- Implemented initiatives that included a holistic freshman and sophomore academic advising program; promoted major exploration initiatives.
- Provided leadership for the center's Peer Leadership Program and guided the advising component of Peer-to-Peer advising.
- Served as instructor for the Freshman Seminar Course and advised a reduced caseload of students.
- Coordinated the academic advisor workshop series to promote awareness and discuss trends within the field.
- Established a communication plan for specific time periods throughout the academic year relating to advising and programmatic initiatives.
- Supervised five (5) full-time professional staff members, front-line, and graduate staff.
- Created and oversaw the implementation of a comprehensive summer bridge program; established and grew the program from six students in year 1 to thirty-nine in year 3.
- Oversaw support and growth of the academic honor societies.
- Participated in a variety of assessment and evaluation activities; provided support for the university's retention initiatives, including outreach to non-registered and deregistered students.

Hudson County Community College, Jersey City, NJ

2013 – 2014 | Director, Center for Academic and Student Success

- Coordinated functions of the Advisement Center, Career & Transfer Services, and Disability Support Services.
- Supervised 25–30 full-time and part-time employees, including scheduling and special assignments.
- Planned, presented, and created assessments for New Student Orientation.
- Developed an Online Orientation module accessible via the Freshman Seminar course.
- Implemented a comprehensive First Year Experience (FYE) program designed to increase retention.
- Managed the Retention Alert System in relation to campus awareness and caseload assignments to staff.
- Utilized ongoing assessments to steer efforts of the Advisement Center and ensured that objectives were met.
- Created a programming model for which Student Affairs and Academic Affairs collaborated to engage students.
- Performed staff evaluations to improve the quality of work in alignment with the institution's goals.

- Monitored and evaluated pre- and co-requisite rules as they related to registration access in Colleague (DATATEL).
- Coordinated staff training and professional development on an ongoing basis.
- Created a Peer Mentor program as part of the FYE program.
- Facilitated strategic partnerships to provide mental health programs and services to students.
- Developed a Communication Plan that streamlined all communication on a calendar basis from the Advisement Center.
- Instructed the Freshman Seminar (online version).
- Managed a budget line of \$250,000.00.

2010 – 2013 | Assistant Director, Center for Academic and Student Success

- Maintained strict confidentiality of all student records and adhered to the requirements of FERPA.
- Coordinated a Workshop Series addressing the academic, personal, and career goals of students.
- Presented one (1) of three (3) segments during New Student Orientation to an audience of 250 students.
- Provided academic advisement to students and assisted with the registration process.
- Ensured collaboration and supported the Faculty Advising Program. Was responsible for assigning, un-assigning, and re-assigning students to each full-time faculty member and served as the primary resource for faculty, staff, and students with issues regarding academic advisement support.
- Fostered positive relationships with students and faculty that contributed to an environment of academic engagement.
- Coordinated and presented professional development workshops in the realm of advising for faculty advisors, counselors, and the college community.
- Coordinated all educational programming for students, including Student Success Week and Wellness Week, in collaboration with Admissions, the Registrar, Career Services, Disability Support Services, Academic Support Services, Financial Services, and Academic Divisions to promote student success.
- Instructed the College Student Success class (Freshman Seminar Course) in person and online with the objective of assisting students with their transition to college, using BLACKBOARD software to facilitate the course.
- Attended conferences, workshops, and training for professional development.
- Assisted with the assessment of student services pertaining to academic support.
- Worked on special projects to develop other programs and services that fostered student development and success. Participated in the Governance Committee to discuss current policies and made recommendations as needed.
- Worked to develop a Graduation Roadmap outlining services and a direct path from application to graduation.
- Coordinated a Boys to Men Male Conference with surrounding high schools to provide mentorship and exposure to a collegiate career.

Kean University, Union, NJ

2007 – 2010 | Residence Hall Director – Residence Life

- Oversaw all administrative, educational, and supervisory aspects for an assigned residential hall of 420 freshmen students.
- Created a living environment to maximize student academic success where safety and welfare were promoted.
- Specific duties included staff supervision and job performance evaluation for 27 student workers, serving as a judicial officer in student hearings and discipline, maintaining operational and facility aspects of buildings, fostering programming ideas, and participating in on-call duty rotation.
- Coordinated departmental staff training for student workers (70-80), which included coordinating and presenting workshops to address student staff needs.
- Supervised a Graduate Assistant and Clerk Typist in a separate residence hall, providing direction,

advice, and leadership to these individuals.

- Developed and implemented a comprehensive outreach program—Aiming to Create a Community Engaged with Student Success (ACCESS)—to address the needs of students falling below the required grade point average. The main focus was on achieving higher retention rates of residential students. Facilitated one-on-one sessions to provide advice and campus resources to students.
- Supervised a summer residential program for incoming Exceptional Educational Opportunities (E.E.O) students, which involved working in conjunction with various departments to coordinate an effective and successful program.
- Facilitated and advised a bi-weekly open forum for the male population on campus (Men’s Group), which included discussing current issues as an informational tool for group members. Mentoring these underrepresented students was used as a means of personal and academic development for members.
- Coordinated and supervised program ideas to address the needs of first-year college students.
- Supervised a Living Learning Community (LLC) in the residence hall, which required working in conjunction with other departments, faculty, and staff. The LLC was a ‘Green’ and ‘Science’ floor.

2006 – 2007 | Academic Counselor, Gaining Early Awareness and Readiness (GEAR UP) Program

- Developed and managed programs in collaboration with the program Coordinator and/or Director in Abbott school districts.
- Co-managed after-school and summer programs, including both residential and non-residential aspects.
- Identified and recruited GEAR UP students, assessed students' needs based on their grades, and assigned tutoring classes; updated and maintained students' files and database.
- Provided monthly reports on assignments and promoted GEAR UP and University attendance to our cohort.
- Facilitated budget preparation for after-school and Saturday programs to match available funds.
- Hired, trained, and supervised student workers (mentors) to develop leadership abilities with students.

TEACHING EXPERIENCE

Guest Lecturer:

Fall, 2020	Introduction to Sociology. <i>Race and Ethnicity</i> County College of Morris, Randolph, NJ.
Spring, 2016	COUN 589. <i>Student Services in Higher Education</i> . Montclair State University, Montclair, NJ.

Adjunct Instructor: Montclair State University, Montclair, NJ

Fall, 2016	GNED 199. New Student Seminar (undergraduate students)
Fall, 2015	GNED 199. New Student Seminar (undergraduate students)
Fall, 2015	GNED 199. New Student Seminar (undergraduate students)
Fall, 2014	GNED 199. New Student Seminar (undergraduate students)

Adjunct Instructor: Hudson County Community College, Jersey City, NJ

Spring, 2013	CSS-100 College Student Success (online and in-person)
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Fall, 2012 CSS-100 College Student Success (online and in-person)

Spring, 2012 CSS-100 College Student Success (online and in-person)

RESEARCH

2019 – 2022 Graduate Research Assistant, *Family Science and Human Development*, Dr. Pearl Stewart (PI), Conduct studies on First Generation College students. Assist in literature review, participant recruitment and interviews, and data analysis. Co-author manuscript based on findings surrounding the experiences of first-generation college students who have graduated.

PUBLICATIONS & RESEARCH

- Williams, D.A.**, Samms, K. (2026). Black First Generation Professionals and the Hidden Toll - Family Relationships and Identity: Mentorship as a Continuum for Mobility. Book Chapter in Information Age Publishing.
- Williams, D.A.**, Stewart, P., Gordon, R. (2024). Family Achievement Guilt: Same Me, Different View. Exploring family achievement guilt in post-graduate first-generation college students.
- Williams, D.A.**, Gordon, R. & Stewart, P. (2023). Career Mobility For Black Professionals: Mentorship as an Underground Railroad. *Journal of African American Studies*.
- Gordon, R., Hood, D., Stewart, P., & **Williams, D.A.** (2021). EOF Advantage: Examining the effects of a summer bridge program for first-generation Black male students. *Journal of Access, Retention, and Inclusion in Higher Education*, 4(1).

PRESENTATIONS

- Williams, D.** (2026). Factors affecting time-to-degree for students at A&M-SA. Higher Education Coordinating Board Network Improvement Community. Austin, TX.
- Williams, D.** (2026). Student Success: An Introspective Systems Perspective. Guest Speaker at Texas A&M University, Corpus Christi, Graduate course "The Community College."
- Williams, D.**, Reynolds, J. & Kingsberry, W. (2025). *Access Not Aptitude: Shifting Retention Issues from Student to Structures*. Presenter at the Texas Conference on Student Success. Austin, TX.
- Williams, D.** & Abdelrahman, M. (2025). *Inescapable Engagement: Connecting the Dots Across College Ready Strategies*. Presenter at the Association of State College and Universities Summer Meeting. Indianapolis, Indiana.
- Williams, D.** (2025). *Let's PREP: Preparing to Reach Educational Potential*. Keynote Speaker Dual Credit/Early College Family Orientation at Texas A&M University, San Antonio, TX.
- Williams, D.** (2023). Journey With Me: Professional Development Workshop for Educators. Keynote Speaker at Greg A. Garcia Early College Intermediate Academy.
- Williams, D.** (2023). *Let's PREP: Preparing to Reach Educational Potential*. Keynote Speaker at Texas A&M University, San Antonio, TX.
- Williams, D.** (2022). *Let's PREP: Preparing to Reach Educational Potential*. Guest Speaker at J. Christian Bollwage Finance Academy. Elizabeth, NJ.
- Williams, D.** (2021). *Transition to college*. Pre-college Access Institute Conference. Montclair State University, Montclair, NJ.
- Williams, D.** (2021). *Leveraging data for analysis, assessment, and accreditation*. Panelist at Virtual Student Engagement Conference.
- Williams, D.** & Stewart, P. (2020). Exploring Family Achievement Guilt in Post Graduate First-Generation College Students. National Council on Family Relations (NCFR) virtual

conference.

Williams, D. (2020, 2018, 2017, 2016, 2015, 2014). *Transitions to college: What families should expect*. Center for Leadership and Engagement Orientation Program. Montclair State University, Montclair, NJ.

Williams, D. & Rickards, K. (2019). *How to enhance an existing program*. Co-presentation at the pathways to student development conference. Temple University, PA.

Williams, D. (2018). *The pursuit of passion: Mining one's legacy*. Keynote speaker for the Counselor Training Institute. Georgian Court University, Lakewood, NJ.

Williams, D. (2018). *True life: I'm about to graduate*. Presentation to students in the Educational Opportunity Fund (EOF) program. Montclair State University, Montclair, NJ.

Campagna, M., Carcione, A. & **Williams, D.** (2016). *Designing a blueprint for major exploration on your campus*. Workshop session at the National First Year Experience conference. Orlando, FL.

Williams, D. (2010). *Professionalism and transferable skills*. Presentation for academic advisors and counselors in the Center for Academic and Student Success. Hudson County Community College, Jersey City, NJ.

Williams, D. (2009). *Two halls diverge on campus: Decision making, it matters on or off duty*. Presentation at the annual NJCORE conference for professional staff in Student Affairs. Seton Hall University, South Orange, NJ.

Williams, D. (2009). *Passport to success: Is it the role or the behavior that determines professionalism*. Presentation for student leaders in the Office of Residence Life. Kean University, Union, NJ.

Williams, D. (2008). *The art of effective confrontation*. Presentation for student leaders in the Office of Residence Life. Kean University, Union, NJ.

GRANT AWARDS AND PROPOSALS

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| 2025 | United Way Texas Success Initiative-Assessment Readiness Grant. \$165,000.00 yearly for up to five (5) years. (Submitted) |
| 2025 | American Association of State Colleges and Universities (AASCU) Student-Centered Course Scheduling Project. Project Lead for Texas A&M University – San Antonio. \$31,500.00 (Awarded) |
| 2023 | U.S. Department of Education Title V Grant: Caminos Hacia el Exito (Pathways to Success). Principal Investigator. 5-year, \$3,000,000. (Awarded) |
| 2019 | U.S. Department of Education Title III Grant: Strengthening Institutions Program (SIP). Contributor to the “Financial Literacy” section of the proposal. Proposal submitted and approved as a five (5) year development grant (\$2.2+ million). Project Manager for financial literacy curriculum. Responsible for the implementation of the curriculum and assessment. (Awarded) |

PROFESSIONAL MEMBERSHIPS

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| 2025 – Present | Member, Client Advisory Board, Ad Astra Solutions |
| 2022 – Present | Member, Texas Council for Chief Academic Officers (TCCAO) |
| 2022 – Present | Member, American Association of State Colleges and Universities (AASCU) |
| 2018 – Present | Member, National Association of Student Personnel Administrators (NASPA) |
| 2014 – 2022 | Member, National Academic Advising Association (NACADA) |
| 2019 – 2024 | Member, National Council on Family Relations (NCFR) |
| 2008 – 2009 | Member, Association of College and University Housing Officers – International |

HONORS AND AWARDS

2019 – 2020 Student Development and Campus Life, Vice President's Award
 2018 – 2019 Student Development and Campus Life teamwork award, Montclair State University
 2013 Honorary member, National Society of Leadership and Success
 2004 Who's Who among Students in American Universities, Kean University
 1999 – 2001 Member, Phi Theta Kappa Honor Society

LEADERSHIP AND COMMUNITY ENGAGEMENT

Texas A&M University – San Antonio

2026 – Present Co-Chair University Strategic Plan Goal 2: Supporting Student Success
 2026 – Present Member, Continuing Enrollment Student Committee
 2026 – Present Co-Chair, Council for Principal Investigators
 2024 – 2026 Member, Council for Principal Investigators
 2025 – 2026 Chair, Data Literacy to Data Fluency Project
 2024 – Present Chair, University Strategic Scheduling Team
 2024 – Present Mentor, Leadership Academy Program
 2023 – Present Chair, University Retention Steering Committee

Montclair State University

2019 – 2022 Doctoral Advisory Committee Graduate Student Representative
 2016 – 2022 President's Commission on Affirmative Action, Equal Opportunity and Diversity
 2016 – 2022 University Panel for student conduct member
 2016 – 2022 Mentor for scholars in the Educational Opportunity Fund program
 2014 – 2016 Mentor in the Educational Leadership in Higher Education program

Kean University

2007 – 2010 Facilitator for a monthly male empowerment group, Kean University, Union, NJ.

Community Engagement

2016 – 2022 Founder, Mind Merge LLC. Think tank group